



PROPOSALS

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Contesting for the post of

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Indian Institute of Technology Kharagpur (2026-27)

OVERVIEW

- **Proposal 1: Reintroducing Hall Swapping System for Second-Year Students**
- **Proposal 2: Expanding Student Placement Coordinators Strength**
- **Proposal 3: Strengthening Women's Representation in Technology, Social & Cultural Domains**

Proposal 1:

Reintroducing Hall Swapping System for Second-Year Students

Overview:

The transition from the first year to the second year is one of the most significant social shifts in a student's life at IIT Kharagpur. While students spend their first year in triple-sharing rooms forming strong bonds, the random hall allotment in the second year often disrupts these connections, leaving many students socially disconnected. These everyday struggles highlight the need for meaningful changes that support students, maintain their peer networks, and ensure a smooth transition into their new living environments. To address this, I propose the **reintroduction of the Hall Swapping System**, following the **same structured framework that existed prior to its discontinuation in 2016**.

Problems and Implementation:

1. Restoring Flexibility in Hall Allotments Problem

To reintroduce a mutual consent-based hall swapping system for second-year students to prevent social disconnection and preserve the strong friendships formed during their first year:

Problem:

First-year students build close friendships due to their shared living spaces, but post hall-allotment, they are separated randomly into different halls. Many students face immense difficulty in rebuilding social circles in a

completely new environment

Implementation: To address this immediate separation, the reintroduction of a one-time Hall Swapping System will be made eligible specifically for second-year students immediately after their hall allotment

Background & Justification :

As per the official HMC notice issued in 2016:

- Hall swapping was allowed for one academic year under regulated conditions
- It was mutual, time-bound, and monitored by wardens
- The system was later discontinued despite being structured and controlled

This clearly establishes that:

- The system is administratively feasible
 - A tested framework already exists
 - Reintroduction does not require designing from scratch
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2. Absence of a Structured and Transparent Process

Problem:

Without an official system, any attempt at informal adjustments leads to confusion, lack of accountability, and possible misuse.

Implementation:

A **formal and monitored process**, similar to the pre-2016 system, will be followed:

- Students must fill out the **official hall swapping form**
- Submission must be done **in person to both respective wardens**

- All swaps will be processed only through **HMC approval**

This ensures that the process remains structured and properly documented.

3. Risk of Misuse and Unofficial adjustments

Problem:

In the absence of a regulated system, students may attempt unofficial arrangements, which can lead to disciplinary issues and administrative complications.

Implementation:

Strict checks will be introduced to prevent misuse:

- Students must **clear all mess dues** before swapping
- A **written agreement** must be provided by both parties
- Students found:
 - Staying in unauthorized halls
 - Attempting unofficial swaps
will face **cancellation of request and disciplinary action**

These measures ensure that flexibility does not come at the cost of discipline.

Impact:

This is a small but meaningful change.

- Students will have the option to stay in a more comfortable environment
- The initial adjustment phase will become easier
- Social support systems will remain stronger
- Overall hall experience will improve

This proposal is not about convenience alone; it is about helping students adjust better during an important phase of campus life.

Proposal 2:

Expanding Student Placement Coordinators Strength

Overview:

The placement and internship process at IIT Kharagpur is one of the most critical aspects of student life, as it directly impacts career opportunities and future trajectories. Over the years, the scale of this process has grown significantly, both in terms of the number of participating students and the diversity of companies visiting the campus.

In the upcoming academic cycle, this growth is expected to become even more pronounced. Almost the entire third-year batch will be appearing for internships, and alongside them, a substantial portion of fourth-year dual degree students will also participate. This leads to a sharp increase in the number of candidates, approximately **1.5 times higher** than previous years.

However, the size of the Placement Committee (PlaceComm) has not increased proportionally to this growth. As a result, the existing system is under increasing pressure, which affects coordination, efficiency, and the overall experience for both students and recruiters.

