



ASSAM DON BOSCO UNIVERSITY
Annual Report : April 2014 - March 2015

(Focus on Innovative Practices and Social Commitment Programmes)

Assam Don Bosco University
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Vice-Chancellor's Message

It is Heraclitus, the Greek Philosopher, who said that you never step into the same stream twice. Without going into a discourse on the philosophy of Heraclitus, let me say that, here at the University, things have moved so fast during the year that has gone by that 'change and development' have become the new 'constant'.

This annual report of the University presents before you some of the significant developments during the year 2014-15.

In the field of academics, the University launched two new Masters Programmes: MA in Mass Communication (with focus on Convergent Media and Technologies), and MSc in Physics (with specializations in Electronics and Nano Sciences). The former is an answer to the pressing need of the times – professionals to be prepared for the field of social media that has a stranglehold on society, especially the young, today. Will we let social media dictate our thoughts and life styles, or can we see them as a double-edged sword that can mar or make the human psyche? The pioneering batch of 12 students seem determined to make a mark in this rapidly evolving field.

MSc in Physics is a unique and enthusiastic inter-departmental venture that evolved out of the nagging urge of some of our best faculty to bring to bear their own academic brilliance, their focus on research and their international exposure to a class of eager students. Again, it is a pioneering batch of 16 students who are making this venture of the University take concrete shape.

The summer of 2014 saw an incredibly active Azara campus of the University with an array of summer programmes organized by the various departments, literally blurring the distinction between work days and vacation. Summer schools, summer workshops, crash courses – these have come to stay as a regular feature of life at the University.

I am also happy to report that the university publishes three journals, both in printed and online versions:

Journal title	Editors
Journal of Northeast Indian Cultures	Fr. (Dr) Paul Puduserry, HOD, Department of Education
ADBU Journal of Engineering Technology	Prof. Shakuntala Laskar HOD, Electrical and Electronics Engineering
The Journal of Development Practice	Mr. Jacob Islary Department of Social Work

One more journal – Journal of Applied and Fundamental Sciences – dedicated to the advance of Basic Sciences, is being readied for publication.

In the area of research, the buzz word today is pervasiveness. The research culture has struck deep roots within the academic community of the University. 48.1% of the faculty have completed their doctorate, 29.2% are actively pursuing their doctoral research in a variety of Indian and foreign universities. It is also significant that the number of Papers published in journals of repute comes to a healthy 1.6 per member of the faculty. Most of these arise out of their areas of doctoral work or research projects. It is also gratifying to note that our undergraduate students have got into the act with

several of their papers getting published.

It is also a matter of pride that we have today 161 research scholars, pursuing their doctoral studies across 17 disciplines. The details are given in the following pages.

The tempo has picked up substantially also in the holding of seminars, conferences and workshops, over 20 during the year 2014-15. Our Faculty-Student ratio is a very healthy 1:9.4, well above the requirements of the statutory bodies.

In the area of infrastructure development, value addition at the Azara campus goes on all the time – a brand new Nanotechnology lab, a quiet, cosy room for personal counselling, a lab-cum-classroom for Mass Communication, an office for DBU Global, an office-cum-exploratory centre for the Entrepreneurship Development and Incubation Cell, a spruced up atrium, etc. All these reflect the significant initiatives and ventures of the University in a variety of fields.

There, at the Tapesia campus of the University, intense work is silently laying the contours of the campus of our dreams putting in place the first cluster of buildings and allied facilities in the form of an academic complex to house the four Social Science Departments together with 2 student halls (hostels), a food court and 55 staff quarters.

Apart from that, the tea garden has seen enormous growth and development (a tea factory-cum-research centre in on the cards); in pursuance of MOUs signed with the National Boards for Rubber, Tea, Cashew, Coconut and Spices, 2000 rubber saplings have been planted, 800 coconut seedlings are in place, a Tea nursery is under development. Next will come Cashew and Mango plantations, an orchid nursery, an arboretum, extensive cultivation of medicinal and aromatic plants and a variety of other horticultural initiatives.

The campus at Tapesia is proving to be a gold mine for the University – apart from providing us with an enviable location for academic pursuits, it is slowly developing into a nerve centre for the development of the entire region around it, especially the 42 villages that surround the campus. The plantations, in the near future, will turn into demonstration farms and seed production centres for the National Boards, research avenues for the university into pest resistance, hybridization, and mass multiplication through tissue-culture, and an excellent training platform for our social outreach programmes in the villages.

Preliminary surveys and ground work have been completed for putting in place a 3 to 5 Megawatt solar farm to ensure self-sufficiency in energy for the University campus and to feed the surplus to the national grid with the assistance of North-East Electric Power Corporation.

The detailed Master Plan has ample provisions for academic and administrative blocks, staff and student residences, recreational and sports facilities, utilities and services, plantations and orchards, parks and quiet corners, cycle paths and jogging trails, a bio-diversity park, an amphitheatre, a convention centre, a school and a health centre. It also calls for the creation of a lake within the campus, and makes allowance for the harvesting of rainwater to ensure adequate replenishment of the groundwater table. A mini golf course, a wellness centre, a mall, are other projects on the anvil at the Tapesia campus.

Two pillars undergirding the development of the University

Along with this Annual Report, it gives me great pleasure to share with you two aspects of our life here at the University that has stood us in good stead during these formative years of the University.

1. We have put in place a Human Resource Management system as a tool to ensure ‘a shared

vision, a cohesive team and an engaging work culture'. The word is out there today that Don Bosco University is a good place to work and to grow.

2. We have designed several tools to ensure the transformation of our staff and students through critical thinking and reflection. These tools are: a) Organization of regular professional and personal development programmes; and, b) Preparation and implementation of carefully crafted Process Maps and Standard Operating Procedures for every process and system in the University.

Taken together, these two pillars have contributed in ample measure towards the creation of a culture of study and work in the University that is uniquely our own, that energises us in all that we do, and knits us together into one educative community. Look around our campus, look into our classrooms and research labs, look into the camaraderie among our staff, students and faculty that cuts across all distinctions here at the campus... THAT is what we call Don Bosco's system of education!

'Traditional and transformative – the Don Bosco way!' was the motif on the calendar of the University for the year 2014. 'Traditional' and 'transformative' - two words that undergird the 'Don Bosco Way' of education here at the University.

'*Traditional*' – yes, here at the university, we value and we hand on that rich heritage of shared values and wisdom coming down to us across the ages from our ancient cultures and religious traditions.

The mandatory Course in the University on 'Thoughts that Shaped the World' is a melange of seminal ideas that has fashioned human thinking and behaviour from across centuries and continents, a Course that opens the minds of our students to the finer things in life - a love for reflection and abstract thinking, a passion for reading, an appreciation for good music, an appetite for history, an ability for logical thinking and communication, a way with the use of words and their nuances, a deeply rooted conviction that a cultured person is compassionate, is socially committed, knows his or her own place in the world and has a modest and realistic image of himself or herself...

No education is complete if it does not impart an understanding of and appreciation for this legacy from which we are nourished and on which we build.

'*Transformative*' – yes, here at the University, we believe that 'education', as its Latin root implies, is the task of 'drawing out from within', leading you to discover the treasure within – the inner resources of resilience, determination, compassion, godliness, magnanimity, dependability... The rest is just information, facts and figures, which today anyone can have at their fingertips without necessarily a teacher or an institution dishing it out to them...

When conceptualizing the University, we expended considerable effort to visualise for ourselves the profile of a typical 'Don Bosco Graduate'. It is our continuous endeavour here at the University to be truly 'traditional' and 'transformative' in all that we do, especially in the values that we proclaim, transmit and live by.

"Dare to dream... make a difference... God be with you!" THAT was the theme we had chosen for our Third Convocation. Dreamers, as always, keep propelling us all into higher orbits all the time – 'the rest,' as the poet says 'drift on the misty flats, to and fro'.

‘The capacity to dream, the urge to make a difference, leaning on an abiding force and a strength beyond our own (God-centeredness)’ – these are the defining characteristics of our University. This is what sets us apart as we forge ahead with new programmes and projects in pursuit of the high goals we have set for ourselves.

The following pages provide a glimpse into what we have been able to achieve as a University during the last year.

Fr Stephen Mavely SDB
Rector & Vice Chancellor

Assam Don Bosco University: Executive Summary

The Assam Don Bosco University was set up by the Don Bosco Society, and it started with four academic programmes in Engineering and Technology in 2008. Today the University has academic programmes and research being conducted in five Schools: School of Technology, School of Religion and Culture, School of Social Sciences, School of Applied Sciences, School of Life Sciences and School of Commerce and Management, conducting five undergraduate programmes, twelve postgraduate programmes, and doctoral programmes in seventeen disciplines. The university has over 1500 students in its campus programmes, over 600 of them avail hostel facilities.

The University Centre for Online and Distance Education (CODE), called DBU Global, has over 1000 online students pursuing a variety of study programmes in Management and Information Technology. A unique feature of the university is its North-East India Outreach Programme that offers full scholarship to 1000 students from North-East India to pursue its online courses every year.

The University has also entered into a number of collaborative agreements with universities from around the world for student and staff exchange programmes and for joint research studies. The university now focuses its attention on the challenges of developing its permanent campus at Tapesia Gardens, on the outskirts of Guwahati city.

Vision

“We strive to mould intellectually competent, morally upright, socially committed and spiritually inspired persons at the service of India and the world.

We want our graduates to be dependable human beings.

We aim at excellence in the teaching, learning and evaluation process, in research, consultancy and extension programmes.

We ensure a continuous and on-going evaluation of every process in the system”

2014 - 15 : A Diary of Events

Inauguration of the Department of Mass Communication

31 July 2014

Starting its seventh academic year on 31 July 2014, Assam Don Bosco University, launched a new Master Degree Programme in the Department of Mass Communication in the School of Humanities and Social Sciences. The first batch consists of 12 students.



Christened MA in Convergent Media and Technologies, the programme, first of its kind offered in India, has attracted students not only from Assam and neighbouring Meghalaya, but also from distant states such as Rajasthan, Kerala, Andhra Pradesh, and Maharashtra. The post graduate degree programme takes students through hands on exercises in the glamour of the advertising gimmicks, the way a news

story gathers steam, and let them try their hands at getting a video production from script to screen, and cause waves. The programme is a first in this, that the page layout, image editing as well as audio and video editing required is accomplished using professional Free and Open Source Software (FOSS) to ensure that our students will be able to produce their Mass Communication Content using affordable and legal software.

M.Sc in Physics Launched

11 August 2014

Master of Science in Physics with 14 students under the School of Applied Sciences of Assam Don Bosco University was inaugurated on 11 August 2014. The new academic programme is the first teaching programme of the School of Applied Sciences and a joint venture of the Department of Physics with the Department of Electronics and Communication Engineering. The programme offers specialisations in Nano Sciences and Electronics and Instrumentation.



