



श्रद्धावान लभते ज्ञानम्
Good Education, Good Jobs

HRDC

HUMAN RESOURCE DEVELOPMENT CENTRE



Institute of Engineering & Management

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MESSAGE FROM HEAD, HRDC



I am happy to launch the first issue of the HRDC magazine of IEM as a special report. This issue covers the events conducted and attended by faculty members from IEM during January and February 2018. We have shared the various faculty recruitment drives at different reputed institutions of West Bengal. It will serve as a tool to keep everyone updated about activities of IEM.

-- Dr. Mohuya Chakraborty

MESSAGE FROM DIRECTOR, IEM



This magazine is an endeavor of the HRDC at IEM, which aims to bring together all trainings, faculty recruitments and other activities of various departments of IEM under one umbrella. It is a window that highlights recent developments related to human resource happening in our organization.

-- Dr. Satyajit Chakrabarti

Our Vision

A Creative and Competent Human Resource Base

Our Mission

To develop institutional synergies for an integrated Human Resource Development Strategy

Responsibility

HRDC has been vested with the responsibility to look after and promote the development of the faculty members of the Institute of Engineering & Management (IEM). The aim of the HRDC is to equip the individuals, belonging to different fields of work, with necessary skills to meet the ever mounting challenges and inculcate in them the pride of belonging to the particular profession to which they belong. The prime objective of the HRDC is to cater to the needs of the teachers/ principals, research scholars, non-academic staff and to enhance their knowledge/skills through systematic course work and methodologies and orientation programmes.

Objectives

The specific objectives of HRDC are:

- To conduct faculty and staff recruitment.
- To conduct orientation programmes and entry formalities for newly recruited faculty and staff members.
- To focus on different modes of approach in order to meet the challenges of life in order to become not merely a trained professional but also a better citizen.
- To organize advanced level capacity enhancement and continuous knowledge up-gradation faculty and staff training programs for teachers/staff working in different capacities and roles in different departments of the organization.
- To conduct programs to build research, teaching and administration competence for holistic development of individuals.
- To conduct exit formalities for outgoing faculty members.

Scope

The HRDC of IEM will cater to the needs of Faculty Members, Non-Teaching Staffs and Research Scholar according to the demand of environment and participants from time to time. To commensurate with it, the HRDC shall aim to organize various activities including orientation programmes, refresher courses, interdisciplinary courses, short term programmes, certificate courses in various disciplines/streams, training programmes, workshops, seminars and conferences in a regular mode.

Accordingly, various activities/courses of longer and shorter duration will be organized by HRDC of IEM. The courses with longer as well as shorter duration will be organized throughout the year preferably. The courses organized by HRDC of IEM will use variety of pedagogical tools including Case Studies, Role Plays, Business Games, Lectures, Demonstration, Field Visits, Practical training in laboratories, etc.

Committee

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Minutes of Meeting

MINUTES OF THE MEETING OF HUMAN RESOURCE DEVELOPMENT CENTER (HRDC) OF IEM IN THE SEMESTER JANUARY-JUNE, 2018 HELD ON 17TH JANUARY, 2018 AT 04:00 P.M.

No. IEM/HRDC/Meeting/2018/001

Date: 17.01.18

Time: 4:00 pm

The meeting of the HRDC of the Institute of Engineering & Management for even semester 2018 was held on 17th January, Wednesday, 2018.

The following members were present at the meeting.

1. Prof. (Dr.) Mohuya Chakraborty
2. Prof. (Dr.) Lopa Mandal
3. Prof. Srijita Chakraborty
4. Prof. Srijita Basu
5. Prof. Ankit Ray Ghatak Chakraborty
6. Prof. Pooja Joshi
7. Prof. Swati Mukherjee
8. Prof. Samapika Das Biswas
9. Prof. Rabin Mazumder
10. Prof. Rupam Bhattacharya
11. Prof. Animesh Kairi

The following matters were discussed and decisions were taken accordingly.

1. FDP must be organized for at least 5 consecutive days.
2. Bi-yearly magazines will be published including all departmental activities under HRDC.
3. Professional Development Programme (PDP) has been proposed by committee members.
4. There will be a list of subject experts of each department from reputed universities. Invitation letters must be sent to get their approval.
5. The certificates of the FDP, which was held from 2-6th January, 2018 at UEM, Kolkata were distributed to the respective SPOCs.

Mohuya Chakraborty

Prof. (Dr.) Mohuya Chakraborty
Head, Human Resource Development Centre (HRDC)
Institute of Engineering & Management (IEM)

Member Secretary

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RECRUITMENT

FACULTY RECRUITMENT DRIVE

The Faculty Recruitment drive initiated by the IEM-UEM Group as recruiters was organized at various reputed Institutions for appointment of faculty members. We received good response from the Institutions and we hope that with the stringent screening and interview process will yield good results. A written test was conducted for the first round; selected candidates were called for the personal interview round followed by a demo class and HR round. Interview panels consisted of senior and experienced faculty members from different departments with the hope of bringing in the best in terms of technical knowledge and hands-on experience. The domain for which the drive was conducted included Engineering subjects, Physics and Mathematics. The details of the recruitment drive are as follows:

Sl. No.	Organization	Date	Total no. of candidates appeared	No. of candidates selected
1	IEST, Shibpur	Dec 18 – 19, 2017	90	9
2	Calcutta University (CU), Salt Lake Campus	Dec 21 – 22, 2017	50	14
3	IIT Kharagpur	Feb 1 – 2, 2018	32	4
4	Calcutta University (CU), Physics Candidates	Feb 16, 2018	16	1
5	IEM	Feb 21, 2018	100	Yet to be decided



Glimpses of Recruitment at IEST Shibpur Dec 18 – 19, 2017



Glimpses of Recruitment at Calcutta University Dec 21 – 22, 2017



Glimpses of Recruitment at IIT Kharagpur Feb 01 – 02, 2018



Glimpses of Recruitment for Calcutta University Feb 16 – 17, 2017



TRAINING PROGRAMS & OTHER ACTIVITIES

Department of Information Technology

Faculty Development Programme

Date: January 2-6, 2018 **Venue:** University of Engineering & Management **Time:** 10 AM – 5 PM

Program Schedule

Date	Time	Speaker	Organization	Topic
2/1/18	10:00 AM – 11:30 AM	Mr. Basudev Gangopadhyay	Ex Senior Director, Cognizant	Network Security and Current Challenges
	11:30 AM – 1:00 PM	Mr. Saikat Dutt	Director, Cognizant Technology Systems	Current Trends in Project Management
3/1/18	11:00 AM – 1:00 PM	Soumitra Chatterjee	Centre for Manpower Transformation	Creating History
	2:00 PM – 3:30 PM	Mr. Anand Ghosh	Senior Manager Cognizant Technology Solutions	Being Digital
4/1/18	11:00 AM – 1:00 PM	Dr A. N. Rai	Scientist F, DST, New Delhi	Funded Projects
5/1/18	11:00 AM – 12:00 PM	Dr. Mahuya Homchoudhury	Sr. Scientist & Nodal Officer, Patent Information Centre, Bigwan Chetana Bhawan, Salt Lake	Patent
	2:00 PM – 3:00 PM	Dr. S. Bhattacharyaa	Deputy Controller of Patent & Design, Intellectual Property Office Building, Salt Lake	Product of Mind Intellectual Property
6/1/18	10:00 AM – 11:30 AM	Mr. P. K. Banerjee	IEM	Disruptive Economic Reforms and Their Impact
	11:30 AM – 1:00 PM	Mr. Rohit Surana	Expert in Indirect Tax, International Tax, Excise, Service Tax, Customs, VAT and Foreign Trade Policy	GST
	2:00 PM – 3:30 PM	Ms. Indrani Saha	Assistant Vice President, Cognizant	An Introduction to Block Chain Technology



Glimpses of FDP

FDP on ADVANCE JAVA AND ANDROID

The Faculty Development Programme organized by the Electronics and ICT Academy, NIT, Patna held at Techno India, Saltlake, Kolkata from 04.01.2018 to 11.01.2018 (7 days) was attended by Prof. Subindu Saha, IEM (Gurukul Campus), SaltLake, Kolkata.

