

# Recruitment of Underrepresented Groups

## 1. Student Recruitment Initiatives

Centurion University has implemented several targeted actions to ensure students from underrepresented and disadvantaged groups gain equitable access to higher education:

- Outreach in Tribal and Rural Areas: CUTM organizes admission and guidance camps in tribal districts and underrepresented regions, helping first-generation learners navigate the enrollment process.
- Collaborations with NGOs & Local Governments: Partnerships with community organizations spread awareness about scholarship opportunities and career pathways for marginalized youth.
- Scholarship Support: A wide range of scholarships are available, including the *Chandrika Scholarship* (for women), *PRERANA Post-Matric Scholarship* (for SC/ST/OBC/SEBC students), *Sasakawa Scholarship* (for children of leprosy-affected parents), and international student financial aid.
- Bridge and Support Programs: The *Academic Bridge Programme* and skill-building workshops are offered to support first-generation, rural, and non-traditional students in transitioning smoothly into higher education.
- Residential Facilities: Over 80% of students are offered on-campus housing, which helps reduce dropout rates due to geographical and financial constraints.
- Tribal Affairs Cell: Dedicated unit for addressing cultural and academic integration of tribal students.

*Outcome (2024):* Significant representation from SC, ST, OBC, women, and first-generation students across campuses in Paralakhemundi, Rayagada, Bolangir, Bhubaneswar, Chhatrapur, and Balasore.

# Impact at a Glance 2024

## Gender Equality Metrics



First-Generation  
Women Enrolment

**30%**

first in family to  
attend



Women  
Enrollment

**28%**

of total students



Senior Female  
Academics

**19%**

of senior staff



Women  
Graduates

**34%**

of total graduates



Women Start-up  
Founders

**58%**

of entrepreneurs



Livelihood Classes  
(SHG Women)

**700**

trained in communities

## 2. Faculty and Staff Recruitment Actions

To ensure inclusivity in employment, CUTM has integrated equity-driven measures into its hiring and staff development systems:

- **Inclusive Hiring Practices:** Hiring committees receive training on diversity and unconscious bias. Recruitment advertisements explicitly encourage applications from women, ethnic minorities, differently-abled individuals, and tribal candidates.



# CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

(Estd. Under Odisha Legislature Act 4 of 2010)



## WALK-IN-INTERVIEW ADVERTISEMENT FOR PROJECT ASSOCIATE-I

Centurion University of Technology and Management (CUTM) is a Skill University committed to providing high-quality education to students of excellence worldwide. Among CUTM's various initiatives, conducting research and development in the field of aquatic environments stands as a top-priority area. CUTM is currently offering the following temporary positions to bright, dynamic, eligible and motivated candidates to contribute to its **Indian National Centre for Ocean Information Services (INCOIS)**, Ministry of Earth Sciences, Govt. of India sponsored research project "Evaluation of POC bio-optical algorithms & understanding environmental forcing on POC dynamics". The positions are temporary in nature, co-terminus with sponsored project and based on the performance of the candidate. Details about the positions, monthly emoluments, academic qualifications, responsibilities, selection procedure, and other general conditions are given below:

**Name of the Post:** Project Associate-I      **No. of Posts:** 1      **Age Limit (as on the date of interview):** Below 35 Years

### QUALIFICATIONS:

**Essential Qualification:** Post Graduate Degree (M.Sc.) in Marine Sciences / Marine Biology / Oceanography / Environmental Sciences / Life Sciences / Geo-informatics (or) its equivalent from a recognized university/institute with at least a first class (60% of marks) in the qualifying degree.

### Desirable:

- 1 (one) year of research experience in research and development in the field of Marine Biology / Marine Science / Marine Bio-geochemistry / Environmental Sciences / Life Sciences.
- Experience in use of Bio-geochemical and bio-optical instruments/sampling gears, sample collection and analysis of Bio-geochemical parameters, onboard analysis at sea undertaking/participating in cruises.
- Experience in use of oceanographic data visualization software's.
- Physical fitness to undertake work onboard boats/ships at sea.

