



**Istanbul Gelisim  
Vocational School**



# **IGVS**

## **Monthly E-Bulletin**

**December**

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[myo.gelisim.edu.tr](http://myo.gelisim.edu.tr)



Dear Young People,

Istanbul Gelişim Vocational School, which started its education life in 2008, started to publish a monthly E-Bulletin as of 2021. We are very happy to bring you the December issue of our e-bulletin and to share with you the developments in our Vocational School. I believe you will enjoy reading our bulletin and I present my greetings and respect with the hope of meeting you in a new issue.

You can follow all the developments in our Vocational School on our social media channels.

Director of IGVS  
Assoc. Prof. Lokman KANTAR



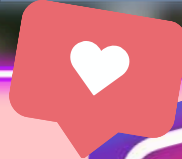
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\*IGVS E-Bulletin has been prepared according to the Turkish Higher Education Quality Council (THEQC) criteria.



# LEADERSHIP

## ACADEMICIANS FROM IGU ARE ON THE "BEST SCIENTISTS" LIST OF THE WORLD AND COUNTRIES!

Research.com, one of the world's leading research and academia portals, has announced the list of the "Best Scientists" of the world and countries. Istanbul Gelisim University academics were shown among the best scientists in Turkey and the world with their degrees in "Engineering and Technology", "Economy and Finance" and "Neuroscience".

Great success in the fields of "Engineering and Technology", "Economics and Finance" and "Neuroscience"!

Istanbul Gelisim University, which is modern, developing, producing and advancing with an understanding of quality education, stands out with its science, technology and R&D studies. According to the list created on the basis of the D-index created for the purpose of measuring, evaluating and monitoring the performance of scientists in terms of scientific productivity. 3 academicians from Istanbul Gelisim University were included in the list of "Best Scientists" with their successful work.

Istanbul Gelisim University Rector Prof. Dr. Bahri Şahin ranked 17th among 47 scientists from Turkey and 4020th in the world in the field of Engineering and Technology.

Prof. Dr. Kemal Sıtkı Türker from IGU Faculty of Dentistry achieved an important success by being 4th among 6 scientists from Turkey and 5870th in the world.

Asst. Prof. Dr. Festus Victor from the Faculty of Economics, Administrative and Social Sciences of IGU was the only scientist from Turkey to be ranked in the field of Economics and Finance, and he was ranked 1183 in the world.



# IGU's Great Success in TUBITAK 2023 Competency Map Report

Istanbul Gelisim University took place in 17 of 21 main research areas and 62 of 132 sub-research areas in the TUBITAK 2023 competency map. IGU has come to the fore among Turkish universities in terms of both quality and research intensity in 9 of the main research areas and 26 of the sub-research areas.

The fields in which our university stands out both in terms of research quality and research intensity. Its ranking among Turkish universities are given in the table below.

We thank all academic staff who contributed.

[Click](#) for TUBITAK 2023 Competency Map.

The ranking of research areas of Istanbul Gelisim University among Turkish universities in terms of quality and research intensity according to the TUBITAK 2023 Competency Map

| Main Research Area                         | Sub-Research Area                      | Quality Ranking in Turkey | Research Intensity Ranking in Türkiye |
|--|--|---------------------------|---------------------------------------|
| Information and Communication Technologies | Information security                   | 1                         | 4                                     |
|  | Big Data                               | 15                        | 43                                    |
|  | Broadband Technologies                 | 3                         | 6                                     |
|  | Internet of Things                     | 4                         | 8                                     |
|  | Robotic                                | 7                         | 40                                    |
| Social and Humanities                      | Law                                    | 1                         | 8                                     |
|  | Economy                                | 2                         | 22                                    |
|  | Business Administration                | 4                         | 23                                    |
|  | Public Administration                  | 1                         | 1                                     |
|  | Urbanization                           | 1                         | 27                                    |
|  | Mass Communication                     | 7                         | 45                                    |
|  | Politics and International Relations   | 1                         | 9                                     |
|  | Sociology                              | 1                         | 24                                    |
|  | Transportation Rail way Systems        | 1                         | 16                                    |
| Environmental Sciences                     | Logistic                               | 1                         | 17                                    |
|  | Meteorology                            | 1                         | 11                                    |
| Energy                                     | Coal                                   | 1                         | 3                                     |
|  | Bioenergy                              | 15                        | 71                                    |
|  | Energy Storage                         | 2                         | 55                                    |
| Physics                                    | Solar energy                           | 23                        | 65                                    |
|  | Statistical Physics                    | 22                        | 37                                    |
| Aviation and Space                         | Aircraft Design                        | 1                         | 42                                    |
|  | Satellite and Launch Technology        | 3                         | 65                                    |
| Construction                               | Civil Engineering                      | 3                         | 35                                    |
| Automotive                                 | Electric and Hybrid Vehicle Technology | 1                         | 42                                    |
| Basic Sciences                             | Mathematics                            | 17                        | 50                                    |





