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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-Coordinators, 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.

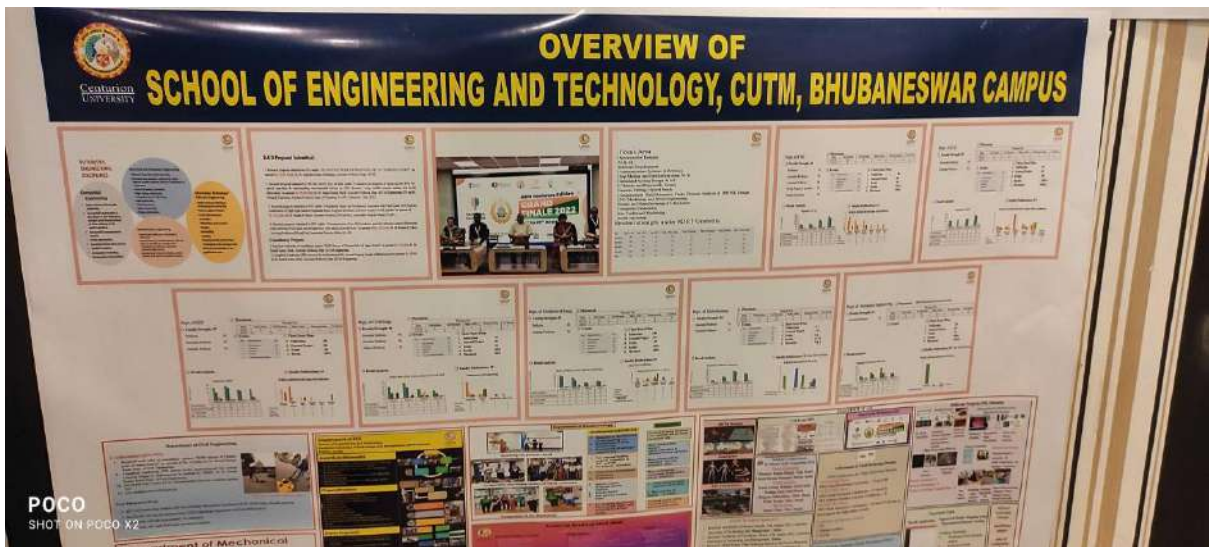
Regards
Anita Patra

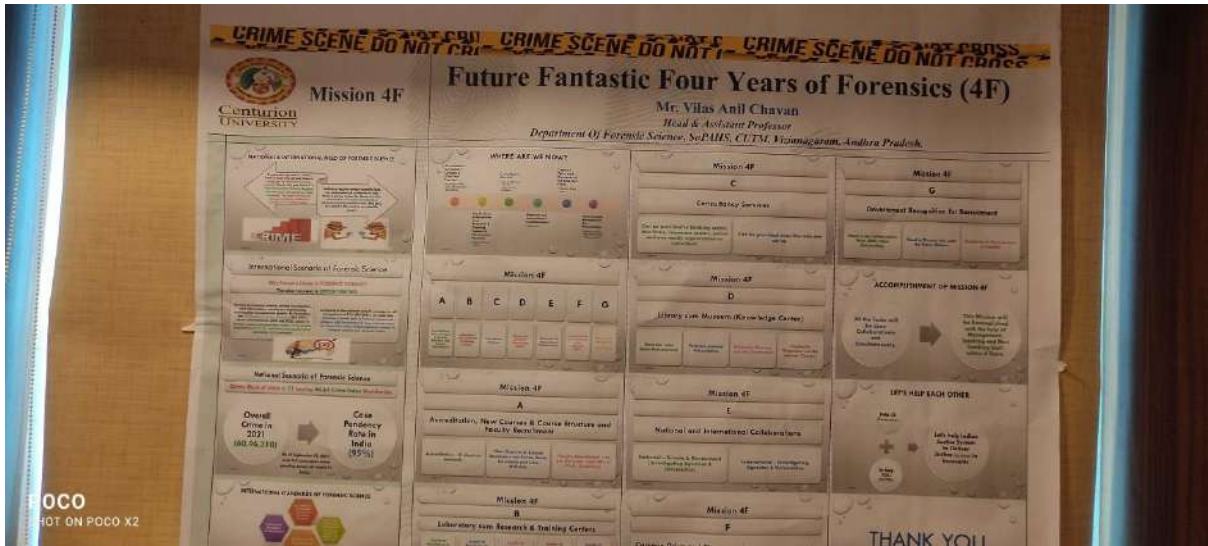


Shot on OnePlus
Chatrapur 2022.10.16 09:55
By swarna



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.

