Faculty and Student Affairs
(IIT(BHU): Retrospective & Prospectivus - Part II)

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Faculty Address

IIT(BHU), Varanasi

19-20 July 2018

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Dean (Faculty Affairs)

- Prof BN Dwivedi (2013-14)
- Prof Dhananjay Pandey (2014-17)
- Prof KK Shukla (2017-)

In 2013-14, the position was called Prof-in-Charge rather than Dean.

Faculty Recruitment – Last 5 years

- Total number of recruitments **114 + 103**
    - Total number of external appointments **114**
        - People who declined **7**
        - Joining awaited **3**
    - Total number of internal appointments **103**
- Professors who got HAG scale **40**

IIT Pay Scale Mapping

- Implementation of IIT Pay Scale - **August 2017**
- Implementation of 7th CPC - **January 2018**

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Faculty's Role

- **Role of faculty is central** in an educational institution, in
    - **Teaching**
    - **Research**
    - **Student Guidance** regarding life

  These together with **Outreach** are the
  - **four parameters for performance evaluation.**
- Tasks are **multi-farious and multi-dimensional**, therefore challenging

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Faculty Empowerment

Elements put in place for faculty empowerment regarding teaching and research:

- **Direct financial support to faculty** for student projects/theses - BTech, IDD, MTech, PhD
- **Seed funds** to new faculty
- **Sproutng funds** given to old faculty (for buying some essential equipment)
- **Individual research projects** funded earlier

Decision making is through committees.
In spite of all the empowerment, we disempower our colleagues.
Why?

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Summary - Faculty Affairs

Faculty position has the **autonomy** and **Freedom**.

Summary - Faculty Affairs

Faculty position has the **autonomy** and **Freedom**.

- Freedom to choose problem to work on with creativity
- Freedom to travel and interact
- Satisfaction of always being with young people
- Joy of being in company of intellectual colleagues.
- And basic finances taken care of in the IIT system

Potentially the best job in the world!

Student Affairs

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Faculty and Student Affairs

Dean (Student Affairs)

- Prof SK Sharma (2013-14)
- Prof AK Mukharjee (2014-17)
- Prof BN Rai (2017-)

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Student Parliament

Implemented in March 2015: Elections held for parliament.

Elections held after BHU had seen student violence. City police wanted to be present.

Trust established with students *(actually was already there)*.

Saliant features of parliament:

- **Micro democracy**
- **Proportional representation**
- **Standing committees of student parliament**

...Student Parliament

- Student participation in Administrative Committees, Including academic committees DUGC, DPGC, Disciplinary Committee, etc.
- Students have lived upto their responsibility!
    - Very insistent,
    - Reason a lot (some of us might call it argumentation), but
    * Work patiently with all stake holders.
    * I have seen the maturing. Particularly noteworthy is the tenure of recent Vice President Sai Teja

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Hostel Executive Committee (HEC)

Implemented from Sept 2015

- Students take care of maintenance issues, mess issues
- Many hostel problems get solved by students
  – Guidance of wardens is important, however

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Student Sentiments

Did not have enough staff in IWD, and lacked processes elsewhere.
As a result:

- Led to student dismay in 2016
  Even through parliament, things do not get done
- After disillusionment, came reactivation of interest and zeal

Led to maturing of the student representatives

Student Strike 2014

Recall, student strike against new attendance rule in March 2014.

- But it was penting out feelings of not being heard, and also
- Being used to old lax habits

Resolution: Flexible in methods, firm on principles

- Issues were sorted out *harmoniously*
- Students came up with reasonable solutions regarding attendance
- * Their solution more strict than the revision suggested by faculty!

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Rules and Regulations

- Rules should be "reasonable", but
- Implemented firmly

Students have achieved a lot in the last 6 years.

Ready for the next level. Possible through dialogue. Involvement of faculty important.

Induction Program a process of coming close to students, and guiding them.

Punishment

Reform for individual, but firmness in implementation.
Zero tolerance towards

- Gender harassment
- Plagiarism

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Gymkhana Councils

Councils and Counsellors

- Games and Sports - Prof RS Singh, Chem Engg
- Cultural - Prof KK Singh, Met Engg
- Science and Technology - Dr Vikas Jindal, Met Engg
- Film and Media - Dr Roy
- Social Service - Dr Alekh Sahu, Pharma

Greater involvement of faculty needed in the events and activities.

Summary II(b) - Student Affairs

Faculty-students relationships:

- **Dialogue at individual level** - Established thru Human Values groups, including PhD s tudents
- **Mentor-mentee network** - Faculty mentors and student guides
- **Student Parliament** - thru Democratic functioning

Students have risen to act **responsibly** - **Individually** as well as thru their **elected representatives**

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Thank You

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