Day wise training topics are as follows:

04.01.2018

1. Introduction to Java Servlet by Shuvam Karmakar, CTS
2. Introduction to Javabeans by Mr. Rahul Sharma, Wipro

05.01.2018

1. Android Application Development by Rajmohan De Sarkar, Ardent
2. Java Database Connectivity by Shuvam Karmakar, CTS

06.01.2018

1. J2EE (Web Application) by Mr. Rahul Sharma, Wipro
2. Introduction to JSON by Saikat Sinha, CTS

08.01.2018

1. Android Application Development by Sudip Pal, TCS
2. Building a Dynamic UI with Fragments by Sudip Pal, TCS

09.01.2018

1. Saving Data using Android by Ranjit Paul, Accenza Web Pvt. Ltd
2. JSP, MVC Pattern, JDBC driver by Jotirmoy Banerjee, Ericsson India

10.01.2018

1. JSP by Dhruva Ray, Ardent
2. Spring Framework by Sudip Pal, TCS

11.01.2018

1. Android Application Development by Rajmohan De Sarkar, Ardent
2. Android App Database Connectivity by Mr. Rahul Sharma, Wipro



FACULTY DEVELOPMENT PROGRAM ON NETWORK SECURITY

Attendee: Prof. Moutushi Biswas Singh, Prof. Maumita Chakraborty, Prof. Rabi Narayan Behera

The ISEA Project Phase II Faculty Development Program on Network Security, sponsored by the Department of Electronics And Information Technology, Government of India was attended by Prof. Moutushi Biswas Singh, Prof. Maumita Chakraborty and Prof. Rabi Narayan Behera, Dept. of Information Technology, IEM, Kolkata. The FDP was held at the premises of Maulana Abul Kalam Azad University of Technology, Salt Lake, Kolkata from Jan 15-19, 2018.

The FDP covered the following aspects:

- i. Vehicular Communication & its future Aspects
- ii. Cloud Security
- iii. Enterprise LAN
- iv. Digital Forensics in E Governance
- v. Cryptanalysis
- vi. IoT Security
- vii. End Point Security



IBM- AEGIS (SCHOOL OF DATA SCIENCE) MEET-UP on DATA SCIENCE & BIG DATA

Date: 8 Feb 2018, 2:30-5:30 p.m.

Venue: Satya Sai Auditorium, IEM, Kolkata

Target Audience: Students & Faculty Members

The Seminar on Data Science and Big Data organized was by Prof. Moutushi Biswas Singh and Prof. Subhabrata Sengupta, Department of Information Technology, IEM, Kolkata, in collaboration with IBM-Aegis School of Data Science. The Meet-up was held on 8 Feb 2018 from 2:30-5:30 p.m. at the Satya Sai Auditorium, IEM, Kolkata and was attended by Faculty and Students.

The first speaker to address the audience was **Dr. Abhijit Gangopadhyay**, Dean, Aegis School of Data Science and Telecommunication, Mumbai and also the Founding Dean, IIM Indore. Dr. Gangopadhyay was the Former Dean & Professor at the Tata Institute of Social Sciences, Mumbai (TISS) and Former Professor at XLRI. He served as a Director, Central Labour Institute, Ministry of Labour, Govt. Of India. Prof. Gangopadhyay is an expert in Behavioural Science and has served the National Police Academy and Defence Research and Development (DRDO), Ministry of Defence. He has also worked as the National expert with the International Labour Organization (ILO) and the Asian Productivity Organization (APO), Tokyo.

Dr. Gangopadhyay stated that new trends in education have evolved and we need to cope with them. One of these trends is Data Science which is essentially about managing, understanding and interpreting data on the basis of Data Analysis. For a long time only structured data was considered, but he asserted that now, unstructured data too needs to be addressed. He also mentioned that in the next few years to come, most jobs would become redundant and machines would take over because of large scale data processing through machine learning and deep learning.

The second speaker, to address the audience was Mr. **Bhupesh Daheria**, the CEO of Aegis School of Data Science, Mumbai. He has over 20 years' experience as a serial Entrepreneur in the field of Telecom and Education. His career is focused on eradicating the birth penalty by offering quality education to the masses at affordable cost. He founded the Aegis School of Business & Telecommunication in 2002 with the support of Bharti Airtel, India's top telecom firm, for developing the next generation of leaders. In 2011, under his guidance, the first mMBA on tablet on Mobile University platform was launched, which was unveiled by Mr. Sachin Pilot, Hon'ble Minister of state for Communications & IT), Govt. of India. In 2013, he designed and launched the world's first Masters in Enterprise Mobility to address the issues of Operator, System Integrator, Mobility Vendors, Enterprises and career aspirants.

Mr. Daheria is the Founder and Chief Organizer of Aegis Graham Bell Awards which is the largest and the only award for innovations in field of TIME (Telecom, Internet, Media and Edutainment). In 2013, He launched the mUniversity – An open market place and delivery platform for the masses. His mission to launch mUniversity is to make education accessible to all by eliminating geographical and financial constraints.

Mr. Daheria's interactive session with the students began with an assertion about the invasion of the future in the present. From what Big Data is, its challenges and where it is coming from to what Data Science is, he also spoke about what Data Scientists do. He also drew a difference between who a Business Analyst is and who a Data Scientist is. He was of the opinion that a Data Scientist represents an evolution from the role of a Business Analyst and Data Analyst.