Sl. No.	Faculty Name/ RC Name	Additional Responsibility/ Designation	Mentor	Related Decisions
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 Chakravarthi	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.

A handwritten signature in blue ink that reads 'Anita Patra'. The signature is written in a cursive style with a horizontal line under the 'a' in '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	Attendance :	student percent	weekly	Deans Dashboard	<i>> 75% attendance for 80%, 65-75% for 20%</i>		
		≥75% :						
		65 - 75% :						
		≤ 65% :						
		Course Completion:					weekly	100%
		Back logs:					numbers (100 % must be within 5)	monthly
Zero :								
1-2 :								
2-5 :								
>5 :								
		Exam registration:	100% of registered students	semester	same	95%		
		Pass percentage:	80% of exam attendees	semester	same	80%		
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	—		
		5 - 10 LPA :	25%			50%		
		≤ 5 LPA :	75%			45%		
	Overall placement		70% students			50%		
3	Higher Education	90 percentile	open account	End of the graduation	same			
		qualified in national & Civil service exams	5%					
		GATE :						
		CAT :						
		Groups :						

(M.S.M / M 28) A 2 22M

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

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>for Odisha Number of total students X 1.6 lakhs for degree : 1-38 Number of total students X 1 lakh for diploma:</p> <p>for Andhra Pradesh Number of total students X 1.2 lakhs for degree</p>	in crores			17.29 Crores 1440 students ≈ 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	10.5 Crores.
8	New Courses development	New full programmes	number	year wise	same	02 M.Sc. AS Programme
New domains		number	semester		-	
New skills courses		number	semester		01	
9	Publications	Scopus (Number of faculty) :	number	monthly		20
Core of WoS (number of faculty) :		Number	Monthly		15	
zero publication faculty:		percentage	Monthly		< 5% (Excluding retired professors)	

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 <i>At least</i>	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					Drift Hybrid Paddy, Milk Dairy Products, Post-harvest, farmer's training etc.

S. P. A. S. R.
15-11-22
(Dr. S. P. A. S. R.)

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	Attendance :	student percent	weekly	Deans Dashboard	1 st Sem: Dec 2022 Others after commencement ($\geq 90\%$, $\geq 75\%$)
		$\geq 75\%$:				
		65 - 75% :				
		$\leq 65\%$:				
		Course Completion:		weekly		
		Back logs:	numbers (100 % must be within 5)	monthly	same	$\geq 70\%$ (All clear) 1-2 BL: $\leq 10\%$ 2-5 BL: $\leq 20\%$
		Zero :				
		1-2 :				
		2-5 :				
		>5 :				
		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%			
	Overall placement		70% students			$\geq 70\%$ $\geq 70\%$
3	Higher Education	90 percentile	open account	End of the graduation	same	B.Tech $\geq 25\%$
		qualified in national & Civil service exams	5%			
		GATE :				
		CAT :				
		Groups :				

GOVT (Bihar) University and Balakrishna

SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		<p>pursuing HE 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>Domains eligible for school 5th : 6th : 7th : 8th :</p>	Number	semester wise	same	Aligned Jobroles
		<p>Domains offered 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>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>	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	
9	Publications	Scopus (Number of faculty) :	number	monthly		(02)
		Core of WoS (number of faculty) :	Number	Monthly		NA
		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 attendees	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% 50%
	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	

