Centurion University
Shaping Lives...
Empowering Communities...

Access to University Underrepresented Groups Recruit

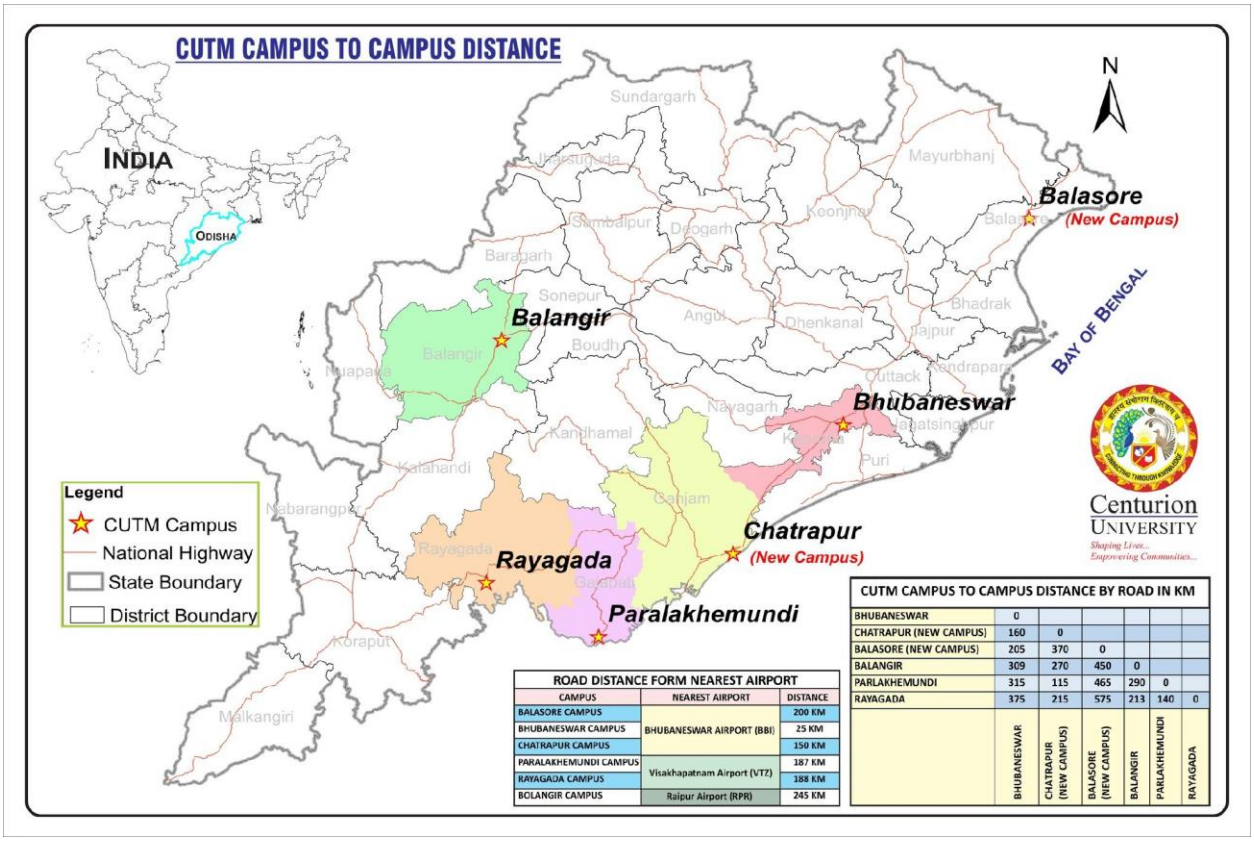


Fig. 1: Centurion University of Technology and Management campuses across Odisha

Centurion University takes planned and measurable actions to recruit students, staff and faculty from groups that are underrepresented in higher education and in the workforce, including Scheduled Castes and Scheduled Tribes, first-generation learners, women, persons with disabilities and students from rural and low-income households. Its six campuses across Odisha, several of them in districts with large tribal and rural populations, bring higher education and employment closer to these communities.

