

# DIVERSITY AND INCLUSION

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# WHERE DIVERSITY MATTERS...



## INTRODUCTION

At Centurion University of Technology and Management we are committed to gender equality, diversity and inclusion. While the notions of gender equality, diversity and inclusion seem to be disappearing from the discourse in urban India, it is a matter of concern in tier two cities and rural areas of the country as the disparity seems glaring. We at Centurion, located in a tier two city with campuses in aspirational districts of the country, are attempting to gain gender parity by encouraging women students to enroll in various undergraduate and postgraduate programs, encouraging women candidates to apply for suitable positions and ensuring that issues of gender are addressed in all its policies and procedures. Efforts at increasing the diversity is by deliberately seeking admissions from different parts of the country. Also several attempts are being made to reach out to the international student community to ensure that a sizeable representation of international students is evident. All these efforts are with an aim to build an institution of excellence.

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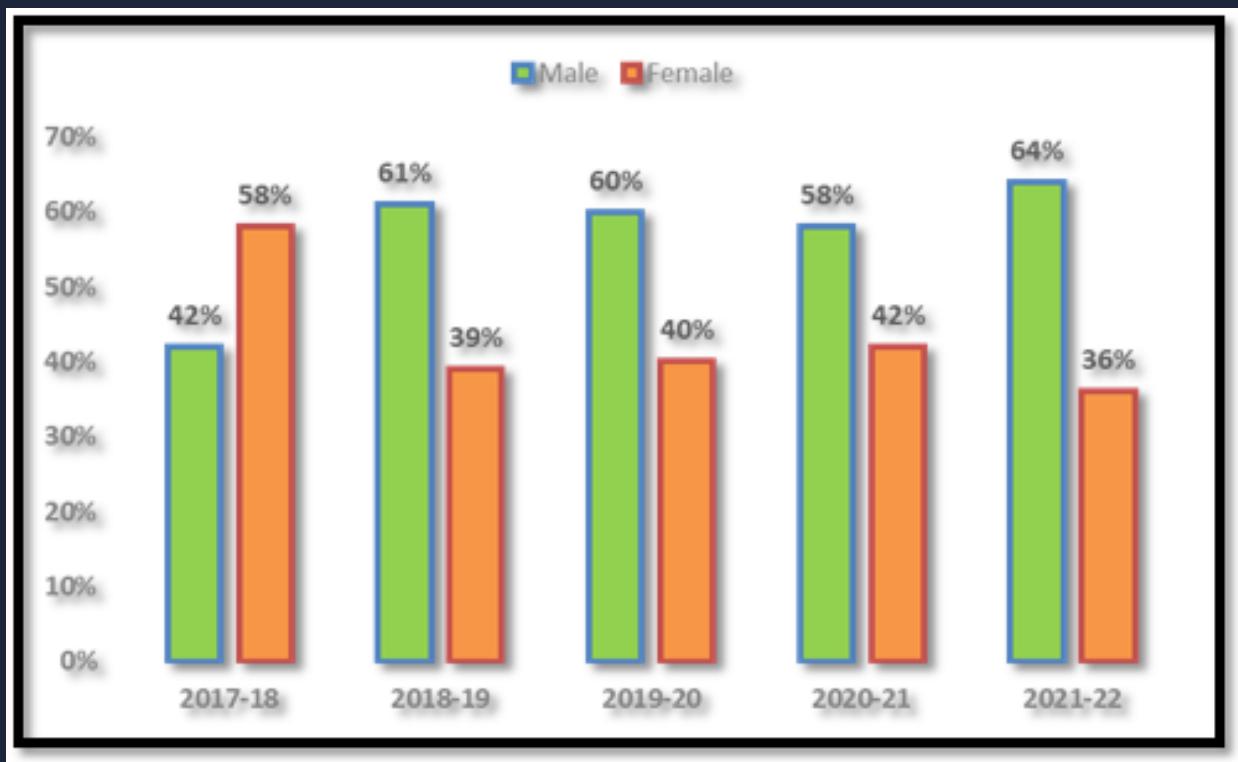
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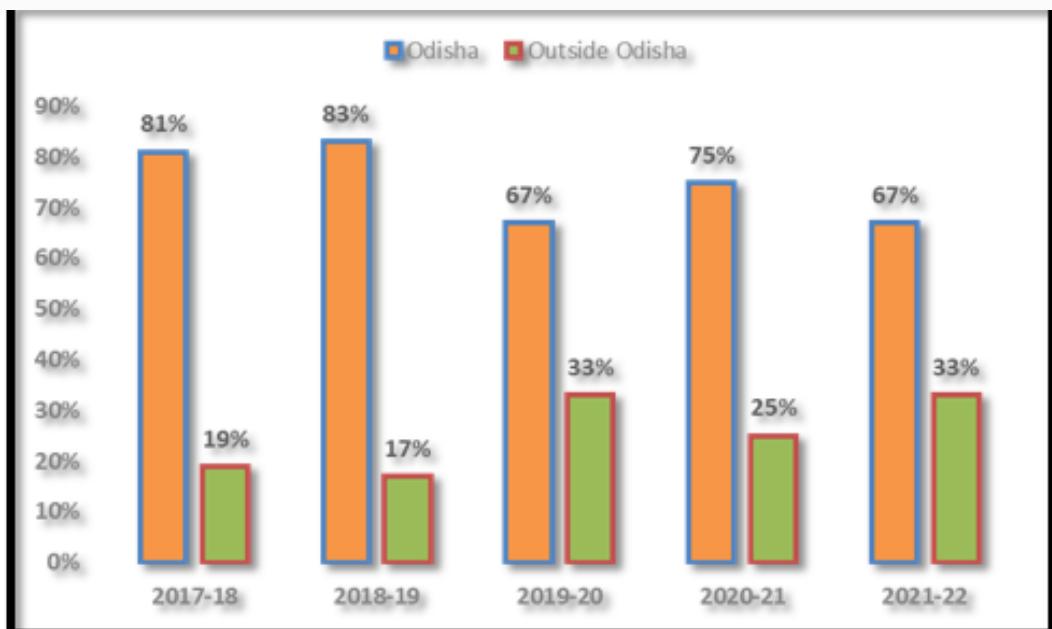
# DIVERSITY PROFILE OF THE UNIVERSITY - STUDENTS

