

Remote Working and Flexible Work

Centurion University has proactively reshaped its work and learning environment to better serve the evolving needs of its community, integrating modern work policies and digital platforms. The university's initiatives center on flexibility, operational efficiency, and a strong commitment to sustainability.

Hybrid Work and Learning Ecosystem

- **Adoption of a Hybrid Model:** Centurion University has implemented a hybrid work model, blending on-campus presence with remote working arrangements. This structure allows both students and employees to participate in academic and administrative activities from various locations, improving responsiveness and adaptability.



Fig. 1 shows the hybrid model used by Centurion University students.

- **Remote and Flexible Work:** The university encourages a partially remote work policy, giving staff the autonomy to work from home several days a week. This flexibility not only supports work-life balance but also contributes to increased job satisfaction and productivity.
- In 2024, approximately 65 % of faculty utilized telecommuting options at least 2–3 days per week. This flexibility supports work-life balance, enhances job satisfaction, and contributes to increased productivity.



Fig. 2 shows remote and flexible work by Centurion University.

- **Condensed Work Schedules:** By offering options for condensed workweeks, Centurion University reduces commuting needs, which in turn helps lower the institution's overall carbon footprint and advances its sustainability goals.
- About 20 % of faculty opted for condensed workweeks in 2024, reducing commuting requirements by an estimated 5,400 person-days annually, which directly lowers the campus carbon footprint.

Digital Communication and Collaboration Tools

- **Introduction of Slack:** Centurion University has integrated Slack as its central communication platform, streamlining real-time collaboration, efficient information sharing, and teamwork through dedicated channels. This shift to digital communication optimizes workflow, minimizes delays, and keeps all team members aligned.



Fig. 3 shows the slack initiatives by Centurion University.

- **Utilization of Digital Platforms:** A suite of digital tools supports virtual classrooms, meetings, resource sharing, and administrative processes, ensuring that educational and operational tasks proceed seamlessly regardless of location.

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Fig. 4 shows NPTEL Online Course platform.

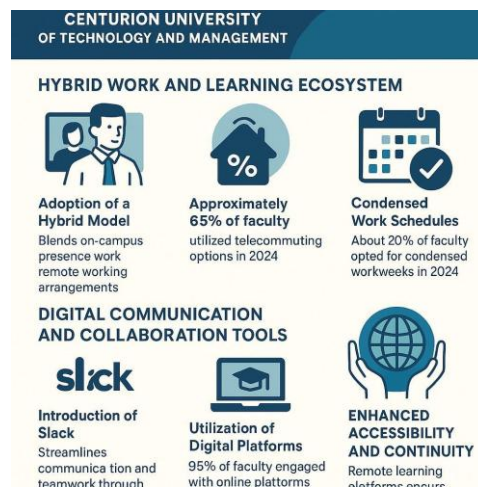


Fig. 5 shows the hybrid work and learning ecosystem initiatives in Centurion University, Bhubaneswar in 2024.

Enhanced Accessibility and Continuity

- **Accessible Education for All:** By leveraging remote learning platforms and digital resources, the university ensures access to education for students who are unable to attend on-campus, accommodating a variety of circumstances including geographical distance and health challenges.



Fig. 6 shows the engagement of students in accessible education for all policy.

Centurion University's strategic adoption of flexible work policies and advanced communication tools epitomizes its drive toward operational excellence, sustainability, and inclusive access to education and employment.

In 2024, Centurion University leveraged remote learning platforms and digital resources to provide uninterrupted access to education and professional development for its 605 faculty members and over 4,500 students. Approximately 65 % of faculty and 70 % of students participated in virtual classes, online workshops, and webinars, ensuring continuity of teaching, learning, and administrative training even when on-campus attendance was not possible. These platforms accommodated diverse circumstances, including geographical distance, health constraints, and mobility challenges, enabling employees and students across multiple campuses—including Bhubaneswar and Paralakhemundi—to engage fully with academic programs.

By integrating these digital tools, Centurion University reduced commuting requirements by an estimated 5,400 faculty person-days and 9,000 student travel-days in 2024, directly decreasing greenhouse gas emissions while maintaining high standards of education and workforce engagement.