1. Student Recruitment Initiatives

The University has implemented the following targeted actions to ensure that students from underrepresented and disadvantaged groups gain equitable access to higher education:

- **Outreach and career-counselling camps:** In 2025, the Admissions team and the Department of Optometry jointly conducted 16 vision-screening and career-counselling camps at schools and colleges in Angul, Dhenkanal, Cuttack, Jajpur, Bhadrak, Paradeep, Jatani, Konark and Nimapada. A total of 4,003 students and community members were screened, and university brochures and admissions guidance were shared with participants.

- **Partnerships with NGOs, government bodies and international partners:** In 2025, the University worked with 7 external partners to recruit and train people from underrepresented groups (Table 3). Corporate partners funded skills training for differently-abled and rural tribal youth; an NGO working with poor rural families sent its farmers and field staff for training; an NGO in the tribal district of Kalahandi trains women as community health practitioners through a University diploma; and the Government of Zimbabwe sponsored 71 of its officers for long-term skills training at the University.
- **Scholarship support:** In 2025, 5,867 of the 13,360 enrolled students (43.9%) received scholarships or fee concessions worth ₹12.08 crore. These include the Chandrika Scholarship for women (93 women in 2025), the PRERANA Post-Matric Scholarship for SC, ST, OBC and SEBC students (786 students), the Post-Matric Scholarship (1,034 students), the Sasakawa Scholarship for children of leprosy-affected parents and financial assistance for international students.
- **Bridge and support programmes:** The Academic Bridge Programme and skill-building workshops help first-generation, rural and non-traditional students make the transition to higher education.
- **Residential facilities:** On-campus hostels at the University's campuses reduce the geographical and financial barriers faced by students from remote districts.
- **Tribal Affairs Cell:** A dedicated unit supports the cultural and academic integration of tribal students.

Outcomes of Student Recruitment, 2023–2025

The University's recruitment actions are reflected in the composition of its intake. Half of all students starting a degree in 2025 were first-generation learners, and the number of women starting a degree rose by 54% between 2023 and 2025, from 900 to 1,389.

Table 1: Access indicators, 2023–2025. Percentages for students starting a degree are calculated against the number of students starting a degree in that year; percentages for total students and students with disabilities are calculated against total enrollment.

Indicator	2023	2024	2025
Total students enrolled	10,700	11,571	13,360
Students starting a degree	3,073	3,471	4,275
First-generation students starting a degree	1,414 (46.0%)	1,768 (50.9%)	2,137 (50.0%)
Women starting a degree[1]	900 (29.3%)	1,110 (32.0%)	1,389 (32.5%)
Women in the total student population[1]	2,981 (27.9%)	3,241 (28.0%)	4,781 (35.8%)
First-generation women starting a degree	243 (27.0% of women starters)	340 (30.6% of women starters)	485 (34.9% of women starters)
Students with disabilities	0	60 (0.52%)	60 (0.45%)

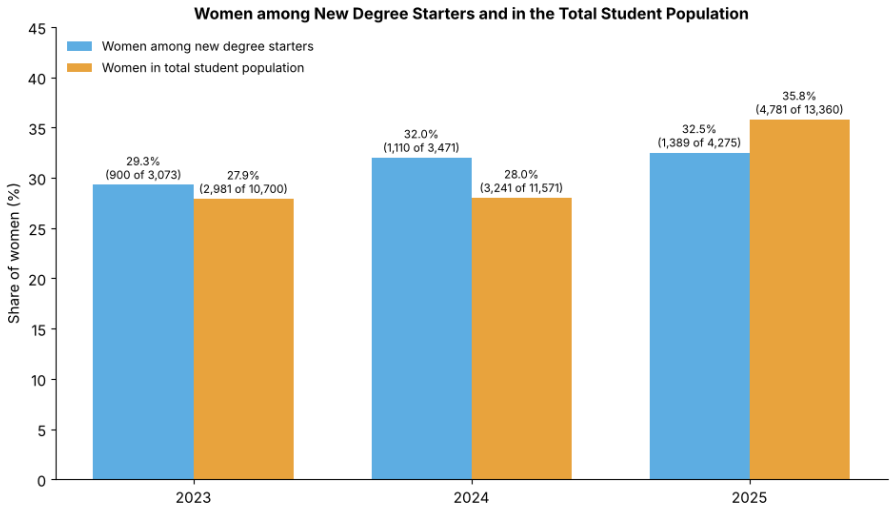


Fig. 2: Share of women among students starting a degree and among all enrolled students, 2023–2025.

