PROPOSALS

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Contesting for the post of
VICE PRESIDENT
Technology Students' Gymkhana
Indian Institute of Technology Kharagpur (2023-24)

OVERVIEW

Proposal 1 - Empowering PG/RS students for a thriving campus life at IIT Kharagpur: Establishing standardized processes for academic & financial needs, and programs to prepare for career events.

Proposal 2 - Women in Entrepreneurship and Leadership: Encouraging female population in the campus to start new entrepreneurial ventures and take up leadership positions

Proposal 3 - Undergraduate Research Advancement Program: Introducing a structured program for students across the nation to take up projects under professors at IIT Kharagpur

Proposal 4 - Community Wellbeing at IIT Kharagpur: Taking steps towards making the safer and more inclusive place to stay

Proposal 1

Empowering PG/RS students for a thriving campus life at IIT Kharagpur
Establishing standardized processes for academic & financial needs, and programs to prepare for career events.

1. Improving Academic Life of Research Scholars at IIT Kharagpur

Overview:

Research scholars at IIT Kharagpur face several challenges related to the alignment of their academic cycle, delayed exams, lack of formalized contingency funds, and absence of proper introduction and awareness about campus placements. These challenges can negatively impact their income, academic progress, and career prospects.

Proposal:

To address these challenges, we propose the following:

- Standard Operating Procedure: We will set up a standard operating procedure to clarify the academic tenure of research scholars. This will ensure setup of rules and norms regarding the conduct of various evaluative measures on the scholars.

- Feedback System: We will implement a feedback system for research scholars to improve their academic life at IIT Kharagpur. This system will allow scholars to provide feedback on their academic experiences, including suggestions for improvement.

- Proper Timeline: We will establish a proper timeline for comprehensive exams, registration seminars, and enhancement seminars. This will ensure that these exams and seminars are conducted on time and do not delay the progress of research scholars.

- Standard List: We will issue a standard list for effective use of contingency funds. This will provide clear guidelines on how research scholars can use these funds and will help prevent any misuse.

Impact:

The proposed measures will have the following impact:

- Improved Academic Life: The academic life of research scholars at IIT Kharagpur will be greatly improved as they will have clarity on their academic tenure and a proper timeline for exams and seminars.

- Consistent Income: Many research scholars are married and require consistency in terms of their income. The proposed measures will ensure that their income is not affected due to delayed exams and seminars.

- Reduced Workload: The proposed measures will ensure that research scholars are not overworked with more than what is minimum and sufficient for their academic tenure.

In conclusion, we believe that these proposals will greatly benefit research scholars at IIT Kharagpur and improve their overall academic experience.

2. Placement Induction Program for PG/RS Student Community

Overview:

Post Graduates and Research Scholars face difficulties during the placements because of a lack of awareness of the process. Along with that, they need to be made aware of the work and selection procedure of various POR of the CDC. This led to the missing of opportunities by various PG students. Also, because of 2 Year tenure of MTech and MSc students, there needs to be more knowledge passed on between placed and fresher batches regarding the experience of the students during the placements and the problem faced by them.

Proposal:

1) I propose a program to conduct a PG Placement Induction program which will help the PG/RS batches pass on the import knowledge and prepare them for the CDC Placement Season.

2) This Program will be conducted during the month of Feb-Mar. This timeline will help student to prepare in the Summer for the coming placement season, to get proper knowledge and requirement for standing for the position of the Member of the Placement Committee and as the placed batch is still in campus, So they can address the problems and doubts.
3) This program will include the following pointers along with the general Placement Introduction:
   - Previous year placement domain and department-wise statistics.
   - Problems and difficulties faced by the Placed batch..
   - CV Building tips along with the sample CVs of placed students in different profiles
   - Introduction to the work and process of selection of Placement Committee Member and CDC Department Representative.
   - Address of present PG Placement Committee.

Impact:

1) Create a structured channel for PG Placement knowledge transfer from Placed batch to Fresher batch.
2) Helps PGs to get proper idea of placements before hand.
3) Timeline will help them to get sufficient time during summer to prepare before Placements.
4) It will help them to get better idea of Placement team and prepare with proper direction if they want to apply for the position.