SCIMAGO  
INSTITUTIONS  
RANKINGS

## *SCImago 2024 results have been announced: IGU is in the top 5 in the field of research!*

The results of "SCImago University Rankings 2024", which ranks the scientific research, innovation and social impacts of world universities according to SCOPUS publication and citation data, have been announced. Standing out with its work in research areas, Istanbul Gelisim University ranked 5th among Turkish universities in the field of research and 25th in all fields. It attracted attention with the results it received in the categories of Economy, Environmental Science, Business Administration, Energy, Social Sciences and Engineering.

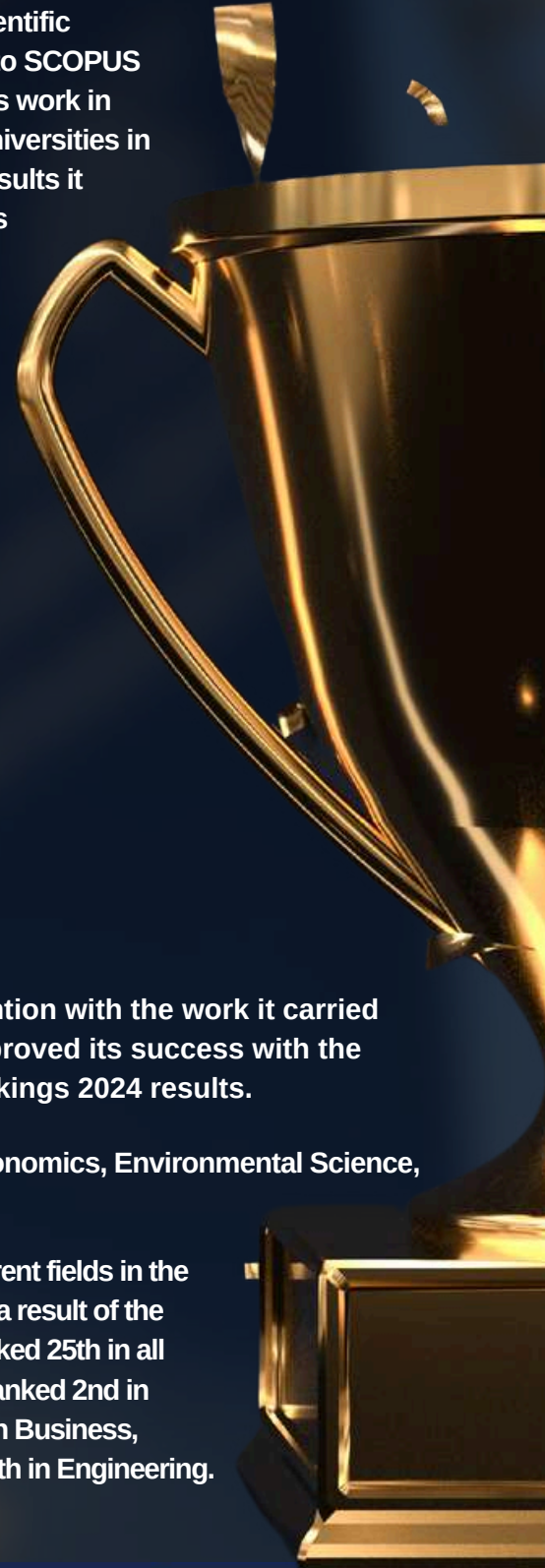
The results of "SCImago University Rankings 2024", which measures the social, scientific impact and innovation of universities around the world, have been announced. Aiming to give a general idea about universities by measuring their performance in terms of research, innovation and social impact, SCImago University Ranking helps students obtain information about a university's education quality, effectiveness and prestige.



Proceeding with the vision of "World University", IGU attracted attention with the work it carried out for its students and the opportunities it provided. It once again proved its success with the degrees it received in different fields in the SCImago University Rankings 2024 results.

Remarkable success among Turkish universities in the categories of Economics, Environmental Science, Business Administration, Energy, Social Sciences and Engineering!