In addition, 5,061 of the 9,324 students enrolled in undergraduate and postgraduate programmes in 2025 (54.3%) belong to the Scheduled Castes, Scheduled Tribes or Other Backward Classes.

Outreach and Partnership Activity, 2025

Table 2: Frequency of outreach, partnership and training activity, 2025.

Activity	2025	Detail
Vision-screening and career-counselling camps with the Admissions team	16 camps	4,003 students and community members screened in 9 locations
Partners supporting the recruitment and training of underrepresented groups	7 partners	Participants listed in Table 3
Students receiving scholarships or fee concessions	5,867	43.9% of 13,360 enrolled students; ₹12.08 crore
Women receiving the Chandrika Scholarship	93	₹17.86 lakh
Trainees from priority groups in employability programmes	2,000	Tribal 1,200; underprivileged 750; differently-abled 50
Gender sensitisation workshops for faculty, conducted by the Centurion Capacity and Competency Development Centre	2 workshops	23 January 2025 and 31 July 2025 (36 participants), facilitated by the University's gender expert

Table 3: Partners supporting the recruitment and training of underrepresented groups, with participants, 2025.

Partner	Type	Activity	Participants
IDBI Bank Ltd.	Corporate (CSR)	Skills training for differently-abled youth	120
Odisha Power Transmission Corporation Ltd.	Government company (CSR)	Skills training for differently-abled and rural tribal youth	30
Haridaspur Paradip Railway Co. Ltd.	Corporate (CSR)	Skills training for differently-abled youth	20
Mytri Infra and Mining India Pvt. Ltd.	Corporate (CSR)	Skills training for differently-abled youth	16
Harsha Trust	NGO	Residential training in organic and sustainable farming for farmers and field staff, 17–18 January 2025	20
Government of the Republic of Zimbabwe (Presidential and National Scholarships Department)	Government	Long-term skills training in electric vehicle assembly, transformer manufacture and apparel production, January–July 2025	71 government officers
Swasthya Swaraj Society, Bhawanipatna	NGO	Diploma in Community Health Practice for women from tribal districts, trained as frontline community health practitioners	30+ women (since the programme began)
Total participants			277

2. Faculty and Staff Recruitment Actions

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

- **Inclusive recruitment practices:** Under the University's Equal Opportunity Policy, the Staff Recruitment and Selection Policy applies equally to everyone seeking employment, and all staff are responsible for eliminating gender inequity and unconscious bias in their work. Recruitment advertisements follow UGC guidelines and explicitly encourage applications from women, ethnic minorities, persons with disabilities and tribal candidates. The policy also adopts the Government of India reservation norms of 15% for Scheduled Castes, 7.5% for Scheduled Tribes and 27% for Other Backward Classes.
- **Training for faculty and staff:** The Equal Opportunity Policy makes gender sensitisation workshops mandatory for all faculty and staff and requires gender sensitisation sessions in the induction of new faculty. In 2025, the Centurion Capacity and Competency Development Centre conducted two gender sensitisation workshops for faculty, on 23 January and 31 July 2025; the July workshop on gender sensitisation and inclusive behaviour was attended by 36 participants. The University's Diversity and Equality Committee also held an expert session on advancing diversity, inclusion and social justice on 22 September 2025.
- **Collaborative employment pathways:** The University works with government agencies, NGOs and industry partners, including LTIMindtree CSR through the Karjayakaram skill development programme, to create teaching, non-teaching and enterprise employment for underrepresented groups.
- **Employment through university enterprises:** Gram Tarang, the University's skills and livelihood enterprise, and its apparel manufacturing unit recruit and employ tribal, rural and differently-abled people directly (see Case Study 1).
- **Equal opportunity for advancement:** Promotion, responsibility and recognition are based on performance and merit, ensuring that every employee has avenues for professional growth.

Employee Profile, 2024–2025

Table 4: Employee profile. Percentages for women academic staff are calculated against total academic staff; percentages for senior academic staff against senior academic staff.