Proposal 2

Women in Entrepreneurship and Leadership
Encouraging female population in the campus to start new entrepreneurial ventures and take up leadership positions

Overview:

The proposal aims to encourage and empower women entrepreneurs by organizing a weeklong boot camp on campus. The boot camp will serve as a platform to create awareness about the benefits of entrepreneurship and the various opportunities available for women in this field. Through workshops, mentorship sessions, and interactive activities, participants will gain the skills and knowledge required to take the first steps toward starting their own ventures. The boot camp will culminate in a pitching and mentoring session, where participants will have the chance to present their ideas to a panel of investors and mentors. By creating a supportive environment and providing access to valuable resources, the boot camp aims to inspire and enable women to become successful entrepreneurs.

Proposal:

We will be conducting a week-long boot camp which will consist of a series of guest lectures, workshops, and mentoring sessions to help the women entrepreneurs to attain relevant skills. The key is to provide a mix of expert insights, practical workshops, and personalized mentoring sessions to help participants refine their business ideas, validate their business models, and prepare for potential investment and growth.

Structure:

Day	Topic covered	
1	Business Idea Refinement	- Introduction to the process of refining a business idea - Guest lecture by an experienced entrepreneur on how they refined their

		business idea ● Workshop on ideation techniques and tools
2	Validating Business Model	● Introduction to the importance of validating a business model ● Guest lecture by an experienced entrepreneur on how they validated their business model ● Workshop on market research and customer validation techniques
3	Legal Assistance	● Introduction to legal considerations for starting and running a business ● Guest lecture by a lawyer specializing in business law ● Workshop on legal documents and contracts (e.g., privacy policies, terms and conditions, employment agreements)
4	Investment	● Introduction to the different types of funding sources and investment opportunities ● Guest lecture by a venture capitalist on how they evaluate and invest in startups ● Workshop on creating a compelling pitch deck
5	Growth	● Introduction to growth strategies for startups ● Guest lecture by an experienced entrepreneur on how they grew their business ● Workshop on growth hacking techniques and tools
6	Pitch Day	● Participants pitch their refined business ideas and validated business models to a panel of investors and experienced entrepreneurs ● Panel provides feedback and selects the most promising pitches for potential investment
7	Networking and Reflection	● Networking event with investors, mentors, and fellow participants

		- Reflection session to discuss key takeaways and lessons learned from the bootcamp - Wrap-up and closing remarks

Impact:

The proposed bootcamp has the potential to have a significant impact on the participants and their businesses. It can improve participants' knowledge and skills related to legal considerations, refining business ideas, validating business models, and attracting investment. It can also expand their network, increase their confidence, and provide an opportunity for potential investment and growth. Further, this program will boost women's participation in various startup-oriented competitions, and hackathons, and will encourage them to pursue their own businesses.

Proposal 3

Undergraduate Research Advancement Program
Introducing a structured program for students across the nation to take up projects under professors at IIT Kharagpur

<u>Overview</u>

- IIT Kharagpur has a rich tradition of fostering innovative research and development across a wide range of disciplines. However, the process of finding and participating in research projects can be challenging for undergraduate students, particularly those who are not familiar with the research landscape. The existing process of finding the right research project can be tedious, involving a long search for available opportunities and a series of cold emails. This often leads to students being unable to find a professor working in their field of interest, which can be discouraging.
- To address this issue and promote greater engagement with research among undergraduate students, I propose to launch a structured program to channelize undergraduate research at IIT Kharagpur. My aim is to create a centralised platform where undergraduate students can easily find available research opportunities and connect with professors who are conducting research in their field of interest. By doing so, I hope to streamline the research process for undergraduate students, increase their engagement with research, and create a more conducive environment for innovation and development at IIT Kharagpur.

<u>Proposal</u>

- The program will provide a paid research opportunity for undergraduate students, with monthly stipends being channelized through alumni and government-funded programs. The program will span nine months, with the research period taking place from May to July. To ensure that students have access to high-quality research opportunities, the program will be structured with a preparatory phase, during which students can apply for available projects. The application window will be open from January to February, with the selection process taking place in March.
- To kick-start the program, in November of the preceding year, all professors will be asked for their willingness to participate in the program. Based on their responses, a list of research projects will be created, and students will be invited to apply for the projects

that align with their interests. The selection process will be based on academic merit, prior experience, and demonstrated interest in the research area.

- Our program aims to channelize undergraduate research at IIT Kharagpur and provide students with the opportunity to pursue summer research projects under the guidance of experienced professors. We welcome students from both within and outside of IIT Kharagpur to apply for this program and benefit from the rich research culture of our institution.

