

Sustainability Development Report (2023-24)



Executive summary

During 2023–24, the Institute of Engineering and Management (IEM), Kolkata, demonstrated a strong and integrated commitment to all 17 Sustainable Development Goals (SDGs) through academic, social, and environmental initiatives. Under SDG 1 (No Poverty), IEM supported students through merit-cum-means scholarships for 985 beneficiaries via government schemes and 592 through institutional and non-governmental aid, while SDG 2 (Zero Hunger) initiatives ensured daily nutritious meals for 8,185 students and faculty alongside subsidized food programs, nutrition awareness, food waste composting, and community grocery drives during festivals such as Durga Puja. SDG 3 (Good Health and Well-being) efforts included campus health centre services, emergency care, mental health counselling through the Smile Club, blood donation and vaccination drives, free medical camps with partner organizations, and 39 extension programs engaging 5,482 students. Under SDG 4 (Quality Education), the institute served 8,185 students across 20 programs with 1,463 graduates and a 99.93% pass rate, supported by 1,761 courses including 633 employability-focused offerings, 5,366 value-added enrolments involving 32,192 participants, and strong infrastructure comprising 115 classrooms, 3,032 computers, and 458 faculty members, including 176 Ph.D. holders. SDG 5 (Gender Equality) initiatives empowered women through leadership opportunities, self-defense training, menstrual hygiene programs, and IEEE Women in Engineering outreach for school girls, while SDG 6 (Clean Water and Sanitation) achieved 15,000 L rainwater harvesting capacity, full wastewater treatment and reuse, IoT-based leak detection, and groundwater recharge. For SDG 7 (Affordable and Clean Energy), IEM deployed a 40 kW rooftop solar plant supplying 11% of campus energy, completed full LED conversion, implemented smart HVAC and metering systems, and set a target of 50% renewable energy by 2027. SDG 8 (Decent Work and Economic Growth) outcomes included placements for 905 graduates with an average package of Rs. 6.51 LPA, support for 198 start-ups through E-Cells and IEDCs, and facilitation of 4,948 internships, while SDG 9 (Industry, Innovation, and Infrastructure) was strengthened through 23 Centers of Excellence, including five new centers, 1,220 publications, 112 patents, and Rs. 289.5 lakhs in seed funding. SDG 10 (Reduced Inequalities) focused on inclusive access, financial literacy, and targeted support for marginalized groups, and SDG 11 (Sustainable Cities and Communities) advanced sustainability through tree plantation, e-waste recycling, campus safety systems, electric mobility, bicycle use, and plastic-free practices. Under SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action), the institute achieved 65% waste segregation and recycling, piloted biogas systems, conducted circular economy training and climate awareness workshops, expanded renewable energy systems, and performed institutional carbon audits. Progress under SDGs 14 (Life Below Water) and 15 (Life on Land) was achieved through aquatic bioremediation research, marine monitoring outreach, biodiversity enhancement, and soil enrichment using compost, while SDG 16 (Peace, Justice, and Strong Institutions) and SDG 17 (Partnerships for the Goals) were strengthened through NAAC A-grade governance, IQAC oversight, effective grievance redressal, 25 active MoUs, 2,809 collaborative activities, and Rs. 21.8 lakhs in alumni contributions.

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Sustainability Development Report 1

Overview and Context

During the 2024–25 academic year, the Institute of Engineering and Management (IEM), Kolkata, worked actively to reduce poverty through several programs. These included scholarships, skill development initiatives, and community support activities. The institute recognizes that poverty is a complex issue that needs combined efforts in education, training, and social support. IEM's poverty reduction efforts focus on providing financial help, building skills, reaching out to underprivileged groups, and promoting social entrepreneurship projects that support poor and marginalized communities.

Core Mandate

To make IEM a leading institution that helps remove poverty fairly and sustainably by empowering people through education and working together with the community.

Strategic Objectives for 2025-26

- Offer more merit-cum-means scholarships to support deserving students with financial needs.
- Expand vocational training programs to improve employability and self-reliance.
- Create programs for financial literacy and entrepreneurship mentoring.
- Build strong partnerships with government and civil society organizations.
- Encourage greater involvement in community welfare activities linked to SDG 1.
- Organize workshops on poverty reduction and social justice.
- Set up mentoring systems for scholarship students.
- Add sustainability and social responsibility to academic courses.

Financial Assistance Programs

The Institute of Engineering and Management (IEM), Kolkata, implemented a robust merit-based scholarship program during the 2023–24 academic year, offering full tuition fee exemptions to top students who excelled in state and national board exams as well as competitive entrance tests. This program supported 985 students through government scholarships and 592 through institutional and non-governmental assistance. Priority was given to high achievers, talented athletes competing at various levels, and dependents of defence personnel meeting academic criteria. Beyond financial aid, recipients benefited from personalized academic and career mentoring, professional development programs, enhanced learning resources, and psychological counselling. The IEM Alumni Association contributed approximately Rs. 21.8 lakhs to support tuition waivers, educational materials, research funding, and career guidance, with alumni chapters actively engaged worldwide in cities

including Bangalore, Delhi-Noida, Mumbai-Pune, New York, London, Australia, Singapore, and Paris. This comprehensive framework underscores IEM's commitment to fostering academic excellence and holistic student development while leveraging a global alumni network for sustained impact.

Community Outreach and Welfare Programs

Inner Wheel Club Initiatives

The Inner Wheel Club of IEM orchestrated diverse community welfare activities including:

- Regular nutritious food distribution to vulnerable populations
- Protective umbrella distribution to traffic personnel
- Environmental enhancement through tree plantation drives
- Daily essential groceries and utensil provision to economically disadvantaged families
- Vaccination campaign support and blood donation drives
- Educational materials and stationery distribution to children in urban slum communities

Rotary Club of Salt Lake Silicon Valley Programs

Operating under IEM's aegis, the Rotary Club organized comprehensive welfare initiatives:

- Daily living essentials kit distribution
- Clothing and apparel provision campaigns
- Household items and cookware distribution
- Sanitization kit provision during public health emergencies
- Sanitary napkin distribution promoting menstrual hygiene
- Polio immunization campaigns
- Automated temperature-screening kiosk installation
- Environmental sustainability through afforestation projects

Lions Club of Kolkata IEM Activities

The Lions Club conducted:

- Cultural enrichment programs fostering community cohesion
- Charitable fundraising events supporting welfare initiatives
- Socio-academic programs including free educational services for marginalized communities

Smile Club Mental Health Initiatives

The Smile Club organized:

- Blood donation camps addressing community healthcare needs
- Tree plantation drives promoting environmental conservation
- Web-based seminars addressing mental health awareness and stigma reduction

Pet Society Animal Welfare

The Pet Society of IEM provides compassionate care for 150 stray animals in the campus vicinity, ensuring:

- Regular nutritious feeding
- Comprehensive vaccination programs
- Neutering/spaying services for population control
- Emergency medical treatment and veterinary care

Faridpur Outreach Initiative

A significant outreach effort in Faridpur region benefited:

- 103 differently-abled children receiving educational kits, nutritious meals, and health support
- 48 elderly residents accessing clothing, food supplies, and medical assistance

Festival-Period Humanitarian Drives

During major cultural celebrations, particularly Durga Puja festivities, the institution orchestrated large-scale distribution campaigns providing:

- Clothing and garments to hundreds of economically disadvantaged community members
- Nutritious food provisions ensuring festive participation regardless of economic status

Health and Wellness Programs

National Doctors' Day Observance:

Free medical examination camps conducted with faculty and medical professional participation, emphasizing:

- Preventive health screening
- Health education and hygiene promotion
- Chronic disease awareness

Blood Donation Campaigns:

Regular blood donation drives addressing critical healthcare supply needs while promoting voluntary donation culture among students and faculty.

Mental Health Awareness:

Rallies and interactive sessions fostering open dialogue regarding mental wellbeing, reducing stigmatization, and establishing peer support networks.

Research, Innovation, and Social Entrepreneurship

Technology-Driven Social Solutions

Student engagement in technology-intensive projects creates pathways for innovative social problem solving. Through practical workshops and sustained community involvement, institutional clubs nurture:

- Creative thinking and design-thinking methodologies
- Problem-solving capabilities addressing societal challenges
- Technical expertise application to real-world poverty-related issues

These initiatives exemplify effective integration of applied technology and social entrepreneurship principles.

Innovation and Entrepreneurship Ecosystem

Centers of Excellence:

IEM established 23 Centers of Excellence, with 5 centers initiated during 2023-2024, fostering innovation and research culture. These centers provide:

- State-of-the-art infrastructure supporting prototype development
- Seed funding mechanisms for faculty and student projects
- Collaborative partnerships with national and international research institutions
- Mentorship from industry experts and successful entrepreneurs.

Startup Support:

The IEM Entrepreneurship Cell (E-Cell) supports over 198 startup ventures annually, ensuring aspiring entrepreneurs receive:

- Business model development guidance
- Financial planning and fundraising support
- Industry networking opportunities

- Regulatory compliance assistance

During the reporting period, the institution facilitated 198 new startup registrations, demonstrating robust entrepreneurial ecosystem development.

Research and Patents:

Faculty and students filed 112 patents through the Intellectual Property Rights (IPR) Cell, with the institution providing comprehensive financial support for patent application processes.

Academic Publications:

The institution produced 1220 research articles published in journals and conferences, demonstrating scholarly commitment to knowledge generation addressing societal challenges.

Strategic Partnerships and Collaborative Networks

Civil Society and NGO Collaboration

Sustained cooperation with prominent organizations significantly amplified outreach impact:

- Lions Club International
- Inner Wheel Club network
- Rotary Club International
- Various local and regional NGOs
- Government agencies at district and state levels

Formal Agreements:

The institution maintained 25 functional Memoranda of Understanding (MoUs) with national and international institutions, universities, industries, and corporate entities, ensuring:

- Coordinated program implementation
- Resource sharing and optimization
- Continuity of poverty alleviation initiatives
- Enhanced effectiveness through collaborative expertise

Collaborative Activities:

During 2023-24, IEM engaged in 2,809 collaborative activities encompassing:

- Joint research initiatives
- Faculty exchange programs
- Student internship placements
- On-the-job training opportunities

- Collaborative project implementation

Metrics and data

Metric/Indicator	Value/Description
Publications	1220 research articles
Patents	112 patents
Startup Support	198 startups incubated and supported
Centers of Excellence (COEs)	23 COEs operational focusing on advanced tech
Collaborative Agreements (MoUs)	25 active MoUs signed
Collaborative Activities	2,809 activities recorded including research, internships, community engagement

Challenges, Lessons, and Adaptive Strategies

IEM Kolkata faces some ongoing challenges in its efforts to reduce poverty. These include deep social biases that make it hard for some people to join programs, lack of enough money to expand projects, and difficulties reaching people in rural areas because of poor infrastructure. Some people resist joining education programs or do not know enough about managing money, and cultural issues sometimes stop women from joining skill training. The institution also finds it hard to coordinate with partners and volunteers, monitor programs well, and keep community projects sustainable. Important lessons learned are that clear communication tailored to different groups is needed, ongoing conversations help change mind-sets, working closely with local partners makes programs stronger, and tackling several poverty problems at once gets better results. Listening to feedback from those helped by programs also makes sure the efforts stay useful and effective.

Future Directions and Expansion Plans

Here are the strategic priorities for IEM Kolkata for 2025-26 and beyond:

- Expand online education to reach remote areas.
- Develop mobile-friendly learning modules.
- Set up virtual mentorship networks.

- Increase support for startup incubation.
- Create micro-financing options for social enterprises.
- Improve access to markets for startups.
- Involve more corporate social responsibility (CSR) programs.
- Partner with international development agencies.
- Strengthen links with government poverty reduction schemes.
- Expand nutrition support programs for the needy.
- Improve access to mental health services.
- Integrate primary healthcare with poverty alleviation work.
- Use technology to better track program impacts.
- Set up long-term tracking of beneficiaries' outcomes.
- Involve communities actively in program evaluation.

Acknowledgments and Appreciation

IEM Kolkata thanks its leaders for their vision and support. The faculty and staff are committed to running programs well. NGO partners and community groups help reach more people. Alumni provide money and mentorship. Corporate donors and philanthropists back social missions. Student volunteers actively help the community. Government agencies support through policies and regulations. These partners helped IEM make strong progress in reducing poverty.

Photo Gallery



Social Bite organized by CSR club on 29th September 2024



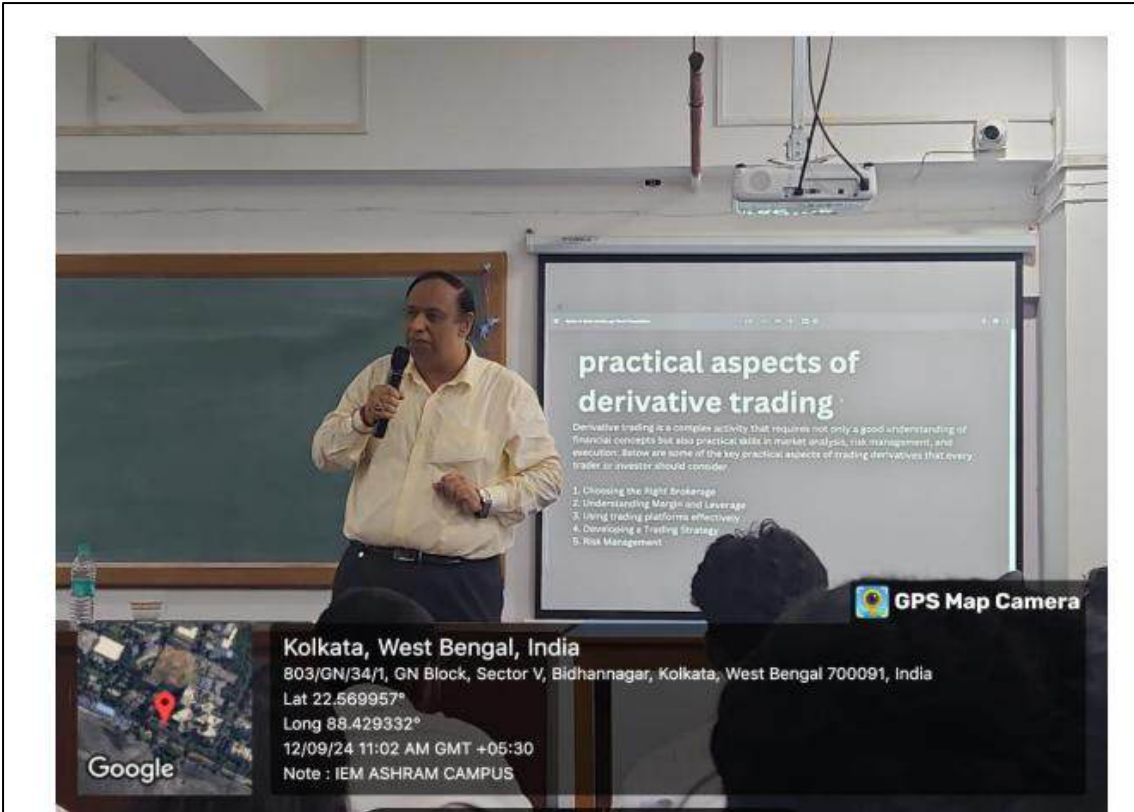
Outreach at local schools



On January 28th, 2024, the IEEE IEM MTT'S Student Branch Chapter organized a distinguished lecture on “Entrepreneurship” by Prof. Cynthia M Furse aimed to enlighten the participants about entrepreneurship.



The Institute of Engineering & Management proudly hosted a groundbreaking Entrepreneurship Awareness Programme, sponsored by MSME, on 2nd February 2024.



Corporate Training Session organised on 12th September 2024 by ArthSamridhi



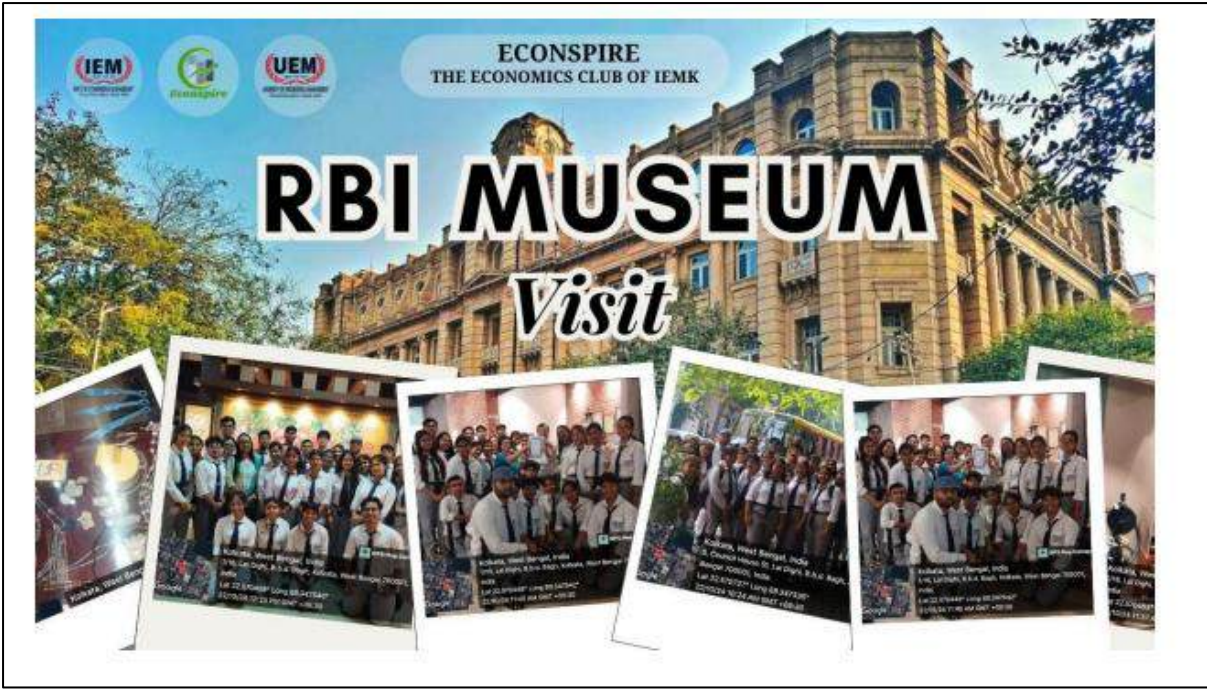
Workshop on Financial Awareness (Commodity and Financial Market) for BBA students on 9th August 2024



Discussions and Insights on Union Budget 2024 by ECONSPIRE – The Economics Club on 1st August 2024



Industry Lecture Session on “Strategic Difference in: Start-up, a profit earning organization, a sick industry to revive, in a small merger or acquisition” on 24th September 2024.



RBI Museum Visit by Econspire, the Economics Club of IEM on 22nd October 2024

Sustainability Development Report 2

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, during the 2024-25 academic year, demonstrated strong commitment to addressing hunger and malnutrition through a comprehensive approach. This approach includes campus nutrition programs, sustainable food practices, community food distribution, and agricultural awareness initiatives. Recognizing food insecurity as a complex challenge, IEM adopts integrated strategies that span nutritional access, sustainable agriculture, food waste reduction, and community support systems. Their institutional framework ensures food security for students and supports economically disadvantaged populations. The core mandate focuses on promoting societal health through nutrition programming, sustainable food systems, and empowering food-insecure groups. Annual strategic goals emphasize expanding nutritional support, enhancing agricultural awareness, strengthening partnerships, and embedding nutrition education throughout academic curricula. These efforts collectively reflect IEM's holistic commitment to advancing SDG 2: Zero Hunger through innovative, inclusive, and sustainable solutions.

Core Mandate

To promote comprehensive societal health via nutritional programming, sustainable food systems, and empowerment initiatives targeting food-insecure populations and promoting agricultural sustainability.

Annual Strategic Goals for 2025-26

- All students get access to healthy and balanced meals on campus.
- There is more awareness about how to grow food in environmentally friendly ways.
- Nutrition education and good lifestyle habits are taught regularly.
- The institute works with agricultural groups, food banks, and nutrition agencies.
- Many students and staff join activities for food distribution in line with SDG 2.
- Workshops are held to prevent malnutrition, promote sustainable farming, and reduce food waste.
- Campus keeps checking and improving how secure food is for everyone.
- Classes and campus activities promote sustainable food habits and nutrition science.
- Programs are carefully reviewed to check their results and improve food support.

- Student groups lead efforts to encourage healthy eating and caring for the environment.

Campus Nutritional Support Programs

Institutional Meal Provision System

The institute operates a comprehensive campus meal provision system ensuring all students and faculties receive access to nutritious, balanced meals throughout their academic tenure. The campus food service infrastructure prioritizes nutritional quality, affordability, and sustainability.

Nutritional Service Framework:

During the 2023-24 academic year, the institution provided:

- Daily nutritious meals to students and faculties through campus dining facilities
- Subsidized meal programs ensuring affordability for economically disadvantaged students
- Free lunch service for all faculty and staff members on working days
- Nutritionally balanced meal planning incorporating diverse food groups and dietary requirements

The campus dining system architecture emphasizes:

- High-quality protein sources ensuring adequate macronutrient intake
- Micronutrient-rich fruits and vegetables supporting immune function
- Culturally appropriate vegetarian meal options respecting diverse dietary preferences
- Hygiene and food safety protocols ensuring safe food handling and preparation

Nutrition Education and Awareness

Curriculum Integration

Nutrition education components embedded within various academic programs include:

- Environmental Sciences courses addressing sustainable agriculture and food systems
- Life Sciences curricula covering nutrition, metabolism, and dietary health
- Public health modules emphasizing nutrition epidemiology and food security
- Sustainability studies exploring food system resilience and climate adaptation

National Nutrition Awareness Campaigns

The institution participated in national nutrition campaigns including:

- National Nutrition Week observances promoting balanced diet awareness
- World Food Day celebrations highlighting global food security challenges
- Food Safety Day activities emphasizing safe food consumption practices
- International Yoga Day programs connecting physical wellness with nutritional health

Sustainable Food Practices and Waste Management

Campus Food Waste Reduction

The institution implemented comprehensive waste management systems addressing food waste sustainability:

Solid Food Waste Management:

- Strategic waste segregation with designated bins for organic food waste
- Composting initiatives converting organic waste into nutrient-rich compost for campus gardens
- Daily waste disposal coordination with NKDA (New Town Kolkata Development Authority)
- Recycling prioritization reducing environmental impact and operational costs

E-Waste Recycling Metrics:

Progressive electronic waste management demonstrating environmental commitment:

- 2019-2020: 486 Kg e-waste recycled
- 2020-2021: 522 Kg e-waste recycled
- 2021-2022: 1,344.26 Kg e-waste recycled
- 2022-2023: 1,752.60 Kg e-waste recycled
- 2023-2024: 2,169.90 Kg e-waste recycled

Water Conservation and Agriculture

Rainwater Harvesting Infrastructure:

- Artificial groundwater recharge systems augmenting water reservoirs
- Treated wastewater reuse for campus gardening and landscaping
- Separate piping systems for rainwater distribution reducing freshwater dependency
- Water conservation protocols promoting responsible water usage

Campus Gardening Initiatives:

- Tree plantation drives enhancing campus green cover and producing fruits
- Kitchen garden projects demonstrating small-scale sustainable food production
- Ornamental and edible landscaping combining aesthetics with food production
- Composting integration using campus food waste for soil enrichment

Community Food Distribution and Outreach

Inner Wheel Club Nutrition Programs

The Inner Wheel Club of IEM orchestrated extensive community nutrition initiatives:

- Regular nutritious food distribution to economically disadvantaged populations
- Daily groceries and essential food items provision to urban slum families
- Meal provision during festivals ensuring festive participation regardless of economic status
- Nutritional support for children in marginalized communities through educational kit distributions including food supplements

Rotary Club Community Food Support

Operating under IEM's institutional framework, the Rotary Club organized comprehensive food welfare initiatives:

- Living essentials distribution including food staples (rice, pulses, cooking oil)
- Cooked food provision campaigns during public health emergencies and natural disasters
- Household cookware distribution enabling families to prepare nutritious meals
- Sanitization kit provision ensuring food safety during pandemic periods
- Community kitchen support for large-scale meal preparation during emergencies

Lions Club Nutrition Outreach

The Lions Club conducted:

- Community meal programs fostering social cohesion through shared dining experiences
- Charitable food drives collecting non-perishable food items for distribution
- Free meal services for marginalized communities during cultural celebrations

Festival-Period Food Distribution Drives

During major cultural celebrations, particularly Durga Puja festivities, the institution orchestrated large-scale distribution campaigns:

- Clothing and food provisions to hundreds of economically disadvantaged community members
- Nutritious meal distribution ensuring festive participation for vulnerable populations
- Food basket donations containing essential groceries for families

Faridpur Outreach Nutrition Initiative:

A significant nutrition-focused outreach effort in Faridpur region benefited:

- 103 differently-abled children receiving nutritious meals, educational kits, and health support
- 48 elderly residents accessing food supplies, clothing, and medical assistance

Agricultural Awareness and Research

Sustainable Agriculture Education

The institution promotes sustainable agricultural practices through:

- Environmental Sciences curriculum covering organic farming, crop rotation, and soil conservation
- Research projects exploring climate-resilient agriculture and water-efficient irrigation
- Guest lectures by agricultural experts sharing best practices in modern farming
- Field visits to agricultural sites providing practical exposure to sustainable farming methods

Centers of Excellence for Food Systems Research

IEM established 23 Centers of Excellence, with 5 centers initiated during 2023-2024, supporting innovation and research. Centers focusing on sustainable food systems include:

- Agricultural Technology Research Labs developing climate-smart agricultural solutions
- Environmental Engineering Centers addressing water management in agriculture
- Biotechnology Research Units exploring bio fortification and crop improvement
- Sustainability Research Hubs studying food waste treatment

Food Safety and Quality Assurance

FSSAI Compliance and Training

The institution maintains strict adherence to FSSAI (Food Safety and Standards Authority of India) guidelines:

- Annual food safety audits ensuring compliance with national standards
- Staff training in food handling covering hygiene, storage, and preparation protocols
- Student awareness campaigns on safe food consumption practices
- Collaboration with FSSAI participating in national food safety initiatives

Campus Dining Hygiene Standards

Quality Assurance Mechanisms:

- Daily kitchen sanitation protocols ensuring clean food preparation environments
- Regular equipment maintenance preventing contamination risks
- Temperature monitoring systems for food storage and serving
- Supplier quality verification ensuring ingredient safety and freshness

Collaborative Partnerships and Networks

- Lions Club International supporting community meal programs
- Inner Wheel Club network facilitating food distribution in urban slums
- Rotary Club International organizing food security initiatives
- Local NGOs working on malnutrition prevention in children

Data and Metrics

Metric	Value
E-waste recycled cumulative % increase from 2019 to 2024	346.48%
Centers of Excellence established	23
Centers initiated (2023-2024)	5-6
Differently-abled children benefited (Faridpur)	103
Elderly residents benefited (Faridpur)	48

Challenges, Learnings, and Adaptive Approaches

- Limited funds restrict growth of community food programs.
- Infrastructure is sometimes unable to serve all meals during busy times.
- Supply chain issues cause inconsistent ingredient availability.
- Seasonal price changes affect the sustainability of meal programs.