Indicator	2024	2025
Total employees (teaching and non-teaching)	About 2,000	2,037
Academic staff	605	662
Women academic staff	193 (31.9%)	211 (31.9%)
Women among senior academic staff	36 of 180 (20.0%)	38 of 186 (20.4%)
Women employees (all staff)	34%	45%
Employees from underrepresented groups (Dalits, ethnic minorities, tribal communities, differently-abled persons, refugees)	About 105 (5%)	111(5.4%)
Employees with disabilities	1	2 (0.10% of 2,037)

Between 2024 and 2025, the academic staff grew from 605 to 662. Women accounted for 18 of this net increase of 57, keeping their share of academic staff at 31.9%, and the number of women in senior academic positions rose from 36 to 38.

Leadership Representation

Women hold key decision-making positions at the University, including those of Vice Chancellor and Registrar, as well as director and dean positions, reinforcing the University's commitment to gender equality and representation in leadership.



Prof. Supriya Pattanayak
Vice Chancellor



Prof. Anita Patra
Registrar



Ms. Monalisha Ghosh
Director, International Relationships and Government Partnerships



Dr. Soumya Jal
Dean, School of Allied Health Sciences

Other women in leadership positions include:

Table 5: Other women in leadership positions, 2025.

Name	Position	Responsibilities
Dr. Smita Mishra Panda	Director, Research; Gender Expert	Chairs the Diversity and Equality Committee, which advises on and implements diversity, equity and inclusion policies, programmes and training
Dr. Prajna Pani	Dean, School of Management	Coordinated the gender sensitisation workshops for faculty and students in July and August 2025
Prof. S. N. Sandhya	Vice Principal, School of Nursing	Academic leadership of the School of Nursing

3. Case Studies: From Recruitment to Outcome

Case Study 1: Recruiting Tribal and Differently-Abled People into Employment

Gram Tarang, the University's skills and livelihood enterprise, recruits trainees from tribal, rural and disability communities, trains them in employability skills and employs a share of them directly. In 2025, it trained 2,000 people from priority groups: 1,200 from tribal communities, 750 underprivileged trainees and 50 differently-abled participants. Delivery partners included LTIMindtree CSR through the Karjayakaram skill development programme.

- **Recruitment:** Trainees are mobilised from rural, tribal and remote districts.
- **Training:** 2,000 trainees from priority groups completed employability training in 2025.
- **Hiring outcome:** 150 people were employed in Gram Tarang's own operations: 70 differently-abled employees and 80 tribal or underprivileged workers.

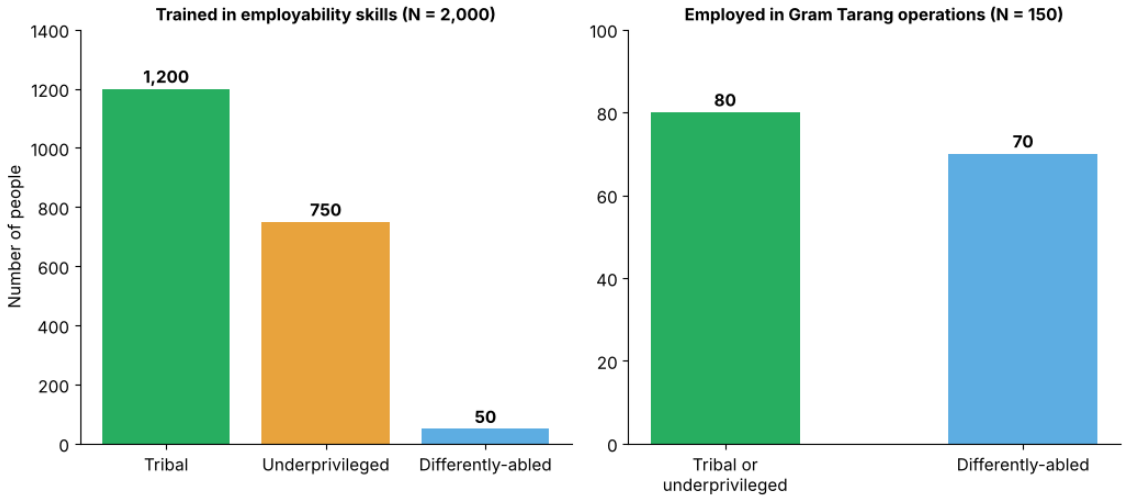


Fig. 3: Gram Tarang trainees from priority groups (N = 2,000) and people employed in Gram Tarang operations (N = 150), 2025.

