

**Durgapur Institute of Advanced Technology & Management (DIATM) [ Upto PG & Research Level Institute], Durgapore, G T Road, West Bengal, India**

**ADDRESS OF PROFESSOR DR CHANDAN TILAK BHUNIA, DIRECTOR GENERAL OF DIATM & ASSOCIATE INSTITUTES AT AN INTERACTION WORKSHOP HELD ON January' 15<sup>th</sup>, 2018**

Revered Chairman Saheb, Learned Members of Faculty, Other highly supportive Officials present over here

Good Morning and Happy belated poush sankranti

I stand before you to cautiously & yet confidently make a meeting point of the Chairman Sir's idea & aspirations for his dream DIATM & associate institutes and the hard realities on which these institutes stand as of now. Before doing so I feel it prudent on my part to say that: 1) in heart & soul I like to think myself AS A TEACHER FIRST, THEN a DIRECTOR GENERAL, 2) I prefer not to be absolute boss but FIRST AMONG EQUALS. " Where the mind is without fear....." .....R N Tagore. Based on these practising principles of my Directorship since early age of my life of 43 years, I like to place before you following for your needful perusal and immediate consideration & action towards reaching an objective meeting point within the frame work of mission & vision of these institutes as chalked out by our emotional Chairman Saheb.

MY TALK WILL BE "FIRST" PLAN

Framework to Go Ahead:

I believe pointing figure at the failures is waste of time. Rather taking corrective measures with unavoidable changes whenever & wherever necessary is the result bearing exercise. I believe providing scope for correction over a limited period is reasonable exercise before initiating hard action as noble humanity. To me, "Past is always past; Present is evident, Future needs a No Stone Unturned planning to reach on the top of the success pyramid." To implement any goal, my thesis for working are: " It is busy man who always gets time, it is lazy man who is always busy," "Work is worship," "Selection is for rejection, and rejection is not without selection." And finally " Change is the only thing that is permanent in universe, So accept change or be obsolete in days to come."

Inspiration & Innovation:

I invite all of you to very clearly understand that any sort of frustration is nothing but a disease. My dear members of faculty, whenever any opportunity is obtained it will be your utter benefit of utilizing that opportunity to enrich & qualifying yourselves to snatch better opportunities and to make yourself so that opportunities knock at your doors & you do not run after them. At the same time you must realize that a person may be happy with Re 1 while another person may not be so happy with Rs 1 lac. Therefore I appeal as well as direct my fellow members of faculty to be highly & greatly BE SELF INSPIRED and make the students motivated in that right earnest. So I call upon you to change the existing ONLY HALF HEARTED TEACHING CULTURE to a INSPIRING & PROGRESSIVE RTI (RESEARCH, TEACHING & INNOVATION) CULTURE IN NO TIME. My policy for this will be for you as below:

- 1) TEACHING shall not be just dissimination of documented knowledge. It must be made an art & philosophy so that Students run after your classes, and you do not have to run after students. " Imagination is more important than knowledge"....Albert Einstein. Examples : RLC circuit.....this is art, Coding .... this is philosophy, Differential with potato.....Art with humour, Single throughput at IIT....art & philosophy.
- 2) RESEARCH.....Teach doing research and do research by doing. My first research on control engineering is on this practice How? Explanation..... I suggest get Idea, Formulate Theory, Write down and Submit. Next, I call upon all of you to be members of Professional Bodies like Institution of Engineers (India), Indian Society for Technical Education among others. By virtue, you will get their published magazines/ journals. Go through these, be updated in the technical fields. Sacrifice one day's MUTTON meal for membership fees.
- 3) INNOVATION: Innovation does not mean any new thing of unparallel nature you have to exercise. It is "Doing things differently and not different things." For example: Internal examination by On Line mode. Teaching by PPT presentation. Practice classes by " Do by learning and Learn by doing " mode.

Resurgent DIATM: To effectively & efficiently make a New Resurgent DIATM. I propose the following short term and long term action plans subject to clearance from BOG. I seek your whole hearted, dutiful co operation for implementing the chalked out plans.