Mr. Daheria went on to tell the audience about the inception of Aegis and their merger with IBM. In this regard, he also discussed about the Big Data Product factory which is their USP. A common factor in all these projects relate to data collection and analysis, which serve as proof of evidence in any transaction. Some of their noteworthy projects he cited are:

- i. Skill and Job Trends with UNDP
- ii. Call Drop Analytics
- iii. Lending ISP's Big data Analytics
- iv. Churn Prediction for Leading Telecoms
- v. Text Mining for an Automobile Company
- vi. Let's Find Missing Child
- vii. Cognitive Chat
- viii. Live Student Performance Predictor
- ix. Fraud Detection for a leading Bank in India

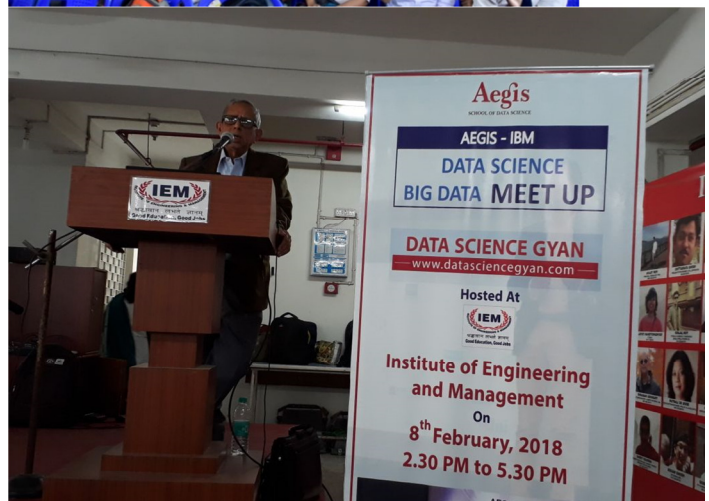
He recollected his thrilling experience with **Pepper**, the dancing and singing robot, whom he had a chance to meet with face-to-face at a meet in Bangalore in Feb 2016. He spoke about **Watson** a question- answering computer system capable of answering questions posed in natural language, developed in IBM's DeepQA project by a research team led by principal investigator and industrialist, David Ferrucci, IBM's first CEO. **Watson** is the AI platform for business. He also mentioned that the coming of **Pepper**, **Watson**, **Alexa** and the most recent **Sophia** pose a threat to human beings making them more productive and finally redundant. AI and Machine Learning will increasingly augment and extend virtually every technology enabled service thing or application.

Mr. Daheria said that by 2018, there will be a shortage of Analysts and Managers who can make data driven decisions. Data Scientists will create intelligent systems to replace old technologies that have become irrelevant. So we need to perform tasks which cannot be done by machines. We have to identify jobs what machines cannot do and fine tune our skills accordingly.

Mr. Daheria spoke about Machine Learning and its applications with examples relating to weather forecast, personal insights and recommender system (<https://www.snapdeal.com>). He concluded with a question and answer session where he posed questions to the students. It was a win-win situation as both sides benefitted from the interactive session.



Speaker: **Mr. Bhupesh Daheria, CEO, Aegis School of Data Science**



Dr. Abhijit Gangopadhyay, Dean, Aegis School of Data Science

E-Camp 2018

Prof. Avijit Bose, in the capacity of the Chairman of IEM E-Cell, organised E-Camp 2018, in association with Wadhwani Foundation, from the **5th to the 9th of January, 2018**.

This E-Camp was set to reach out to an audience from premier institutes of West Bengal like IIT Kharagpur, Jadavpur University, Indian Institute of Engineering Science and Technology(IIST), St. Xavier's, Holy Christ et al.

The following industry leaders elevated the event by their esteemed presence.

- **KirtiBhoutika, Winner, Master Chef India, Season 5**
- **B. Hari, Founder, Ontrack Systems Limited**
- **Arijit Bhattacharyya, Founder & CEO, Virtualinfo.com**
- **TarunMullick, Founder & MD Clubb International Private Limited**
- **Deepak Khaitan, Founder, Company Secretaries**

- **RohitSarkar, Co-Founder, Distronix**
- **KalyanKar, Co-Founder & Director, InQubeInnoventures Private Limited**
- **DipankarChakrabarti, Executive Director PricewaterhouseCoopers**
- **Soham Banerjee, Co-founder & COO, Renderbit Technologies**
- **VikramDuggal, Managing Partner – Ekle Advisory Services LLP.**
- **Raghav Kanoria, Founder and Partner, Neoleap Accelerator**

Witnessing a huge participation from students all over the city, this E-Camp was a huge success and inspired any students to pursue their dream of entrepreneurship.

E-Cell Magazine

Prof. Avijit Bose is the editor-in-chief of the magazine of the IEM Entrepreneurship Cell, 'Entreprana'. This magazine created by the members of IEM E-Cell, chronicles the journey of entrepreneurship and innovations at IEM. Besides featuring the stories of the various start-ups and entrepreneurs who trace their root back to IEM, it also features interviews of many successful entrepreneurs and other eminent personalities taken by our very own E-Cell members.



IEMPACT 2018

Prof. Avijit Bose was a part of the organising committee of IEMPACT, the Annual Cultural Extravaganza of Institute of Engineering and Management, Kolkata. These 2 days of "extra" Delight and Ecstasy in IEM, held on the 29th to 30th January, 2018, was something IEMIANS and non-IEMIANS could never forget. Its served as a platform for budding young talents and hidden talents across the country to compete with their best potential in diverse domains like Literature, Art, Quiz, Debate, Music, Dance, and Photography. IEMPACT 2k18 was yet another initiative to give a break from the "so regular" life. With extra efforts on increasing the fun quotient, the team with its high spirit succeeded to make it a Fantastic affair one more time.



Innovación 2018

Prof. Avijit Bose was one of the organisers of the ninth-edition of the highly acclaimed techno-management fest of IEM, Innovación, which was held in association with **Indian Space Research Organisation**, on **23rd – 25th of January** at the Management **Campus of IEM**.

Aimed at imbibing and nurturing among students the importance and need for innovation and imagination, Innovación serves as a platform to exhibit the creativity and latent talent of students in varied dimensions of technology and management.

It is our endeavour to challenge participants to think, ideate, innovate and push themselves to go that extra mile.

Some of the eminent personalities who graced this event included –

- **Mr Sabyasachi Chakraborty**, veteran actor
- **Mr. Sutanu Prasad Kar**, IAS, Director of State Urban Development Agency, Government of West Bengal
- **Mr Rama Prasad Nag**, IRS, Director of Ministry of Finance and Addl. Commissioner of Income Tax, Government of India
- **Mr. Susanta Basu**, Managing Director of Centrex (India) Engineers Ltd, Director of CSDCI and former All India President of Builder Association of India
- **Mr. Utpal Chatterjee**, former Sheriff of Kolkata
- **Mr. Saikat Maitra**, Vice – Chancellor, MAKAUT



Innovación 2018 proved to have leveled up a few notches than its maiden version. It boasted of a footfall of 10,000, reaching out to students not only from the premier institutions of India like the IITs, the NITs, BITS Pilani, IIST, St. Xavier's, Jadavpur University amongst many others, but also from various other parts of the world like England, France, Brazil, Romania, China Taiwan et al.



Innovación catered to a wide variety of audience by featuring grandiose **Robotics** events, **Innovative Model Making** competition, **Coding** Events, events based on core fundamentals of Science and Mathematics and various fun activities and games. Innovación was proud to present an International **Robotics Workshop** where exhibitors from all over the world enthralled students and audiences alike with their mind-blowing displays. Adding feather to the cap, Innovación was one of the very few fests where an exhibition was held by ISRO, for one and all.