Impacts

- The goal of this programme is to increase the number of undergraduate students who participate in research activities at IIT Kharagpur, and to help facilitate the development of the next generation of researchers and innovators. By streamlining the research process and making it more accessible, we can encourage more students to pursue research and contribute to the ongoing advancements in their respective fields.
- Professors would have access to a larger pool of interested and motivated undergraduate students who are looking to gain research experience. This would provide professors with a wider range of potential research assistants to choose from, and could also help to identify students who are particularly passionate or skilled in a particular field.
- By creating a more streamlined and accessible research process for undergraduate students, IIT Kharagpur would be able to establish itself as a leading institution for research and innovation at the national level. This would not only help to attract more talented undergraduate students to the institution, but could also increase the number of high-quality applicants for M.Tech. and PhD programs.

Proposal 4

Community Wellbeing at IIT Kharagpur
Taking steps towards making the safer and more inclusive place to stay

Overview:

- Prevention of Sexual Harassment (POSH) Training has gained companies' attention, big or small, due to the recent increase in sexual harassment cases. Sexual harassment in the organization is a legal offense and cannot be taken easier by any employer. Organizing POSH training in the workplace fosters healthy relationships and equality among employees, ensuring a quality work environment. POSH training would help students and employees identify and differentiate between appropriate and inappropriate behaviour in the workplace. Training gives a clear understanding of which behaviour falls under sexual harassment.

- The importance of POSH training is to make the employees aware of and to make the consequences of violations in the organization. Training should be organized for both men and women to understand more about behavioural acceptance. This helps in maintaining equality in the workplace. In some instances, women are not aware of the happenings that come under the POSH act. People around us are also not aware of the subjected of POSH laws. This is why POSH awareness training is primarily important in the organization for the protection of women's rights, thus maintaining a high-quality work environment for success and growth.

- The LGBT+ community in India has historically faced significant challenges, including discrimination, stigmatization, and violence. Despite these challenges, there has been a growing movement towards greater awareness and acceptance of LGBT+ individuals in Indian society, including within university settings.

- In recent years, some universities in India have established support groups, counselling services, and other resources for LGBT+ students, faculty, and staff. These initiatives aim to create a more inclusive and welcoming environment for LGBT+ individuals and to address the specific challenges they may face. Overall, while there is still much work to be done, the growing awareness and acceptance of the LGBT+ community in Indian universities is an encouraging trend.

Proposal:

- I propose to stand by and take an initiative based on the Sexual Harassment of Women at Workplace (Prevention, prohibition, and Redressal) ACT,2013 by the government of India. Some Training Initiatives are as follows:

  Posh Workshops: Many companies and institutes conduct workshops to educate employees about sexual harassment and how to prevent it. These workshops cover the legal aspects of POSH and the company's policy and procedure for reporting and addressing complaints.

  Online courses: Several online platforms offer POSH training courses that employees can complete at their own pace. These courses include modules on legal framework, types of sexual harassment, and steps to prevent and report.

  Some online sources such as Udemy, Skillsoft, Coursera, LinkedIn Learning, ComplianceLine provides courses on POSH Training.

  Third-Party Consultants: These consultants bring in their expertise and experience to help companies set up a robust POSH framework.

  POSH at work, Enfold Proactive Health Trust, POSHAN, ICC-India, Vantage Compliance and Ethics Solutions

- The proposal for LGBT+ certification for counsellors aims to ensure that counselling centers have qualified counsellors who can provide culturally sensitive and appropriate services to the LGBT+ community. Implementing LGBT+ certification for counsellors would demonstrate a commitment to providing high-quality and inclusive counselling services to all clients, regardless of their sexual orientation or gender identity. It would also help to reduce the stigma and discrimination faced by the LGBT+ community and create a more welcoming and supportive environment for all clients.

Impact:

- Increased Awareness: POSH training can help employees become more aware of what constitutes sexual harassment, how to recognize it, and how to report it.

  Enhanced Workspace Culture: When employees feel safe and respected at work, it can lead to a more positive and productive workplace culture. POSH training can help create an environment where all employees feel valued and supported.

- Increased accessibility: With more certified counsellors available, LGBT+ individuals will have greater access to mental health services. This is especially important in a country like India, where there is still a significant stigma surrounding homosexuality and many LGBT+ people may not feel comfortable seeking help from non-certified professionals.

Increased quality of care: The certification process may also raise awareness among non-certified professionals and the general public about the specific mental health needs of LGBT+ individuals. This can reduce the stigma and discrimination faced by the community.