Istanbul Gelisim University draws attention with its research studies in different fields in the 2024 results of SCImago, one of the university evaluation organizations. As a result of the evaluation made on SCOPUS research data, Istanbul Gelisim University ranked 25th in all fields and 5th in the field of research among Turkish universities. IGU also ranked 2nd in Economics, Econometrics and Finance, 4th in Environmental Science, 7th in Business, Management and Accounting, 8th in Energy, 13th in Social Sciences and 14th in Engineering.



## IGU achieved great success by being in the 1001-1200 rankings in THE World Universities Ranking 2025

**T** **H** **E**  
TIMES HIGHER EDUCATION



Istanbul Gelisim University has achieved great success by ranking in the top 500 in the field of Research Quality in the list of THE World Universities Ranking 2025, which includes many well-established institutions such as Oxford University, Massachusetts Institute of Technology (MIT) and Harvard University.

Times Higher Education (THE), the London-based international higher education rating agency, announced the World University Rankings for 2025. The ranking was evaluated with the criteria of Education, Research Environment, Research Quality, Industry and International Outlook between 2019-2023. In this process, those who met various criteria from approximately 40,000 universities worldwide were included in the ranking. While there are more than 2,000 institutions in this ranking, Türkiye has achieved a historical success by being represented by 91 universities. In addition, 12 Turkish universities were included in the top 1000.

IGU, which achieved a significant success in the World Universities Ranking 2025, was ranked in the 1001-1200 in the world in general rankings, being 13th among Turkish universities and 8th among foundation universities.

IGU, which ranks 473rd in the world with Research Quality field, was listed as the 3rd among Turkish universities and as the 2nd among foundation universities. In the field of International Outlook, it ranked 596th in the world, and 5th in Türkiye. The success of IGU in the rankings shows the university's commitment to high-quality education and research and its compliance with international standards. IGU, which advances to the vision of the world university, takes firm steps towards becoming a globally recognized university by supporting its research activities while providing an innovative and contemporary education to its students.



***"This achievement is not only a ranking; it is also a reflection of our understanding of academic excellence and innovative education"***

Istanbul Gelisim University Rector Prof. Bahri Şahin: *"As Istanbul Gelisim University, we are proud to be among the top 500 universities in the field of Research Quality in the Times Higher Education (THE) World Universities Ranking 2025. The fact that we are ranked 8th among the foundation universities in Turkey by being in the 1001-1200 in the general rankings in the international arena is a result of the intense efforts and dedication we carry out together. This achievement is not only a ranking; it is also a reflection of our understanding of academic excellence and innovative education. Our vision is to provide our students with the highest quality education, making them individuals who can compete on a global level. We aim to be a pioneer in knowledge production with our studies in the field of research and innovation. I would like to thank all our academicians and stakeholders of our university who contributed to achieving this success. We will continue to work to achieve many more achievements that will strengthen the presence of IGU in the international arena by continuing to move forward with determination to achieve larger goals in the future."*

Commenting on Türkiye's success in the Times Higher Education (THE) 2025 World University Rankings, THE Global President Phil Baty stated, *"The increase in the number of Turkish universities in the top rankings is an indication that Türkiye has made rapid progress in terms of research and education quality. It is really great to observe this and we think it will go higher in the rankings of universities."*

# IGU has risen 23 places in the overall ranking!

According to the results announced by Round University Ranking (RUR), one of the institutions ranking universities in the world, Istanbul Gelisim University rose 23 places in the world with 1099th. IGU, on the other hand, ranked 48th among universities in Türkiye and 18th among foundation universities.



Continuing to progress with the vision of "World University", Istanbul Gelisim University (IGU) has achieved a significant success in the international arena and increased its place in the RUR 2024 World Universities Ranking by 23 steps compared to last year. According to the list published by the RUR Rankings Agency for 15 years, IGU ranked 48th in Türkiye and 18th among foundation universities in Türkiye this year.

Round University Ranking (RUR), one of the prestigious organizations ranking world universities, announced the results of 2024. RUR, which evaluates the leading universities around the world according to a total of 20 indicators under the headings of teaching, research, international diversity and financial sustainability, bases its ranking on certain criteria. When determining the scores of universities, teaching and research dimensions are reflected in the total score as 40 percent, and international diversity and financial sustainability indicators are reflected in the total score as 10 percent.

According to the ranking explained in the indicators of Teaching, Research, International Diversity and Financial Sustainability, IGU ranked 1113th in the world in the 'Teaching' indicator and 15th among foundation universities in Türkiye. While maintaining its place in the 'Research' indicator last year, it ranked 1017th in the world ranking and 16th among foundation universities by increasing its score. IGU, which achieved global success with its internationalization strategies, continued its success in the 'International Diversity' indicator and ranked 730th in the world and 16th among the foundation universities in Türkiye, while it ranked 1106th in the world and 16th in the foundation universities in the 'Financial Sustainability' indicator.