## Gender Profile

Below is an attempt to visually represent the gender profile of the University, beginning with the student profile. As indicated in the below graph the number of female students has been more or less constant between 35 and 45%. Therefore, the University has taken several measures to encourage female students to apply and enroll in various programs. The University has provided 'Chandrika Scholarships' to all female students who wish to take up Engineering Education other than the Computer Science and Engineering Branch. The results are quite encouraging. The total number of students in 2021 is 2196.



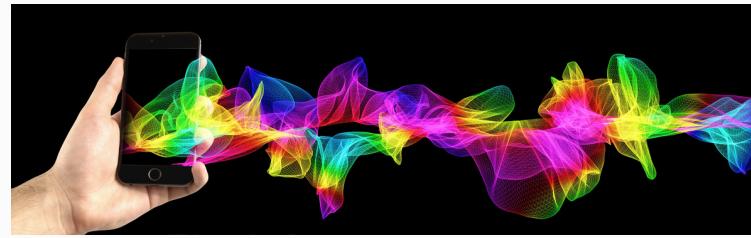
# DIVERSITY PROFILE OF THE UNIVERSITY - STUDENTS



## DISTRIBUTION OF STUDENTS FROM DIFFERENT STATES

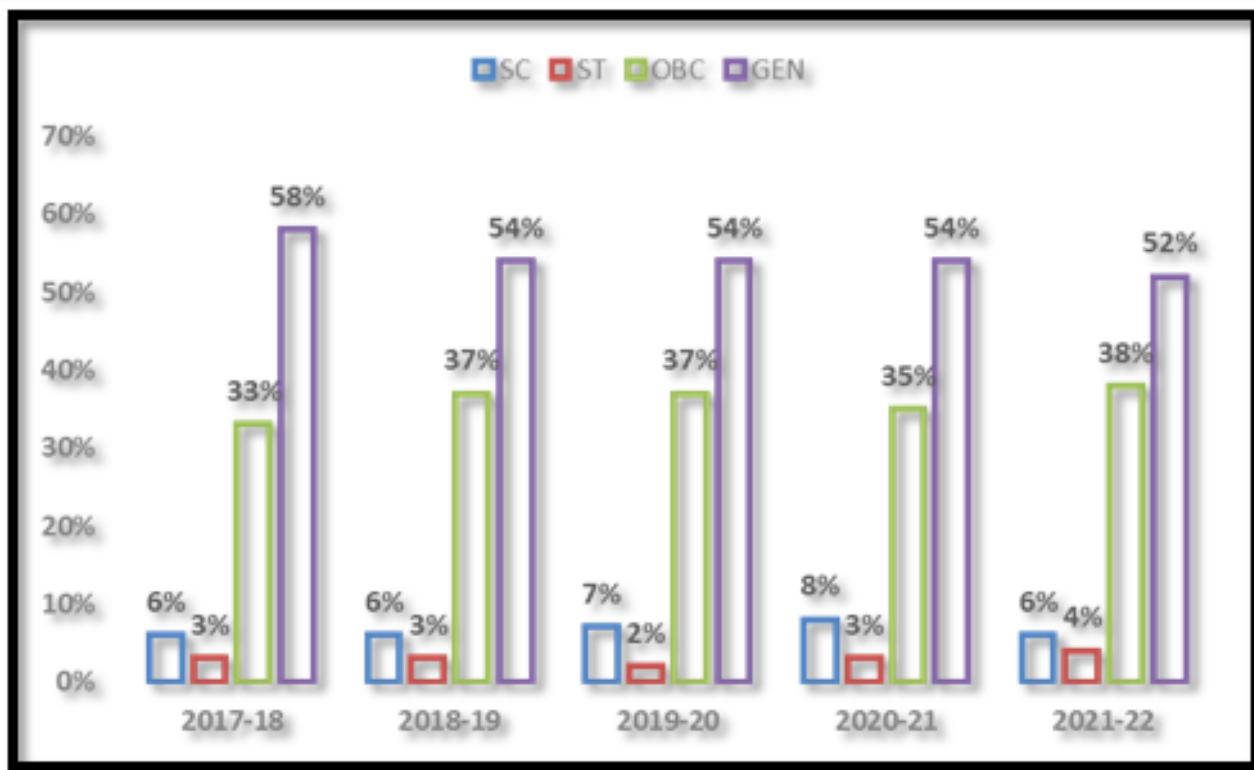
About 33% of the students are from States other than Odisha. The primary states from where students are drawn are Bihar, West Bengal, Jharkhand and Andhra Pradesh with small numbers from other states. Every effort is being made to address the diversity of students. The University's admission outreach is making an all out effort to source students pan India. For this the University has increased its efforts to reach out to various digital platforms and advertise pan India.

The team is also attending several admission fairs in different regions of the country. Every effort is also being made to promote the Centurion University Entrance Examination.



