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**Registrar CUTM <registrar@cutm.ac.in>**

Thu, Oct 20, 2022, 12:28 AM

to allfaculty.jitm, allfaculty.cit, CSBS-

BOLANGIR, ALL, All, Dipti, Rajesh, Pradeep, Dhruva, Abhinav, venkat, Babu, Sukan  
ta, RC-Coordiators, VC, Deans, PRESIDENT, Prof, Registrar, Vice

Dear Sir/Madam

As you are all aware that we had the Retreat (CUTM & GT) on 15th & 16th Oct 2022 at Tampara Lake Resort. It was a very successful meeting and the team has come out with the WAY FORWARD.

1. The Retreat started with the poster presentations done by the Deans of Schools, Coordinators of the Research Centers, Gram Tarang MDs, Admissions Director, Dean HRD, Director QA and Placement Head. All had put full efforts and it surely reflected a team effort which they had prepared with the teams in the School, RC, Placement, Admissions, HR, GT etc.

2. The discussions and the decisions taken are outlined below and all these to be completed by Year END:

3. The full reports of all the RCs along with schools and photos to be posted in Slack (some pics are already posted), Website as well as physically presented in each campus ( Dr Ramana Rao for AP, Dr. Anita for PKD and Dr. P K Mohanty for BBSR and Regional Directors for regional centers ( By December End)

4. A Deans Dashboard to be developed that connects to ERP through as an APP ( android on mobile). Responsibility is of Dr Sujata Chakraborty & Team

5. Faculty portal updation app for faculty. Responsibility is of Dr. Ashish Dash with Mr. Nrusinha

6. RC Centers dashboard connected to the faculty portal . We must map every faculty to a RC, this is the responsibility of the Deans of the respective School. Responsibility of the dashboard is of Dr. Ashish Dash and Nrusinha.

7. Dean HRD, Prof. K V D Prakash to have a team adopted from each campus and announce a Centurion Center for Competency Development (CCCD). We must work on routine FDPs, technology development programmes, HRD for both teaching and non teaching staff. We must plan a total of 2000 man-days of involvement per year. We will have young faculty coordinate the same along with Prof. Prakash. There will be a budget of 25 lakhs to 30 lakhs for first year for this to be used for food , accomodation, resource person cost.

Prof. Prakash to develop a quick plan, present to the Senior Team and finalise and announce the same on Convocation Day with a stone (MDC can be renamed as CCCD) . This should function from the year 2023. CCCD will be also responsible for the Executive Development Programmes/ Management Development Programmes.

8. Team has been formed with Dr. P K Mohanty to work out a Job Description (JD) for the Deans focussing on accountability for LEARNING and PROGRAMME outcomes accountability. Dr Anita will get the external expert to sharply define the outcomes and DEANS have to be accountable to it. Each of them will sign this JD.

9. Faculty to be encouraged to do what THEY HAVE DONE BEST : Teaching/ Consulting/ Patents/ Products or Publications. IT HAS TO BE BASED ON LAST FEW YEARS DATA AND NOT ON WHAT THEY PROMISE FOR FUTURE. In the coming days we will designate some faculty as research faculty/ production or innovation faculty and only as teaching faculty. There will be Major and Minor tasks assigned (Like Major Research & Minor Teaching, OR Major Teaching & Minor Research). We can develop profiles A/B/C/D/E for each profile with outcomes and outputs defined for each! Then faculty have to sign these sheets and deliver as per them. We can also have reviews organised Type A/B/C/D/E separately! This way in a year or two we will develop clear cohort groups! and people can switch too! A model will soon be developed by VCs with Registrars and Prof. Prakash and presented to all the faculty. Timeline is two months from now.

10. Admissions team : They will be separately communicate the next year's agenda . DIGITAL is the way forward. Automated LEAD engagement model will be implemented and 5000 reportings or 6500 plus admissions to be done in 2023. The policy will be to start early engagement through digital and increase the CUEE sales of forms. CUEE will be conducted more times.

11. AP Campus : VC, Registrar to LEAD the publicity in 5 districts of AP where EVERY potential student will be touched. 800 reports to be the target for next year. Western Sydney University program must take off, so plans must be in place. 3D Experience van to be used for publicity. Faculty will be involved and given responsibility. The plan needs to be submitted to the President & Vice President in the next 10 days.

VC again to review the infrastructure development every week.

12. Placement : 1500 unique placements. Higher salary of 4.5 lakhs for non diploma. Placement team will work with LEARNER to see if the net of companies can be increased. 223 partners is the target. Similarly LEARNER to see if WISTA can be offered to placement clients. Dr. PK Mohanty and Mr. Abhinav Madan to coordinate for achieving the targets.

Events like Future Nexus to be conducted (with support from Ms. Monalish) to get major companies/ partners so that we can have high value jobs. Some more details are shared with Dr. P K Mohanty to take this forward.

Government job advertisements to be communicated to all the students by the Placement Cell.

Certifications such as AWS cloud (two certifications) to be done by students (in large numbers). Strategies were discussed during the meeting and will be implemented by Placement Cell through the Deans.

13. GT Entities : GT Tech to work towards a design school! Apparel , furniture and jewellery to be the choice. They must look at including domains in these. 1000 E-rickshaw production and marketing. Creating a Dassault pool of students inside Centurion. This will be done by Mr. Babu Shankar and the Deans.



14. GTIDS : Fin Tech insta money to be a DOMAIN. GTIDS to work with PKM to include a management domain for Fin Tech and BC, also offer BBa FI to all BC agents. So 3 domains and at least 1000 agents for the continuous education programme. The GTIDS team will work to have RPTO training (pilot for drones) and certification with the university.

15. GT Foods : Focus on sales, value additions AND student and faculty engagement in their production, operations & sales. The facility needs to expand and have a 1 tonne solvent extraction plant.

16. Skill integration and Centurion Education Model : We need to have 20 % students ( 1000 every year) under the multiple entry - exit- ITOS-ITI and Centurion Integration? Dr. Nitesh, Mr. Abhinav, Dr. P K Mohanty, Mr. Venkat to work on this. Accountability is with Dr. Nitesh and Mr. Abhinav and Dr. P K Mohanty.

17. Research Centers : There will be a separate meeting with few mature RCs. We will designate the RC Coordinators as CEOs. Have some allowance. And SEE IF they can have training/ consulting/ production and income targets! They must move to work with GT vehicles and will perhaps upgrade to start-ups OR INSTITUTES inside Centurion University. This will show the way for others! This will be led by the Vice President. We will discuss and look at the list and work on the models. The first meeting will be done in this regard in the first week of November 2022.

18. A series of office circulars will be sent out soon to make the clearcut strategies to deploy and implement and achieve the above decisions within the targeted timelines.

**We hope that all of us from Centurion and GT are IN for it and will work together to take Centurion & GT to the next level!**

Note: Few snaps are attached herewith the mail.

Regards  
Anita Patra



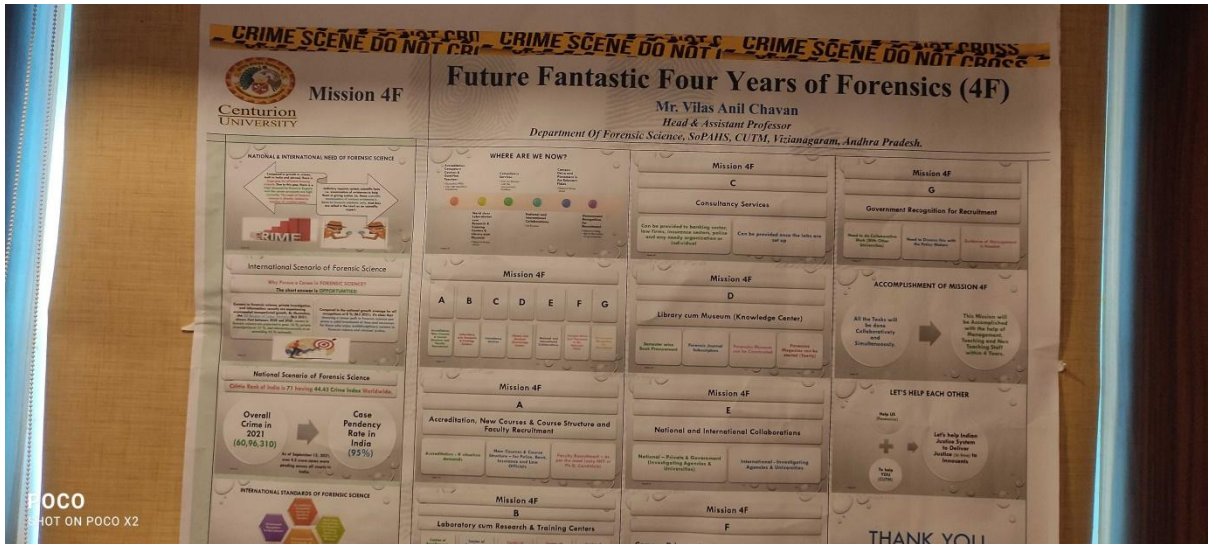
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By swarna

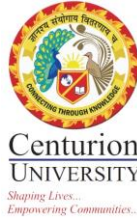


Samsung Quad Camera  
Shot with my Galaxy M33 5G









## **CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA**

### **OFFICE CIRCULAR**

**CUTM/Regoff/Cir/40/2022**

**Date: 09.11.2022**

**Dear Faculty Members,**

This is to notify to that some of the RC Coordinators are designated as CEOs for the purpose of Commercialisation of the products and services produced by the Research Centers. They will be working along with their mentors (From GT verticals) for this purpose.

<b>Sl. No.</b>	<b>Faculty Name/ RC Name</b>	<b>Additional Responsibility/ Designation</b>	<b>Mentor</b>	<b>Related Decisions</b>
1	Dr. Preetha Bhadra	MD, Gram Tarang Foods Testing Lab (announced earlier)	Mr. Babu Shankar, MD, GT Tech.	Dr. Preetha will be RC coordinator for Center for Phytopharma. Dr. Rosy will be the Associate RC Coordinator
2	Mr. Kalyan Chakravarthly	Already in GTIDS	Mr. Venkat Shivananda, MD, GTIDS	Mr. Amit Kumar will be Associate Coordinator for Center for Fintech
3	Dr. Durga Padhi	MD, GT Foods (announced earlier)		
4	Dr. Swetalina Mishra	CEO, Furniture Design	Mr. Parthasarathy Mohanty, Chief Operating Officer, GTET Services Pvt. Ltd.	
5	Dr. Girija Nandini	CEO, Garment Design	Mr. Parthasarathy Mohanty, Chief Operating Officer, GTET Services Pvt. Ltd.	
6	Dr. Pushpalata G	CEO, Tissue Culture	Mr. Venkat Shivananda, MD GTIDS	Associate RC Coordinator: Dr. Anitha
7	Dr. Rukmini	CEO, Genetics & Genomics	Mr. Babu Shankar, MD, GT Tech.	Dr. Satyabrata Nanda will be Associate RC coordinator, Dr. Jatindra Nath Mohanty will be Domain Associate Coordinator

Sl. No.	Faculty Name/ RC Name	Additional Responsibility/ Designation	Mentor	Related Decisions
8	Dr Ashish Ranjan Dash	CEO, Smart Infrastructure	Mr. Babu Shankar, MD, GT Tech.	Dr. Rajendra Khadanga will be Associate RC Coordinator
9	Dr. Parle Kalyan	CEO, Agriculture Production	Dr. Durga Padhi, MD GT Foods	Dr. Dwity Sundar Rout will be Associate RC Coordinator
10	Prof. Sadat Ali	CEO, Manufacturing	Mr. Babu Shankar, MD, GT Tech.	Dr. Dillip Mohanta will be Associate RC Coordinator
11	Dr. Arun Manohar	CEO, RIVAN Startup	Mr. Babu Shankar, MD, GT Tech.	
12	Dr. Gurudutt Patnaik	CEO, Drug Design	Mr. Babu Shankar, MD, GT Tech.	Dr. Rudra Narayan Sahoo will be Associate RC Coordinator
13	Dr. Sujata Chakravarty	RC Coordinator		Dr. Prafulla Panda will be Associate RC Coordinator
14	Ms. Smitanjali Rout	Already has a LLP, EVART		She can collaborate with GT Tech
15	Dr. Madhusmita Choudhury	Already has a LLP	Mr. Babu Shankar, MD, GT Tech.	Will Discuss with Mr. Babu Shankar for doing collaboration
16	Dr. Harish Mohanta	CEO, Smart Engineering Applications	Mr. Babu Shankar, MD, GT Tech.	Dr Chandra Sekhar Dash will be RC coordinator. Dr. Swarnaprabha Jena will be Associate RC Coordinator
17	Mr. Veera Pratap	CEO, Smart Agriculture	Mr. Venkat Shivananda, MD GTIDS	Dr. Sagar Maitra, Dr. Dinkar Gaikwad will continue as RC Coordinators
18	Dr. Prajna Pani	CEO, Edutech	Mr. Babu Shankar, MD, GT Tech.	Dr. Anshuman Jena will be Associate RC Coordinator

To discharge the new responsibilities, the CEOs/ MDs need to be provided with enabling environment. Hence, they will have the following privileges:

1. Have flexibility in their classwork timetables, such as provided with preferred slots for classwork so that some time (stretch of time/ some days) are freed and they can focus on commercialisation/ travel for the purpose of work.
2. They will be exempted from examination duties (invigilation etc).
3. They can ask for Associate coordinators if they are in role of Dean/HoD/Domain Coordinator etc.



All these above announcements are aimed at generating revenues for the university through production and sales of products/ services and smooth technology transfer. This will show a model of Industry on campus.

Congratulations to all the CEOs!

We wish them all the Best.

*Anita Patra*

Registrar  
CUTM, Odisha

**Registrar CUTM <registrar@cutm.ac.in>** Tue, Nov 22, 2022, 11:42 AM  
to ALL, Deans, Prof, VC, Vice, Registrar, PRESIDENT

Dear Sir/Madam

We had the Deans Retreat held on 14th and 15th Nov 2022 at Parlakhemundi campus.

All Deans across campuses and schools participated in the Retreat along with Vice President, VCs and Registrars of CUTM AP and CUTM Odisha.

The deliberations and decisions were as follows:

1. The team discussed the present status of each school regarding the student strength, faculty strength, student attendance, results, placements, higher studies, projects, publications and patents, full time Research Scholars, faculty contribution in RCs and different production units etc.
2. The Deans dashboard is being prepared which will capture all the above data from ERP and other sources. The dashboard will be updated on a daily basis.
3. Deans to work on new faculty acquisition, working on quality student projects, mentoring of students by faculty and mentoring of faculty and staff by Deans, faculty and staff competency and capability development. Faculty to be aligned to RCs, Domains, Skill courses, website should be updated with the information of their school.
4. University will have Centurion Capability and Competency Development Center (CCDC) headed by Prof. K V D Prakash as its CEO. The circular will be out soon with all details.
5. Each School will be henceforth be Strategic Business Unit and the Dean will be taking responsibility of the SBU as Chief Operating Officer. Their 80 percent focus should be towards growth of the school and 20 percent focus on maintenance factors. Further, they need to convert their SBUs into profit units, preferably getting 60 percent from student fees and 40percent from Research, Training & Consulting.
6. For making growth of their SBU, Deans have to work with the RC Coordinators/ CEOs and various production units.
7. Deans need to turnaround the School performance by 2025. But as a short term plan they need to focus on various parameters such as students attendance, placement, publications, H Index of the school etc. They need to identify their team such as academic coordinator, Associate Dean etc.
8. Dean Students Affairs/ Dean Student Welfare will work towards changing the culture and environment of the university where students take mre of ownership and participate in different activities of the university not only on CSaR activities.
9. The Deans will start working on the discussed parameters from 1st Dec 2022. They will be provided with Technical Assistants to work on the growth agenda.
10. Deans have discussed and taken up targets for their school to be achieved by June 2023. The same is attached for reference.



MSSSOA ( BSc. Ag/ M.Sc Ag )

DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b>	student percent	weekly	Deans Dashboard	<i>&gt; 75% attendance for 80%, 65-75% for 20%</i>
		≥75% :				
		65 - 75% :				
		≤ 65% :				
		<b>Course Completion:</b>				
	<b>Back logs:</b>	numbers (100 % must be within 5)	monthly	same	<i>&lt; 5 → 95%</i>	
	Zero :					
	1-2 :					
	2-5 :					
	>5 :					
	Exam registration:	100% of registered students	semester	same	<i>95%</i>	
	Pass percentage:	80% of exam attendies	semester	same	<i>80%</i>	
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	<i>— 50% 45% 50%</i>
		5 - 10 LPA :	25%			
		≤ 5 LPA :	75%			
	Overall placement	70% students				
3	Higher Education	90 percentile	open account	End of the graduation	same	
		<b>qualified in national &amp; Civil service exams</b>	5%			
		GATE :				
		CAT :				
		Groups :				

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SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE / JRF</p> <p>M.Tech/M.Sc :</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			15%
4	Start ups	students started	less than 5%			25%
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	25
		<p><b>Domains offered</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			13







SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		10 with more than 10 h-index
		Lowest H index :		Monthly		24 h-index
		Zero H index :		Monthly		25% of total faculty
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	70%
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		70
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		05
14	Skills integration					Yes
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd:				—
16	Income from project/consultancy					Bsc fit Hybrid Paddy, Milk Dairy Products, Postharvest, farmer's training etc.

S-r & h  
15-11-22  
(Dr. S.P. Aand a)

M. Devender Reddy  
15/11/22  
(M. Devender Reddy)



# SOVET (Bhubaneswar and Balasore)

DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	1 <sup>st</sup> Sem: Dec 2022 Others after commencement (≥90% ≥75%)
		<b>Course Completion:</b>		weekly		
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	≥ 70% (All classes) 1-2 BL: ≤10% 2-5 BL: ≤ 20%
		Exam registration:	100% of registered students	semester	same	By Jun 2023
		Pass percentage:	80% of exam attendees	semester	same	By Jun 2023
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	
		5 - 10 LPA :	25%			
		≤ 5 LPA :	75%			≥ 70%
	Overall placement		70% students			≥ 70%
3	Higher Education	90 percentile	open account	End of the graduation	same	
		qualified in national & Civil service exams GATE : CAT : Groups :	5%			B.Tech ≥ 25%

GOVT (B) Department and Balasore

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p><b>pursuing HE</b></p> <p>M.Tech/M.Sc :                      M.Tech/M.Sc+Ph.D:                      WSU :                      M.S. (abroad) :                      M.S.+Ph.D (abroad):</p>	15%			NA
4	Start ups	students started	less than 5%			02 Start ups (Jun 2023)
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :                      6th :                      7th :                      8th :</p>	Number	semester wise	same	Aligned Jobroles
		<p><b>Domains offered</b></p> <p>5th :                      6th :                      7th :                      8th :</p>	percentage of above			Aligned Jobroles



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<p><b>for Odisha</b> Number of total students X 1.6 lakhs for degree :</p> <p>Number of total students X 1 lakh for diploma:</p> <p><b>for Andhra Pradesh</b> Number of total students X 1.2 lakhs for degree</p>	in crores			<p>(only new admission)</p> <p>1.8 Cr New admission (BBSR)</p> <p>50L ( " - BLS)</p> <p>Jun 2023</p>
7	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	As percent of income (50% of the income is benchmark)	monthly	same	<p>15x6 = 90L</p>
8	New Courses development	New full programmes	number	year wise	same	
New domains		number	semester		01 (Feb 2023)	
New skills courses		number	semester		01 (Feb 2023)	
9	Publications	Scopus (Number of faculty) :	number	monthly		(02)
		Core of WoS ( number of faculty) :	Number	Monthly		N/A
		zero publication faculty:	percentage	Monthly		NA



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		NA
		Lowest H index :		Monthly		NA
		Zero H index :		Monthly		NA
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	NA
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		1 each month (Towards IIC)
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		NA
14	Skills integration	Align New Skill Course to NISSE				Feb 2023
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				B Tech $\geq$ 25%
16	Income from project/consultancy					\$ Lac

R. S. S. S.  
15/11/22

A. H. S. S.  
15.11.22



(School of fisheries)

DEANS DASHBOARD- REQUIREMENTS

School of fisheries

NO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	Attendance : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	75% student attendance for 80%. 25% attendance for 65-75%. Nil for ≤ 65%.
		Course Completion:		weekly		100% Completion.
		Back logs: Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	95% student - < 5 subject backlogs.
		Exam registration:	100% of registered students	semester	same	95% student
		Pass percentage:	80% of exam attendies	semester	same	80% of student.
2	Placement figure	≥ 10 LPA : 5 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	- 5% 45%
	Overall placement		70% students			50%
3	Higher Education	90 percentile qualified in national & Civil service exams GATE : CAT : Groups :	open account 5%	End of the graduation	same	

Swain  
15/11/22  
Dr. Sankar Kumar  
Asst. Dean

S. R. G. K.  
15.11.22  
Dr. S. R. G. K.



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE ICAR (JRF)</p> <p>M.Tech/M.Sc :</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			15% of student will qualify ICAR JRF Examination
4	Start ups	students started	less than 5%			less than 5%
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	25 Domain 3 Domain offered by School.
		<p><b>Domains offered</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			

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SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<p><b>for Odisha</b>            Number of total students X 1.6 lakhs for degree :  <del>1.25</del></p> <p>Number of total students X 1 lakh for diploma:</p> <p><b>for Andhra Pradesh</b>            Number of total students X 1.2 lakhs for degree</p>	in crores			<del>2.48 crores per year</del> Sof + MSSCOA = 1440 units @ 1.28 UA = $\approx$ 20 crores
7	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	As percent of income (50% of the income is benchmark)	monthly	same	<del>1.56 crores per year</del> Sof + MSSCOA = $\approx$ 10.5 crores.
8	New Courses development	<p>New full programmes</p> <p>New domains</p> <p>New skills courses</p>	<p>number</p> <p>number</p> <p>number</p>	<p>year wise</p> <p>semester</p> <p>semester</p>	same	<p>M.F.Sc (1 program)</p> <p>01 Skill Course</p>
9	Publications	<p>Scopus (Number of faculty) :</p> <p>Core of WoS ( number of faculty) :</p> <p>zero publication faculty:</p>	<p>number</p> <p>Number</p> <p>percentage</p>	<p>monthly</p> <p>Monthly</p> <p>Monthly</p>		<p>04 numbers,</p> <p>03 numbers,</p> <p>25% (Excluding Retained Professors)</p>