Entrepreneurship Development Conference

22-23 August 2014

A two-day National Conference on Emerging Trends in Entrepreneurship Development in Northeast India took place at ADBU, 22-23 August 2014. Submissions of scholarly and original research work and practical experience in the various aspects of entrepreneurship development were presented. Around 170 persons participated in this conference as delegates of 10 universities and colleges in

Guwahati, Universities in Silchar, Tezpur and Dibrugarh and 56 ADBU students, as well as 56 presenters. The conference, conducted by Assam Don Bosco University in collaboration with the Department of Commerce, Gauhati University. Dr. Biju Mani Das, Asst. Professor, Department of Management, Assam Don Bosco University was the Convenor and Prof. Nayan Baruah Department of Commerce, Gauhati University was the Co-convenor, while Ms. Rashmita Baruah, Asst. Professor, Department of Management, Assam Don Bosco University was the Organising Secretary.

Third Convocation

12 September 2014

On 12 September 2014, the Governor of Assam and Visitor to Assam Don Bosco University Shri Janaki Ballav Patnaik presided over the Third Annual Convocation along with the Chancellor, Vice-Chancellor, and a galaxy of dignitaries from civil, academic and religious institutions in of Guwahati. Four hundred students received their Bachelors and Masters degrees at the function.



Gold Medals under various categories were awarded to 13 outstanding graduates both in the academic and co-curricular activities. The Chancellor's gold medal for standing first across all the degrees and the Vice Chancellor's medal for outstanding contribution to campus life (both for Undergraduates & Post graduates) were awarded. The Chancellor's Medal was awarded to Ms. Gitimoni Talukdar, MTECH (CSE) and the Vice Chancellor's Medal was awarded to Mr. Lijo George, Department of Social Work in the PG category and to Mr. Achinta Sharma, Department of Electrical and Electronics Engineering in the UG category.

MoA signed with Tezpur University

17 October 2014

The University signed a memorandum of agreement with Tezpur University on Friday 17 October at Guwahati with the objective of implementing faculty and student exchange programmes, have joint research projects and to share resources in the areas of Chemical Sciences, Food Engineering, Physics and Nanotechnology, and Computer Science Engineering. The Pro-Vice Chancellors of both

universities signed the Memorandum of Agreement (MoA). The memorandum of agreement between the two universities is applicable initially for a period of five years starting 17th October 2014.

The MoA also envisages joint research projects between the two universities involving DBT, DST and other funding agencies, access to and use of the Sophisticated Instrumentation Facilities at both the universities, faculty exchange, and joint faculty development programmes sharing resource persons visiting the two universities from India and abroad. The MoA encourages the students and staff of ADBU access to DEIT-assisted MEMS fabrication facilities available at Tezpur University for training programmes and fabrication. Some of the specific areas of collaboration include: Theoretical Chemistry and Catalysis, Synthesis and Characterization of nanomaterials, area of language processing and joint projects and exchange programmes in the areas of Social Work, Education, and Mass Communication



NAAC Peer Team Visit

27 - 30 October 2014

The University applied for accreditation by the National Assessment and Accreditation Council on 10 January 2014 and the application was accepted on 17 January and an official notification was issued. As was required, the University submitted its Self Study Report as well as Departmental Evaluative Reports in June 2014. The Council fixed 27-30 October as the dates for the Peer Team Visit. The Peer Team comprising 8 members including academicians, administrative officers and NAAC officials conducted the visit during these days. The peer team was appreciative of the variety of activities undertaken by the University in the area of academics, research, university governance and social commitment. The University presented two cultural programmes to the visiting peer team, highlighting the cultural diversity and richness of the North Eastern Region of India, one in the Azara Campus of the University and the other in the Kharguli Campus of the University. Based on the assessment of the Self Study Reports and its validation by the peer team, the University was awarded a 'B' grade by the Accreditation Council.





Workshop on Nanotechnology 15-20 December 2014



The University in collaboration with Tezpur University held a week-long joint national workshop on nanotechnology at Azara campus 15-20 December 2014. 20 participants from four university institutions were present.

Christened “*imagineNANO 2014*”, the one-week workshop provided a unique platform to the young and enthusiastic researchers especially from the north eastern part of India to get initiated into the latest in Nanotechnology expanding around the world through

natural analogies, theoretical concepts, practical sessions and logical analysis. Some of the sessions were conducted at Assam Don Bosco University, while some of the sessions were conducted at Tezpur University. A few sessions were conducted by renowned scientists from abroad in Video Conferencing mode.

Swachh Bharat Abhiyan Campaign 18 February 2015

The Vice Chancellor Dr Stephen Mavely launched the nationwide Swachh Bharat Abhiyan campaign (Clean India Mission) at Assam Don Bosco University, on Wednesday 18th February, 2015 in the Azara Campus of the University. The students and faculty members panned out to 20 locations in both the Schools of Technology and Humanities and Social Sciences. The hour long programme saw the entire university community cleaning areas of their campus (classrooms, faculty cabins, labs, and open spaces). The Clean India Mission is a national campaign by the Government of India covering

4,041 statutory towns, to clean the streets, roads and infrastructure of the country. This campaign was officially launched 2 October 2014 at Rajghat (Gandhi's tomb) New Delhi, where Prime Minister Narendra Modi himself cleaned the road. The campaign aims to accomplish the vision of a 'Clean India' by 2nd October 2019, the 150th birthday of Mahatma Gandhi.



The University Hosts Bengal and Northeast Vice Chancellors' Meet

27 March 2015

Assam Don Bosco University (ADBU) hosted a meeting of Vice Chancellors and/or their representatives on Friday 27 March, 2015. Over 70 Vice Chancellors or representatives from West Bengal and Northeast India participated in the meeting organised by NEHU (North Eastern Hill University) at ADBU Azara campus.

Joining the meeting at the same venue were also some 100 Directors of AICTE approved technical institutions with experts from University Grants Commission and AICTE.

The participants deliberated upon issues related to the implementation of Choice Based Credit System and credit framework for skill-based vocational courses to be implemented in the upcoming academic year 2015-2016.



The University ventures into Production of Scientific Instruments

20 March, 2015



The University's Electronics and Communication Engineering Department of the School of Technology has been designing and fabricating instruments for its two Nanotechnology Labs since last year. Vice Chancellor Fr (Dr) Stephen Mavely inaugurated the second in-house built instrument called "Superhydrophobicity Tester" on 20th March, 2015. The instrument, consisting of precision mechanical parts and a software designed to give precise measurements, tests the ease with which water is dispelled from surfaces.

The purpose is to design material which have been treated with nanoparticles, which can dispel water from its surface.

School of Technology

Workshop on IBM Bluemix

25 September 2014

The Department of Computer Science & Engineering and Information Technology organized a one day workshop on Cloud Computing and IBM Bluemix on 25th September, 2014. Last year, the University had signed MoU with IBM for Rational Software Engineering for Educational Development (*SEED*) programs which facilitate Software Designing.

Mr. Mani Madhurkar, Technical Lead, IBM was the chief resource person of the workshop. Mr. Mani delivered talks on various topics like Cloud Computing, NoSQL, Big data and IBM Bluemix. A total of 127 students from BTech, MCA 5, M.Tech, Ph.D scholars and faculty members attended the workshop.



Workshop on Virtual Labs

18 March 2015

A half day workshop on “Virtual Labs” was conducted by IIT Guwahati on 18th March 2015. Seven experts from IITG came as resource persons.



Virtual Labs will provide students with the facility of conducting experiments using one of the following methods (or possibly a combination of these methods):

- Modeling the physical phenomenon by a set of equations and carrying out simulations to yield the result of the particular experiment, the simulations being carried out on remote systems accessed via the Internet. This method can provide an approximate version of the ‘real-world’ experiment.
- Providing measured data for virtual lab experiments corresponding to the data previously obtained by measurements on an actual system.

- Remotely triggering an experiment in an actual lab and providing the student the result of the experiment through the computer interface. This would entail carrying out the actual lab experiment remotely.

In addition, Virtual Labs will be made more effective and realistic by providing additional inputs to the students like accompanying audio and video streaming of an actual lab experiment and equipment.

NABSET 2015

27-28 February 2015

The School of Technology organised the national conference “New Approaches of Basic Sciences towards the Development of Engineering and Technology-2015” (*NABSET 2015*) on 27-28 February, 2015, with Dr. Samrat Dey from the department of Physics and Dr. Nibedita Kapil from the department of Chemistry as the convener and the joint convener, respectively. More than 150 participants from different parts of the country attended the conference. The conference drew enormous interest from many central and state universities, IIT and research institutes of Northeast India, as well as from other parts of the country and also countries from Middle East, Africa, Europe and USA. The technical committee accepted around 50 high quality papers for the conference. Besides this, a large number of invited speakers from premier research institutes of the country (e.g., Bhabha Atomic Research Centre, AMD, Department of Atomic Energy, Indian Association for Cultivation of Science, etc.), a number of universities, IIT and other institutes contributed to the conference through invited lectures.



Student Achievements

Name of the event	Position	Name of the Awardee	Branch
Qualified GATE 2014		Javed Ismail,	ECE 8
„		Jerry Land Mark Rani	EEE 8
Youngest to write for the editorial page of Assam Tribune		Manas Pratim Das	CVE 2
NEFTI (Football Tournament)	Winner	Makamei Sylvester (Captain) Pyndapbiang John Lyngdoh Deibanehbok Nongdhar Harket Khongsngi Melvin Pakma Pynsukjai Hujon Regon Naji Biraj Baruah Ranuj Taye	ECE 8 CSE 4 EEE4 CVE4 EEE4 CVE6 CVE6 CVE4 CVE6

		Migang Mili Singwa Singpho Zapuvizo C Khroistu Saurav Dutta Siddhartha Borgohain Akash Jyoti Patgiri Dhananjay Basumatary Best player: Harket Khongsngi	EEE4 ECE2 CVE2 ECE8 ECE8 CVE6 CVE6 CVE4
Red Ribbon Club Drawing Competition	1 2 3	Mousumi Das Rinky Gurumayum Rahul Lahkar	ECE4 CSE4 CSE4
Inter College Football Tournament	1	Wangmao S K Kanyak	
AEC gaming FIFA	1	Himanshu Deori	EEE6
Add making competition at Guwahati University	2	Himangshu Buragohain Hrisikesh Borgohain	EEE6 EEE6
Inter College Dance Competition at GIMT	1	Debraj Bordoloi/Sunny Dhanwar	EEE6
D'osbot Competition (PRAJYUKTAM 2013)	1	Rupam Bhuyan Uttam Kr. Chetia Sorakhaibham N. Meitei	EEE8
Business Plan Competition (PRAJYUKTAM 2013)	2	Saurabh Prakask Manas Pratim Mahanta	CSE8 EEE8
On Spot Presentation (PRAJYUKTAM 2013)	1	Priyanka Mukherjee	CSE8
HACK_R (PRAJYUKTAM 2013)	2	Sumit Kumar Jha/ Riddhi Kumari	CSE8
APP_EVOLER (PRAJYUKTAM 2013)	2	Sumit Kumar Jha/ Riddhi Kumari	CSE8
GEEK ARENA (PRAJYUKTAM 2013)	Consolation	Sumit Kumar Jha/ Riddhi Kumari	CSE8
D'osbot Competition (PRAJYUKTAM 2013)	2	Manisha Das/ Banani Talukdar / Suneina Sengyun	ECE8A
Treasure Hunt Competition, (PRAJYUKTAM 2013)	3	Manisha Das/ Banani Talukdar	ECE8A

School of Humanities and Social Sciences

International Youth Day 2014

12 August 2014



International Youth Day 2014 was celebrated on 12 August 2014 with a Poster Making Competition. The Red Ribbon Club of Social Work Department, ADBU in Association with Assam State AIDS Control Society had organized the “Poster-making Competition” with the theme of International Youth Day 2014 - “Youth and Mental Health.”