# YÖK evaluated universities: IGU ranked 1st in 3 categories

The "University Monitoring and Evaluation General Report-2024" prepared by the Council of Higher Education (YÖK) was published. Istanbul Gelisim University (IGU), which stood out in 6 fields last year, stood out in 10 fields this year with its studies. While IGU was at the top with its studies in the field of water saving investment and energy efficiency investment per the amount of water consumed in the "Sustainability" category, which is one of the evaluations made by the Council of Higher Education, it maintained its 1st place as the university with the most accredited undergraduate programs.



The "University Monitoring and Evaluation General Report-2024", in which the Council of Higher Education evaluated 201 universities in Turkey according to 64 different indicators, was published. Istanbul Gelisim University (IGU) ranked 1st in the university category, where the use of energy efficiency investment and water saving investment per the amount of water consumed was the highest. IGU, which took firm steps towards internationalization, maintained its 1st place as the university with the most accredited undergraduate programs among both state and foundation universities.

### IGU entered the rankings in 10 different indicators in 4 different categories

Istanbul Gelisim University, which proceeds with the vision of "Research University", ranked 6th in the category of "applied patent, useful model or design" in the field of "Research-Development, Project and Publication" according to 2024 data, and 13th in the category of "Field-weighted citation impact". In the "University Monitoring and Evaluation General Report-2024"; IGU, which is the 1st university with the most accredited undergraduate programs in the field of "Education and Training", ranked 3rd in the "Number of E-Resources" category.

Advancing with the vision of the world university, IGU ranked 5th in the category of "Number of international doctoral academicians employed" in the field of "Internationalization", 9th in the category of "Number of international students" and 11th in the category of "Number of students participating in exchange programs".

### Success in 3 different indicators in the sustainability field!

Istanbul Gelisim University, which attaches importance to sustainability studies in all areas, especially environmental sustainability by adopting the "Sustainable Development Goals", once again emphasized the importance it attaches to the practices for the effective use of natural resources as the 8th in the category of "Direct carbon footprint per capita" as well as its first place in the categories of "energy efficiency investment use" and "water saving investment per amount of water consumed" in the field of "Sustainability" in the 2024 report.



### ***"We act with a strong spirit of cooperation to shape the future"***

*Istanbul Gelisim University Rector Prof. Bahri Şahin underlined the success of IGU in 10 fields in the University Monitoring and Evaluation General Report-2024, which maintains its 1st place as the university with the most accredited undergraduate program among both state and foundation universities. Prof. Şahin also added: We are proud of the studies we have carried out on many issues such as rapidly developing technology, climate and environmental problems, global conflicts, changes in social needs, employment and economic crises, which YÖK President Prof. Erol Özvar said these are the issues that higher education will seek solutions in the coming period. As a university, we adopt the United Nations Sustainable Development Goals with the aim of leaving a more livable world for future generations. Sustainability is critical not only for the world, but also for humanity, and achieving this goal is a shared responsibility of all of us. In this regard, we aim to develop innovative solutions and increase social benefit by giving special importance to our education and research activities. We act in a strong spirit of cooperation to shape the future."*

# Academic cooperation protocol signed between IGU and Uzbekistan Renaissance University of Education

Istanbul Gelisim University (IGU) continues its international collaborations with the aim of strengthening its academic ties with the Turkish world. In this regard, an important academic cooperation protocol was signed between IGU Rector Prof. Bahri Şahin and Uzbekistan Renaissance University of Education Rector Prof. Nusratilla Barakayev.

IGU Rector Prof. Bahri Şahin hosted Uzbekistan Renaissance University of Education Rector Prof. Barakayev and Vice Rector Qulmat Shakarov, in his office. IGU Vice Rectors Prof. Nuri Kuruoğlu, Prof. Necmettin Maraşlı and Prof. Arda Öztürkcan, Alisa Usubova from the International Exchange and Cooperation Office, Specialist Pınar Aleyna Doğan, Assistant Specialist Mehmet Emir Çetinberk and International Students Office Vice Director Alkan Kotro were also at the meeting.

During the visit, introductory videos of both universities were watched and mutual information was shared about academic units, research centers, student exchange programs and campus opportunities.

Click [here](#) to access the news source.