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		
		Lowest H index :		Monthly		
		Zero H index :		Monthly		
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	4 faculties with more than 6 H index. less than 2 ; zero H index = 50% of faculties. 70% of total faculties.
12	Number of Seminars / Conferences / <del>Attended</del>	one per faculty per year	percentage achieved	Monthly		10 nos. of faculties will attend.
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		01 student will registers
14	Skills integration					Yes
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				Not Applicable
16	Income from project/consultancy					Fish production. — Carp Culture, Tilapia, Feed (fish)

**DEANS DASHBOARD- REQUIREMENTS**

SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	
		<b>Course Completion:</b>		weekly		
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	
		Exam registration:	100% of registered students	semester	same	
		Pass percentage:	80% of exam attendies	semester	same	
2	Placement figure	≥ 10 LPA : 5 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	
	Overall placement		70% students			
3	Higher Education	90 percentile <b>qualified in national &amp; Civil service exams</b> GATE : CAT : Groups :	open account 5%	End of the graduation	same	



SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p><b>pursuing HE</b></p> <p>M.Tech/M.Sc :  M.Tech/M.Sc+Ph.D:  WSU :  M.S. (abroad) :  M.S.+Ph.D (abroad):</p>	15%			
4	Start ups	students started	less than 5%			
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :  6th :  7th :  8th :</p>	Number	semester wise	same	
		<p><b>Domains offered</b></p> <p>5th :  6th :  7th :  8th :</p>	percentage of above			

SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<b>for Odisha</b> Number of total students X 1.6 lakhs for degree :  Number of total students X 1 lakh for diploma:  <b>for Andhra Pradesh</b> Number of total students X1.2 lakhs for degree	in crores			
7	Cost of Faculty ( includes non teaching	Approximate number X 12 lpa for degree :  Approximate number X 6 lpa for diploma :	As percent of income (50% of the income is benchmark)	monthly	same	
8	New Courses development	New full programmes	number	year wise	same	
		New domains	number	semester		
		New skills courses	number	semester		
9	Publications	Scopus (Number of faculty) :	number	monthly		
		Core of WoS ( number of faculty) :	Number	Monthly		
		zero publication faculty:	percentage	Monthly		



SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		
		Lowest H index :		Monthly		
		Zero H index :		Monthly		
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		
14	Skills integration					
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				
16	Income from project/consultancy					



**DEANS DASHBOARD- REQUIREMENTS**

SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	96-1.
		<b>Course Completion:</b>		weekly		
✓		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	70% < Zero backlog 1/100 < 2
		Exam registration:	100% of registered students	semester	same	<del>100</del> 95-1.
		Pass percentage:	80% of exam attendies	semester	same	80-1.
2	Placement figure	≥ 10 LPA : 5 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	5-1. 10+
	Overall placement		70% students			✓ 85-1.
3	Higher Education	90 percentile <b>qualified in national &amp; Civil service exams</b> GATE : CAT : Groups :	open account 5%	End of the graduation	same	have to open account

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		pursuing HE M.Tech/M.Sc : M.Tech/M.Sc+Ph.D: WSU : M.S. (abroad) : M.S.+Ph.D (abroad):	15%			
4	Start ups	students started	less than 5%			at least 10
5	Domains offered	<b>Domains eligible for school</b> 5th : 6th : 7th : 8th :	Number	semester wise	same	To increase cutting edge domains
		<b>Domains offered</b> 5th : 6th : 7th : 8th :	percentage of above			



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Approximate income of the school	<p>for Odisha</p> <p>Number of total students X 1.6 lakhs for degree :</p> <p>Number of total students X 1 lakh for diploma:</p> <p>for Andhra Pradesh</p> <p>Number of total students X 1.2 lakhs for degree</p>	<p>in crores</p> <p>20.25 crores</p>			<p>25 crores</p>
7	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	<p>As percent of income (50% of the income is benchmark)</p> <p>3.6 crores</p>	monthly	same	<p><del>8.6 crores</del></p> <p>6 crores</p>
8	New Courses development	<p>New full programmes</p> <p>New domains</p> <p>New skills courses</p>	<p>number</p> <p>number</p> <p>number</p>	<p>year wise</p> <p>semester</p> <p>semester</p>	same	<p>2</p> <p>2</p>
9	Publications	<p>Scopus (Number of faculty) :</p> <p>Core of WoS ( number of faculty) :</p> <p>zero publication faculty:</p>	<p>number</p> <p>Number</p> <p>percentage</p>	<p>monthly</p> <p>Monthly</p> <p>Monthly</p>		<p>1 / faculty</p> <p>0.5 / faculty</p> <p>0</p>



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		1
		Lowest H index :		Monthly		
		Zero H index :		Monthly		0
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		<del>2</del> 2, 4 Per dept.
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		1/faculty
14	Skills integration					100%
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				— —
16	Income from project/consultancy					<del>25</del> 25 lakh/year

*A. K. Singh*  
15/11/2022



# SOABE

DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 91.20% 65 - 75% : 3.29% ≤ 65% : 2.74%	student percent	weekly	Deans Dashboard	95 2 1
		<b>Course Completion:</b>		weekly		100%
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	100%
		Exam registration:	100% of registered students	semester	same	<del>90%</del> 90%
		Pass percentage:	80% of exam attendees	semester	same	80%
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	NO
		5 - 10 LPA :	25%			<del>70%</del> 2%
		≤ 5 LPA :	75%			70%
	Overall placement		70% students			70%
3	Higher Education	90 percentile	open account	End of the graduation	same	NO
		qualified in national & Civil service exams GATE : 0 CAT : 0 Groups :	5%			GATE : 3

Gitanjali  
15/11/2022

2018

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE</p> <p>M.Tech/M.Sc : 11.9%</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			15%
4	Start ups	students started	less than 5%			1%
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th : }</p> <p>6th : }</p> <p>7th : } 25</p> <p>8th : }</p>	Number	semester wise	same	100%
		<p><b>Domains offered</b></p> <p>5th : }</p> <p>6th : }</p> <p>7th : }</p> <p>8th : }</p> <p>25</p>	percentage of above			10

12/11/2022





SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index : 9		Monthly		10
		Lowest H index : 2		Monthly		.
		Zero H index : 1		Monthly		.
11	Number of Ph D faculty	70% of total faculty: 15		Monthly	Same	15
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		16
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		—
14	Skills integration					100-1.
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				— 0 —
16	Income from project/consultancy					1 lakh.



SoAS

DEANS DASHBOARD- REQUIREMENTS							
SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23	
1	Academic Semester Results	Attendance :	student percent	weekly	Deans Dashboard	BSc 94% 3% 3%	MSc 95% 3% 2%
		≥75% :	90%				
		65 - 75% :	6%				
		≤ 65% :	4%				
		Course Completion:	100%	weekly		100%	
		Back logs:	numbers (100 % must be within 5)	monthly	same	90%	
		Zero :					
		1-2 :					
		2-5 :					
		>5 :					
		Exam registration:	100% of registered students	semester	same	100%	
		Pass percentage:	80% of exam attendies	semester	same	80%	
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	Try for 50% students be placed.	
		5 - 10 LPA :	25%				
		≤ 5 LPA :	75%				
	Overall placement		70% students				
3	Higher Education	90 percentile	open account	End of the graduation	same		
		qualified in national & Civil service exams	5%				
		GATE :					
		CAT :					
		Groups :					

*Y. Jey*



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		pursuing HE M.Tech/M.Sc : 70% M.Tech/M.Sc+Ph.D: 40% WSU : M.S. (abroad) : - M.S.+Ph.D (abroad): -	15%			75% 45%
4	Start ups	students started	less than 5%			17
5	Domains offered	<b>Domains eligible for school</b> 5th : } 3 <sup>rd</sup> semester (MSc) 6th : } 7th : } 8th : } 5 <sup>th</sup> semester (BSc)	Number 27 27	semester wise MSc 3 <sup>rd</sup> 2 <sup>nd</sup> 4 <sup>th</sup> BSc 5 <sup>th</sup> 2 <sup>nd</sup> 6 <sup>th</sup>	same	30
		<b>Domains offered</b> 5th : } For MSc & 6th : } BSc 7th : } 8th : } 10	percentage of above	MSc 3 <sup>rd</sup> 2 <sup>nd</sup> 4 <sup>th</sup> BSc 5 <sup>th</sup> 2 <sup>nd</sup> 6 <sup>th</sup>		15



S.NO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Approximate income of the school	<p>for Odisha</p> <p>Number of total students X 1.6 lakhs for degree :</p> <p>Number of total students X 1 lakh for diploma:</p> <p>for Andhra Pradesh</p> <p>Number of total students X 1.2 lakhs for degree</p>	<p>in crores</p> <p>500 x 1 lakh</p>			<p>5 crores</p> <p>5-5 crores for Bluebird for Balaygr -PKJ</p>
7	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	<p>As percent of income (50% of the income is benchmark)</p> <p>58 x 12 = 596</p>	monthly	same	<p>59600000</p> <p>5,96,00,000</p>
8	New Courses development	<p>New full programmes</p> <p>New domains</p> <p>New skills courses</p>	<p>- number</p> <p>3 number</p> <p>- number</p>	<p>year wise semester</p> <p>semester</p>	<p>same</p>	<p>3</p> <p>3</p>
9	Publications	<p>Scopus (Number of faculty)</p> <p>Core of WoS ( number of faculty) :</p> <p>zero publication faculty:</p>	<p>29 number</p> <p>30 Number</p> <p>10 percentage</p>	<p>monthly</p> <p>Monthly</p> <p>Monthly</p>		<p>32</p> <p>35</p> <p>NIL</p>

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SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :	36	Monthly		38
		Lowest H index :	1	Monthly		0
		Zero H index :			Monthly	
11	Number of Ph D faculty	70% of total faculty:	90%	Monthly	Same	All has to PhD
12	Number of Seminars / Conferences	one per faculty per year 12	percentage achieved	Monthly		15
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		Yes (1 per every PhD faculty)
14	Skills integration	100%				100%
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: - MASC - 70% B.Tech: M.Sc.: → PhD - 40% M.Tech: M.B.A.: P.hd.:				80% 50%
16	Income from project/consultancy	56 LPA				60 LPA

Y. Deb



## For all existing batches including pass out batch in 2022

DEANS DASHBOARD- REQUIREMENTS				School of Management, Bhubaneswar campus		
SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target
1	Academic Semester Results	Attendance : 75 % and above/ 65-75/Less than 65	student percent	weekly	Deans Dashboard	80% of students will have >75% attendance and 20% will be between 65-75
2		Course Completion		weekly		100%
		Back logs: Zero/ 1-2/2-5/more than 5	numbers ( 100 % must be within 5)	monthly	same	100% must be within 5
		Exam registration	100 percent of registered students	semester	same	90% of registered students
		Pass percentage	80% of exam attendies	semester	same	80% of exam attendies
2	Placement figure	greater than 10 lpa	5% students	End of the graduation	same	<del>No</del> 02 Students
		5lpa-10 lpa	25%			10%
		less than 5 lpa	75%			60%
		Overall placement	70% students			70%
3	Higher Education	90 percentile	open account	end of graduation	same	No
		qualified in national exams	5%			5%
		pursuing HE	15%			15%
4	Start ups	students started	less than 5%			Identify and try for it
5	Domains offered	Domains eligible for school	Number	semester wise	same	5
		Domains offered	percentage of above			70%
6	Apprximate income of the school	Number of total students X 1.6 lakhs for degree and 1 lakh for diploma, for AP, it	in crores			611
7	Cost of Faculty ( includes non teaching	Approximate number X 12 lpa for degree and 6 lpa for diploma	As percent of income (50% of the income is benchmark)	monthly	same	180 (appx.30%)



8	New Courses	New full programmes	number	year wise	same	Nil
		New domains	number	semester		2
		New skills courses	number	semester		1
9	Publications	Scopus (Number of faculty )	number	Monthyl		1 per faculty in a year
		Core of WoS ( number of	Number	Monthly		Either of Scopus or WoS
		zero publications faculty	percentage	Monthly		0
10	Discipline or School H	Highest H index		Monthly		10
		Lowest H index		Monthly		3
		Faculty with Zero H index		Monthly		0
11	Number of Ph D	70% of total faculty		Monthly	Same	100%
12	Number of	one per faculty per year	percentage achieved	Monthly		6
13	Number of Fulltime	One per every PhD faculty	Absolute	At any point		20% of faculty strength
14	Skill Integration					100%
15	Multiple Entry Multiple Exit	Student moving from one programme to other				10% from BBA/BCom to MBA
16	Income from Research Project &					

*Praveen*  
15/11/2022



School of Pharmacy & Life Sciences  
Bhubaneswar

DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 90% 65 - 75% : 8% ≤ 65% : 2%	student percent	weekly	Deans Dashboard	90%
		<b>Course Completion:</b> 100%		weekly		
		<b>Back logs:</b> Zero : 70% 1-2 : 20% 2-5 : 10% >5 : 0	numbers (100 % must be within 5)	monthly	same	90%
		Exam registration 100%	100% of registered students	semester	same	
		Pass percentage 70%	80% of exam attendees	semester	same	
2	Placement figure	≥ 10 LPA : 0	5% students	End of the graduation	same	
		5 - 10 LPA : 0	25%			

Dr. *[Signature]*  
Asst. Prof.



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		≤ 5 LPA : 98%	75%			
	Overall placement	95%	70% students			
3	Higher Education	90 percentile	open account	End of the graduation	same	
		qualified in national & Civil service exams, 3%	5%			
		GATE : CAT : Groups :				
		pursuing HE 30%	15%			
		M.Tech/M.Sc : M.Tech/M.Sc+Ph.D: WSU : M.S. (abroad) : M.S.+Ph.D (abroad):				
4	Start ups	students started 15%	less than 5%			

SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
5	Domains offered	Domains eligible for school 5th : 6th : 7th : 8th :	Number	semester wise	same	
		Domains offered 5th : 6th : 7th : 8th :	percentage of above			
6	Apprximate income of the school	for Odisha Number of total students X 1.6 lakhs for degree :  Number of total students X 1 lakh for diploma:  for Andhra Pradesh Number of total students X 1.2 lakhs for degree	5.3  in crores			

Year



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
7	Cost of Faculty (includes non teaching 1-3 W	Approximate number X 12 lpa for degree : Approximate number X 6 lpa for diploma :	As percent of income (50% of the income is benchmark)	monthly	same	
8	New Courses development	New full programmes 1	number	year wise	same	
		New domains	number	semester		
		New skills courses	number	semester		
9	Publications	Scopus (Number of faculty) 22	number	monthly		
		Core of WoS ( number of faculty) 22	Number	Monthly		
		zero publications faculty	percentage	Monthly		

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index : 15 Lowest H index : 3 Zero H index : 0		Monthly Monthly Monthly		
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	
12	Number of Seminars/Conferences	one per faculty per year 3	percentage achieved	Monthly		
13	Number of Fulltime Scholars	One per every PhD Faculty 6	Absolute	At any point in time		
14	Skills integration	1				
15	Multiple entry and exit					
16	Income from project/consultancy	70 000				

For Dr. Gurudatta Reddy  
 19/11/22  
 Anurag Kumar Behera



# School of Forensic Sciences

BBSR

DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas ( KRAs)	Sub Divisions		Benchmarks	Review timeframe	Means of Verification
1	Academic Semester Result	Attendance : 75 % and above/ 65-75/Less than 65	data		weekly	Deans Dashboard
			B.Sc. Forensic Science (Semester 3) : No. of students 23	75 % and above : 18 (78.26%) 65-75 : 1 (4.3%) Less than 65 : 4 (17.39%)		
			B.Sc. Forensic Science (Semester 5) : No. of students 37	75 % and above : 35 (94.59%) 65-75: 2 (5.4%) Less than 65 : 1 (2.7%)		
			M.Sc. Forensic Science (Semester 3): No. of students 16	75 % and above : 15 (93.75%) 65-75 : 1 (6.2%) Less than 65 : 0		
			M.Sc. Cyber Security & Digital forensics (Semester 3) : No. of students 15	75 % and above : 15 (100%) 65-75 : 0 Less than 65 : 0		
		Course Completion			0 weekly	
		Back logs: Zero/ 1-2/2-5/more tha 5	B.Sc. FS (Semester 2) : 3 (Debarr case : 13%)	numbers ( 100 % must be within 5)		same
			B.Sc. FS (Semester 4) : 8 (Debarr Case: 21.62%)			
			M.Sc. FS (Semester 2) : 0			
			M.Sc. CS&DF (Semester 2) : 0			
		Exam registration		100 percent of registered students	semester	same
		Pass percentage	100%	80% of exam attendies	semester	same
2	Placement figure	greater than 10 lpa		5% students		End of the graduation
		5lpa-10 lpa		25%		
		less than 5 lpa	3	75%		
		Overall placement	3	70% students		
3	Higher Education	90 percentile		open account		end of graduation
		qualified in national exams	3	5%		
		pursuing HE	6	15%		
4	Start ups	students started		less than 5%		
5	Domains offered	Domains eligible for school		Number		semester wise
		Domains offered		percentage of above		same

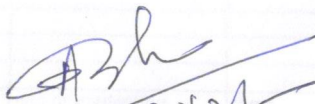
Targent

80%

90%



6	Approximate income of the	Number of total students X 1.6 lakhs for degree and 1 lakh for diploma, for AP, it is 1.2 lakhs for degree)					
				in crores			
7	Cost of Faculty ( includes r	Approximate number X 12 lpa for degree and 6 lpa for diploma			As percent of income (50% of the income is ben	monthly	same
8	New Courses development	New full programmes		number		year wise	same
		New domains		number		semester	
		New skills courses		number		semester	
9	Publications	Scopus (Number of faculty )		number		Monthyl	
		Core of WoS ( number of faculty )		Number		Monthly	
		zero publications faculty		percentage		Monthly	
10	Discipline or School H inde	Highest H index				Monthly	
		Lowest H index				Monthly	
		Faculty with Zero H index				Monthly	
11	Number of Ph D faculty	70% of total faculty				Monthly	
12	Number of Seminars/Conf	one per faculty per year		percentage achieved		Monthly	

  
 15/11/22  
 Anubhava Babu



### DEANS DASHBOARD- REQUIREMENTS

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	95% 1% 0%
		<b>Course Completion:</b>		weekly		
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5).	monthly	same	3 2 2
		Exam registration:	100% of registered students	semester	same	98
		Pass percentage:	80% of exam attendees	semester	same	97%
2	Placement figure	≥ 10 LPA : 5 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	
	Overall placement		70% students			88
3	Higher Education	90 percentile qualified in national & Civil service exams GATE : CAT : Groups :	open account 5%	End of the graduation	same	70

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE</p> <p>M.Tech/M.Sc :</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			
4	Start ups	students started	less than 5%			
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	<p>Number</p> <p>2</p>	<p>semester wise</p> <p>2</p>	same	
		<p><b>Domains offered</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			



SAPAL

NO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<p><b>for Odisha</b></p> <p>Number of total students X 1.6 lakhs for degree :</p> <p>Number of total students X 1 lakh for diploma:</p> <p><b>for Andhra Pradesh</b></p> <p>Number of total students X 1.2 lakhs for degree</p>	<p>in crores</p> <p>114 / 1,82,40,000</p> <p>231 / 2,07,90,000</p> <p>363 / 3,26,70,000</p> <p>45 / 45,00,000</p>			
7	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	<p>As percent of income (50% of the income is benchmark)</p>	<p>monthly</p>	<p>same</p>	
8	New Courses development	New full programmes	number 4	year wise	same	
New domains		number 2	semester			
New skills courses		number 2	semester			
9	Publications	Scopus (Number of faculty) :	number 4	monthly		
		Core of WoS ( number of faculty) :	Number 2	Monthly		
		zero publication faculty:	percentage 0	Monthly		

5.5/11/21



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :	3	Monthly	Same	
		Lowest H index :	4	Monthly		
		Zero H index :	3	Monthly		
11	Number of Ph D faculty	70% of total faculty:	3	Monthly		
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved 30	Monthly		
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		
14	Skills integration		4 3			
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:	B.Voc			
16	Income from project/consultancy	1 crm				

15/11/22



Dr. K.V.G. Kaishnamurthy

DEANS DASHBOARD- REQUIREMENTS

SOET, VIZIANAGARAM,

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b>	student percent	weekly	Deans Dashboard	<del>80%</del> > 75% (90 > 75%) 100%
		≥75% :				
		65 - 75% :				
		≤ 65% :				
		<b>Course Completion:</b>				
		<b>Back logs:</b>	numbers (100 % must be within 5)	monthly	same	100%
		Zero :				
		1-2 :				
		2-5 :				
		>5 :				
		Exam registration:	100% of registered students	semester	same	100%
		Pass percentage:	80% of exam attendies	semester	same	(80%) & 100%
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	100%
		5 - 10 LPA :	25%			
		≤ 5 LPA :	75%			
		Overall placement	70% students			
3	Higher Education	90 percentile	open account	End of the graduation	same	
		qualified in national & Civil service exams	5%			
		GATE :				
		CAT :				
		Groups :				

1

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p><b>pursuing HE</b></p> <p>M.Tech/M.Sc :</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			20% —
4	Start ups	students started	less than 5%			— 5%
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	80%
		<p><b>Domains offered</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			80%

2



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<b>for Odisha</b> Number of total students X 1.6 lakhs for degree :  Number of total students X 1 lakh for diploma:  <b>for Andhra Pradesh</b> Number of total students X 1.2 lakhs for degree	in crores			90%  —
7	Cost of Faculty ( includes non teaching	Approximate number X 12 lpa for degree :  Approximate number X 6 lpa for diploma :	As percent of income (50% of the income is benchmark)	monthly	same	90%  —
8	New Courses development	New full programmes	number	year wise	same	} 90%
		New domains	number	semester		
		New skills courses	number	semester		
9	Publications	Scopus (Number of faculty) :	number	monthly		100% 75%
		Core of WoS ( number of faculty) :	Number	Monthly		
		zero publication faculty:	percentage	Monthly		

3

1



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		6
		Lowest H index :		Monthly		
		Zero H index :		Monthly		
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	50%
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		<del>75%</del> 100%
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		75%
14	Skills integration					100%
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				100% —
16	Income from project/consultancy					Rs 10 Lakhs per Annum

(A)

*[Signature]*  
15/11/2022



DEANS DASHBOARD- REQUIREMENTS

SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	780% by Jan'23
		<b>Course Completion:</b>		weekly		Bi weekly
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	60% - 75% 10% 5% 0%
		Exam registration:	100% of registered students	semester	same	90%
		Pass percentage:	80% of exam attendies	semester	same	80%
2	Placement figure	≥ 10 LPA : 5 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	2023 June " 100% 85%
	Overall placement		70% students			
3	Higher Education	90 percentile qualified in national & Civil service exams GATE : CAT : Groups :	open account 5%	End of the graduation	same	Complete by June 23 as it is applicable for SOPAHS.

