



Centurion University of Technology & Management

IQAC Meeting

Date: 27th July 2014

Venue: JITM Campus

Time: 11am

List of Members present

1. Prof. (Dr.) Mukti Kant Mishra, President, CUTM
2. Prof. D. N. Rao, Vice President, CUTM
3. Prof (Dr) D Nageswara Rao, Vice Chancellor
4. Prof.(Dr.) Supriya Pattanayak, Memebr, CUTM Board
5. Prof. (Dr.) A.M. Mohanty, Pro Vice Chancellor
6. Prof. M. L. Narsimah, Dean, Academic
7. Prof.(Dr.) Ashok Mishra, Registrar
8. Prof. Kalyan Banerjee, , Pro Vice Chancellor(Learning)
9. Prof. (Dr.) Haribandhu Panda, , Pro Vice Chancellor(SoM)
10. Prof. Jagannath Padhi, Director, CIT
11. Prof. (Dr.) Chandrabhanu Pattanayak, Director, Institute of Knowledge Society, CUTM
12. Prof. Sibakripa Bose, Chief Mentor
13. Prof.(Dr.) Smita Mishra Panda, Director-Research
14. Prof.(Dr.) Ramakant Panigrahi, Dean, Academic, CIT campus
15. Prof. (Dr.) Anita Patra, Dean, SoET, JITM campus
16. Brig. H. K. Sahoo, Director, qa cell
17. Prof. (Dr.) Achyut Panda-IQAC Coordinator, Campus 1
18. Prof. Prasanta Ku. Mohanty, Dean(SoM)-IQAC Coordinator, Campus 2
19. Prof. (Dr.) S. P Nanda, Associate Dean, SoET, JITM Campus
20. Prof. (Dr.) Bijaa Jena, Dean, (SoAS)
21. Mr. Prashant Sankaran, Industry Expert

Agenda

1. Academic Review
2. Culture and Practice of the University
3. Integration Skill courses into Curriculum
4. Placements
5. Future Plan in achieving the Mission and Vision of the University
6. Any other

Minutes of Meeting

The meeting of IQAC Cell, Centurion University was held and the following resolutions were taken by the Board;

1. The academic audit report was presented and discussed by the members.
2. An exercise was undertaken to understand the culture of the University. The views of the participants were well taken and discussed at length to resolve the issues.
3. Prof. DN Rao, Vice President made the following observations to discuss and work out strategy to achieve.
 - a. Goal
 - i. Within next 5 years, the University's goal is to become within top 3 in Odisha from the perspective of students, recruiting companies and faculty. And within top 10 in East, South East and North East region (from new AP to Assam)
 - ii. To achieve 3000 annual student intake with 50% in non-engineering discipline with a fee of Rs 1.5 lakh/student/annum
 - iii. 20% engineering students to have > 115 marks in JEE main examination and 50% non-engineering students having first class career
 - b. Placement
 - i. 75% eligible students to be placed with an annual average salary of Rs 5 lakh and maximum salary of more than Rs 10 lakh.
 - ii. The University needs to attain the status of within top 10 destinations in the eastern region (from Andhra to North East)
 - c. Pedagogy
 - i. Focus on skill and practice and teaching theory in engagement mode.
 - ii. Replacing 50 % classroom teaching by self-managed guided learning
 - d. Administration
 - i. IT-enabled, user-centric with minimal physical intrusion
 - ii. Data driven and real time data to all concerned on students' academic cycle
 - iii. Enabling, empowering and facilitating
 - e. Faculty
 - i. GATE qualified faculty with good academic background and communication ability
 - ii. Cadre ratio of 1:2:6

- f. Other
 - i. Integration with Gram Tarang: Heart of the University
 - ii. Consulting, Training and Research income about 40%
 - iii. Filing of some patents
 - iv. One on line and one off line journal to be published
 - v. Students getting recognition in national and international competitions
- g. Culture
 - i. Risk taking, experimentative and innovative with tolerance to errors
 - ii. Fiercely professional and encourage peer review
 - iii. A sense of security with positive pressure to perform and competition
4. **Placement** was discussed in detail. For improving demand side of placement, following actions were identified.
 - i. Working with existing recruiters
 - ii. Bring more companies through personal contacts
 - iii. Participation in pool campus program
 - iv. Taking students to metro-cities (facilitating participation in other cities)
 - v. **Soliciting alumni support**
 - vi. Taking help of placement agencies
 - vii. **Organising conferences** where we call potential recruiters and senior folk from potential employers – do conferences specific to target industries.
 - viii. Ownership of employment through **personal visits** to companies by **senior faculty**
 - ix. Prof. Kalyan will take the lead in developing engagement plan for placement

Note that #v, #vii, and #viii are new items, not tried earlier.