- People resist changing eating habits to healthier options.
- Some lack knowledge about nutrition.
- Food waste remains a problem despite awareness.
- Diverse cultural food preferences require varied menus.
- Coordinating large meal services on time is challenging.
- Ensuring food quality at high volumes is difficult.
- Getting enough volunteers for food drives is tough.
- Tracking nutritional outcomes needs continuous effort.
- Including students in menu planning boosts meal acceptance.
- Nutrition education that respects culture better changes behaviour.
- Collaborating with local suppliers strengthens the food supply chain.
- Student-led activities increase peer participation in sustainability.
- Combining education, access, and environment gives better results.

Future Directions and Growth Strategies

- Starting meal subsidy programs reaching economically vulnerable students
- Developing food pantry systems providing emergency food assistance
- Creating student food cooperatives offering affordable nutritious snacks
- Implementing nutrition tracking apps helping students monitor dietary intake
- Establishing campus demonstration farms showcasing organic farming practices
- Developing rooftop kitchen gardens producing fresh vegetables for campus consumption
- Partnering with local farmers sourcing fresh, seasonal produce sustainably
- Implementing aquaponics systems combining fish farming with vegetable cultivation
- Scaling up food distribution networks reaching more vulnerable populations
- Establishing community nutrition education centers in neighboring areas
- Developing meal kit programs teaching families to prepare nutritious meals
- Creating food voucher systems empowering beneficiaries with food choice
- Digital nutrition education platforms accessible via mobile devices
- Online recipe libraries promoting healthy, affordable cooking
- Food waste tracking systems identifying reduction opportunities
- Agricultural technology demonstrations showcasing precision farming
- Intensifying nutrition research addressing regional malnutrition challenges
- Developing bio fortified crop varieties improving micronutrient content
- Exploring alternative protein sources supporting sustainable diets
- Investigating food preservation techniques reducing post-harvest losses

Acknowledgments and Gratitude

Profound appreciation is extended to the institutional leadership for their visionary guidance and commitment of resources toward food security. The dedicated dining services staff consistently ensure daily provision of nutritious meals. Collaborative NGO partners have

amplified the reach of community food distribution efforts. Agricultural experts and consultants contribute valuable knowledge on sustainable farming practices. The alumni community generously supports student meal assistance funds. Student volunteers actively participate in food distribution drives with enthusiasm. Government agencies facilitate policy alignment and oversee food safety, while corporate donors provide crucial support for campus food security infrastructure. Special recognition is given to some partner organizations whose steadfast support has enabled transformative progress toward achieving zero hunger goals.

Photo Gallery



Social Bite organized by CSR club on 29th September 2024



Outreach at local schools

Sustainability Development Report 3

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, 2024-25 year focused on improving health and wellbeing through wide-ranging efforts. It provided daily medical care, emergency services, and health checks on campus. Mental health was supported with counseling and stress relief workshops. Fitness programs featured yoga, sports, and nutrition awareness. The institute conducted vaccination drives and maintained sanitation. Community partners helped run free health camps and education for vulnerable groups. IEM also promoted health sciences through research and collaboration. Despite challenges like limited resources and stigma, peer education and digital tools helped reach more people. Future plans include expanding medical and mental health services, increasing outreach with telemedicine, and advancing health research. Support from staff, partners, volunteers, and donors was crucial to these efforts. This work aligns with global health goals and sets a strong example in campus and community health promotion.

Core Mandate

To advance holistic societal wellness means to help communities stay healthy by teaching about health, providing easy access to medical care, and supporting programs that empower people, especially those in need, to prevent illness and improve mental health.

Campus Healthcare Services Infrastructure

Institutional Medical Facilities System

The institute operates comprehensive on-campus healthcare infrastructure ensuring all students and faculties receive access to quality medical services, emergency care, and preventive health screenings throughout their tenure. The campus health service architecture prioritizes accessibility, clinical excellence, and preventive care. During the 2023-24 academic year, the institution provided:

- Medical consultations for all students and faculties through campus health center
- Emergency medical response ensuring immediate care for acute health situations
- Free medical consultations for all faculty, staff members, and enrolled students
- Comprehensive health screenings incorporating vital assessments and diagnostic evaluations

The campus healthcare system architecture emphasizes:

- Qualified medical practitioners ensuring evidence-based clinical care

- Essential pharmaceutical inventory supporting treatment protocols
- First-aid capabilities and emergency medical equipment
- Referral coordination with tertiary healthcare facilities for specialized interventions

Health Center Infrastructure:

The institute's health facility Dr. Sudarsan Chakrabarti Memorial Centre, Ultadanga equipped with modern diagnostic equipment, provides:

- Outpatient consultation services addressing diverse medical conditions daily
- Preventive health screening programs identifying risk factors early
- Medical record maintenance ensuring continuity of care

Student and Faculty Health Support Systems

Emergency Medical Assistance

Financial support mechanisms provide medical expense reimbursement and emergency healthcare funding to students and faculties facing critical health situations, ensuring no student encounters healthcare barriers during medical emergencies.

Health Insurance Coverage

Comprehensive medical insurance provisions accommodate varying student and faculties needs:

- Accident insurance coverage for all enrolled students
- Medical emergency financial assistance programs
- Cashless hospitalization facilities through partner hospitals
- Mental health coverage including counseling and psychiatric consultations

Mental Health and Psychological Wellness

Mental health support components embedded within institutional wellness framework include:

- Smile Club initiatives addressing psychological wellness and emotional resilience
- Professional counseling services providing confidential mental health consultations
- Stress management workshops teaching coping strategies and relaxation techniques
- Peer support networks fostering community-based emotional support systems

Mental Health Awareness Programming

During the 2023-24 academic year, the institution conducted mental health awareness initiatives through:

- Mental health webinars promoting awareness about psychological disorders and treatment options
- Stress reduction workshops exploring mindfulness, meditation, and cognitive behavioral techniques
- Stigma reduction campaigns normalizing mental health discussions and help-seeking behavior
- World Mental Health Day observances highlighting psychological wellness importance

Extension Activities Engagement

39 extension and outreach programs addressed themes including mental health awareness, wellness practices, and community health education, with 5,482 students actively participating in these initiatives.

Crisis Intervention and Support

The institution maintains mental health crisis response protocols including:

- 24/7 helpline access connecting students with mental health professionals
- Emergency psychological first aid for acute mental health crises
- Referral networks with psychiatric hospitals and mental health clinics
- Follow-up care coordination ensuring continuity in mental health treatment

Physical Fitness and Wellness Programs

Structured Physical Activity Initiatives

The institution implemented comprehensive fitness programming addressing physical wellness:

- Yoga sessions conducted by certified instructors promoting flexibility and mindfulness
- Physical education classes ensuring regular exercise and sports participation
- Martial arts training including karate for self-defense and physical conditioning
- International Yoga Day celebrations emphasizing holistic wellness practices

Sports and Recreation Metrics

Progressive sports facility utilization demonstrating wellness commitment:

- 97 sports and cultural events organized annually promoting active lifestyles
- Indoor facilities including badminton courts, table tennis, carrom, and chess
- Outdoor infrastructure featuring basketball courts, volleyball courts, and football grounds

- Gymnasium facilities equipped with modern fitness equipment for strength and cardiovascular training

Wellness Education and Lifestyle Medicine

Health Promotion Campaigns

- Physical activity awareness encouraging regular exercise habits
- Nutritional wellness education promoting balanced dietary practices
- Substance abuse prevention programs educating about tobacco, alcohol, and drug risks

Campus Wellness Activities

- IEM-UEM Marathon with 2,000 participants promoting cardiovascular fitness
- Cyclothon events encouraging sustainable transportation and physical activity
- Outdoor adventure programs fostering active recreation and team building
- Fitness challenges motivating consistent exercise participation

Disease Prevention and Health Awareness

Vaccination and Immunization

- COVID-19 vaccination drives ensuring campus community protection
- Polio eradication initiatives through Rotary Club partnerships

Hygiene and Sanitation Infrastructure:

- Regular sanitation protocols ensuring clean campus environments
- Hand hygiene stations strategically positioned across campus facilities
- Waste segregation systems minimizing disease transmission risks
- Water quality monitoring ensuring safe drinking water availability

Community Health Outreach and Medical Camps

Free Medical Camp Organization

The Inner Wheel Club and health organizations orchestrated extensive community healthcare initiatives:

- Regular health screening camps providing free medical examinations to economically disadvantaged populations
- Essential medicine distribution ensuring treatment access for diagnosed conditions

- Health education sessions during medical camps promoting preventive practices
- Specialist consultations connecting community members with physicians across medical disciplines

Rotary Club Health Initiatives

Operating under IEM's institutional framework, the Rotary Club organized comprehensive health welfare programs:

- Sanitation kit distribution including hygiene supplies during public health emergencies
- Medical equipment donations to underfunded healthcare facilities
- Health awareness rallies mobilizing community participation in wellness activities
- Blood donation camps addressing critical blood supply needs through voluntary donation

Lions Club Medical Services

The Lions Club conducted:

- Vision screening programs identifying refractive errors and eye diseases
- Free eyeglass distribution ensuring visual health for economically disadvantaged individuals
- Diabetes screening camps promoting early detection and lifestyle modification counseling
- Health education workshops fostering disease prevention awareness in slum communities

Festival-Period Health Interventions

During major cultural celebrations, particularly **Durga Puja festivities**, the institution orchestrated health-focused initiatives:

- First-aid stations at community gatherings ensuring emergency medical response
- Health awareness booths distributing educational materials on disease prevention
- Blood pressure and blood sugar screening for festival attendees
- Hygiene kit distribution promoting sanitation during large public gatherings

Faridpur Outreach Health Initiative:

A significant healthcare-focused outreach effort in Faridpur region benefited:

- 103 differently-abled children receiving medical check-ups, health kits, and medication support

- 48 elderly residents accessing health screenings, medical supplies, and wellness counseling

Blood Donation and Transfusion Services

Regular Blood Donation Campaigns

The institution promotes voluntary blood donation addressing critical healthcare needs:

- Multiple blood donation camps annually organized through Smile Club and student organizations
- Partnership with blood banks ensuring safe collection and distribution protocols
- Donor health screening assessing eligibility and ensuring donor safety
- Post-donation care providing refreshments and health monitoring

Blood Donation Impact:

- Faculty and student participation in voluntary donation drives contributing to regional blood supply
- Emergency blood requirements addressed through campus donor mobilization networks
- Awareness campaigns educating about blood donation safety and life-saving impact
- Recognition programs honoring regular voluntary blood donors

Community Blood Supply Support

- Emergency blood request coordination connecting patients with matched donors
- Replacement blood donation support for students' family members requiring transfusions
- Rare blood group registries maintaining databases for critical emergency needs
- Thalassemia support through regular blood donation for patients requiring transfusions

Health Sciences Education and Research

Academic Health Integration

The institution promotes health sciences awareness through:

- Life Sciences curricula covering human physiology, pathology, and immunology
- Public health modules exploring epidemiology, healthcare systems, and disease prevention

- Biomedical engineering programs addressing medical device innovation and healthcare technology
- Environmental health courses examining pollution impacts and occupational health

Centers of Excellence for Healthcare Innovation

IEM established 23 Centers of Excellence, with 5-6 centers initiated during 2023-2024, supporting healthcare innovation and research. Centers focusing on health systems include:

- Biomedical Engineering Research Labs developing diagnostic devices and therapeutic technologies
- Healthcare Technology Innovation Hubs exploring telemedicine and digital health solutions
- Pharmaceutical Research Units investigating drug development and formulation technologies
- Public Health Research Centers studying disease epidemiology and intervention strategies

Sanitation, Hygiene, and Environmental Health

Campus Sanitation Infrastructure

The institution maintains comprehensive sanitation infrastructure:

- Clean drinking water access points throughout campus ensuring hydration
- Hygienic restroom facilities regularly maintained with adequate water and cleaning supplies
- Menstrual hygiene management including sanitary napkin vending machines and disposal facilities
- Hand-washing stations with soap dispensers promoting infection prevention

Air Quality and Pollution Control

- Campus air quality monitoring assessing particulate matter and pollutant levels
- Green infrastructure with extensive tree cover improving air quality
- Vehicle emission control promoting electric vehicles and restricting high-emission vehicles
- Indoor air quality maintenance through ventilation and regular facility cleaning

Vector Control and Pest Management:

- Mosquito control programs preventing dengue, malaria, and chikungunya transmission

- Rodent control measures protecting food storage and residential areas
- Pest management using environmentally safe methods minimizing chemical exposure
- Drain maintenance eliminating vector breeding sites

Occupational Health and Safety

Faculty and Staff Wellness:

The institution maintains occupational health programs ensuring employee wellbeing:

- Annual health check-ups for all faculty and staff members
- Occupational hazard assessments identifying workplace health risks
- Workplace stress management programs supporting employee mental health

Laboratory and Workshop Safety:

- Personal protective equipment provision for laboratory and workshop activities
- Chemical safety protocols minimizing exposure to hazardous substances
- Fire safety training ensuring emergency response preparedness
- First-aid training for laboratory personnel and facility managers

Student Health and Safety

- Hostel health inspections ensuring safe residential environments
- Food safety audits of campus dining facilities preventing foodborne illness
- Emergency evacuation drills preparing students for fire and disaster scenarios

Collaborative Partnerships and Networks

Healthcare and Medical Organizations

Sustained cooperation with prominent healthcare and medical institutions:

- Medical Centers providing clinical training and medical education opportunities
- Public health departments coordinating disease surveillance and health campaigns
- Mental health organizations offering specialized psychological services
- Blood banks and transfusion centers ensuring safe blood supply

Collaborative Activities

During 2023-24, IEM engaged in 2,809 collaborative activities encompassing:

- Joint research in medical sciences and healthcare technology

- Student placements in pharmaceutical and healthcare industries
- Community health projects with government health departments

Civil Society Health Partnerships

- Lions Club International supporting vision screening and diabetes awareness
- Inner Wheel Club network facilitating health camps in urban slums
- Rotary Club International organizing vaccination drives and blood donation camps
- Local NGOs working on maternal and child health in marginalized communities

Data and metrics

Metric	Value	Description SDG-report-2023-24.docx
Extension Programs	39	Outreach on mental health, wellness, community education; 5,482 students participated.
Collaborative Activities	2,809	Joint research, placements, health projects with partners.
Sports/Cultural Events	97	Annual promotion of active lifestyles via indoor/outdoor facilities.
Marathon Participants	2,000	IEM-UEM Marathon for cardiovascular fitness.
Faridpur Beneficiaries	103 children + 48 elderly	Medical check-ups, kits, counseling via outreach.
Health Screenings	Regular camps	Free exams, medicine distribution, specialist consultations by Inner Wheel/Rotary/Lions.
Blood Donation Camps	Multiple annually	Via Smile Club; donor screening, post-care, emergency coordination.
Centers of Excellence	23 (5-6 new)	Biomedical labs, health tech hubs, pharma/public health research.

Challenges, Learnings, and Adaptive Strategies

- Limited healthcare staff reduces consultation availability during busy times.
- Lack of specialized equipment limits diagnosis of some conditions.
- Shortage of mental health professionals compared to demand.
- Insufficient funding restricts growth of community health outreach.

- Mental health stigma discourages people from seeking help.
- Poor health literacy affects preventive care uptake.
- Resistance to lifestyle changes hinders wellness program success.
- Traditional beliefs sometimes clash with modern medical advice.
- Coordinating large health campaigns is challenging.
- Emergency medical response requires fast, organized actions.
- Ensuring privacy of health data while coordinating care is complex.
- Providing continuous follow-up care is difficult due to resource limits.
- Peer-led health education is more effective than traditional methods.
- Integrating physical, mental, and social health yields better results.
- Community health workers help reach underserved groups.
- Digital tools improve health education and appointment scheduling.
- Tailoring communication culturally increases acceptance of interventions.

Future Directions and Expansion Strategies

- Expand medical facilities to meet growing consultation demands.
- Hire specialists like psychiatrists, physiotherapists, and nutritionists.
- Establish on-campus labs for pathology and radiology services.
- Implement electronic health records for better care coordination.
- Increase counsellor-to-student ratios for timely mental health support.
- Develop peer counselling programs and safe spaces for mental health discussions.
- Integrate mental health screening into regular health checks.
- Scale mobile health clinics to serve remote and underserved areas.
- Set up health education centers promoting preventive care in communities.
- Develop chronic disease management and health insurance literacy programs.
- Use telemedicine to widen healthcare access via virtual consultations.
- Employ health information systems and mobile apps for wellness tracking.
- Use wearable devices to monitor fitness and chronic conditions.
- Intensify research on regional healthcare challenges and diagnostics.
- Explore AI in medical imaging and improve healthcare delivery models.

Acknowledgments and Gratitude

Deep gratitude is extended to the institutional leadership for their visionary guidance and resource support toward health initiatives. The dedicated medical and counseling staff ensure consistent, high-quality healthcare daily. Collaborative healthcare partners broaden community health outreach effectively. Medical specialists and consultants generously share their expertise and knowledge on disease prevention. The alumni community provides valuable support through student medical assistance funds. Student volunteers actively engage in health awareness and blood donation programs. Government health departments play a vital role in aligning policies and coordinating disease surveillance. Corporate donors contribute significantly to developing and sustaining campus healthcare infrastructure.

Photo Gallery



Balancing Academics and Wellness Workshop on 8th and 9th February, 2024



IEM-UEM group organized the IEM UEM Kolkata Marathon 2023 on 29th January 2023



Interdepartment football tournament was organised on 25th March 2023 by the sports department of IEM



IEM UEM Cyclothon 2023 in collaboration with NKDA, Telegraph, and CNG was organised on 5th March 2023



IEM organized a Girls' Chess tournament on 5th April 2023



Inter-department futsal tournament was organized at the IEM Management campus



Freedom Cup on 6th August 2023 in NKDA Stadium



The International Day of Yoga celebration on 21st June 2023



Blitz Futsal 2023 organised on occasion of Dr BR Ambedkar's birthday on Friday, 14th April



IEM-UEM Annual Sports Meet will organised on 3rd February 2024 at Kulberia play ground



Staff Cricket Tournament will organised on 4th February 2024 on Maya Chakrabarty Memorial Playground(Kulberia)



Intra-campus Volleyball Championship held on 24th February 2024



6th Annual Cyclotron was organized by UEM at Newtown



6th Annual Cyclotron was organized by UEM at Newtown, in association with Newtown Smart City, CNG, and Young Indians



IEM Inter department cricket tournament was held on 25th, 26th and 27th March 2024



Blitz 2.0 is the second installment of the famous annual football tournament organised by IEM students

Sustainability Development Report 4

Overview and Context

The 2023-24 academic year marked significant progress for the Institute of Engineering and Management (IEM), Kolkata, renowned for its diverse programs across engineering, management, and applied sciences. The institute served 8,185 students with 20 academic programs and 1,463 graduates, supported by 458 qualified faculty members. Emphasizing outcome-based education, IEM offers 1,761 courses, including 633 focused on employability. Its robust infrastructure includes 115 classrooms, over 3,000 computers, and 23 research centers. The academic experience integrates ethics, sustainability, and SDGs, with extensive community outreach involving 5,482 students in 39 programs. IEM maintains a high pass rate of 99.93% and fosters innovation through 620 research publications and 11 patents. Future plans aim at expanding programs, leveraging AI, and deepening community engagement, underscoring IEM's commitment to quality education and societal impact.

Core Mandate

To bring positive change in society, IEM focuses on providing high-quality education, improving teaching methods, combining research with learning, and empowering students from all backgrounds. The institute encourages lifelong learning, critical thinking, and developing strong ethical leadership skills.

Strategic Objectives for 2024-25

- Expand academic programs with a focus on diverse learning areas.
- Strengthen outcome-based education for clear achievement goals.
- Set quality checks aligned with national standards.
- Build partnerships with schools, industries, and research bodies.
- Increase activities supporting Sustainable Development Goal 4.
- Run awareness on educational fairness, digital skills, and sustainability.
- Use strong assessment methods for continuous improvement.
- Embed sustainable development teachings across courses.
- Regularly evaluate and improve teaching effectiveness.
- Create student-focused learning encouraging creativity and problem-solving.

Academic Programs and Student Enrolment

Program Diversity and Comprehensiveness

The institute operates comprehensive academic infrastructure ensuring students receive access to quality education across diverse disciplines throughout their learning journey. The academic program architecture prioritizes accessibility, relevance, and excellence.

During the 2023-24 academic year, the institution provided:

- 20 distinct academic programs spanning engineering, management, and applied sciences disciplines
- Total student enrollment of 8,185 pursuing undergraduate and postgraduate degrees
- 1,463 graduating students completing final year requirements successfully
- 25 programs operating under Choice Based Credit System (CBCS) promoting academic flexibility

The academic program architecture emphasizes:

- Multidisciplinary and interdisciplinary learning approaches enabling cross-domain knowledge integration
- Industry-aligned curriculum ensuring employability and career readiness
- Research-integrated pedagogy connecting theory with practical applications
- Value-based education incorporating ethics, human values, and social responsibility

The comprehensive student body represents:

- 3,800 new admissions during the reporting period across all programs
- 8,185 total students participating in academic activities and examinations
- Diverse geographic representation with students from multiple states and international backgrounds
- Gender-inclusive environment promoting equal educational opportunities

Academic Infrastructure Capacity

Physical Learning Infrastructure:

The institute's educational facility portfolio includes:

- 115 classrooms and seminar halls equipped for effective teaching-learning delivery
- 3,032 computers dedicated to academic purposes enabling digital literacy
- State-of-the-art laboratories supporting practical skill development across disciplines

- Digital library resources with over 845,000 books and e-books facilitating knowledge access

Curriculum Design, Development, and Innovation

Curriculum Philosophy and Framework

The institution continuously develops, updates, and implements program curricula using rigorous procedures aligned with local, national, regional, and global developmental needs reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs).

Curriculum Development Process

- Continuous benchmarking with reputed national institutions (IITs, NITs, Jadavpur University) and international universities (MIT, Stanford University)
- AICTE model curriculum integration ensuring compliance with national standards
- Industry and alumni feedback incorporation addressing employment market requirements
- Competitive examination alignment preparing students for GATE, IES, and other assessments
- Outcome-based education (OBE) principles ensuring measurable learning achievements

Curriculum Revision and Updates

During 2023-24, curriculum enhancements included:

- Syllabus revision conducted for 25 programs ensuring contemporary relevance
- 185 new courses introduced expanding academic breadth and interdisciplinary opportunities
- 1,761 total courses offered across all programs during the academic year
- 633 courses focusing on employability and entrepreneurship skill development

Teaching-Learning Excellence and Pedagogical Innovation

Student-Centric Teaching Methodologies

The institution employs student-centric teaching approaches emphasizing active participation and engagement through experiential learning, participative learning, and problem-solving methodologies.

Experiential Learning Initiatives

- Industrial visits to organizations (VECC, NTH, ERTL, SAMEER) reducing academia-industry distance
- Techno-management festivals (INNOVACION, SYTRON, SRIJAN, SMART Makers Fair, ELEVATE) fostering experiential culture
- Final year industry-related projects assigned from second year under faculty and external industry mentorship
- Research paper publication encouragement with students publishing final year projects

Problem-Solving Skill Development

- Coding competitions, Olympiads, and hackathons organized departmentally promoting coding culture
- Essential Studies for Professionals (ESP) and Skill Development for Professionals (SDP) classes enhancing practical problem-solving abilities
- GATE coaching classes preparing advanced students for higher education and government employment
- Competitive coding sessions building algorithmic thinking and programming proficiency

Technology-Enabled Learning Infrastructure

ICT Integration Framework:

The institution employs comprehensive Information and Communication Technology (ICT) supporting, enhancing, and optimizing education delivery:

Hardware Infrastructure:

- Fast Internet connectivity: 3.4 GBPS enabling seamless digital access
- 158 LCD projectors and screens facilitating multimedia instruction
- 3,202 computer systems supporting digital literacy development
- 21 seminar rooms enabling industry connect and workshops
- 144+ printers distributed across campuses
- 4 smart boards providing interactive learning experiences
- 24 television displays at prominent campus locations
- 130 sound systems and 196 microphones ensuring effective communication

Software and Digital Resources:

- Virtual/physical laboratory facilities using LTSpice, Vesta, Logisim, Weka, R, Anaconda, MATLAB Campus License, PROTEUS, CST Studio, Cadence

- Online teaching platforms: Zoom, Google Meet, GoToWebinar, Microsoft Teams, Google Classroom
- Digital library resources: 845,000+ books and e-books
- Journal access: IEEE Digital Library (ASPP-190), Delnet, J-Gate (29,306), EBSCO Business Source Elite (1,064), Springer (222), NDLI
- Library management software: LSEase, KOHA

E-Learning Platforms:

- IEM Learning: 200+ video lecture courses prepared by IEM faculty
- LinkedIn Learning: 18,000 courses accessible to all students
- NPTEL: 2,000+ courses available
- Coursera: 5,000+ courses with free institutional licenses
- Additional platforms: SAP, Udemy, EdX
- IEMCRP portal for student evaluation and quiz administration

Faculty Excellence and Mentorship

Faculty Composition and Qualifications:

During 2023-24, the institution maintained:

- 458 full-time teaching faculty across engineering, management, and science disciplines
- 176 faculty members holding PhD, D.M., M.Ch., D.N.B., D.Sc., D.Litt. qualifications
- 2,449 years cumulative teaching experience at the institution
- Student-to-mentor ratio of 1:17.87 ensuring personalized academic guidance

Faculty Development Initiatives:

- Regularly organized Faculty Development Programs (FDPs): 2 per department per semester
- Distinguished Foreign Lecture Series conducted by nationally/internationally acclaimed professors
- Performance appraisal system implemented bi-annually for career development
- Standardized promotion policy ensuring fair advancement opportunities
- Research support mechanisms encouraging scholarly publications and innovation

Value-Added Education and Skill Enhancement

Value-Added Course Portfolio

The institution offered extensive value-added courses imparting transferable and life skills:

- 5,366 value-added courses offered during the academic year
- 32,192 students enrolled in value-added courses enhancing employability
- 4,948 students undertaking field work, projects, and internships

Employability Enhancement Programs:

- 633 courses focusing specifically on employability and entrepreneurship skill development
- Essential Skills for Professionals (ESP) courses covering quantitative aptitude, verbal aptitude, verbal ability, critical reasoning
- Skill Development for Professionals (SDP) courses addressing analytical reasoning, data interpretation, emotional intelligence, leadership management
- Soft skill development program integrated into every student's curriculum

Foreign Language Training:

Collaboration with Accenture providing:

- French language training enhancing international employability
- Japanese language skills opening opportunities in Japanese corporations
- Cross-cultural communication competencies preparing students for global careers

Constitutional and Civic Education

Mandatory Citizenship Courses:

- Constitution of India course mandatory for all students developing constitutional knowledge and citizenship values
- Values and Ethics courses compulsory for inculcating ethical principles
- Human rights education promoting social justice awareness

International and Online Learning Access

Global Learning Platforms:

Through institutional MoUs, students access:

- Coursera: Unlimited free courses during enrollment
- Microsoft Certification Programs: Industry-recognized credentials
- LinkedIn Learning: Professional development pathways

Study Abroad Programs (SAP):

- 5 countries hosting study abroad delegations
- International conference participation for students and faculty
- Seminars and workshops in partner international institutions
- Cross-cultural academic exchange broadening global perspectives

Physical Wellness and Holistic Development

Mandatory Wellness Activities:

- Compulsory yoga sessions conducted by certified instructors promoting mental and physical wellness
- Physical education classes ensuring regular exercise and sports participation
- Martial arts training including karate for self-defense and discipline
- 97 sports and cultural events organized annually promoting active lifestyles

Assessment, Evaluation, and Quality Assurance

Outcome-Based Education (OBE) Implementation Philosophy and Framework

Outcome-Based Education focuses on achieving specific outcomes regarding what students are expected to learn and demonstrate by program completion, shifting from content-based to learner-centered approaches.