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE</p> <p>M.Tech/M.Sc :</p> <p>M.Tech/M.Sc+Ph.D:</p> <p>WSU :</p> <p>M.S. (abroad) :</p> <p>M.S.+Ph.D (abroad):</p>	15%			30% by June 2023
						10% by Jan 2023
4	Start ups	students started	less than 5%			
5	Domains offered	<p><b>Domains eligible for school</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	Will be decided in department and finalized by Jan 23, to achieve 80% by Jun 23
		<p><b>Domains offered</b></p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			11



NO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
5	Apprximate income of the school	<p><b>for Odisha</b> Number of total students X 1.6 lakhs for degree :</p> <p>Number of total students X 1 lakh for diploma:</p> <p><b>for Andhra Pradesh</b> Number of total students X 1.2 lakhs for degree</p>	in crores			1.2 lakhs for degree achieved by June 23
	Cost of Faculty ( includes non teaching	<p>Approximate number X 12 lpa for degree :</p> <p>Approximate number X 6 lpa for diploma :</p>	As percent of income (50% of the income is benchmark)	monthly	same	12 lakhs
	New Courses development	New full programmes	number	year wise	same	Move by June 2023
		New domains	number	semester		All in force
		New skills courses	number	semester		Some move by June 2023
	Publications	Scopus (Number of faculty) :	number	monthly		20 per faculty / 100%
		Core of WoS ( number of faculty) :	Number	Monthly		3-11 for
		zero publication faculty:	percentage	Monthly		nil



SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
10	Discipline or School H index	Highest H index :		Monthly		80% 5%
		Lowest H index :		Monthly		5%
		Zero H index :		Monthly		-
11	Number of Ph D faculty	70% of total faculty:		Monthly	Same	80% by June 23
12	Number of Seminars / Conferences	one per faculty per year	percentage achieved	Monthly		by June 23 100%
13	Number of Fulltime Scholars	One per every PhD Faculty	Absolute	At any point in time		by June 23 100%
14	Skills integration					90% in force 90% in force
15	Multiple entry and exit	ITI: DIPLOMA: B.Voc: B.B.A: B.Com: B.Sc.: B.Tech: M.Sc.: M.Tech: M.B.A.: P.hd.:				100% in em ✓ ✓
16	Income from project/consultancy					will make an attempt by June 20 10 lacs

M. M. M. M.  
15-11-22  
Dean - SOPAHS



DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas ( KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
1	Academic Semester Results	<b>Attendance :</b> ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	
		<b>Course Completion:</b>		weekly		
		<b>Back logs:</b> Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	
		Exam registration:	100% of registered students	semester	same	
		Pass percentage:	80% of exam attendies	semester	same	
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	
		5 - 10 LPA :	25%			
		≤ 5 LPA :	75%			
	Overall placement		70% students			
3	Higher Education	90 percentile	open account	End of the graduation	same	
		<b>qualified in national &amp; Civil service exams</b> GATE : CAT : Groups :	5%			

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
6	Apprximate income of the school	<b>for Odisha</b> Number of total students X 1.6 lakhs for degree :  Number of total students X 1 lakh for diploma:  <b>for Andhra Pradesh</b> Number of total students X 1.2 lakhs for degree	in crores			
7	Cost of Faculty ( includes non teaching	Approximate number X 12 lpa for degree :  Approximate number X 6 lpa for diploma :	As percent of income (50% of the income is benchmark)	monthly	same	
8	New Courses development	New full programmes	number	year wise	same	
		New domains	number	semester		
		New skills courses	number	semester		
9	Publications	Scopus (Number of faculty) :	number	monthly		
		Core of WoS ( number of faculty) :	Number	Monthly		
		zero publication faculty:	percentage	Monthly		



## **AGENDA:**

Session Plan:

1. Pre Lunch : Seeing the stalls/ seeing the presentations and introductory session ( will continue through lunch)

**FIRST Interactions Session : 3 pm to 5 pm : How to start from scratch and start making money in CENTURION SET UP? ( Venkat Sivanand/Pradeep Sarangi moderated by Aditya Sapru)**

BEACH BREAK : Till 7 pm

**Questions & Answers /Doubts and Fears : 7 pm till 9 pm**

NEXT DAY:

**1. CLEAR PLANS OF EACH RC REVIEWED BY VENKAT/PRADEEP/ADITYA/MUKTI/SUPRIYA/ANITA : STALL TO STALL TILL 1130 AM**

**2. SUPPORT FROM CENTURION FOR COMMERCIALISATION : DR MUKTI MISHRA/ SUPRIYA/ DN RAO/ADITYA ( 12 PM TO 130 PM)**

**LUNCH AND CLOSE**

**OVERALL COORDINATION ; DN RAO**

### **WHAT WILL BE DISCUSSED**

All RC coordinators must bring upto date status of RCs( what is presented in Tampara ) PLUS

What is the way forward for making money?

Think MONEY, MONEY , MONEY all these 2 weeks before you come there!

Thinking MONEY needs a different approach! How to identify opportunities? How to think laterally? Remember, thinking out of the box is actually not thinking outside the



box! It is to rethink the box itself?  
more place inside?

can we reshape the box so we have

How to overcome the constraints? How to strike alliances? Partnerships? Build commercial teams? Thinking 0 to 5? How do we make potential collaborators join us? How to motivate them?

It is also about selling dreams! Selling your dreams to others! That means you MUST have a dream! Without a dream, you cannot think MONEY! So the whole workshop is about making you think MONEY! It is impossible for anyone to guide you or TELL you about what can be done to make money in your IP? You are the best judge! So do not come thinking someone will TELL YOU or GIVE YOU steps to make money!

We will only discuss about thinking MONEY! Once it is firmly ingrained in your mind, you will find ways to make it! You will come out with a way forward, way to reshape the box! Way to build teams!

Lot of people think focus on activities give money! I feel only focus on MONEY WILL give you money! Anyway we will discuss about all possible approaches to make money!

**PREPARATION PRIOR TO THE MEETING:**

So keep getting mentally tuned for the workshop. RC Coordinators to set up their presentation of the RCs by that time

1. Patents
2. Publications till now ( just the number)
3. No of Faculty
4. Any income earned in the last 2 years ( from the date of starting of RC , year wise)
5. Any CLEAR products/ SERVICES that can be sold or marketed ? ( supply side)
6. Any markets ( they could be our students, other college students, other college faculty, companies ( specific like Dassault) , open market if it is a product
7. Is there a GT entity that you can work with ( look at GTET, GTIDS, GT Foods and GT Tech websites)
8. How confident are you that you can start earning money in the next 6 months ( scale of 10)
9. List 5 FIRST steps you would like to take in the next 6 months for commercialisation
10. Doubts & fears

**MINUTES OF THE DISCUSSION:**

The university has now made the RC dashboard ver3. It has the item 3 for CEOs. Where RC Coordinator is becoming CEOs, they will be exclusively responsible. In such a case, they will suggest an ADDITIONAL COORDINATOR FOR RC CALLED AS ASSOCIATE COORDINATOR WHO IS RESPONSIBLE FOR OTHER ACTIVITIES. BUT CEO IS OVER ALL RESPONSIBLE

3rd: Dr Anita to Designate the following as CEOs/MDs . Discuss with VC as to what academic activity they can be exempt from and then notify these CEOs



# WAY FORWARD

CEOS & RC COORDINATORS

# CREATE VALUE

- ▶ **FIRST CREATE A VALUE PROPOSITION! VALUE LEADS TO MONEY**
- A SKILL COURSE
- AN INDUSTRIAL DOMAIN
- A TECHNICAL COMPETENCY
- TOOL COMPETENCY
- MANAGERIAL COMPETENCY LIKE IMPLEMENTATION
- MANUFACTURING COMPETENCY
- MARKETING COMPETENCY



# COMMERCIALISE THE VALUE

- ▶ Start charging your students for skills/domains
- ▶ Start charging other university students
- ▶ Win government/ corporate/CSR projects
- ▶ Develop service package and offer to clients
- ▶ Management or technical consultancy for clients
- ▶ Deliver a service like last mile delivery
- ▶ Manufacture a product
- ▶ Develop a product/service/ produce and sell it

# ALIGNMENT- ROADMAP

- ▶ OFFER IT AS PART OF CENTURION RC ( NO NEED TO BE A CEO AT THIS STAGE. BENEFITS TO BE NEGOTIATED)
  - NO NEED FOR FINANCE
  - NO NEED FOR ANY SPECIAL ARRANGEMENTS
  - PRIVILEGES TO BE DISCUSSED AS SPECIAL CASES ( both academic and financial)
- ▶ OFFER IT AS PART OF GT PLATFORM ( Can be a CEO of business unit)
  - No need for finance
  - Discuss with MD of the GT unit about privileges ( could include monthly allowance, a share in profits or share in the company)
  - Academic privileges will be notified
- HAVE OWN START UP ( CEOs for short time, will appoint and have someone else coordinate RC)
  - Arrange finance from angel investors/ friends / family and colleagues
  - Incubate with Centurion & have same privileges as that of incubated units under Centurion
  - Be prepared to move out of FULL TIME employee role. You can still be consultant faculty, contract faculty delivering specific services and getting paid for those



# Mentors

- ▶ For those opting for own LLPs : Venkat/Abhinav /Babu Shankar as primary mentors
- ▶ For those aligning with GT entities : MDs of the entities
- ▶ For those continuing as RC coordinators : Pradeep Sarangi/VCs /Registrar/Deans

It is proposed there will be fortnightly interaction with mentors over online

- ▶ Secondary Level mentors : Trustees/Aditya Sapru : As and when needed but at least once a month

# THE GROUP REACH

	CENTURION	GT	REACH
B2B	25 CRORES	128 CRORES	5 STATE GOVERNMENTS, GOI AND 200 CORPORATES, ALL BANKS
B2C	155 CRORES	3 CRORES	OVER 70,000 FARMERS
REACH	5 STATE GOVERNMENTS,	200 PLUS CORPORATES	



# SWOT

## STRENGTHS:

170 PhD FACULTY  
TECHNICAL COMPETENCE  
REACH TO GOVERNMENT,  
CORPORATES AND FARMERS  
MARKET ACCESS INCLUDING DIGITAL

## WEAKNESSES:

LACK OF CONFIDENCE  
FINANCIAL WEAKNESS  
THIN TOP MANAGEMENT

## OPPORTUNITIES:

ACCESS TO OVER 200 CORPORATIONS  
STATE GOVERNMENTS/CENTRAL  
GOVERNMENTS  
MANUFACTURING/SERVICES BUSINESS

## THREATS:

CULTURE ! CRAB MENTALITY

# HOW TO ACCESS MARKETS?

- ▶ VENKAT SHIVANAND/ AVBHINAV/MONALISA GHOSH/BABU SHANKAR/ANIL JONNALAGADDA
- ▶ DURGA PADHI / PRADEEP SARANGI
- ▶ SMART AGRICULTURE SOLUTIONS/TISSUE CULTURE/GENETICS AND GENOMICS : VENKAT SHIVANAND
- ▶ MANUFACTURING;



# TARGET

- ▶ TARGET FOR 2025
- ▶ 15 CEOs+ 10-12 Deans+ 1 qa director+ 1 placement +CFO+6 MDs of GT vehicles +1 admissions director :
- ▶ Presently 310 crores to reach 450 crores plus
- ▶ If this happens, we will have 20 crores clean cash to invest in products and services

## **President's Interaction with SMT Members**

Date: 05.01.2019

Time: 11 AM

Venue: Board Room, Bhubaneswar Campus

Prepared by: Prof. P K Mohanty, Dean (Academic)

### **Issues Discussed and Actions to be Taken**

#### **A. Skill Training, Assessment and Certification**

1. President informed about the Govt. of India's grant of recognition to Centurion University, through Gazette Notification, as trainer, assessor and certifier of different NSQF aligned programs, including that of training the trainers. For all these jobs, a new vertical of the University, with a potential to have about 2000 faculty, trainer and support staff, can be created. Existing faculty can opt to be associated with the said vertical, for part-time or full-time. These employees could have a clear career path from Assessors to Trainer of Assessor.
2. This vertical could have 3000+ Certified Assessors on contract across India.
3. This notification would add value for certification in a particular skill (Domain) and the same would be part of the final transcript.
4. A presentation on the above by Mr. S B Rath and Mr. Abhinav Madan at Bhubaneswar and Paralakhemundi Campus will be organised by Prof. P K Mohanty.

#### **B. Admission**

1. Each faculty member will ensure admission of at least 2 students to the Department/Program (BTech, BSc, BBA, MBA), he/she is associated with. School/Department will make a plan to realise it. Responsibility is with respective HOD/Dean.
2. Dr Amiya Singh and Sadat Ali will make separate admission plan and get it approved from the President.
3. Mr. Ajay Rout will have a separate agreement for admission in BTech and MBA, besides ITI and Diploma.
4. Mr. Pradeep Sarangi and Mr Rajesh Padhi will be responsible for 10 – 15 BTech and 5 – 7 MBA admissions besides their own admissions. They will directly report the admissions to the respective Deans.
5. Dean SOM will be responsible for running the School full capacity and will come out with an action plan by 15th January 2019.

#### **C. Additional Actions**

1. All Diploma and Degree students can appear Craftsmen Training Scheme (CTS) and Crafts Instructor Training Scheme (CITS) examination of National Council of Vocational Training (NCVT) to enhance their job prospects and becoming eligible for teaching job in Industrial Training Institutes (ITIs) and Institutes for Training of Trainers (ITOT). Once NCVT notifies, Dean SOET, Dean SOVET and Principal, ITI will lead this initiative.



2. Students have to pay fee before subject registration. No student will be allowed to appear end-semester examination before payment of entire fee due from him/her. Hence, there will be no case of withholding result of a student. Students and their parents will be communicated properly. Responsibility will be with respective HOD and Deans.
3. 5-year Strategic Plan with Annual Action Plan for each Department and School must be ready by 31st January 2019 and submitted to Prof. KVD Prakash.
4. Baseline study and student specific career plan must be completed by 31st January 2019. Respective HOD and Dean of School will be responsible.
5. Back Paper clearance plan for applicable students must be completed by 31st January 2019. Respective HOD and Dean of School will be responsible.
6. Prof. A. M. Mohanty will create branding documents for new CNC Lab and Calibration Lab. It needs to include Machine Details, Experiments possible, specific compliance to NOS and QP, Core/Domain Subjects which can use the Lab, etc., by 31st January 2019. He may take help of Mr. Abhinav, Mr. Sudhanshu and Mr. Debasish. This work will be done by Prof. Mohanty post 5 PM. The first draft to be shared with the President by 27th Jan.
7. Testing Lab and Environment Lab will be under SoASc. Prof. S K. Biswal to immediately take responsibility.
8. Thorough audit of functionality of instruments and equipment in the labs to be undertaken by respective HODs and Deans. It will be subsequently comprehensively assessed by the IQAC Coordinator (Prof. KVD Prakash).
9. Centurion University is the Mentor University for RD Women's University to offer skill courses in their campus as notified by GOO. Prof. KVD Prakash is the Lead faculty for this initiative. This is an accomplishment for CUTM and we must try for such engagements with other Universities. Prof. KVD Prakash will develop a plan after delivering the program at RD (W) University.
10. Students will pay Rs. 2000/- for Co-Cubes and AMCAT as continuous test for competency assessment during the entire period of stay in the University. The money will be collected from them/adjusted from their caution money. They will be informed appropriately.

## Minutes of 11th SMT Meeting

Date: 22<sup>nd</sup> August 2019

Venue: CUTM, Paralakhemundi campus

**Agenda:**

Time	Item	Responsibility
9.30AM 10.00AM	to Address by Vice Chancellor Welcome to CEO, Mr. Vineet Chhatwal Role of CEO at Centurion	Vice Chancellor
10.00AM 11.00AM	to Presentation and discussion of Result Analysis (Last two years University result & this year 1 <sup>st</sup> Internal test result) by Deans of Schools  1. SoAS 2. SoET 3. SoM 4. SoVET 5. SoPAHS 6. MSSSoA 7. SoPLS 8. SoMC 9. Faculty IELTS test (by Prof. C B Pattanayak)	Respective Deans of Schools  (All Deans to send the PPT and the data related to it to the SMT by 11.00am on 21 <sup>st</sup> August 2019.)
11.00AM 11.15AM	to Presentation of Production data	Prof. J. Padhi Prof. Sadat Ali
11.15AM 11.30AM	to Presentation on Research publication done during the time period May 2019 till date  Number of full time scholars with the University	Prof. R. C. Mohanty
11.30AM 11.45AM	to Admission 2019 & 2020	Mr. PAVS Shekhar
11.45AM 12.00noon	to Placement 2019 & 2020	Mr. Sudhanshu Mohan Nayak
12.00noon 12.15PM	to Progress on NAAC 2020	Prof. Anita Patra



12.15PM 1.30PM	to	Discussion and decisions on KPIs for Deans	VC and VP
1.30PM 2.30PM	to	LUNCH BREAK	Deputy Registrar Venue: MDC
2.30PM 4.00PM	to	Way Forward 1. Student Experience 2. Employee Experience 3. Branding 4. Operational Experience	Mr. Vineet Chatwal
4.00PM 4.30PM	to	Suggested New Admin Structure	VC

#### Discussions and Resolutions taken:

The Meeting has started with self-introduction by each SMT members. Every one welcomed the new members of the University.

#### Address by Prof. Supriya Pattanayak, Vice Chancellor

- VC congratulated Prof. Reddy and team for getting ICAR approval
- Sekhar and his team was congratulated for getting international students
- Talked about progress in new faculty recruitment, Ph.D. programme, incentives for faculty performance, research project, new social science programs
- Need to focus on improvement of result of each school, placements, research, publication, patents, consulting, further integration of Gram Tarang Institutions with University
- Preparedness for achieving NAAC 3.5 and NIRF in top 100
- Mr. Vineet Chatwal, CEO will work for NAAC and NIRF and for operational excellence.

Vice President wanted Dean of School of Vocational, Engineering and Management to highlight results and how to achieve more than 80% result.

- SoM: BBA programme result is only 33% because of one lab paper (SPSS). Dean has to find out the reason for failures and take appropriate action. He would also call up the 2019 passed out students and find out the reasons and take steps to improve the result of the convocation batch.
- **Deans are accountable and have to give report related to back paper clearance and result analysis (also of internals) in each MIR.**
- Complete results must be available to all Deans from QA cell. Results withheld are for the purpose of dues clearance, but Deans should be provided the results in confidence.
- **SoP and Job description to be circulated for Deans and HoDs, Induction and Orientation programs to be organized - Responsibility of Registrar.**

- SoVET; Issues are multifold; students are working part time while pursuing their coursework, some courses are theory where students are not able to write an exam, may be they are good in hands-on practice. Have a provision of D.Voc. Work experience to be converted to credit equivalence as per UGC guidelines.
- **Articulation Committee to be formed with an objective to interact with such students and guide them for B.Voc. or D.Voc. etc. – Responsibility of VC**
- Deans/Senior faculty members to counsel students to select courses from basket of choices that help students for better result
- Have more courses/choice in Basket I, II, III in Diploma syllabus. Merge Diploma courses with B.Tech. where possible
- **All students to be given the option to change/drop a course where they have secured F grade and go for a new course and pass. FAQ for final year students to be circulated immediately – Responsibility of Dean SoET.**

#### IELTS Test

- Training was done for interested faculty
- Test appeared: BBSR- 98
  - PKD: 60
- Outcome: 23 faculties got >6.5 score and average score is 5. Listening score is poor in many case.
- **Schedule the training and test every month.**

**The test score of AMCAT/GATE/NET etc. and IELTS score will be the eligibility criteria for annual increment henceforth. A circular will be issued in this regard by the Registrar.**

**FDP can be scheduled in synch with Academic calendar. Responsibility Prof. K V D Prakash.**

Orientation and handing over charge must be conducted for all new joining

#### Production

- Transformer workshop started in 2017 as a repair and maintenance workshop. Now it is a production centre with a turnover of 3 crores. **Target is to achieve 5 crores.**
- Manufacturing through CNC in both the campus to increase (especially with the addition of 5 axis machine). Present turnover is till 2019; Rs.7,309,747/-. **Target is to achieve 2 crores.**
- Increase income through training also.
- Skyrider can have target for training income (including mini tool room). Summer training courses to be conducted for outside students.