BUSINESS CONFERENCE

Renaissance of Entrepreneurship in Bengal was held at UEM on 6th and 7th of February 2018. A lot of influential people were present there for guiding several budding entrepreneurs. Some of them were our very own Prof. Dr. Satayjit Chakrabarti who is the chancellor of UEM Kolkata. The special address was given by Ms. Baishali Dalmia who is the MLA of Howrah constituency. The inaugural address was given by Dr. Partha Chatterjee who is the Hon'ble Minister in-charge of higher education government of west Bengal. The theme address was given by Dr. Ajay Kumar, IAS officer.

Miss Shoba Bondre who is an author by profession enlightened us with the key attributes of successful entrepreneurs. There was a special address by Dr. Madan Mohanka, Chairman of Tega Industries Ltd. There was a panel discussion on "How to start a Business". The panellists were Mr. Subhash Chakraborty, General Manager, Hindustan Aeronautical Ltd, Bangalore, Mr. Dhruvajyoti Nandi, Business Editor, Aajkal, Mr. Subhodh Sarkar, Mr. Jaydeep Dutta Roy, CEO, Sun Knowledge Pvt Ltd, Mr. Satya Brata Dey, MD, Sreeleathers, Mr. G.K. Fouzdar, MD, Education Emporium Cell. There was a second panel discussion on quotation "how to establish your credential and sell your products and services. The panellists were Mr. Ashoke Vishwanathan, Film maker & Theatre personality, Dr. Sudipta Narayan Roy, MD & CEO Powell Laboratories Pvt Ltd, Mr. Kalyan Kar, Co-Founder & Director InQube Innoventures Pvt Ltd, Mr Mainak Santra, Co-Founder Bengal Hearing & Speech Pvt Ltd, Mr Suman Sasmol, Prof. Debashish Mazumdar, CEO UEM Jaipur.

There was a third panel discussion on "How to Get the Funds and Sustain a New Business". The panellists were Mr Tarun Mullick, Founder & MD Clubb International Pvt Ltd, Mr Indranil Sarkar, Principal Consultant TCS, Mr vikram Duggal, Consultant, Unitus Seed Fund, Mr Dibakar Chakraborti, Mr Raghav Kanoria, Mr Ankit Kumar, Mr Vijay Bharti, Mr Abhijit Guha, Manager, IDBI Bank.

There was a fourth panel discussion on "how to get file returns for regulatory compliances". The panellists were Mr Subabrata Bhattacharya, Mr Arijit Bhattacharya, Mr Abhijit Bandhapadhyay, Partner Deloitte Haskins & Sells, Mr Rohit Sarkar.

Business plan competition was held and was judged by Mr Arijit Bhattacharya, Mr P.K.Banerjee, Mr Subabrata Bhattacharya, Regional Manager NEN, Mr Rohit Sarkar, Co-Founder **Distronix**.

An interactive session with Mr Rajeva Sinha who is an IAS who encouraged the budding entrepreneurs.

It was a very interactive session and it also helped a lot of people to solve their doubts regarding entrepreneurship. This session also encouraged a lot of people to start their own ventures.0



One day Workshop on
DEVELOPING COMMUNICATION SKILLS
16 Feb 2018

Attendee: Prof. Dhriti Barua

Cambridge English organised a One Day Workshop for teachers, on 'Developing Communication Skills' at Brainware Business School, Sector V, Salt Lake, Kolkata, on 16 Feb 2018. The workshop was conducted by the Cambridge English resource person and ELT consultant, Ms. Kavita Vasir. It focussed on developing the four communication skills viz., Reading, Writing, Speaking and Listening. The resource person focussed on the problems faced by learners of English as second language because of his/her vernacular monopolising his language competency. Understanding learner needs, designing appropriate tasks, training and evaluation patterns for such learners was discussed. A healthy discussion ensued with regard to the classroom strategies that could be implemented to facilitate 'English Learning'. These strategies included tasks like vocabulary games, listening practice, spoken and written assignments relating to everyday life. Participants were asked to design tasks and how it would help the learner to use English effectively.

The workshop also introduced the participants to the Cambridge Business English Certificate (BEC) which could be used for learners to evaluate their competency in English. It helped to familiarize participants with the exam format of the various parts of the Business English Certificates (BEC) Preliminary i.e. listening, reading, writing and speaking, to understand the skill focus of exam tasks for BEC, to familiarize participants with activities to practice for the exam, to give exam tips and preparation ideas to participants and to familiarize participants with the Cambridge English website for materials and resources.



Department of Electronics & Communication Engineering

Faculty Development Program

VENUE: Seminar Auditorium

DATE: 06th-10th February, 2018

Target Audience: Faculty members of ECE

On 6th February, 2018 the faculty members were addressed by Dr. Subir Kumar Sarkar, Professor of Jadavpur University. Prof. Sarkar delivered a talk on **Role of university- Industry Collaboration for the Development the Society**. He also talked about global scenario on this topic and present activates.

On 7th February, 2018 the faculty members were addressed by Dr. Chandana Bhattacharya, Scientific Officer, Variable Energy Cyclotron Centre. Prof. Bhattacharya delivered a talk on **Experimental nuclear physics facility and recent research activates**. Prof. Bhattacharya also talked about present research activates on *nuclear physics*.

On 8th February, 2018 the faculty members were addressed by Dr. Monojit Mitra Professor and Head, Electronics & Tele Communications, IEST, Shibpur. Prof. Mitra delivered a talk on **Hazards of EM Radiation**. He also talked about bad effect due to mobile phone radiation.

On 9th February, 2018 the audience was addressed by Prof. Satyaranjan Bhattacharyya Senior Prof. & Head Saha Institute Of Nuclear Physics. He delivered a talk on **Nuclear reactions around and below the Coulomb barrier involving unstable beams**. Prof. Bhattacharyya also gave an in dept concept on the topic.

On 10th February, 2018 Dr. Nilratan Bandyopadhyay Professor & Head, IEST, Shibpur addressed the faculty members and delivered a talk on **Nano-materials**. Prof. Nilratan Bandyopadhyay also gave idea on recent trends on nano material research activates.

After every session, there was a questionnaire followed by high tea.



Glimpses of the Faculty Development Program organized by Department of Electronics & Communication Engineering

Guest Lecture on “Overview of IBM Systems Technology Group”

VENUE: VLSI Lab

DATE: 18th January, 2018

TARGET AUDIENCE: Faculty members, Technical Assistants and M.Tech 2nd year (ECE)



Glimpses of the seminar

The audience was addressed by Mr. Barin Bhattacharya, Software Engineer of IBM Singapore. Mr. Bhattacharya delivered a talk on IBM manufacturing solution that mainly works on P server and Z server. He also talked on Cloud computing which is named as IBM hybrid cloud. Big data and Automation. After the session, there was a questionnaire followed by tea.