Learning Outcome Hierarchy:

- Programme Outcomes (POs): Broad competencies graduates should possess
- Programme Specific Outcomes (PSOs): Specialized skills within specific disciplines
- Course Outcomes (COs): Specific learning achievements for individual courses

Theory Course Assessment:

- End semester examination: 70% contribution, conducted at semester end
- Internal assessment: 30% contribution comprising:
 - Mid-semester examinations: Two per semester (60% of internal)
 - Assignments: Minimum four per semester (40% of internal)

Laboratory Course Assessment:

- End semester examination: 60% contribution
- Internal assessment: 40% contribution comprising:

- Daily laboratory performance: Regular basis evaluation
- Laboratory reports: Assessed continuously
- Viva voce: Conducted for each experiment

CO Attainment Calculation:

Questions and assignments mapped to Course Outcomes with:

- Average attainment percentages calculated for all students
- Internal assessment weightage: 30%
- End semester weightage: 70%
- Final CO attainment values derived from weighted averages

PO and PSO Attainment:

- Attained PO = Attained CO value × correlation coefficient
- Average PO/PSO calculated from mean of attained values
- Continuous monitoring ensuring alignment with institutional vision and mission

Examination System and Academic Integrity

Examination Infrastructure:

- 41 days average from last examination to result declaration
- 593 student complaints/grievances against evaluation addressed through Examination Grievance Redressal Committee
- University grading system: O (90-100), E (80-89), A (70-79), B (60-69), C (50-59), D (40-49), F (<40)

IT-Enabled Examination Management:

- IEMCRP platform for examination administration
- Question bank upload by faculty to generate examination papers
- Digital marks upload ensuring transparency
- Continuous Internal Assessment (CIA) promoting ongoing learning evaluation

Feedback and Continuous Improvement

Structured Feedback Mechanisms:

Systematic feedback collection from:

- Students: Course and faculty evaluation

- Teachers: Curriculum and infrastructure assessment
- Employers: Employability and skill gap analysis
- Alumni: Program relevance and career preparation

Action Taken Reports:

- Regular feedback analysis by IQAC and Academic Council
- Curriculum modifications based on stakeholder inputs
- Infrastructure improvements addressing identified gaps
- Faculty development targeting pedagogical enhancements

Pass Percentage and Learning Outcomes:

- 1,462 final year students passed examinations conducted by institution
- 99.93% pass percentage demonstrating effective teaching-learning processes
- High attainment of POs and PSOs verified through systematic assessment

Research Integration and Academic Innovation

Research Facilities and Infrastructure

During 2023-24, the institution maintained:

- 23 Centers of Excellence, with 5-6 new centers established during reporting period
- Research and Development Cell (RDC) coordinating institutional research activities
- 4 Innovation and Entrepreneurship Development Centers (IEDCs) supporting student innovation

Research Output Metrics

- 1220 research publications produced by faculty and students
- 112 patents filed through IPR Cell including educational technology innovations
- 144 faculty members engaged in research projects
- 124 PhD scholars registered pursuing doctoral research under institutional guidance

Research Support Mechanisms

- Seed money allocation: Rs. 289.5 lakhs provided to faculty for research
- Grant: Rs. 43.88 Crore received from government and non-governmental agencies
- 15 departments conducting funded research projects during the year
- 176 faculty recognized as research guides supervising doctoral candidates

Student Research and Innovation

- Mandatory research paper publication: Each student encouraged to publish two research papers during course tenure
- Final year project publication: Students instructed to publish final year projects as research papers
- Conference participation: Students attend and present at 44+ institutional conferences
- Industry-guided projects: External industry members serve as final year project guides

Innovation Ecosystem:

- IEM Entrepreneurship Cell (E-Cell) supporting student ventures
- Business incubation facilities providing mentorship and seed capital
- Healthcare and education technology startups addressing societal challenges

Educational Extension and Community Engagement

Community Education Initiatives:

During 2023-24, extension activities encompassed:

- 39 extension and outreach programs conducted addressing educational access and literacy
- 5,482 students participating in community education activities
- 23 awards received for extension work excellence
- 2,809 collaborative activities with partner institutions and community organizations

Skill Development Outreach

Through partnerships with Lions Club, Inner Wheel Club, and Rotary Club:

- Vocational training programs for economically disadvantaged populations
- Computer literacy initiatives in underserved communities
- Digital literacy campaigns promoting technology access
- Educational material distribution to underprivileged students

Collaborative Partnerships

Institutional Collaborations:

- 25 functional Memoranda of Understanding (MoUs) with national and international institutions

- Academic partnerships with IITs, NITs, and international universities
- Industry collaborations ensuring curriculum relevance and placement opportunities
- Research consortiums facilitating joint research and faculty exchange

Government and NGO Partnerships:

- Educational mission alignment with National Education Policy (NEP) 2020
- Skill India initiative participation through vocational training
- Digital India support via ICT-enabled education delivery
- NGO collaborations extending educational access to marginalized populations

Quality Assurance and Accreditation

Internal Quality Assurance Cell (IQAC)

- Established: April 30, 2015
- 4 IQAC meetings conducted during the year
- Spearheaded NBA accreditation for MBA, ECE, CSE, EE departments
- Continuous curriculum upgradation based on industry requirements
- Creation of Centers of Excellence and innovative laboratories

Quality Enhancement Initiatives:

- Incorporating Generative AI and AI tools in syllabi per industry standards
- Industrial internship encouragement during semester breaks
- External industry member involvement in student project guidance
- Research publication emphasis for final year projects
- Blooms Taxonomy alignment in question paper creation

Academic Excellence Metrics:

- NIRF ranking improvement initiatives through enhanced research publications and placements
- AICTE approval successfully obtained for all departments
- Stakeholder feedback analysis with periodic action implementation
- High-impact publication encouragement with conference and journal expense reimbursement

National Accreditation Status

- NAAC Accreditation: Cycle 1, Grade A, CGPA 3.25 (2017)

- Autonomous Status: Granted January 12, 2019
- NBA Accreditation: Multiple departments accredited during 2023-24
- AICTE Approval: All programs approved

Academic Bank of Credits (ABC)

- All students registered with ABC ID enabling academic record portability
- National Academic Depository (NAD) integration: Marksheets and certificates digitally accessible
- Secure credential management providing anytime access to educational records

Educational Technology and Digital Transformation

Centre of Excellence for Indian Knowledge Systems:

Established under institutional guidance with advisory board meeting held December 1, 2023 with a vision to become globally recognized institution promoting Indian subcontinent heritage harmonized with modern knowledge systems. Its areas of interest are

- History of Science and Technology
- History of Medical Science
- Art and Architecture
- Numismatics and Epigraphy
- Engineering, Mathematics, Biological Sciences
- Astronomy, Health, Environment, Law
- Sustainable Development

Some of its recent initiatives are

- Online course: Ancient Indian Astronomy led by Prof. Amitabha Ghosh, INSA Emeritus Scientist
- YouTube channel: Classes available for broader audience access
- Coin exhibition: Collaboration with Numismatic Society of Calcutta showcasing historical Indian coins
- Gallery development: Sparking interest in IKS among school and college students

Academic Calendar and Teaching Plans

- Comprehensive academic calendar outlining key milestones, examination periods, essential events
- Preliminary meetings with HODs, Director, COE, and Dean Academics

- Teaching plans alignment with curriculum objectives and educational standards
- Collaborative lesson plan design catering to various learning styles
- Accountability and reliability culture preparing students for academic success

Infrastructure and Learning Resources

Library and Information Resources

- 845,000+ books and e-books in central library
- Journal subscriptions: IEEE Digital Library (ASPP-190), Delnet, J-Gate (29,306), EBSCO (1,064), Springer (222)
- NDLI access: Free for all stakeholders
- Library management systems: LSEase, KOHA
- Reading spaces and study areas accommodating diverse learning preferences

Laboratory and Specialized Facilities

- Engineering laboratories: Equipped with modern instruments and software
- Management simulation labs: Business scenario analysis and decision-making
- Computer laboratories: 3,032 computers for programming and computational work
- Research laboratories: Advanced equipment supporting doctoral and faculty research

Specialized Centers

- 23 Centers of Excellence supporting interdisciplinary research and innovation
- 14 Innovation and Entrepreneurship Development Centers fostering startup culture
- IEM Institute of Fundamental Research promoting basic sciences
- Astronomical Research Lab with advanced telescope facilities
- AI Innovation Center exploring artificial intelligence applications

Data and Metrics

Metric/Category	Value and Description
Total Student Enrollment	8,185 students across 20 academic programs
Number of Graduates	1,463 students successfully completed final year
New Admissions	3,800 students during 2023-24 academic year

Metric/Category	Value and Description
Pass Rate	99.93% high academic performance
Total Teaching Faculty	458 full-time faculty members
Faculty with PhD	176 faculty with doctoral qualifications
Student-to-Mentor Ratio	1:17.87 personalized guidance
Number of Academic Programs	20 programs (Engineering, Management, Applied Sciences)
Number of Computers	3,032 computers for academic use
Total Courses Offered	1,761 courses including 633 employability-focused
Library Books & E-Books	845,000+ physical and digital resources
BTech Students Placed	774 placed, median package INR 6 LPA (25% increase)
MBA Students Placed	257 placed, median package INR 16.4 LPA
MTech Students Placed	23 placed, median package INR 3.36 LPA
Research Publications	620 publications by faculty and students
Patents Filed	11 patents from institutional IPR cell
Research Funding	Rs. 289.5 lakhs seed money, Rs. 43.8 crore grants
Community Programs	39 programs with 5,482 student participants
NBA Accredited Departments	5 departments including MBA, ECE, CSE, EE
NAAC Accreditation	Grade A, CGPA 3.25, Autonomous since 2019

Challenges, Learnings, and Adaptive Strategies

- Optimize faculty-student ratio for personalized attention.
- Expand infrastructure to handle more students.
- Secure funding for larger research projects.
- Upgrade technology to stay current.

- Address diverse student learning needs.
- Update curriculum to keep pace with technology.
- Balance depth and breadth in course offerings.
- Ensure authentic assessments in digital exams.
- Coordinate varied programs efficiently.
- Align curriculum with industry needs.
- Maintain quality assurance across departments.
- Use feedback for continuous improvement.
- Outcome-based education measures learning well.
- Partnerships with industry improve job readiness.
- Research enhances critical thinking skills.
- Technology increases learning access and engagement.
- Student-centered methods boost motivation.
- Continuous feedback helps timely adjustments.

Future Directions and Expansion Strategies

- Launch new interdisciplinary programs in emerging fields.
- Introduce micro-credentials and certificate courses for lifelong learning.
- Develop online and hybrid learning options to reach more students.
- Offer executive education for working professionals.
- Improve education quality with stronger outcome-based frameworks.
- Increase faculty with PhDs to 50% across departments.
- Aim for over 800 research publications annually.
- Work toward higher rankings like NIRF.
- Use Learning Management Systems and AI to enhance learning.
- Develop virtual labs and digital content libraries.
- Expand Centers of Excellence and increase patents to over 20 yearly.
- Promote industry-sponsored and interdisciplinary research.

- Scale educational outreach to underserved communities.
- Create adult literacy and vocational training programs.
- Provide free online courses for wider access.

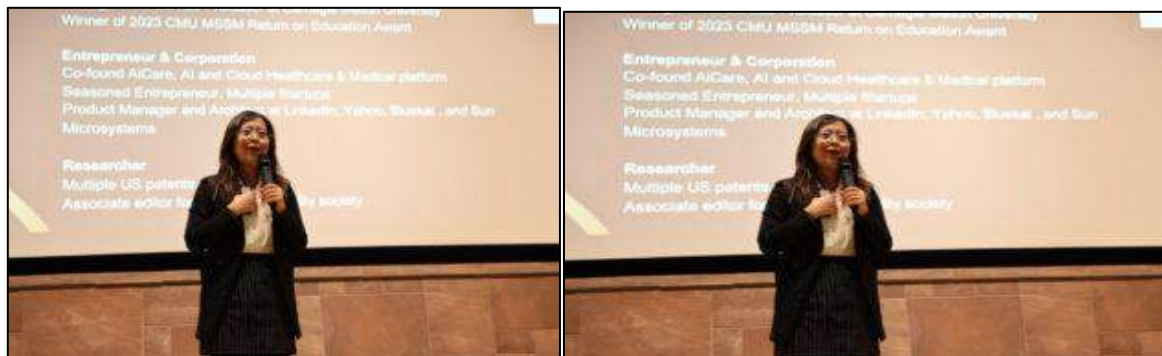
Acknowledgments and Gratitude

Profound appreciation is extended to the institutional leadership for their visionary guidance and strong support for educational excellence. Dedicated faculty members provide daily, innovative instruction to foster student growth. Collaborative academic partners enhance research and teaching quality, while industry partners offer valuable practical learning and placement opportunities. The alumni community contributes meaningful mentorship and financial aid. Students show enthusiasm in learning and development, supported by government agencies that ensure policy alignment and funding. Accreditation bodies play a key role in maintaining and improving quality through rigorous evaluations. Special recognition is given to partner organizations whose continued support has driven significant progress toward inclusive, equitable, and quality education goals.

Photo Gallery



International Conference on Advancing Science and Technologies in Health Science (IEM-HEALS 2024) On September 13, 2024



IEEE CCWC 2024 was organized from 8th January 2024 to 10th January 2024 at the University of Nevada, Las Vegas, USA.



International Conference on English Learning and Teaching Skills will be organized from 9th February 2024 to 11th February 2024.



3rd International Conference on Innovative Research Practices in Social Sciences (IRPSS-2023) in association with Smart Society, USA; ICRC-AIMA; Academy of Indian Marketing, scheduled on November 16, 17 & 18, 2023.



Fifth International Conference on Emerging Trends in Mathematical Sciences & Computing (IEMSC-24) from 2nd-4th February 2024



Workshop on the evolving Landscape of Pharmaceutical Marketing as we enter the Era of Biologics and Vaccines on 24th July 2024



Workshop at IEM Kolkata hosting Prof. (Dr.) Saikat Chakrabarti and Dr. Arkajit Bhattacharya as guest speakers on 8th and 9th February 2024



Case & Research Wing of the Department of Management organized a research workshop on "Doing Qualitative Research" on November 16, 2023.



Workshop on Lending Operations (NBFC and Bank) on October 17, 2023



Entrepreneurship for BBA students of college on 9th October 2024



Workshop named SYTRON 2023 from 23rd September to 30th September 2023



IEEE Women in Engineering-WIE, Kolkata Section organized IEEE WIE Outreach Workshop on 31st August 2023 at IEM Public School Campus



Dept. of BBA & HRDC IEM organized an FDP on Python Essentials from 18th to 24th April 2024



5 Days Online International Faculty Development Program on “Quantum Artificial Intelligence” organized by Department of CSE-AIML and CSBS, IEM Kolkata from 24th June – 28th June , 2024



Faculty Development Program (FDP) on SMART AI & IoT from 27th to 31st May 2024

IEM-UEM GROUP PRESENTS
MDP 2024

"Earning money from Stock Market"

Topics of discussion:

- Fundamental to Technical Analysis
- Basics of Technical Analysis
- Tools of Technical Analysis I
- Tools of Technical Analysis II
- Movement (MAKER)
- Concepts in Buying and Selling Stocks
- Case Studies on stock movement of selected Index companies – Buying and Selling opportunities

Speakers:

- KRISHN DUTTA S.** (Business Head, Leguminosae)
- SARANYA MALHOTRA** (Entrepreneur, Groww)
- BYRODEEP RAY** (Dean, Faculty, IEM)
- SANJANA CHANDR** (Faculty, IEM)

16th- 17th May 2024
09:00 AM-06:00 PM
EM MANAGEMENT HOUSE, FCURATE

Mode: On-Premises (2-Days)
Registration Charges: ₹2000/- + GST
Perks: MDP KIT, Certificate

Scan QR to Register

IEM MBA department organized a MDP program on “Earning money from Stock Market” for the second quarter(April-June) of 2024

5 DAYS INTERNATIONAL FDP

On Advancing Academia Through Artificial Intelligence: Exploring Opportunities, Challenges and Ethical Implications

Organised by IEM Department of Management

Objective:
The primary objective of this FDP is to facilitate a multi-disciplinary dialogue on the role of AI in academia. The FDP aims to:

1. Update the latest advancements in Artificial Intelligence (AI) and their applications in academia's research, teaching, and administration.
2. Examine the impact of AI on knowledge discovery, pedagogy, and learning outcomes in higher education.
3. Scrutinize the ethical, social, and legal implications of AI adoption in academia, including issues related to bias, privacy, and algorithmic accountability.
4. Foster collaboration among researchers, educators, policymakers, and industry stakeholders to address challenges and leverage opportunities, presented by AI-academia.

Concept Note: Role of Artificial Intelligence in Academia
Artificial Intelligence (AI) has emerged as a transformative force, reshaping various sectors, including academia. The integration of AI technologies presents unprecedented opportunities to revolutionize research, teaching, and administrative functions within academic institutions. It also poses complex challenges and ethical considerations that warrant careful examination. The FDP is crafted to enhance the faculty's skills and experience in the field of AI, equipping them to impart knowledge to their students effectively and gain them an understanding of the latest literature in artificial intelligence. In particular, the organized and equipped technology into the functioning as an essential tool for specialized course.

ORGANISING COMMITTEE
Prof. Dr. Subrata Chattopadhyay
Prof. Dr. Mitad Sengupta
Prof. Sohini Datta

April 15th - 19th, 2024

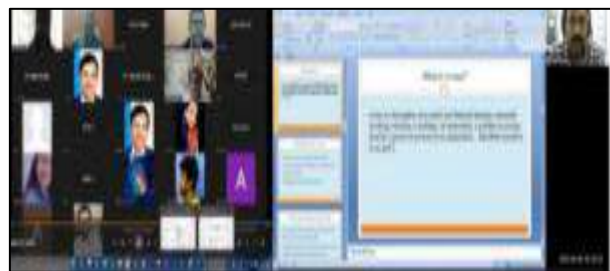
Scan the QR and get registration link.

Make Hybrid Office sessions at IEM Management House. The registration fee will be charged.

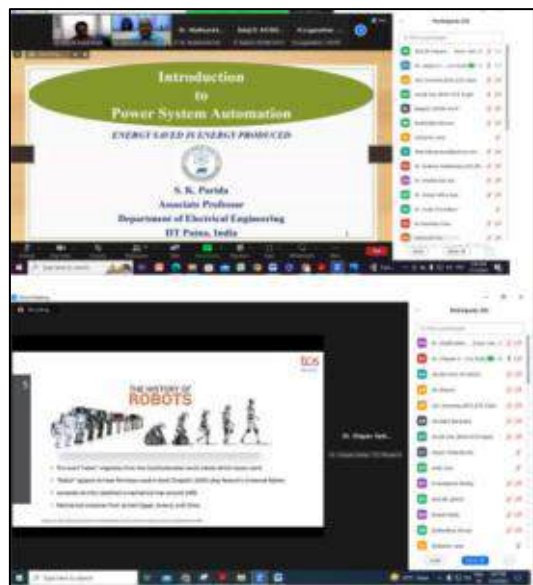
5 Days on FDP on “Advancing academia through AI exploring Opportunities, Challenges and Ethical Implications



Department of IT, CSE(IOTCSBT), CSE(IOT) in association with IEM-UEM IQAC is organized a 5 days Faculty Development Program on Connectivity Conclave: Unveiling the Internet of Things and WSN(Hybrid Mode) from March 18 to March 22, 2024.



HRDC of IEM organized a FDP on Balancing Act: Navigating Stress in Academia from 8th January 2024 to 11th January 2024



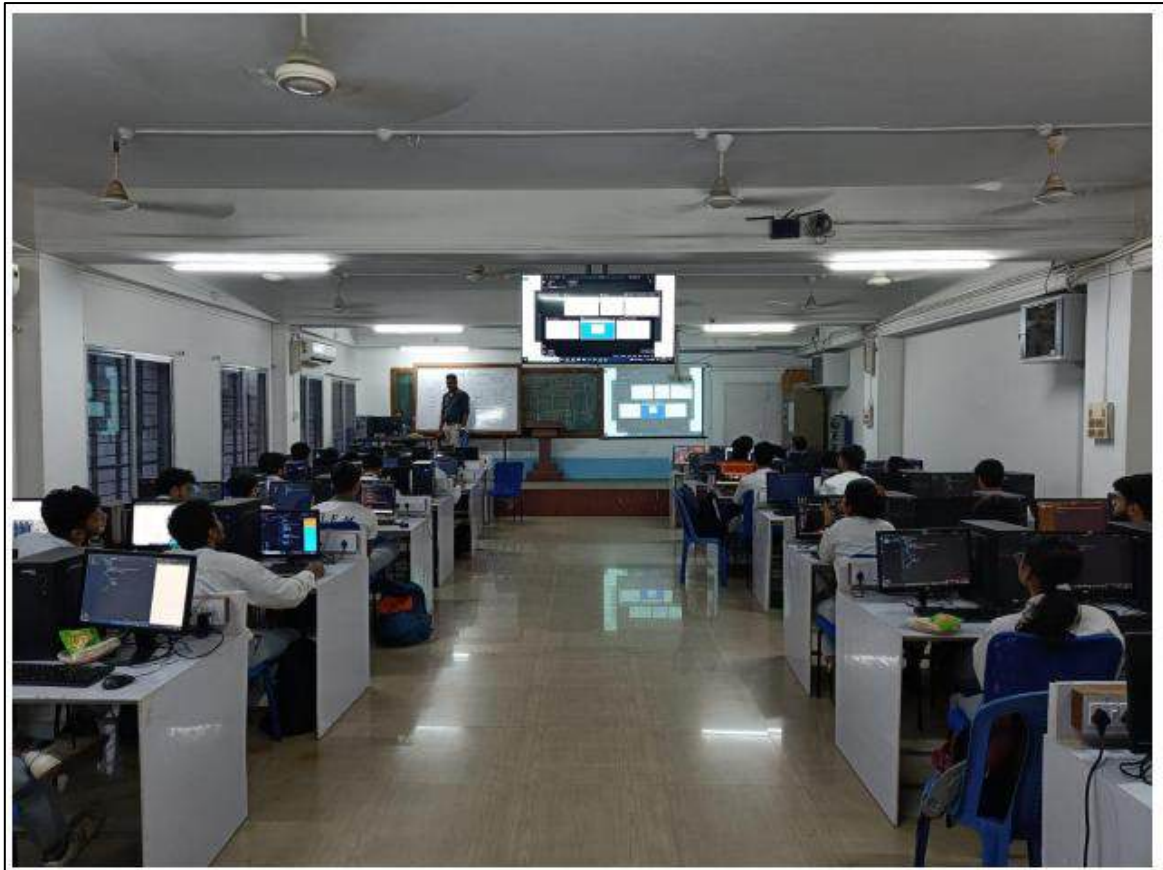
FDP on Recent Advancement on Control & Instrumentation from 10th July to 14th July 2023 organized by Department of Electrical Engineering, IEM Kolkata



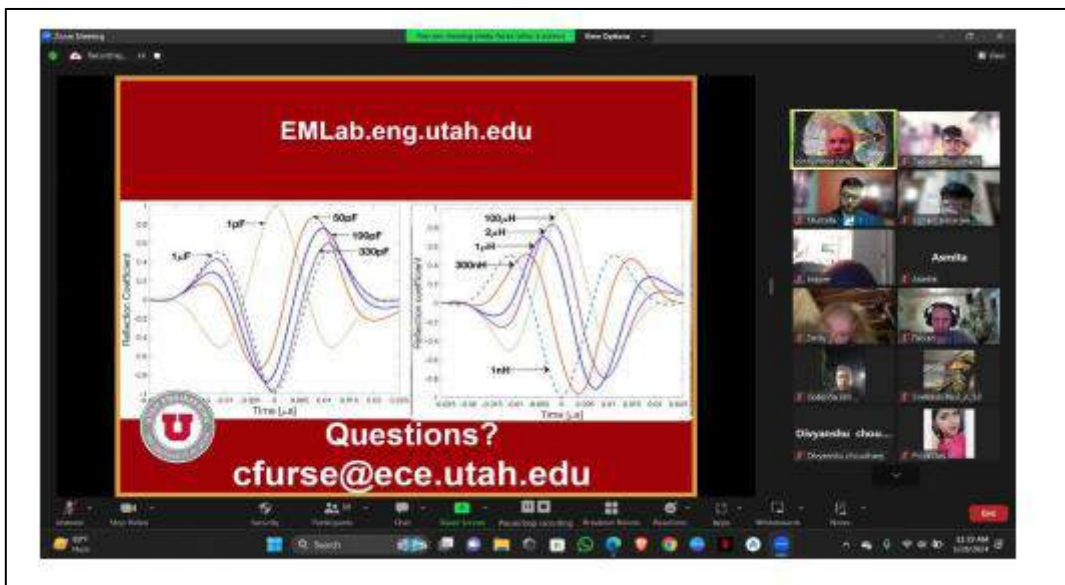
One Week FDP on Recent Trends in High Frequency Communication and Next Generation Smart Systems 29th January 2024



Webinar on "5G Toolkit : An important tool for Research and Innovations in 5G and Beyond Technologies " by Gigayasa Wireless, IIT Madras 7th Feb 2024



"Discovering Yourself Through Web Development: A Beginner's Workshop"



A workshop on how to spot potential business opportunities in everyday life and emerging markets on 28th January 2024



IEEE IEM MTTs Student Branch Chapter organized an event Syntron on September 26th – 29th 2023



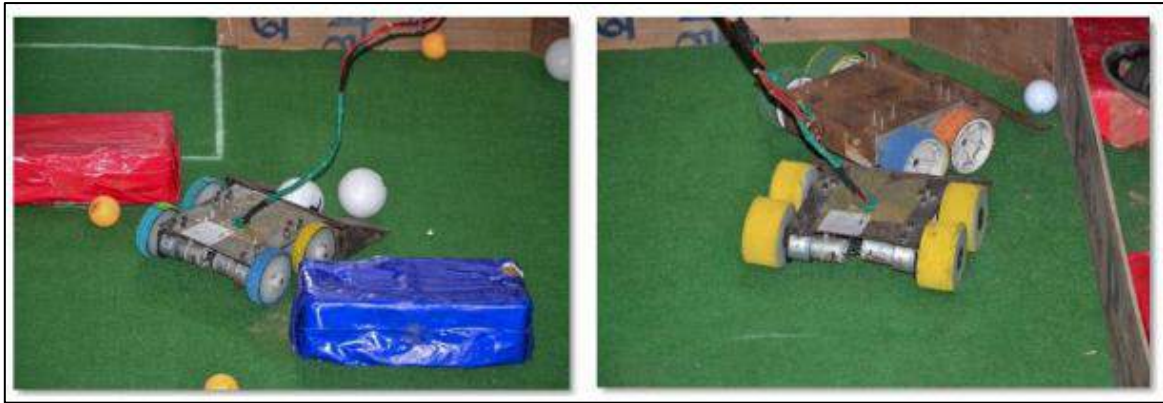
IEEE IEM MTT-S Student Branch Chapter organized a distinguished lecture on “Entrepreneurship” by Prof. Cynthia M Furse aimed to enlighten the participants about entrepreneurship on 28th January 2024