**Identify potential of each of these units and work out the targets as per the potential.**

Students of every programme can be given choice to take course from each workshop. This will lead to better integration. All workshops must be engaged in each semester.





**Research & Publication**

**Research Publications from May-Aug 2019**

	UGC	SCOPUS	SCI	Total
<b>CIT Campus</b>	20	13	6	<b>39</b>
<b>PKD Campus</b>	47	6	2	<b>55</b>
<b>TOTAL</b>	<b>67</b>	<b>19</b>	<b>8</b>	<b>94</b>
<b>%age</b>	<b>71.3</b>	<b>20.2</b>	<b>8.5</b>	

Progress in BBSR campus from May 2019 till date

	Submitted	Accepted	Published	Total
<b>UGC</b>	1	4	20	<b>25</b>
<b>SCOPUS</b>	17	14	13	<b>44</b>
<b>SCI</b>	22	2	6	<b>30</b>
<b>G. TOTAL</b>	<b>40</b>	<b>20</b>	<b>39</b>	<b>99</b>

PKD campus

UGC	Scopus	SCI	NAAS	Book	Book Chapter	Total
45	6	2	2	2	5	<b>62</b>

**Research target in BBSR campus**

<b>Proposed Department Research Target for Academic Year 2019-20</b>						
S.N	Name of Department	UGC-CARE (Free)	Scopus	SCI	Major project (10-20 lacs)	Minor project (up to 5 lacs)
1	Botany/Biotechnology	14	7	7	3	3
2	Zoology	5	5	3	3	4
3	Chemistry/Environ. Sc.	8	6	9	6	1
4	Physics	1	4	20	6	3
5	Mathematics	3	9	4	0	3
6	Pharmacy	13	9	6	3	3
7	Paramedics	2	6	2	1	0
8	MBA	5	9	3	5	3
9	Mechanical	11	18	4	1	1
10	Civil/SAPAD	18	10	7	3	2
11	CSE	11	14	3	3	0
12	ECE					
13	EEE					

14	CREE					
15	Mining	2	3	0	0	0
16	English/IKS	5	5	1	0	4
17	SoVET	13	5	0	0	3
	<b>Total</b>	<b>111</b>	<b>110</b>	<b>69</b>	<b>34</b>	<b>30</b>
	<b>University Target</b>	<b>150</b>	<b>60</b>	<b>40</b>	<b>30</b>	<b>20</b>

**Dean R&D was asked to do similar reporting for PKD campus**

### Admission Report

Booking in PKD: 1029 might go to 1500  
BBSR campus: 1719 may go up to 2000  
VIZAG: 212

Reporting so far in all campuses: 1955 PKD: 649, BBSR: 1094, Vizag: 149

International booking is done from 7 countries and reporting is 20 from 3 countries; (Bhutan, Sudan, Myanmar, Zambia, Kenya, Nepal, Afghanistan) in 7 courses; B. Tech, M. Tech, Optometry, BBA, MBA, Media, Pharmacy

**New Programme: If admission is 10 in UG level and 7 in PG level, then we should offer this programme.** Consolidate and strengthen. Other groups Build courses which can be delivered combine across disciplines.

### Placements Report

- Target: Placements of 1000 students, 50 students should get offers more than 5lakhs
- Placements team need to take commitment and responsibility for placing specific number of students. (along with list) For the remaining, it can be outsourced.

### Target achieved on hard task assigned to SMT

- MDP not yet done/ planned – Responsibility Prof. K V D Prakash
- Converting GTET Projects to University – Registrar to work with CEO
- Recruitment to continue across country with some percentage from other states
- Interview can be conducted by Expert through Skype

### NAAC Activity Progress Report

- Concerned persons are assigned to collect numerical data and submit by 25<sup>th</sup> August
- Central Instrumentation Lab need to be established
- Faculty recognition and awards from recognized bodies need to be collected
- Participation in Hackathon by students and also faculty needs to be done

### Address by CEO, Mr. Vineet

- All issues discussed today will make time bound plan, creating facility to perform and fix each issues. We will hire few people to drive some activities. Will review periodically the progress.



- Redrafting Mission, Vision and Values of University more simple for understanding and setting goal to achieve.
- We are unique and best in class skill integrated Higher Education.
- Improve Academic performance
- Creating Support staff to treat as customer to faculty and students
- Result – Placements – Higher education
- Research paper – Project – Patents
- Revenue –(Admission) – Revenue (Consulting) – Revenue (EDP)
- NAAC score from 3.1 to 3.5
- NIRF within 100
- Students satisfaction >70%
- Admission Volume
- Skill Integration
- Industry Linkage
- Digital DNA@CUTM know current technology in 1<sup>st</sup> year itself
- 50%+ curriculum/learning through hands-on
- Made in Centurion
- Operational Excellence
- Finance Resilience

**List of Members present**

- 1 Prof. Amiya Singh
- 2 Prof. Anita Patra
- 3 Prof. Ashok Misra
- 4 Prof. Bijay Bhujabal
- 5 Prof. Chandrabhanu Pattanayak
- 6 Prof. Dipankar Bhattacharyay
- 7 Prof. G. Bhupal Raj
- 8 Prof. Gurudutta Pattnaik
- 9 Prof. Jagannath Padhi
- 10 Prof. Kapileswar Mishra
- 11 Prof. KVD Prakash
- 12 Prof. M. Devender Reddy
- 13 Prof. M. Vamshi Krishna
- 14 Prof. Mir Sadat Ali
- 15 Prof. P. S. Rao
- 16 Mr. PAVS Sekhar
- 17 Mr. Pradeep Kumar Sarangi
- 18 Prof. Prasanta Kumar Mohanty
- 19 Prof. R. C. Mohanty
- 20 Mr. Rajesh Kumar Padhi

- 21 Prof. S. K. Biswal
- 22 Prof. S. P. Nanda
- 23 Prof. Sandipan Pine
- 24 Prof. Sibakripa Bose
- 25 Prof. Sivala Kumar
- 26 Prof. Subhendu Mishra
- 27 Mr. Sudhansu Mohan Nayak
- 28 Prof. Sunil Kumar Jha
- 29 Prof. Supriya Pattanayak
- 30 Prof. Vaideeswaran Jayaraman
- 31 Mr. Vineet Chhatwal
- 32 Mr. Abhinav Madan
- 33 Mr. S. Bhattacharya
- 34 Mr. Ram Prasad Das





Centurion  
UNIVERSITY  
*Shaping Lives...  
Empowering Communities...*

**MINUTES OF THE 8<sup>th</sup> MEETING OF THE SENIOR MANAGEMENT OF  
THE CENTURION UNIVERSITY HELD AT PARLAKHEMUNDI  
CAMPUS ON 5<sup>th</sup> & 6<sup>th</sup> JANUARY 2018**

Members present

1. A R K Raju
2. Abhinav Madan
3. Anita Patra
4. Anurag
5. ArdhenduMouliMohanty
6. Ashok Misra
7. B P Mishra
8. ChandrabhanuPattanayak
9. D N Rao1
10. D. Raghuv eer
11. Devender Reddy
12. Dinesh Tej
13. Durga Prasad Padhi
14. GuruduttaPattnaik
15. Haribandhu Panda
16. JagannathPadhi
17. K PrasadaRao
18. K R Srivathsan
19. K V D Prakash
20. M L Narasimham
21. Prasanta Kumar Mohanty
22. Pushpalata G
23. R. C. Mohanty
24. RashmiRanjanParida
25. S K Biswal
26. S P Nanda
27. Sadat Ali
28. Sandipan Pine
29. SangramKesari Swain
30. SashikantTewary
31. SauravBurman
32. Sibakripa Bose

33. Suchitra Acharya
34. Sudanshu Nayak
35. Sunil Jha
36. Supriya Pattanayak
37. Tekchand Pradhan
38. Udaya Sahoo
39. Venkat Sivanand Kumar
40. Vishal Singh

## **Discussion Held and Decisions Taken**

### **1. Presentation by Vice Chancellor: Recapitulation of last SMT and Setting agenda for 8<sup>th</sup> SMT**

- a. Highlighted on
  - i. Mission and Vision of the University
  - ii. The Goals that were set for 2019
  - iii. Characteristic of Students and Skill Course Identification
  - iv. Desired Culture at Workplace
  - v. Action Required by Faculty:
    1. Twitter account,
    2. Teaching Record & Learning Record,
    3. Interdisciplinary Students Projects with continuity,
    4. Visit all labs,
    5. Know your University,
    6. Undergo sign language training,
    7. Enterprise ownership,
    8. Imparting training to GTET trainees,
    9. Offer course in Diploma,
    10. Involvement of faculty in maintenance,
    11. Erection and commissioning of equipment used in different projects, Projects of special importance, etc.
- b. Preparedness for NAAC 2020
  - i. The revised guidelines and assessment criteria were discussed, which has been made ICT enabled, objective, transparent, scalable and robust.
  - ii. These include Curricular Aspect (150), Teaching- Learning Evaluation (200), Research Innovations and Extension (250), Infrastructure and Learning Resources (100), Student Support and Progression (100), Governance, Leadership and Management (100), and Institutional Values and Best Practices (100), with grand total of 1000 points.
  - iii. Deans of each School need to report monthly progress on ii. above to Registrar, preferably through MIR.



## **2. Admission**

- a. The admission team presented the status report as on 5<sup>th</sup> January 2018.
- b. Concerns expressed about long term viability of certain Departments and Programs (mostly electrical, electronics, communication, mechanical and civil engineering; development management, etc.), in spite of the existing demands in the market.
- c. Suggestions for future:
  - i. Promotional activities to be listed down with budget and presented to SMT
  - ii. Data Analytics needs to be considered (in-depth study of students, detailed study of demographics, competitors' share, old market and new market data)
  - iii. Fees charged, concessions granted and schedule of payment agreed must be conveyed in written form. It should be available with the accounts and respective Deans. Presently, one of the key complaints from parents and students has been weak fee related information system.
  - iv. Dedicated admission team member will be allocated to each school. Such member will be accountable for the targets fixed (Quality and quantity department wise, school-wise and region-wise).
  - v. Clear and frequent communication between Admission and Accounts required.
- d. Action Plan
  - i. Admission team to talk to each school and draft school wise action plan by 15.02.2018
  - ii. Presentation materials to be standardized by 15.02.2018
  - iii. To revise the numbers/targets after discussion with HODs & Deans of each Department and School by 10.02.2018
  - iv. To refer to last minutes of meeting and Admission to come up with formal policy document by 20.02.2018

## **3. Placement**

- a. Team highlighted key achievements since last SMT
  - i. MNCs, companies with high package and core companies were explored and brought in for on-campus drive. Team ensured 100% internship for students.
  - ii. Team building exercises were done, within placement team and with different schools. It helped in transparent communication within team, intra and inter campus.
  - iii. Mentoring was done by faculty during interviews which helped students clearing their interviews.
  - iv. Few new areas (vendor parks) were explored in Adityapur, Coimbatore, Pithampur and some industrial areas in and around Maharashtra and Gujarat
  - v. Regular mail communication is on with students for employment opportunities in PSUs, and WWW initiative for improving students' communication, world view and cutting edge knowledge. Each department is requested to initiate such activities in their respective classes. Responsibility is with Department

Head/Dean of Schools.

- b. Placement team to work in the following areas
  - i. Apart from Engineering and Management, to also focus on Agriculture, School of Paramedics, and CUTM's other campuses like Rayagada and Bolangir.
  - ii. To make frequent visits to department labs to understand the technicalities that will help in meaningful discussion with the recruiters, especially core companies.
- c. Suggestions for future
  - i. Schools to have a committee to understand the industry need and introduce a course involving industry person
  - ii. Due diligence/credential check needs to be conducted for companies/recruiters
  - iii. Every Department to make serious effort along with Placement to make students placement ready
  - iv. Strengthening the Placement team with 3-4 more members. Sudhansu to identify right resource and justify the positions of posting.
- d. Action Plan
  - i. Standard policy for internship, including selection of institutes/industry, process followed during internship and evaluation of internship projects to be developed. Sudhansu to develop a draft policy and submit by 31.01.2018.
- e. Following points were discussed regarding Training
  - i. Band-wise training programmes with detailed activities and responsibility matrix has been designed.
  - ii. To identify right faculty from the departments for company specific training.
  - iii. To introduce interactive way of handling students (like quiz) to improve communication, world view and cutting edge knowledge.
- f. Action Plan
  - i. To address stress before, during and after the interviews/recruitment drive. Prof. S. Bose, Chief Mentor, to design a plan by 15.02.2018.
  - ii. Baseline test to be conducted with no multiple choices. Adarsh to help Sudhansu in developing the baseline test. The question paper needs to be ready by 15.02.2018.

#### **4. Need Assessment and Faculty Development Programme**

- a. Pro VC (Teaching and Learning) highlighted the as-is scenario and put forward the following points for discussion
  - i. Problem solving and innovators' lab was started and responses were good from Faculty and Students. Students directly interacted and communicated their problems. Hostel visits helped getting feedback from students.
  - ii. LMS is being implemented and will go live by next semester. Each course to be owned by at least one faculty member.



- b. Action Plan
  - i. To conduct a specially designed four weeks' Orientation and Induction program for students starting from first year students. Prof. Anurag to lead this effort.
  - ii. To initiate Honors Program for bright students, putting them on fast track, with problem solving and projects based learning. Prof. Anurag to develop an action plan.
  - iii. To initiate Master of Technology by Research program, and grooming new faculty members for this program. Prof. Anurag to explore to get Industry based professionals for research.
  - iv. University can operate in two shifts. Shift 1: 8am to 3pm and Shift 2: 11am to 7pm. This can help in effective utilization of labs and effective implementation of CBCS. Deans of each School to explore and develop an action plan.
  - v. Student Clubs need to be more active through active participation by the Faculty coordinators. CSR Coordinator of each campus to develop an action plan and implement.
- c. SMT members suggested few additional points
  - i. Ideas to motivate faculty such as timely appreciation, initiating employee of the month award department wise, greeting on bdays/anniversary, drafting and publishing faculty CVs and conducting orientation programme for faculty members. Prof. Anita to develop an action plan.
  - ii. Ideas to motivate students such as Mentoring and encouraging the mentors, Student Faculty Engagement beyond classrooms, Tutorial classes and extra classes. Prof. S. Bose and Prof. Chnadrabhanu Pattanayak to develop an action plan and implement.
- d. Dean SoM discussed the way forward on Need Assessment for FDP and PMS
  - i. Questionnaire with relevant parameters was developed on Need Assessment for FDP for SoM.
  - ii. Analysis of the survey was conducted and accordingly the Faculty Development Programmes will be designed and organized.
  - iii. To integrate NAAC parameters for designing FDPs and finding out the needs
  - iv. FDP Policy was discussed.
  - v. To initiate Centurion Leadership Programme, Senior Leadership Programme and Global Leadership Programme for SMT and Faculty members.
- e. Action Plan
  - i. Need assessment to be done at University Level. Prof. KVD Praskash to conduct the same by 20.02.2018.
  - ii. To implement the FDP policy by 28.02.2018.

## 5. Skill Integration

- a. Prof. JagannathPadhi and Prof. Sadat Ali discussed the following points on Skill Integration at University level.

- i. Student to carry out maintenance, if necessary, and suggest improvement and that can be a part of learning record.
  - ii. More emphasis on T-P-P mode
  - iii. Skill based electives to be offered. GTET and CUTM to jointly train the students.
  - iv. To expand the choice of domain based courses by adding more options of relevant courses.
  - v. To carry out faculty quality up-gradation and relevance.
  - vi. To utilize University infrastructure to promote Entrepreneurship.
- b. Action Plan
- i. Prof. Padhi to draft a formal policy by 15.02.2018.
  - ii. National Employability Enhancement Mission (NEEM) will be used as a platform for skill integration, by taking AICTE into loop. Prof. Sadat to take the lead and design the programme by 15.02.2018.

## **6. Learning Records**

- a. Prof. P K Mohanty discussed the following points and way forward for maintaining Learning Records (LR) for each student
- i. Faculty has to explain students about the objective of maintaining Learning Records and the process of operationalizing it.
  - ii. To encourage students to write LR through brainstorming and assign few marks for this assignment
  - iii. SMT members suggested that faculty can summarize the discussions in the class in few bullet points. These can be recorded and used for crosschecking the learning records.
  - iv. Faculty to maintain Faculty Learning Record and Faculty Teaching Record
  - v. Effort will be taken by HODs to recognize the best learning record department wise and appreciating those by corresponding Deans.
  - vi. The records need to be preserved as samples for reference. Originals can be given to students.
  - vii. Detailed policy for new academic partner selection is drafted with detailed annexures, to be circulated to SMT members for feedback
- b. Action Plan
- i. To implement the policy for new academic partner selection by 15.02.2018
  - ii. Prof. P K Mohanty to draft a policy for developing and maintaining Learning Records for students and Learning/Teaching Records for both Students and Faculty members by 20.02.2018

## **7. Managing Leisure Time**

- a. Prof. ChandrabhanuPattanayak emphasized on the importance of leisure time and suggested way forward in terms of people, process and place.
- i. People
    - 1. Parental involvement open to community
    - 2. Multi grade multi disciplinary clubs, houses, including with organizing



- competitions.
- 3. Genuine student feedback system is important.
- 4. Student needs to give reason to attend the class. Classroom engagement and teaching methodology are important.
- ii. Process
  1. Find a way to relax teachers and students a bit from examinations and tests.
  2. Collaborative approach and team work for learning activities.
  3. Sensitivity in ways to point out mistakes. Need to teach students to ask questions.
  4. Organization of events and inter-disciplinary student participation should be encouraged.
- iii. Place
  1. Shared learning and playing activities.
  2. Open spaces for clubs to perform their activities.
  3. Outbound training can be conducted for students.
  4. Can introduce delayed gratification in the classroom.
- b. Action Plan
  - i. Prof. Chandrabhanu Pattanayak to develop an implementable action plan keeping in mind CUTM's quality of student, faculty and ecosystem by 15.02.2018

## **8. Mentoring**

- a. Prof. Sibakripa Bose discussed the following points and way forward on Mentoring.
  - i. Benefits of mentoring, benefits to students and faculty members
  - ii. Mentoring policy document along with To-do Activities, verifiable indicators and tools for measurement were discussed and agreed upon
  - iii. Every mentor to make student specif plan for career development and back paper clearance. HODs and Deans of respective School to be responsible for compliance.
  - iv. A single mentor to be assigned for a student for the entire duration of stay in the University
  - v. To maintain a preferable Mentor:Mentee Ratio of 1:30
  - vi. To conduct Mentoring the Mentors programme
  - vii. SMT to interact periodically with the mentors to understand the progress and planning the way forward
  - viii. Charter for Faculty and Students were shown and will be circulated to SMT. SMT needs to give the feedback by 31.01.2018. Prof. S Bose to interact with HODs meanwhile.
- b. Action Plan
  - i. Prof. S K Bose to implement the policy and charters by 15.02.2018.

## **9. Research**

- a. VC suggested the following points regarding Research and Publication

- i. To focus on Context Specific Action Research. Encourage students and faculty to participate.
  - ii. To take inputs from Problem solving and Innovators lab which has repository of problem statements
  - iii. To coordinate with relevant Faculty (Faculty Coordinators) to take the research to a logical end
  - iv. Publication of 1 working paper per faculty shall be mandatory
- b. Action Plan
- i. All the faculty will have a minimum of 1 working paper by December 2018
  - ii. Research coordinator from each department shall come up with a working paper with State of Art Review
  - iii. Faculty can make presentation on their respective working paper for peer review and suggestions
  - iv. HODs and Deans of respective School to be responsible for compliance. To be included in MIR. Director (Research) to monitor monthly progress and report to Registrar.

#### **10. Perspective 5 years plan & Annual plan**

- a. VC advised Deans and HODs on preparing the requisite documents
- i. Each department to consider the purpose of its existence and what it wants to become (Mission & Vision)
  - ii. To draft the objectives and strategies
  - iii. To consider the National agenda and the need of the day and future to design the plan
  - iv. To list down resource and infrastructure requirement and also financial viability
- b. Action Plan
- i. To draft a standard template by VC and other senior member by 15.02.2018
  - ii. Department and School level plan to be submitted to Prof. Anurag by 15<sup>th</sup> February 2018. Prof. Anurag to develop the consolidated University level plan by 28<sup>th</sup> February 2018.

#### **11. Centre of Excellence**

- a. Prof. Devendra Reddy and Prof. A M Mohanty presented their plans to make School of Agriculture Sciences and Mechanical Engineering as Centre of Excellence respectively
- b. School of Agriculture Sciences
- i. Progress of organic farming was discussed
  - ii. Thrust areas were emphasised - creation and dissemination of knowledge, human resources, biofertilizers, standardization and evaluation of inputs
  - iii. Few mandates were discussed like carrying out multidisciplinary research, evolving strategies and training the resources
  - iv. Schools like SoM, SoET and School of Agriculture can work together for addressing larger issues



- v. Value addition can also be taken up by tie up with Industry partners like GTF
- vi. Research needs to be done to capture the data to substantiate the activities performed, especially for traditional knowledge system.
- c. Action Plan
  - i. Consultancy activities, Training of farmers and extension functionaries, and liaisoning with government bodies
  - ii. Prof. Devendra Reddy to come up with two working papers on State of Organic Agriculture in Odisha and State of Organic Agriculture in India by 28 February 2018
  - iii. To explore areas like Vermicompost and create enterprises, that will also help all the stakeholders. It will be linked to Swachh Bharat Abhiyan, apart from generating revenue .
- d. Mechanical Engineering
  - i. To establish fundamental technologies for innovative mechanical systems
  - ii. To initiate FDPs and Engaging Faculty with Industry to equip them
- e. Action Plan
  - i. To take up research on Automotive - Electric Vehicles, Maintenance & Design, Fuel - Biomass, Solar - Drier and Refrigeration
  - ii. Mechanical department will have 8 International papers by 2020.
  - iii. To showcase the published papers' data like H index and Scopus. It will help CUTM during assessment by NAAC and other agencies.