Swam
15/11/22
Dr. Sankar Kumar
Associate 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>Domains eligible for school</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>Domains offered</p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>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	Approximate income of the school	<p>for Odisha Number of total students X 1.6 lakhs for degree : 1.28</p> <p>Number of total students X 1 lakh for diploma:</p> <p>for Andhra Pradesh Number of total students X 1.2 lakhs for degree</p>	in crores			2.48 crores per year 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	1.56 crores per year 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 / Attended	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 register
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	Attendance : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	
		Course Completion:		weekly		
		Back logs: 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 qualified in national & Civil service exams 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>pursuing HE 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>Domains eligible for school 5th : 6th : 7th : 8th :</p>	Number	semester wise	same	
		<p>Domains offered 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	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 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	Attendance : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	96-1.
		Course Completion:		weekly		
		Back logs: 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	100 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			
3	Higher Education	90 percentile qualified in national & Civil service exams 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
		<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%			at least 10
5	Domains offered	<p>Domains eligible for school</p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	To increase cutting edge domains
		<p>Domains offered</p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			

Sl. 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>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>			25 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>	<p>As percent of income (50% of the income is benchmark)</p> <p>3.6 crores</p>	monthly	same	3.6 crores 6 crores
8	New Courses development	New full programmes	number	year wise	same	
New domains		number	semester	2		
New skills courses		number	semester	2		
9	Publications	Scopus (Number of faculty) :	number	monthly		1 / faculty
		Core of WoS (number of faculty) :	Number	Monthly		0.5 / faculty
		zero publication faculty:	percentage	Monthly		0

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		2 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					25 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	Attendance : ≥75% : 91.20% 65 - 75% : 3.29% ≤ 65% : 2.74%	student percent	weekly	Deans Dashboard	95 2 1
		Course Completion:		weekly		100%
		Back logs: Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	100%
		Exam registration:	100% of registered students	semester	same	90% 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%			70% 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>Domains eligible for school</p> <p>5th : }</p> <p>6th : } 25</p> <p>7th : }</p> <p>8th : }</p>	Number	semester wise	same	100%
		<p>Domains offered</p> <p>5th : }</p> <p>6th : } 25</p> <p>7th : }</p> <p>8th : }</p>	percentage of above			10

12/1/2023

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% 8% 8%	MSc 95% 8% 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 attendees	semester	same	80%	
2	Placement figure	≥ 10 LPA :	5% students	End of the graduation	same	Try for 50% students to 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. Jaf

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	Domains eligible for school 5th : } 3 rd semester (MSc) 6th : } 7th : } 8th : } 5 th semester (BSc)	Number 27 27	semester wise MSc 3 rd 24 th BSc 5 th 26 th	same	30
		Domains offered 5th : } For MSc & 6th : } BSc 7th : } 8th : } 10	percentage of above	MSc 3 rd 24 th BSc 5 th 26 th		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>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 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 Balayga -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>5960000</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</p> <p>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 Ph.D
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 Ph.D 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.: - Ph.D - 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	No 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	Monthl		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	Attendance : ≥75% : 90% 65 - 75% : 8% ≤ 65% : 2%	student percent	weekly	Deans Dashboard	90%
		Course Completion: 100%		weekly		
		Back logs: 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%			

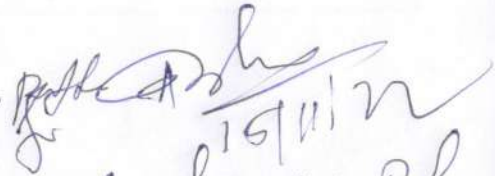
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SNO	Key Result Areas (KRAs)	Sub Divisions	Benchmarks	Review timeframe	Means of Verification	Target for Even Semester 2022-23
		≤ 5 LPA : 98%	75%			
	Overall placement	95%	70% students			
3	Higher Education	90 percentile	open account	End of the graduation	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 
19/11/22
Anurag Kumar Behera