IEEE IEM MTT-S Student Branch Chapter organized an event on 17th February 2024



ROBORASH organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter
from 23rd to 24th September 2023



VISCA 'EL' SYTRON (ROBOSOCCER) Organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter from 23rd to 24th September 2023



SYTRONIX (COMPETITIVE CODING COMPETITION) organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter on 30th September 2023



IEEE IEM EDS Student Chapter Branch hosted an engaging workshop on Electric Vehicle (EV) Technology on 7th of February 2024



IEEE IEM CAS-S Student Branch Chapter hosted an insightful lecture series on VLSI devices and systems On August 11, 2023




2-DAY WORKSHOP ON MATLAB BASED MODERN CONTROL & SIGNAL PROCESSING APPLICATIONS

**26-27 AUGUST, 2023
MODE - ONLINE**

Faculty Coordinators:
Prof. Ankit Ray Ghatak
Prof. Nirban Chakraborty
Prof. Arijita Das

REGISTER HERE:




PROF.(DR.) JAYATI DEY
Associate Professor, Department of
Electrical Engineering, NIT Durgapur

2 Day Workshop on MATLAB based Modern Control and Signal Processing Applications on 26th-27th of August, 2023



India's growth outreach accelerated linkage (goal) program on 23rd December 2023



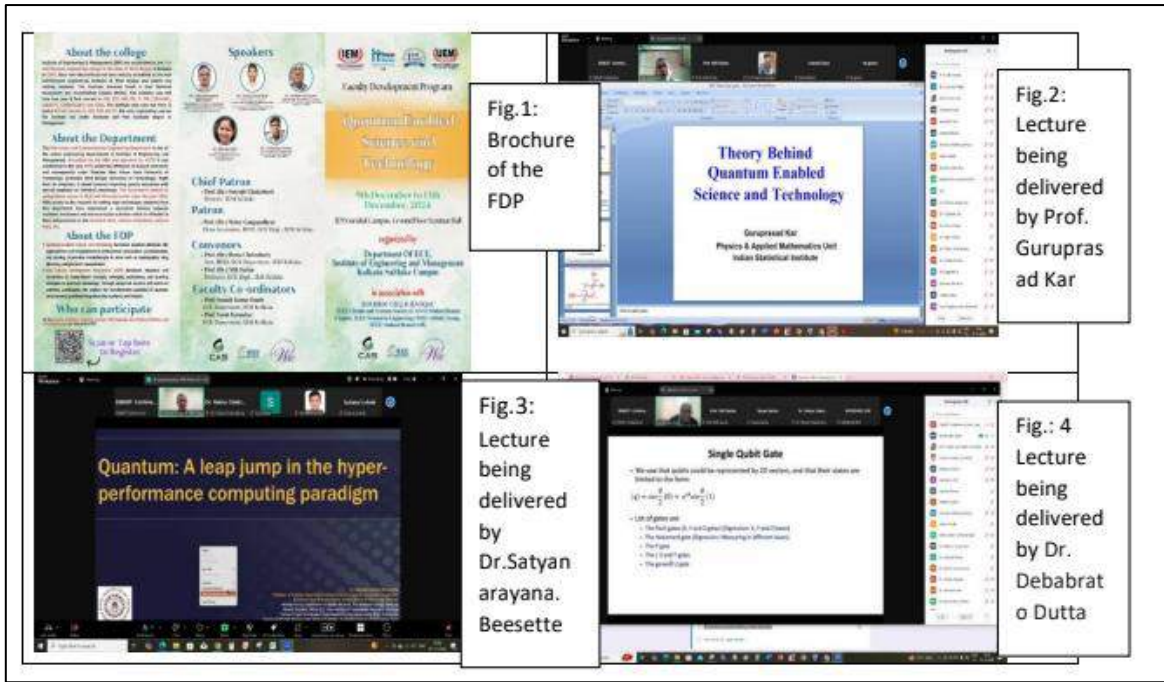
Celebration of Einstein's Birthday



Talk on Light from semiconductor on 14th March 2024



FDP Program on state-of-the-art techniques of Electrical and Electronic System integrating AI/ML from 28th November to 2nd Dec, 2023



FDP on “Quantum Enabled Science and Technology” (QuEST) on December 9-13, 2024



IEM-UEM Aeromodelling Workshop and Drone Exhibition on 13.10.2023



IEEE Instrumentation & Measurement Society, IEEE Joint CSS-IMS Kolkata Chapter & Department of Electrical Engineering, Institute of Engineering & Management, Salt Lake in association with IET (UK) Kolkata Local Network organized a talk by Professor Mihaela Albu, Professor of Electrical Engineering at the esteemed Politehnica, University of Bucharest, Romania



Short description of the event (100 to 150 words) IEEE IEM CASS Student Branch Chapter in association with IEEE CAS Kolkata Section, IEI and IEEE WIE affinity group organized a research talk on 5th February, 2024



Workshop on IPR, Biosafety and Ethics on 13th January 2024



Five-Day Faculty Development Program On Academic Social Responsibility and Best Pedagogical Practices Organized by Department of Basic Science and Humanities, Institute of Engineering and Management (IEM) in association with HRDC, IEM-UEM Group on 6th November 2023 – 10th November 2023



5 - Day Faculty Development Program Report on Unleashing Imagination: Delving into Generative AI and LLMs in Academia & Beyond organized by Department of Computer Application & Science in association with HRDC, IEM-UEM Group from 20th May 2024 – 24th May 2024

IEM
INSTITUTE OF ENGINEERING & MANAGEMENT
SALT LAKE, KOLKATA

18th August, 2023
3:00 P.M onwards

Management Talk
DECIDE – HOW TO DECIDE

Speaker :
Dr. Soumik Gangopadhyay
Professor, Department of BBA , IEM

Organized By -
Department of Business Administration (BBA)
Institute of Engineering & Management (IEM)
Kolkata

"May your Choices reflect your hopes, not your fears"
-Nelson Mandela

Registration Fee: Rs. 100- Scan QR (After Payment, Fill up the form) <https://forms.gle/ospM3hv3ZvdaVxnhNA>

arkaprava.chakrabarty@iem.edu.in
saikat.chakrabarti@iem.edu.in

CN-34/2, Ashram Building, Electronics Complex, Salt Lake, Kolkata-700091

MDP ON 'DECIDE - HOW TO DECIDE' on 18.08.2023

practical aspects of derivative trading

Derivative trading is a complex activity that requires not only a good understanding of financial concepts but also practical skills in market analysis, risk management, and execution. Below are some of the key practical aspects of trading derivatives that every trader or investor should consider:

1. Choosing the Right Brokerage
2. Understanding Margin and Leverage
3. Using trading platforms effectively
4. Developing a Trading Strategy
5. Risk Management

Kolkata, West Bengal, India
803/GN/34/1, GN Block, Sector V, Bidhannagar, Kolkata, West Bengal 700091, India
Lat 22.569957°
Long 88.429332°
12/09/24 11:02 AM GMT +05:30
Note : IEM ASHRAM CAMPUS

Corporate Training Session on 12th September 2024 organised By: ArthSamridhi (Finance Club, IEM Ashram)



Discussions and Insights on Union Budget 2024 by ECONSPIRE – The Economics Club on 1st August 2024



Two days Balancing Academics and Wellness Workshop on 8th and 9th February,2024



INSTITUTE OF ENGINEERING & MANAGEMENT
KOLKATA



MarkEdge

The Marketing Club of BBA Department
Organises

Industry Lecture Session on Strategic Differences in:

- Start-up
- A Profit Earning Organization
- A sick Industry to revive
- In a small merger/acquisition.



24 SEPTEMBER,
2024



9:30 AM-11:10 AM

SPEAKER:

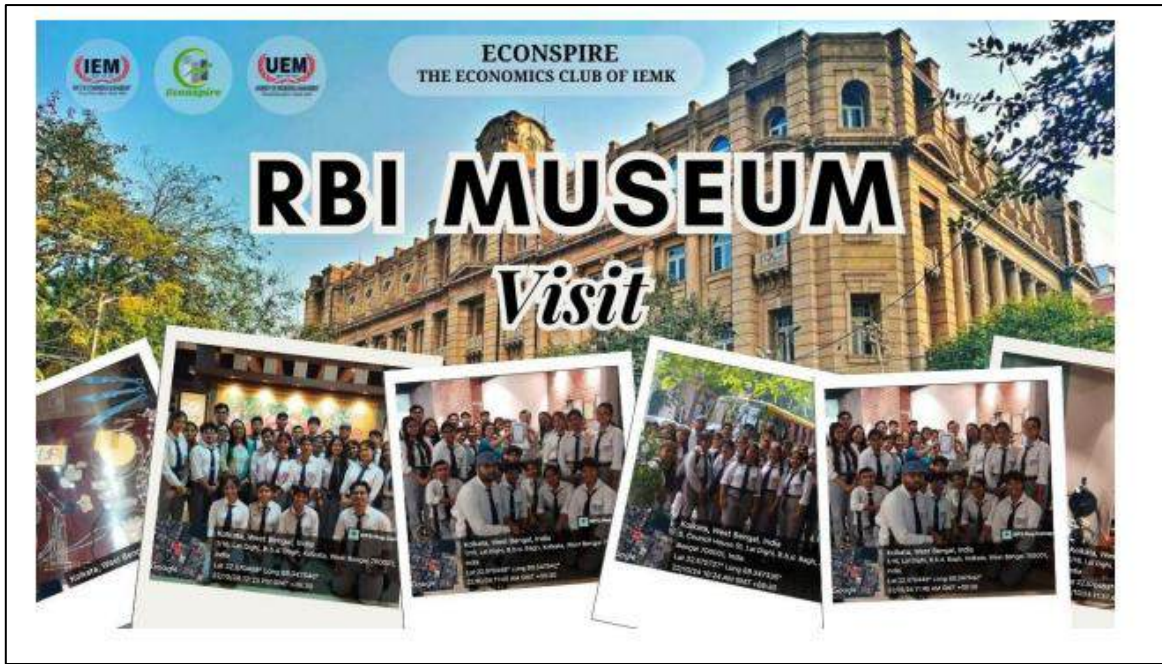
MR. TAMAL MAITY

MARKETING HEAD,
CAPLET INDIA PVT. LTD

Faculty Co-ordinators:

Prof.(Dr.) Dibyendu Chattaraj
Prof.(Dr.) Soumik Gangopadhyay
Prof.(Dr.) Shweta Kishore
Prof. Sananda Halder
Prof. Joysri Datta

Industry Lecture Session on Strategic Difference in: Start-up, a profit earning organization, a sick industry to revive, in a small merger or acquisition on 24th September, 2024



RBI MUSEUM VISIT organized by Econspire, the Economics Club of IEM Ashram Campus, Kolkata, on Tuesday, 22nd October

Sustainability Development Report 5

Overview and context

The Institute of Engineering and Management (IEM), Kolkata, in 2023-24 reinforced its commitment to SDG 5 by promoting gender equality through inclusive leadership, merit-based appointments, and comprehensive support systems. Gender sensitization is integrated into the curriculum, and robust safety and grievance mechanisms ensure a secure campus. Financial aid, mentorship, and scholarships empower women, while data-driven monitoring guides continuous improvement toward gender equity.

Core Mandate

Advance empowerment initiatives that foster leadership, promote respect, dismantle discriminatory barriers, support female professionals and students, and establish fair governance structures for gender equity.

Annual Strategic Priorities for 2024–25

- Increase female representation in senior faculty, academic, and administrative leadership
- Embed gender awareness and sensitivity as part of the core curriculum
- Enable and support women's entrepreneurship and technical careers
- Increase financial, psychological, and professional support to female students and staff
- Strengthen safety and redressal mechanisms (e.g., Internal Complaints Committee)
- Organize sensitization, health, and mentorship programs in collaboration with NGOs and professional bodies
- Celebrate achievements of women and gender-diverse persons across academic and extracurricular domains
- Promote public displays of gender-neutral codes of conduct and institutional policies
- Expand outreach to the community through workshops, legal awareness, and career training in underrepresented sectors

Campus Environment, Representation, and Policy

Gender-Inclusive Policy and Governance

Women occupy critical decision-making roles with appointments grounded in merit and without bias against gender, caste, or religion. Gender-neutral uniforms for students

underscore acceptance and inclusivity. All statutory, academic, and administrative committees ensure mixed-gender representation, fostering participative decision-making.

Professional Support and Welfare

Key facilities and support metrics include:

- Equal access to financial support, health insurance, maternity and paternity leave, and interest-free loans.
- Tuition fee reimbursement and travel grant schemes benefiting women staff.
- Proactive performance feedback and transparent appraisal channels supporting career progression for female faculty.
- Women-led and gender-inclusive cells for cultural, technical, and social activities.

Safety, Security, and Redressal Mechanisms

Comprehensive Security Framework

IEM maintains advanced security through:

- **987 CCTV cameras**, round-the-clock monitoring of campus and hostels
- **35 full-time security officers** overseeing major entry and exit points
- Stringent visitor and alumni registration guidelines to ensure a safe physical environment

Internal Complaints Committee (ICC)

The ICC addresses all complaints of sexual harassment or gender discrimination promptly and confidentially, operating as per the Supreme Court's Vishakha Guidelines. Regular awareness and training sessions further sensitize both staff and students to rights and reporting procedures.

Self-Defense and Wellbeing

Self-defense training is a compulsory part of the student development agenda. Special sessions on physical and mental wellness are facilitated with skilled professionals, in partnership with NGOs and community clubs.

Academic and Curricular Initiatives

Gender Sensitization in Curriculum

- Core and elective courses on **gender studies**, human rights, and ethics are mandatory.
- Regular integration of gender sensitivity modules, fieldwork, and community outreach activates theoretical knowledge through practical exposure.

- Syllabus design adapts industry best practices and UGC recommendations prioritizing SDG 5.

Mentorship, Research and Professional Training

- Targeted mentorship for women in STEM fields and entrepreneurship, leveraging partnerships with Rotary Club, Lions Club, and Inner Wheel Club.
- Scholarships and grants prioritizing women in underrepresented disciplines.
- Facilitation of research, conference participation, and travel grants meant to increase the visibility of female scholarship.

Awareness, Celebrations, and Community Engagement

Campus-wide Sensitization

- Organization of workshops, webinars, and campaigns throughout the year (notably during International Women’s Day and National Girl Child Day) to raise awareness and inspire dialogue on equality and empowerment.
- Regular orientation for new students regarding respect, empathy, and institutional values concerning gender.
- Special counseling sessions for women by certified professionals.

Women Empowerment Events

- Virangana workshops on physical and mental well-being held on March 8 and January 24.
- Celebrations of women achievers and leadership in all annual events.
- Outreach campaigns to inspire local school girls and women in the community, focusing on legal rights, health, hygiene, and career progression.

Monitoring, Feedback, and Impact

Data, Analytics, and Feedback Systems

- Routine collection of gender-segregated data on admissions, results, placements, mentorship, and participation in clubs/committees.
- Periodic feedback mechanisms (surveys, focus groups) with swift response to emerging issues or grievances.
- Accolades and performance awards for outstanding women and for champions of gender advocacy.

Outcomes and Notable Achievements

- Continual growth in the number of female leaders, faculty, and researchers.
- All-gender inclusive policies for leadership posts and campus involvement recognized in audits and accreditation reviews.
- Repeated awards for gender equity workshops and documented impacts across campus.

Data and Metrics

Metric / Category	Value / Description
Women in Leadership Positions	Deans, Heads of Departments
Safety Infrastructure	987 CCTV cameras, 35 full-time security officers
Gender Sensitization Courses	Core and elective courses on gender studies, human rights, and ethics
Student Participation	Workshops, webinars, community outreach, and awareness campaigns
Self-Defense and Wellness Programs	Virangana workshops held on March 8 and January 24
Financial Support	Scholarships, grants prioritizing women in underrepresented disciplines, maternity/paternity leave
Interest-Free Loans	Available for female and male staff
Community Outreach	Legal awareness and career training for women
Mentorship and Research Support	Partnerships with Rotary Club, Lions Club, Inner Wheel Club for mentoring women in STEM and entrepreneurship
Gender Data Collection	Regular collection and analysis of gender-segregated admissions, placements, mentorship metrics
Awards and Recognition	Multiple institutional awards for gender equity initiatives
Academic Programs	25 programs with curriculum revised for gender sensitivity

Challenges and Strategic Learnings

Key Challenges

- Persistent societal stereotypes affecting subject choices and professional aspirations.
- Security concerns in digital and physical spaces.
- Underrepresentation in certain academic programs and technical fields.
- Balancing academic/professional expectations with extracurricular and community responsibilities.

Adaptive Strategies

- Sustained dialogue and visibility for gender issues on all platforms.
- Encouragement of male allies in all gender-centric campaigns.
- Leveraging data analysis for precision interventions in support and training.

Future Directions

- Target greater female enrollment in STEM courses through scholarships and mentorship.
- Increase training of staff and faculty on gender equality and responding to sexual harassment.
- Expand mental well-being programs and legal awareness drives for students and community women.
- Broaden research opportunities and professional development for women at all stages.
- Strengthen and publicize campus grievance redressal with digital accessibility.
- Institutionalize a regular gender audit to inform continuous improvement.

Acknowledgments

Gratitude is extended to IEM leadership, all faculty and staff, student councils, partner clubs (Rotary, Lions, Inner Wheel), and external experts whose commitment and guidance have advanced gender inclusion. Special appreciation to student activists and alumni for championing women's rights and amplifying institutional progress.

Photo gallery



Girls' Chess tournament on 5th April 2023



IEEE Women in Engineering-WIE, Kolkata Section organized IEEE WIE Outreach Workshop on 31st August 2023 at IEM Public School Campus



Women's Day celebration

Sustainability Development Report 6

Overview and Context

IEM Kolkata advanced its commitment to SDG 6: Clean Water and Sanitation through a comprehensive strategy emphasizing sustainable water resource management, sanitation infrastructure upgrades, community engagement, policy reform, and continuous monitoring. The institute firmly believes access to clean water and sanitation is fundamental to health, dignity, and a supportive educational environment. This vision drives initiatives such as rainwater harvesting, advanced sewage treatment, gender-neutral toilets, and hygiene training. Collaborations with government bodies and NGOs enhance outreach, while digital monitoring and real-time feedback ensure efficient maintenance and transparency. These efforts support a greener campus and serve as a model for water security and sanitation standards aligned with global sustainability goals.

Core Mandate

Embed water conservation and hygiene awareness as integral to campus life, implement intelligent water-saving technologies, recycle and treat wastewater, and maintain transparent data-driven practices for continual improvement.

Annual Strategic Priorities for 2024–25

- Increase rainwater harvesting and groundwater recharge across all buildings
- Upgrade water filtration units and optimize safe drinking stations
- Organize sanitation and hygiene training for students and staff
- Collaborate with government partners and NGOs for community engagement and clean water advocacy
- Integrate hygiene and water sustainability into curricular projects
- Develop real-time feedback and maintenance reporting tools
- Conduct regular water quality audits and publish findings for transparency
- Install digital water usage monitoring and sensor-based leak alert system

Campus Infrastructure and Policy

Water Management and Operations

The campus is equipped with:

- Rainwater harvesting pits, and recharge wells
- Separate pipelines for harvested rainwater reducing load on potable supply
- Borewells and managed waterbodies for resilience and groundwater maintenance
- Aerobic sewage treatment and recycling, reusing water for horticulture

Sanitation and Waste Management

- Systematic cleaning of toilets, washrooms, and common spaces multiple times daily
- Menstrual hygiene provision and personal sanitation infrastructure in hostels
- Segregated solid, liquid, e-waste, and hazardous waste disposal using certified vendors
- E-waste recycling: 2169.90 Kg achieved in 2023–24
- Routine hazardous lab chemical neutralization protocols
- Composting and recycling bins distributed across campus

Awareness, Training, and Community Engagement

Education and Advocacy

- Orientation and awareness campaigns during World Water Day and Swachh Bharat Abhiyan
- Environmental science curriculum includes hands-on water and hygiene projects.

Outreach and Partnerships

- Engagement with civic bodies and local schools for safe water education
- Community workshops and hygiene sessions delivered by faculty, staff, and student ambassadors
- Collaboration with Rotary, Lions, and Inner Wheel Clubs

Safety, Security, and Emergency Maintenance

Safety and Security

- Strict protocols for potable water testing and reporting, overseen by campus maintenance and safety committees
- Emergency supply and response plans for water system disruptions

Maintenance System

- Streamlined, digital issue reporting and resolution process for water and sanitation infrastructure
- Regular audits inform upgrades and ensure full compliance with health regulations

Monitoring, Feedback, and Impact

Data and Analytics

- Regular tracking of water consumption, recycling rates, and sanitation facilities usage
- Annual benchmarking with environmental standards and SDG reporting metrics
- Geotagged images and documentation of all completed projects and infrastructural enhancements

Recorded Outcomes

- Campus infrastructure covered by rainwater harvesting
- Reduction in potable water draw due to recycling and conservation efforts
- Active participation of students and staff in water and hygiene campaigns

Data and metrics

Metric / Category	Value / Description
Rainwater Harvesting Pits and Recharge Wells	Installed across the entire campus
Sewage Treatment and Recycling	Advanced aerobic treatment with water reused for horticulture
E-waste Recycled	2,170 Kg in the 2023-24 academic year
Sanitation Facilities Cleaned	Toilets and washrooms cleaned multiple times daily
Menstrual Hygiene Provisions	Available in hostels
Water and Hygiene Awareness Campaigns	Active participation by students and staffs
Community Outreach Partnerships	Working with Rotary, Lions, and Inner Wheel Clubs
Potable Water Testing and Emergency Supply	Regular tests and emergency response plans in place
Water Quality Audits and Reports	Conducted regularly

Challenges and Strategic Learnings

Key Challenges

- Aging infrastructure in older blocks and managing seasonal variability
- Persistent behaviours and gaps in hygiene best practices among some cohorts
- Event-driven strain on water and wastewater systems

Adaptive Strategies

- Incremental upgrades and sensor deployment in critical zones
- Expansion of hygiene curriculum and participatory workshops
- Real-time feedback platforms for rapid incident management

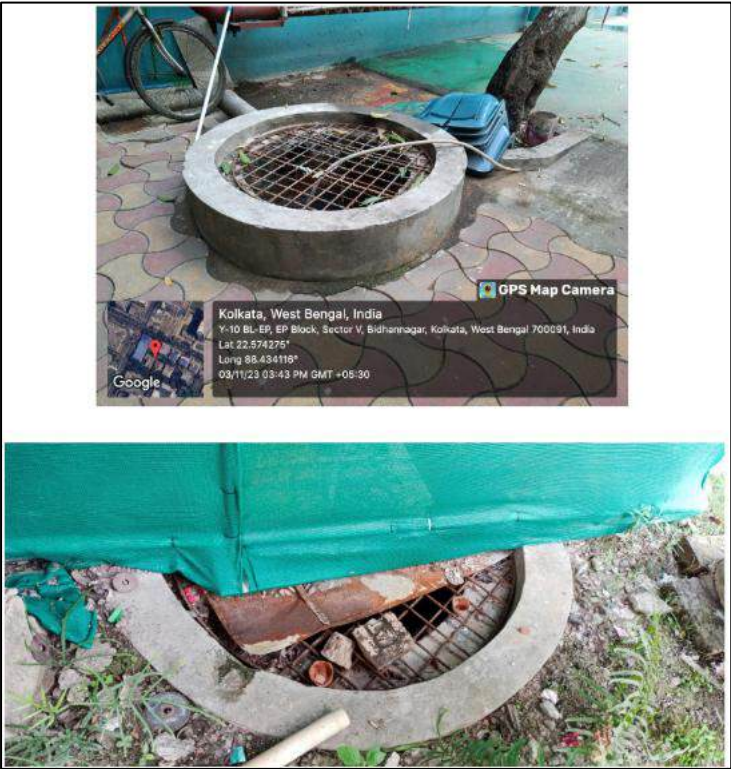
Future Directions

- Extend recycled greywater for landscape irrigation
- Install cloud-based water quality and consumption dashboards
- Integrate SDG 6 sustainability into research and innovation centers
- Scale neighbourhood outreach in partnership with local government
- Install Digital water usage monitoring and sensor-based leak alert system

Acknowledgments

Thanks are extended to IEM leadership, environmental officers, campus maintenance, student volunteers, and club partners (Rotary, Lions, Inner Wheel), whose dedication and coordination made these improvements possible. Their efforts are vital to sustaining campus progress and setting new standards for water and sanitation nation-wide.

Photo Gallery



Rainwater harvesting in open bore wells

Sustainability Development Report 7

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, strengthened its commitment to SDG 7: Affordable and Clean Energy in 2023-24 by deploying sustainable energy systems campus-wide. Key efforts included rooftop solar installations contributing 11% of campus electricity, full LED lighting conversion, and smart energy monitoring. Capacity building through coursework, seminars, and research internships fostered an energy-conscious community. Future plans aim to reach 50% renewable energy share, pilot micro grids, expand electric vehicle infrastructure, and integrate SDG 7 into curriculum and research, positioning IEM as a leader in sustainable campus energy management.

Core Mandate

Commit to a rapid and responsible shift from fossil-fuel-based to renewable energy sources, enhance energy literacy at every level of the institution, drive down per capita energy consumption, and champion the broader cause of sustainable development locally and globally.