## 12. IQAC

- a. Prof. Ashok Misra highlighted the progress in the area and the way forward.
  - i. Report for 2016-17 is being prepared. Data is gathered which needs to be compiled.
- b. Action Plan
  - i. The report shall be compiled and sent by 31st January 2018.
  - ii. For 2017-18 data, we need to start gathering the data by July 2018 and upload by August/September 2018.
  - iii. MIR is being developed that will be submitted to Registrar's office every month. The format is being revised by Prof. P K Mohanty to capture the monthly data, keeping in mind the revised requirements of NAAC. It will be finalized by 15.02.18. Registrar office can keep the cumulative record for future use.

## 13. Alumni Linkage

- a. Prof. Anita Patra and Ms. Sabita showcased their Alumni Linkage effort with the following action plans.
  - i. Alumni talks will be conducted through-out the year. Ms. Sabita to make an annual plan.
  - ii. Supporting our Alumni for research, placement and Entrepreneurship by giving Incubation facility. To have Incubation of Alumni Entrepreneurship Cell. Prof. P. K. Mohanty to lead.

- iii. Getting business through Alumni like MDPs at their companies. Prof. Anita to lead.
- iv. Zone wise Alumni chapter to be initiated and Alumni Meets at different locations to be organized. Prof. Anita to lead.
- v. To create an Alumni portal in CUTM website. Prof. Anita to lead.
- vi. Faculty and SMT members to campaign the importance of alumni association
- vii. To have department-wise Student and Faculty alumni coordinator. Prof. Anita to lead.
- viii. To use Fourth Ambit as a platform
- ix. To connect alumni through social network. Prof. Anita to lead.
- x. JITM Alumni Association to be changed to CUTM Alumni Association. Prof. Anita to lead.

#### **14. Project – Product – Production**

This was discussed by Prof. D N Rao. The project should be undertaken in a way that it will bring out products for production. Every lab set up, in future, to be planned in such a way that it can grow to a mini production unit. Mr. Srinivas Chakravathy is appointed as MD of Last Mile Company which will produce as well as provide the market linkage. Few of the Engineering and Management students to be taken as interns for the market linkages development. Prof. P. K. Mohanty to coordinate at the University level.



## Minutes of the 5<sup>th</sup> University Task Force

**Held at CUTM Bhubaneswar Campus on 17<sup>th</sup> January 2018**

Following members were present:

1. Prof. S Jayarama Reddy, Chairman
2. Prof. Haribandhu Panda
3. Prof. Supriya Pattanayak
4. Prof. Anurag

Following members presented their respective areas:

1. Prof. Smita Mishra Panda
2. Prof. P. K. Mohanty
3. Prof. B. P. Mishra
4. Prof. Subrat Sarangi
5. Prof. Nidhi Meher
6. Mr. Sudhansu M. Nayak

### **Discussion Held and Decisions Taken**

#### **1. Introduction:**

Meeting began with the address by the Chairman, reviewing the progress since the fourth meeting held on 29<sup>th</sup> September 2017. The Vice Chancellor, explained the activities undertaken during the intervening period, including Skill University Notification, recognition as facilitator for National Employability Enhancement Mission (NEEM), ITOT, Norwegian Research Council awarded four year project on "Sustainable Entrepreneurship and Skill Integrated Education", Best award for the proposal for Institution Development Fund (UN), Skill Integration and Domain based teaching, integration with industry and faculty training.

Chairman **noted with appreciation** the gazette notification by Odisha Government declaring Centurion University as a Skill University. As of now Centurion University continues to be number one and the only gazetted Skill University in the country.

NEEM allows Work integrated Skill Education, opening career path from ITI, Diploma, Degree to PG.

Chairman suggested under the guidance of VC, a document be prepared listing milestones in the **evolution of Centurion University** as a Skill University considering all 16 parameters.

Next UTF meeting onwards Prof Anurag (at BBS) and Prof. Anita Patra (at PKD) would review the progress of different committees/ cells/ tasks and submit the report to the VC prior to the UTF meeting and present to the UTF during the meeting.



2. Prof. Anurag presented the **SWOC analysis** of the University. Schools/ departments are developing annual and five year action plan. This report will be presented in next UTF meeting.
  - Each school to have a vision, with clearly identified short term and long term goals
  - To include early research part of the curriculum. Starting with the 4<sup>th</sup> semester.
  - At University level CDTL to drive early research and integrate Skills with research
  - Each school to target students graduate on time with no back papers and 75-80% placement
  - Each school to work towards developing solutions to develop Adarsh Gram (in view of sustainable development indicator)
  - Incubation and Entrepreneurship to emphasize and included in the University film
  
3. Mr. Sudhanshu Nayak made a presentation on the **University-Industry Interaction Cell (UIIC)**.  
 Suggestion for the presentation in the next UTF meeting, points to be included:  
 Prepare a concept of paper, including vision, plan of action 2018-19, achievements  
 Additional activities to be conducted by UIIC:
  - Start early career counseling
  - Integrate all team members with the industry
  - Sign MoUs with Industry/ Institutions
  - Organize separate meets for Alumni and Industry
  - Three to four interactions a year, with 50 Alumni Entrepreneurs and 50 Industry partners
  - Target for at least 25 MOUs
  - Engage industry partners by one to one interaction
  
4. Prof SK Mandal and Prof. Uday Sahoo presented a report on **Center for Renewable Energy and Environment (CREE)**, emphasizing on solar energy.
  
5. Prof. P. K. Mohanty presented report on the **Center for Development in Teaching and Learning (CDTL)**. Following areas to be taken care of by CDTL:  
 Carry out the Curriculum reforms to include the following:
  - Include early-research and design teaching in curricula
  - Industry integrated domain based teaching, keeping in view industry demand and Job availability.
  - Faculty members training for industry integrated domains, design-teaching and Early Research
  - Student centric learning, integrating the following:
    - Teaching learning Innovation, Peer learning, peer tutoring, Learning record
  - CDTL to conduct student satisfaction survey on different parameters including the following:
    - Teaching & learning
    - Infrastructure
    - Branding of the University
    - Opportunities outside (opportunities created by the University)
    - May add more parameters

- Integrating skill with early-research
  - Start early-research in IV semester
  - Identify research problems that have relevance to society
  - Levels of research: 4thSem – Level 1, 5thSem – Level 2, 6thSem – Level 3, 8th Semester – Independent survey

6. Status report on **Centre for Research & Development**:

Prof. Smita Mishra Panda presented the research policy

UTF was informed that:

- CUTM faculty members are engaged in context specific action research
- Faculty members are encouraged to apply for seed research funding
- Faculty members to have started working on state of the art review paper and develop is further as a working paper
- If approved University to sponsor research work
- University to offer research facilities on rent wherever suitable facilities are available

Suggestions to include in the next presentation:

- Total number of H-indexed research papers published including number of research scholars, guides and projects, seed money utilization, number of innovative projects
- Research areas, list of publications with impact factors, research proposals submitted, funding received, status of doctoral research
- Multidisciplinary Research areas to be identified
- To prepare a research brochure for wide publicity about research at CUTM

Prof. B P Mishra presented research report for the Paralakhemundi campus:

Suggestions to include in the next presentation:

- Prepare a status report for research including project initiated, research work started, status of funding of the project.
- Research areas to focus on computational fluid dynamics, heat transfer, nano-technology
- List of product improvements carried out

7. **Centre for Innovation & Entrepreneurship Development**, headed by Prof. Anurag, will integrate entrepreneurial initiatives of the University.

- CUTM approved as Host Institution by MSDE, GoI – for incubating ideas under Incubation Centre
- Started ‘Problem Solver and Innovators Club’
- Problem bank for problems all around us

8. Prof. Nidhi Meher presented a report on setting up a Centre for Instrumentation Fabrication. A detailed proposal and plan of action for the same to be submitted in next UTF meeting.

9. Prof. Subrat Sarangi presented report on Centre of Excellence in Material Technology

Suggestions:

- Study working of 10 Centers of Excellence, also Check University Centre of Excellence
- Visit IITs/Central Universities to study CoE
- Check online CoE MIT and other good institutions
- Develop a working paper on COE, identifying potential research areas, and targets to achieve
- Prepare a Comprehensive report, including vision of the center

10. All other members to present their report at their respective campuses

11. Next UTF meeting will be held on 28th April 2018

The meeting ended with a vote of thanks to the Chairman

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## **Minutes of the 6<sup>th</sup> University Task Force Held at CUTM Bhubaneswar Campus on 24<sup>th</sup> April 2018**

Following members were present:

1. Prof. S Jayarama Reddy, Chairman
2. Prof. Haribandhu Panda
3. Prof. Supriya Pattanayak
4. Prof. Anurag
5. Prof. PK Mohanty

Following members presented their respective areas:

1. Prof. Smita Mishra Panda
2. Prof. B. P. Mishra
3. prof. Ashok Mishra
4. Prof. Subrat Sarangi
5. Mr. Rajdeep Mohanty
6. Mr. Sudhansu M. Nayak
7. Prof. KVD Prakash

Meeting began with the address by the Chairman, reviewing the progress since the last meeting held on January 2018. Prof. Haribandhu Panda, Vice Chancellor, explained the activities undertaken during the intervening period and briefed about Skill University Status, rigorous criteria for evaluation for skill university, mile stones for achieving Skills University status, tie-up with 10 sector skill councils, tie-up with the industry, maintaining of lab records and learning records by students, multi-discipline courses, industry trained faculty members and hostel facilitates. Deans, Directors, Heads of Centers and other faculty members made presentations on different agenda items.

Chairman note with appreciation the National Award 'AIASA Institute of Excellence-2017' conferred on M.S. Swaminathan School of Agriculture, Centurion University

### **Discussion held and decisions taken on the following:**

1. Following documents to be prepared
  - A Vision Document explaining the vision of the University and containing chronological evolution of Centurion University as a Skills University considering all parameters with the **mile-stones highlighted**. (under the guidance of VC)

Include the following

- Supporting documents and photographs
  - University's achievement of NAAC – A grade, in spite of focusing on Skills
  - Eminent personalities visit brief/ photographs/ feedback
  - Convocation highlights and photographs
  - Integration of skill with Research
  - Curriculum design and development processes: unique aspects of being skills university, skills integrated with in the curriculum, etc.
  - Emphasis on sustainable development and focus on human development
  - How CUTM integrates – social value/ economic value/ intellectual value (bring all others under these three) in higher Education
  - Details of seminar, symposiums, conferences from the beginning of the University (year-wise) with brief description of each event, and deliverable of each event
  - CUTM, Paralakhemundi campus being zero-discharge Campus
- **CUTM Research Brochure** - high lighting details of research at CUTM (Under the Guidance of Director, Research: Prof. Smita)
2. A **comprehensive report on each Institutional Centers** to be prepared and presented in the next meeting.
    - Report on Center for Development in Teaching and Learning (CDTL) - Prof. KVD Prakash
    - Center for Research & Development - Prof. Smita Mishra Panda
    - University Assessment Center - Prof. Anita Patra
    - University-Industry Interaction Cell (UIIC) - Mr. Rajdeep Mohanty
    - Center of Excellence on Material Science - Prof. Subrat Sarangi
    - Center for Renewable Energy and Environment (CREE) - Prof SK Mandal
    - Center for Instrumentation Fabrication - Prof. Nidhi Meher
    - Center for Innovation & Entrepreneurship Development – Ms. Seema Tiwari
  3. Plan to become an 'Institute of Eminence' and a 'World Class Skills University'
    - Prepare a document To become World class Skill university
    - NAAC and NBA accreditation is required for being Institute of Eminence
    - Plan to achieve NAAC Grade A++
    - Plan for the next year high rank (less than 100 in university category) by NIRF
  4. Review all action points from the earlier UTF meetings

5. Preparation of a document and ask for comments
6. Agenda must carry the progressive work (How far each item has progressed?)
7. Setup a Center for Environmental and Sustainable Development – at PKD
8. Noted the following

- Prof Subrat Sarangi organized a Seminar on Advanced Materials
- RC Mohanty and Dr Ashok Mishra organized a symposium on Control Systems for Aero Space (identify Deliverable)
- Dr Ashok Mishra visited Africa – to apply for collaborative projects
- Dr. Ashok Mishra to work on starting program on CFD/ Aero Space/ applying for project
- Start Domain courses on Missile Technology / Space technology Research/ Scientific adviser to defense
- Started program on Forensic Science – Msc with 20 students
- Setting up Food Technology Laboratory – (Biotechnology and Pharmacy)
- Setting up center for Human waste to energy
- In CBCS – all baskets are integrated
- CBCS and domains have led to excellent placement,
- Placement – working on industry integration
- Targeting graduation rate (70-75%)
- Student specific academic action plan – mentoring and EoD - **Adaptive learning**
- Student specific career plan – guide him/her
- CUTM participating in World Skill Competition
  - Paramedics
  - Automobile
  - Wood engineering
  - Also acted as Judges/ Trainers
- MoU with Himalayan Drug research
  - Research for real societal impact
  - Start Ayurvedic Biotechnology program

9. Conferences

Prof Subrat Sarangi – Two conferences – March and April 2018  
 Bio-Diversity National Seminar (List of Participants)

**==>Action→ Set up a ‘Center for Environmental Studies and Sustainable Development’**

**==> CUTM should apply for University of Eminence**



## **Detailed discussion on NAAC preparation for 2020**

Achieving NAAC A++ Grade for CUTM is very important and should plan meticulously for it to achieve.

### **Points discussed**

- Annual Quality Assurance Report (AQAR) 2020
- Institutional Information for Quality Assessment (IIQA) – two windows (May-June)/ November-December
- SSR to be uploaded/ qualitative and quantitative (70% marks are given by the system)
- Based on the records – Continue to update documents and maintain all records and target for 70/70
- Peer team pre-qualifier
- If deviation is less than 10% consider – if more than 15% - apply in the next window; more than 15% then after one year
- Peer team visit marks 30%
- Usually peer team visits immediately.
- Peer team visit - Duration is 3 days
- Team size 2-3 members
- Independently in each criterion to pass

**Students' satisfaction survey** (online) – 10% of students strength or 500 students' responses (Minimum 500 Students should respond). Need to make sure that we get full marks in this criteria.

The seven Criteria serve as basis for assessment

#### 1. Curricular Aspects

- 1.1 Curriculum Design and Development
- 1.2 Academic flexibility
- 1.3 Curriculum Enrichment
- 1.4 Feedback System

#### 2. Teaching-Learning and Evaluation

- 2.1 Student Enrollment and Profile
- 2.2 Catering to Student Diversity
- 2.3 Teaching-Learning Process
- 2.4 Teacher Profile and Quality
- 2.5 Evaluation Process and Reforms
- 2.6 Student Performance and Learning Outcomes
- 2.7 Student Satisfaction Survey

#### 3. Research, Innovations and Extension

- 3.1 Promotion of Research and Facilities
- 3.2 Resource Mobilization for Research

- 3.3 Innovation Ecosystem
- 3.4 Research Publications and Awards
- 3.5 Consultancy
- 3.6 Extension Activities
- 3.7 Collaboration

#### 4. Infrastructure and Learning Resources

- 4.1 Physical Facilities
- 4.2 Library as a Learning Resource
- 4.3 IT Infrastructure
- 4.4 Maintenance of Campus Infrastructure

#### 5. Student Support and Progression

- 5.1 Student Support
- 5.2 Student Progression
- 5.3 Student Participation and Activities
- 5.4 Alumni Engagement

#### 6. Governance, Leadership and Management

- 6.1 Institutional Vision and Leadership
- 6.2 Strategy Development and Deployment
- 6.3 Faculty Empowerment Strategies
- 6.4 Financial Management and Resource Mobilization
- 6.5 Internal Quality Assurance System (IQAS)

#### 7. Institutional Values and Best Practices

- 7.1 Institutional Values and Social Responsibilities
- 7.2 Best Practices
- 7.3 Institutional Distinctiveness

#### **Curricular Aspects – 150**

- Define process, Do (Follow process and provide evidence), Evaluate and the then Improve
- All quantitative parameters
- Number of courses focused on Skill and employability
- All Documents have to be there to prove that courses are skill and employability; evidence to be produced
- What can be considered as evidence: Process documentation and process followed, agenda and minutes, all supporting documents, photographs  
e.g. BSc (Honors) Physics Program is skill oriented program for employability of students
- What is the criteria for revision and marks – to what extent is it possible?

- Revision is done once on 5 or 3 years
- How much is considered is revision?

#### Academic Flexibility

- Detailed Discussion in the next meeting
- Percentage of new courses introduced – it can never be 100%; How to achieve?
- CBCS – Elective courses

#### Curriculum enrichment– 10 marks

- Number of students enrolled in value added courses
- Field projects
- feedback received – opt any four
- Feedback process – feedback, analyzed, action taken and available on the website

#### Teaching and Learning

- Students from other states – 3 Marks (cannot not do much for existing data)
- Demand ratio
- Reserved category
- Diversity – quantitative – students teacher ratio
- Differently enabled students - (cannot not do much)

#### Process

- Students centric methods
- Flipped classroom
- Adaptive/ Blended/ Flipped/ Online
- Average % of teacher using ICT
- Ratio of mentor/ mentees
- Average % of full time teacher against sanctioned posts
- Average number of teachers with PhDs
- Average number of teaching years
- Average number of teacher received awards from Government/ Societies
- Awards by the University – Best teachers/ best researchers
- Average number of teachers from other states – 10 marks
- Announcement of the results

#### Research

##### **Apply for DBT/ SAP. FIST funded projects (prepare a document with details)**

- Grant for research projects
- Integration of Skills in Research
- Average number of research papers
- Average number of research projects



- Innovation
- Code of ethics and against Malpractices
- Consultancy
- Revenue
- Corporate training
- Extension activities
  
- CDTL and CRB – to be reconstituted with a dedicated persons for each center
- Conduct regular meeting of IQAC – maintain the records
- Center for virtual education?
- Incremental improvements center
- Values and Best Practices
- Inclusion and human values
- Institute distinctiveness parameters
- Competitive coaching examinations Center
- Programs for slow learners
- Reform in examinations (Online examinations for internal tests)
- Students Satisfaction survey
- Alumni engagements
- Capability enhancement programs
- CDTL/ Industry Interaction
- Vision Documents
- Prepare Research Brochure

**CDTL-** (CDTL to be headed by Prof. KVD Prakash)

- Introduce of early research
- Introduce research methodology course in basket 2
- Introduce advanced research methodology course in Basket 5

**Prepare plan to introduce Early Research**

- Courses and projects
- For each program – semester wise – credits (taking care of industry)

Research for societal impact (Prof. Anurag Incharge)

Identification of societal problems  
 Problem Solvers and Innovators Club  
 Problems inventory

**Document introduction of skills development in curriculum; need to prove it  
 Need to go for NBA Accreditation for university of Eminence**

### Conduct **Students Satisfaction Survey**

- Present students satisfaction survey results in tabular format
- Communicate and Educate students about CUTM and skills integration and then conduct survey once again
- Students Satisfaction Survey required for **NBA/ NAAC/ NIRF**
- Students Satisfaction Survey – Publish in newspapers
- Call a press conference and publish results

==> **Next year CUTM should apply for NIRF**

### **Parameters for student satisfaction survey**

- Support for ensuring physical and mental well being
- Infrastructure for students' well being
- Extension activities (and hostel/ mess)
- Cultural and Sports activities
- Students' Support System by University
- Placement

### **Placements**

- Start career Counseling

MoU with industry (Present results in Tabular form)

- How many active MoUs?
- One Column -> Nature of MoU/ Incubation/ Training/ Research/ Curriculum/
- One Column → Output

### **Alumni**

- Alumni meets to conduct
- To start alumni Chapters in different cities, (already started in Hyderabad, Bangalore, Chennai)
- How many entrepreneurs university produced
- How many student joined higher education programs in India and abroad?

### **Collaboration with industry**

- Collaboration for Research
- Collaboration for Curriculum change and development

### **Research**

Prepare document containing following details

- How many publications are Scopus Index
- Calculate Scopus Index for the University
- H-Index for the university for total publications

- H-Index for the departments
- Citation index
- Impact factor

**Prepare a document for arriving at the H-Index for the University for total publication since the beginning**

**Prepare Research profile of the university**

- Number of eligible research guides -
- PhD scholars
- Web of Science publications
- Table for research grant including nature of the projects
- How many total students working – PhD and M.Phil.
- How many working at present and how many have been awarded
- Research report including all the above

Research to be divided in to four categories

- - Creative research (basic/ innovative)
- - Translational Research – Industry and consulting
- - Societal impact research
- - Skill based research

(Action research – Translational and Societal impact research)

Skill based research can be considered action research

- School of Agriculture with many faculty members with PhD
- More research students to be admitted in PhD program

Next UTF meeting will be held on August 7<sup>th</sup> 2018.

The meeting ended with a vote of thanks to the Chairman



## **Minutes of the 7<sup>th</sup> University Task Force Meeting**

**Held at CUTM Bhubaneswar Jatni Campus on 8<sup>th</sup> August 2018**

The members present during the meeting are :

1. Prof. S Jayaram Reddy, Chairman
2. Prof. Haribandhu Panda
3. Prof. Supriya Pattanayak
4. Prof. P K Mohanty
5. Prof. K V D Prakash

Following were the members presented their areas as per the agenda outlined:

1. Mr. Sudhanshu M Nayak
2. Prof. K V D Prakash
3. Prof. Smita Mishra Panda
4. Prof. S K Biswal
5. Prof. Subrat Sarangi
6. Prof. Mukundjee Pandey
7. Mr. Satya Bhushan Rath
8. Prof. B P Mishra
9. Prof. Nidhi Meher
10. Prof. Tapan Kumar Rath
11. Ms. Seema Tiwari

The 7<sup>th</sup> UTF meeting began with the address by the Chairman, Prof. Jayaram Reddy reviewing the progress as on date from last meeting which was held on 24<sup>th</sup> April 2018. Prof. Haribandhu Panda, Vice Chancellor, briefed the activities and initiatives undertaken during the intervening period, multi-discipline courses, new courses introduced and approved by BOS, recruitment of new faculty members, admission status till date and industry trained faculty members and hostel facilities. Deans, Directors, Heads of Centers and other faculty members made presentations on different agenda items.