**Responsibilities:** The selected candidate is expected to engage in R & D activities of the project at CUTM including field campaign participation, water sample collection and analysis of biogeochemical-optical parameters, hyperspectral radiometer operation, satellite data processing, database handling, data analysis, research publication preparation.

Any other scientific/technical jobs that may be assigned from time to time.

**Emoluments:** Monthly fellowship Rs. 31,000/- + HRA

### GENERAL CONDITIONS:

**Recruitment Procedure:** Through Walk-In-Interview (physical mode only)

**Interview Date:** 6th July 2024 (Reporting Time: 0900 hrs)

**Reporting Place:** Centurion University of Technology and Management, Bhubaneswar campus, At - Ramchandrapur, PO-Jatni, Bhubaneswar, Dist: Khordha, 752050, Odisha, India

- Applicants may send their brief Bio-data (**prescribed format**) to the Principal Investigator through email ([kamal.barik@cutm.ac.in](mailto:kamal.barik@cutm.ac.in)) with copy to Co-Principal Investigator ([pratap.chhotaray@cutm.ac.in](mailto:pratap.chhotaray@cutm.ac.in)) mentioning educational qualification, academic / R&D experience details and list of research publications. Applicants need to submit the self-attested photocopies of educational certificates/mark sheets from H.S.C onwards and proof of academic /R&D experience details on the day of the interview. Applicants must bring all the original documents for verification.
- The candidate's age should not exceed the age limit mentioned above as on the date of interview (SC / ST / OBC / Ex-servicemen, PH candidates are eligible for relaxation in age limit as per Govt. of India orders).
- Candidates are required to work participate in various field programmes on board research vessels, boats, at various coastal locations, etc, if assigned or any other works assigned to him/her from time-to-time by the PI.
- Leaves: Same as prevailing rules of CUTM
- **Travel:** No TA will be paid by CUTM for attending the interview. CUTM will not be responsible for any other arrangements.
- The names of selected candidates will be displayed on the CUTM website.
- Canvassing in any form will be a disqualification.
- **Place of Posting:** CUTM, Bhubaneswar.

### **Recruitment Advertisements with a UGC guidelines and preference for women**

- Collaborative Pathways: CUTM partners with organizations and industry stakeholders to create employment opportunities for underrepresented groups in teaching and non-teaching positions.



Training at GTET-apparel on the launch of the “**Karjayakaram**” Skill Development Program to create sustainable livelihoods and support local economic development by Centurion University of Technology and Management and LTI-Mindtree CSR

- Current Employee Profile (2024):
  - Total Employees: ~2000 (Teaching & Non-teaching)
  - Women Employees: 34%
  - Employees from underrepresented groups (Dalits, ethnic minorities, tribal, differently-abled, refugees): ~5% (~105 employees)
- Leadership Representation: Women hold key decision-making positions, including Vice Chancellor, Registrar, Directors, and Deans, reinforcing CUTM’s commitment to gender equality and representation. It has provided avenues to everyone who performs.