Annual Strategic Priorities: 2024–25

- Scale up the installation of rooftop solar photovoltaic (PV) systems and solar façades
- Complete the full conversion to energy-efficient LED lighting across campus
- Develop grid-tied and off-grid hybrid power systems with renewable integration
- Expand use of smart meters and IoT controls for dynamic demand management
- Embed energy-preservation principles into all core student training and staff development modules
- Facilitate joint faculty-student research and development on advanced green energy, batteries, and campus microgrids
- Pilot decarbonization initiatives with industry and government through active MoUs
- Publish annual reports detailing energy generation, usage, savings, and impact

Campus Energy Infrastructure and Operations

- Rooftop solar panels operational across all primary buildings and student hostels, significantly offsetting base electricity demand
- Real-time tracking of energy usage via digital metering systems at the building and departmental levels
- Full transition to LED lighting for classrooms, auditoriums, corridors, libraries, and external campus areas
- Automated HVAC controls and occupancy sensors to optimize heating and cooling based on use patterns
- Solar-charged high-lumen LED street and garden lights across all walkways and vehicle routes
- Diesel generators relegated strictly to critical backup, with procurement favoring low-emission models

- Dedicated maintenance protocols for all renewable energy and legacy electrical infrastructure

Policy, Governance, Safety & Maintenance

- Regular energy audits benchmarked against UGC, AICTE, and NAAC guidelines
- Campus Energy Conservation Policy, renewed for 2023–24, with defined efficiency and renewable targets
- All major installations equipped with up-to-date fire, surge, and safety protection
- Implementation of preventive maintenance protocols and rapid incident response systems

Capacity Building, Training & Engagement

- Sustainability events featuring expert seminars, conferences, student-led hackathons, and project showcases on clean energy topics
- Required energy awareness coursework for engineering, management, and science students
- Advanced training and certification courses for energy systems managers and technical staff
- Internships and research placements for students within the clean energy sector and with industrial partners
- Partnerships and MoUs facilitating joint innovation with utility companies, research labs, and environmental NGOs

Community Outreach and Knowledge Transfer

- Educational outreach to local schools and civic bodies through energy literacy programs
- Annual publication of sustainable energy initiatives for peer benchmarking

Data and Metrics

Metric / Category	Value / Description
Rooftop Solar Capacity	Over 40 kW, supplying 11% of campus electricity
Campus Lighting	100% converted to energy-efficient LED lighting
Real-time Energy Monitoring	Digital systems with smart HVAC controls implemented
Student Engagement	500+ students participated in clean energy seminars and internships
Electric Vehicle Infrastructure	Expansion plans underway
Renewable Energy Usage Target 2024-25	Planned increase to 50% of total energy consumption

Metric / Category	Value / Description
Curriculum Integration	Enhanced coursework and research projects on sustainable energy
Carbon Footprint Reduction	Positive impact due to energy efficiency and clean energy adoption

Challenges, Lessons, and Resilience

- High initial investment needed for new renewables managed via multi-year budgeting, external grants, and phased procurement
- Grid integration of solar frequently challenged by variable output, addressed via smart controls and backup optimization
- Ongoing need to foster a robust culture of behavioral change toward sustainable consumption

Future Directions

- Targeting 50% renewable energy share in total campus supply by 2027 through ongoing expansion and innovation
- Piloting micro grids with battery storage and real-time energy trading capabilities within campus precincts
- Scaling up electric vehicle charging infrastructure and sustainable fleet management
- Launching an annual public dashboard, stakeholder survey, and “Clean Energy Summit”
- Deepening the inclusion of SDG 7 content across all curricula, research, and extension efforts

Acknowledgments

The progress achieved in clean energy implementation is thanks to institution leadership, the operations and maintenance team, innovative faculty and students, as well as government, industry, and civil society collaborators.

Photo Gallery



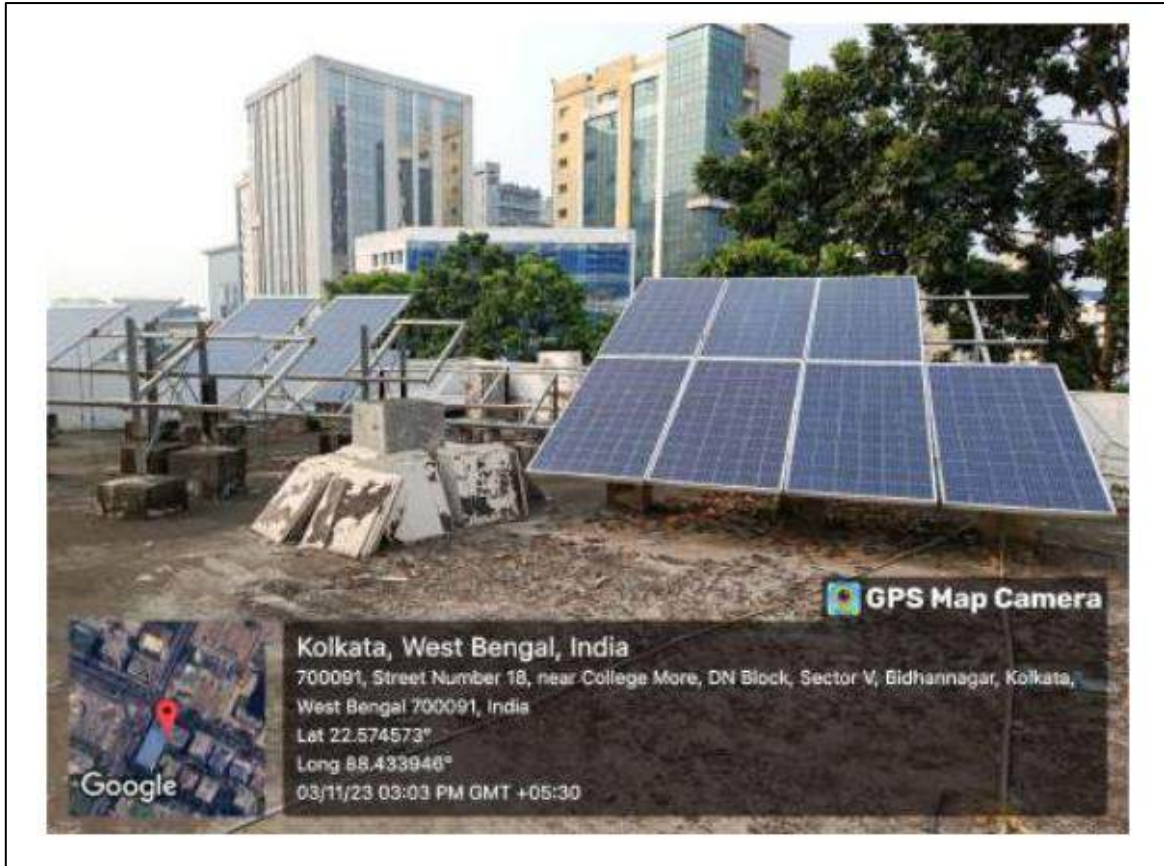
Sensor based energy conservation system



Photo: LED Tube Lights in Labs



Photo: LED Tube Lights in Classrooms



Solar Panels on roof of campus buildings

Sustainability Development Report 8

Overview and context

The report highlights IEM Kolkata's strong focus on fostering economic growth and entrepreneurship during the 2023-24 academic year. Key achievements include placement of 905 students with an average package of Rs. 6.51 LPA, establishment of 198 startups under four Innovation and Entrepreneurship Development Centres, and publication of 1220 research papers alongside 112 patents. Strategic collaborations via 25 MoUs enabled 2,809 joint activities including internships for 4,948 students. Entrepreneurship education reached over 3,200 students through credit-based courses and workshops. These initiatives underscore IEM's commitment to advancing decent work and economic growth, aligned with SDG 8 goals.

Core Mandate

Promote productive employment through quality education, skill development, and industry linkages while nurturing innovation and entrepreneurship.

Annual Targets

- Achieve 90% placement rate with competitive salary packages
- Support 198+ startups through incubation facilities
- Generate 1220+ research publications and 112+ patents
- Establish 30+ active industry collaborations
- Provide internships to 5,000+ students annually

Key Initiatives and Programs

Employment Generation and Career Development

Campus Placement Activities

The Training and Placement Cell orchestrated comprehensive recruitment drives throughout 2023-24, resulting in 905 students securing employment across diverse sectors. The placement process involved:

- Pre-placement training programs focusing on technical skills, soft skills, and aptitude enhancement
- On-campus recruitment drives with participation from 200+ companies
- Virtual interview facilitation for national and international recruiters

- Sector-specific placement initiatives in IT, core engineering, management, and emerging technology domains

Placement Statistics

- Total students placed: 905
- Average salary package: Rs. 6.51 lakhs per annum
- Highest salary package: Rs. 45 lakhs per annum
- Students progressing to higher education: 155
- Overall career progression rate: 94.3%

Career Counseling and Guidance

The institution provided structured career counseling to 12,422 students through individual sessions, group workshops, and online platforms. Services included:

- Career pathway assessment and planning
- Resume building and interview preparation
- Industry mentorship programs
- Psychometric testing and aptitude analysis
- Alumni networking for career guidance

Employability Enhancement Programs

A total of 633 courses focused on employability skills were integrated into the curriculum, covering:

- Technical certifications in emerging technologies (AI, ML, Cloud Computing, IoT, Blockchain)
- Professional skill development (communication, leadership, project management)
- Domain-specific training aligned with industry requirements
- Entrepreneurship and innovation modules
- Sustainability and ethical business practices

Entrepreneurship Development and Innovation Ecosystem

Startup Incubation and Support

The entrepreneurship ecosystem at IEM flourished with 198 new startups registered during 2023-24, supported by comprehensive incubation infrastructure:

- 14 Innovation and Entrepreneurship Development Centres (IEDCs) providing mentorship, infrastructure, and funding support

- 23 Centers of Excellence and Specialized Laboratories offering advanced technical facilities
- Seed funding allocation of Rs. 289.5 lakhs distributed across promising ventures
- Business incubation support including legal, financial, and marketing guidance
- Networking opportunities with investors, industry experts, and successful entrepreneurs

Startup Sectors:

- Technology and software development: 74 startups
- Engineering solutions and manufacturing: 41 startups
- Healthcare and biotechnology: 24 startups
- Sustainable energy and environment: 28 startups
- Education technology and social innovation: 31 startups

Innovation Challenges and Competitions

The institution organized and participated in numerous innovation challenges:

- Smart India Hackathon with 450+ student participants
- Internal innovation competitions with Rs. 15 lakhs in prize money
- Industry-sponsored problem-solving challenges
- National and international startup competitions
- Technology demonstration events and expo participation

Entrepreneurship Training Programs

Structured entrepreneurship education was delivered to 3,200+ students through:

- Credit-based entrepreneurship courses integrated into curriculum
- Workshops on business model development, pitch preparation, and fundraising
- Guest lectures by successful entrepreneurs and industry leaders
- Entrepreneurship boot camps and ideation sessions
- Mentorship programs connecting student entrepreneurs with industry veterans

Research Excellence and Innovation Output

Research Publications and Scholarly Output

Faculty and students collectively published 1625 research papers in peer-reviewed journals and conference proceedings during 2023-24:

- SCI/SCOPUS indexed journal publications: 1220

- National and international conference papers: 278
- Research spanning engineering, technology, management, and applied sciences
- Collaborative publications with industry and international institutions: 127
- Citations impact factor demonstrating global research visibility

Research Focus Areas:

- Artificial Intelligence and Machine Learning
- Sustainable Energy and Renewable Technologies
- Advanced Materials and Nanotechnology
- IoT, Robotics, and Automation
- Healthcare Engineering and Biotechnology
- Smart Cities and Infrastructure Development

Intellectual Property and Patents

The institution filed 112 patents during the reporting period, reflecting innovation in:

- Novel engineering solutions and process innovations
- Technology products with commercial potential
- Sustainable development technologies
- Healthcare devices and diagnostic tools
- Smart systems and automation technologies

Research Funding and Sponsored Projects

Research activities were supported through:

- Seed funding: Rs. 289.5 lakhs allocated to 75 projects
- External research grants from government agencies and industry
- Consultancy projects generating revenue and knowledge exchange
- Collaborative research initiatives with national laboratories
- Infrastructure enhancement for research facilities

Industry Collaboration and Partnerships

Memoranda of Understanding (MoUs)

IEM maintained 25 functional MoUs with leading organizations across sectors:

- Information Technology and Software: TCS, Infosys, Cognizant, Wipro

- Manufacturing and Engineering: L&T, BHEL, SAIL, Tata Steel
- Emerging Technologies: IBM, Microsoft, Amazon Web Services, Google
- Research Institutions: CSIR Labs, DRDO, IITs, NITs
- International Universities for academic exchange and joint research

Collaborative Activities

The 25 active MoUs facilitated 2,809 collaborative activities including:

- Joint research projects and technology development initiatives
- Guest lectures and expert sessions by industry professionals (450+ sessions)
- Curriculum co-development aligned with industry requirements
- Faculty exchange programs for skill upgradation (78 faculty members)
- Joint workshops, seminars, and technical symposia (125 events)
- Industry-sponsored laboratories and Centers of Excellence

Internship and Industrial Training

A total of 4,948 students participated in structured internship programs during 2023-24:

- Summer internships (6-8 weeks): 3,420 students
- Semester-long industrial training: 1,125 students
- Project-based industry collaboration: 403 students
- Internship sectors: IT (45%), Core Engineering (28%), Management (15%), Emerging Tech (12%)
- Internship-to-employment conversion rate: 22%

Benefits of Internship Programs:

- Practical exposure to real-world engineering challenges
- Skill development aligned with industry expectations
- Networking opportunities and professional relationship building
- Enhanced employability and placement prospects
- Industry problem-solving experience

Consultancy and Knowledge Transfer

Faculty members engaged in consultancy projects providing:

- Technical solutions to industry problems
- Technology transfer and commercialization support

- Training and capacity building for industry personnel
- Revenue generation supporting research infrastructure
- Real-world problem integration into academic research

Faculty Development and Professional Growth

Conference Participation and Scholarly Exchange

The institution supported 329 teachers attended national and international conferences:

- International conferences: 142 faculty members
- National conferences and symposia: 187 faculty members
- Financial support for registration, travel, and accommodation
- Paper presentation and publication support
- Networking opportunities with global research community

Fellowships and Recognition

A total of 103 teachers were awarded fellowships and recognitions:

- Research fellowships from UGC, AICTE, DST, and other agencies
- Teaching excellence awards and recognitions
- Best paper awards at conferences
- Professional society memberships and leadership positions
- Visiting faculty positions at national and international institutions

Skill Enhancement and Training

Faculty development programs focused on:

- Pedagogy workshops for innovative teaching methodologies
- Technical skill upgradation in emerging technologies
- Research methodology and grant writing workshops
- Leadership and administrative capability development
- Industry immersion programs for practical exposure

Skill Development and Vocational Training

Value-Added Courses and Certifications

Students participated in 633 employability-focused courses covering:

- Industry-relevant technical certifications (Cisco, Microsoft, Oracle, AWS, Google)

- Programming languages and software tools
- Data science, machine learning, and artificial intelligence
- Digital marketing, financial analysis, and business analytics
- Soft skills, communication, and professional development

Workshops and Hands-On Training

Practical skill development through:

- Technical workshops on advanced tools and technologies (250+ workshops)
- Hackathons and coding competitions
- Design thinking and innovation workshops
- Project-based learning initiatives
- Industry expert-led masterclasses

Community Skill Development Programs

Extension activities reached beyond campus to benefit local communities:

- Vocational training programs for youth in underprivileged areas
- Digital literacy initiatives for rural populations
- Entrepreneurship awareness programs
- Technical skill training for unemployed youth
- Women empowerment through skill development

Infrastructure for Economic Growth

Innovation and Incubation Infrastructure

Physical infrastructure supporting entrepreneurship and innovation:

- 14 fully equipped Innovation and Entrepreneurship Development Centres
- 23 Centers of Excellence with advanced research facilities
- Co-working spaces and startup incubation areas
- Prototyping labs with 3D printing, CNC machines, and testing equipment
- Digital infrastructure for virtual collaboration and remote working

Research and Development Facilities

Advanced laboratories supporting cutting-edge research:

- Specialized research labs across engineering disciplines

- Central instrumentation facility with sophisticated equipment
- Computing infrastructure with high-performance servers and cloud resources
- Testing and characterization facilities
- Library resources with digital subscriptions to journals and databases

Digital Infrastructure for Employment

Technology-enabled platforms supporting career development:

- Online placement portal connecting students with recruiters
- Learning management systems for skill development courses
- Virtual interview and assessment platforms
- Career counseling and mentorship platforms
- Alumni networking portals for job referrals

Sustainable and Inclusive Economic Practices

Gender Inclusion in Employment

Promoting gender equality in workforce participation:

- Equal opportunity employment support for women students
- Women-focused entrepreneurship programs and mentorship
- Gender-sensitive placement practices
- Support systems for work-life balance and professional growth
- Anti-discrimination policies and grievance redressal mechanisms

Support for Students from Disadvantaged Backgrounds

Economic inclusion initiatives:

- Targeted career counseling for first-generation learners
- Financial support for skill development courses
- Mentorship programs connecting disadvantaged students with successful professionals
- Reserved seats in entrepreneurship programs
- Placement assistance for economically weaker sections

Environmental Sustainability in Economic Activities

Integration of sustainability principles:

- Green technology startups promoted through incubation centers

- Research focus on sustainable development solutions
- Energy-efficient infrastructure reducing operational costs
- Circular economy principles in campus operations
- Sustainability awareness integrated into entrepreneurship training

Partnerships and Collaborations

Academic Partnerships

IEM collaborated with leading academic institutions:

- Joint research programs with IITs, NITs, and CSIR laboratories
- International university partnerships for student and faculty exchange
- Collaborative degree programs and credit transfer arrangements
- Shared research infrastructure and facilities
- Joint publication and intellectual property development

Industry Partnerships

Strategic alliances with industry leaders:

- TCS, Infosys, Cognizant, Wipro for IT sector collaboration
- L&T, BHEL, Tata Steel for core engineering partnerships
- IBM, Microsoft, Amazon, Google for emerging technology programs
- Startup ecosystem partners including incubators and venture capital firms
- Professional bodies (IEEE, ASME, IEI) for knowledge sharing and standards

Government and Funding Agencies

Engagement with government programs:

- AICTE-sponsored schemes for innovation and entrepreneurship
- DST FIST program for research infrastructure
- Skill India initiatives for vocational training
- Startup India registration and support programs
- State government industrial collaboration schemes

Community Partnerships

Social responsibility through community engagement:

- Skill development programs for local youth

- Technical support to small and medium enterprises (SMEs)
- Community innovation challenges addressing local problems
- Livelihood generation programs in nearby areas
- Technology transfer to grassroots entrepreneurs

Data and metrics

Metric / Category	Value / Description
Student Placements	905 students placed, average package Rs. 6.51 LPA
Startups Supported	198 startups facilitated through 4 Innovation and Entrepreneurship Centres
Research Publications	1220 scholarly papers published
Patents Filed	112 patents granted
Seed Funding	Rs. 289.5 lakhs secured for research projects
MoUs Signed	25 active partnerships enabling 2,809 joint activities
Internships	4,948 students completed internships
Entrepreneurship Education	3,200+ students trained through courses and workshops
Innovation Labs and Centres	23 specialized labs supporting entrepreneurship and research

Challenges

- Rapid technological changes are addressed through continuous curriculum revision, emerging technology integration, faculty training, and industry involvement to keep programs current and flexible for student needs.
- To improve startup sustainability, IEM provides extended incubation, mentorship, financial and business training, market linkages, and leverages an active alumni network.
- Geographic placement disparities are mitigated by virtual placement drives, partnerships in Tier 2 and Tier 3 cities, promoting entrepreneurship and remote work opportunities, and regional industry collaborations.

- The industry-academia skill gap is bridged with project-based learning, mandatory internships, industry advisory boards, guest lectures, and sponsored capstone projects.
- Research commercialization is supported through a technology transfer office, incubation for research-derived startups, applied industry collaborations, funding mechanisms, and entrepreneurship training for researchers.

Future Plans and Roadmap

- Target 95% placement rate with increased average salary and expand international placement opportunities.
- Strengthen alumni mentorship and develop sector-specific placement cells.
- Support 300+ new startups with expanded incubation and dedicated seed funding.
- Create sector-specific incubation tracks in FinTech, HealthTech, and CleanTech.
- Target 1700+ research publications, 150+ patents, and Rs. 50 crores external research funding.
- Expand to 35+ active MoUs, increase internships to 6,000+, and develop joint certification programs.
- Expand incubation space by 50%, upgrade labs, enhance digital infrastructure, and develop industry interaction spaces.
- Long-term vision includes top-tier rankings, becoming a national hub for innovation, generating 10,000+ jobs, supporting 1,000+ startups, and integrating UN SDGs across all activities.

Photo Gallery



International Conference on Advancing Science and Technologies in Health Science (IEM-HEALS 2024) On September 13, 2024



International Conference on English Learning and Teaching Skills will be organized from 9th February 2024 to 11th February 2024



3rd International Conference on Innovative Research Practices in Social Sciences (IRPSS-2023) in association with Smart Society, USA; ICRC-AIMA; Academy of Indian Marketing, scheduled on November 16, 17 & 18, 2023



Fifth International Conference on Emerging Trends in Mathematical Sciences & Computing (IEMSC-24) from 2nd-4th February 2024



Workshop on the evolving Landscape of Pharmaceutical Marketing as we enter the Era of Biologics and Vaccines on 24th July 2024



Workshop at IEM Kolkata hosting Prof. (Dr.) Saikat Chakrabarti and Dr. Arkajit Bhattacharya as guest speakers on 8th and 9th February 2024



Case & Research Wing of the Department of Management organized a research workshop on "Doing Qualitative Research" on November 16, 2023.



Workshop on Lending Operations (NBFC and Bank) on October 17, 2023



Entrepreneurship for BBA students of college on 9th October 2024



IEEE Women in Engineering-WIE, Kolkata Section organized IEEE WIE Outreach Workshop on 31st August 2023 at IEM Public School Campus



Dept. of BBA & HRDC IEM organized an FDP on Python Essentials from 18th to 24th April 2024



5 Days Online International Faculty Development Program on “Quantum Artificial Intelligence” organized by Department of CSE-AIML and CSBS, IEM Kolkata from 24th June – 28th June , 2024



Faculty Development Program (FDP) on SMART AI & IoT from 27th to 31st May 2024



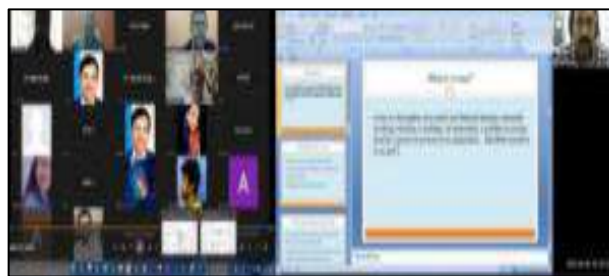
IEM MBA department organized a MDP program on “Earning money from Stock Market” for the second quarter(April-June) of 2024



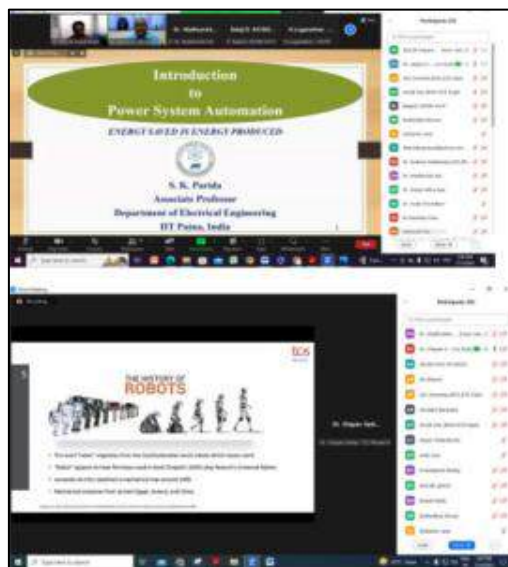
5 Days on FDP on “Advancing academia through AI exploring Opportunities, Challenges and Ethical Implications



Department of IT, CSE(IOTCSBT), CSE(IOT) in association with IEM-UEM IQAC is organized a 5 days Faculty Development Program on Connectivity Conclave: Unveiling the Internet of Things and WSN(Hybrid Mode) from March 18 to March 22, 2024



HRDC of IEM organized a FDP on Balancing Act: Navigating Stress in Academia from 8th January 2024 to 11th January 2024



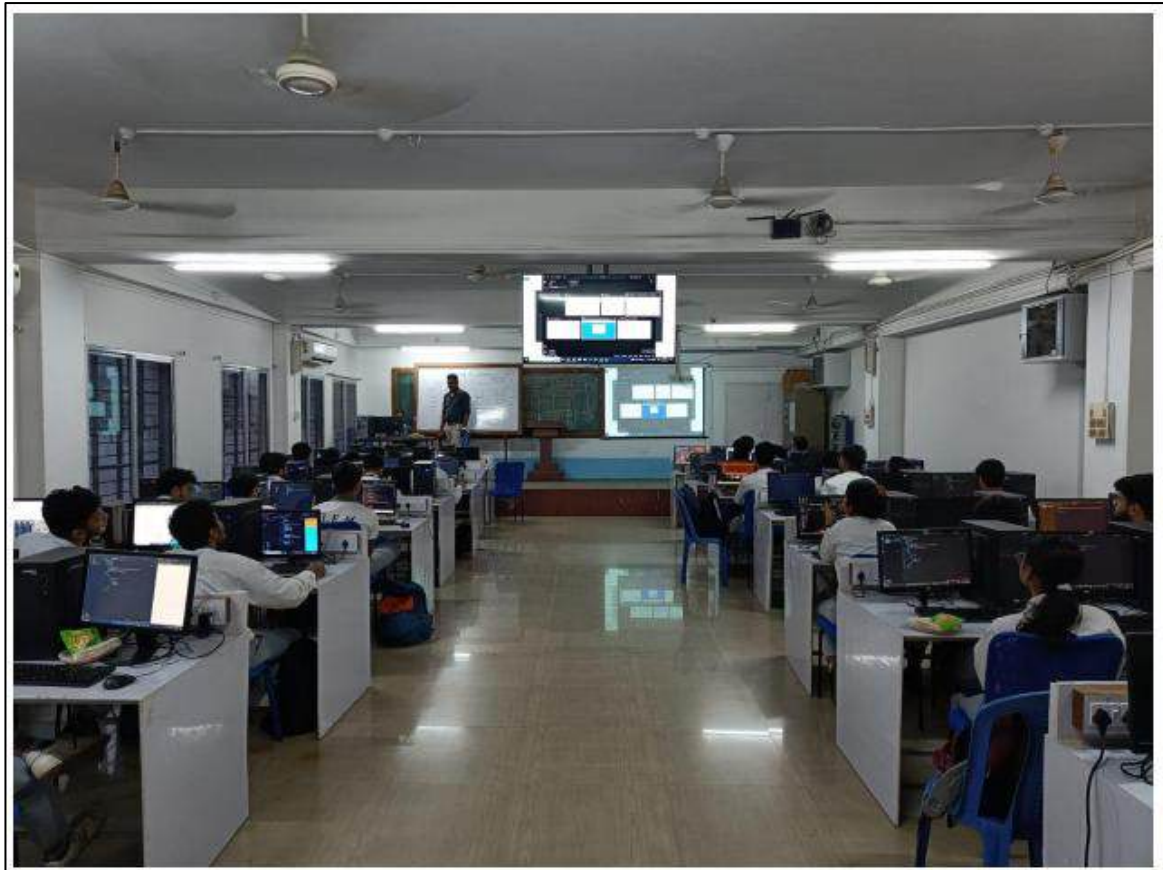
FDP on Recent Advancement on Control & Instrumentation from 10th July to 14th July 2023 organized by Department of Electrical Engineering, IEM Kolkata



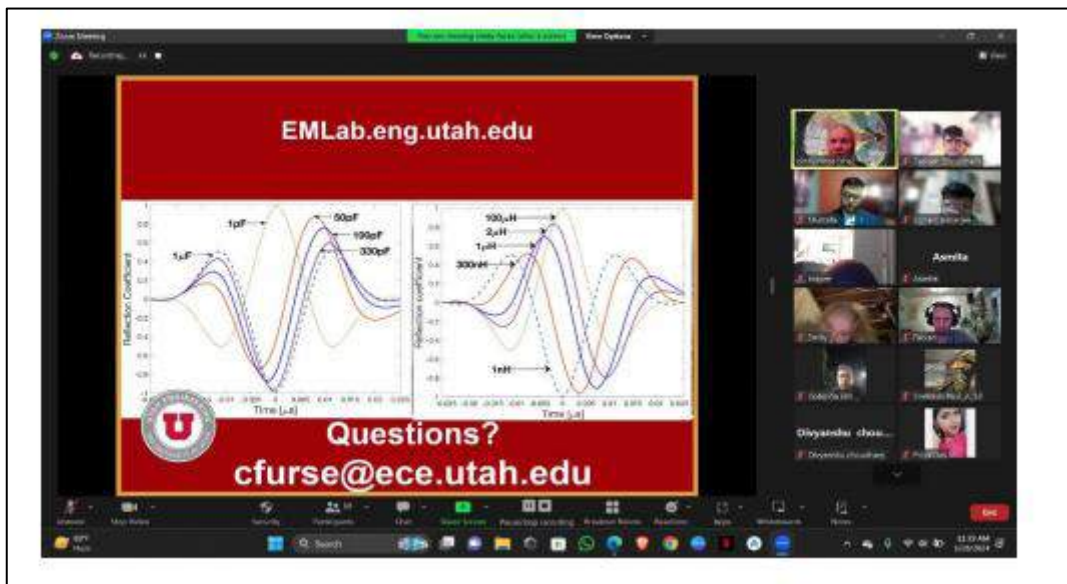
One Week FDP on Recent Trends in High Frequency Communication and Next Generation Smart Systems 29th January 2024