This proposal aims to address this imbalance by **expanding and restructuring the Placement Committee in a planned and sustainable manner**, ensuring that the system remains efficient, scalable, and responsive to increasing demand.

Proposal:

This proposal aims to expand and restructure the Placement Committee to handle the increasing student participation efficiently, ensuring smoother coordination, reduced workload, and a better placement experience for both students and recruiters:

1. Increasing Student Participation Leading to Excessive Workload

Problem:

With a sharp rise in the number of students appearing for internships and placements, the workload on the Placement Committee has increased significantly. Each member is required to handle multiple responsibilities simultaneously, including company coordination, student communication, scheduling, and operational management.

This often leads to:

- Fatigue and burnout among committee members
- Reduced efficiency in handling tasks
- Increased chances of miscommunication or delays
- Difficulty in maintaining consistent quality of interaction with recruiters

Overburdening a limited number of individuals is not a sustainable approach, especially for a process that operates under strict timelines.

Implementation:

To address this, the **size of the Placement Committee will be increased in proportion to the expected workload**, ensuring a more balanced distribution of responsibilities.

- A **data-driven approach** will be adopted to estimate:
 - Number of students participating

- Number of companies expected
- Based on this, the committee strength will be expanded in a **controlled and structured manner**, rather than arbitrarily.
- The focus will be on:
 - Maintaining quality while increasing quantity
 - Ensuring that each member has manageable responsibilities

This approach will reduce individual pressure and improve overall efficiency.

2. Lack of Clear Division of Responsibilities

Problem:

Currently, many responsibilities within the Placement Committee overlap, leading to confusion and inefficiency. Members often have to manage multiple types of work at once, which reduces focus and increases the risk of errors.

Without clear role definitions:

- Coordination becomes harder
- Accountability is diluted
- Important tasks may be delayed or overlooked

Implementation:

The Placement Committee will be **restructured into clearly defined verticals**, with each vertical handling a specific aspect of the process.

Proposed divisions include:

- **Internship Coordination Team**

Responsible for managing the entire internship cycle, including student registration, company scheduling, and communication.

- **Placement Coordination Team**

Focused on final placements, ensuring smooth execution during the placement phase.

- **Company Outreach Team**

Dedicated to building and maintaining relationships with recruiters, onboarding new companies, and managing communication.

- **Operations and Logistics Team**

Responsible for scheduling, slot allocation, infrastructure, and day-to-day execution.

Each member will have a **well-defined role**, which will:

- Improve clarity in responsibilities
 - Strengthen accountability
 - Allow members to specialize in their assigned tasks
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3. Operational Bottlenecks During Peak Phases

Problem:

During peak periods such as Day 0, Day 1, and major internship slots, the process becomes extremely intensive. A limited number of committee members handling a large number of companies and students can lead to:

- Delays in communication
- Scheduling conflicts
- Increased stress and last-minute adjustments

These bottlenecks can negatively affect both student experience and recruiter satisfaction.

Implementation:

To ensure smoother execution during peak phases:

- Additional members will be assigned specifically for **high-pressure time slots**
- A **backup support system** will be created within the committee to handle unexpected issues
- Clear **standard operating procedures (SOPs)** will be defined for:
 - Company handling
 - Slot management
 - Emergency decision-making
- Real-time coordination tools and internal communication channels will be strengthened

This will ensure that even during peak load, the process remains stable and well-managed.

4. Need for Better Training and Knowledge Transfer

Problem:

As the Placement Committee expands, maintaining consistency in performance becomes a challenge. New members may lack experience, which can affect coordination and professionalism if not addressed properly.

Implementation:

A structured **training and onboarding system** will be introduced:

- Pre-cycle training sessions covering:
 - Communication protocols with companies
 - Process flow and timelines
 - Handling high-pressure situations
- Knowledge transfer sessions from previous committee members
- Creation of a **centralized documentation system**, including:
 - SOPs

- Best practices
- Past experiences and case handling

This ensures that even with an increased team size, the quality of execution remains high.