School of Forensic Sciences

BBSR

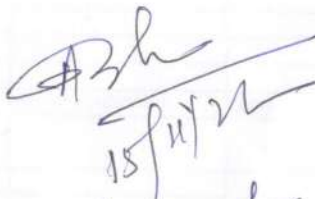
DEANS DASHBOARD- REQUIREMENTS						
SNO	Key Result Areas (KRAs)	Sub Divisions		Benchmarks	Review timeframe	Means of Verification
1	Academic Semester Result	Attendance : 75 % and above/ 65-75/Less than 65	data		weekly	Deans Dashboard
		B.Sc. Forensic Science (Semester 3) : No. of students 23	75 % and 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%) B.Sc. FS (Semester 4) : 8 (Debarr Case: 21.62%) M.Sc. FS (Semester 2) : 0 M.Sc. CS&DF (Semester 2) : 0	numbers (100 % must be within 5)	monthly	same
		Exam registration	100%	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	same
		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	same
		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	same
		Domains offered		percentage of above		

Target

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	
		one per faculty per year					
12	Number of Seminars/Conf			percentage achieved		Monthly	


 15/11/22
 Anulaya Babu Bheem

SOPAHS

School of paramedical & Allied Health Sciences

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 : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	95% 1% 0%
		Course Completion:		weekly		
		Back logs: 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% students	End of the graduation	same	
		5 - 10 LPA :	25%			
		≤ 5 LPA :	75%			
	Overall placement		70% students			88
3	Higher Education	90 percentile	open account	End of the graduation	same	70
		qualified in national & Civil service exams GATE : CAT : Groups :	5%			

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%			
5	Domains offered	Domains eligible for school 5th : 6th : 7th : 8th :	Number 2	semester wise 2	same	
		Domains offered 5th : 6th : 7th : 8th :	percentage of above			

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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>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>114 / 1,82,40,000</p> <p>231 / 1,207,90,000</p> <p>363 / 1,3,26,70,000</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>	As percent of income (50% of the income is benchmark)	<p>monthly</p> <p>monthly</p> <p>monthly</p>	same	
8	New Courses development	<p>New full programmes</p> <p>New domains</p> <p>New skills courses</p>	<p>number 4</p> <p>number 2</p> <p>number 2</p>	<p>year wise</p> <p>semester</p> <p>semester</p>	same	
9	Publications	<p>Scopus (Number of faculty) :</p> <p>Core of WoS (number of faculty) :</p> <p>zero publication faculty:</p>	<p>number 4</p> <p>Number 2</p> <p>percentage 0</p>	<p>monthly</p> <p>Monthly</p> <p>Monthly</p>		

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	Attendance : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	80% > 75% (90 > 75%) 100%
		Course Completion:		weekly		
		Back logs: Zero : 1-2 : 2-5 : >5 :	numbers (100 % must be within 5)	monthly	same	100%
		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 - 10 LPA : ≤ 5 LPA :	5% students 25% 75%	End of the graduation	same	100%
	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	

1

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 : M.Tech/M.Sc+Ph.D: WSU : M.S. (abroad) : M.S.+Ph.D (abroad):</p>	15%			20% —
4	Start ups	students started	less than 5%			— 5%
5	Domains offered	<p>Domains eligible for school</p> <p>5th : 6th : 7th : 8th :</p>	Number	semester wise	same	80%
		<p>Domains offered</p> <p>5th : 6th : 7th : 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	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	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

A

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		75% 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

30

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 : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	780% by Jan'23
		Course Completion:		weekly		Bi weekly
		Back logs: 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 attendees	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 not 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>Domains eligible for school</p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	Number	semester wise	same	Will be decided in department and faculty by Jan 23, to achieve 80% by Jun 23
		<p>Domains offered</p> <p>5th :</p> <p>6th :</p> <p>7th :</p> <p>8th :</p>	percentage of above			"

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	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	in crores			1.2 lakhs will be achieved by June 23
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	12 lakhs
	New Courses development	New full programmes	number	year wise	same	Move by June 2023 2
		New domains	number	semester		All in force 2
		New skills courses	number	semester		Some move by June 2023 2
	Publications	Scopus (Number of faculty) :	number	monthly		2 per faculty / 100%
		Core of WoS (number of faculty) :	Number	Monthly		3 " 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 Jan 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

Munshi
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	Attendance : ≥75% : 65 - 75% : ≤ 65% :	student percent	weekly	Deans Dashboard	
		Course Completion:		weekly		
		Back logs: 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	
		qualified in national & Civil service exams 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	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	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?

can we reshape the box so we have more place inside?

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