Webinar on "5G Toolkit : An important tool for Research and Innovations in 5G and Beyond Technologies " by Gigayasa Wireless, IIT Madras 7th Feb 2024



"Discovering Yourself Through Web Development: A Beginner's Workshop"



A workshop on how to spot potential business opportunities in everyday life and emerging markets on 28th January 2024



IEEE IEM MTS Student Branch Chapter organized an event Sytron on September 26th – 29th 2023



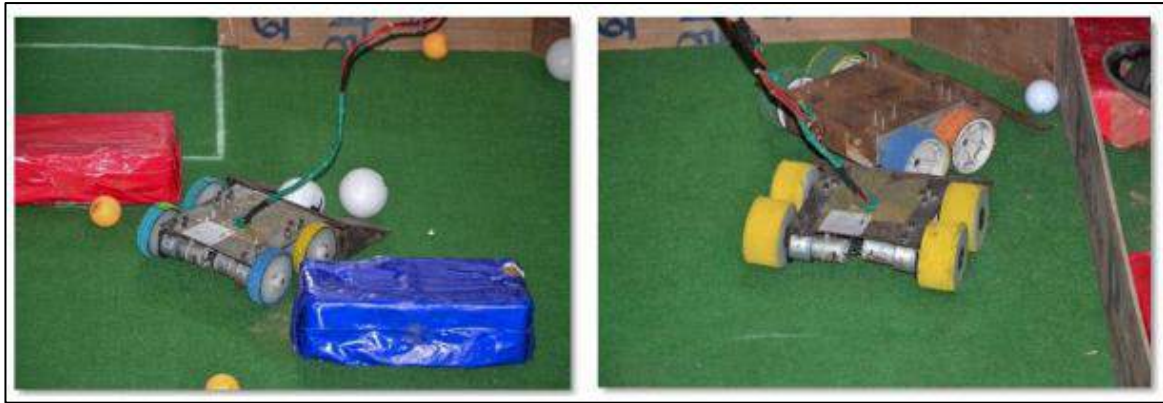
IEEE IEM MTT-S Student Branch Chapter organized a distinguished lecture on “Entrepreneurship” by Prof. Cynthia M Furse aimed to enlighten the participants about entrepreneurship on 28th January 2024



IEEE IEM MTT-S Student Branch Chapter organized an event on 17th February 2024



ROBORASH organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter from 23rd to 24th September 2023



VISCA 'EL' SYTRON (ROBOSOCER) Organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter from 23rd to 24th September 2023



SYTRONIX (COMPETITIVE CODING COMPETITION) organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter on 30th September 2023



IEEE IEM EDS Student Chapter Branch hosted an engaging workshop on Electric Vehicle (EV) Technology on 7th of February 2024



IEEE IEM CAS-S Student Branch Chapter hosted an insightful lecture series on VLSI devices and systems On August 11, 2023

2-DAY WORKSHOP ON MATLAB BASED MODERN CONTROL & SIGNAL PROCESSING APPLICATIONS

**26-27 AUGUST, 2023
MODE - ONLINE**

**Faculty Coordinators:
Prof. Ankit Ray Ghatak
Prof. Nirban Chakraborty
Prof. Arijita Das**



REGISTER HERE:



PROF.(DR.) JAYATI DEY

Associate Professor, Department of
Electrical Engineering, NIT Durgapur

*Day Workshop on MATLAB based Modern Control and Signal Processing Applications on
26th-27th of August, 2023*



India's growth outreach accelerated linkage (goal) program on 23rd December 2023



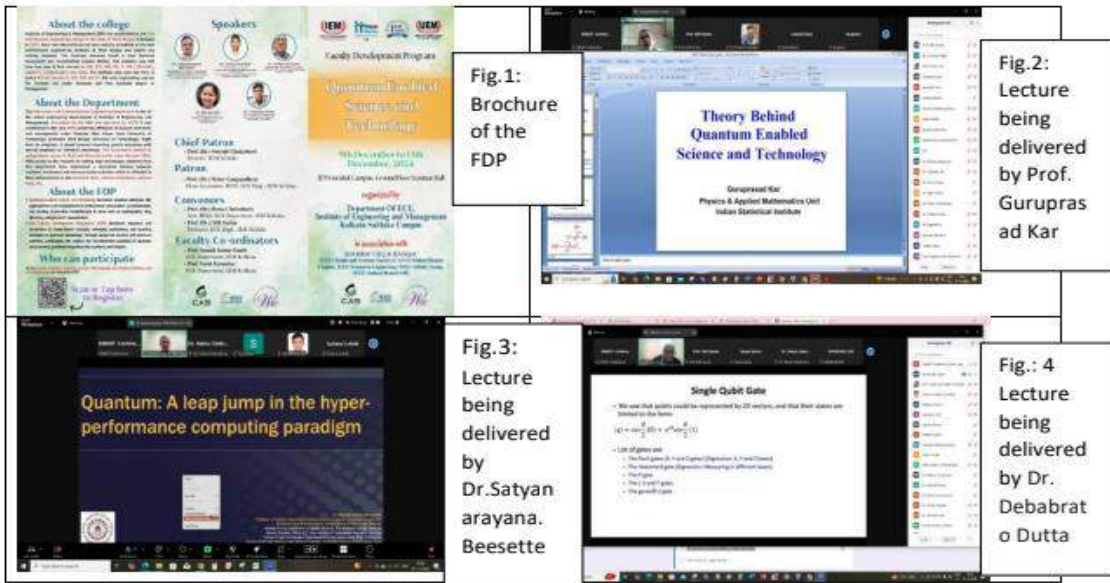
Celebration of Einstein's Birthday



Talk on Light from semiconductor on 14th March 2024



FDP Program on state-of-the-art techniques of Electrical and Electronic System integrating AI/ML from 28th November to 2nd Dec, 2023



FDP on “Quantum Enabled Science and Technology” (QuEST) on December 9-13, 2024



IEM-UEM Aeromodelling Workshop and Drone Exhibition on 13.10.2023



IEEE Instrumentation & Measurement Society, IEEE Joint CSS-IMS Kolkata Chapter & Department of Electrical Engineering, Institute of Engineering & Management, Salt Lake in association with IET (UK) Kolkata Local Network organized a talk by Professor Mihaela Albu, Professor of Electrical Engineering at the esteemed Politehnica, University of Bucharest, Romania



Short description of the event (100 to 150 words) IEEE IEM CASS Student Branch Chapter in association with IEEE CAS Kolkata Section , IEI and IEEE WIE affinity group organized a research talk on 5th February, 2024



Workshop on IPR, Biosafety and Ethics on 13th January 2024



Five-Day Faculty Development Program On Academic Social Responsibility and Best Pedagogical Practices Organized by Department of Basic Science and Humanities, Institute of Engineering and Management (IEM) in association with HRDC, IEM-UEM Group on 6th November 2023 – 10th November 2023



5 - Day Faculty Development Program Report on Unleashing Imagination: Delving into Generative AI and LLMs in Academia & Beyond organized by Department of Computer Application & Science in association with HRDC, IEM-UEM Group from 20th May 2024 – 24th May 2024

IEM
INSTITUTE OF ENGINEERING & MANAGEMENT
KOLKATA

18th August,
2023

3:00 P.M
onwards

Management Talk

**DECIDE – HOW
TO DECIDE**

Speaker :
Dr. Soumik Gangopadhyay
Professor, Department of BBA , IEM

Organized By -
Department of Business Administration (BBA)
Institute of Engineering & Management (IEM)
Kolkata

*"May your Choices
reflect your hopes,
not your fears"*
-Nelson Mandela

Registration Fee:
Rs.100- Scan QR
(After Payment, Fill up the
form)
<https://forms.gle/ooM3hv37ydaVxnhNA>

arkaprava.chakrabarty@
iem.edu.in
saikat.chakrabarti@
iem.edu.in

CN-34/2, Ashram
Building, Electronics
Complex, Salt Lake,
Kolkata-700091

MDP on 'DECIDE - HOW TO DECIDE' on 18.08.2023

**practical aspects of
derivative trading**

Derivative trading is a complex activity that requires not only a good understanding of financial concepts but also practical skills in market analysis, risk management, and execution. Below are some of the key practical aspects of trading derivatives that every trader or investor should consider:

1. Choosing the Right Brokerage
2. Understanding Margin and Leverage
3. Using trading platforms effectively
4. Developing a Trading Strategy
5. Risk Management

Kolkata, West Bengal, India
803/GN/34/1, GN Block, Sector V, Bidhannagar, Kolkata, West Bengal 700091, India
Lat 22.569957°
Long 88.429332°
12/09/24 11:02 AM GMT +05:30
Note : IEM ASHRAM CAMPUS

Corporate Training Session on 12th September 2024 organised By: ArthSamridhi (Finance Club, IEM Ashram)



Discussions and Insights on Union Budget 2024 by ECONSPIRE – The Economics Club on 1st August 2024



Two days Balancing Academics and Wellness Workshop on 8th and 9th February, 2024



INSTITUTE OF ENGINEERING & MANAGEMENT
KOLKATA



MarkEdge

The Marketing Club of BBA Department
Organises

Industry Lecture Session on Strategic Differences in:

- Start-up
- A Profit Earning Organization
- A sick Industry to revive
- In a small merger/acquisition.



24 SEPTEMBER,
2024



9:30 AM-11:10 AM

SPEAKER:

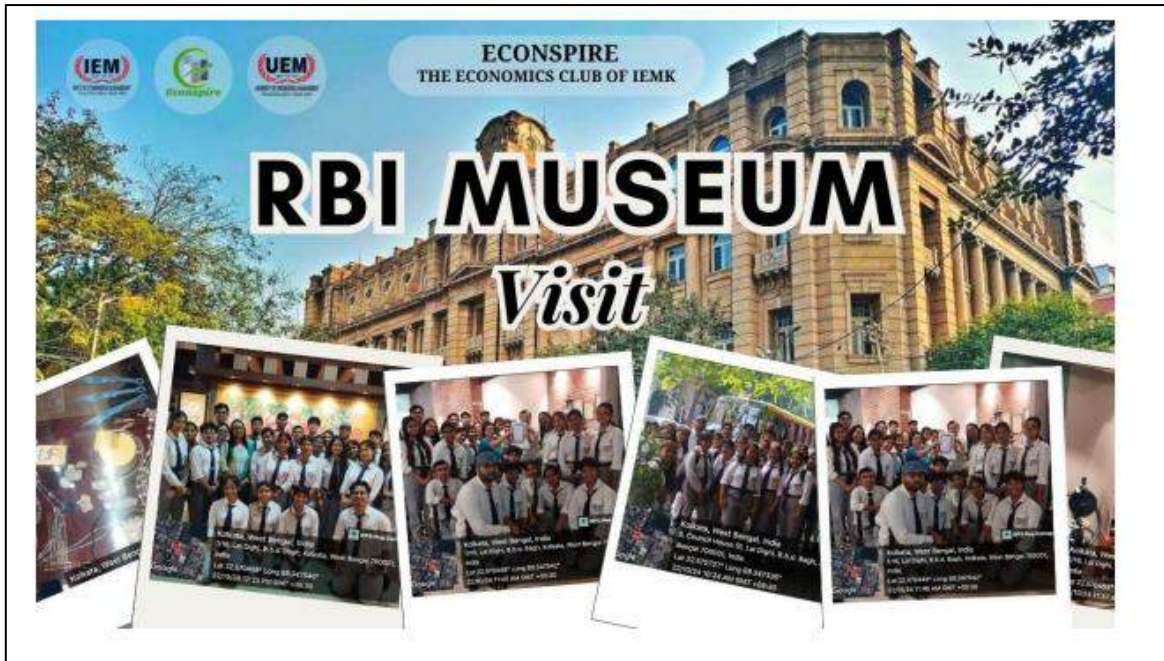
MR. TAMAL MAITY

MARKETING HEAD,
CAPLET INDIA PVT. LTD

Faculty Co-ordinators:

Prof.(Dr.) Dibyendu Chattaraj
Prof.(Dr.) Soumik Gangopadhyay
Prof.(Dr.) Shweta Kishore
Prof. Sananda Halder
Prof. Joysri Datta

Industry Lecture Session on Strategic Difference in: Start-up, a profit earning organization, a sick industry to revive, in a small merger or acquisition on 24th September, 2024



RBI MUSEUM VISIT organized by Econspire, the Economics Club of IEM Ashram Campus, Kolkata, on Tuesday, 22nd October



5 Day FDP on Quantum Artificial Intelligence 24- 25th June, 2024



Celebration of The World Tourism Day by IEM Newtown Campus– 27th September 2023

Sustainability Development Report 9

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, during 2023-24, advanced SDG 9 by building resilient infrastructure, promoting inclusive industrialization, and fostering innovation. With 23 Centers of Excellence and 14 Innovation and Entrepreneurship Development Centres, the institute supported 219 startups and generated 1220 scopus research publications and 112 patents. Research infrastructure was enhanced with Rs. 289.5 lakhs in seed funding and Rs. 43.88 crore in external grants. Faculty and PhD scholars actively contributed to research excellence. Industrial collaborations through 25 MoUs enabled 2,809 joint activities and provided internship opportunities to 4,948 students. Sustainable infrastructure initiatives included solar energy, rainwater harvesting, sewage treatment, and e-waste recycling, exemplifying IEM's commitment to technological advancement and sustainable growth.

Core Mandate

Develop resilient infrastructure and cutting-edge research facilities while nurturing innovation ecosystems that drive sustainable industrial growth and technological advancement.

Annual Targets

- Maintain 23+ Centers of Excellence and specialized laboratories
- Support 250+ innovative research projects annually
- Generate 1200+ publications and 112+ patents
- Establish 30+ industry collaborations with technology transfer
- Upgrade infrastructure with sustainable technologies

Key Initiatives and Programs

Research Infrastructure and Facilities

IEM established and maintained 23 Centers of Excellence and Specialized Laboratories providing state-of-the-art research infrastructure:

- IEM Institute of Fundamental Research for basic science investigations
- Center of Excellence for Innovation in Artificial Intelligence
- Astronomical Research Lab with Advanced Telescope facilities
- Advanced Materials and Nanotechnology Research Center

- IoT and Robotics Development Laboratory
- Renewable Energy and Sustainable Technology Center
- Biotechnology and Healthcare Engineering Lab
- Smart Infrastructure and Civil Engineering Research Facility

Infrastructure Specifications

- Total laboratory space: 15,000+ square meters
- Major equipment value: Rs. 25 crores
- Specialized instruments: 450+ advanced research tools
- Annual maintenance budget: Rs. 2.5 crores
- 24/7 access for doctoral and advanced research students

Innovation and Entrepreneurship Development Centres (IEDCs)

14 IEDCs supported the innovation ecosystem with comprehensive facilities:

- Co-working spaces for 200+ startup teams
- Prototyping facilities with 3D printers, CNC machines, and electronics workbenches
- Testing and validation equipment
- Business incubation support infrastructure
- Mentorship and training facilities
- Networking spaces for investor interactions

IEDC Impact Metrics

- Startups supported: 198 active ventures
- Seed funding disbursed: Rs. 289.5 lakhs
- Prototypes developed: 380+ product concepts
- Technology demonstrations: 125 showcase events
- Investor connections facilitated: 85 meetings

Central Instrumentation Facility (Upcoming)

Advanced characterization and analytical equipment shared across departments:

- X-Ray Diffraction (XRD) systems for crystallography
- Fourier Transform Infrared Spectroscopy (FTIR)
- High-Performance Liquid Chromatography (HPLC)
- Thermal analysis equipment (TGA, DSC, DTA1)

- Universal Testing Machines for mechanical characterization
- Precision measurement instruments

Information and Communication Technology Infrastructure

Computing Infrastructure

Comprehensive ICT facilities supporting academic and research activities:

- Computer systems: 3,202 units across all campuses
- Internet bandwidth: 3.4 GBPS dedicated connectivity
- Server infrastructure: High-performance computing clusters
- Cloud computing resources for data-intensive research
- Software licenses: MATLAB, COMSOL, Ansys, SolidWorks, AutoCAD
- Specialized software: LTSpice, Proteus, CST Studio, Cadence

Digital Learning Infrastructure

Technology-enabled learning environments:

- LCD projectors and screens: 158 units
- Smart boards: 4 interactive display systems
- Digital displays: 24 information TVs across campuses
- Audio systems: 130 sound systems, 196 microphones
- Online learning platforms: Google Classroom, Zoom, Microsoft Teams
- Virtual laboratory facilities for remote experimentation

Digital Library and Knowledge Resources

Extensive digital resources supporting research and learning:

- Physical books and e-books: 8,45,000 volumes
- IEEE Digital Library: 190 publications
- Springer journals: 222 titles
- EBSCO Business Source Elite: 1,064 journals
- J-Gate database: 29,306 journals
- DELNET and NDLI access for comprehensive coverage
- IEM Learning: 200 video lecture courses
- LinkedIn Learning: 18,000 courses
- NPTEL: 2,000+ courses

- Coursera: 5,000+ courses

Research Promotion and Innovation Ecosystem

Research and Development Cell (RDC)

Systematic research promotion through dedicated governance:

- Research policy formulation and implementation
- Seed grant evaluation and disbursement
- Research project monitoring and quality assurance
- Publication incentive administration
- Patent filing support and IP management
- Research infrastructure planning and upgradation

Seed Funding for Research Projects

Internal funding mechanism supporting innovative research:

- Total seed funding (2023-24): Rs. 289.5 lakhs
- Projects funded: 45 research initiatives
- Average grant per project: Rs. 2.4 lakhs
- Maximum grant: Rs. 10 lakhs for high-impact projects
- Funding cycles: Biannual evaluation and disbursement
- Success rate: 65% of submitted proposals funded

Research Areas Funded

- Artificial Intelligence and Machine Learning: 12 projects
- Sustainable Energy Technologies: 8 projects
- Advanced Materials Development: 7 projects
- Healthcare Engineering: 6 projects
- Smart Infrastructure: 5 projects
- Environmental Technologies: 7 projects

External Research Grants

External funding secured from government and industry:

- Total external grants: Rs. 43.8 crore
- Government agencies: DST, AICTE, UGC, DRDO

- Industry-sponsored research projects
- International collaborative research funding
- Departments with funded projects: 15 out of 17
- Active researchers with grants: 144 faculty members

Research Output and Publications

Comprehensive research productivity:

- Total publications (2023-24): 1625 papers
- SCI/SCOPUS indexed journals: 1220 publications
- Conference proceedings: 278 papers
- International collaborations: 127 joint publications
- Book chapters and edited volumes: 15 contributions
- Average citations per paper: 8.5 (increasing trend)

Intellectual Property Development

Patent filing and IP management:

- Patents filed (2023-24): 112 applications
- Patents granted: 22 approvals
- Technology domains: Electronics, Mechanical, Materials, Software, Biotechnology
- IPR Cell support: Application drafting, filing assistance, maintenance
- Industry licensing discussions: 8 patents under negotiation

PhD Program and Doctoral Research

Doctoral Research Infrastructure

Dedicated support for advanced research:

- Active PhD scholars: 124 researchers
- Recognized research guides: 176 faculty members
- PhD Cell administration under Dean of Research
- Comprehensive research facilities access
- Financial support: Fellowships and assistantships
- Research methodology courses and workshops

Research Quality Standards

Rigorous quality assurance mechanisms:

- Research Advisory Committee oversight
- Ethics Committee for human and animal research
- Plagiarism detection through authenticated software
- Progress monitoring: Six-monthly evaluations
- Publication requirements: Minimum two papers for degree
- Pre-submission seminars and peer review

Industry Collaboration and Technology Transfer

Memoranda of Understanding (MoUs)

Strategic partnerships with 25 organizations:

- IT and Software: TCS, Infosys, Cognizant, Wipro, IBM, Microsoft
- Manufacturing: L&T, BHEL, SAIL, Tata Steel
- Technology Giants: Amazon Web Services, Google Cloud
- Research Organizations: CSIR laboratories, DRDO
- Academic Institutions: IITs, NITs, international universities

Collaborative Research and Development

Joint projects and technology development (2,809 activities):

- Joint research projects: 145 collaborative investigations
- Technology development initiatives: 68 product innovations
- Sponsored research: 42 industry-funded projects
- Consultancy services: 85 technical problem-solving engagements
- Faculty exchange programs: 78 industry immersions
- Joint laboratories and facilities: 23 co-developed spaces

Technology Transfer and Commercialization

Bridging research to market:

- Technology licensing discussions: 8 patents
- Startup based on institute research: 35 ventures
- Industry adoption of research solutions: 18 implementations
- Consultancy & research grant: Rs. 43.8 crores
- Knowledge transfer workshops: 67 events
- Industry problem-solving competitions: 22 challenges

Sustainable Infrastructure Development

Green Energy Infrastructure

Renewable energy installations:

- Solar panel installations across rooftops
- Total solar capacity: 40 kW (estimated)
- Annual green energy generation: Significant contribution to campus needs
- LED lighting: Complete campus conversion
- Sensor-based energy conservation systems
- Energy-efficient HVAC systems in critical facilities

Water Management Infrastructure

Sustainable water systems:

- Rainwater harvesting: Multiple collection points
- Groundwater recharge systems: Borewell recharge pits
- Sewage treatment plant: Aerobic treatment technology
- Treated water reuse: Gardening and landscape irrigation
- Water body maintenance: Campus pond preservation
- Distribution system: Separate piping for treated water

Comprehensive waste handling:

- Solid waste segregation: Strategically placed bins
- Daily waste collection: NKDA partnership
- E-waste recycling: Partnership with Hulladek Recycling Pvt. Ltd.
- E-waste recycled (2023-24): 2057 kg
- Hazardous waste management: Laboratory safety protocols
- Recycling initiatives: Paper, plastic, metal segregation

Accessibility Infrastructure

- Ramps and lifts: Easy access to all floors
- Disabled-friendly washrooms: Multiple locations
- Tactile pathways: Navigation assistance
- Signage and display boards: Clear wayfinding
- Assistive technology: Screen readers, accessible website

- Human assistance: Support staff availability

Workshops and Capacity Building

Research Methodology and Innovation Workshops

Skill development for researchers (67 events during 2023-24):

- Research methodology workshops: 22 sessions
- Intellectual Property Rights (IPR) training: 15 programs
- Entrepreneurship development: 18 workshops
- Technical skill development: 12 specialized trainings
- Innovation challenges and hackathons: Multiple events throughout year

Faculty Development Programs

Professional capacity enhancement:

- Faculty Development Programs (FDPs): 43 organized
- Teachers attending FDPs: 127 participants
- Online and face-to-face formats available
- Professional development areas: Pedagogy, technology, research
- Certification programs: Industry-recognized credentials
- Administrative training: Leadership development

International Conferences

Knowledge dissemination platforms:

- International conferences organized: 44+ events
- Participant support: Complete registration fee reimbursement
- Faculty conference participation: 329 attendees
- Student presentation support: Travel and accommodation funding
- Global networking opportunities
- Publication in conference proceedings

Quality Assurance and Accreditation

Institutional Accreditation

Quality recognition and certification:

- NAAC accredited with A grade

- NBA accreditation: Multiple departments accredited
- Autonomous status: Granted January 2, 2019
- ISO certification for quality management
- NIRF ranking participation: Continuous improvement trajectory
- International ranking preparation: THE and QS applications planned

Internal Quality Assurance Cell (IQAC)

Systematic quality monitoring:

- Regular IQAC meetings and policy formulation
- Infrastructure assessment and improvement planning
- Academic and research quality evaluation
- Stakeholder feedback collection and analysis
- External audit facilitation
- Annual Quality Assurance Report (AQAR) preparation

Partnerships and Collaborations

Academic Partnerships

Research and knowledge exchange:

- Indian Institutes of Technology (IITs) for joint research
- National Institutes of Technology (NITs) for collaborative projects
- CSIR laboratories for advanced research facilities access
- DRDO for defense-related technology development
- International universities for faculty and student exchange
- Jadavpur University for research collaboration

Industry Partnerships

Technology development and transfer:

- TCS, Infosys, Cognizant, Wipro for IT research
- L&T, BHEL, Tata Steel for engineering collaborations
- IBM, Microsoft, Amazon, Google for emerging technology labs
- Manufacturing sector partnerships for product development
- Startup ecosystem collaborations with incubators and accelerators

Government Partnerships

Policy and funding support:

- DST (Department of Science and Technology) for research grants
- AICTE for infrastructure and innovation funding
- UGC for faculty development and research support
- MSME for entrepreneurship ecosystem development
- West Bengal government for state-level initiatives
- Startup India for entrepreneurship promotion

International Collaborations

Global research networks:

- International universities for joint research programs
- Technology transfer agreements with foreign institutions
- Student and faculty exchange programs
- Collaborative publications with international researchers
- Joint laboratory development initiatives
- Global conference participation and organization

Data and Metrics

Metric / Category	Value / Description
Centers of Excellence	23
Innovation and Entrepreneurship Development Centres	14
Startups Supported	198
Research Publications	1220
Patents Filed	112
Seed Funding for Research	Rs. 107.86 lakhs
External Research Grants	Rs. 43.8 crore
Faculty and Scholar Conference Participation	329 attendees

Metric / Category	Value / Description
Joint Activities via MoUs	2,809
Student Internships	4,948 students
Sustainable Infrastructure Initiatives	Solar energy, rainwater harvesting, sewage treatment, e-waste recycling

Challenges and Mitigation Strategies

- Rapid technology obsolescence demands frequent infrastructure upgrades, requiring planned refresh cycles, strategic partnerships, and regular training.
- Research funding is challenged by dependency on uncertain external grants, mitigated by internal seed funds, diversified sources, consultancy revenue, and alumni support.
- Industry-academia collaboration gaps arise from misaligned research and product development timelines, addressed through joint planning, advisory boards, and dedicated liaison officers.
- Infrastructure maintenance faces high costs for sophisticated equipment, managed via annual maintenance contracts, in-house expertise, preventive upkeep, and equipment sharing.
- Sustainable infrastructure integration balances expansion with environmental concerns through green design, renewable energy use, water conservation, waste reduction, and life-cycle cost analysis.

Future Plans and Roadmap

- Establish 5 new Centers of Excellence and upgrade instrumentation and computing facilities with AI/ML capabilities.
- Expand Innovation and Entrepreneurship Development Centre capacity to support 350+ startups with increased seed funding.
- Target 700+ research publications, 20+ patents, and Rs. 5 crores in external research funding.
- Develop sustainable infrastructure by increasing solar capacity, achieving 100% LED lighting, implementing IoT energy management, and enhancing rainwater harvesting.
- Upgrade digital infrastructure with 5 GBPS bandwidth, WiFi 6 technology, advanced computing clusters, and virtual reality labs.