1) Short term plan

By Feb'2018	<ol style="list-style-type: none"> <li>1) BEGIN in COMMUNICATING ONLY IN ENGLISH WITH STUDENTS &amp; FELLOW COLLEAGUES, Action.....Principal &amp; HoDs/ Faculty Members</li> <li>2) Each Department MUST submit one research Project to IE(I)/ DST/AICTE: Action ...Dean (R &amp; D)</li> <li>3) Each Department MUST start classes of 4<sup>th</sup> year students preferably by Distinguished Visiting Professor, Action.....HoDs</li> <li>4) Each Department MUST prepare COURSE FILES, Laboratory Manuals, Action.....HoDs</li> <li>5) Each Department MUST prepare for On Line Examination. Action.....GM &amp; HoDs</li> <li>6) Three FDP/STTP proposals MUST be submitted to ISTE/AICTE, Action: DR P P Acharjee for CSE, Principal for ME, Dr A K Das for ChE</li> <li>7) Opening of students chapter of IE(I) in ECE, CSE and ME, Action.....HODs (ECE, CSE and ME)</li> <li>8) At least 25 ISTE members MUST be made. Action.... Dr P P Acharjee in due collaboration with HoDs ( at least 4 from each department MUST be ensured by each HoDs)</li> </ol>
By March' 2018	<ol style="list-style-type: none"> <li>1) Response and evaluation reports MUST be prepared with feedbacks from students on ADD ON COURSES, Library Classes, CSP classes, Visiting Professors' classes. Action.....Principal &amp; HoDs. Report MUST reach DG by 31<sup>st</sup> March'2018</li> <li>2) Results of internal examination shall be communicated alongwith %attendance to parents, Action: Principal &amp; HoDs</li> <li>3) Remedial classes as well as extra make up classes for low attendance students may be arranged. For extra class of low attendance students, fine of Rs 500 per subject paper may be imposed with due early notification to parents. Action.....GM, Principal &amp; HoDs</li> <li>4) Proposal for Innovation/ repairing for laboratories by 7<sup>th</sup> MARCH'2018.Action: PRINCIPAL &amp; HoDs</li> <li>5) FINAL &amp; FULL PREPARATION FOR NAAC, Action: GM &amp; NAAC Coordinator</li> <li>6) All HOSTELS MUST BE PREPARED AS DIRECTED &amp; PLANNED. Action: Chief Warden</li> <li>7) Proceeding of Internal Research Workshop MUST be published in each department with one copy each to central library, ECE dept library, Chairman &amp; DG. Action.....HODs</li> </ol>
By April'2018	<ol style="list-style-type: none"> <li>1) Sincere and repeated persuasion to WBUT FOR M TECH ECE AFFILIATION. Principal &amp; Registrar</li> <li>2) Course load allocation for odd semester 2018-19, Action.....HoDs</li> <li>3) Ensure NO TEACHER LEAVE STATION ON VACATION until &amp; unless they submit Lecture plan/ course hand outs and course file for the Odd semester, 2018 19, Action....Principal &amp; HoDs</li> <li>4) MOUs with EDI and AIT Action:..... Dr A K Das, GM and T &amp; P cell</li> <li>5) Final preparation of ECE VLSI laboratory, Deptt library without any excuse for M Tech affiliation, Action.....GM, Principal &amp; HoD (ECE)</li> </ol>
By May'2018	<ol style="list-style-type: none"> <li>1) HOPEFULLY NAAC visit may be made. All faculty members/ HoDs must be available till visit is completed.</li> <li>2) Each and Everyone of us should and ought to take collective and individual exercise to ensure at least 450 students' admission in first year, Action..... Dean ( Admn)....suggested to inspire all members of faculty / students in some form of organized meeting/ Promoting innovation introduced in DIATM in recent past, Aggressive marketing &amp; advertising in North Eastern Region , Bihar &amp; Jharkhand etc</li> </ol>
By June'2018	<ol style="list-style-type: none"> <li>1) Plan to organize a BIG RESEARCH CONCLAVE IN Feb'2019. Action.....Dean ( R &amp; D)</li> <li>2) Plan to organize an Industries' meet sometime around October'2018. Action.....GM, T&amp;P cell and Principal</li> <li>3) Parents' meet plus meet of Engineering aspirants, Action.....GM &amp; Dean (Admn)</li> </ol>
By Jul'2018	<ol style="list-style-type: none"> <li>1) Preparation for Odd semester classes etc. Action.... all of us</li> <li>2) A team may visit Mumbai region for placement for Chemical Engg students, Action..... GM and T &amp; P cell</li> </ol>

2) Long term plan

2019	<ol style="list-style-type: none"> <li>1) Assessment, feasibility studies as well preparation for NBA for ECE, CSE, ME, EE &amp; ChE, Action..... Principal &amp; HoDs concerned</li> <li>2) Deptt shall have to plan for repairing/ renovating/ procurement of machines, equipments/ laboratories,,, Action...HoDs</li> <li>3) Every deptt must submit one research project and one FDP/STTP by Jan'2019 and MAKING THSES AN YEARLY EXERCISE , Targetting a minimum spionsored research fund of Rs 20 lacs Action.... Dean (R &amp; D) and all HoDs</li> <li>4) Prepare aggressive initiations to target admission of more than 500 students in first year of 2019-20, Action..... Dean (Admn)</li> <li>5) Deptts to ensur internal research seminar once a year with publication of proceedings. Preferably this should be held every year on 3<sup>rd</sup> Jan, Action.....All HoDs...</li> <li>6) One day seminar on central services by retd IAS/IPS/ IES officers. Action... GM, Principal and T &amp; P Cell..... preferably in the month of Jan' 2019</li> <li>7) Opening of GATE free coaching Club in each deptt preferably by Jan'2019, Action... HoDs....</li> </ol>
2020	<ol style="list-style-type: none"> <li>1) Planning for introduction of B Tech ( Civil), M Tech (CsE), M Tech (ME), M Tech (ChE), M Tech (EE) on possible getting NAAC/NBA, Action..... Principal &amp; Registrar</li> <li>2) Making a target of students' admission of 540 in first year. Action..... dean (Admn)</li> <li>3) Target availability of sponsored research fund at least of Rs 50 lacs, Action... Dean (R &amp; D)</li> </ol>
2021	<ol style="list-style-type: none"> <li>1) MAKING INSTITUTE LEADING ONE AT PAR WITH IITs/NITs with annual intake of minimum 700, sponsored research etc fund of Rs 1 crore, innovation all around, students placement not less than 60%. Action .... All of us</li> <li>2) On implementation of sl no 1) as above, 7<sup>th</sup> pay scale may be implemented with retrospective effect from Jan 2021. Action..... Chairman sahib....</li> </ol>

Strategic Strike: Extra ordinary situation requires extraordinary measures. Otherwise institutions may peril. Therefore those who fail to comply with the requirements of the time and rise up to the occasion, there will be compulsion from not by heart but by need to apply rule of brute firing with restrain.

Transformation: I call upon all of you to take transformation by exercising "understand each other" attitude and working in "never seen before attitude & fastness."

MAKE NEW DIATM "FIRST" FOR WHICH WORK AS "ARISE, AWAKE. STOP TILL NOT THE GOAL IS REACHED.".... Swami Vivekananda.