Chairman suggestions given after the briefing from Vice Chancellor to consider implementing:

**Drive some visibility Programs:**

- Science Exhibition to conduct once a year for 2 to 3 days ( covering a large canvas)
- Invite all walk to showcase the campus (part of Advtg campaign)
- Create opportunities for junior college students to engage with the system
- Consider having a coaching centre on campus
- Instead of giving the student %age waiver every semester consider waiving for a semester.
- Communicate effectively (uniqueness of Centurion)
- Identify a discipline for CUTM which only it can offer (One subject discipline)
- Applied Social Science, Applied Life Science, Applied Economics

Prepare a long term Vision document for 15 years. Further, downsize the Vision document to 5 years and have every year milestone.

Need to present in the next UTF meeting the VISION document at a university level along with Accreditations (Department / School wise).

**Discussion held and decisions taken on the following:**

**Point 1 as per the agenda: Display of New Brochure**

Following points to be incorporated as a part of the New Brochure:

- Agriculture, when was it started
- Starting of different schools
- No of students trained and placed (to be highlighted in different colours)
- Placement %age to indicate
- Follow the order in which the schools started (Alphabetical order suggested), word "Engineering" can be truncated to create space and align.
- HAL components (Right Side to be placed) highlighting **precision by how many microns** (Left Side).
- Campus Map, need to carry Legend indicators for ex : (1), (2)...for better identification and locating on the map
- Considering the purpose and nature of use :
  - o Some brochures need not be folded
  - o Some folded

- Highlight the following and build in the appropriate place of the Brochure :
  - Teaching & Learning
  - Thrust Areas of Research
  - Livelihood

**Point 2 as per the agenda: CDTL**

Actions to be completed by next meeting are :

- Document and a report to be made available on revisiting the curriculum.
  - Analysis of feedback on different parameters from the students:
    - Skill Integration
    - Teaching & Learning Innovation
    - Activity based learning
    - Infrastructure
    - Branding of the university
    - Method of assessment
    - Skill development
    - Best practices
  - Dean Academics and Dean HRD are jointly responsible to work together and send a mail to Prof. Jayaram Reddy at the earliest and compiled report to be documented.
    - IQSC Report
    - Online assessment
  - CUTM to develop own e-learning content and materials on subjects related to the BOS approved curriculum. It was suggested that at least e-learning material content is developed for five subjects to begin with.
  - Prof. Tapan Rath, presented the e-learning material already developed which was much appreciated and recommended for some minor changes and incorporations to be done.
- CDTL → Agri Business / Agri Training
- Automobile Engineering – E-Learning material
  - Learning objective & Learning outcome
  - Examples with model numbers
  - Table – AWD / 4WD  
(All Wheel Drive)



CDTL → E- Learning Content

Faculty → Training for the other batches. How to develop the E – Learning content for other subjects to be done by Prof. Tapan Kr Rath

Bachelor in Programming in Automobile Engineering ( to launch in the Next Academic Session )

**Point 3 as per the agenda: Research & Development**

Areas and actions to be focused and presented in the next meeting are :

- Calculate H Index, University level, School and Dept. level
- Need to focus on highest impact factor
- No of publications
- MPhil, PhD's awarded till date
- Create a university level snap shot with all the relevant details
- Amount received till date from external agency towards research activity

The objective would be to assess the performance for last 5 years

We need to document year wise for the last five years (prepare from the beginning)

**Point 4 as per the agenda: COE on Material Science**

- It is suggested to take a multi-disciplinary approach – Thrust Area For The Centre.
- Prof. Subrat Sarangi being an experienced person to Lead and guide through the team
- Suggested areas by VC & Chairman to consider working :  
Battery Technology, Red Mud W/O Electricity Approach bringing together the Multi Disciplinary Approach

**Point 5 as per the agenda: Centre for Renewable Energy & Environment (CREE)**

Two Projects are in the process to be submitted.

World Bank Sponsored and SBI Bank Sponsored, Roof Top Program

8 Programmes to be delivered within a period and duration of 6 months

Expecting Green Energy in the pipeline to be held in the coming year

Thrust Areas to focus on : Bio Energy & Solar, DC / Distribution System

Bio – Mass / Phd. To be rewarded

Publication – 5 to 6 of them approved in the process

Prof. Mukundjee Pande, to prepare a document using the format for Research & Training, Publication and no of Phd..

- More Orientation or Research required to highlight as a focus Area to promote the Research

**Parlakhemundi Activity Briefing done by 'B. P. Mishra' : As per agenda**

- Develop a Research profile for PKD campus
- Patents received so far by the University to be made available as a ready reckoner
- Selected ones to be picked up for student Innovation Park ( to be set up) / Energy Park
- A Committee to be formed to review the progress time to time
- Also suggested to organize exhibitions / Open House
- It was suggested that in Computer Science Engineering dept. research areas to be initiated
  - o 3D Printing
  - o Artificial Intelligence
  - o Cloud Computing
  - o List of Research projects in Agricultural Area

Suggested the topics to be allotted according to the area the students / teachers

**Prepare a documented report with success stories and present in the next UTF**

**meeting.**

**Point 6 as per the agenda: Centre for Instrumentation Fabrication**

- Advanced Centre for I & F
- Proposal to be made with details and initiate for the Centre
- Specific Instruments required to be outlined by Prof Nidhi Meher and shared
- Prepare a list of Equipment's along with other important details and submit as a part of the documentation by next UTF
- Propose one or two proposals for generating and commercializing instrument / product

**Point 7 as per the agenda: Innovation & Entrepreneurship**

- Brief outline to be done on skill integration for Applied Science – PKM
- Out of the 70 patents which the university has, identify and interact with Faculty members the areas for Incubation as a parallel task which has already been presented. Share the patent wise details and its opportunity by next UTF meeting.
- Consider the University Professors as technical Mentors

Next UTF Meeting to be scheduled on 7<sup>th</sup> December 2018 at Parlakhemundi.

Travel Plan: Reaching Visakhapatnam on 6<sup>th</sup> December and visit Centurion Campus on the way to PKD and travel back after the meeting on 8<sup>th</sup> December to Visakhapatnam and leave to Hyderabad.





## **Key Action points from 9<sup>th</sup> SMT (10<sup>th</sup> & 11<sup>th</sup> September 2018) at Bhubaneswar Campus**

1. Complete the following for every student across all Schools and all Campuses
  - a. Baseline study and
  - b. Student specific career plan and
  - c. Student specific back paper clearance plan (for relevant students)  
*Timeline – Action plan to be submitted by 30<sup>th</sup> September 2018*  
*Responsibility – Respective Deans*
  
2. Develop operational data (for students) for each department and school, as below for last 5 years
  - a. Year-wise student admission,
  - b. Average back paper,
  - c. Pass percentage (graduated during convocation) and
  - d. No of students placed
  - e. No of students went for Higher Education  
*Timeline – Data to be submitted by 20<sup>th</sup> September 2018*  
*Responsibility – Respective Deans*
  
3. Develop operational data (for faculty) for each department and school, as below for last 5 years
  - a. No of faculty members
  - b. No of research proposals submitted
  - c. No of publications
  - d. No of patents  
*Timeline – Action plan to be submitted by 20<sup>th</sup> September 2018*  
*Responsibility – Respective Deans*
  
4. Submit the Strategic plan (School wise & Department wise) for next 5 years in the *prescribed format*  
*Timeline – Strategic plan to be submitted by 22<sup>nd</sup> September 2018*  
*Responsibility – Respective Deans*

5. Develop an action plan (department wise for every batch) for producing a tangible product by each student
 

*Timeline – Action plan for final year students to be submitted by 24<sup>th</sup> September 2018, for every successive junior batches (e.g. For B.Tech. – 3<sup>rd</sup> Year, 2<sup>nd</sup> Year and 1<sup>st</sup> Year; For B.Sc. - 2<sup>nd</sup> Year and 1<sup>st</sup> Year: etc) in subsequent weekends (i.e. 1<sup>st</sup> October, 8<sup>th</sup> October and so on)*

*Responsibility – Respective Deans*
  
6. To identify the gaps w.r.t to NAAC preparedness to achieve a score of 3.75 for 2020.
 

*Timeline – Gaps to be identified by 25<sup>th</sup> September 2018*

*Responsibility – VC Office, Registrar & Dean, HRD*
  
7. To re-draft the AQAR for 2017-18 in coordination with Mr. Kartik Sridhar and upload it
 

*Timeline – AQAR to be submitted by 15<sup>th</sup> October 2018*

*Responsibility – Registrar and Dean, HRD*
  
8. To submit Program specific admission plan from faculty perspective (including new courses to be offered)
 

*Timeline – Action plan to be submitted by 17<sup>th</sup> September 2018*

*Responsibility – Respective Deans*
  
9. To strengthen Deans and HODs
  - a. Allocation of Research Associate (existing & trained / new one)
  - b. Appointment of Career Counselors for mentoring and placement support

*Timeline – Train the existing manpower or appoint new one by 15<sup>th</sup> October 2018*

*To appoint Career Counselors by 30<sup>th</sup> October 2018*

*Responsibility – DVC for recruitment and Dean (HRD) for training*
  
10. Infrastructure facility for outside classroom engagement
  - a. Student Wall
  - b. Hangout space
  - c. Learning in lawn
  - d. Cafeteria

*Timeline – Detailed requirement by Director, IKS by 17<sup>th</sup> September 2018*

*Responsibility for implementation – DVC to implement phase-wise from 3<sup>rd</sup> October 2018 to 30<sup>th</sup> November 2018*
  
11. To develop a comprehensive FDP calendar (including sign language training)
 

*Timeline – Calendar to be developed by 29<sup>th</sup> September 2018*

*Responsibility – Dean (HRD)*

12. To prepare an action plan for developing comprehensive alumni database  
*Timeline – Action plan to be submitted by 22<sup>nd</sup> September 2018*  
*Responsibility – Director, Placement*
  
13. Academic ownership of University's outreaches and enterprises  
*Timeline – Detailed plan, responsibility matrix (activities, output, outcomes & prospects) by 29<sup>th</sup> September 2018*  
*Responsibility – VC Office*
  
14. Plan for inter-campus faculty exchange programs  
*Timeline – Detailed plan by 29<sup>th</sup> September 2018*  
*Responsibility – Respective Deans*
  
15. Plan for Faculty and Student certification from professional bodies (Craftsmen Training Scheme: CTS, Craftsmen Instructor Training Scheme: CITS, etc)  
*Timeline – Detailed plan by 15<sup>th</sup> October 2018*  
*Responsibility – Dean (SoEVT), Dean (SoET) & Dean (SoM) for all campuses*
  
16. Integration of Gram Tarang initiatives into Academic Curriculum  
*Timeline – Detailed plan by 15<sup>th</sup> October 2018*  
*Responsibility – Respective Deans*





**MINUTES OF THE SIXTH MEETING OF THE SENIOR  
MANAGEMENT OF THE CENTURION UNIVERSITY HELD AT  
BHUBANESWAR CAMPUS ON 23<sup>rd</sup> and 24<sup>th</sup> JANUARY 2017**

Following members were present.

1. Mukti Kanta Mishra
2. D N Rao
3. Haribandhu Panda
4. PSN Raju
5. Ashok Misra
6. Supriya Pattanayak
7. Chandrabhanu Pattanayak
8. Jagannath Padhi
9. Smita Mishra Panda
10. Anita Patra
11. Ardhendu Mouli Mohanty
12. Subrata Sarangi
13. Sibakripa Bose
14. Brig. Sahoo
15. Santosh Nanda
16. KVD Prakash
17. Prashanta Kumar Mohanty
18. B P Mishra
19. Pragjyanjeet Mohanty
20. Shovon Chakraborty
21. Abhinav Madan
22. Sadat Ali
23. Amiya Singh
24. Rashmi Ranjan Parida
25. Adarsh Rath

## Discussion Held and Decisions Taken

### 1. Meeting began with the presentation by Mudra Group.

- a. Members present: Vishnu, Ranjit, Vidya, Ashwini, Sarita, Kripa and Sekhar.
- b. The presentation was based on their interaction with our students and SMT. They had visited our campus on 8<sup>th</sup> Dec 2016.
- c. They highlighted on
  - i. How the consumers are reacting to it.
  - ii. The outlook and present status of education as a business.
  - iii. Government creating more space for top talent.
  - iv. Strict regiment hierarchy.
  - v. Singular definition of success.
  - vi. and finally, Education not delivering on what it is supposed to.
- d. They also discussed about the present condition of competition, severe disconnect with reality, unemployability, crisis of unserved and underserved and poverty mediocrity.
- e. They also highlighted what deep rooted challenge and perception “as is” condition:
  - i. College for rejects.
  - ii. No aspiration – not proud, disconnect.
  - iii. United vision at the top, disconnect at the bottom.
  - iv. Legacy a challenge.
  - v. Resigned acceptance of a broken educational system.
  - vi. No one knows enough.
- f. They also put their thought on Centurion also being news worthy, and not just Gram Tarang.
- g. They came up with the communication strategy: (developing core proposition and for maximum impact):
  - i. Raising profile
    1. Increase equity in education community and industry.
    2. Right minded faculty.
    3. Build aspiration internally and externally.
  - ii. Internal branding
    1. Unify and inspire the internal community.
    2. Translate vision to purpose to impact.
    3. Good will – word of mouth.
- h. Finally, they proposed two routes (themes) that can be incorporated in our branding/communication strategy:
  - i. Learn the world.
  - ii. Education with purpose.

## **2. President's Address:**

- a. Few of the issues were highlighted:
  - i. Applied science could be more radical
  - ii. Suggested to redefining the course
- b. He advised all faculty members to go for the assessment – competency testing.
- c. He showcased few innovative products designed and made at UMBC which could be easily made and commercialized.
  - i. He advised that every student in the campus must produce some tangible product.
- d. He suggested University to take up action research projects among the villages/community in the vicinity:
  - i. To start in one panchayat (Could be Rasur).
  - ii. To work on the subjects like Sanitation and Smokeless Chula.
- e. He also suggested that University has to explore project based teaching pathway for backlog students.
- f. He highlighted the importance of internships:
  - i. Faculty to visit students during internship.
  - ii. SMT also to visit companies that could lead to internship and placement.
- g. He emphasized on creating a friendly atmosphere which will make a difference and ultimately be a sustainable solution.
- h. He insisted upon operationalizing student wise learning book which will help in learning traceability.

## **3. Digital Locker**

- a. It was discussed that Director (QA&E) will have a detailed discussion and take a decision to go for digital certificates.

## **4. Vice Chancellor's address**

### ***Understanding Centurion Eco-system:***

- a. He made it a point that every school needs to understand its linkage with other schools, community, industry and the larger world.
- b. School must actively seek to collaborate with other schools including joint courses and projects.
- c. In long run, and to have collective ownership, each one of us needs to work on entrepreneurial mode.
- d. The importance of statue and complying with its requirement is essential.

### ***Steps for ensuring systems and processes in place:***

- e. He announced that the process of system study has been re-initiated:
  - i. The team will make a presentation to the committee on the progress of the study (Bhubaneswar Campus) on 22<sup>nd</sup> February 2017.
  - ii. The job description shall be finalized for the departments by 1<sup>st</sup> week of



March 2017.

- iii. Similar study will then be conducted at Parlakhemundi Campus.
- f. He suggested that the University will work towards achieving the following targets by the end academic calendar 2017. The points mentioned below has been discussed and agreed upon in the meeting:
  - i. Students
    - 1. 75% students appeared in a batch to graduate (Base line: 65%)
    - 2. Ensure 100% students completed should be gainfully engaged within a year of graduation
    - 3. 25% students in a class to be highly inspired (Base line: no data)
    - 4. 50% student projects based on real problems in the community/organization.
    - 5. To have project assessment done by the Client.  
(Community/organization/Beneficiary)
  - ii. Faculty (Mandated and choosing as per Individual Plan)
    - 1. 25% faculty to be highly inspired (Base line: no data)
    - 2. 25% Faculty intensely linked to one organization each
    - 3. 100% faculty have a Working paper and a journal each
    - 4. 50% faculty to spend one week/year in an organization
    - 5. 100% faculty to attend one Workshop/Conference/year relevant to your area
    - 6. 100% faculty to obtain Professional level Certification
    - 7. 5% faculty to be Promoter/Director of an enterprise
    - 8. 100% faculty member in at least one professional body
  - iii. School/Department
    - 1. Every Department/School to organise a national Conference
    - 2. Every Department/School to organise a student Mela/fair
    - 3. Every School/Department to have an Industry/Organisational partnership (Operational MOU)
  - iv. University
    - 1. Enabling learning environment in the campus (class rooms, labs, corridors, hostels, ground, open spaces, cultural activities, etc.) – Culture Policy to be developed.
    - 2. Integration with sister organisations
      - I. Adjunct faculty
      - II. Participation in teaching-learning processes
      - III. Participation in industry/community projects
      - IV. Participation in internship/placement
- g. Prof. Chandrabhanu Pattanayak and Prof. Sibakripa Bose to develop a culture policy and circulate to SMT

***Alignment of semester and semester breaks:***

- h. It was decided that odd and even semester of every year will be synchronized.
- i. There will be minimum two week semester break.

- j. Registrar will take necessary action on this.

***Faculty Development Programme***

- k. FDP calendar needs to be developed by Prof. Anita Patra and Prof. KVD Prakash.

**5. Vice President's Address:**

- a. Discussion started with feedback of the domain courses (6 External and 7 Internal)
  - i. Numbers were discussed. 330 from PKD and 394 from Jatni have enrolled, which covers almost 90% of total students.
  - ii. Students have paid almost 65 Lacs on account of domain courses.
  - iii. Students are encouraged and are learning.
  - iv. He appreciated the sincerity and the way Mechanical and Civil executed these courses.
  - v. He also specifically mentioned and thanked Prof. M L Narasimham for construction planning, Vishal for smart city, Dilip Mohanta and Babuli Jena for welding and manufacturing.
  - vi. Final year students also have appreciated the courses and have given good feedback to juniors.
  - vii. Constructively, faculty members are also using advanced tools.
  - viii. Students are also getting the advantage of being Industry ready.
  - ix. This is also leading to internship – Dassault placed 5 students.
- b. He also insisted that in the name of skill, the rigor of the course should not be brought down. Education has to be beyond vocationalised and should be artisan made.
  - i. He highlighted the concept of Engineering as a craft and then Engineering as an art.
  - ii. He emphasized on working towards developing sophisticated design.
  - iii. He encouraged producing of usable products.
  - iv. He also discussed that prototypes and its scaling is equally important.
  - v. He suggested that we can also work on building domains – example:
    - 1. Garments.
    - 2. Paints.
    - 3. Automation in garments.
- c. Then focus was on creating Engagement (Teacher-Student-Industry):
  - i. Teacher-student
  - ii. Teacher-Industry
  - iii. Student-Industry
- d. He highlighted that we might be moving in right direction, but pace is equally important
  - i. Moving towards idea to its implementation.
  - ii. He appreciated that we have started, but need to quick in scaling.
  - iii. He suggested to use PhD scholars (full time), however the ownership has to be with the executioners.
- e. He advised to identify the bottlenecks and come up with a way to address it.

- i. Could be getting quality people, incentivizing existing etc.
- ii. There has been cases where in the funds have not been utilized.
- iii. Teaching load also has to be addressed. To work out a calendar.
- iv. Prof. Anita Patra, Prof. P K Mohanty and Registrar to come up with the bottleneck points and then discussion can happen for the strategies to address those.
- f. Suggestion for having an Articulation department:
  - i. Registrar to form a committee for the purpose of articulation:
  - ii. The committee will assess credibility of partners, equivalence of courses and also taking necessary approvals from the Board of Studies.
- g. Suggested to focus on increasing post graduate students.
- h. Proposal for conducting SMT meeting once in every Quarter.

## **6. Vice Chancellor – Centurion University, Andhra Pradesh**

- a. He discussed the Importance of:
  - i. Discipline,
  - ii. Professionalism,
  - iii. Continuous learning
  - iv. Optimum utilization of facilities
  - v. Time management
- b. He also suggested the way forward for the University in terms of Faculty Development Programme, Research and Development.
- c. He also advised to go for consultancy in calibration of instruments.

## **7. Presentation by Gram Tarang: (Abhinav Madan, Sadat Ali and Amiya Singh)**

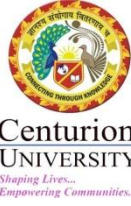
- a. Each course offered by Gram Tarang will have appropriate credit and university certification.
- b. For each ITI students, there will be dual certificates:
  - i. NCEVT
  - ii. University at appropriate level.
- c. Work Integrated courses:
  - i. Assessment process to be re-looked by KVD Prakash, Umakant Nayak and Abhinav Madan.
- d. For diploma courses, the following will be prepared by faculty members:
  - i. Student handbook
  - ii. Teaching note
  - iii. Lesson plan

## **8. The meeting ended with a presentation by ICA for partnership.**

- a. ICA started 18 years back in Kolkata. Presently have 70K employees and 3.5 Lacs students placed.
- b. Deals with Banking and Financial services.



- c. University's scope will be:
  - i. Infrastructure
  - ii. Examination
  - iii. Certificates
- d. ICA's scope:
  - i. Admission
  - ii. Placement
- e. Committee to review the terms and take necessary action.