5. Ensuring Scalability for Future Years

Problem:

The increasing number of students is not a one-time change but a continuing trend. Without scalable systems, the same problems will persist or worsen in future cycles.

Implementation:

The restructuring will be designed with long-term sustainability in mind:

- Establish a **scalable committee model** that can adapt to increasing batch sizes
- Introduce periodic **review mechanisms** to evaluate efficiency after each cycle
- Collect feedback from:
 - Students
 - Recruiters
 - Committee members
- Use this feedback to refine the process year after year

This ensures that the system evolves along with the institute's growth.

Impact:

- **Reduced Workload on Individual Members:**

A larger and better-structured team will prevent burnout and allow members to perform their roles effectively.

- **Improved Coordination and Efficiency:**

Clear division of responsibilities will streamline operations and reduce confusion.

- **Better Experience for Students:**

Faster communication, smoother scheduling, and fewer errors will improve the overall placement experience.

- **Stronger Recruiter Relations:**

Professional and efficient handling of companies will enhance the institute's reputation.

- **Stability During Peak Phases:**

Improved planning and additional support will ensure smoother execution during critical days.

- **Long-Term Sustainability:**

A scalable and adaptive system will remain effective even as student numbers continue to grow.

This proposal focuses on strengthening an already important system by making it more **balanced, structured, and future-ready**. As the scale of placements continues to grow, it becomes essential to ensure that the supporting framework grows alongside it.

By expanding and reorganizing the Placement Committee thoughtfully, we can ensure that the process remains efficient, reliable, and beneficial for every student.

Proposal 3:

Strengthening Women Representation Across Technology, Social and Cultural Domains

Overview

Over the years, participation of women in various activities at IIT Kharagpur has improved, and that is something the institute should take pride in.

However, when we look more closely, especially at leadership roles and structured representation, there is still a noticeable gap across multiple domains such as technology, cultural activities, and social initiatives.

While there are systems like the Institute Girls' Sports Nominee (IGSN) that actively work towards improving participation in sports, similar structured support is not consistently present in other areas. As a result, efforts to increase involvement often depend on individual initiatives rather than an institutional framework.

From interactions and observations, it becomes clear that the issue is not a lack of interest or capability, but rather the absence of a structured system that ensures consistent encouragement, representation, and support. Many students are willing to participate but do not always have the right environment, access, or visibility to do so.

This proposal aims to address that gap by introducing structured positions and support systems that ensure sustained and meaningful participation of women across tech, social, and cultural domains.

Problems and Implementation

1. Lack of Structured Representation Across Key Domains

Problem:

Currently, structured representation for women exists in limited areas, such as sports through the IGSN system. However, in domains like technology, cultural activities, and social initiatives, there is no dedicated institutional role responsible for ensuring participation and addressing challenges.

Because of this:

- Efforts remain scattered and inconsistent
- Representation depends heavily on individual societies or teams
- There is no central point of accountability

This often leads to missed opportunities for identifying and solving recurring issues.

Implementation:

To address this gap, two new institute-level roles will be introduced:

- **Institute Girls' Tech & Innovation Nominee (IGTIN)**
- **Institute Girls' Social & Cultural Nominee (IGSCN)**

These roles will function similarly to the IGSN structure, ensuring:

- Clear responsibility for representation
- Continuity of initiatives across years
- A formal channel to address issues

Selection process:

- Appointed after elections through an **interview process**
- Selection panel will include:

- Vice President
- Immediate previous Vice President
- Relevant previous office bearers

Eligibility:

- Minimum **2 years of academic experience** to ensure familiarity with institute systems

This ensures that the roles are both accountable and experienced.

2. Inconsistent Participation in Technical Domains

Problem:

Despite growing interest, participation of women in technical societies, hackathons, and competitions is still not as consistent as it could be. In many cases:

- Students hesitate to participate due to lack of guidance or exposure
- There is limited structured mentorship available
- Opportunities are not always communicated effectively

Over time, this leads to fewer women in advanced technical roles or leadership positions.