Launch of E-Tabloid - Department of Mass Communication

5 September 2014



The Mass Communication department of Assam Don Bosco University launched a 10-page tabloid wallpaper, on 5th September 2014 christened ‘Campus Splash.’ An e-publication of the MA in Convergent Media & Technologies programme, the name rhymes with ‘Spark’, the University’s official newsletter published quarterly.

The Vice Chancellor, Dr. Stephen Mavelly launched the e-tabloid with the click of a mouse during the Teachers’ Day celebrations at the Azara campus.

World Mental Health Day Observed

10 October 2014

The Department of MSc Psychology took the initiative to observe the World Mental Health on 10th October. The theme for this year’s celebration is: LIVING WITH SCHIZOPHRENIA (Schizophrenia is a mental disorder often characterized by abnormal social behavior and failure to recognize what is real).

The day’s activities included video presentations, songs, talks on schizophrenia and an interactive exhibition outlining the symptoms, types, diagnosis, prognosis and rehabilitation of the people suffering with the disease. Most of the participants were completely unaware of the social and personal implications of this disease. They were thankful to the Department for the information shared and imbibed the important message, “There is no health without mental health”.

Every year 10th October is observed as World Mental Health Day. Mental health is a level of psychological well-being or an absence of mental illness. In 2008 WHO launched the Mental Health Global Action Programme that focuses on advocacy, initiates and gives guidance for improving member states’ systems of health care delivery for people with mental, neurological and substance abuse disorder.



Regional Consultation on Human Rights Education

24 October 2014

The Social Work department of the University department teamed up with North Eastern Diocesan Social Service Society (NEDSSS) for a Regional Consultation on Human Rights Education in Schools, with the theme ‘Human Rights Education for Development and Social Change.’

The consultation held at NEDSSS Conference Hall on 24th October had the objective to bring together some 90 participants representing policy makers, school principals, teachers, professors, NGO members, students, human rights activists, lawyers, and right based organizations, to deliberate on the role and necessity of imparting human rights education to bring about social development and change in the North Eastern region of India.

Lecture on Human Rights – Justice Cyriac

21 November 2014

National Human Rights Commission member and former Judge of Supreme Court of India Justice Cyriac Joseph addressed students of School of Social Sciences at Assam Don Bosco University Azara campus on 21st November 2014. Some 75 students and faculty members attended the hour long presentation.



In his informative lecture Justice Cyriac Joseph pointed out that “Human rights are moral principles or norms that describe certain standards of human behaviour, and are regularly protected as legal rights in national and international law.”

They are commonly understood as inalienable fundamental rights ”to which a person is inherently entitled simply because she or he is a human being, and which are “inherent in all human beings

regardless of their nation, location, language, religion, ethnic origin or any other status.”

He decried several instances of Human Right violation in North East India committed in the name of insurgency and the Armed Forces Special Protection Act of 1958.

World Philosophy Day Celebrated

28 November 2014

The University celebrated World Philosophy Day on 28 November with a two and a half hour program. Some 40 faculty members participated. Celebrations consisted of two lectures by eminent philosophers from North Eastern Hill University Shillong and IIT Guwahati.

Prof. Prasanjit Biswas of the Department of Philosophy of NEHU spoke on “Reason, Normativity and the Philosophical responsibility: A Renewed Call to Alterity.” In the second lecture, Prof. Archana Barua spoke on “Quest for a Place of One’s Own: Locating Ethics in the Age of Globalization.” She addressed global ethics and its changing scenario with reference to environmental de-gression and the role played by ethics in a global setting.

By celebrating World Philosophy Day each year since 2005, on the third Thursday of November, UNESCO underlines the enduring value of philosophy for the development of human thought, for each culture and for each individual.



Seminar on Child Health in India

13 February 2015

The Department of Social Work had a one day seminar on “Child Health in India and Strategies for Improvement,” on 13th February 2015. Dr. Gayatri Bezboruah, the Professor of Paediatrics, Guwahati Medical College was the resource person for the seminar. Over 40 students participated in the seminar along with the faculty members of the Department.



Counselling Workshop for Colleges in Guwahati

13 March 2015

In an attempt to promote the importance of Psychological Counselling, the Department of Psychology on 13th March 2015 organized a two hour workshop on relevant topics at Handique Girls’ College. The workshop covered topics on the relevance and applicability of Counselling and tremendous scope and

avenues open to the students pursuing the course. Students at Handique showed a great interest in the workshop and raised lots of questions and participated in the workshop with a lot of enthusiasm. The department had conducted workshop as such at Pub Kamrup College and is in the process of conducting more workshops at other colleges in Guwahati city.



International Conference on Education

12-14 March 2015

An international conference on 'Reimagining Education Connecting Vision, Context and Curriculum: A reference to Southeast Asia' was held on 12-14 March 2015.

The conference was inaugurated at the University's Conference Hall, with Prof. Dipak Kumar Sharma, Vice Chancellor of Kumar Bhaskar Varma Sanskrit & Ancient Studies University. The keynote address was delivered by Prof. Hari Prasad Sarma, Rector, Gauhati University.



The conference, organized by the University's Department of Education unfolded in six technical sessions covering two and a half days. There were 30 research papers presented during the conference.

School of Commerce and Management

Staff Development Programme

5 June 2014

Dr. George Kallingal, Professor Emeritus, University of Guam, USA visited Don Bosco Institute of Management (DBIM) and conducted Staff development programme on June 5, 2014. The programme focused on the following two themes.

- **Exploring the inside world:** It is important to emphasize on knowing ourselves better rather than exploring the outside world.
- **Maximum use of one's abilities:** Failure is mostly due to the slower rate of using one's abilities and usually one fails to use own abilities to the maximum because of distractions. Therefore, let people do what they need to do through their strengths and concentration is the key for removing distractions.

Dr. George also emphasized on the need to grow spiritually and how spirituality can increase the rate of successes.



Student orientation programme and inauguration of the Academic Year

7 July 2014



DBIM commenced its sixth batch of MBA students this year with highest representation from outside the state of Assam. A new student orientation programme was organized from 3rd - 5th of July. The official inauguration of the academic year was held on July 7, 2014 at which, Prof. Dilip Barua, retired principal of Cotton College Guwahati was the chief guest and Fr. Joseph Thelekkatt, former Principal of Don Bosco School Guwahati and Salesian Provincial was the guest of honor. On this occasion, the first issue for the year of the DBIM business magazine, The Brahmaputra, with the theme "Entrepreneurship...more than just business" was released by Prof. Barua.

Student Development Programme – Animation Session

7 July 2014

Mr. Prabal, a professional trainer with the DBYES outreach programs, conducted Student Development Program – animation session for both old and new students on 7 July 2014. The program helped in motivating students to work in groups and understand group dynamics and continually develop a sense of team spirit.



DBIM Excellence Award

12 September 2014

A programme for honouring DBIM students who had graduated (in the year 2014) with top honours in the related fields of Academics, Social Responsibility and Overall Conduct was held on September 12, 2014. The best MBA graduate is awarded a sum of Rupees One Lakh. The eminent guests present at the event were, Dr. M Angamuthu, IAS, Deputy Commissioner, Kamrup (Metro) as the 'Chief Guest', Shri Darryl F. War, MD, Meghalaya Co-operative Apex Bank as 'Guest of Honor', Fr. VM Thomas sdb, Salesian Provincial, Guwahati Province, the Founder Rector of DBIM and Dr. Pradeep Kr. Jain, Associate Professor, Dept. of Management Studies, Guwahati University.



The DBIM Excellence Awards 2014, sponsored by Mr. Adarsh Jhunjhunwala, MD, Best Cements, Guwahati, were awarded to Ms. Nang Trishna Namchoom K and Mr. Himjyoti Kalita, for their excellence in education and social work.

DBIM Library Day

14 October 2014

Don Bosco Institute of Management celebrated its 4th Julash Ali Library Foundation day on the 14th of October 2014. Mr. Kamaleswar Borbaruah, chief Executive officer of a leading daily regional newspaper "Dainik Agradut" graced the occasion as the chief guest. Fr. Johnson Parackal, Rector, Don Bosco Institute of management did the honor of welcoming the invited guest. The Julash Ali Library Scholar Award was awarded to Upasana Saikia and Pascolin Pathaw, students of MBA 2nd

year which included a certificate and a cash prize of Rs. 3000.

Industry Visits to Hindustan Paper Corporation Limited, Jagiroad

18 October and 1 November 2014



This academic year, two industry visits to Hindustan Paper Corporation Limited, Jagiroad, Nagaon were organized on 18 October, 2014 and 1 November, 2014. Three faculty members, Sir Pradeep Deka, Sir Raj Sharma and Miss Gayatri accompanied the students and they enhanced their learning to the practical facts of the factory such as how they produce their own 32 megawatt and their produce is used for high rate of recovery capacity.

Industry visit to Bangalore and Cochin

6 - 13 January 2015

DBIM educational tour was organized from 6th to 13th January 2015, covering Bangalore, Mysore, Cochin, Kottayam and Alleppey. The purpose was to learn from the experiences of great industrialists through visits and interactions. The tour had distinct components:

- **Industrial visits and interactions:** Industrial visits included Toyota Kirloskar, Bengaluru, Soukya, International Treatment Centre, Bengaluru, UST Global, Cochin, Kochi Metro Limited, Cochin and Rajagiri Group of Institutions, Cochin.
- **Exchange of ideas and Interaction:** Girideepam Institute of Advanced Learning (GIAL) was the place for sharing the ideas and to exchange the culture of North East India with that of South India.

Student Extension Lectures

Student extension lectures at DBIM are aimed at providing a platform to the MBA students to interact with renowned individuals from the industry and academia. Various lectures were held for the students.