**Dr. Supriya Pattanayak**  
Vice Chancellor



**Dr. Anita Patra**  
Registrar



**Dr. Jyoti Sayantani**  
Director, Quality Assurance



**Dr. Sujata Chakravorty**  
Dean, SoET



**Dr. Soumya Jal**  
Dean, SoPAHS

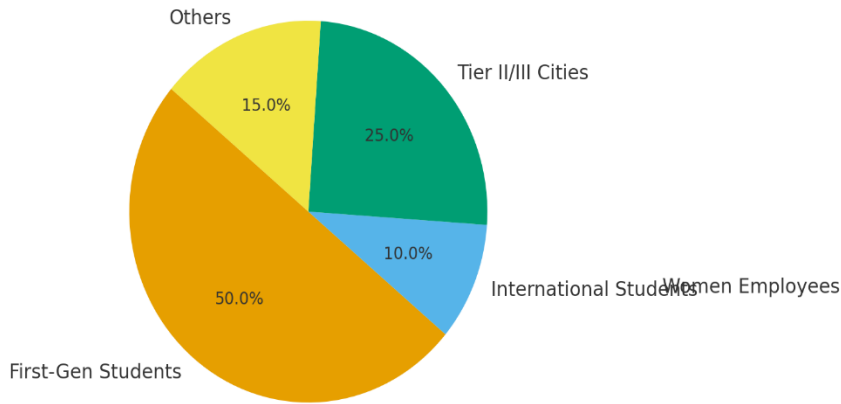


**Ms. Monalisha Ghosh**  
Director-International  
Relationship & Government  
Partnership

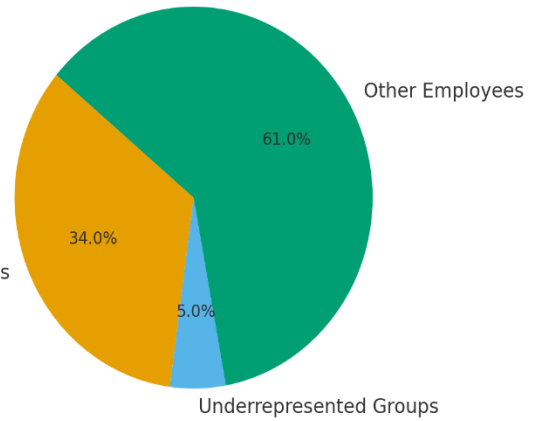
📌 *Outcome (2024):* A growing presence of women and individuals from marginalized communities across academic, administrative, and leadership roles.

# Centurion University - Diversity & Inclusion Dashboard (SDG 10.6.3)

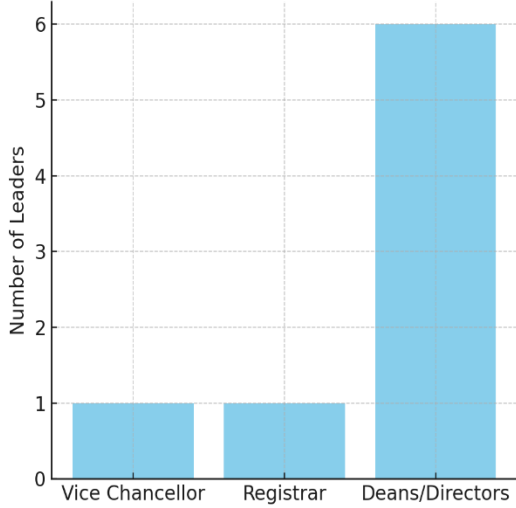
Student Recruitment Highlights (2024)



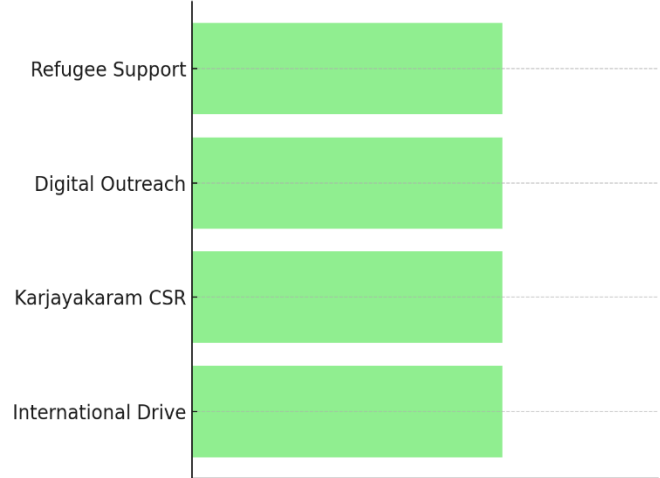
Employee Diversity (2024)



Women in Leadership Roles



New Initiatives (2024)



## WOMEN EMPOWERMENT