# International Sustainability Short Film Festival ended with a glorious premiere

The International Sustainability Short Film Festival, which was organized for the first time in cooperation with Istanbul Gelisim University Public Relations and Promotion Directorate and the Faculty of Fine Arts, ended with a magnificent gala after a three-day program. The festival provided an important platform for young filmmakers around the world to express themselves.

Awards were given in the high school and international categories of the festival. Individuals who are entitled to receive awards are as follows:

## High Schools Category:

Best Screenplay: Injustice – Mustafa Kemal Gülmüş

Best Image: Watercolor – Arda Keskin

Best Director: Mevzubahis-Ozan Uzunoğlu

## International Category:

Best Screenplay: Nomad – Selim Alan

Best Image: Uncle Ali – Ömür Gürgen

Best Director: The Fence – Ali Zare Ghanatnowi



Click [here](#) to access the news source.



## TTO authorities presented certificate to IGU Rector Prof. Bahri Şahin

Istanbul Gelisim University (IGU) Technology Transfer Office (TTO) participated actively in the MUSIAD EXPO 2024 Fair held in TÜYAP last week. The participation certificate given to the IGU Technology Transfer Office due to its contributions at the MUSIAD Expo was presented by the TTO officials to the Rector Prof. Bahri Şahin.

At the fair, which is one of the leading business meetings in Türkiye, IGU TTO made various contacts to strengthen university-industry cooperation and opened the door for new collaborations.



In order to evaluate the studies carried out within the scope of the fair and the results obtained, IGU TTO authorities came together with Rector Prof. Bahri Şahin. During the meeting, the contacts and meetings held during the fair were discussed in detail. At the same time, the policies and roadmap of the TTO in the future were discussed.

TTO officials emphasized that MUSIAD Expo offers an important platform both to reinforce existing collaborations and to lay the foundations for new projects. In the coming period, IGU Technology Transfer Office will continue to carry out R&D studies and innovation activities in accordance with the university's innovative and "Research University" vision and to support these ties with sustainable projects.

Click [here](#) to access the news source.



# HISTORY

Istanbul Gelisim Vocational School started education in 2008 with 9 programs and became a school that forms the core of Istanbul Gelisim University. It has shown rapid development since its establishment; it has reached 19 departments, 37 programs and 10,630 students. Evening education is provided in 21 of 37 programs.

Istanbul Gelisim Vocational School continues its educational activities with its experienced and strong academic staff. In addition to the permanent instructors, by employing the leading names of the sector part-time, the students are given the opportunity to learn their practical experience in business life.

Istanbul Gelisim Vocational School, which has moved to its new campus as of the Fall Term of the 2017-2018 Academic Year, has a total of 22 workshops, including Aircraft Maintenance Workshops, Mock-Up, Kitchen, Electric, Construction, Automotive, Serigraphy, Ceramics and Fashion workshops, in its new campus so that students can apply their theoretical education practically. Besides it offers a field of application with 7 Computer Labs, one of which is MAC.

Our School's Aircraft Technology Program has the Recognized School Approval Certificate from the General Directorate of Civil Aviation (SHGM) as well as the Flight Operations Specialist Training (Dispatcher) Authorization Certificate from the DGCA. Apart from our two programs authorized by DGCA, the licensing processes for the Approved Cabin Crew Basic Training Organization Certificate for Civil Aviation Cabin Services Turkish and English Programs and the Approved Ground Handling Training Organization Certificate for Civil Air Transport Management Turkish and English Programs are continuing at the DGCA.

Istanbul Gelisim Vocational School students can benefit from the educational and social activity opportunities available in all campuses of our university without interruption.

# OUR MISSION

To equip our students in all the programs with innovations in their fields, to keep them informed of current developments, to keep this process alive with scientific activities, and to support the scientific studies of lecturers. To be the solution for the need of qualified intermediate staff with the qualifications required by the sector, to have assimilated the latest technological developments, to have developed a practical side.



# OUR VISION

Our vision is to be one of the world's leading vocational schools with qualified academic staff and all the programs recognized by international institutions and organizations, and to train students who are demanded by the market and who are all employed after graduation.



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# EDUCATION



## NEWS FROM IGVS

# TÜBİTAK Supported Academic Literacy Education Report Published!

The report of the TUBITAK supported academic literacy training conducted by Asst. Prof. Dr. Esat Daşdemir of IGVS Banking and Insurance Program has been published. The report covers the motivation, planning and realization process of the training, the outputs of the project and expectations for the future.

You can access the report via the [open access address](#) and the [library catalog address](#).





# Web Design and Coding Program organized an event titled "Let's Ask Someone Who Knows: How Do I Find Investors for My Idea?"