Sl. No.	Student Extension Lecture	Held on	Guest speaker
1.	On entrepreneurship	August 23, 2014	Mr. Samrat Deka, MD, SRD Group (Repose Confectionery/Bakery products)
2.	Impact of Social Media	November 6, 2014	Fr. Barnes Mawrie, SDB, Professor at Sacred Heart Theological College
3.	Conceptualizing a business idea	January 24, 2015	Mr. Vikash Khandelwal, Owner Doorstep Books

International Conference on Life Skills

12-14 February 2015



DBIM hosted the 6th international conference on life skills education in association with Indian Association of Life Skills Education (IALSE). The 3 day conference was inaugurated on February 12 and over 50 papers were presented. The conference comprised of one national seminar, one panel discussion, six symposiums and twelve technical sessions.

JourNEI 2015

28 February 2015



This year the JourNEI began at 9:30 a.m. on the 28th of February, 2015 with an inauguration programme. JourNEI, a Graduate Schools' Meet, provides a platform to students from various institutes of higher education across the region and beyond to interact with the academia, the corporate, up-coming entrepreneurs and their peers from other institutes. The main focus of JourNEI is to nurture and promote talent, facilitate peer-to-peer interactions and build healthy competition. Prof. Dr. Indranee Phookan Baruah, Head of the Department of Psychology, Gauhati University, was the Chief

Guest and Mr. Kaushiq Bezbaruah, CEO, News Live, was the Guest of Honor. Participants from various institutes like the Assam Down Town University, Don Bosco College of Engineering and Technology, KC Das Commerce College, Gauhati Commerce College, Gauhati University, Cotton College, Handique Girls College, NEF College of Management and Technology, Royal Group of Institutions, Asian Institute of Management and Technology and a number of other institutes of higher education were present.

Updates on Placement Activities

Campus Placements (April 2014 – March 2015)

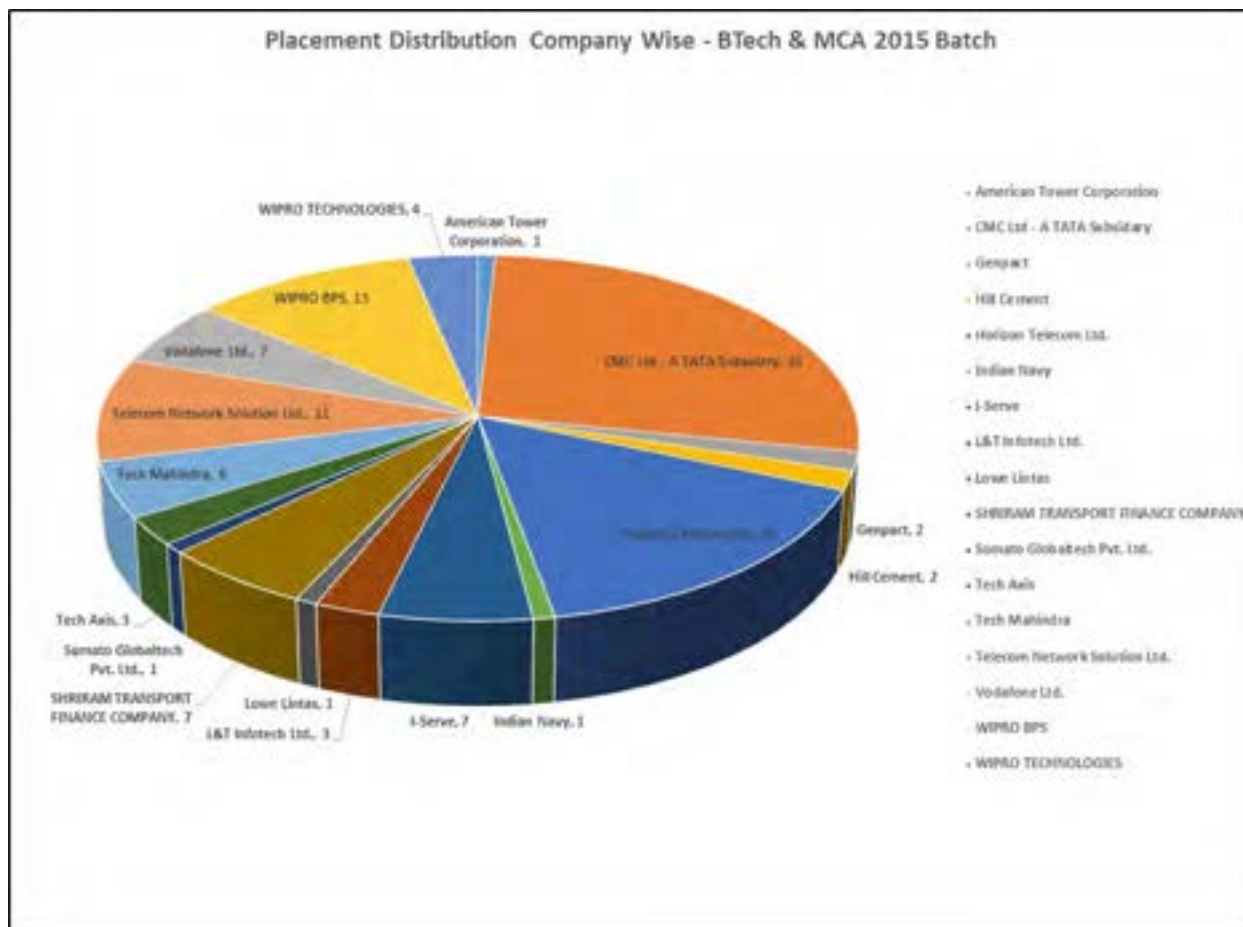
School of Technology

The School of Technology of Assam Don Bosco University is coming of age in the aspect of placements. With the last placement season for the batch of 2015 coming to an end, we are comfortably sitting at nearly 75% of the students being placed and quite a number of students joining in the pursuit of Higher Education. The diversity in the type profiles offered to our students indicates the flexibility our students carry. It includes varied fields like ITES, Telecom, Construction, Manufacturing, Defense, management, banking and Finance, power and and many more.

The university runs in a mode of constant growth and evolves itself according to the the trends and requirements of the industry. And this is another reason why we are able sustain high standards of education, which contributes towards the growth of the industry and the nation in general.

The table below gives the number of offers received by our students from various organisations. The pie chart following gives a graphical representation of the data.

Sl. No.	ORGANIZATION	No. of Job Offers
1.	Tech Mahindra	5
2.	Indian Navy	1
3.	Larsen & Toubro InfoTech	3
4.	CMC	33
5.	WIPRO BPS	13
6.	Horizon Telecom	5
7.	Indian Army (SSB)	8
8.	Vodafone Inc.	7
9.	WIPRO Technologies	4
10.	Horizon Telecom	14
11.	Lowe Lintas	1
12.	Shriram Value Services (STFC)	7
13.	Genpact	2
14.	American Tower Corporation	1
15.	Tech Axis	3
16.	I-Serve	7
17.	Hill Cement	2
18.	Sumato Globaltech Pvt. Ltd.	1
19.	Telecom Network Solution Ltd.	10
Total		127



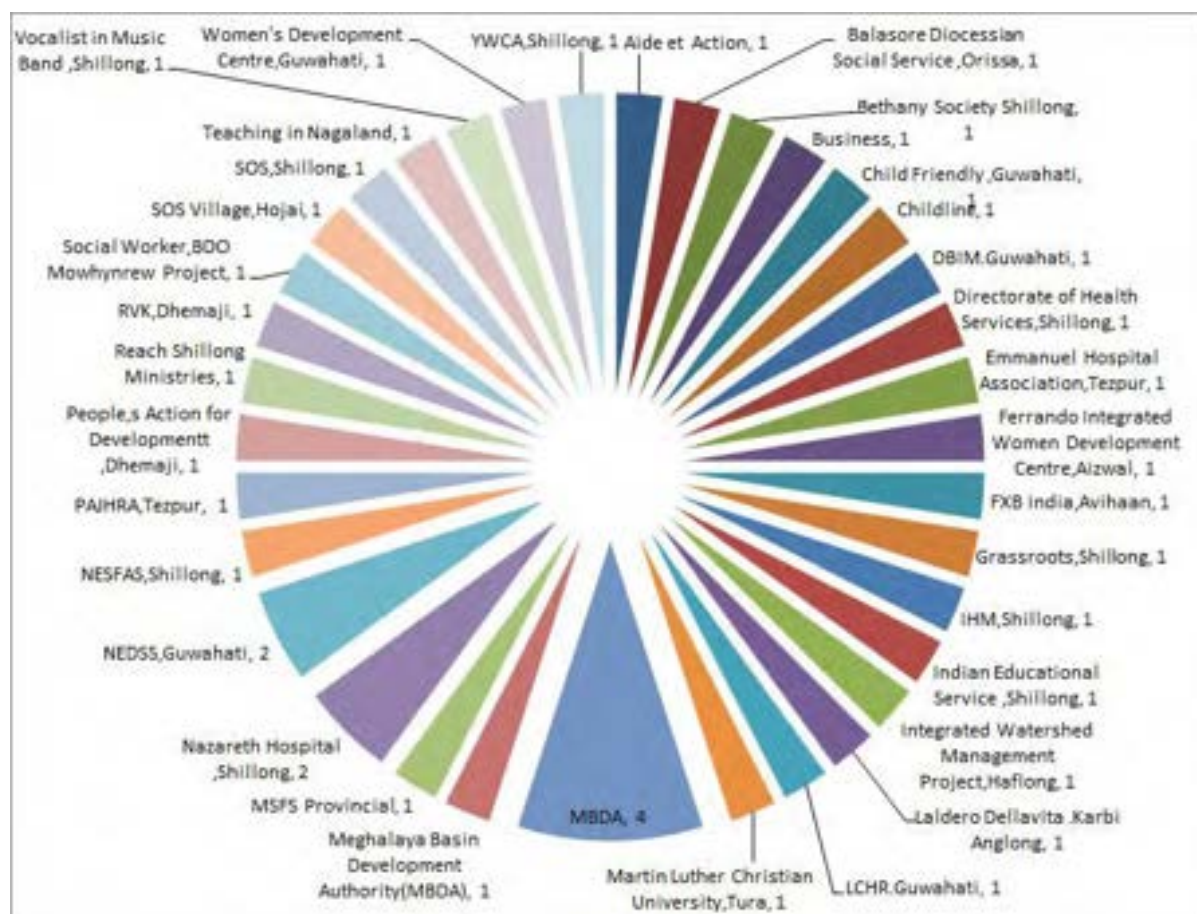
School of Humanities and Social Sciences

The department of Social Work has dedicated placement committee to carry out the job placement of the passing out students to the various organizations. The list of organizations that visited during this year are

Sl. No.	Name of the Organisation	Sl. No	Name of the Organisation
1	SOS Village	7	Don Bosco Institute of Management, Guwahati
2	FXB India	8	Aide et Action,Guwahati
3	Emmanuel Hospital Association	9	Women's Development Centre
4	NESDF	10	Legal Cell for Human Rights
5	SeSTA	11	PAJHRA,Tezpur
6	NESDAN	12	The ANT Chirang

The following graphical representation shows the scenario of students of 2014 batch who got placed

in various other organizations.