Implementation:

The **IGTIN (Tech & Innovation Nominee)** will focus specifically on improving participation in technical domains through:

- Close coordination with:
 - Technology Coordinators
 - Technical societies
- Introducing structured initiatives such as:

- Beginner-friendly onboarding sessions
- Mentorship programs connecting juniors with experienced students
- Awareness drives before major tech events
- Identifying barriers such as:
 - Lack of initial exposure
 - Skill gaps
 - Confidence-related hesitation

These insights will then be used to design targeted initiatives.

The focus will not just be on increasing numbers, but on ensuring **sustained and meaningful participation**.

3. Limited Visibility and Representation in Cultural and Social Activities

Problem:

In cultural and social domains, participation exists but leadership and representation are not always balanced. In some cases:

- Students participate but do not take up leadership roles
- Certain activities see uneven representation
- There is no structured mechanism to ensure inclusivity across societies

This results in missed opportunities for leadership development and equal representation.

Implementation:

The **IGSCN (Social & Cultural Nominee)** will work towards:

- Ensuring balanced representation in:
 - Cultural societies

- Social initiatives
- Organizing committees
- Working closely with:
 - Cultural Secretaries
 - Social Secretaries
 - Society heads
- Introducing initiatives like:
 - Leadership encouragement programs
 - Open forums for feedback and discussion
 - Visibility campaigns highlighting participation opportunities

The role will also ensure that concerns raised by students are communicated effectively to decision-making bodies.

4. Absence of a Dedicated Support and Feedback System

Problem:

Currently, there is no consistent and dedicated platform where female students can:

- Raise concerns specific to their experiences
- Share feedback regarding participation barriers
- Suggest improvements

In many cases, issues remain unaddressed simply because there is no clear channel to communicate them.

Implementation:

A structured feedback and support system will be introduced under these nominees:

- Regular **open feedback sessions** at the institute level

- Anonymous feedback mechanisms to encourage honest input
- Periodic interaction with student bodies and societies

Additionally:

- Issues will be documented and tracked
- Follow-ups will be ensured through coordination with relevant authorities

This creates a system where feedback is not just collected, but acted upon.

5. Lack of Continuity in Initiatives

Problem:

Many initiatives aimed at improving participation start with good intent but do not continue beyond a certain period due to:

- Lack of ownership
- Absence of institutional structure
- Dependency on specific individuals

This leads to inconsistent progress over the years.

Implementation:

To ensure continuity:

- Each nominee will:
 - Maintain structured records of initiatives
 - Document challenges and outcomes
 - Provide handover reports to the next term
- Supporting roles will be introduced:
 - **Institute Girls' Secretaries (domain-specific)**

These secretaries will:

- Assist in execution
- Help maintain continuity
- Expand outreach

This ensures that progress is **sustained rather than temporary**.

6. Need for Better Coordination Across Bodies

Problem:

Efforts to improve participation are often fragmented across different societies and committees. Without coordination:

- Initiatives may overlap or miss key areas
- Communication gaps arise
- Impact is reduced

Implementation:

The nominees will act as a **bridge between different bodies**, ensuring:

- Better coordination between:
 - Societies
 - Committees
 - Student representatives
- Alignment of initiatives with broader institute goals
- Efficient use of resources and platforms

This will help create a more **connected and cohesive system**.

Impact

- **Stronger Representation Across Domains:**

Women will have structured representation not just in sports, but across tech, cultural, and social areas.

- **Increased Participation:**

With better support, awareness, and mentorship, participation levels are expected to improve significantly.

- **Better Leadership Opportunities:**

More students will take up leadership roles, contributing to personal and professional growth.

- **Improved Feedback and Support System:**

Students will have a reliable platform to raise concerns and suggest improvements.

- **Consistency in Initiatives:**

Structured roles ensure that progress continues year after year, rather than being temporary.

- **More Inclusive Campus Environment:**

Overall, the campus culture becomes more balanced, inclusive, and supportive.