CENTURION UNIVERSITY

On students' expectations, it emerged that

- Most students do not want to accept jobs outside Odisha
- Jobs below Rs 15000/month salary are not taken up
- Faculty and others increase students' expectations unrealistically
- Communication within classroom is insufficient

Accordingly, it was felt that

- All faculty will be involved in preparing students for placement
 - Faculty to be nurtured, so they are committed to building students for their careers.
 - Faculty needs to be treated with self esteem
 - **Productivity based Incentive system** to be proposed.
 - Mapping and setting students' expectations are important
 - Personalised mentoring including on self-development and gender sensitization
 - Parents need to be part of this.
 - Students should be tested and benchmarked regularly on the job readiness skills.
5. There has been general agreement about maintaining student discipline, not regimentation. Discipline in the university is highly valued by the parents of students. The purpose of 2 hour study period in the evening is to create an enabling environment for undisturbed study. Accordingly, during this period, students will not use mobile phone and their actions should not disturb others. Students can avail the option of attending extra classes and constructive activities organized by the faculty during this period. There is a need to communicate the value of discipline and the rationale behind it.
6. **How to develop faculty for aligning with vision?**
Dimensions of competences that need to be developed
- i. We need faculty's **technical competence** in developing and delivering courses that can lead to employability
 - ii. We need faculty's **mentoring ability** to handle students from marginalized community
 - iii. We need faculty's **ability to create inspiring vision** to shape the lives of students and develop industry partnership. To do this, faculty must be inspired by their own self vision, in alignment with Centurion's.
 - iv. We need faculty's **ability to undertake research, consulting and publications** to earn respect among the peers and within the community it works
 - v. (to the above four, "professionalism" was added during the discussion.)

Process of development

- i. Assess faculty's competences through a battery of tools
- ii. Develop standard value of competences required and identify the gaps
- iii. Develop competences to bridge the gap

Relevant issues

- i. Faculty requires attitudinal change
- ii. **Align student projects** and doctoral research to the **mission and vision** of the university.
- iii. Faculty development will be aligned with student projects.
- iv. Develop a **calendar** of activities
- v. **Directly reach faculty** without the mediation of HODs
- vi. Establish **FDP cell** and develop individualized plan and undertake action for faculty development. Faculty growth in the university will depend on their level of participation in FDP.
- vii. Haribandhu Panda will develop a concept note on FDP Cell indicating
 - Activities that can be taken up immediately, including developing a shared vision with the support of President and Vice President (Chandra and Sibakripa Bose to take up in each department)
 - Scheduling of training programs
 - Resource requirement
 - Problem of communication
 - Must begin with articulation of *what* we expect from Faculty.

7. How to develop outcome based curriculum and pedagogy?

- i. Presently curriculum based on IIT/NIT, etc. Lab component increased to 33% and Faculty undertakes lab work.
 - Faculty wrongly perceives free elective has to be theory.
 - Faculty has to distinguish and plan for slow learners.
 - **Free Elective** can be Lab course, or project as well.
- ii. Assessment is to be application oriented; Minor and major projects to be seriously undertaken; Awareness about on-line courses to be developed and Skill based certificate courses to be offered.
- iii. Plan of action
 - a. From total credits 25% will be from core subjects, and students will choose rest 75% from a basket of elective courses
 - b. Electives will have many skill based courses along with usual theory courses.
 - c. Internal assessment system will be reviewed
 - d. Theory class can be in the lab
 - e. Free entry and free exit within 8 years.
 - f. 50 credits for ITI, 100 for Diploma, 150 for Proficiency, 200 for B.Tech.
 - g. Bridge course in case of deficiency. Mentoring will be provided for students

requiring bridge course.

- h. Implementation year 2015 academic year onwards.
- i. Credit will be given for innovations

8. What are the processes to be developed and how?

- a. Inclusion of student data in ERP and developing ERP literate faculty
- b. Removing arbitrariness in allocation of resources (vehicle, attendant, etc.), controlling mode of administration and control over resources, better management of facilities
- c. Communication process improvement
- d. Faculty retention system
- e. PMS for faculty
- f. Data base of prospective employer
- g. Faculty involvement in different administrative activity

Mr. Kashinath Sahoo and Dr. Ashok Mishra to develop the system and present

9. General discussion and agreement

- i. **Mechanical Department will be developed as Centre of Excellence** considering the available faculty resource, equipment available, large student base, robust curriculum and linkage with Gram Tarang. Prof. Ardhendu Mohanty will develop an action plan in collaboration with VC. This centre is expected to lead in demonstrating change, in 18 months. Other departments will follow the path in 36 months.
- ii. Standardisation in documents, displays, etc. will be undertaken by Sibakripa Bose.
- iii. Everybody to scrupulously follow the mission and vision and enabling mechanism. Take the team members on board. Financial challenges will not be transferred to faculty. Authority may be used in case of work against the spirit of all the above.
- iv. Prof. Kalyan, Prof. J Padhi, Prof. Sibakripa Bose and Prof. H Panda will disseminate the discussions held to the faculty at CIT.
- v. Prof. Kalyan, Prof. Sibakripa Bose, Prof. H Panda and Dr. Ashok Mishra, in consultation with the VC to develop the Performance Management System for giving incentive to faculty.

The meeting was adjourned with thanks to all the members present in meeting.