## **MINUTES OF THE 7<sup>th</sup> MEETING OF THE SENIOR MANAGEMENT OF THE CENTURION UNIVERSITY HELD AT PARLAKHEMUNDI CAMPUS ON 21<sup>st</sup> & 22<sup>nd</sup> AUGUST 2017**

Members present on 21<sup>st</sup> August 2017

1. Adarsh Rath
2. Anita Patra<sup>1</sup>
3. Anurag<sup>1</sup>
4. Ardhendu Mouli Mohanty
5. Ashok Misra<sup>1</sup>
6. B P Mishra<sup>1</sup>
7. Chandrabhanu Pattanayak<sup>1</sup>
8. D N Rao
9. Gurudutta Pattnaik
10. Haribandhu Panda<sup>1</sup>
11. Jagannath Padhi<sup>1</sup>
12. K R Srivathsan
13. K V D Prakash
14. P A V S Sekhar
15. Pallavi Pediredla
16. Pradeep Sarangee<sup>1</sup>
17. Prasanta Kumar Mohanty<sup>1</sup>
18. Rajesh Padhi<sup>1</sup>
19. Rashmi Ranjan Parida
20. S K Biswal
21. S P Nanda
22. Sadat Ali
23. Sibakripa Bose
24. Smita Mishra Panda
25. Subrata Sarangi
26. Sudanshu Nayak
27. Sunil Jha
28. Supriya Pattanayak

Note: Persons only with suffix 1 were present in the meeting on 22<sup>nd</sup> August 2017 with Prof. D N Rao and Prof. Supriya Pattanayak.

## **Discussion Held and Decisions Taken**

### **1. Presentation by Vice Chancellor: Recapitulation of last six SMTs and Setting agenda for 7<sup>th</sup> SMT**

- a. Highlighted on
  - i. Mission and Vision of the University
  - ii. The Goals that were set for 2019
  - iii. Characteristic of Students and Skill Course Identification
  - iv. Action plan for Placement
  - v. Action plan for Faculty Development
  - vi. Centre of Excellence: Mechanical Engineering & Agricultural Science
  - vii. Desired Culture at Workplace
  - viii. Innovations suggested
- b. Proposed every school to operate as a Profit-Centre and develop a 5 years perspective plan and an annual plan of action
- c. Key attributes highlighted for an excellent academic institution
  - i. Mission driven governance and management
  - ii. System and process driven (with faculty as key coordinators) workflow and right control system (More of Social & Self-control and less Administrative control for faculty)
  - iii. Open search & merit based selection process for faculty with an eye on diversity (region, religion, alma mater, economic sector)
  - iv. Financial Viability (Every school to work as a Profit-Centre)
- d. Actions proposed
  - i. Every faculty member to take ownership of students and functions
  - ii. Strengthen our USPs (Skill Integration, Entrepreneurial approach, Social Outreach and Geographical locations)
  - iii. Develop Plans (School wise, Faculty wise & Student wise) and Policies (Admission, Training, Placement, Academic Delivery, Assessment, HRD, Facility Management, Partnerships & Branding)

### **2. Admission**

- a. Admission result analysis by Advisor, Admission
  - i. As on 18<sup>th</sup> August 2017, against a reporting of 2001 students, there were 2511 registrations.
  - ii. Admission mix: 73% Odisha & 17% Andhra Pradesh
  - iii. Share of students from Odisha taking admissions at Parlakhemundi has increased over last year
  - iv. West Bengal students' share (4%) has doubled over last year, in Bhubaneswar campus
  - v. The proportion of students from Bihar and Jharkhand has come down



- vi. Student strengths of MSc, BBA, Pharmacy and Paramedics have gone up over last year
  - vii. BSc (Agriculture), B Com, MBA, B Tech & Diploma admissions have gone down
  - viii. In B. Tech, other than CSE, all other branches have very low student strength
- b. Views of VP
- i. Market response regarding admission is not known.
  - ii. Need to focus on few programs. Rest can be on revenue sharing model.
- c. There is unexpected gain in certain areas like MSc, Paramedics and Dairy Science; and unexpected decline in Diploma and Circuit branches of engineering (EE, EEE and ECE)
- d. Concerns expressed about long term viability of certain schools and survival of established programs
- e. Suggestions for future
- i. Build institutional relationships with feeder schools and colleges
  - ii. Filter +2 science colleges for branding
  - iii. Area Focus: Bengal, Jharkhand and North East
  - iv. Programme focus: Diploma, Circuit Branches, Health science, Plant Science, Marine Science, Dairy Science and Basic Science
  - v. Focused marketing for Parlakhemundi campus
  - vi. Improve
    - Communication through internet (CUTM website and social media)
    - Use of in-house contacts (Rayagada and Bolangir team)
    - Placement
    - Communication with Students and Parents through mentoring
    - Pass percentage through summer training and EOD
    - Campus ambience, Hostel and Food facility to improve
    - Multi-campus experience at CUTM through Student and Faculty
    - Branding through faculty, alumni, sister organisations, students and parents
- f. Reduced admission expenditure: Due to outsourcing of marketing and streamlining intermediaries and system driven operation and monitoring
- g. Revenue likely to marginally increase with increased fee
- h. In spite of increased competition, improved performance in Admission at Rayagada and Bolangir campuses were reported by respective Campus Directors.

### **3. Placement**

- a. The placement performance (number of eligible students placed, package details and top recruiters) of last 5 years were discussed.
  - i. Most of the placements is in IT sector
  - ii. About 40% of eligible students are placed with average salary of 2.2 Lacs.
  - iii. Except Mind tree, other companies rarely revisit campus
  - iv. Faculty members not actively engaged
- b. Reasons for the existing companies not being retained for future recruitment are
  - i. Not maintaining active relationship with existing companies
  - ii. Poor performance of students at their work place
  - iii. Low student strength and quality
- c. Actions required
  - i. To explore vendor parks and target clusters of companies
  - ii. To integrate academic domain, internship & placement
  - iii. Setting students' expectations (by faculty); considering peer's, parent's and society's pressure
  - iv. To develop student wise career plan and groom accordingly
  - v. To focus students from courses such as Agriculture, Applied Sciences (MSc), Pharmacy, MBA (Data Analytics, DM and ABM), since CUTM has good demand in the market.
  - vi. Meeting skill set (Communication, English, Quantitative, Reasoning and world view) requirement of industry
  - vii. Immediate recruitment of faculty to train in English and Aptitude (Explore engagement of fresh graduate/post graduates for English training. Each instructor can be assigned for 20-30 students for focused group training.)
  - viii. Recruit additional manpower in Training department
  - ix. Involving parents and SMT members in the placement process

### **4. Faculty Development Programme**

- a. Pro VC (Teaching and Learning) emphasized the urgency and responsibility of SMT
  - i. Developing right curriculum in partnership with industry
  - ii. Execution of teaching and learning to make the students industry ready
- b. FDP will
  - i. be linked to Performance Management System
  - ii. use competent resources
  - iii. be demand driven
- c. Dean (SOM) suggested reviewing the FDPs undertaken and developing programs based on the past experience and present and future need.
- d. Dr. Anurag and his team will come up with Need Assessment and Action plan for FDPs by 1<sup>st</sup> week of September 2017

## **5. Research**

- a. Director (Research) explained the research agenda of the University, including purpose (Evidence based advocacy, Solving social problems, Repository of local knowledge) and type of research (Context specific action research) to be carried out.
- b. Presently, 177 doctoral students are enrolled with 25 guides from the University.
- c. Actions suggested
  - i. Coordinated and longitudinal research on a particular theme, leading to conferences, publications and floating of under-graduate/graduate/post-graduate program(s).
  - ii. Measurable targets for faculty members (1 Working Paper & 1 Publication in a refereed journal) and one workshop per department, along with clear roles and responsibilities.
  - iii. Facilitation of faculty research
    - FDPs for guiding doctoral students
    - Proper utilization of seed money grants from the University
    - Teaching load reduction, if required

## **6. Enabling Administration**

- a. Dean (Academic), Bhubaneswar Campus, presented Students' Feedback, both Qualitative and Quantitative, with the sample population of 271 B. Tech. students, having more than 7.5 CGPA. It constitutes 27% of total strength of under-graduate engineering students.
  - i. Things liked in the University
    1. Encouragement from friends and teachers
    2. Teaching methodology of few faculty members
    3. HODs mentor well
    4. CSR Activity
    5. Regular classes and attendance update
    6. Rules and Regulations
    7. Experiential learning/Live projects
  - ii. Things liked to change
    1. Present poor emphasis on sports
    2. Not honouring commitment related to scholarship
    3. Quality of hostel rooms
    4. Quality of Food
    5. Level of placement support
    6. Partiality in marking
  - iii. Discouraging factors to attend classes
    1. Boring teaching methodology of few



2. Doubts not cleared
  3. Packed class schedule: tend to miss the boring ones
  4. Faculty behaviour towards students
  5. Lengthy classes
- iv. Would you refer to cousins to take admission in CUTM?
1. Yes (60% of students) because of:
    1. Rules & Regulations
    2. Evaluation
    3. EOD
    4. Practical experience
    5. CSE Placement
  2. No (40% of students) because of:
    1. Placement
    2. Fake promises
    3. Placement training
    4. Teaching methodology
    5. Restriction for girls (outing and other)
    6. Too much restrictions
- b. Observation by Vice President
- i. Delivery of our program in comparison to some nearby institutions is poor. They are much focused on flagship programme, Training & Placements, Mess and Discipline.
  - ii. No accountability and owning specific job. SMT member has to own responsibility and focus on respective job
  - iii. Systems are not in place say reporting of newly admitted students, issue of ID card, Library Card
  - iv. In Present context Centurion is 9<sup>th</sup> or 10<sup>th</sup> position
  - v. We are not able to satisfy either good or poor students
- c. Required management policies, systems and annual action plan
- i. Academic
    1. Policy for identifying new Programs to be offered
    2. Responsibility: Mr. Sekhar by 15<sup>th</sup> September 2017
  - ii. Resource Plan for high quality education
    1. Each School will develop perspective and annual plan with need for Faculty type, Lab and other Physical infrastructure for each academic session
    2. To provide resource to maintain basic quality of education
    3. Department level meetings to discuss admission, training, placement and teaching and learning effectiveness

4. Class monitoring
  5. Responsibility: HOD/Dean by 15<sup>th</sup> September 2017
- iii. Admission
1. Admission policy
  2. Support for admission in WB, Jharkhand, Chhattisgarh and North East:  
Mr. Pradeep Sarangi & Mr. Rajesh Padhi
  3. Responsibility: Mr. Sekhar by 15<sup>th</sup> September 2017
- iv. Training & Placements
1. Training Policy and Placement Policy
  2. Responsibility: Mr. Sudhansu Mohan Nayak by 15<sup>th</sup> September 2017
- v. Academic Support
1. To have clear roles and responsibilities of Administration and Enabling Functions/Functionaries
  2. To establish PMS
  3. To strengthen the Administration team for smooth Academic support functions
  4. 360 degree appraisal for Administration staff
  5. In case of resource constraints, empowering somebody to do the job till proper resource is obtained
  6. Responsibility: Prof. Supriya Pattanayak (phase by phase submission: 15<sup>th</sup> September to 31<sup>st</sup> October 2017)
- vi. Appraisal & Compensation of Academic Staff
1. Revisit and develop Appraisal and Performance based Compensation System
  2. Campus-wise rationalisation of faculty (including transfer, competency need assessment, etc.)
  3. Responsibility: Prof. KVD Prakash/Prof. Supriya Pattanayak/Dr. Anurag by 31<sup>st</sup> October 2017
- vii. Academic Partner Management
1. Policy to be developed for partner identification and selection
  2. Responsibility: Prof. P. K. Mohanty by 15<sup>th</sup> September 2017
- viii. Physical Infrastructure development
1. Class furniture for activity based learning
  2. Hygienic environment in the hostels
  3. Unavailability of water in bathrooms during working hours
  4. To do a master plan to create facility in the campus
    - For informal discussions outside classrooms
  5. Improvement of facility in Hostel and Canteen, Food, etc.

6. Provisioning time for interaction after class hours
  7. Responsibility: Prof. Supriya Pattanayak/Dr. Anita Patra/Prof. Sibakripa Bose
- ix. Area and Area Coordinators for Standard policy development and Action
1. Admission: Mr. Sekhar
  2. Lunching new program: Mr. Sekhar
  3. Placement: Mr. Sudhanshu Nayak
  4. Training: Mr. Sudhanshu Nayak
  5. Academic Partner Selection and Management: Prof. P K Mohanty
  6. Department/School level Annual Action Plan and Five year Perspective Plan – HOD/Dean of respective Department/School
  7. Skill Integration – Prof. J Padhi
  8. Mentoring – Prof. Sibakripa Bose
  9. Learning Records – Prof. P K Mohanty
  10. Managing quality leisure time – Prof. Chandrabhanu Pattanayak
  11. Engagement with students outside the classroom – Prof. Anurag
  12. Integration of GTET with University – Mr. Sadat Ali
  13. Research & Publication– Prof. Smita Mishra Panda/ Prof. B P Mishra
  14. Facility Development and Management – Prof. Supriya Pattanayak
  15. Need Assessment and Faculty Development Programme – Prof. KVD Prakash/Prof. Anurag
  16. Use of ERP for all University functions – Prof. Anurag
  17. System for timely collection of fees – Prof. J Padhi
  18. Alumni linkage – Dr. Anita & Mr. Sadat Ali
  19. Building Centre of Excellence
    1. Mechanical Engineering: Prof. A M Mohanty
    2. Agriculture Science: Prof. M Devender Reddy
- x. University Branding
1. Coordination with Mudra for internal and external branding
  2. Website development
  3. Active use of social media
  4. Responsibility: Prof. D N Rao (Deliverable 15<sup>th</sup> September onward)
- xi. Action Matrix for key responsibilities and monitoring system
1. Responsibility: Prof. H. Panda by 7<sup>th</sup> September 2017

## **7. Organisational Arrangement for Accreditation**

- a. Submission of IQAC report for 2016-17
  - i. Responsibility: Prof. Subrat Sarangi/ Dr. Abidh Hussain by Mid-September 2017
- b. Self-Study Report (DRAFT) for ICR accreditation

- i. Responsibility: Prof. M. Devender Reddy/Prof. Ashok Mishra 10<sup>th</sup> September 2017
  
- c. Preparation for NAAC 2020
  - i. To work backward with respect their criteria and be ready with Research, Project, Patent, etc. Month-wise plan is to be developed and corresponding action will be taken.
  - ii. Responsibility: Prof. H. Panda





## MINUTES OF THE FIRST MEETING OF THE SENIOR FACULTY HELD AT BHUBANESWAR CAMPUS ON 29<sup>th</sup> JANUARY 2016

Following members were present.

1. Chairman ([chancellor.sjr@gmail.com](mailto:chancellor.sjr@gmail.com)), 99490 27118
2. Prof. D Nageswara Rao ([vc@cutm.ac.in](mailto:vc@cutm.ac.in)), 98613 20399
3. Prof. Supriya Pattanayak ([supriya.pattanayak@cutm.ac.in](mailto:supriya.pattanayak@cutm.ac.in)), 94370 09777
4. Prof. Haribandhu Panda ([haribandh.panda@cutm.ac.in](mailto:haribandh.panda@cutm.ac.in)), 93373 88801
5. Prof. Jagannath Padhi ([jpadhi@cutm.ac.in](mailto:jpadhi@cutm.ac.in)), 94370 16319
6. Prof. Anita Patra ([anita@cutm.ac.in](mailto:anita@cutm.ac.in)), 94374 24149
7. Prof. P. K. Mohanty ([deansom@cutm.ac.in](mailto:deansom@cutm.ac.in)), 94371 71119
8. Prof. Smita Mishra Panda ([smita.mishra@cutm.ac.in](mailto:smita.mishra@cutm.ac.in)), 94382 32427

### Discussion Held and Decisions Taken

#### 1. Introduction

Meeting began with the address by Chairman, reminding the faculty that in Indian context, excepting Centurion University, no other academic institution is working towards truly inclusive education. He cautioned us to remain vigilant about our critics who are bent upon downgrading our initiative as not more than that of a 'polytechnic'. To maintain our status as an A Grade university, we need to redouble our efforts in skill integrated higher education, besides systematic applied research. He reminded that, unlike other Universities, Centurion is well placed to undertake meaningful research for the benefit of our immediate society and those in similar context. For systematic research, teaching and learning, training, consulting and industry-academia integration he suggested strengthening existing Centers/Teams and establishing new ones, wherever required, with clear and targeted mandate. Senior faculty from each School/Department from Paralakhemundi and Bhubaneswar campuses were invited for their views. Each Centre/Team, existing and new ones, will present a plan of action in 2 months' time (presentation to be made in next meeting). The Centre/Team Coordinators have been identified and they can co-opt other members with the approval of VC. Following resolutions and plans were made.

#### 2. Resolution 1: University Level Task Force for Teaching, Learning and Research

It is resolved to constitute a University level Taskforce for comprehensively facilitating innovations in teaching and learning, research, consulting and industry-academia integration in all segments and campuses of the University. The Taskforce will provide appropriate direction and advice to different Centers. Following members will be part of the Taskforce.

- Chairman
- Prof. D. N. Rao, VC (Coordinator)
- Prof. Supriya Pattanayak, DVC (Deputy Coordinator)
- Prof. Haribandhu Panda (Convener)

- Prof. Jagannath Padhi
  - Prof. P K Mohanty
  - Prof. Anita Patra
  - Prof. Smita Mishra Panda
  - Prof. Sadat Ali
3. School/Department wise task forces have been created to undertake research activities in their respective units. It has been decided that ‘Broad Areas of Research’, ‘Research Titles in Each Area’ and the ‘Research Proposal’ for each identified Title will be ready within a time frame of 2 weeks, 8 weeks and 24 weeks respectively. Faculty can also take up book writing in lieu of research projects. Research Proposals will be custom-made to the Funding Agencies’ requirement. Appropriate support in the form of seed money, books, database access and library visits will be provided by the University for Research Proposal Preparation. Faculty members of a particular Department/School from all Campuses are expected to work in a collaborative mode.
- i. ECE and EEE faculty will develop 15 project proposals from each campus (Research Task Force Coordinator: Prof. Satyasis Mishra)
  - ii. Mechanical Engineering faculty will develop 10 project proposals from each campus (Research Task Force Coordinator: Prof. R C Mohanty)
  - iii. Civil Engineering faculty will develop 5 project proposals from each campus (Research Task Force Coordinator: Prof. M L Narasimham)
  - iv. CS faculty will develop 5 project proposals from each campus (Research Task Force Coordinator: Prof. Manas Ranjan Senapati)
  - v. Physics faculty will develop 2 project proposals (Research Task Force Coordinator: Prof. Subrata Sarangi)
  - vi. Chemistry faculty will develop 3 project proposals from each campus (Research Task Force Coordinator: Prof. Susanta Kumar Biswal)
  - vii. Mathematics faculty will develop 3 project proposals from each campus (Research Task Force Coordinator: Prof. Goutam Kumar Mahato)
  - viii. Agriculture faculty will develop 10 project proposals (Research Task Force Coordinator: Prof S P Nanda)
  - ix. English faculty will develop 5 and 3 project proposals from Bhubaneswar and Paralakhemundi campus respectively (Research Task Force Coordinator: Prof. Prajna Pani)
  - x. MBA faculty will develop 7 and 3 project proposals from Bhubaneswar and Paralakhemundi campus respectively (Research Task Force Coordinator: Prof. Bibhunandini Das)

#### **4. Resolution 2: Centre for Development in Teaching and Learning (CDTL)**

It is resolved to set up a Centre for Development in Teaching and Learning (CDTL). Prof. Haribandhu Panda and Prof. Kalyan Banerjee will be the Joint Coordinators for the CDTL. The centre will facilitate FDP, Curriculum development, E Tutoring, Peer Tutoring, Pogil program, reforms and innovation in teaching, learning and evaluation.

### **5. Resolution 3: University Assessment Centre (UAC)**

It is resolved to set up a University Assessment Center (UAC). Prof. P K Mohanty and Prof. Anita Patra will be the Joint Coordinators for the UAC. The Centre will facilitate all assessment tasks, feedbacks, faculty self-appraisal, innovations in assessment, etc.

### **6. Resolution 4: Centre for Examination and Evaluation (CEE)**

It is resolved to set up a Centre for Examination and Evaluation (CEE). Brig. H. K. Sahu will be the Coordinator for the CEE. Examination In-charge of each campus (Prof. S K Mandal and Prof. Banita Mallik) will be the members of the Cell. The Centre will facilitate all reforms in examination and evaluation along with CDTL, undertake result analysis, and other related activities.

### **7. Resolution 5: Centre for Innovation, Entrepreneurship and Action Research (CIEA)**

It is resolved to set up a Centre for Innovation, Entrepreneurship and Action Research (CIEA). Prof. Sanjay Gadhalay will be the Coordinator of CIEA. This Centre will arrange local successful entrepreneurs as mentors, and engage with FICCI, TIE, UMBC and all GT Groups. This Centre will undertake Innovation and Acceleration of Innovation, Incubation and Entrepreneurship Development and Technology Transfer. The centre also will oversee setting up a Students' innovation project Park.

### **8. Resolution 6: Centre for Sustainable Development (CSD)**

It is resolved to constitute a Centre for Sustainable Development (CSD). Prof. Smita Mishra Panda will be the Coordinator of CSD. The Centre will develop teaching and training curriculum and undertake related research, consulting and outreach activities. The team will set up a renewable energy park and promote sustainable technology and practices. The Centre may also associate with the research activities related to energy, environment and climate change studies leading to sustainable development.

### **9. Centre for Research and Development (CRD)**

The Centre for Research and Development (CRD) will continue its operation with Prof. M L Narasimham and Prof. Smita Mishra Panda as its Directors for Engineering (including agriculture, Architecture and Basic Science) and Social Science (including Management) respectively. An Advisory Group will guide the CRD in all aspects of research facilitation, including identification of areas of focus, collaborative institutions, and increasing publication and patenting at the University.