Department of Computer Science & Engineering

Faculty Development Programme

Date: February 21-February 27, 2018

Venue: ANNEX 3.2 (Gurukul)

Program Schedule Date & Time	Event	Speaker	Organization	Topic
21.02.2018 4:00 PM –5:00 PM	Invited Talk 1	Professor (Dr.) Siddhartha Bhattacharyya	Dean (Research & Development/Acad emic Affairs) RCC Institute of Information Technology	Quantum Inspired Metaheuristics for Image Thresholding & Segmentation
22.02.2018 4:00 PM –5:00 PM	Invited Talk 2	Professor (Dr.) Siddhartha Bhattacharyya	Dean (Research & Development/Acad emic Affairs) RCC Institute of Information Technology	Quantum Inspired Metaheuristics for Image Thresholding & Segmentation
23.02.2018 4:00 PM –5:00 PM	Invited Talk 3	Mr. Aritra Mahapatra	IIT Kharagpur	Hands-on Application of Python from Scratch
24.02.2018 4:00 PM –5:00 PM	Invited Talk 4	Mr. Aritra Mahapatra	IIT Kharagpur	Hands-on Application of Python from Scratch
27.02.2018 4:00 PM –5:00 PM	Invited Talk 5	Mr. Aritra Mahapatra	IIT Kharagpur	Applied Machine Learning with Python

Speech Abstracts

1. "Quantum Inspired Metaheuristics for Image Thresholding and Segmentation"

Image Thresholding is well accepted and one of the most imperative practices to accomplish image segmentation. Multi-level Thresholding is computationally more intensive. In this lecture, quantum mechanism is used to propose different quantum inspired meta-heuristic methods for performing multi-level Thresholding faster. The proposed methods are Quantum Inspired Genetic Algorithm and Quantum Inspired Particle Swarm Optimization. The effectiveness of the proposed methods is demonstrated on several real life images at the different level of thresholds quantitatively and visually.



2. Hands-on Application of Python from Scratch

Python is one of the most important programming language and must be part of any programmer repertoire worth their salt. Python as a general purpose high level programming language is known for its simplicity. It provides constructs which allows developer to create software with fewer lines of code enabling better readability and less complexity. It also supports multiple programming styles such as functional, object oriented, procedural and imperative.

This Program will start the training from the ground up and will get to know the python language and its potential in and out. The learn-ability curve has been kept pretty straight forward for this program. This Program will teach advance python programming also. There are numerous practical coding examples to cement the concepts. This is also accompanied with building couple of projects which will make one a complete python professional.

The main concepts covered in this course are

1) **Basic Python programming Syntax**, 2) **Python Data Structures**, 3) **Object Oriented Programming in Python**

3. Applied Machine Learning with Python

This program will introduce the learner to applied machine learning, focusing more on the techniques and methods than on the statistics behind these methods. The program will start with a discussion of how machine learning is different than descriptive statistics, and introduce the scikit learn toolkit through a tutorial. The issue of dimensionality of data will be discussed, and the task of clustering data, as well as evaluating those clusters, will be tackled. Supervised approaches for creating predictive models will be described, and learners will be able to apply the scikit learn predictive modelling methods while understanding process issues related to data generalizability (e.g. cross validation, over-fitting). The program will end with a look at more advanced techniques, such as building ensembles, and practical limitations of predictive models. By the end of this course, students will be able to identify the difference between a supervised (classification) and unsupervised (clustering) technique, identify which technique they need to apply for a particular dataset and need, engineer features to meet that need, and write python code to carry out an analysis.

Distinguished Lecture by Dr. Preetam Ghosh in IEM, CSE Department on 09.01.2018



Dr. Preetam Ghosh is an Associate Professor in the Department of Computer Science at Virginia Commonwealth University a fellow at the Centre for Study of Biological Complexity at VCU and an honorary scientist at IIOAB, India. Between 2013-2017, he served as the Associate Chair of the CS department at VCU. He currently serves as the Secretary/Treasurer of ACM-SIGBIO and previously served in the same role at the International Society of Intelligent Biological Medicine (ISIBM). He has also served on the technical program and executive committees of various international conferences including ACM BCB and IEEE Percom and on the Editorial Board of journals like Frontiers in Systems Biology. Prior to joining VCU, he obtained his BE from Jadavpur University, MS and PhD from the University of Texas at Arlington (all in Comp Sc & Engg) and postdoctoral training from the Department of Biomedical Informatics at the University of Texas Southwestern Medical Center. His research interests include algorithms, stochastic modeling, discrete event simulation, analytics and visualization techniques in biological systems and mobile computing related issues in pervasive grids that has resulted in ~150 peer-reviewed conference and journal publications and ~\$6M in federally funded research projects including best paper awards at BICT 2014 and CSoNet 2015. He has also held summer appointments with the wireless networking division of Nokia Research Center, Irving, TX, Systems engineering division of Nortel Research Laboratories, Richardson, TX, and the Exploratory medicinal services division of Pfizer Global Research Labs, Groton, CT.

Details of Lecture:

1: A Smart Healthcare Portal for Clinical Decision Making and Precision Medicine Category: Big Data Analytics and Bioinformatics.

Duration: 9:30-11:00 AM

Abstract: There has been an unprecedented generation of healthcare data at clinical practices. With the availability of advanced computing frameworks and the ability to electronically mine data from disparate sources (e.g. demographics, genetics, imaging, treatment, clinical decisions, and outcomes) big data research in medicine has become a very active field of interest. In this talk, we will discuss the challenges associated with designing clinical decision support systems that try to leverage such disparate data sources and create smart healthcare tools to aid medical practitioners for better patient care and treatment plans. We will present an integrated data curation, storage and analytics portal, called HINGE (the Health Information Gateway and Exchange application), that can effectively address many of the outstanding challenges in this domain. HINGE specifically caters to healthcare data from radiation oncology patients however, the underlying formalisms and principles, are readily extensible to other disease types making it an attractive tool for the design of next generation clinical decision support systems.

Title-2: Efficient Wireless Sensor Networking Inspired by Genomic Robustness Category: Wireless Sensor Networks.

Duration: 11:10AM-12:40 PM

Abstract: Many properties of biological and engineered networks are conserved due to the fundamental nature of communication. In this talk, we will demonstrate how to leverage the principles of genomic robustness to design robust Bio-inspired Wireless Sensor Networks (B-WSNs). The gene regulatory network (GRN) topology is optimized through millions of years of evolution by nature and serves as the explicit bio-inspiration that we seek to exploit. We will provide a direct correspondence between WSNs and bio-inspired robust patterns (templates) extracted from GRNs. Such templates will be exploited in time-varying WSNs to provide adaptive solutions for: i) robust and energy efficient communication scheduling; ii) adaptive topology control for sensing coverage; and iii) selecting optimal sink nodes for data collection. Scalable deployments will also be considered by composing templates to preserve overall robustness. In this project, we will exploit the design rules of GRNs to make randomly deployed WSNs robust to packet transmission besides providing a unified topology control based framework for solving several WSN related challenges.

Workshop by Mr Koushik Dutta in IEM, CSE Department on 17.02.2018



Koushik Dutta received the M.Tech (Information Technology) degree from Indian Institute of Engineering Science & Technology (IIST), Shibpur, Howrah, India, in 2014. He has completed B.Tech (Information Technology) in 2011 from West Bengal University of Technology (WBUT). His research interest includes Image processing, Pattern recognition. As a corporate trainer he gives training on Fundamental Readiness Programme (FRP) from May, 2012 to July, 2013 at Wipro in various places (Kochi, Bangalore, Chennai, Pune, and Bhubaneswar). He was a project fellow of MeitY (Govt. of India, MCIT) funded research project named as “Development of 3D face recognition system based on Range Images” at Jadavpur University from March, 2014 to November, 2016. Currently, he is full-time Visvesvaraya PhD Fellow, works on 3D Face Recognition in the department of Computer Science and Engineering, Jadavpur University.