School of Commerce and Management

The MBA placement season kick started with Star Union Dai-Ichi conducting interviews on January 17, 2015 soon after the students returned from their Industry visit. This was followed by Vodafone conducting campus interviews on February 5, ICICI Prudential on February 10, Aarohan Foods Pvt. Ltd. on February 12 and Max Cement on February 13. A number of companies have expressed their interest in hiring DBIM students. PepsiCo, Taj, AVIVA, HDFC, Kotak Securities, Pantaloons (Futures Group), Pearson Education being a notable few.

Research Updates

Presentation of Research Proposal

Presentation of the Research Proposal is the first stepping stone to preparing the PhD thesis. The university insists that all research scholars present their Research Proposal before a committee designated for the purpose by the Board of Research Studies of the University. A number of PhD scholars presented their research proposals during 2014 - 15. Given below is a list of the research proposal presentations made between April 2014 and March 2015:

Sl. No.	Name	Date of Registration	Department	Title of Proposal
1	Raffealla Nongrum	28-Apr-14	Biotechnology	A Study on Genetic Variation Using Molecular Markers, Morphometric Characters, Ultrastructure of Gonads and Chromosomes among Two Different Species Belonging to the Genus: <i>Neolissochilus</i> of Meghalaya, India.
2	Lydia Booney Jyrwa	28-Apr-14	Biotechnology	A Study on Reproductive Biology, Breeding Behaviour, Biochemical Composition and Effect of Synthetic Hormone in Induced Breeding of Chocolate Mahseer (<i>Neolissochilus Hexagonolepis</i>) of Meghalaya, India.
3	Pratibha Sinha	28-Apr-14	Management	Adopting Innovative Measures to Improve Employees' Competence and Service Quality: An Analytical Study of Northeast Frontier Railway
4	Krishna Kumar Thakur	28-Apr-14	Management	An Analytical Study on Consumers' Decision Making Regarding the Online Purchase of Air Tickets with Special Reference to Assam
5	Herali Achumi	28-Apr-14	North East India Studies	Tribal Chieftainship: Continuity and Change – A Case Study of Sumi Naga Tribe
6	Sushna Subba	28-Apr-14	North East India Studies	The Social and Religio-cultural Transitions in the Limbu Tribal Community of Darjeeling and Sikkim (1641 – 2014): A Historical Perspective
7	Revinus Nongkynrih	5-Jul-14	Biotechnology	Anti-inflammatory and anticancer activities of novel synthetic adamantane-tetrahydropyrimidine/-quinazoline hybrids
8	Melboureen Sunn	5-Jul-14	Biotechnology	Anti-inflammatory and anticancer activities of novel pyrazolopyrimidine derivatives
9	Michael R Kolb	5-Jul-14	North East India Studies	Attitudes toward traditional religious culture among college-educated Dimasas:

				A pilot study
10	Anupa Lahkar	5-Jul-14	Mass Communication	Media activism in India's North East: A post 1970 comparative study of the print and new media – a reference to Assam
11	Kasturee Kakoty	5-Jul-14	Social Work	A study on the impact of MGNREGA on the socio-economic status of women in Assam
12	Linu John	5-Jul-14	Biotechnology	Evaluation of anti-inflammatory activities of Clerodendrum chinese, Gynura bicolor and Mazus pumilus
13	Rashi Borgohain	14-Aug-14	Electronics and Communication Engineering	Developing Semiconducting Nanomaterials for Environmental Sensors
14	Neli Lolita	14-Aug-14	North East India Studies	Socio-Cultural Transition of the Educated Youth: A Comparative Study of Mao and Maram Tribes of Manipur
15	Manoda Sangma	14-Aug-14	Social Work	Garo Youth and Socioeconomic Development: A Study of the Level of their Participation in the Development Process
16	Farlando Diengdoh	14-Aug-14	Chemical Sciences	Design, Synthesis, Structure and X-ray Crystallography of Novel Molecular Hybrids with Potent Biological Activities
17	Ivee Boiss	14-Aug-14	Biotechnology	Analysis of Anticancer and Anti-inflammatory Potential of Myrica Esculenta Buch-Ham DD, Morus Indica Linn., Prunus Nepalensis Ser (Steud) and Elaegnus Latifolia Linn.
18	Nabamita Das	14-Aug-14	Language Studies	Exploring Dramatic Dialogues in the Plays of Harold Pinter: A Discourse-Styletic Perspective
19	Jayashree Katti	11-Oct-14	Computer Science and Engineering	Security Using Elliptical Curve Cryptography
20	Yoya Vashi	11-Oct-14	Biotechnology	Deciphering Genetic Basis of Seasonal Variation on (Re)Production Performance in Pigs
21	Rabindra Mahato	11-Oct-14	Physics	Physical and Dynamical Aspects of Triggering and Inhibition Mechanism of Severe Weather Condition in the South and North Banks of River Brahmaputra Through Observational and Model Approach
22	Kumaresh Sarmah	11-Oct-14	Electronics and Communication Engineering	Nanomaterial-based Antenna Design for Wireless Communication
23	Ouseph Varghese	11-Oct-14	Social Work	Self-Help Groups, Micro Credit and Empowerment of Women: The Case of the

				Tribal Women in Tamenglong District of Manipur
23	Bornali Bora	12-Dec-14	Electrical and Electronics Engineering	Simulation, Modelling and Development of Copper and Phthalocyanine Based Organic Field-Effect Transistor for NO ₂ Gas Sensing
24	Medari Janai Tham	12-Dec-14	Computer Science and Engineering	Shallow Parsing for Khasi
25	Kaustubh Bhattacharyya	12-Dec-14	Electronics and Communication Engineering	Automatic Radar Target Recognition System at THz Frequency Band
26	Suman Kumar Chakrabarti	12-Dec-14	Chemical Sciences	Synthetic Investigations on Triazolopyrimidines Under Environment Friendly Conditions and Study of Their Biological Activities
27	Ruth Ibameri Kharbamon	12-Feb-15	North East India Studies	An Interface between Religious and Indigenous Cultural Practices: A Critical Analysis of the Influence of Christianity on Some Aspects of the Khasi Culture in Meghalaya
28	Bijit Debbarma	12-Feb-15	Management	Marketing of Handloom Products Produced Through Clusters: A Case Study of Tripura
29	Rosily T.E.	12-Feb-15	Education	A Comparative Study of the Strategies Followed by Salesian and Model Schools in Andhra Pradesh and Telengana in Developing Life Skills in Students

Focus on Innovative Practices and Social Commitment Programmes

I. A MENTORING SYSTEM

Objectives of the System

The mentoring system practiced at Assam Don Bosco University has been set up to create a closer relationship between students and faculty members and to provide a student the assistance of a friend and a guide or a mentor when a student is facing problems of various kinds or is confused with life itself. The mentor has a role even when the mentee is not facing any problem. The mentor helps the mentee to grab every opportunity that life in the university offers and experience life in its fullness and grow towards maturity. The mentor assists students in achieving specific learning, developmental, career, and life goals. Mentoring develops a partnership between two people sharing experiences and expertise to help with personal and professional growth where an experienced, thoughtful, caring person passes lessons of experience to someone less experienced. In addition, mentors provide a listening ear, share in the achievements and disappointments of the mentee, answer the mentee's questions, and direct the mentee to other appropriate services.

The Practice

The university has introduced the practice of mentoring for all its students. The practice is well structured:

- The faculty members are offered an opportunity to learn mentoring skills in faculty enrichment programmes which are regularly conducted and repeated for the benefit of new recruits.
- Every student comes under the mentorship of a faculty member. A faculty member may have as many as 15 mentees to be looked after.
- The interaction between a mentor and mentee is confidential. Generally a file is maintained by the mentor for each mentee where the mentor can record the personal details of each mentee. The details may include personal information, home background, information about the past and present, success and failure stories, a record of the meetings with the mentee, problems and possibilities, etc
- Further one day is fixed in the calendar in each semester for parents/guardians of the mentees to meet the mentor along with their ward. This provides an opportunity for a healthy exchange between the mentors
- and parents/guardians of the mentees.

Academic mentoring helps students to develop and focus on their potential for growth. Showing interest in the student's academic progress and extracurricular achievements builds up the relationship between the mentor and mentee. Minimum of two compulsory meetings (normally one at beginning of semester and another after getting result of test examination) are required for proper execution of this mentoring process. However a mentor and mentee can have several meeting dates. After each meeting the summary (statistical data) of the meeting are updated to HOD by the mentors. From this consolidated report, each faculty member of the department is aware about the status of all the students of the department (except the confidential data).

A single form having multiple entries is used for recording the details of student from first semester to end of the course. It is also planned in such way that the mentor has the same group of mentee as far as possible. The file/forms and detail of the mentees are maintained by the corresponding mentor till the mentee complete his/her courses. The HOD/In-charge /Coordinators update the head of institute about the outcomes of the mentoring time to time.

Process of mentoring

1. HOD/Department coordinator assigns the list of students to mentors
2. Specific forms are used to record the details of the student by mentors. Some of details are personal details, past and present grades obtained, attendance, achievements etc. The date, details and outcomes of the meetings are recorded.
3. After each meeting the Mentors need to report the status (except confidential matters) to the HOD/In-charge /Coordinators.
4. If there exist some unsettled issues at departmental level, it can be reported to higher authorities.
5. At time of completion of the course, the special certificate is issued to students (like character certificate) by observing the activities recorded in this mentoring file.

Outcomes of the practice

- The mentee gains a sense of achievement that comes from the mentor's feedback. Fruitful discussions are made, as the discussions are done on individual level and also in small groups. Both mentee and mentor are open to each other. The entire detail and activities involved by the students are available to the mentors and also to Department heads/In charge/Coordinators.
- Each of the students is aware about the rules, regulation of the institution, place or personnel from where they can get answers of queries. It became very useful during time of difficulties. Performance of the students are monitored by mentors. The details of sick leave, attendance status and other details are shared to the corresponding parents of the students. It helps to bring the mentor and parents of students closer. After reviewing the outcomes of the mentoring process, the mentee, mentor and department heads comes to know the overall status of students' community.
- It helps the department to review the current systems, plan for future events. Mentors update the status of the students to their parents. It brings the learner, trainer and management closer to plan better programs for the student community. The increase in numbers of publications, placement and students involvement in the extra curricular activities are examples of the success of the mentoring practice.

II. HUMAN RESOURCES MANAGEMENT

... a novel attempt to ensure “a shared vision, a cohesive team and an engaging work culture”

The objectives of this initiative

1. Devising and implementing a *structured induction* programme to initiate the newly recruited faculty into ‘the Don Bosco way’
2. Facilitating the implementation of strategic initiatives through the *alignment of the employee's vision and mission* with that of the University
3. *Building capacity* through employee competence. Activities to ensure achievement of key deliverables have been mapped to roles, including expected output and the skills required
4. Based on the values of trust, transparency and respect, initiating *Performance Management* as a shared understanding of what is to be achieved and how it is to be achieved, thereby making accountability, appraisal and professional development every one's concern.
5. Implementation of a *transparent employee remuneration scheme* with scope for recognition of exceptional performance.

