



# **Characterizing Culture and Efficiency of DCET**

**DCET Faculty Presentation  
December 20, 2024**



agenda

1. CULTURE OF  
DCET

2. EFFICIENCY OF  
DCET

# Culture of DCET

Understanding the key elements  
that shape the environment of  
Learning



# What is the Culture of an Educational Institution?

- A shared set of values, beliefs, and practices.
- Shapes interactions, behaviors, and attitudes.
- Influences academic, social, and emotional experiences.

*Here the focus is on what should the culture be for DCET to regain pre-eminent status*

# Key Components of Culture

- Academic Values & Expectations
- Social Environment & Community
- Teacher-Student Relationships
- Teaching & Learning Practices
- Leadership & Governance
- Institutional Traditions & Symbols
- Attitudes Toward Research & Intellectual Exploration
- Social Responsibility & Civic Engagement
- Professional Development & Career Support
- Physical & Learning Environment

# 1. Academic Values & Expectations

- Focus on Learning
  - \*Prioritize academic excellence, innovation and critical thinking
- Rigor & Standards
  - \*Prioritize high standards and achievement

\* Denotes that a change is needed in this aspect

## 2. Social Environment & Community

- Inclusivity & Diversity
  - Welcoming and supporting diverse populations
- \*Collaboration vs. Competition
  - Emphasis should be on cooperative learning and teamwork
- \*Sense of Belonging
  - Students and faculty need to feel valued and have a shared sense of purpose

\* Denotes that a change is needed in this aspect

# 3. Teacher – Student Relationships

- \*Communication Style
  - Professors should be approachable and engage with the students outside the class room
- \*Mentorship
  - Professors and admin staff should mentor students and offer support in academic and personal development
- \*Support for Student Well-being
  - Foster mental, emotional and physical well being through counseling, academic advising and extracurricular programs

\* Denotes that a change is needed in this aspect



## 4. Teaching & Learning Practices

- \*Pedagogical Approach:
  - Change from traditional (lectures and exams) to modern (interactive, project based, experiential style)
- \*Use of Technology:
  - Integration of digital tools and online learning
- \*Student- Centered Learning:
  - Emphasis on engagement, critical thinking, and active participation

\* Denotes that a change is needed in this aspect

# 5. Leadership and Governance

- \*Decision Making:
  - Leadership should be Transparent, collaborative, and seek input from the community
- \*Openness to Change:
  - Culture of innovation in adopting new practices in teaching, technology or institutional policies

\* Denotes that a change is needed in this aspect

## 6. Institutional Traditions & Symbols

- \*Rituals & Ceremonies:
  - Add academic conferences, and celebration of best practices to the campus events
- \*Symbols & Identity
  - Use Logos, mascots, and slogans that reflect DCET's identity along with physical spaces (Campus bldgs., libraries and lounges that contribute to good atmosphere)

\* Denotes that a change is needed in this aspect

# 7. Attitudes toward Research and Intellectual Exploration

- \*Commitment to Research:
  - Prioritize academic research and support faculty in their research efforts
- \*Openness to New Ideas
  - Encourage interdisciplinary work, new ideas, and alternative viewpoints

\* Denotes that a change is needed in this aspect

# 8. Social Responsibility & Civic Engagement

- \*Service Learning & Volunteering:
  - Encourage community involvement, social responsibility and service projects
- \*Sustainability
  - Prioritize environmental sustainability and teach students about global challenges

\* Denotes that a change is needed in this aspect

# 9. Professional Development & Career Support

- **\*Opportunities for Growth:**
  - Provide pathways for students' and faculty's personal and professional development through Internships, career services, networking, and skill-building
- **\*Alumni Relations**
  - Maintain relationship and encourage a sense of life-long engagement with the school

\* Denotes that a change is needed in this aspect

# 10. Physical & Learning Environment

- **\*Campus Atmosphere:**
  - Maintain a good overall vibe on the campus, including its aesthetics, spaces for studying/socializing, and general physical condition
- **\*Accessibility**
  - Ensure physical and cultural accessibility for students from all backgrounds

\* Denotes that a change is needed in this aspect

# Conclusion

1. The culture deeply impacts the academic and social experience
2. A strong, positive culture fosters an environment of growth, collaboration, and innovation
3. Understanding the components of culture can lead to more inclusive, supportive, and effective learning environments

DCET's current culture is Regressive rather than Progressive. A significant shift in the Culture is necessary for DCET to regain its pre-eminent status



# Efficiency of DCET

Understanding the key elements that impact utilization of available resources



# What is the Efficiency of DCET ?

To calculate the efficiency of an organization we must look at it as a System



# Efficiency of DCET

Two potential metrics for measuring Efficiency, External and Internal:

1. External Measure: National Ranking System
2. Internal Measure: Faculty's qualification, experience and commitment, Graduating Students eligibility for Placement, %age of students being hired by "A" Companies and those who can compete at the National Level

# Efficiency Results

1. External Results; National Ranking of DCET is falling
2. Internal Measures:
  - a) Faculty's Commitment: Roughly 60% of Permanent faculty and 50% of Guest Faculty is motivated to perform
  - b) 62% of graduating systems are eligible for placement and only 38% get jobs with with good Companies (6-7 lacs/year)
  - c) Only 30-32% of the graduating students can compete at the national level
  - d) Only 1-2% of the students admitted are interested in Research

# Conclusion

Current Grassroot problems in DCET must be addressed before it can embark on the journey of becoming a premier institution. This will require full support and a sense of ownership on the part of the Faculty, Staff, Students and the University Administration





thank you