# SOCIAL CATEGORY BASED INCLUSION OF STUDENTS

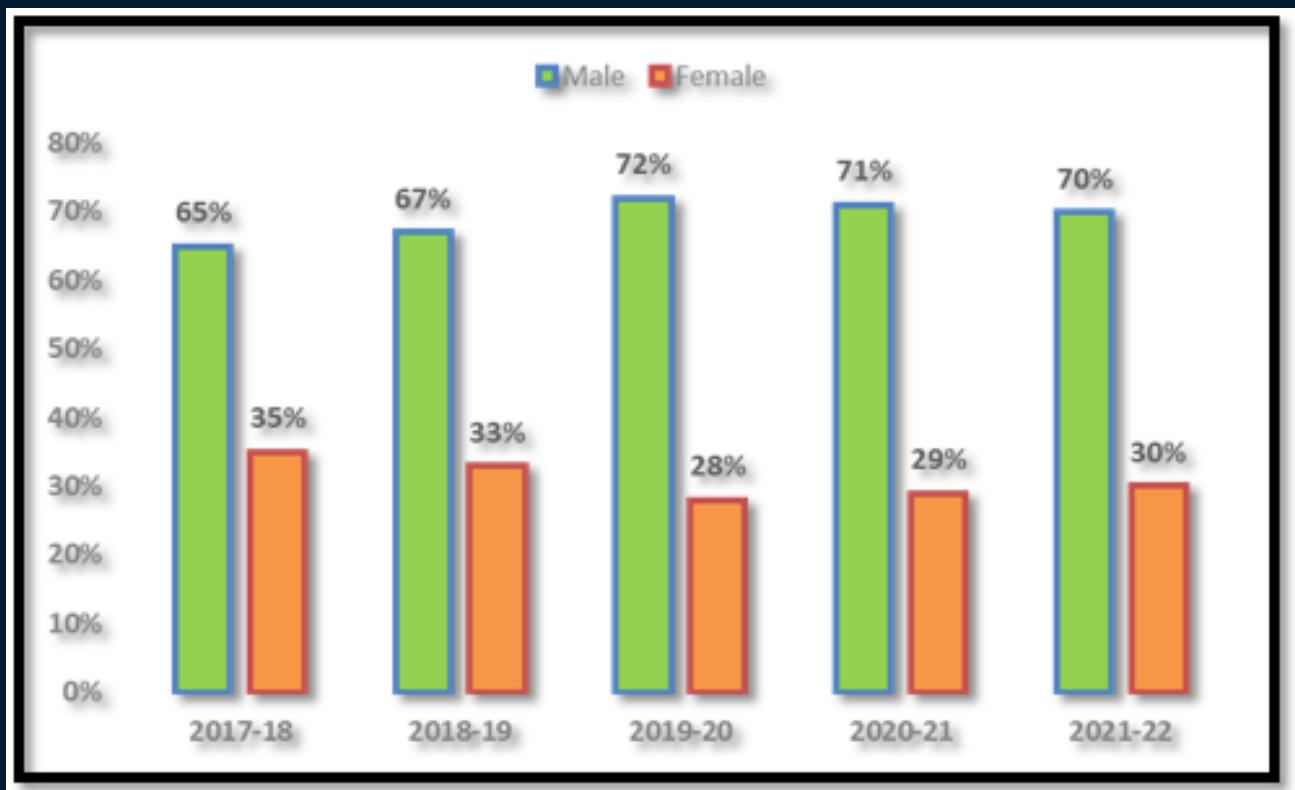
While the largest population of students are from the General category (GEN), over the period of years, there is a marginal increase in the number of students belonging to Other Backward castes (OBC). The Scheduled Caste (SC) and Scheduled Tribe (ST) student numbers have remained more or less stable. Efforts are being made to encourage SC and ST students to apply. Where required the University also provides additional coaching to slow learners and persons with learning disabilities.



# DIVERSITY PROFILE OF THE UNIVERSITY - FACULTY

## GENDER PROFILE

The Faculty Gender profile is indicated below. Despite several efforts the female to male ratio among faculty is still very low (not exceeding 35%). The total number of faculty in 2021 is 312. At present, all advertisements for recruitment drives of the University have a rider that female candidates will be preferred.