The context and the challenges

With Assam Don Bosco University intent on making a difference in higher education, the focus was

on how Human Resources could strategically partner in the growth of the university in contrast to the classical perception of personnel management as limited to staffing and recruiting, payroll management, benefits administration etc. It took vision, courage and determination to break through this traditional mind-set and style of management and to hand over this responsibility to a Director Human Resources and work through the consequences.

Some of the key issues we faced were:

- i. The challenge to bring about a real shift in the mind-set, and not just the label
- ii. The challenge to engage the stakeholders and their needs with the priorities and objectives of performance management.
- iii. The challenge to draw out the synergy from the different aspects of Human Resources

The real challenge was to move away from the mind-set of a dedicated Human Resources person taking on issues to be tackled rather than engaging with the stakeholders on critical requirements to facilitate the achievement of deliverables. In planning this new approach, the key consideration was 'how to drive simplicity in people processes without stifling the entrepreneurial spirit and ensuring that it allowed for flexibility and autonomy'.

The Uniqueness of the Practice

- It is a challenge within an academic set up in India to establish the connection between the fulfilment of mission and the efficiency and effectiveness of the Human Resources function. The results of the Human Resources function in Don Bosco University within the past two years indicate that Human Resources practices such as Performance Appraisal based on multi source feedback, on-boarding, clear job descriptions and an annual 'Appreciation Day' can successfully be applied within the higher education sector.
- There is a general lack of understanding of the value of a strategic Human Resources Department, a culture that is accustomed to thinking of its work in terms of completing tasks as opposed to solving problems and serving both internal and external stakeholders; a desire to protect special knowledge to preserve one's position in the institution; and, a pervasive scepticism towards change in general. The transformation of Human Resources at Don Bosco University involved participation among all critical stakeholders to ensure that Human Resources becomes a real partner in success.
- In a typical academic setting, the lack of standard operating procedures and the diffusion of responsibilities make it difficult to know what is required and whose authorization is needed to accomplish certain tasks. Human Resources at Don Bosco University initiated 'process mapping' and 'Standard Operating Procedures' for all critical areas of work to streamline critical activities and to generate ideas for continuous improvement. This brought clarity, accountability and pride in achievement.

Importance of the Practice in the Indian context

The Working Group for Higher Education in the 12th Five Year Plan has the following strategy to be focussed upon for the plan period 2012-2017: "Promotion of Quality would be through a greater focus on performance, curricular reforms, *better human resource management*... and technology assisted monitoring." Again, the study "Human Resources Management Practices - influence on faculty commitment in higher educational institutions" by H.A. Patrick and Shiju Sebastian in Asian Journal of Management Research, (Volume 3 Issue 1, 2012) found "*a significant and positive relation between human resources management practices and organizational commitment.*"

From our experience in Don Bosco University, we believe that Human Resources Management, understood as a set of practices that is incorporated to ensure that there is an effective and committed workforce in place to meet strategic and operational goals of the Institution, has a critical and defining

role to play in ensuring delivery of quality education and nurturing of world class institutions.

Evidence of Success

- *Employee Service Manual of Don Bosco University*: designed from scratch with the objective to set up people for success in their roles and clarifying all aspects of employment in the University.
- *Job Descriptions for all Roles in the University*: defined for all critical roles to ensure an understanding of the major activities for achievement of deliverables.
- *Implementation of Performance Appraisal programme*: through multi source feedback which provides an opportunity for professional, fact-based feedback and leading to subsequent self-development plans.
- *Formulation of Training Plans*: need-based and developed as part of the annual performance management process to encourage both teaching and non-teaching staff in the University to develop a collaborative environment of learning and sharing knowledge.
- *Introduction of a Phased Induction Programme*: a formal process that is designed to inform the new employees about the ethos of the University, its vision and mission and to be prepared for their position.
- *Insistence on Mentoring in a myriad forms*: creation of a spirit in which people work together and share experience and wisdom and enable development of consistent, dependable individuals.
- *Celebrating an Annual Appreciation Day*: to acknowledge and appreciate the contribution and effort of every individual staff member of the University. This day is commemorated as a celebration of the Don Bosco spirit of “Carpe Diem” in all employees to “seize the day and live life to its fullest. The Human Resources endeavour has been to nurture a strong sense of belonging to the University and striving to perform to the best of one’s capacity and to fill one’s role to a Teacher. In this, it has been eminently successful.

Problems Encountered and the Methodology adopted

The implementation of Human Resources as a practice required a shift in mind-set and behaviour from solution provider to strategic partner, calling for increasing the ability to widen the agenda as well as to challenge both the stakeholders and the staff members in the here and now. Widening the agenda is anticipating the future and being able to partner with stakeholders on future needs such as skill development or workforce requirements. Increasing the challenge is questioning how things are handled and being able to view these from the perspective of how they contribute to the University’s vision and mission. Engaging the staff members through a series of regular meetings and workshops, a participative culture was developed, especially by involving them in decisions on performance management, employee policies and training programmes. Continuous communication was maintained with staff members on all critical aspects of Human Resources to ensure their engagement and to solicit feedback for any improvement in Human Resource processes. This reinforced the value of getting stakeholders and staff members to engage and express about what they wanted and expected from Human Resources as a partner in practice.

III. PROCESS MAPPING

A novel attempt to ensure “transformation through analytical thinking, reflection and action”

The objectives of this initiative

1. Mapping critical administrative and operational processes to develop a shared understanding of the processes
2. Mapping to show how things are and what happens, rather than what should happen
3. Helping any stakeholder involved in the process to see other people’s views and roles
4. Diagnosing problem areas and identifying areas for improvement

5. Generating innovation in allowing a team to picture the process and address how we can how we can design the work for the best accuracy, efficiency and results.

The context and the challenges

The University is committed to continuous improvement towards the achievement of the benchmark of excellence. The University has used the technique of flowcharts to illustrate the flow of a process from the macro perspective to the level of detail required to identify opportunities for improvement. Process mapping focuses on the work rather than on job titles or hierarchy. Processes critical to the operation and administration of the University were observed and several brainstorming sessions were conducted among the stakeholders of the processes to understand what they are thinking/doing during each action in the process. As the actions were being discussed, a consensus was built on the sequence of actions and areas for potential improvement.

Some of the key issues we faced were:

- i. There were a large number of ideas generated for improvement and it was critical to converge, select and improve the ideas, keeping the desired result in mind. In converging, selecting and improving ideas it was important to criticise and challenge them from different perspectives.
- ii. The challenge is that while process mapping, detailing of the process takes place. However, it becomes necessary to focus upon what would actually be useful and what would be possible to undertake in the time that has been allocated for the process
- iii. A process map may not necessarily simulate what happens in a work exigency or emergency situation. The real challenge was to ensure that the process mapping focused on evidence based constructive work which yields results in optimal time and eliminates duplication of work. In process mapping, a key consideration was “to make things clear – to provide us with insight, help us to visualise the benefits of change and prevent decisions that would make things worse rather than better”.

The Uniqueness of the Practice

The University, in initiating Process Mapping, has tried to make the application of this technique, usually done in business processes, industries and production lines, a part and parcel of an academic set-up. Another unique feature is that Process Mapping has been used as a tool to stimulate ‘analytical thinking and reflection’ leading to transformative action, unlike in industry where it is used mainly to maximise efficiency and production. The practice has enabled the University to simplify and standardize some apparently complex problem areas in its functioning.

Importance of the Practice in the Indian context:

The goals and objectives of the Working Group for Higher Education in the 12th Five Year Plan in relation to “Quality and Excellence” emphasize on “*structural and systemic reforms on a massive scale with robust policies and pragmatic programmes to facilitate all the measures for enhancing quality and to promote excellence in higher education, including good governance*”. The continued drive of Don Bosco University has been to enhance quality and to promote excellence in higher education. Our endeavour at the University has also been to incorporate “good governance” through process mapping to perform our operations and administration efficiently and effectively while observing:

- Transparency
- Accountability
- Integrity, including resolution of potential and actual conflict of interest with selflessness and objectivity in ensuring delivery of quality education and nurturing of world class institutions
- Due diligence
- Economy

Evidence of Success

1. *Process Maps for Emergency*: have been discussed with the State Level Disaster Management Authority and have been designed to protect life and avoid any further injury on campus, to support, where possible optimum emergency response and to return to normalcy in operations as soon as practical
2. *Process Maps for the Registrar's Office*: are designed to organize and administer the Registrar's Office while ensuring effective and efficient workflow and establish record keeping policies and associated procedures, in keeping with established best practices
3. *Human Resources Processes*: have prioritized the processes of recruitment, performance management and leave application to respond proactively in a fair, innovative and efficient manner to employee concerns and people management issues
4. *Process for Examination Office*: ensures that administration of exams and testing activities conform to guidelines and standards.
5. *Processes for Maintenance and Purchasing*: have been designed to ensure that there is coordination of assigned activities for cooperation between department employees for optimal efficiency. The process maps ensure that that procurement of goods and services are consistent with the University norms
6. *Process for Placement*: has been designed to organize the workflow of the Placement Cell with a view to develop a steady pipeline of potential industry placement opportunities and prepare and guide students across the semesters for placements
7. *The purpose of Process Mapping has been to also ensure there is no single link of failure and that there is consistency and continuity across the processes critical for University administration and operation.*

Problems Encountered and the Methodology adopted

The design of process maps is a visual representation of the relevant procedures and administrative/operational processes. There are different approaches to process mapping and each one gives a slightly different perspective as there is no definitive right or wrong. The key is to reflect how things are – and not how they should be. Mapping the processes produced brilliant ideas from staff who do not normally have the opportunity to contribute to service improvement but really know how things work. The methodology that we adopted was that it was not necessary to map everything but to concentrate on the areas where there is a gap in understanding, or which needed improvement. The views and perspectives of stakeholders across departments were considered to identify the problem areas, gaps in understanding and potential solutions. A platform for a common understanding was developed so that everyone concerned understood the issues and this reduced the resistance to proposals of change in the process for improvement.

4. COMMITMENT TO UPLIFT OF SOCIETY

Moulding socially committed citizens is a key element in the vision of Assam Don Bosco University. The thrust of the University towards social commitment has been ingrained in the activities of the University through the “Campus Ministry” department from the very inception of the University. It is this commitment towards social involvement which impelled the University to start the Masters Programmes in Social Work and in Psychological Counselling very soon after its inception. In this brief report we attempt to highlight some of the important flash points of the continuous efforts of the University to inculcate social commitment in its students.

