



DCET NA Alumni Leadership Conference, Houston

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Brainstorming Session May 18, 2025

- Brief Review of recent discussions
- Our Observations
- What must change to achieve the desired vision

Recent Discussions

1. Broad Framework discussion on May 15
2. Blueprint for achieving premier status
3. Culture and Efficiency of DCET
4. Faculty Observations (Interviews)
5. What must change going forward
6. How to bridge the gap?

Broad Framework - May 15th

1. With a high likelihood of some collaboration between U of H and DCET, we must think more broadly, from local and national to international
2. Vision of a model to propel us
 - ❖ Adapting the IT model to address Y 2000 challenge
 - ❖ Exploring joint public /private sector research model for revenue generation and incentivizing the faculty



Blueprint for Achieving Premier Status

Strategic Vision

- **Address the funding gap**
- **Leverage alumni and industry for funding**
- **Define and develop key areas of excellence aligned with local, national and industry needs**

Strategic Goals

- **Engage university leadership for additional funding for faculty, facilities and equipment maintenance and replacement**
- **Pursue research grants for targeted areas of excellence**
- **Strengthen industry partnerships (JIPs, CSR funding)**
- **Mobilize alumni support and build an endowment**

Detailed Strategies

- **Strategy 1: Achieve full-time faculty level of 44 in 2-3 years. Maintain accreditation and revise curriculum to stay current with the industry**
- **Strategy 2: Focus research on nationally relevant areas**
- **Strategy 3: Secure 33% of funding each from University, Alumni and industry**
- **Strategy 4: Expand alumni database and develop close relationship with the alumni. Establish advisory boards for the alumni and the industry**

Implementation Plan

- **Form leadership team of the past, present and future Chairperson for accountability, continuity, and consistency**
- **Develop a Long-Term Plan (LTP) for DCET with buy in from key stakeholders**
- **Monitor and revise the plan as necessary**
- **Streamline processes for grants, hiring, and approvals**
- **Leverage resources through Team Work and create a culture of mutual support, respect, innovation and creativity**

Critical Success Factors

- **Full staffing and maintaining accreditation**
- **Leadership Team of past, present, and future Chairpersons to develop a Long Range Plan consistent with DCET's vision of regaining premier status**
- **Regular reviews of strategies, LRP, Financial contributions and ranking**
- **Build pride, commitment, a culture of ownership, mutual respect and mentorship in the faculty and staff**



Culture and Efficiency of DCET

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.

The focus of the presentation was on what should the culture of DCET be to regain pre-eminent status

Key Components of Culture

1. Academic Values & Expectations (**Academic Excellence**)
2. Social Environment & Community (**collaboration & feeling valued**)
3. Teacher-Student Relationships (**Student counseling**)
4. Teaching & Learning Practices (**Student centered learning**)
5. Leadership & Governance (**Teamwork and openness to change**)
6. Institutional Traditions & Symbols
7. Attitudes Toward Research & Intellectual Exploration
8. Social Responsibility & Civic Engagement
9. Professional Development & Career Support (**Alumni Relations**)
10. Physical & Learning Environment

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



Faculty Interviews



Student Quality and Performance

- Admission rank increased from 30,000 to 100,000+
- 50% of students lack interest in math/engineering
- Only 1-2% interested in research
- 38% of graduates secure top jobs; others struggle
- Knowledge gaps affecting employability

Faculty Challenges

- Motivation issues and lack of industry experience
- 50% shortfall in permanent faculty levels
- Young professors face limited career advancement
- Guest faculty lacks Ph.D.s and dedication

Curriculum Gaps

- Outdated undergraduate curriculum
- Faculty not updating course materials
- Need for a dynamic, industry-aligned curriculum



Cultural Issues

- Regressive culture with lack of mutual respect
- Resistance to change and 'island mentality'
- Need for collaboration and shared responsibility

Teamwork Deficits

- Minimal teamwork among faculty members
- Senior faculty should mentor junior colleagues
- Promote shared commitment to improvement

Impact of Decline

- Drop in student preference post-renaming
- Lower admission ranks affecting education quality
- Alumni and stakeholders advocate restoring DCET's prestige

Recommendations

- Increase student engagement in research projects
- Hire experienced, motivated faculty with industry exposure
- Revise curriculum to meet industry demands
- Foster a progressive, collaborative culture



Our Observations

Areas of Improvement

- ❖ Progress on hiring faculty **Very slow must improve**
- ❖ Alumni officer doing accounting work **Must change**
- ❖ Relocate Alumni Officer
- ❖ Weekly seminars by faculty and students **Very slow progress**
- ❖ Delegation and Team Work with staff **No progress**
- ❖ Placement of Alumni paraphernalia in the lounge **Slow Progress**
- ❖ Delegation /team work within Exec. Team **Slow Progress**
- ❖ Creating Alumni culture at DCET **Slow Progress**
- ❖ Functioning of Industry Advisory Committee **Must improve**
- ❖ Functioning of Alumni Advisory Committee **Must improve**
- ❖ Web site **Must improve**
- ❖ Motivating staff and creating a sense of ownership and belonging **Must improve**
- ❖ Development of a Long Range Plan **Very slow progress**
- ❖ Executive Leadership Team **Very slow progress**

What must change?

- ❖ At the DCET level
 - ❖ Stop inbreeding while hiring
 - ❖ Institute responsibility and accountability
 - ❖ A culture of mutual respect
 - ❖ Set goals and timelines to monitor progress
 - ❖ Delegate
 - ❖ Effective utilization of existing staff
- ❖ Changes are also needed at the PU level
 - ❖ Management must monitor progress, ask questions and provide support where needed
 - ❖ Rehaul Systems and Work Processes

Conclusion

1. So far there is a lot of talk but very little meaningful action
2. Some people are working hard while majority is just coasting
3. Those who are working hard need to *Work Hard and Work Smartly (Engage others to assist)*
4. Must revise the Culture from one of “The world owes me my livelihood” to “ I will do my part in making DCET and PU a stellar organization”