- Long-term vision includes establishing 50+ specialized labs, supporting 2,000+ startups, generating Rs. 100 crores through commercialization, achieving net-zero emissions, and building a global research network with 50+ international collaborations.

Photo Gallery



International Conference on Advancing Science and Technologies in Health Science (IEM-HEALS 2024) On September 13, 2024

The Wait Is Over!

INTERNATIONAL CONFERENCE ON ENGLISH LEARNING & TEACHING SKILLS (ICELTS) 2024
on 9th to 11th February, 2024

Theme
Creating Borders,
Breaking Borders: English Language
Connecting Communities and Academics

Awards
Prizes For Best 10 Papers
Prizes For Best 10 Posters

Registration link
<https://iem.edu.in/icelts-2024/>

Papers submission link
<https://www.iem.edu.in/onlineform/submit-abstract.php>

Important Dates to Remember
Conference Dates: 9th, 10th, 11th February, 2024
Last date of registration: 31st January, 2024
Full Paper Submission Last Date: 24th January, 2024
Comma Twenty Paper Submission Last Date: 31st January, 2024

Selected Papers Published In

Scan The QR Code For More Details

IELTS provides Digital Object Identifier (DOI) for individual paper in our Journal and the US Government

For any other query kindly mail to: icelts@iem.edu.in

International Conference on English Learning and Teaching Skills will be organized from 9th February 2024 to 11th February 2024.



3rd International Conference on Innovative Research Practices in Social Sciences (IRPSS-2023) in association with Smart Society, USA; ICRC-AIMA; Academy of Indian Marketing, scheduled on November 16, 17 & 18, 2023.



Workshop on the evolving Landscape of Pharmaceutical Marketing as we enter the Era of Biologics and Vaccines on 24th July 2024



Case & Research Wing of the Department of Management organized a research workshop on "Doing Qualitative Research" on November 16, 2023



Workshop named SYTRON 2023 from 23rd September to 30th September 2023



IEEE Women in Engineering-WIE, Kolkata Section organized IEEE WIE Outreach Workshop on 31st August 2023 at IEM Public School Campus



Dept. of BBA & HRDC IEM organized an FDP on Python Essentials from 18th to 24th April 2024



5 Days Online International Faculty Development Program on “Quantum Artificial Intelligence” organized by Department of CSE-AIML and CSBS, IEM Kolkata from 24th June – 28th June , 2024



Faculty Development Program (FDP) on SMART AI & IoT from 27th to 31st May 2024



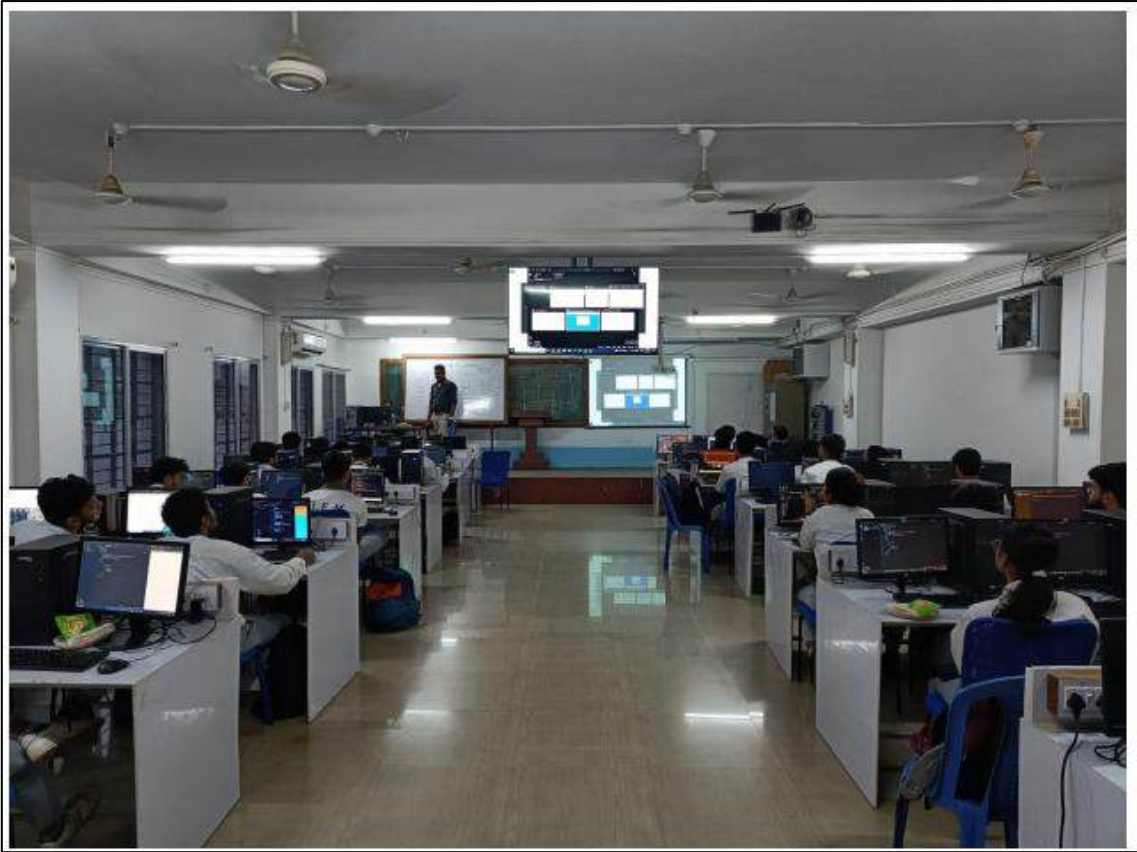
5 Days on FDP on “Advancing academia through AI exploring Opportunities, Challenges and Ethical Implications



One Week FDP on Recent Trends in High Frequency Communication and Next Generation Smart Systems 29th January 2024



Webinar on "5G Toolkit : An important tool for Research and Innovations in 5G and Beyond Technologies " by Gigayasa Wireless, IIT Madras 7th Feb 2024



"Discovering Yourself Through Web Development: A Beginner's Workshop"



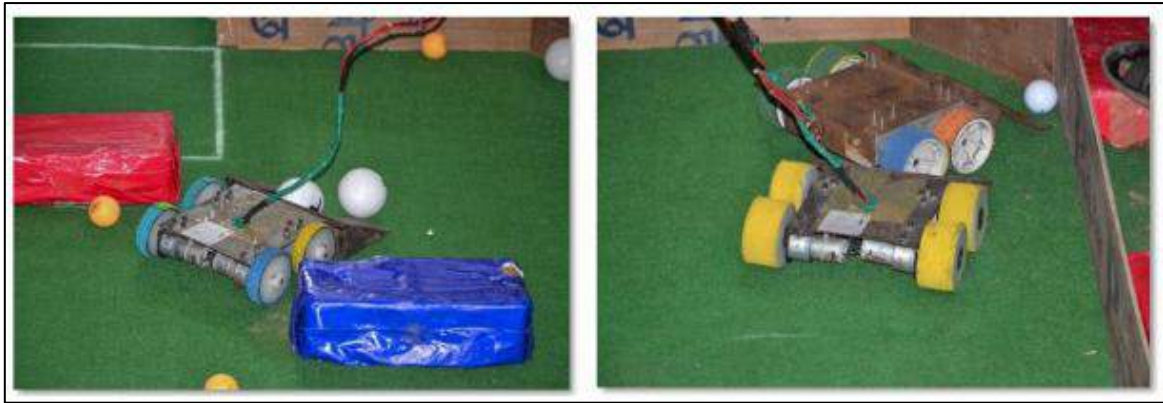
IEEE IEM MTTTS Student Branch Chapter organized an event Syntron on September 26th – 29th 2023



IEEE IEM MTT-S Student Branch Chapter organized an event on 17th February 2024



ROBORASH organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter from 23rd to 24th September 2023



VISCA 'EL' SYTRON (ROBOSOCCER) Organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter from 23rd to 24th September 2023



SYTRONIX (COMPETITIVE CODING COMPETITION) organized by IEEE MTT-S, CASS, EDS, APS and WIE Student Branch Chapter on 30th September 2023



IEEE IEM EDS Student Chapter Branch hosted an engaging workshop on Electric Vehicle (EV) Technology on 7th of February 2024



IEEE IEM CAS-S Student Branch Chapter hosted an insightful lecture series on VLSI devices and systems On August 11, 2023

2-DAY WORKSHOP ON MATLAB BASED MODERN CONTROL & SIGNAL PROCESSING APPLICATIONS

**26-27 AUGUST, 2023
MODE - ONLINE**

**Faculty Coordinators:
Prof. Ankit Ray Ghatak
Prof. Nirban Chakraborty
Prof. Arijita Das**

REGISTER HERE:



PROF.(DR.) JAYATI DEY

Associate Professor, Department of
Electrical Engineering, NIT Durgapur



Day Workshop on MATLAB based Modern Control and Signal Processing Applications on
26th-27th of August, 2023



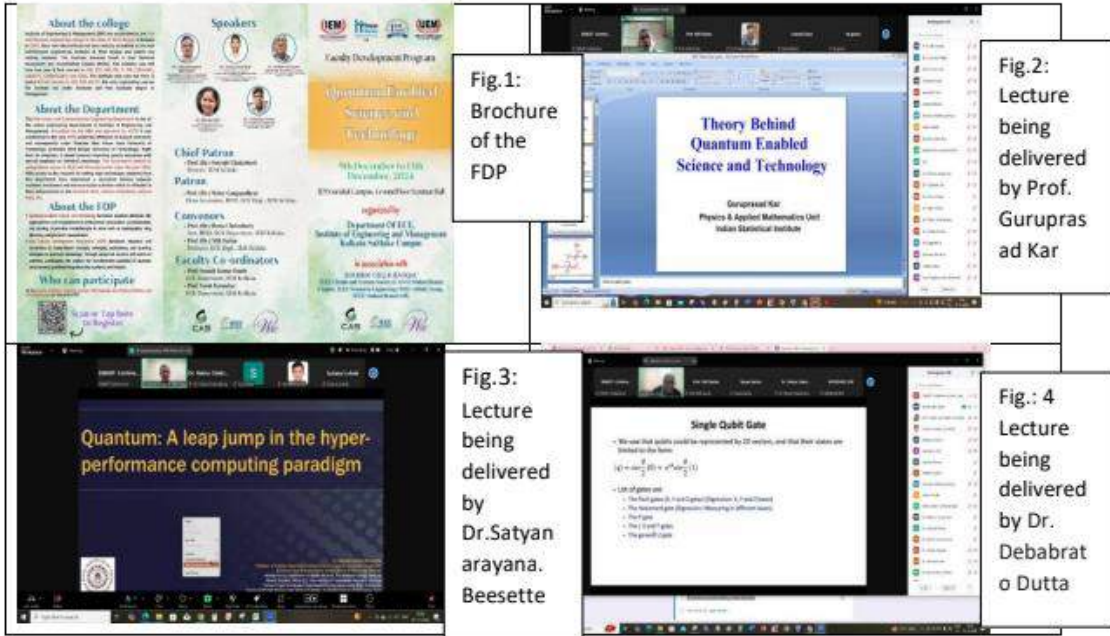
India's growth outreach accelerated linkage (goal) program on 23rd December 2023



Talk on Light from semiconductor on 14th March 2024



FDP Program on state-of-the-art techniques of Electrical and Electronic System integrating AI/ML from 28th November to 2nd Dec, 2023



FDP on “Quantum Enabled Science and Technology” (QuEST) on December 9-13, 2024



IEM-UEM Aeromodelling Workshop and Drone Exhibition on 13.10.2023



IEEE Instrumentation & Measurement Society, IEEE Joint CSS-IMS Kolkata Chapter & Department of Electrical Engineering, Institute of Engineering & Management, Salt Lake in association with IET (UK) Kolkata Local Network organized a talk by Professor Mihaela Albu, Professor of Electrical Engineering at the esteemed Politehnica, University of Bucharest, Romania



Short description of the event (100 to 150 words) IEEE IEM CASS Student Branch Chapter in association with IEEE CAS Kolkata Section , IEI and IEEE WIE affinity group organized a research talk on 5th February, 2024



Workshop on IPR, Biosafety and Ethics on 13th January 2024



Five-Day Faculty Development Program On Academic Social Responsibility and Best Pedagogical Practices Organized by Department of Basic Science and Humanities, Institute of Engineering and Management (IEM) in association with HRDC, IEM-UEM Group on 6th November 2023 – 10th November 2023



5 - Day Faculty Development Program Report on Unleashing Imagination: Delving into Generative AI and LLMs in Academia & Beyond organized by Department of Computer Application & Science in association with HRDC, IEM-UEM Group from 20th May 2024 – 24th May 2024

IEM
INSTITUTE OF ENGINEERING & MANAGEMENT
SALT LAKE CAMPUS, YEAR 2009

18th August,
2023

3:00 P.M
onwards

Management Talk

**DECIDE – HOW
TO DECIDE**

Speaker :
Dr. Soumik Gangopadhyay
Professor, Department of BBA , IEM

Organized By -
Department of Business Administration (BBA)
Institute of Engineering & Management (IEM)
Kolkata

*"May your Choices
reflect your hopes,
not your fears"*
-Nelson Mandela

Registration Fee:
Rs. 100- Scan QR
(After Payment, Fill up the
form)
<https://forms.gle/epM3hv3ZvdaVxnhNA>

arkaprava.chakrabarty@iem.edu.in
saikat.chakrabarti@iem.edu.in

CN-34/2, Ashram
Building, Electronics
Complex, Salt Lake,
Kolkata-700091

MDP ON 'DECIDE - HOW TO DECIDE' on 18.08.2023

IEM
INSTITUTE OF ENGINEERING & MANAGEMENT

**ECONSPIRE, THE ECONOMICS CLUB OF BUSINESS
ADMINISTRATION DEPARTMENT**

PRESENTS

**UNION
BUDGET
2024**

THE SPEAKER
DR. MAHALAYA CHATTERJEE
Professor of Economics, Calcutta University

DISCUSSIONS AND INSIGHTS
Invited Lecture On Union
Budget 2024

**INSTITUTE OF ENGINEERING AND MANAGEMENT
ASHRAM CAMPUS**
CN-34/2, SALT LAKE ELECTRONIC COMPLEX,
SECTOR V, KOLKATA-700091

14 AUGUST, 2024
Open to All

FACULTY COORDINATORS:
PROF. DR. NANDY MAZUMDER
PROF. SANGHAI SANGHAI
PROF. DR. DEBAPATI GHOSH
PROF. PRADIP
PROF. SANGHAI SANGHAI

Discussions and Insights on Union Budget 2024 by ECONSPIRE – The Economics Club on
1st August 2024



Two days Balancing Academics and Wellness Workshop on 8th and 9th February,2024



INSTITUTE OF ENGINEERING & MANAGEMENT
KOLKATA



MarkEdge

The Marketing Club of BBA Department
Organises

Industry Lecture Session on Strategic Differences in:

- Start-up
- A Profit Earning Organization
- A sick Industry to revive
- In a small merger/acquisition.



24 SEPTEMBER,
2024



9:30 AM-11:10 AM

SPEAKER:

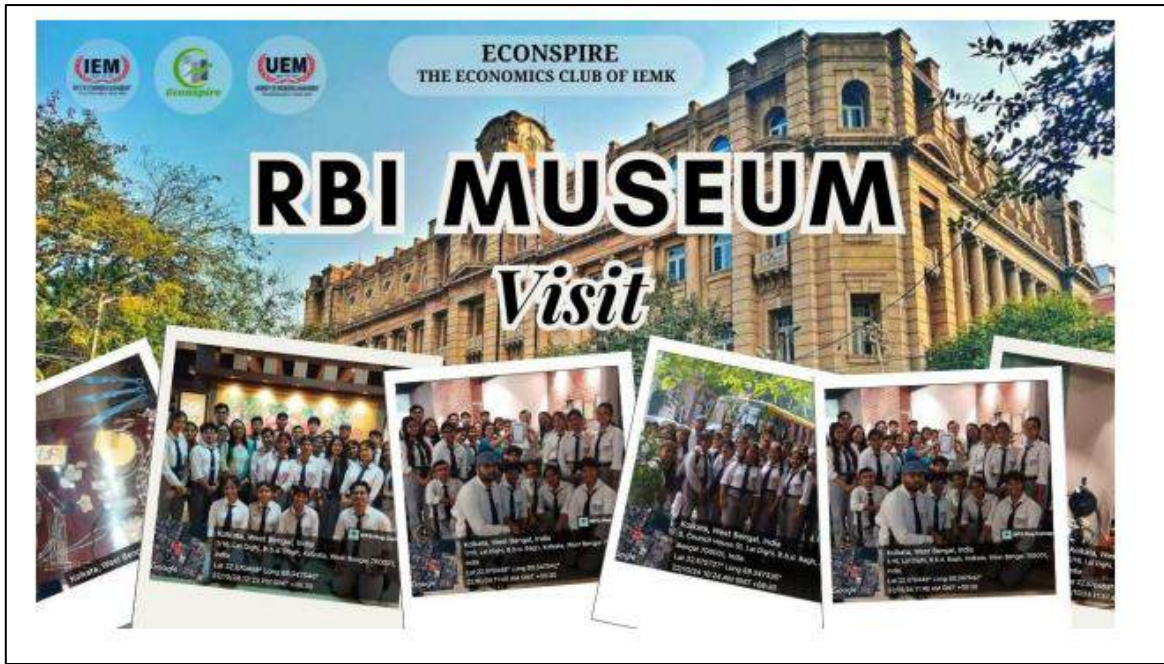
MR. TAMAL MAITY

MARKETING HEAD,
CAPLET INDIA PVT. LTD

Faculty Co-ordinators:

Prof.(Dr.) Dibyendu Chattaraj
Prof.(Dr.) Soumik Gangopadhyay
Prof.(Dr.) Shweta Kishore
Prof. Sananda Halder
Prof. Joysri Datta

Industry Lecture Session on Strategic Difference in: Start-up, a profit earning organization, a sick industry to revive, in a small merger or acquisition on 24th September, 2024



RBI MUSEUM VISIT organized by Econspire, the Economics Club of IEM Ashram Campus, Kolkata, on Tuesday, 22nd October

Sustainability Development Report 10

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, is steadfast in advancing the Sustainable Development Goal 10 (SDG 10), Reduced Inequalities, by promoting inclusive education, facilitating equal opportunities, and executing social outreach programs. Across the academic year 2023-24, IEM delivered targeted financial aid, fostered diversity, and orchestrated initiatives that support underprivileged, marginalized, and special-needs groups, as detailed in the subsequent sections.

Core Mandate

Empowering individuals regardless of socio-economic status or ability. Delivering inclusive, equitable education. Fostering diversity, respect, and mutual support.

Annual Targets

- Expand scholarships and free-ships for underprivileged students
- Enhance infrastructure for barrier-free, inclusive access
- Grow student and faculty participation in extension and outreach programs
- Integrate inclusion-focused topics into the regular curriculum.

Key Initiatives and Programs

Financial Aid and Scholarships

- 985 students benefitted from government scholarships and free ships
- 592 students received institutional and NGO scholarships

Support for Marginalized Groups

- Special ramps, lifts, tactile signage, adapted washrooms, and assistive technologies ensure campus accessibility
- Human assistance, reader, and scribe support available for differently abled students.

Gender Equity and Empowerment

- Women hold key leadership positions (Registrar, Deans, HoDs)
- Active Internal Complaints Committee and campus-wide gender sensitization workshops
- Annual “Virangana” workshops and self-defence training.

Educational and Social Inclusion

- Special leave for students of diverse regions (e.g., Bihar, Jharkhand—Chhath)
- Vernacular language instruction (Bengali, Hindi) as required
- Socio-economic awareness events: IEM-Model UN, cultural festivals.

Legal Literacy and Rights Awareness

- Regular workshops and events to build awareness of rights, duties, and citizenship values
- Daily morning assemblies to instill discipline, values, and respect.

Capacity Building and Skill Development

- 4948 students took part in fieldwork, internships, or projects
- 5366 value-added/life skills courses offered to 32,192 students
- Entrepreneurship and innovation workshops: 67 events organized
- 198 start-ups and 513 student innovations incubated annually.

Humanitarian and Outreach Programs

- 5482 students participated in 39 outreach programs (food/clothing distribution, blood donation, health camps, educational support for orphans and elderly, menstrual health camps, animal welfare).

Mental Health and Social Awareness

- Webinars and rallies on mental health and reducing stigma
- Award-winning community sensitization through Lions, Rotary, Inner Wheel, and Smile Clubs.

Infrastructure and Accessibility

- 114 ICT-enabled classrooms, 66 laboratories, 21 seminar halls
- Wi-Fi (3.4 Gbps), 3202 computers, 845,000+ books/e-books
- Digital platforms: Coursera (5,000+), LinkedIn (18,000+), NPTEL (2,000+) courses
- Ramps, lifts, tactile signage, accessible washrooms, assistive tech/scribes.

Partnerships and Collaborations

- MoUs with 25 national and international bodies, including Jadavpur University, DST, MSME, and NGOs like Lions, Rotary, and Inner Wheel
- Corporate and alumni support: Rs 21.8 lakh in scholarships, infrastructure, and innovation funds received.

Data and Metrics

Metric / Category	Value / Description
Value-added/life skills courses	5366
Students in fieldwork/projects/internships	4948
Students passing final year	1462
Entrepreneurship/Innovation workshops	67
Student start-ups / innovations incubated (annual)	200+ / 513
Beneficiaries, humanitarian outreach (selected events)	985+
Global/national MoUs (active)	25
Outreach program students (annual)	5482
Awards for extension activities	23

Challenges and Mitigation Strategies

- Rapid curriculum updates by industry trends challenge consistency; integrating AI-powered content ensures courses remain relevant and adaptable to change.
- Securing funding for outreach and research limits impact; pursuing public-private partnerships helps diversify revenue and expand resource networks.
- Addressing mental health stigma and diverse academic needs remains difficult; regular faculty training supports inclusivity and student well-being.
- Digital learning platforms offer opportunities, but digital divides persist; expanding access and increasing vocational training reduce educational inequalities for marginalized groups.

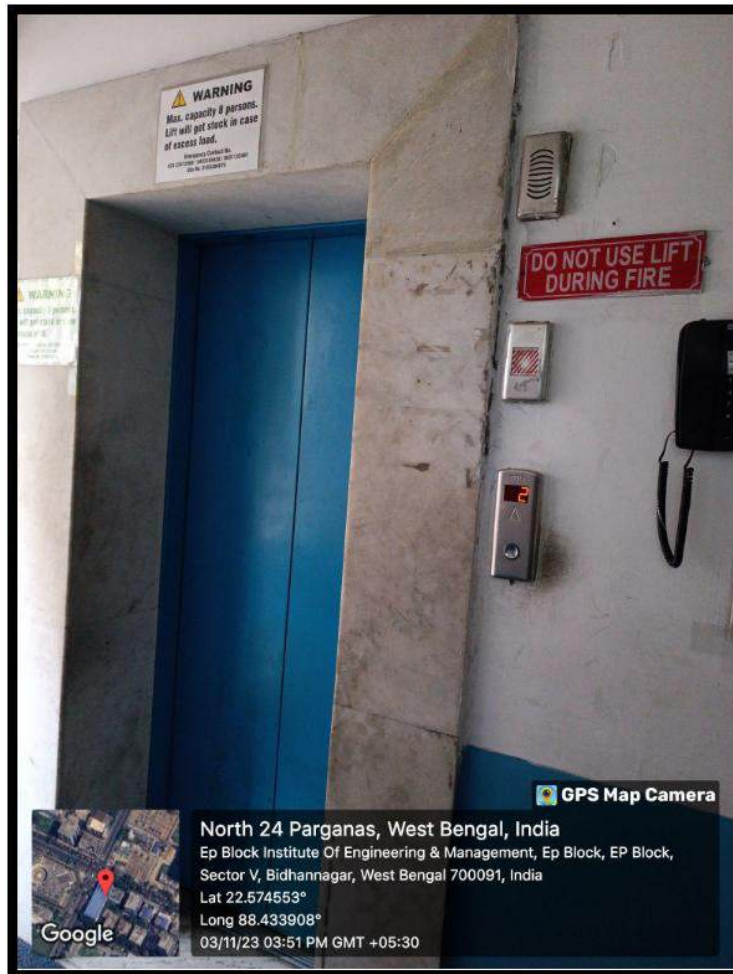
Future Plans and Roadmap

- Expand vocational/life skills training and outreach to underprivileged and differently abled youth
- Increased collaboration with NGOs and government bodies to improve technology access and inclusive growth
- Enhance online/digital learning for reduced educational inequality.