IGVS Web Design and Coding Program Lect. Assist. Çisem YAŞAR moderated the event "Let's Ask Someone Who Knows: How Do I Find Investors for My Idea?" with the participation of Nizamettin Sami HARPOTLU, Co-Founder of StartupCentrum. In the event, topics such as Entrepreneurship Ecosystem 101, Players and Investors were discussed. Basic information and strategies were shared for those who want to step into the world of entrepreneurship. Entrepreneurship is a highly dynamic and diversified ecosystem as well as the realization of innovative ideas and the engine of economic growth. The event explained how all stakeholders in the entrepreneurship ecosystem work together and add value to each other. In addition, the dynamics of the relationship between entrepreneurs and investors, points to be considered in the investment process, types of investors (such as angel investors, venture capital, venture capital) and how both parties can benefit were also discussed. It was a useful event for anyone who is considering taking a step into entrepreneurship, wants to grow their existing ventures and wants to learn more about the investment world. At the end of the event, the questions of the students were answered and the event was completed. We would like to thank Hande CEYLAN DAYAN, IGU Tekmer Manager, R&D Specialist Büşra ÖZTÜRK, Alperen CİM, founder of CİM GAMES, our students and lecturers for their contributions to the event.



# Marine and Port Management Program Participated in 'Yenikapi Boat Show 2024-2 Marine Vehicles, Equipment and Accessories Fair'

The students of the Marine and Port Management Program participated in the Yenikapi Boat Show 2024-2 Marine Vehicles, Equipment and Accessories Fair held in Yenikapi on 19.12.2024 under the guidance of Dr. Ramazan AÇIKGÖZ. At this fair, which is the heart of the maritime world, students met with industry professionals and had the opportunity to discover a wide range of products and services consisting of marine



vehicles, equipment and accessories of leading brands in the sector. Students had the opportunity to discover and get to know the products of international and national brands and companies that offer developing technologies, innovative designs and environmentally friendly solutions in the maritime industry. Through this visit, our students also had the opportunity to see and try the latest innovations in marine vessels, equipment and accessories on site and had the chance to establish connections with industry professionals. The event also provided students with the opportunity to explore the maritime culture, follow the trends in the sector and take their maritime knowledge and experience one step further.

## IGVS Academic Colloquium-IV Was Held

On Friday, 06.12.2024 at 13:00, an academic colloquium was held in the meeting room 108 in Block G. In the colloquium, the following topics were discussed with the presentation of the academicians:

- Lect. Nevzat Yağız TOMBAL: Energy Analysis with Deep Learning in New Generation Buildings
- Lect. Hasan İlker ÇELİKER: Numerical and Experimental Analysis of the Interaction of Composite Materials with Nanosecond Fiber Laser
- Lect. Ali GÜRCAN: Numerical Analysis of the Use of Thermoelectric Generator Prior to Intercooler in Turbocharged Tractors



## "Digital World, Safe Steps: Information Security Technology Meeting" Held

In today's rapidly digitizing world, information security has become not only a specialized field but also a critical priority in education. Adapting educational curricula to this area is of great importance to cultivate the technology leaders of the future and to instill secure digital habits. With this aim, "Dijital Dünya, Güvenli Adımlar: Bilişim Güvenliği Teknolojisi Toplantısı" [Digital World, Secure Steps: Information Security Technologies Meeting] was held online on Friday, December 13, organized by the Information Security Technologies Program, with Lecturer Tuğçe Yüksel as the speaker.



## Information Security Technology Program Student Orientation Held



The student orientation of the Information Security Technology program was held on Friday, October 4, 2024 at Prof. Dr. Aziz Sancar Conference Hall. The meeting was started with the introduction of the department, course contents, clubs and activities by Lect. Tuğçe Yüksel, Head of the Program. Afterwards, Lect. Mehmet Atıcı, the internship coordinator of the program, talked about the points to be considered about the internship processes and the orientation meeting ended with student questions. We wish all our students a successful academic year.

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## R & D

IGVS, Applied Russian Translation and Interpreting Program Assistant Prof. Dr. Sevda POLAT's article titled "Ирония в Русской Литературе 19-го Века с Точки Зрения Функциональной Лингвистики" has been published in full text in Eurasian Journal of International Studies (TR INDEX) 2024 December issue.

Click [here](#) to access.

Ali ÇETİNKAYA, a lecturer at the IGVS Electronics Technology Program, took part in the author team of the book titled "Machine Learning Algorithms" edited by Prof. Dr. Murat GÖK from Yalova University Computer Engineering Department and published by Nobel Academic Publishing. Prof. Dr. Murat GÖK and Lecturer Ali ÇETİNKAYA co-authored chapter 4.4 of the book titled "k-NN Classification Method".