Title: Face Image Acquisition and Visualization in 2D and 3D domain

Abstract: Image acquisition is the initial step of any vision system. In this step, the physical structure of any object captured by any camera and after that it mapped to 2D plane, this process is also called image creation. Digitization is part of image creation that is basically represents the image in digital format. After image creation the following stages are like display or visualization, processing, compression, storage, and printing can be processed. The acquisition of 3D image is different from 2D image acquisition; it can be possible in two different ways: Active 3D and Passive 3D. Similar like acquisition 3D image visualization is different from 2D. Various software or tool can be used like matlab, AutoCAD, opencv etc. Now, the focus of this topic is face image, which is mainly used for biometric based research like face detection, recognition etc. It is mainly used for the application in security domain and also in other various domains. There are various other biometric like signature, iris, fingerprint etc. In between face is advantageous over than others in various ways.

Duration:

10:00-11:30 AM- Theoretical Overview of the Topic

11:40 AM-1:10PM- Hands-On Demonstration

Department of Electrical Engineering

Lectures by Distinguished Professors

Venue- Language Lab, Management House

Date- 05.01.2018

Faculty development programme has been scheduled for the following days, schedule of which has been given below. All faculties are requested to attend the programme.

Date	Time	Speaker	Topic
09.01.2018	4.00-5.00 P.M	Prof. (Dr.) Sujit Kumar Biswas <i>Former Head, Professor, Electrical Engineering Department, Jadavpur University Chairman, IEEE-Kolkata Section.</i>	Modern trends in Industrial Electrical Drives System
11.01.2018	4.00-5.00 P.M	Prof. (Dr.) Ranjan Ganguly <i>Professor, Power Engineering Department, Jadavpur University; Adjunct Associate Professor, University of Illinois , Chicago</i>	Surface Micro fluidics for low cost point of care diagnostics devices: A game changer in health care industry.

Speech Abstracts

Modern trends in Industrial Electrical Drives System

In modern electrical engineering, electrical drives is one of the most happening things in the field of industrial applications, teaching, research, etc. The presentation started with a brief introduction on drives and their application in industry like Transportation, Paper Mill and Steel Plant etc. There was a small description about basic power electronic components and their operation principles and techniques. While going deep into the topic PWM techniques and its problems in offshore applications, active front end generation drive systems, Multilevel Inverter systems, Difficulty in filter designing in case of PWM system, and Space vector PWM technique have been discussed thoroughly.



Prof.(Dr.) Sujit Kumar Biswas giving lecture on “Modern Trends in Industrial Electrical Drives System.”

Surface micro-fluidics for low-cost point-of-care diagnostics devices: A game changer in the healthcare industry

Surface tension driven transport of liquids on open substrates offers an enabling tool for open micro total analysis systems that are becoming increasingly popular for low-cost biomedical diagnostic devices. The present study uses a facile wettability patterning method to produce open microfluidic tracks that – due to their shape, surface texture and chemistry – are capable of transporting a wide range of liquid volumes ($\sim 1\text{--}500\ \mu\text{L}$) on-chip, overcoming viscous and other opposing forces (e.g., gravity) at the pertinent length scales. Small volumes are handled as individual droplets, while larger volumes require repeated droplet transport. The concept is developed and demonstrated with coatings based on TiO_2 filler particles, which, when present in adequate ($\sim 80\ \text{wt.}\%$) quantities within a hydrophobic fluoroacrylic polymer matrix, form composites that are intrinsically superhydrophobic. Such composite coatings become superhydrophilic upon exposure to UV light ($390\ \text{nm}$). A commercial laser printer-based photo-masking approach is used on the coating for spatially selective wettability conversion from superhydrophobic to superhydrophilic. Carefully designed wedge-patterned surface tension confined tracks on the open-air devices move liquid on them without power input, even when acting against gravity. Simple designs of wettability patterning are used on versatile substrates (e.g., metals, polymers, paper) to demonstrate complex droplet handling tasks, e.g., merging, splitting and metered dispensing, some of which occur in 3-D geometries. Fluid transport rates of up to $350\ \mu\text{L s}^{-1}$ are attained. Applicability of the design on metal substrates allows these devices to be used also for other microscale engineering applications, e.g., water management in fuel cells.



Prof.(Dr.) Ranjan Ganguly giving lecture on “Surface Micro fluidics for low cost point of care diagnostics devices: A game changer in health care industry.”

Department of Electrical and Electronics Engineering

IEEE CCWC 2018

Date – 8th – 10th January 2018

Venue – University of Nevada Las Vegas, USA

Introduction:

The 8th IEEE Annual Computing and Communication Workshop and Conference (IEEE CCWC) has provided an opportunity for researchers, educators and students to discuss and exchange ideas on issues, trends, and developments in Computing and Communication. The conference aims to bring together scholars from different disciplinary backgrounds to emphasize dissemination of ongoing research in the fields of in Computing and Communication. Contributed papers are solicited describing original works in the above mentioned fields and related technologies. The conference included a peer-reviewed program of technical sessions, special sessions, business application sessions, tutorials, and demonstration sessions. All accepted papers will be presented during the parallel sessions of the Conference and papers will be submitted for publication at IEEE Xplore Digital Library.

There were participation of around 40 countries worldwide with more than 300 researchers/academicians/industry representatives and students. This conference is financially and technically sponsored by IEEE USA, IEEE Las Vegas Section, IEEE Region 6, University Of Nevada Las Vegas, Institute of Engineering Management (IEM) & University of Engineering Management (UEM).

This conference will also promote an intense dialogue between academia and industry to bridge the gap between academic research, industry initiatives, and governmental policies. This is fostered through panel discussions, keynotes, invited talks and industry exhibits where academia is exposed to state-of-practice and results from trials and interoperability experiments. The industry in turn benefits by exposure to leading-edge research in networking as well as the opportunity to communicate with academic researchers regarding practical problems that require further research.

Keynote Speakers:

The Keynote Speakers In this conference are from various fields and from renowned universities. They are:

- 1) Dr. Aaron E Cohen (United States Naval Research Laboratory (NRL) USA))
- 2) Dr. Thomas Kunz (Carleton University, Ottawa)
- 3) Dr. Pierre Larochelle (South Dakota School of Mines & Technology)
- 4) Dr. Hal Berghel (University of Nevada, Las Vegas)
- 5) Jenq- Neng Hwang (University Of Washington ,USA)
- 6) David M. Isaacson (Office Of The Director Of National Intelligence , USA)
- 7) Dr. Nan Wang (California State University at Fresno, USA)
- 8) Dr. Robert Mitchell (Sandia National Laboratories)



Department of Mechanical Engineering

Industrial Visit to GE Power, Durgapur



ASME IEM Student Chapter organised an Industrial Visit to GE Power, Durgapur on 8th of February, 2018. 25 students and 2 faculty members of IEM Kolkata, attended the visit. The visit comprised 4 technical lecture sessions on safety rules required in a shop, The overview of Durgapur GE Power, The basics of Boiler Manufacturing and Destructive and Non Destructive methods of Material Testing. The GE Power, Durgapur mainly is involved in making of Boiler parts.