## **MINUTES OF THE FOURTH MEETING OF THE SENIOR FACULTY HELD AT BHUBANESWAR CAMPUS ON 29<sup>th</sup> AUGUST 2017**

Following members were present.

1. Prof. S Jayarama Reddy, Chairman
2. Prof. Haribandhu Panda
3. Prof. Supriya Pattanayak
4. Prof. Anurag
5. Prof. Anita Patra
6. Prof. Smita Mishra Panda
7. Prof. P. K. Mohanty
8. Prof. KVD Prakash
9. Prof. B. P. Mishra
10. Prof. Prasad Rao
11. Prof. Siddhartha Mukhopadhyay
12. Prof. Subrat Sarangi
13. Prof. Padmaja Patnaik
14. Prof. Nidhi Meher
15. Prof. Smita Jana
16. Prof. Prajna Pani
17. Prof. Abid Hussain
18. Prof. Satyasis Mishra
19. Prof. S K Mandal
20. Prof. Ajit Pasayat
21. Prof. Vamsi Krihna
22. Prof. R C Mohanty
23. Prof. Ipsita Mishra
24. Prof. Siba Prasad Mishra
25. Prof. Manoj Kumar Rath
26. Prof. Gurudutta Patnaik
27. Prof. Bubhunandini Das
28. Prof. Susanta Sahu
29. Prof. Dinabandhu Bhatta
30. Prof. Dojalisa Sahu



## **Discussion Held and Decisions Taken**

### **1. Introduction**

Meeting began with the address by Chairman, reviewing the progress since the third meeting held on 2<sup>nd</sup> November 2016. Vice Chancellor, explained the activities undertaken during the intervening period, including joining of new batch of students, launching of new programs, revision of curriculum with skill integration and domain based teaching, learning innovations, linkages with industry and sister organisations, and patents filed.

Heads of Schools/Departments and other faculty members made presentations on different agenda items.

2. The UTF is reconstituted with following members.

- i. Prof. S Jayarama Reddy, Chairman
- ii. Prof. Haribandhu Panda, Convenor
- iii. Prof. Supriya Pattanayak
- iv. Prof. Anurag, Co-Convenor
- v. Prof. Anita Patra
- vi. Prof. J. Padhi
- vii. Prof. Smita Mishra Panda
- viii. Prof. P. K. Mohanty
- ix. Prof. B. P. Mishra

Prof. Anurag will identify the SWOC for the University and develop a vision document with strategic plan, based on the Department and School-wise annual and five year action plan. This report will be presented in next UTF meeting.

3. The University-Industry Interaction Cell (UIIC) presented the activities undertaken

- a. Active interaction with CUTM's social entrepreneurial outreaches and other organisations has resulted in improved curriculum with skill integration, classroom delivery and learning in labs/workshops through adjunct faculty, internship in the field and placement. Through Project Adarsh Gram, issues related to natural resource, education, health, livelihood, quality of life and sustainability wrt immediate community of Paralakhemundi campus have been integrated in the curriculum of undergraduate and prost graduate programs of different Schools.
- b. UIIC will organise all possible interaction with the community, companies, government and non-government organisations (NGOs). It will lead to logical collaborations with partners. This Cell will be headed by Prof. KVD Prakash.

4. Center for Renewable Energy and Environment (CREE), emphasizing on solar, will also work on biomass and wind energy. Effort will be made to develop an Energy Park. CREE to take guidance from Prof. K R Srivathsan. It will deepen and widen the existing practices of Green Audit, Waste Management, Energy Audit, and to explore opportunities to collaborate with external bodies like Centre for Sustainability Development and OREDA. Prof. Mandal, Head of the Center will present the progress in next UTF meeting.

5. The University Assessment Center (UAC), headed by Prof. Anita Patra, will be responsible for the following activities:
  - i. Faculty Self-engagement Plan
  - ii. Faculty Self-Appraisal
  - iii. Collection and Analysis of Student Feedback
  - iv. Annual Academic Audit
  - v. Feedback for curriculum from different stakeholders
  - vi. Meeting the requirements of NAAC, NIRF, etc.
  - vii. Follow up action
  
6. The Centre for Development in Teaching and Learning (CDTL), headed by Prof. P. K. Mohanty, will be responsible for the following activities:
  - i. Development of Curriculum
  - ii. Analysis of feedback related to Curriculum development
  - iii. Skill Integration
  - iv. Activity based learning
  - v. Teaching learning innovation
  - vi. Faculty Development Programmes

CDTL must initiate activities for developing E-content, acquire teaching and learning resources from different sources so as to become authority on the concerned subjects (at least one subject per Department/ School by next UTF). The progress and future plan of action will be presented in the 5<sup>th</sup> UTF Meeting.

7. The Chairman reviewed the research areas, total number of publications, research proposal status, and the funding agencies requested, from each department and suggested the way forward.

A report will be prepared for exposing UG and PG students to early stage research. Prof. Smita will be supported by Prof. Anurag, Prof. Anita Patra, Prof. Biswal, Prof. B P Mishra and Prof. Prasad Rao in the task.

Considering unique characteristic of the CUTM, focused research on different dimensions of skill development and skill integrated education will be undertaken.

To undertake focused research in different departments/Schools, it was decided to identify 2 to 3 high priority areas, develop research proposal in each such areas and submit to the right funding agencies. Effort may be made to synchronise Domains and Priority areas of research. Minimum 2 faculty members will be intensively working in each of the above areas. Every faculty will publish at least one paper in a year and one patent in every three years. The HOD of the department/School will be responsible for implementation.

A Liaising Officer will be appointed to follow the research proposal lying with funding agencies such as UGC, AICTE, DST, etc. at Delhi. Prof. Supriya Pattanayak will be responsibility for appointment of the liaising officer at Delhi.

Researchers will explore all the funding agencies like CSIR, ISRO, BARC, UGC, AICTE, DRDO, DST, etc.

University's research profile will be presented in next UTF. It will include research areas, list of publications with impact factors, research proposals submitted, funding received, status of doctoral research, etc. Centre for Research & Development, headed by Prof. Smita Mishra Panda, will steer the research activities and present the progress in next UTF meeting. Each Department/School will present the progress of research and publication.

8. A Proposal Scrutinizing Committee for assisting and guiding the researchers and faculty members will include Prof. S. K. Biswal (Chairman), Prof. R C Mohanty, Prof. Bibhunandini Das, Prof. Gurudutta Patnaik and Prof. Devender Reddy. The committee will support at two stages:
  - i. Conceptualisation Phase: Committee comments on the Concept Note submitted by the researcher. Detail proposal is developed based on the comments on Concept note.
  - ii. Detail Proposal Phase: The draft proposal is submitted to the committee for comment. Final proposal is submitted based on the comments received. The researcher then applies to the recommended funding agency.
9. Centre for Innovation & Entrepreneurship Development, headed by Prof. Anurag, will integrate entrepreneurial initiatives of the University and report in next UTF meeting.
10. CUTM will have a Centre for Instrumentation Fabrication under the guidance of Prof. Nidhi Meher. A proposal and plan of action for the same will be submitted in next UTF meeting.
11. Prof. Subrat Sarangi will be head of Centre of Excellence in Material Technology. He will develop a team of researchers with representatives from Physics, Chemistry, Mechanical Engineering, Electrical, Electronics, Agriculture, Pharmacy, etc. He will submit the plan and progress in next UTF meeting.
12. To have an effective discussion, the Chairman suggested power point presentation by the all concerned. Presentations need to include what is done and what is planned for future.
13. Next UTF meeting will be held on 20<sup>th</sup> December 2017 (Wednesday)

The meeting ended with a vote of thanks to the Chairman.



## MINUTES OF THE SECOND MEETING OF THE SENIOR FACULTY HELD AT BHUBANESWAR CAMPUS ON 4<sup>th</sup> MAY 2016

Following members were present.

1. Chairman ([chancellor.sjr@gmail.com](mailto:chancellor.sjr@gmail.com)), 99490 27118
2. Prof. D Nageswara Rao ([vc@cutm.ac.in](mailto:vc@cutm.ac.in)), 98613 20399
3. Prof. Supriya Pattanayak ([supriya.pattanayak@cutm.ac.in](mailto:supriya.pattanayak@cutm.ac.in)), 94370 09777
4. Prof. Haribandhu Panda ([haribandh.panda@cutm.ac.in](mailto:haribandh.panda@cutm.ac.in)), 93373 88801
5. Prof. Ardhendu Mohanty ([dr.ammohanty@gmail.com](mailto:dr.ammohanty@gmail.com)), 88955 40069
6. Prof. Jagannath Padhi ([jpadhi@cutm.ac.in](mailto:jpadhi@cutm.ac.in)), 94370 16319
7. Prof. Anita Patra ([anita@cutm.ac.in](mailto:anita@cutm.ac.in)), 94374 24149
8. Prof. P. K. Mohanty ([deansom@cutm.ac.in](mailto:deansom@cutm.ac.in)), 94371 71119
9. Prof. Smita Mishra Panda ([smita.mishra@cutm.ac.in](mailto:smita.mishra@cutm.ac.in)), 94382 32427

### Discussion Held and Decisions Taken

#### 1. Introduction

Meeting began with the address by Chairman, reviewing the progress since the first meeting held on 29<sup>th</sup> January 2016. Prof. D. N. Rao, Vice Chancellor, explained the activities undertaken during the intervening period, including revision of curriculum with skill integration, research initiatives and development of syllabus for Bachelor of Vocational (BVoc) Education. Heads of Schools/Departments and other faculty members made presentations on different agenda items.

#### 2. Resolution 1: Teams for developing a strategic plan

Three teams will be formed for developing strategic plan for the University.

- i) Team 1: To undertake SWOT analysis

Members: Prof. P K Mohanty, Prof. Anita Patra and two other members (one each from PKD and BBSR campus)

Time line: To submit the report by 1<sup>st</sup> July 2016 and make presentation in the 3<sup>rd</sup> UTF meeting

- ii) Team 2: To develop Vision document for next 9 years (Vision 2025)

Members: Prof. H Panda, Prof. J Padhi, Prof. P K Mohanty, Prof. Subrat Sarangi, Prof. Anita Patra, Prof. S P Nanda, Prof. Prajna Pani, Prof. Rashmi Parida

Time line: To submit the report by 1<sup>st</sup> October 2016 and make presentation in the 4<sup>th</sup> UTF meeting



iii) Team 3: To undertake frontier area research and offering corresponding courses

- (a) Energy: Prof. J Padhi – Coordinator
- (b) Environment and Sustainable Development: Prof. Smita Mishra Panda – Coordinator
- (c) Material Science: Prof. R C Mohanty – Coordinator
- (d) Automotive Engineering: Prof. Sadat Ali – Coordinator
- (e) AI and Robotics: Prof. Manas Ranjan Senapati and Prof. Krishna Chandra Maharana – Coordinators
- (f) Bio-electrical engineering and Psychology: Prof. Satyasis Mishra – Coordinator
- (g) Geology with focus on Paleontology: Prof. Prafulla Panda – Coordinator
- (h) Earth Science: Prof. Subrat Sarangi - Coordinator

Time line: To present a blue print of the action plan, including the specific topics of research planned, list of institutions and individuals to collaborate, and M. Sc level course outlines in July 2016, during the 3<sup>rd</sup> UTF meeting. Minimum 2 faculty will be intensively working in each of the above areas.

### **3. Resolution 2: Teams for Innovation, Flexibility, Skill Integration and Transparency in Assessment**

- i) Team 1: To develop an Annual Action Plan for
- a. Innovations in teaching and learning
  - b. Innovation, Entrepreneurship and Action Research
  - c. Course portfolio for each course
  - d. Course delivery graph for each course
  - e. E-learning centers will be developed in all campuses.

Time line: To present in 3<sup>rd</sup> UTF in July 2016 by Prof. Haribandhu Panda, Prof. P K Mohanty, Prof. Anita Patra and Prof. Prajna Pani

- ii) Team 2: To develop an Academic Flexibility Document for all Disciplines

Time line: To present in 3<sup>rd</sup> UTF in July 2016 by Prof. P K Mohanty and Prof. Anita Patra

- iii) Team 3: To develop an Action Plan 2016 for Skill Integration in different Schools

Time line: To present in 3<sup>rd</sup> UTF in July 2016 by Prof. S K Mandal and Prof. Sadat Ali

#### **4. Resolution 3: Centre for University Assessment System**

The Centre for University Assessment will be the repository of all information relating to Assessment by different agencies. The Centre will have an Assistant to the Professors in-charge of the center: Prof. P K Mohanty and Prof Anita Patra. The Centre will develop standard protocols for assessment of faculty, students, training, placement, subject-wise results, semester results, feedbacks from students, parents, etc.

5. School/Department wise task forces created to undertake research activities in their respective units presented the 'Broad Areas of Research', 'Research Titles in Each Area' and the 'Research Proposal' for each identified Title.

Each School will have one or two thrust areas for research. Research Proposals will be custom-made to the Funding Agencies' requirement. Appropriate support in the form of seed money, books, database access and library visits will be provided by the University for Research Proposal Preparation.

Each School will provide a list of research papers published during the year 2016, corresponding H index, maximum, minimum and average impact factors; and details of patents applied.

The Coordinator of the Centre for Research and Development will provide Research Profile of the University in each meeting with following details.

- List of research projects and grants received
- Projects applied for funding (Agency and amount)
- Projects funded by the University
- Collaboration: National and International
- Number of PhDs: Registered and Awarded
- Number of recognized external guides
- Number of faculty with PhD, M. Phil and NET qualified

Mechanical department will work to start an Instrumentation Fabrication Center.

E-Contents of different courses will be authenticated phase-wise by experts. Each School/Department will develop a plan of action. Deans will ensure maintenance of uniformity across courses. For all the courses, E content not ready will be made in a time bound manner.

#### **6. Resolution 4: Faculty Quality Improvement and Paperless Office**

DVC will have an action plan towards paperless office. Faculty without doctoral degree will be encouraged to enroll in PhD.

#### **7. Resolution 4: Centre for Examination and Evaluation (CEE)**

To develop a document indicating Assessment Process for different courses, including the technology use, confidentiality and level of transparency of different activities (Question paper setting, examination, evaluation, publication of result, grievance redressal)

Time line: To present in 3<sup>rd</sup> UTF in July 2016 by Centre for Examination and Evaluation (CEE),  
Brig. H K Sahu

**8. Resolution 5: Centre for Innovation, Entrepreneurship and Action Research (CIEA)**

Innovations in micro-teaching will be taken up. The centre also will oversee setting up a Students' innovation project Park.

9. Next meeting of UTF will be held in July 2016



## **MINUTES OF THE THIRD MEETING OF THE SENIOR FACULTY HELD AT BHUBANESWAR CAMPUS ON 2<sup>nd</sup> NOVEMBER 2016**

Following members were present.

1. Chairman
2. Prof. Haribandhu Panda
3. Prof. Supriya Pattanayak
4. Prof. Ardhendu Mohanty
5. Prof. Jagannath Padhi
6. Prof. LM Narasimham
7. Prof. P. K. Mohanty
8. Prof. KVD Prakash
9. Prof. B. P. Mishra
10. Prof. Prasad Rao
11. Prof. Smita Mishra Panda
12. Prof. Subrat Sarangi
13. Prof. Nidhi Meher
14. Prof. Smita Jena
15. Prof. Anita Patra
16. Prof. Prajna Pani
17. Prof. Abid Hussain
18. Prof. Satyasis Mishra
19. Prof. S K Mandal
20. Prof. Ajit Pasayat
21. Prof. Vamsi Krihna
22. Prof. R C Mohanty
23. Prof. Ipsita Mishra
24. Prof. Siba Prasad Mishra
25. Prof. Manoj Kumar Rath
26. Prof. Gurudutta Patnaik
27. Prof. Bubhunandini Das
28. Prof. Umakanta Nayak
29. Prof. Susanta Sahu
30. Prof. Dinabandhu Bhatta
31. Prof. Dojalisa Sahu
32. Mr. S. B. Rath



## Discussion Held and Decisions Taken

### 1. Introduction

Meeting began with the address by Chairman, reviewing the progress since the second meeting held on 4<sup>th</sup> May 2016. Prof. Haribandhu Panda, Vice Chancellor, explained the activities undertaken during the intervening period, including joining of new batch of students, launching of new programs, revision of curriculum with skill integration and domain based teaching, UGC inspection for 12B, research initiatives, development of syllabus for Bachelor of Vocational (BVoc) Education and national international collaborations. Heads of Schools/Departments and other faculty members made presentations on different agenda items.

### 2. Resolution 1: Quarterly meeting of University Level Task Force (UTF)

It was resolved to have quarterly meeting of UTF. Next meeting will be on 2<sup>nd</sup> February 2017.

3. Taking note of the requirements of the university, it was resolved to bring faculty from academia and industry for undertaking research, publication and projects.

4. It was also emphasized that the shared vision of the university will revolve around

- i. Centurion is and will remain as a Skill University
- ii. Employability, entrepreneurship and enterprise development will be the core objective
- iii. Industry integration, industry-academia colocation, operation in partnership mode, technology led, market oriented and community-centric action research will be the dominant strategy of university

In the next meeting of the UTF, SWOT analysis and Vision 2025 will be presented by Prof. P K Mohanty (Convener), Prof. Anita Patra, Prof. B. P. Mishra and Prof. KVD Prakash.

5. The Career Counselling and Grooming Cell (Existing Training and Development section will be renamed) will be headed by Prof. KVD Prakash, Dean School of Management.

6. The University-Industry Interaction Cell will organise all possible interaction with the companies, government and non-government organisations (NGOs). It will lead to logical collaborations with partners and operationalize them. This Cell will be headed by Prof. KVD Prakash.

7. To create industry-ready graduates, following domain based teaching (up to 34 credits) offered in different branches of engineering, with Industry Partnership, was presented.

- i. Embedded System (Cranes Software, Bangalore), VLSI Design (In house)
- ii. Software Technology (Aspire Infolabs, Hyderabad), Web Technology (In house), Data Analytic (Silicon Tech Lab, Bhubaneswar), Internet Security (GIT, Bangalore)
- iii. Industrial Automation (Prolific Systems, Hyderabad)
- iv. Automotive (Pioneer Design, Bangalore), Manufacturing, Welding
- v. Surveying (In house)
- vi. Planning, Design and Drawing (Dassault System, Delhi)

vii. Construction Planning and Project Management (Astronaut Services, Bhubaneswar)

While offering domain courses effort will be made to facilitate students in obtaining Professional Certificates/Diplomas in different areas with high potential for employment. University can offer Diploma/Certificate in areas of its expertise. For the purpose of offering certificates/diplomas, if necessary, changes in curriculum can be taken up.

8. To undertake focused research in different departments/Schools, it was decided to identify 2 to 3 high priority areas, develop research proposal in each such area and submit to the right funding agencies. Effort may be made to synchronise Domains and Priority areas of research. Minimum 2 faculty members will be intensively working in each of the above areas. In the next UTF meeting each department/School will present the progress of research and publication. Every faculty will publish at least one paper in a year. The HOD of the department/School will be responsible for implementation. A Liaising Officer will be appointed to follow the research proposal lying with funding agencies such as UGC, AICTE, DST, etc. Director (Research)/Dean (Academic)/Dean (Faculty Development) will organise FDPs on proposal writing, paper writing and publishing.

9. Student Innovation Park will be created in each campus to show case innovative student projects.

10. The University Assessment Center will be responsible for

The Centre for University Assessment will be the repository of all information relating to Assessment by different agencies. The Centre will develop standard protocols for assessment of faculty, students, training, placement, subject-wise results, semester results, feedbacks from students, parents, etc.

1. Faculty Self-engagement Plan,
2. Faculty Self-Appraisal,
3. Collection and Analysis of Student Feedback
4. Annual Academic Audit
5. Feedback for curriculum from different stakeholders
6. Meeting the requirements of NAAC, NIRF, etc.
7. Follow up action

The Assessment Center will be jointly headed by Prof. P K Mohanty and prof. Anita Patra.

11. Every HOD will ensure that Labs are audited with proper maintenance of Log Register and Stock Register.

12. Centurion University Center for Renewable Energy and Environment (CUCREE) will explore offering B Voc in Renewable Energy with specialisation in different areas. Effort will be made to develop an Energy Park.

13. School of Pharmacy and Life Sciences will develop proposal to set up an Interdisciplinary Food Technology Lab in collaboration with industry. They will also develop a proposal to start PM's Janausadhee Outlet in the University campus.
14. Every Department was advised to take advantage of the University's Seed Money for research projects, including "Earn While You Learn" initiative of the University.
15. Civil Engineering Department will develop "Need Based Instruction Design" as an innovation for teaching of Engineering Subjects. At least one lesson developed with such approach will be presented in the next meeting of UTF.
16. Considering the importance of physical environment, a Centre for Environmental Studies will be set up in due course.
17. Computer Science department will develop a software for preparing Course Delivery Graph to study variance of courses offered.
18. University to think of establishing a Model Bank as a learning platform for students about our economy.
19. For the purpose of Virtual Learning a Centre for Virtual Education will be set up. On line examination to be encouraged. Prof. Prajna Pani will be Coordinator of the Center.
20. For comprehensive monitoring and reporting of Doctoral research activities, following data to be collected.  
  
Number of PhDs awarded, Dissertations submitted, Number of Publications of the candidates, Impact factor and value of indices, Number of conferences attended, and Number of faculty doing PhD (internally and externally).
- 20 Best Teacher, Best Researcher and Best Student Library User Awards will be implemented.

The meeting ended with a vote of thanks to the Chairman.

*Anita Patra*  
Registrar, CUTM  
**REGISTRAR**  
Centurion University of  
Technology & Management  
ODISHA