Click [here](#) to access.

IGVS Food Technology Program Lect. Dr. Eda ŞENSU DEMİR is the lead author of the article titled "Macroalgae as an Alternative Protein Source and Extraction of Macroalgal Proteins: A Review Study" was published in The Journal of Food.

Click [here](#) to access.



# SOCIAL CONTRIBUTION



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## Invisible but Present: Glass Ceiling

Lect. Huriye Esra KARATÜRK  
Human Resources Management Program

The glass ceiling is a metaphor used to describe the invisible barrier that prevents women and other underrepresented groups from advancing to higher positions within an organization, even when they possess the necessary qualifications and abilities. These barriers are not explicitly stated in organizational policies. On the contrary, they are implicit biases embedded in the organizational hierarchy that prevent certain individuals from being promoted to senior management positions, regardless of their individual attributes. We can define the glass ceiling as an organizational as well as a social phenomenon that requires constructive efforts to eliminate it. Despite efforts to promote diversity and inclusion, the glass ceiling remains a significant problem for many organizations worldwide. We can say that women are the most affected by this situation.

The effects of the glass ceiling as a cause of an unequal working environment, together with the systemic challenges it entails, emphasize the need for continuous efforts to improve equality and diversity in the world of work. These effects are generally as follows:



- **Lack of Women CEOs:** Only a very small percentage of executive positions at senior levels are held by women. This reveals a serious inequality in leadership roles.
- **Impact on Mental Health:** The glass ceiling can cause mental health problems such as irritability, anger, sadness, sleep problems, headaches, and anxiety.
- **Decrease in Self-Promotion:** The glass ceiling can be a barrier to women's requests for promotion, which in turn can limit their career development.
- **Economic Stagnation:** The glass ceiling contributes negatively to economic stagnation as it prevents talented employees from reaching their full potential. This, in turn, can lead to greater economic impacts.
- **Reduced Representation:** The under-representation of women and minorities in leadership roles hinders diversity and inclusion in working life.
- **Wage Inequality:** In general, the glass ceiling can cause differences in pay between genders and ethnic groups, thus perpetuating economic inequality.
- **Devaluation of Individuals:** The existence of a glass ceiling means that some employees are not adequately recognized or valued for their abilities and capabilities. This can have a negative impact on their self-worth and overall sense of belonging.



In order to better understand the glass ceiling and what can be done to eliminate it, it is useful to examine the factors that contribute to this phenomenon. These factors can be expressed as follows:

- **Gender Roles:** Gender roles are social constructs that are ascribed to people at the moment of their sex, with different cultural influences. Women are often expected to be kind, understanding, and nurturing. This leads them to accept caring roles in general. Although they have career aspirations, trying to manage domestic roles with the responsibilities of working life and the struggle for promotion puts more stress and pressure on them.
- **Gender Discrimination:** Gender discrimination describes the tendency of individuals to prefer one gender over another. In social life as well as in working life, this discrimination often has an impact on women. This is because employers, in particular, do not give women the same chance, believing that men are more capable of accomplishing certain tasks for certain positions.
- **Sexual Harassment:** Women may also be subjected to sexual harassment in the workplace. If organizations do not produce solutions to eliminate this problem, they may face the risk of losing their female employees. According to the US Equal Employment Opportunity Commission, 38% of women who are sexually harassed are forced to leave their jobs early. At the same time, 37% of these women reported that their career advancement was negatively affected.





There are some proactive practices that organizations can take to eliminate the effects of the glass ceiling. We can explain these practices as follows:

- **Blind Scan:** Human resources departments can eliminate bias by excluding data on individuals' gender or race when hiring or promoting them. This is important so that decisions can be made based solely on their skills and experience.
- **Regular Training Against Prejudice:** Human resources departments can organize training programs on unconscious biases. By educating team members and leaders about the effects of the glass ceiling, they can encourage participation and increase diversity in the organization.
- **Wage Equality:** Regularly evaluating and reviewing remuneration structures and taking corrective actions to eliminate gender or diversity-based pay inequalities can be very important practices in combating the glass ceiling.

**Resources:**

- <https://www.bamboohr.com/resources/hr-glossary/glass-ceiling>
- <https://www.qureos.com/glossary/glass-ceiling>
- <https://builtin.com/diversity-inclusion/glass-ceiling>





# 2nd place in Europe by our National Weightlifting Athlete Burcu ALICI

**Lect. Onur ŞENGÖL**  
**Sports Management Program**

Our national athlete Burcu Alici, who represented our country at the European Under-23 Weightlifting Championships held in Poland, ranked 2nd in Europe.