A visit of the Manufacturing Shop was arranged for the people where a wide exposure was given about the various welding techniques like SMAW, GMAW etc.

The various testing methods of welding joints like Ultrasonic Testing Method and Radiography were witnessed.

Overall the workshop was a very enriching one with excellent cooperative nature of the GE Power Firm and each visitor benefitted from it.

National Workshop on Vehicle & Design and Dynamics



ASME IEM Student Chapter in collaboration with ISIE (Imperial Society of Innovative Engineers), organized a 3 day National Workshop on Vehicle & Design and Dynamics on the 11-12-13th of February, 2018.

The workshop witnessed participation from colleges in and around Kolkata. There were participants from IEM Kolkata, Techno India, Jadavpur University, Kaziranga University, Assam to name a few.

The workshop was a complete package of theoretical knowledge about Vehicle Dynamics, Design of Vehicle Parts, and most interestingly the practical exposure to the dismantled Engine parts on the three respective days.

The workshop gave immense satisfaction to the participants and was a very interactive one. The Delegates from ISIE too appreciated the participation and hospitality extended to them. The workshop was a great success in all terms. ASME IEM Student Chapter extends hearty thanks to everybody who has contributed in any way in making the workshop a success.

Department of Basic Science & Humanities

International Conference on Current Trends in Materials Science and Engineering

CTMSE 2018

19-20 January, 2018

Jointly organized by Institute of Engineering & Management, Kolkata

and

S. N. Bose National Centre for Basic Sciences, Saltlake, Kolkata

International Conference on Current Trends in Materials Science and Engineering, 2018 (CTMSE 2018), has been jointly organized by Institute of Engineering & Management, Kolkata and S. N. Bose National Centre for Basic Sciences, Kolkata, to celebrate the 125th Birth Anniversary of Professor Satyendra Nath Bose. Professor Bose laid the foundation of quantum statistics through his revolutionary work known as Bose Statistics. This led to the prediction of [Bose–Einstein condensate](#) (BEC), a dense collection of [bosons](#), which are particles with integer [spin](#), named after Bose, which was demonstrated to exist by experiment in the year 1995. BEC has elucidated important aspects of quantum mechanics. The list of novel possibilities seems endless and includes studies of novel exotic materials and magnetism. This conference happens to be one among the series of conferences to be held for a year-long celebration of the 125th Birth Anniversary of Professor Satyendra Nath Bose.

The conference was inaugurated by Prof. Satyajit Chakrabarti, Prof. Samit Kumar Ray, Prof. Amlan Kusum Nayak and Prof. Archan Majumdar. Other members of organizing team, invitees and contributed participants were present in the inauguration program. The program was reported in Bengali Newspaper “ Ei Somoy”. Approximately 200 people attended the conference.

With this conference, we discussed advancements in different areas of materials science including Computational Materials, Engineering Application of Materials, Emerging Materials and Applications, Graphene and other 2D Materials, Carbon Nanostructures and Devices, Semiconductor Devices, Magnetic Nanostructures and Nanodevices, Spintronics, Emerging Smart Materials, Multifunctional Materials, Nanomaterials and Nanotechnology, Composite and Ceramic Materials, Soft Materials, Environmental and Green Materials, Sustainable Materials, Materials in Industry, Materials in Research and Nanobiotechnology and Nanomedicine. We had eminent scientists from Europe, Japan and India, who had kindly consented to become a part of this event. Approximately 20 invited eminent scientists from different parts of the world delivered lectures on their recent works. There was a special session on quantum phenomenon in which we invited eminent speakers such as Professor Jayanta Kumar Bhattacharya, Professor Satyaki Bhattacharya, Professor Anirban Kundu. Professor J. K. Bhattacharjee delivered a lecture on Bose – Einstein Condensation. Professor Satyaki Bhattacharya and Anirban Kundu delivered lectures on Higgs Boson. Professor Satyaki Bhattacharya, described the CMS experiment at Large Hadron Collider (LHC) CERN, where he was a member of the team, performing the experiment for the discovery of Higgs Boson. Our other invited speakers are:

1. **Prof. Samit Kumar Ray**, Director-S. N. Bose National Centre for Basic Sciences and Professor, IIT Kharagpur-Plenary lecture
2. **Maciej Krawczyk**, Adam Mickiewicz University, Poland
3. **Yasuhiro Fukuma**, Kyushu Institute of Technology, Japan
4. **Pawel Gruszecki**, Adam Mickiewicz, University, Poland
5. **Subhankar Bedanta**, NISER Bhubneswar
6. **Jaibardhan Sinha**, SNBNCBS
7. **Tanusri Saha Dasgupta**, IACS Kolkata and SNBNCBS Kolkata

8. **P. Sujatha Devi**, CGCRI Kolkata
9. **Debnarayan Jana**, University of Calcutta
10. **Anindya Deb**, IISc Bangalore
11. **Venkata Kamalakar**, Uppsala University, Sweden
12. **Susanta Sinha Roy**, Shiv Nadar University, Noida
13. **Kamakshya Prasad Ghatak**, IEM Kolkata
14. **Daisuke Miyoshi**, Konan University, Japan
15. **Jaydeb Chakraborty**, SNBNCBS Kolkata
16. **Jhimli Bhattacharyya**, NIT Nagaland
17. **Dipankar Chattopadhyay**, University of Calcutta

CTMSE received large number of abstracts from prestigious institutes all over India and abroad. There were total 130 contributed abstracts including 75 oral presentations and 38 poster presentations. There were total 7 contributed oral sessions which were run in parallel. Contributed oral presentation sessions were in the areas of

- (i) Computational materials, dielectrics and semiconductors
- (ii) Nanotechnology, Nanomaterials and smart materials
- (iii) Energy, Environment and Green Materials
- (iv) Soft and Bio Materials
- (v) Graphene, carbon and carbon based materials
- (vi) Nanobiotechnology and nanomedicine
- (vii) Magnetism and Spintronics

Four best poster presentation awards and seven best oral presentation awards in the above mentioned areas were given. The two days deliberations and interactions amongst experts and participants were immensely helpful for the entire fraternity. We have already published an abstract book and are presently in the process of signing the contract with Elsevier for publishing some selected papers in Elsevier SSRN.