SWASTYAYAN... A COMMITMENT

Some students of Don Bosco College of Engineering and Technology, now termed the School of Technology of Assam Don Bosco University had started organising free tuition classes for students of classes VII to X of the neighbourhood, in Mathematics, Science and English in the college premises on Sundays. The tutors were volunteers from among the engineering students with guidance from the faculty members. The classes were much appreciated and we had over 100 students who came for these tuition classes.

With the arrival of the MSW students, they took this initiative to a higher level. They set in motion a project which was named “Swastyayan... a Commitment”. With this project operative in the Spring of 2013, the classes now became a daily feature. Initially they started with a few students of classes nine and ten. In the Autumn of 2013, the numbers had swollen to 130, with students of classes 7, 8, 9 and 10 benefitting from these classes. The MSW students visited the families of the students as part of their continuous field work and made a survey of the neighbouring villages and invited students from these villages too for these tuition classes. The tutor base too grew with these developments – students and faculty members from all departments of the University volunteered to tutor the Swastyayan students.

Currently, over 200 children from the neighbourhood of the University benefit from the activities of Swastyayan and over 150 students and faculty members of the University volunteer their services to tutor, inspire and motivate them. Apart from academic inputs, students are taken through a series of sessions on goal setting, time management, life-skill development, spoken English tutorials, recreation, games and sports that are intended to enthuse and enhance their overall personality and self-esteem. Various competitions on singing, dancing, drawing, etc. are conducted to identify the students’ talents so that their skills could be further honed in the coming days.

The annual “Swastyayan Day” conducted generally on 14 November (to synchronise with Children's Day) is a special day – a day on which both students and their parents come together to take part in various activities and both students and their tutors are felicitated for the activities conducted during the year.



Computer Education Programme (21 April - 27 May 2014)

In April 2014, “SWASTYAYAN... a commitment” project ventured into the noble task of offering a short-term “Computer Education Programme” for the Class X students of the community schools of the Azara locality. This five-week programme (21 April to 27 May 2014) was initiated to enhance the capability of the youth of these schools in basic computing skills - word processing, spreadsheet calculation and tabulation, presentation, and internet browsing. Besides this elementary knowledge, the students were given hands-on training for developing their basic communication skills using

computers. The Computer Education Programme was initiated to cater to a felt need and requests coming from the neighborhood children themselves.

A total of fifteen children from Chandra Prava Bora Girls' High School, Azara, Shyambhumi High School, Kahikuchi, Rajdhar Bora Higher Secondary School, Azara, and Kamrup Jatiya Vidyalaya, Mirza participated in the training programme. Thirteen volunteers comprising faculty members and students of the University participated as trainers and made the children's experience a meaningful one. The personalized training sessions have significantly boosted the morale and confidence of the participants as they prepare themselves for facing the larger challenges that await them in their college life. The programme has also been much appreciated by the participants and the community people as it served the needs of children coming from the most vulnerable and poor families in the locality who could not afford to join any of the expensive computer education programmes offered elsewhere. It is hoped that through programmes such as these, the University will be able to play a positive role in providing support to build strong and resilient communities in its vicinity and beyond and that it will become a true resource-centre for the most underprivileged in the neighbourhood.



PRAJJWAL

The Don Bosco Institute of Management (the School of Commerce and Management of Assam Don Bosco University) has initiated a social commitment programme in the village of Joypur (Kharguli, Guwahati) where it is situated. The village of Joypur and the areas in its vicinity, have a predominance of low-income groups which are deprived of some of their basic needs. In a survey conducted by the students, it was realised that most of the school-going children could not afford tutorial classes because of low family income. The Management students of the university formed a forum – PRAJJWAL – to cater to one of the basic needs of these school children, by organizing free education workshops during the weekends. The students highlighted the problem during a cultural programme hosted by *Prajjwal*. The audience, consisting of students, parents and curious onlookers were all enthralled by the idea and thus prajjwal was born.

Highlights of the Programme

- Students of the same class are made to sit together at the same table so that it becomes easier for the tutors to concentrate their requirements. Each table is assigned to one teacher and he or she is given complete responsibility for both academic as well as the extracurricular activities of those students.
- The Prajjawal Team conducts different competitions such as *Drawing & Art Competitions*, *Memory Tests*, *different Outdoor Games*, etc. among the students and awards prizes with the purpose of increasing the level of competitiveness among the students and also to encourage their hidden talents.
- Students are regularly encouraged and given opportunities to perform on the stage to showcase their talents like *Singing (both individual and group)*, *Dancing (both individual and group)*, *Role-play*, *Speech*, *Poetry-Recitation*, etc.

In addition to the weekly tutorial classes, the regular activities of Prajjwal includes celebration of Rongali Bihu, Friendship Day, Independence Day, Teachers' Day, Childrens' Day, Prajjwal family Get-Together, etc.

Visits of renowned personalities from time to time also act as a morale booster for all the Prajjwal tutors and students.



SWABHALAMBAN

Swabalamban is the initiative of Assam Don Bosco University to skill the youth of the areas surrounding the university campus as part of its commitment to building strong and resilient communities where social justice and dignity for all prevail. This programme, undertaken by the different Engineering Departments of the University along with the department of Social Work, aims to provide technical skills to youth to increase their employability as well as to make them self-employable.

It has been observed that several youth of the Azara Gaon Panchayat, where the Aazara Campus of the University is situated, are facing difficulty in securing suitable livelihood options. Traditionally dependent on fishing in the Deepor Beel for subsistence, the communities' youth are unable to sustain on it due to lower returns and changing ecological conditions. In this context, the faculty members, staff and students of the University have set in motion the "Swabalamban" project to address this need of the unemployed youth of the area by training them in technical skills.

The first such training programme was conducted from 1 to 12 December 2014, in collaboration with Shailabala Biswas Education Foundation, Kolkata. The programme concentrated on Electrical house wiring, inverter making and installation. The Department of Electronics and Communication Engineering (ECE) along with the Departments of Electrical and Electronics Engineering (EEE) and Social Work of Assam Don Bosco University were involved in conducting the training programme. The Azara Gaon Panchayat played a proactive role in disseminating information and selecting suitable candidates. The programme had overwhelming response from the youth. A Total of 113 local youth (both boys and girls) applied for the training programme, and 10 among them were chosen for the first training session.

The faculty, staff and students of the University look forward to taking up further training programmes and other initiatives under the banner of the Swabalamban.



CRISIS RESPONSE

Crisis response is another very important aspect of the Social Commitment activities of Assam Don Bosco University. On several occasions the university has responded to crisis situations, some arising due to natural calamities, some communal and several personal. Here we report two occasions where the University responded as an institution to state level crises.

Lower Assam, July 2012

The Department of Social Work of the University responded to the crisis situation arising due to the conflict in the districts of Lower Assam during July 2012. Districts of Chirang, Kokrajhar, Bongaigaon and Dhubri were affected with nearly 4 lakh people displaced and many seeking refuge in relief camps as their lives were in constant threat. People who were languishing in nearly 270 relief camps had very little access to food, safe drinking water, medicine, and lived in constant fear.

The faculty and the students of the Social Work Department strategically planned out the relief operations with support from the University. They mobilized funds and other resources by making a public request from departments of the University. In collaboration with 'Inter Church Peace Mission' (ICPM), Bongaigaon, the needs and requirements of the women, children and men in the relief camps were assessed. The response from the staff and students of the university was overwhelming. An amount of Rs.46,183.00 and a large amount of items of clothing and other household items were gathered.

On 11th August 2012, a team from the Department comprising the Director, 2 faculty members and 9 students of the Department, in coordination with ICPM started for the relief service at Gambaribil, 35kms from Kokrajhar. The relief camp contained people from five different villages - Kaseokhatha, Tulsibil, Lokhigaon, Aminkhatha and Gambaribil. The camp had a total of 2317 persons from 442 families, comprising 1089 males, 1228 females, 496 minors and 181 children below five years.

It was a fulfilling moment for the team to be part of this humanitarian gesture as they could mitigate to some extent the pain and agony in the lives of these innocent victims. With enthusiasm and eagerness they listened to their pain plastic mats, clothes and other household items were handed over to the families of the inhabitants of the relief camp. The joy and happiness in their eyes revealed their appreciation and gratitude.

Hahim, October 2014

Flash-floods and landslides due to incessant rains since the 20th of September 2014 in parts of Meghalaya and Assam had wreaked havoc in several districts of Assam and Meghalaya. The worst affected of them were *the districts of Goalpara, Dhubri, Kamrup Metro* in Assam *and North Garo Hills, West Garo Hills and South West Garo Hills* in Meghalaya.

The Department of Social Work along with the management of the University conducted pilot visits to assess the relief requirements of several affected areas and in an emergent meeting decided that the University would concentrate on relief efforts at Hahim under Boko Development Block, of Kamrup district of Assam and Mendal in East Garo Hills District of Meghalaya.

Relief work was undertaken in these areas with the following objectives:

1. Assist in the relief and rehabilitation process of the affected people
2. Provide psycho-social support to the people for their mental well-being in these times of trauma and grief
3. Help in the reconstruction processes of the village and the lives of the people
4. Initiate long term community strengthening programmes in areas of livelihood, training, educational needs, child and youth development; establish linkages with Government and Non-government organisations to sustain the work
5. Document and share the information for enabling the people for better disaster preparedness in future, and
6. Generate awareness on disaster preparedness in collaboration with Government and Non-government agencies.

Subsequently, areas of intervention for immediate and long term response were strategized. Some of the immediate areas of work were

1. Conducting a Rapid Needs Assessment
2. Helping the villagers to clear the slush and debris
3. Mobilisation and supply of relief materials
4. Mobilisation and supply of books for students
5. Helping in the reconstruction work of the families who have been rendered homeless, and
6. Conducting a study the impact of the flood and the coping mechanism of the affected communities

After a rapid needs assessment, on the recommendation of the Emergency Response Team that was set up for the purpose of relief work, the University decided to move forward the Rural Practicum component of the first year Social Work students to address the present disaster. Thus, fifty-five social work students, accompanied by three faculty members were stationed in Hahim from the 11th to 19th of October, 2014, to help in the reconstruction and rehabilitation process, and in order to provide psycho-social support to the communities there.

The faculty, staff and students of the University responded whole-heartedly to the crisis. Within a very short span of time, material support and money came pouring in from friends and well-wishers all around. The alumni of the University also played a very special role in supporting the cause.

As a result of lobbying and large-scale campaign by Assam Don Bosco University volunteers for supporting the flood affected people of Hahim, Ms. Aashaa Bora, President, *Aashaa Bora Foundation*, Guwahati, and her team arrived there on the 3rd of October, 2014. In a meeting organised for the purpose, the survivors recounted their harrowing experiences during the floods. They shared their difficulties in the process of reconstructing their dwelling places and lives.

