

# Prospective Us

*(IIT(BHU): Retrospective & Prospectivus - Part IV)*

**Rajeev Sangal**

Director

Indian Institute of Technology  
(Banaras Hindu University) Varanasi, India  
(director@iitbhu.ac.in)

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# Outline

Actions in:

## I Academics and Research

- Curriculum
- Teaching
- Research

## II Faculty and Students

- Faculty Affairs
- Student Affairs

## III Administration, Governance and Harmony

- Structures, Culture and Values
- Democratic Maturity

## IV Faculty Self-Development

# I. Academics & Research

# Summary I(a) - Curriculum

For Research/innovation at undergraduate level, Curriculum role:

- **Research/innovation** orientation
- **Layered learning** - Practice-theory-practice
- **Hands-on-skills** provided
- **Honours program** - Design curriculum with streams

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*ACTION 1: Motivate UG students towards projects (research & innovation)*

- *Float stream projects at the end of 4th semester and UG projects at the end of 5th semester.*

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# Summary I(b) - Teaching

- Moodle - Learning management system
- New methods in teaching – Teaching Learning Cell
  - Dealing with large classes
  - Active classroom vs. passive classroom
  - Flipped classroom
  - MOOC

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*ACTION 2: Try the techniques of better pedagogy for large classes*

- *Active class vs passive class*
- *Flipped classroom for 2 weeks of lectures of your course!*
- *MOOC can come later*



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*ACTION 2: Try the techniques of better pedagogy for large classes*

- *Active class vs passive class*
- *Flipped classroom for 2 weeks of lectures of your course!*
- *MOOC can come later*

**Attend at least 1-week worth of TLC workshops on pedagogy  
- several short workshops.**

# Summary I(c): Teaching and Research

## 1 Weaving research with teaching

– *Use curriculum with project work at all levels*

## 2 Innovation engine running

– *Remains to connect to societal/industrial needs*

## 3 Research direction will remain a faculty initiative

– *Are we working to be national pre-eminent group which will make a mark internationally?*

# Summary I(c): Teaching and Research - *Actions*

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## **3 Research direction will remain a faculty initiative**

*– Are we working to be national pre-eminent group which will make a mark internationally?*

*ACTION 3: Form a composite group of students under you, belonging to different UG years and MTech/PhD students.*

- *Get them to work together. Let them make presentations to each other every evening after dinner!*

## ... Summary I(c): Teaching and Research - *Actions*

*ACTION 4: Set your research program with large goals. Be ambitious!*

- *Seek collaborations with other faculty members.*
  - *Form a research group.*
- *Work on applications as well.*
  - *Work with complementarity with colleagues.*

*Remember, aim to be the pre-eminent group in the country in your sub-area – in 5 years!*

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*Prefer a grand failure over minor successes!*

## II. Faculty & Student Affairs

## Summary II(a) - Faculty Affairs

Faculty has the autonomy and:

- Freedom to choose problem to work with creativity
- Freedom to travel and interact
- Joy of being in company of intellectual colleagues.
- Satisfaction of always being with young people
- *On top of it, somebody is paying us for doing all this!*

Why is it not the best job in the world?

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*ACTION 5: Realize what you have!*

- *Develop fraternity with colleagues*
- *While sitting in committees for a new proposal, ask 'Why not' rather than 'Why'.*



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*Will work only if you have High Goals for yourself,  
as well as Inner Harmony!*

## Summary II(b) - Student Affairs

Faculty-students relationships:

- **Dialogue at individual level** - Established thru Human Values groups, including PhD students
- **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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*ACTION 6: Student need our guidance:*

- *Come forward to mentor the students,*
- *Volunteer for teaching the Human Values course in your dept.*
- *Take hostel/gymkhana responsibilities*

# III. Administration, Environment & Harmony

# Summary III – Structures, Culture and Values

**Structures** - External checks:

- **Organization - Rules and Regulations, Procedures, etc.**
  - Structure provides only 20-30% of the story
  - Rest depends on the people and their relationships

**Culture and Values**

- 1 **Excellence** - Environment of excellence
  - 2 **Empowerment** - Feeling of empowerment
  - 3 **Experimentation** - Willingness to experiment
- A **Trust** in each other
- B **Openness** in individuals
- C **Caring** for fellow colleagues and others

**Regulations**, plus belief in **culture** and **values**



# Summary - Democratic Maturity

But following the democratic process requires **democratic maturity**:

- **Dealing with differences** among colleagues. Requires learning how to persuade people, being flexible oneself.
- When the **majority might say we will wait** till the minority view holders get convinced
- What does **accepting a decision** mean, even when not to my liking?

All this requires patient understanding, by all.

Above all, **not converting difference into opposition**  
(**mata-bhed** but not **mana-bhed**.)

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# Summary - Democratic Maturity - *Actions*

*What should we do?*

## *ACTION 7:*

- *Remember daily what good things people have done for us*
  - *Will develop feeling of **caring for colleagues***
- *Remember what gifts the country has showered on us*
  - *Will develop **gratitude towards common people***



# IV. Faculty Self-Development

# Faculty Self-Development – Action Aspects

## *ACTION 8:*

- **Seeing other's viewpoint** – *Handling one's ego*
- **Minding one's language** – *Avoiding casual remarks, aggressive comments, dismissive statements*
- **Caring** – *Be helpful. While discussing issues, avoid opposing the person*

# Faculty Self-Development – Action Aspects

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- **Minding one's language** – *Avoiding casual remarks, aggressive comments, dismissive statements*
- **Caring** – *Be helpful. While discussing issues, avoid opposing the person*
- *Take care of the following aspects within yourself:*
  - **Money vs. Service Mindset** *in faculty member – Students can sense it*
  - **Technical vs. Wholesome perspective**
  - **Work vs. Family** – *Personal balance*

# Concluding

## I *Academics and Research*

**ACTION 1 Motivate UG students towards projects (research & innovation)**

**ACTION 2 Try the techniques of better pedagogy for large classes**

**ACTION 3 Form a composite group of students under you**

## II *Faculty and Students*

**ACTION 4 Set your research program with high goals. Be ambitious!**

**ACTION 5 Realize what you have! Develop fraternity.**

**ACTION 6 Student need our guidance. Volunteer!**

## ...Concluding

### III *Administration, Governance and Harmony*

#### **ACTION 7 Developing Democratic Maturity**

- 1 Caring for colleagues**
- 2 Gratitude towards common people**

### IV *Faculty Self-Development*

#### **ACTION 8a Relationship with Others**

- 1 Seeing others' viewpoint**
- 2 Minding one's language**
- 3 Caring**

#### **ACTION 8b Developing Self**

- 1 Money vs service mindset**
- 2 Technical vs wholesome perspective**
- 3 Work and family balance**

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*Thank you*