Glimpses of the Conference

Department of MBA

Faculty Development Programmes Attended

SL NO	Organized by	Date	Topic	Attended by	Department
1.	NITTR Kolkata,	18/12/2017 to 22/12 /2017	Training program on Effective Teaching	Prof. Arundhati Ray	Department of Management, IEM
2.	NITTR Kolkata,	18/12/2017 to 22/12 /2017	Training program on Effective Teaching	Prof. Sohini Datta	Department of Management, IEM
3.	IIT Kharagpur	19.02.18 to 23.02.18	QIP on Consumer Behaviour: Role of market research	Prof. (Dr.) Swati Mukherjee	Department of Management

Faculty Development Programmes Conducted

Date	Department	Topic	Conducted by
February 24, 2018	Management Department	'Blockchain Technology and its Applications	Prof. Pradipta Kumar Banerjee

Conference Attended

SL NO	Organizing Institute	Topic Name	Date	Attended By
1.	International Management Institute, Kolkata	Positioning of Private Label Brands of Men's Apparel against National Brands: An Exploratory Perceptual Study	18 th -19 th December, 2017	Prof.(Dr.) Swati Mukherjee

Distinguished Lecture Series

SL NO	Personality Name and Organization	Date	Attended By
1.	Dr. Srikanta Chatterjee, Emeritus Professor, Massey University, New Zealand The Evolving Patterns of Global Economic Activity: An Analytical Overview by	9 th January 2018	Students and Faculty Members of Management Department
2.	Dr Atanu Mandal, Experienced Trainer of Behavioral, Quality(TQM, 6 Sigma), Supply Chain Process Career Opportunities post MBA and Career Progression Possibilities	3rd February (Saturday) 2018	Students and Faculty members of Management Department

Workshop Organized / Attended:

SL NO	Organizing Institute	Name	Date	Attended By
1.	Management Department, IEM	Workshop on Data Analytics and SAS	5 th and 6 th January - 2018	Management Faculty



MDP Organized

SL NO	Organizing Institute	Topic Name	Date	Attended By
1.	Department of Management, IEM	Emerging Trends in e-Business and e-Retailing	19 th and 20 th January 2018	Delegates from Titan group of companies , DVC, Jute Corporation of India, Intech Group of Companies Pvt. Ltd. Calcutta University



Department of BBA

One Day Workshop on

STOCK MIND, SEASON 6 Conducted by ICICI Securities

Date: Jan 17, 2018

Venue: Seminar Hall, Ashram Campus

Time: 10 AM to 3 PM

Program Coordinator: Ms. Smita Chakraborty, Regional Manager – Marketing, ICICI Securities

Stock Mind is a program where the BBA students are given an idea on how to trade in the stock market. The students are given an ID and password by which they can trade virtually. Winners are declared on the basis of trading done by them for the next 15 days. The student who creates the highest portfolio value is declared as a winner. This starts at the college level and goes on up to the National level. Interested faculty members participated in the workshop.





EVALUATION

EVALUATION PROCESS

Teachers are needed to provide guidance, mentorship, knowledge and assessment for students enrolled in educational institutions. Quality teachers provide students with a role model, an advocate and a resource while they pursue an education. Self-evaluation is a part of continuing professional development and has been suggested as an indicator of the Career Advancement Scheme (CAS). As per UGC regulations 2010, on minimum qualifications, for appointment of teachers and other academic staff, it is mandatory for all Universities and Colleges to prepare the Performance Based Appraisal in the prescribed format.

In accordance with this dictum, the IEM UEM Group has left no stone unturned implementing the Self-Appraisal evaluation for its teachers. The purpose of applying the Self-Appraisal Performance Index (API) is to enable the teacher identify his/her strengths and weaknesses and work upon them. It allows the teacher to make an honest assessment of his responsibilities and determine his/her level of self-efficiency.

The Academic Performance Indicator (API) score measures the performance of a faculty/researcher in academics and research. Some of the objectives of the performance indicator are:

- To evaluate and document one's own performance
- To facilitate career advancement for teachers
- To set goals, expectations-Benchmark against your goals
- To helping new teachers achieve their full potential and promote professional growth
- To provide fair, effective and consistent teacher evaluation in every educational institution

Keeping these objectives in mind and in an effort to bring out the best in their teachers, IEM periodically engages in the healthy practice of evaluating its faculty through the API scores. The evaluation criteria for the Self API focus on:

- Employment history of the teacher,
- Teaching load/hours per faculty (theory and practical classes), tutorial classes,
- Project supervision
- Books published
- Journal and conference papers published
- Patents applied, published and granted
- Academic and research progression in terms of
 - Research Orientation Programmes
 - Refresher Courses
 - Faculty Development Programmes attended/organized
 - Teaching methodologies adopted
 - Organizing examinations

Apart from the self-evaluation process, faculty members are measured on their performance by feedback from students. As per norms a teacher is expected to score 7 out of 10 in this kind of feedback. Increments and incentives are provided to all faculty members of the institute based on feedback, research activity, submission of papers in national and international, recognized journals, conferences, seminars, conducting workshops and attending training programmes, publishing books with national and international publishers.



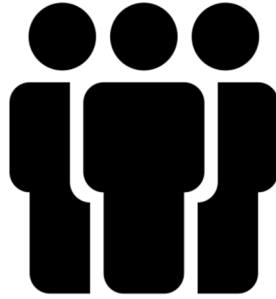
PROMOTION & INCENTIVE

PROMOTION

Promotions are based on norms followed by the University with emphasis on PhD, relevant work/teaching experience and industry exposure.

INCENTIVE SCHEME POLICY

- i. Faculty Development Programmes - Faculty taking courses from the SWAYAM portal, upon taking courses approved by the Department HOD, the course fees will be reimbursed by the institute.
- ii. Patent :
 - a. Revenue Sharing: 50% of patent revenue will be retained by the institute and 50% will be shared amongst the inventors.
 - b. Reward: Rs. 10,000 after a patent is granted.
- iii. Consultancy Revenue Sharing - 30% of consultancy revenue obtained by faculty will be retained by the institute and 70% will be disbursed to the faculty members.
- iv. Incentive for Externally Funded Research - The Institute shall pay the research team an incentive equivalent to 5% of the research grants received from external funding agencies (in case of a team, the amount shall be shared equally among team members). The timing of the disbursement of the incentive (by cheque or transfer to the bank account) will be linked to the actual receipt of research funds. Conditions for incentive are :
 - a. Submission of project report to library.
 - b. Publication of the project in a reputed journal/conference or filing patent.
 - c. For every 7 days delay from deadline of submission, 1% will be deducted from incentive.
- v. Reputed Journal Incentive - The institute will give an incentive of Rs 8,000 for publications by faculty members in SCI journals and list of IIM recognized Management journals. (In case of a team, the amount shall be shared equally among team members) and for publications by faculty members in SCI(E) Journal an incentive of Rs 5,000 will be given.
- vi. Book Publication Incentive: Award will be given for Publications of text books in relevant engineering discipline on submission of a complimentary copy of book to the library.
 - a. Rs. 15,000/- if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press, IEEE Press, USA, Springer, Germany or other internationally reputed publishers.
 - b. Rs. 10,000/- if the text book is published by a national publisher like TataMcGraw Hill, Prentice Hall of India, MacMillan India, Sage.
 - c. Rs. 5,000/- if the text book is published by Regional / Local publishers.
- vii. External Exam Co-ordination: 30% of revenue will be retained by the institute and 70% will be disbursed to the faculty and staff.
- viii. Conference Incentive : Each staff member are eligible, twice per year, towards registration and travel expenses for institute recognized list of Conference / Journal and subject to each paper having at least 5 student co-authors :
 - a. Rs 5000 reimbursement for attending National conferences for presentation of paper/s.
 - b. Rs 20,000 for attending International Conferences for presentation of paper/s / publication of papers
- ix. Medical Reimbursement: Rs 50,000 will be reimbursed to each staff member and/or their children, spouse and parents for medical expenses from organization under MOU with the institute.



Human Resource Development Centre [HRDC]

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