The *Aashaa Bora Foundation* assured the people of its help. It would provide tin-sheets (roofing) for the six families that had lost their homes completely. A community well would also be constructed gradually. Ms. Bora also promised to address the requirements of students who had lost their books in the flood by providing them with books and study materials. In the meanwhile, efforts were continued to rope in other individuals and agencies to strengthen our intervention in the area.

The materials thus mobilised were distributed among the flood survivors of Hahim. Clothes, rice, pulses, biscuits and tea were distributed to the families that were still languishing in the relief camp. Kitchen utensils were also distributed to the families that had lost everything.

A bonfire meal was organised on the 17th of October, 2014 with the purpose of sharing with the families staying in the relief camp a very humble meal. Local elders were invited to the meal along with the affected families. *“It has helped us to forget our sorrows and grief for the time and has encouraged us to renew our hopes and dreams... thank you very much for the wonderful time,”* summed up Mr. Stephen Sangma, one of the inmates of the camp.

A community programme filled with lively cultural dances, gift distribution and sharing was also organised on the 18th October, 2014, to help the affected members come out of their sorrow and rebuild their lives anew and also as a conclusion to the Rural Practicum of the Social Work students.

It has been assessed that the work carried out by the University with the help of the *Aasha Bora Foundation* has been meaningful, much appreciated and came to the people in the nick of time.





PARTICIPATORY RURAL APPRAISAL

Participatory Rural Appraisal or PRA as it is known in the circles, is a tool used by Sociologists to identify problems faced by villages as a first step towards developmental intervention. As a part of its vision to implement holistic development of villages and communities around its campuses Assam Don Bosco University has been conducting PRA in many villages surrounding its campuses. The first such institutional PRA was conducted in ten villages of Sonapur Gaon Panchayat area, viz., Bengpungaon, Bhomgoan, Dhemai, Goragaon, Moupur, Nortap, Lurigaon, Rongphar, Lahorighat and Amguri. The PRA was conducted during 8th to 11th of August, 2013 with the help of 30 student volunteers from the Department of Social Work, facilitated by a number of faculty members.

The exercise helped to identify the crucial problems faced in the villages which turn out to be non availability of safe drinking water, lack of health facilities, shortage of good and adequate schools and institutions for higher education and deplorable condition of the roads. The findings of the PRA were shared with the village leaders and crucial members to obtain their feedback and consensus related to the status of their village which would eventually contribute to the planning and implementation of the proposed participatory interventions for the villages.

In a similar vein, faculty members and students of the Social Work Department also carried out an assessment study of Ural Basti and Kachari Basti of Sonapur over a period of one month which concluded with a final field visit on 11th April, 2015. The objective of this assessment was to obtain information and an understanding of the issues and concerns from the villagers' perspective so that programmes and activities relevant to their needs could be planned and carried out during the Student Volunteer Exchange Programme 2015, a collaborative community development effort between the Assam Don Bosco University (ADBU), Assam, India and University College Dublin Volunteers Overseas (UCDVO), Dublin Ireland. The study used Participatory Rural Appraisal (PRA) techniques, Group Discussions, and Community Meeting and came up with the following findings.

The exchange programme enlists participants/volunteers from ADBU and UCDVO and organises a one month programme in different villages around the campuses of Assam Don Bosco University. The first such exchange programme was conducted between 14 June and 12 July 2015 in the villages around the Azara Campus of the University. The second programme was conducted between 13 June and 12 July 2015 in the Ural and Kachari Bastis (villages) of Borghat Panchayat under Sonapur area around the Tapesia Campus of the University.

During such exchange programmes interventions similar to the following are implemented:

1. Awareness campaign on alcoholism, domestic violence and its effects on social and economic life
2. Programmes and workshops which will enhance the community life of the people
3. Organising weavers of the locality and setting up groups or a cooperative of weavers
4. Intervention to enhance the functioning of the anganwadis - infrastructure and learning environment
5. Adult literacy classes
6. Language (English) enhancement classes to the students and youth
7. Work with children, youth and women (clubs and groups formations)
8. Health awareness programmes and campaigns
9. Help in opening of Bank Accounts and facilitate in getting subsidized LPG connection.
10. Training on Art and Craft for enhancement of livelihoods.
11. Organise health/medical awareness and camps



COMMUNITY COUNSELLING CENTRE

The Department of Psychology and Counselling of the University has always been devoted to the practice of psychological counselling with a view to promoting community mental health and psychosocial competence in order to foster cohesion in society. In keeping with this practice, they have continued to provide free counselling services to the inmates of Shanti Daan, the centre of the Missionaries of Charity at Lankeshwar, Guwahati, as part of their regular field work. They have also facilitated the conduct of HIV/AIDS screening and VDRL testing by Assam State Aids Control Society (ASACS) for all the inmates there.

Going beyond field work, in collaboration with the Department of Social Work, the Department of Psychology and Counselling has initiated a Community Counselling Centre for the communities

which surround the campus of the University.

Objectives

The objectives of this activity are the following:

- To identify the psychological and mental health problem areas existing among the communities in the vicinity of Azara
- To identify the cause of such problems through the administration of appropriate psychological tools
- To spread the knowledge about the relevance of counselling and its benefits to solve such problems
- To spread the knowledge about the existence of a counselling services provided by the university for the people of the community
- To provide counselling on a weekly basis and maintain a proper and up-to date documentation of the same

Through this service, the Department hopes to provide free counseling services to the youth and adults in the vicinity of the campus and to aid them in handling their personal or professional problems, which otherwise would be unmanageable for them. Services provided include individual and group counseling, marriage and family counseling, psychological, personality, and intellectual evaluations and medication management. The service will help them to cope with stress, depression, substance abuse and violence; assist couples having marital problems, parents having trouble dealing with their children and children and adolescents faced with family difficulties and peer pressure.

WHAT THE FUTURE HAS IN STORE...

Comprehensive Village Development Plans

As reported, the University has already conducted PRA in the villages around the campuses of the University. The next stage will be to make comprehensive development plans for these villages so that the entire population will benefit and progress towards well-being. The university is already scouting for funds from all available sources to make this initiative come to life and keep it going.

Free Residential School

At the institutional level, our social responsibility is being scaled to a higher level. We intend to provide free residential school education for 1000 children from around the neighbouring villages of our main campus at Tapesia. Preference will be given to those who are most disadvantaged.

In all these activities of the University, the university relies on the whole-hearted involvement of its students, faculty members and staff. By involving our university students in these initiatives, we will indeed succeed in moulding individuals who are socially committed and realize the vision of the university.

**ANNEXURE (A) TO ANNUAL REPORT OF ASSAM DON BOSCO
UNIVERSITY 2014-15**

Number of professional development / administrative training programs organized by the institution for teaching and non-teaching staffs

Sl. No.	Dates (from-to) (DD-MM-YYYY)	Title of the professional development program organised for teaching staff	Title of the administrative training program organised for non-teaching staff	No. of participants
1	15-07-2014 to 16-07-2014	Transformation through Reflection and Critical Thinking	Transformation through Reflection and Critical Thinking	85
2	15-12-2014 to 20-12-2014	Workshop on NanoTechnology		22
3	24-01-2015	FDP on Professional Development Programme	FDP on Professional Development Programme	100
4	27-02-2015 to 28-02-2015	“New Approaches of Basic Sciences towards the Development of Engineering and Technology-2015” (NABSET 2015)		33
5	12-03-2015 to 14-03-2015	Reimagining Education: Connecting vision, context and curriculum- a reference to south Asia		7
6	20-04-2015 to 29-04-2015	Assam Don Bosco University Induction Programme	Assam Don Bosco University Induction Programme	13
7	29-05-2015 to 30-05-2015	Training on Free and Open Source Software		20

**ANNEXURE (B) TO ANNUAL REPORT OF ASSAM DON BOSCO
UNIVERSITY 2014-15**

Number of teachers who had undergone online/face-to-face Faculty Development Programmes (FDP) (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

Sl. No.	Name of teacher who attended	Title of the program	Duration (from – to) (DD-MM-YYYY)
1	Bikash Agarwal	AICTE-Total Quality Management, ISO 9000 and Basics of NBA Accreditation in Technical Institutions	05-05-2014 to 09-05-2014
2	Arup Baruah	FDP : ISTE Workshop on Computer Networking by IITB	28-05-2014 to 05-07-2014
3	Gypsy Nandi	Pedagogy for Effective use of ICT in Engineering Education	12-06-2014 to 02-08-2014
4	Arup Baruah	Pedagogy for Effective use of ICT in Engineering Education	12-06-2014 to 02-08-2014
5	P. Joseph	Pedagogy for Effective use of ICT in Engineering Education	12-06-2014 to 02-08-2014
6	Sabiha Alam Choudhury	Women's Worlds Congress	17-08-2014 to 22-08-2014
7	Jhimli Kumari Das	ISTE Workshop on Control systems	02-12-2014 to 12-12-2014
8	Smriti Dey	Two week ISTE -STTP on Pedagogy for Effective use of ICT in Engineering Education	05-01-2015 to 31-01-2015
9	Subra Mukherjee	Pedagogy for Effective use of ICT in Engineering Education	05-01-2015 to 31-01-2015
10	Hemashree Bordoloi	Pedagogy for Effective use of ICT in Engineering Education	05-01-2015 to 31-01-2015
11	Samar Jyoti Saikia	Pedagogy for Effective use of ICT in Engineering Education	05-01-2015 to 31-01-2015
12	Bobby Sharma	AICTE-Recent Trends in Networks and Distributed Computing	10-02-2015 to 14-02-2015
13	Sabiha Alam Choudhury	International Conference on Education	12-03-2015 to 14-03-2014
14	Bikash Agarwal	ISTE STTP for Coordinators on Environmental Studies	23-03-2015 to 27-03-2015

15	Subra Mukherjee	Hands-on-Training (Level-1) program on Basic MEMS Fabrication Techniques at Microfabrication Facility, Department of Electronics and Communication Engineering, Tezpur University, under the DeitY sponsored project, "Setting up of Facilities for Fabrication of Micro-Electro-Mechanical Systems (MEMS) Devices".	23-03-2015 to 30-03-2015
16	Gypsy Nandi	Big Data Training Programme	01-05-2015 to 07-05-2015
17	Sarat Kumar Chettri	Big Data Training Programme	01-05-2015 to 07-05-2015
18	Maitrayee Dutta Swargiary	Trainers Training in Life Skills by IALSE, Chennai (Maryam Ajmal Women's College of Science and Technology, Hojai)	14-05-2015 to 20-05-2015
19	Arup Baruah	Introduction to Design of Algorithms (2-week ISTE STTP)	27-05-2015 to 30-05-2015
20	Uzzal Sharma	Introduction to Design of Algorithms (2-week ISTE STTP)	27-05-2015 to 30-05-2015
21	Uzzal Sharma	Orientation by UGC-HRDC, GU	01-06-2015 to 28-06-2015
22	Kaustubh Bhattacharyya	Hands on Training on Basic MEMS Fabrication Techniques	11-06-2015 to 16-06-2015