## EDUCATION PROFILE

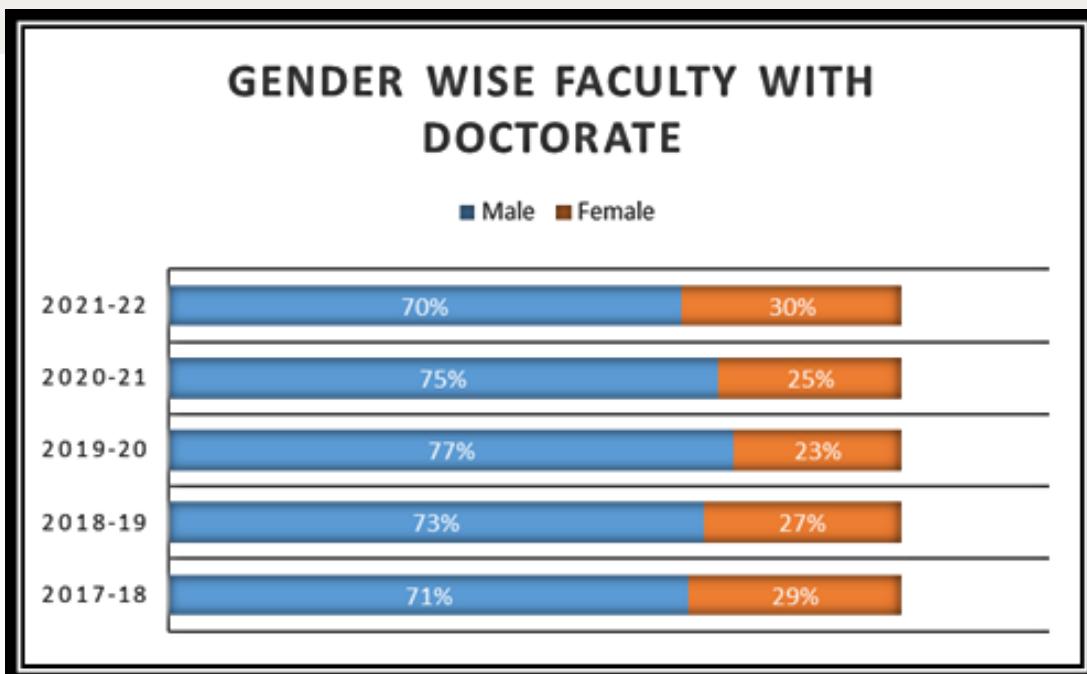


Providing quality education to students and creating a research culture has been the endeavor since the inception of the University. Over the past five years the number of faculty with PhD degrees has been on the rise; in fact there is a reversal of the ratio of PhD to non-PhD faculty. The University has not only made special efforts to recruit faculty with PhD degrees, it has encouraged its existing faculty to register for PhD, as full time scholars even.



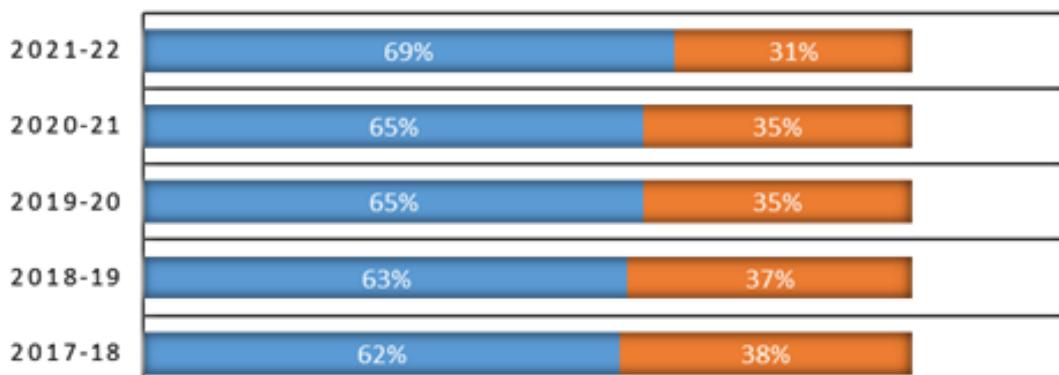
The distribution of female to male faculty with PhD has almost remained stable at approximately 30 is to 70. A similar distribution is evident among male and female faculty who do not have PhD degrees.

