PROPOSALS

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Proposal 1

Institutionalizing Departmental-Level Coordination for Core Company Outreach

1.1 Aim

Establish a formal, time-bound mechanism for integrating departmental input into the Career Development Centre's (CDC) Phase 1 placement outreach. Every academic unit—through its UG, PG, and RS departmental representatives—will provide a prioritized list of core companies relevant to their disciplines. This process aims to bridge the communication gap between the CDC and academic stakeholders, enhance the representation of core job profiles, and improve placement outcomes, particularly for research-oriented departments.

1.2 Overview and Current Scenario

The CDC at IIT Kharagpur facilitates internships and full-time placements for over 3,000 students annually. Phase 1, typically held in December, features high-stakes placements with participation from leading recruiters across various sectors.

Currently, the CDC's outreach strategy is predominantly centralized, relying on historical recruiter data, CDC volunteer feedback, and company-sponsored interest. This approach has resulted in an imbalance by limiting proactive engagement with core companies specific to individual departments. In particular, departments face challenges in:

- PG and RS programs in specialized fields (e.g., Metallurgical Engineering, Ocean Engineering, Agricultural & Food Engineering).
- Interdisciplinary research areas where job roles are highly specialized.
- Departments undergoing rapid changes in UG/PG skillsets due to emerging technologies (e.g., AI/ML in Electrical Engineering, IoT in Mechanical Engineering).

Furthermore, the absence of regular coordination between Training & Placement Incharges and departmental representatives has led to uncoordinated planning across academic levels. As a result, the CDC may miss out on engaging recruiters that align closely with a department's technical training and research output, especially within the PG and RS streams.

Proposal 2

Psychometric Testing Digitalization and Incorporation of Biofeedback Therapy for Mental Health Assistance

2.1 Aim

To replace the current paper-based psychometric testing system at IIT Kharagpur with a centralized, digital, psychometrician-rated model and to implement biofeedback therapy as an evidence-based stress management intervention within the counselling protocol. These initiatives aim to enhance the quality, responsiveness, and scientific rigor of the institute's mental health services.

2.2 Overview and Current Scenario

Since its establishment in 2009, the Counselling Centre at IIT Kharagpur has played a critical role in providing mental health care to a student body of over 16,000. While the Centre has expanded its services to include individual counselling, crisis intervention, and wellness outreach, the infrastructure for systematic mental health screening and technological therapeutic interventions remains limited.

Currently, psychometric assessments are conducted using paper-based self-report questionnaires, administered during a student's initial visit or upon referral. This method:

- Is time-consuming and restricts the depth of psychological profiling.
- Delays the detection of high-risk cases, particularly during periods of peak academic stress such as placement drives or semester examinations.
- Lacks a formal mechanism for delivering personalized feedback and follow-up measures based on the assessment outcomes.

In parallel, IIT Kharagpur has not yet adopted technology-enabled therapeutic practices that are gaining traction at other institutions. One such promising practice is biofeedback therapy—a non-invasive intervention that enables individuals to consciously regulate physiological signals (e.g., heart rate variability or brainwave activity) associated with stress and anxiety. This therapy has already demonstrated measurable success at IIT Roorkee.

Given the rising incidences of academic stress, burnout, and emotional fatigue in the post-COVID era, there is an urgent need to modernize the institute's mental health ecosystem. By digitizing psychometric testing and integrating biofeedback therapy, IIT Kharagpur can implement a scalable, data-driven approach that facilitates early detection, rapid triaging, and effective, technology-facilitated therapeutic interventions.

Proposal 3

Infrastructure Upgrades for Enhanced Student Engagement

3.1 Aim

The objective of this proposal is to address the shortage of co-working and inclusive student spaces on campus by implementing the following key initiatives:

- **Designated Co-Working Spaces Behind Gymkhana:** Develop new, enclosed or semi-open areas for club meetings, society events, and collaborative academic work.
- **Increased Hall Common-Room Access:** Open hall common rooms to all students, regardless of hall affiliation, to promote cross-hall collaboration and teamwork.
- **24/7 Central Library Operations:** Extend the operating hours of the Central Library to 24 hours a day, accommodating diverse schedules and facilitating continuous learning.

- **Enhanced Nalanda Ground-Floor Spaces:** Upgrade the existing ground-floor areas at Nalanda by making benches readily accessible 24×7 and adding new seating to support project work, hackathons, and student discussions.

Through these initiatives, the proposal aims to foster an active campus life, enabling students to work collaboratively, utilize their time efficiently, and participate in both academic and extracurricular activities.

3.2 Overview and Current Scenario

Currently, campus infrastructure offers only limited spaces where students can engage in group work or collaborative projects. Hall common rooms are typically restricted to students of the respective halls, hindering cross-hall collaborations and mixed-team events for clubs and competitions. While the Technology Students' Gymkhana is a vibrant hub of student life, it lacks sufficient dedicated, enclosed meeting areas, often forcing debates and discussions into congested or open passageways.

Moreover, the Central Library operates on fixed hours, restricting access during late nights or early mornings—times when many students prefer to organize coding sprints, hackathons, or study groups. Similarly, although the ground-floor benches in Nalanda have the potential to serve as informal co-working spaces, they are underutilized.

By establishing designated co-working spaces behind Gymkhana, opening hall common rooms to all students, extending the Central Library's operating hours to 24×7, and optimizing Nalanda's ground-floor seating for continuous use, this proposal seeks to create a robust ecosystem of flexible, student-oriented spaces. These improvements are expected to support a wide range of academic and extracurricular activities, thereby enhancing overall student engagement on campus.