

**Maulana Abul Kalam Azad University of Technology,
West Bengal**

BEST PRACTICES

November 2022

**MAULANA ABUL KALAM AZAD
UNIVERSITY OF TECHNOLOGY,
WEST BENGAL**



MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOGY, WEST BENGAL
(formerly known as West Bengal University of Technology)
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i. Title of the practice: Creating a workplace for holistic support, professional development and wellbeing of faculty and staff members 1

Objectives of the Practice 1

The Context..... 1

The Practice 2

Evidence of Success..... 2

Problems encountered..... 3

2. Title of the practice: Green Campus initiative 3

Objective of the practice 3

The context 3

Practice 4

Evidence of Success..... 4

i. Title of the practice: Creating a workplace for holistic support, professional development and wellbeing of faculty and staff members

Objectives of the Practice

The University aims to imbibe a sense of professional dedication and commitment in the existing staff members and those who will be onboarded, by creating a positive work environment. The process involves holistic support for both academics and non-academic professionals, while emphasizing the idelas ethics, equality and well-being.

The Context

The University has almost 180 teaching faculty and almost 3500 students in the campus. This vast pool of human engagement is an asset of the University. There is a need of professional developments, and academic members are encouraged and motivated to submit ideas and write innovative / market-worthy project grant applications to various funding agencies, e.g., DST, DBT, CSIR, BIRAC etc. The University has set up an Institution Innovation Council (IIC) as per the guidelines provided by the Ministry of Education (MoE) in the session 2018-19. Moreover, the University has also established its Technology Business Incubation Centre, the EKTA Incubation Centre, to encourage faculty, staff and student members to nurture innovative ideas and finally strive to turn them into products.

The Practice

The University maintains records and collects feedback through a digital system, which is transparent and decentralized. A bottom-up approach is followed in all decision-making endeavours to ensure involvement of all and create a sense of belonging among the stakeholders involved in the process. Academic and administrative audits, meetings of different committees including those of statutory bodies are held periodically to apprise the stakeholders of the work being undertaken get their inputs and initiate course corrections, as deemed necessary. Collection of feedbacks and suggestions is encouraged through group discussions, brainstorming activities and other feedback collection mechanisms.

University offers AICTE- PhD fellowship by admitting full time Research scholars and providing Research fellowship to carry out research in thrust areas of science and technology. The University has started publishing an interdisciplinary journal, Tech Vistas, to encourage dissemination of knowledge.

The University has set up a Centre for Collaborative Programmes, Training and Research (CCPTR), to provide better internship and apprenticeship opportunities to its students by collaborating with organizations having core competence in specific skill areas and possessing requisite infrastructure and laboratory facilities to offer training. The objective is to create skilled professionals having enhanced employment opportunities.

The University recruitment is done through open advertisements, and by a selection committee providing attractive facilities like:

- Research atmosphere by providing yearly seed grant to faculty members of each Department to motivate young researchers
- Lush green campus; Wi-fi network, gymnasium, play-ground, yoga class, pick up and drop facility, in-campus medical services etc
- Good library facility and online educational resources.
- Organising Conferences / Seminars / Workshops for dissemination of knowledge
- Cultural and extracurricular activities for academic and non-teaching staff members to nurture their talents
- Processes for succession planning and talent management are in place.
- Empowering women faculty members by appointing them as Departmental Heads and similar offices.

Evidence of Success

During COVID and Post-COVID pandemic, the University has been successful in conducting examinations through its digital initiative and has declared results for all levels of students in the least possible time thereby helping students to pursue their career.

Teaching faculty members and staff, inspired by the vision of our Honourable Vice Chancellor, have been successful in getting funds and some consultancy and training programmes.

The University researchers have been successful in getting patent and copyright of their work.

Students are participating in Hackathon events, organised by the EKTA Incubation Centre and the Innovation Council of the University, with their innovative ideas. There were 25 teams that participated in the recently held Hackathon during September 2022. They are being encouraged to take support of the Incubation facilities to develop their ideas into working prototypes.

The University members have developed a bilingual Meteorological data providing App for common people using Artificial Intelligence and Machine Learning.

The Departments are organising Seminars and Conferences in which the in-house PhD fellows and Masters students are participating and presenting their own research work.

The young researchers are getting their research works published in reputed peer-reviewed journals thereby increasing credibility of their own work. The Tech Vistas Journal has been in regular publication.

Several faculty members of the University have been conferred the prestigious Shiksha Ratna Award by the Government of West Bengal.

Report available in the official Social Media of the University:

<https://www.facebook.com/Makaut-183906109032533/>

Tech Vistas Journal <https://techvistas.makautwb.ac.in/>

EKTA Incubation Centre <https://ektatbi.makautwb.net/>

CCPTR <https://ccptr.makautwb.net/>

Problems encountered

Often student and staff wellbeing are treated as oppositional, with initiatives to support student wellbeing positioned as creating additional practical and emotional demands on staff time and resources.

2. Title of the practice: Green Campus initiative

Objective of the practice

To create a learning environment within the campus for generation of environmental awareness, promote the growth of biodiversity and to engage student communities in environment related projects.

The context

Kalyani, in the District of Nadia, has industrial hub. Moreover, there is rapid expansion of urbanisation within Kalyani and its surrounding areas. This kind of human intervention has been deteriorating the green cover of the area. The University has therefore embarked upon a

practice to promote growth of biodiversity, preserve greenery and increase tree cover by doing tree-plantation.

Practice

The University has taken up plantation of tree species within campus and along the boundary. Moreover, the University is generating awareness through outreach activities conducted throughout the year in various e-platforms. The University has recently taken an initiative to adopt five (05) nearby villages and study the problems related to human environment and human practices.

The University has been putting utmost efforts towards energy conservation by

- i. replacing incandescent / fluorescent lamps with LED,
- ii. replacing old Air conditioners with more efficient machines
- iii. encouraging students to turn off the lights, fans, computers and laptops when not required.
- iv. promoting Bicycles as a means to commute inside the campus for the staffs, students and
- v. installing solar panels at building rooftop to harness energy from renewable sources.

The University has its own waste water treatment facility with a capacity 166 KLD. The treated water is being used for gardening thereby saving potable drinking water consumption.

The University has Rain water harvesting facility with storage pond to recharge groundwater thereby collecting surface runoff water.

Evidence of Success

The awareness programme has been able to motivate young minds to think about causes of environment degradation and cautioned on environment pollution. The quote / banner / signage displayed within the campus have inculcated a feeling of creating a healthy environment for future. The faculty and staff members are keeping planters to create a soothing atmosphere in office space and common corridors. Several faculty members have taken following initiatives

- i. agglomerate plastic waste into a reusable form
- ii. plantation of ornamental trees within campus
- iii. creating poly-house and do high-end research on micro-farming

The electricity generated through the solar panels, and induction of energy efficient appliances has reduced the amount of electricity consumed from the State Electricity Board.

Students and staff members have been using bicycle within campus to a large extent.