The University's apparel manufacturing unit applies the same approach at larger scale. It trains and places 4,000 to 5,000 learners each year, and more than 50,000 rural, tribal and differently-abled youth have been trained and placed since 2014. Sign-language instruction and non-verbal workplace systems enable hearing- and speech-impaired trainees to work independently, and women make up about 70% of trainees with disabilities.



Fig. 4: Trainees, including government officers from Zimbabwe, in the University's apparel manufacturing unit, a living laboratory for inclusive employment, 10 July 2025.

In the 2024–25 programme year, the University also delivered CSR-funded skills training for differently-abled and tribal youth with four corporate partners: IDBI Bank (120 differently-abled trainees), Odisha Power Transmission Corporation Limited (30 differently-abled and rural tribal trainees), Haridaspur Paradip Railway Company (20 differently-abled trainees) and Mytri Infra and Mining India (16 differently-abled trainees), a total of 186 trainees. A further 800 youth were trained under the LTIMindtree Foundation CSR programme and 819 unemployed youth under the placement-linked programme of Bajaj Finance.

Skilling and Placement Pathways at Scale

The University's skilling records show the scale at which this recruitment-to-employment pathway operates. Across all verticals, 874,833 learners have been enrolled since 2006–07, and annual enrolment has remained close to 100,000 in each of the last three years. The apparel (industrial sewing machine operator) programme alone has trained 41,283 people since 2014–15, of whom 39,219 (95.0%) received placement offers.

Table 6: Enrolment across the University's skilling verticals. These are programme-wide figures and are not disaggregated by social category; placement offers are offers made to trainees.

Vertical	FY 2023–24	FY 2024–25	FY 2025–26	Total since 2006–07	Placement offers
NCVT ITI (fitter, electrician, welder, mechanic)	443	383	446	7,023	85%
Diploma engineering	269	307	460	4,801	80%
Manufacturing sector	467	8,377	986	51,613	72%
Automotive	120	273	683	26,689	Not applicable
Industrial sewing machine operator (apparel)	1,915	2,180	1,086	52,187	95%
Hospitality, retail and IT/ITeS	517	1,593	1,620	24,945	78%
BFSI	134	–	–	13,572	100%
Agriculture	4,323	4,464	4,300	85,476	100%
Beauty and wellness	–	2,080	301	2,381	Not applicable
NSQF schools	75,458	61,616	69,526	506,339	Not applicable
Work-integrated skills training and apprenticeships	14,621	15,529	22,178	99,807	100%
Total	98,267	96,802	101,586	874,833	80%

Case Study 2: A Tribal Woman Student's Pathway from Admission to Continued Enrolment

Woman student from a Scheduled Tribe community, Bachelor of Commerce in Banking and Accounting (2024 intake). The student's name has been withheld to protect her privacy; her admission and scholarship records are held by the University.

- **Admission (2024):** She was admitted to the three-year Bachelor of Commerce programme in Banking and Accounting in the School of Management.
- **Support received (2025):** She received the Chandrika Scholarship for women, covering 20% of her course fee (₹14,000), and the PRERANA Post-Matric Scholarship for SC, ST, OBC and SEBC students (₹9,101).
- **Outcome (2025):** With both awards in place, she completed her first semester and continued into the second semester of the programme. All 93 women who received the Chandrika Scholarship in 2025 likewise continued into the following semester.

Continuous Commitment

Through targeted outreach, partnerships, scholarships and inclusive hiring, Centurion University continues to recruit students, staff and faculty from underrepresented groups. In 2025, half of all new degree starters were first-generation learners, women made up 35.8% of the student body, 45% of all employees and 31.9% of academic staff, and the University's enterprises employed 150 tribal, underprivileged and differently-abled people.