Our national weightlifting athlete Burcu Alici, a valuable student of our university, continued her successes and won 3 silver medals at the European Championships, coming

- 2nd with 85 kg in the snatch,
- 2nd with 103 kg in the shrug, and
- 2nd in Europe with 188 kg in total.
- 

We congratulate our athlete, who succeeded in representing our country in the best way in the international arena and ensured that our national flag is on the podium again, and wish her continued success.



CLUBS

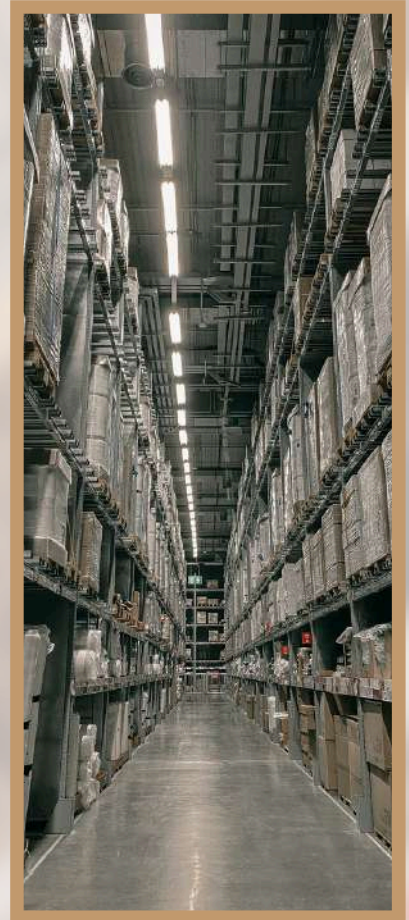
TALK!

SUPPLY CHAIN  
MANAGEMENT CLUB

Supply Chain Management Club is a student club established within Istanbul Gelisim University Health, Culture and Sports Department. The club is advised by Emine ÖZTÜRK, Lecturer at Istanbul Gelisim University Istanbul Gelisim Vocational School, Department of Management and Organization, Logistics Program.

The main purpose of the Supply Chain Management Club is to provide students with comprehensive knowledge about supply chain management processes and to support them in gaining experience in this field. The objectives of the club can be listed as follows:

- 1. Raising Supply Chain Awareness:** Raising awareness on all stages of the supply chain, global logistics, operational efficiency and sustainability.
- 2. Turning Theoretical Knowledge into Practice:** To enable students to apply supply chain theories and techniques to real business scenarios and projects.
- 3. Supporting Professional Development:** To provide guidance to students aiming for a career in supply chain management and to provide them with important knowledge and skills for the business world.
- 4. Collaborating with the Industry:** Collaborating with experts from the industry on supply chain processes such as logistics, procurement, inventory and production, and providing events and job/internship opportunities.
- 5. Following Current Trends and Technology:** Organizing events that address the impact of modern technologies such as digitalization, artificial intelligence and automation on the supply chain.



The goals of the Supply Chain Management Club will be to provide students with knowledge, skills and experience in the field of supply chain management. The following objectives can strengthen the mission of the club:

- 1. Gaining Basic Supply Chain Knowledge:** To provide students with a comprehensive knowledge of the fundamentals of supply chain management, logistics, purchasing, inventory control and production planning.
- 2. Providing Practical Experiences:** Provide students with practical supply chain management experience through real case studies, project work and simulations.
- 3. Creating Professional Networks:** Collaborating with companies in the field of supply chain and logistics, offering internship and job opportunities to students and enabling them to meet professionals in the sector.
- 4. Developing Leadership and Management Skills:** To contribute students to develop their leadership and organizational skills in supply chain management.
- 5. Following Current Trends:** Organizing events on current trends affecting the supply chain, such as digitalization, sustainability, artificial intelligence and big data, and ensuring that students are informed about these issues.
- 6. Introducing Supply Chain Analytics and Technologies:** To teach students the use of analytical tools and technologies (e.g. ERP systems and blockchain) in the supply chain.
- 7. Participating in Social Responsibility and Sustainability Projects:** Carrying out environmental and social responsibility projects by promoting a sustainable supply chain management approach.
- 8. Encouraging Entrepreneurial Spirit:** Encouraging students to think innovatively and support them to develop innovative projects in supply chain management.





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Aracılık Hizmetleri Ltd.Şti.



SİVİL HAVACILIK  
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