## GENDER WISE PHD FACULTY DISTRIBUTION



## GENDER WISE FACULTY WITHOUT DOCTORATE

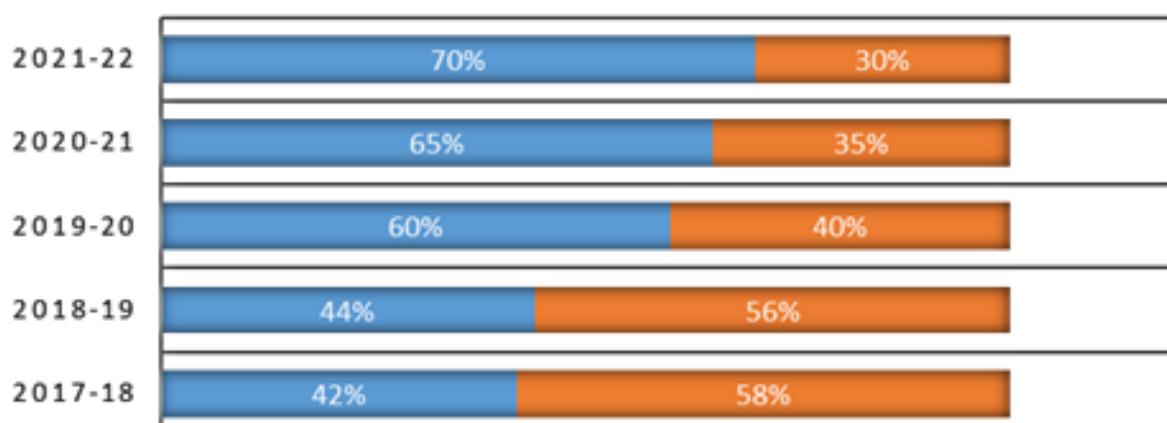
■ Male ■ Female

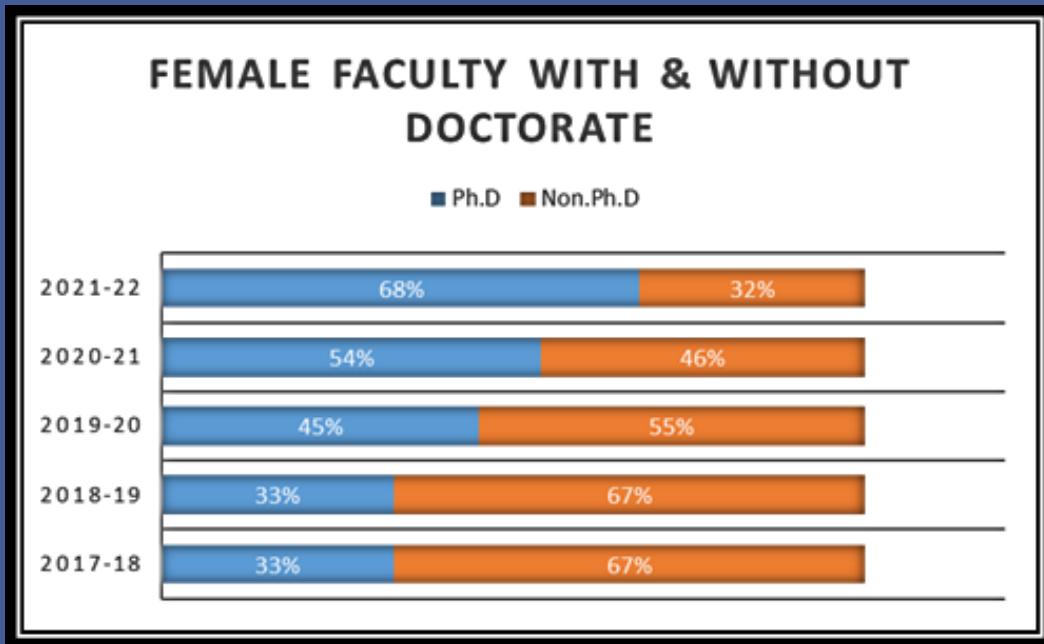


A glance at both male and female faculty reveals that the number of non-PhD faculty has been steadily declining. We are aiming to have a large number of faculty with PhD degrees, while at the same time promoting the engagement of Professors of Practice, those who have industry relevant experience to help build the skill, production and entrepreneurial ecosystem. We also have a cadre of technicians who are especially responsible for the skills training.

## MALE FACULTY WITH & WITHOUT DOCTORATE

■ Ph.D ■ Non.Ph.D





## CONCLUSION

In conclusion, at Centurion University Diversity and Inclusion Matter. The three statutory positions of the University, Vice Chancellor, Registrar and Director Quality Assurance cum Controller of Examinations are all women. Women have also been appointed in other leadership positions such as Deans and Associate Deans. Overall, this has a significant impact on disciplinary issues and human values. Further, this has helped in addressing the Sustainable Development Goals, in addition to SDG 5 on Gender Equality.