Photo Gallery



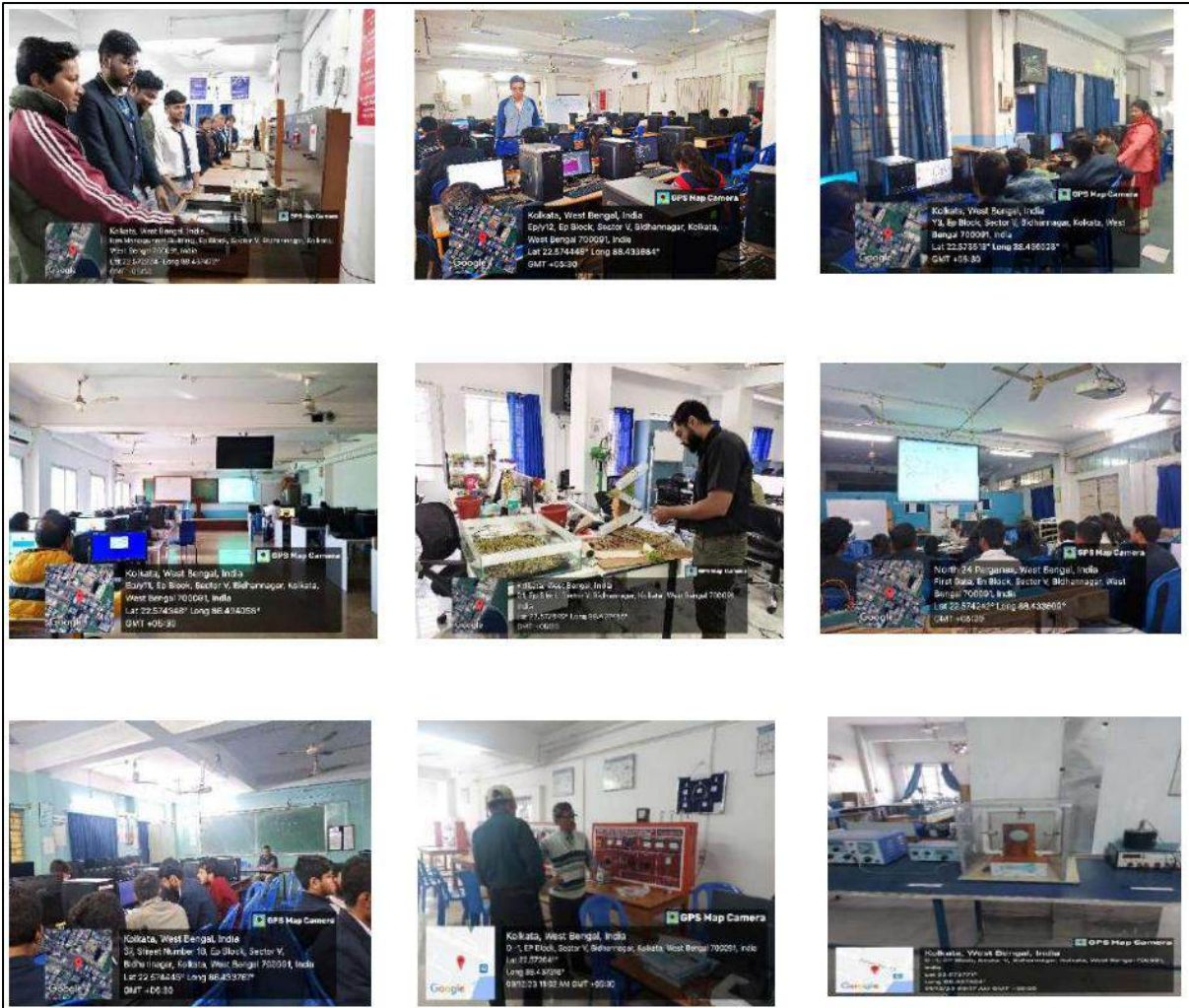
Disabled-Friendly Washrooms



Ramps and Lifts in institute



Images of ICT-enabled classrooms



Images of Laboratories



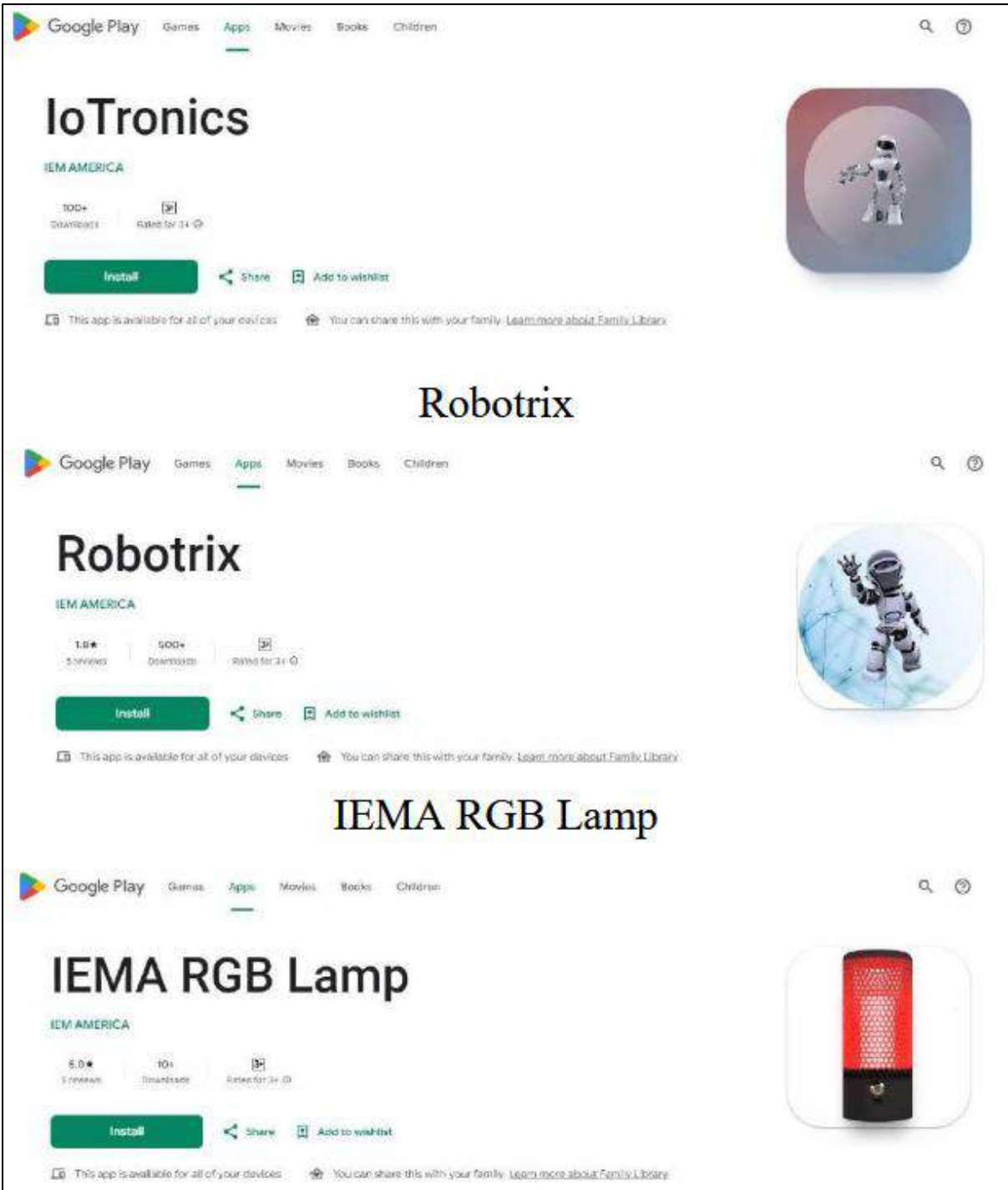
Images of Library



Images of Seminar Halls



Computer Systems



In house developed APP available in google play store



Distribution of Advanced Ai Based Kit



Students have access to a variety of online courses through platforms including

Sustainability Development Report 11

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, located in an urban hub at Sector V, Salt Lake, advances its commitment to SDG 11 — Sustainable Cities and Communities by promoting inclusive, safe, resilient, and sustainable urban environments. The institute integrates sustainable transport initiatives and comprehensive tree plantation programs as part of its holistic approach to sustainable urban development.

Core Mandate

Institute's Core Mandate for SDG 11 focuses on creating inclusive learning environments that empower individuals and contribute to sustainable urban development and green ecosystems. The mission is to facilitate student participation and institutional practices in sustainable urban solutions, including eco-friendly transport and environmental conservation, promoting a greener, more liveable urban future.

Annual Targets

- Maintain and enhance sustainable, green campus infrastructure emphasizing energy efficiency and biodiversity.
- Foster sustainable transport options for campus mobility to reduce carbon footprint.
- Promote extensive tree plantation and landscaping activities for ecological restoration.
- Implement effective waste and water management systems.
- Enhance accessibility, safety, and inclusivity within campus facilities.
- Engage community and academic stakeholders in urban sustainability research and initiatives.

Key Initiatives and Programs

- Accredited autonomous urban campus with NAAC Grade A (CGPA 3.30).
- Expanded digital infrastructure and learning facilities with 115 classrooms and 3,032 computers.
- Enhanced campus security with 987 CCTV cameras and 20 security personnel.
- E-waste management includes recycling 2,057 kg annually in partnership with certified recyclers.
- Rainwater harvesting capacity expanded to 15,000 liters; wastewater fully treated and reused.
- Waste segregation and recycling rates sustained at 65%.

- Inclusion of sustainable transport facilities: installation of bicycle parking zones; encouragement of cycling and electric vehicle (EV) use among students and staff; future plans for EV charging infrastructure.
- Extensive tree plantation program planting 1,4000+ trees over the year to increase green cover, improve air quality, and enhance campus biodiversity.
- Prohibition of plastic use campus-wide supporting environmental sustainability.

Environmental and Infrastructure Details

- Infrastructure includes 21 seminar halls, 66 labs, numerous smart educational technologies supporting modern pedagogy.
- Library stocking over 845,000 physical and e-books, rich digital learning resources.
- Water conservation through rainwater harvesting and groundwater recharge systems.
- Solid and liquid waste management aligned with sustainability goals—100% treated wastewater reused for irrigation and landscaping.
- Green initiatives strengthened by large-scale tree plantations and plastic ban policies creating a healthy campus ecosystem.
- Promotion of sustainable transport involves encouraging walking, cycling, and battery-operated vehicles to reduce campus carbon footprint.

Accessibility and Safety

- Fully accessible campus infrastructure with ramps, lifts, and assistive technologies for differently-abled individuals.
- Comprehensive safety ensured with CCTV surveillance and trained security personnel.
- Gender sensitivity and self-defense programs foster safe and inclusive campus culture.

Community Engagement and Social Inclusion

- Conducted 39 outreach programs involving 5,482 students focusing on environmental awareness, sanitation, and social welfare.
- Collaboration with NGOs and local bodies for social responsibility initiatives and ecological conservation.
- Tree plantation drives actively involve students, faculty, and community members fostering environmental stewardship.

Data and Metrics

Metric / Category	Value / Description
Total Student Enrolment	8,185
Number of Classrooms and Seminar Halls	115
Total Computers for Academic Purpose	3,032
E-waste Recycled (kg)	2,057

Waste Segregation and Recycling (%)	65%
Water Harvesting Capacity (liters)	15,000
Number of CCTV Cameras	987
Number of Security Personnel	20
Number of Extension/Outreach Programs	39
Student Participation in Outreach Programs	5,482
Number of Trees Planted During Reporting Year	1,4000+
Sustainable Transport Facilities (Bicycle Parking, EV charging planned)	Implemented and expanding

Challenges and Mitigation Strategies

- Manage urban growth through strict land-use planning, biodiversity corridors, ecological audits, and community-led campus greening initiatives.
- Secure funding via public-private partnerships, government grants, green financing, and phased implementation of renewable energy and sustainable transport.
- Maintain waste segregation and e-waste recycling through robust protocols, awareness campaigns, monitoring, and collaboration with certified recyclers.
- Ensure equitable accessibility by investing in inclusive infrastructure, broadband expansion, digital literacy, and periodic audits of access gaps.
- Scale sustainable transport by incentivizing EVs, expanding charging stations, and integrating public transport with safe cycling and walking networks.
- Expand IGBC green buildings by setting sustainability benchmarks, retrofitting existing structures, and adopting advanced resource-efficient infrastructure technologies.
- Integrate solar and other renewables using rooftop systems, community solar projects, storage solutions, and smart grid-compatible campus energy planning.
- Deploy IoT-based smart campus systems with sensors, analytics, and automation for efficient energy, water, and solid waste resource management.
- Expand sustainable mobility through EV charging rollout, dedicated cycling lanes, pedestrian-friendly design, and incentives for non-motorized transport.
- Strengthen municipal partnerships for joint projects in urban greening, waste management, transport planning, and climate-resilient urban development.
- Establish an SDG 11 research hub for interdisciplinary work on sustainable transport, urban greening, pilots, policy inputs, and stakeholder engagement.

Future Plans and Roadmap

- Increase green cover through ongoing and intensified tree plantation campaigns including vertical gardens.
- Implement smart IoT-enabled resource monitoring for energy, water, and waste.
- Achieve full wastewater treatment and reuse, with zero liquid discharge goals.

- Expand EV charging infrastructure and promote cycling and pedestrian-friendly campus design.
- Enhance inclusivity with advanced assistive and safety technologies.
- Widen community outreach programs focusing on sustainable urban living and environmental conservation.
- Establish comprehensive carbon footprint assessment and reduction protocols.

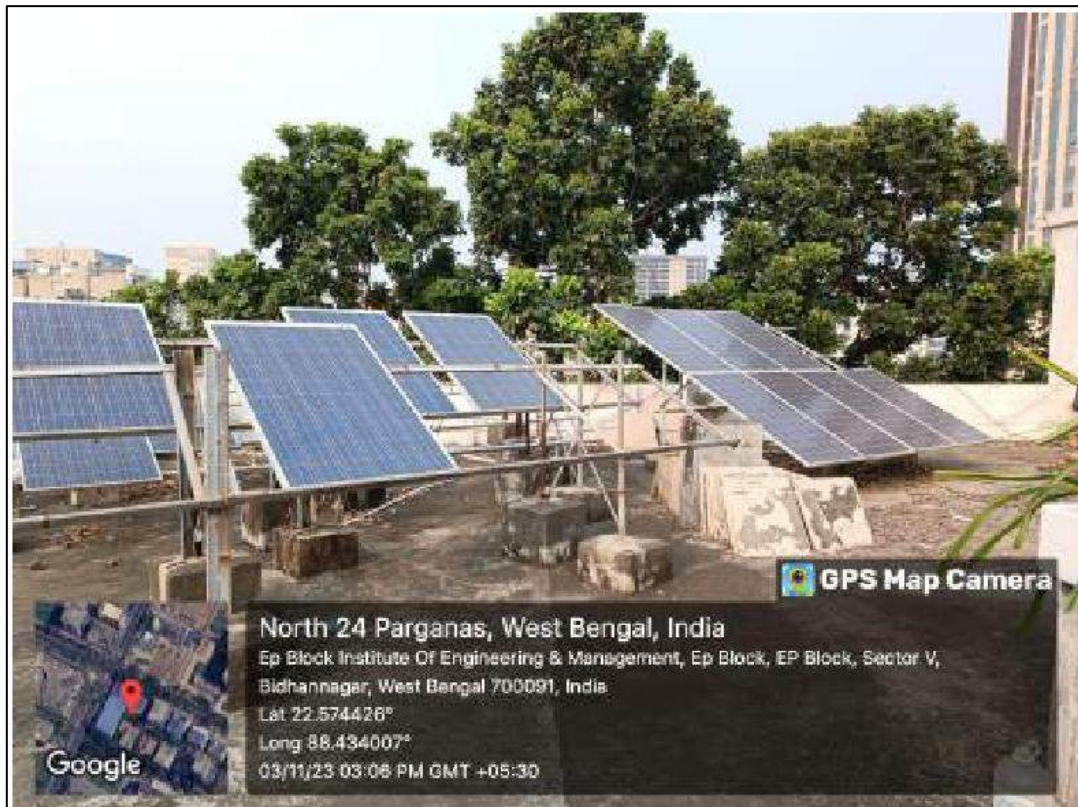
Photo Gallery



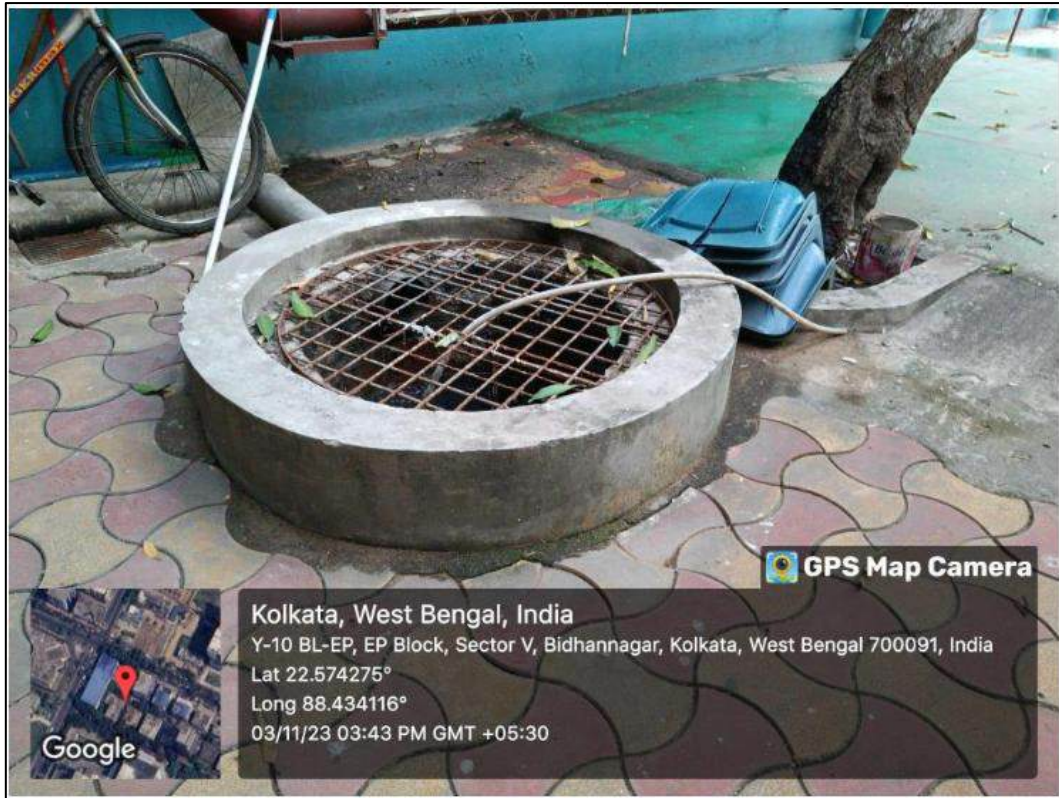
NKDA and IEM-UEM Group organize land adoption, tree plantation program



Solar Panel



Solar Panel



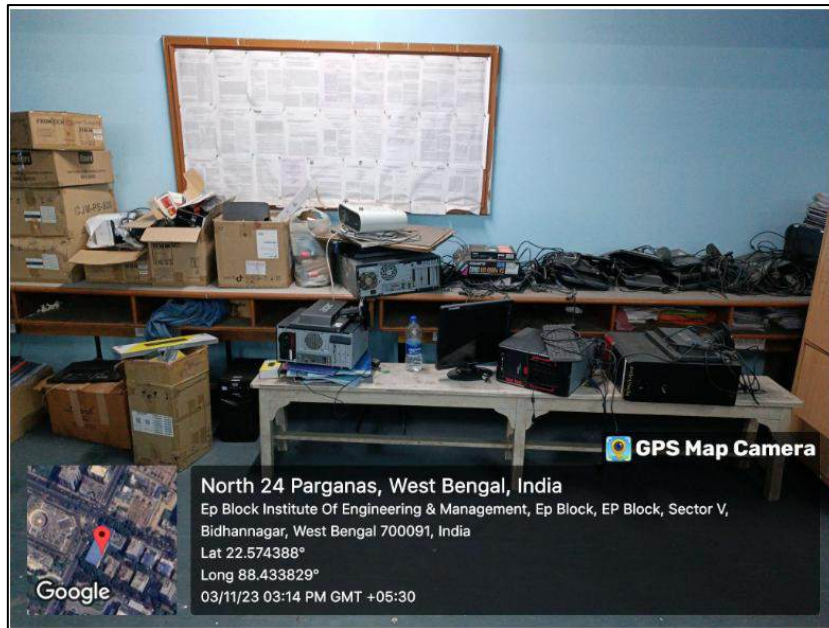
Waste Water Recycling



Rain Water Harvesting



Chemical Waste Recycle



E-Waste Management



E-Waste Management



CCTV Cameras



Wi-Fi Router



Server Room

Sustainability Development Report 12

Overview and Context

IEM Kolkata continues to champion SDG 12 by embedding responsible consumption and production within campus operations, curriculum, research, innovation projects, and community outreach. The 2023-24 focus expanded on resource use efficiency, waste management, circular economy adoption, and fostering sustainability awareness among faculty, students, and staff.

Core Mandate

Our institute aims to be a benchmark in sustainable resource stewardship by promoting energy and water efficiency, waste minimization, recycling, and a circular economy. Sustainability is integrated into academics and campus culture, with active community engagement to advance impactful environmental initiatives.

Annual Targets

- Expand renewable energy capacity and energy-saving automation.
- Increase the rate of waste recycling, particularly e-waste and organic waste.
- Enhance water conservation through advanced rainwater harvesting and wastewater recycling.
- Strengthen circular economy training programs and student-centric sustainability projects.
- Broaden community engagement in sustainability activities and social outreach.

Key Initiatives and Programs

Energy Efficiency and Renewable Energy

- Recorded annual energy consumption at approximately 13,05,696 kWh, with continuous improvements via energy-saving technologies.
- Regular green and energy audits conducted to monitor and optimize consumption.
- Deployment of automation technologies such as sensor-based lighting controls and IoT-enabled energy systems.
- Continued investment in solar and biogas energy generation enhancing renewable energy proportion on campus.

Waste Management and Recycling

- Solid waste management enforced through strict segregation at source and daily collection systems.
- Partnership with certified e-waste recycling agency Hulladek Recycling Pvt. Ltd., recycling over 2,057 kg of electronic waste.
- Organic waste managed via composting and aerobic sewage treatment; treated water reused for landscaping and non-potable uses.
- Total ban on single-use plastics on campus, supported by awareness campaigns and enforcement.

Water Conservation and Sustainable Use

- Fully operational rainwater harvesting and groundwater recharge infrastructure deployed campus-wide.
- Reuse of treated wastewater for gardening and maintenance reducing freshwater dependence.
- Conducted regular awareness programs educating stakeholders on sustainable water use practices.

Sustainable Transportation and Green Campus Initiatives

- Strict control on vehicle entry, with increased promotion of bicycles and electric vehicles for campus mobility.
- Smart resource management through automation and IoT systems monitors energy and water consumption.
- Extensive landscaping and tree planting maintained to support carbon sequestration and campus aesthetics.

Research, Education, and Innovation

- Integrated sustainability across curricula with modules on circular economy and environmental management.
- Delivered "Train the Trainers" programs reaching 70+ teachers across 65 regional schools to propagate sustainability education.
- Supported numerous student projects in eco-friendly innovations, renewable energy systems, and waste management solutions.
- Organized international symposiums and conferences focusing on sustainability technologies and practices.
- Established innovation labs empowering startups focused on sustainable product development and recycling technologies.

Community Engagement

- Collaborated with Inner Wheel Club (IWC), Lions, and Rotary Clubs conducting over 10 social and environmental outreach programs including food distribution, sanitary product drives, and tree planting.
- Promoted local sustainability initiatives aligned with SDG 12 objectives to improve social well-being and environmental health.

Data and Metrics

Metric / Category	Value / Description
Annual Energy Consumption	~1305696 kWh
E-Waste Recycled	2057 kg
Green and Energy Audits	Regularly conducted
Rainwater Harvesting Facilities	Fully operational
Treated Water Recycling	Implemented for gardening
Plastic Ban	100% enforcement
Solid Waste Segregation	Daily practice
Organic Waste Composting	Established
Smart Automation	Expanded deployment
Renewable Energy (Solar + Biogas)	Increased capacity
Train the Trainers Workshops	70 teachers, 65 schools
Community Outreach Drives	10+ social/environmental programs

Challenges and Mitigation Strategies

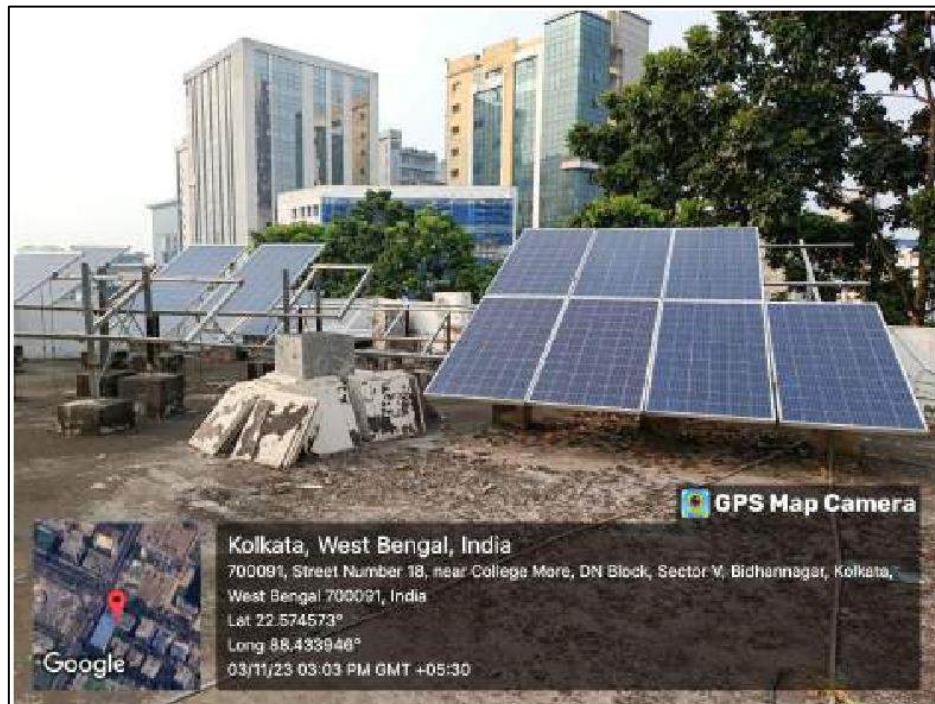
- Scaling recycling and composting operations remains a challenge for effective waste reduction.
- Sustaining behavioural change in plastic use and waste segregation requires ongoing effort.
- Implementing comprehensive real-time resource consumption monitoring is needed.
- Expansion of renewable energy infrastructure is planned, including 40 kW solar addition and biogas scaling.
- Advanced curricular integration of sustainability principles with hands-on student projects provides educational opportunities.
- Increased use of IoT-based monitoring systems will enhance resource use metrics and actionable insights.
- Extending sustainability engagement to broader community and industry partnerships fosters collective impact.

Future Plans and Roadmap

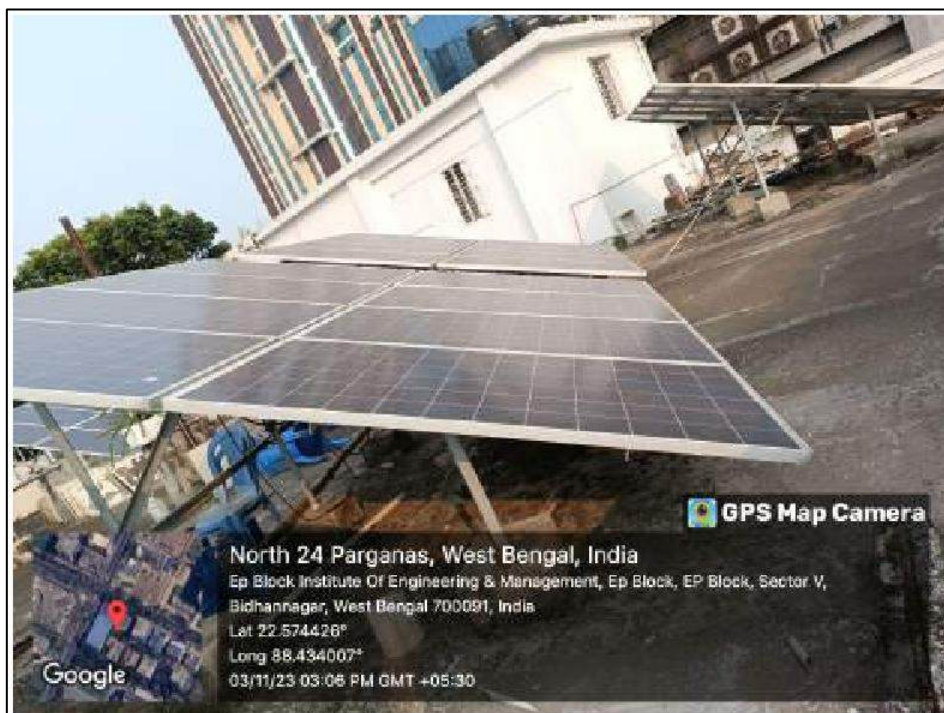
- Augment renewable energy footprint with new solar and alternative energy sources installations.

- Integrate sustainability modules across all STEM and management programs fostering responsible thinking.
- Implement broad internship and community-scale sustainable innovation projects.
- Participate actively in global sustainability benchmarking frameworks such as AASHE STARS and THE Impact.
- Continue expanding smart automation applications for water, energy efficiency, and waste minimization.

Photo Gallery



Solar Panel



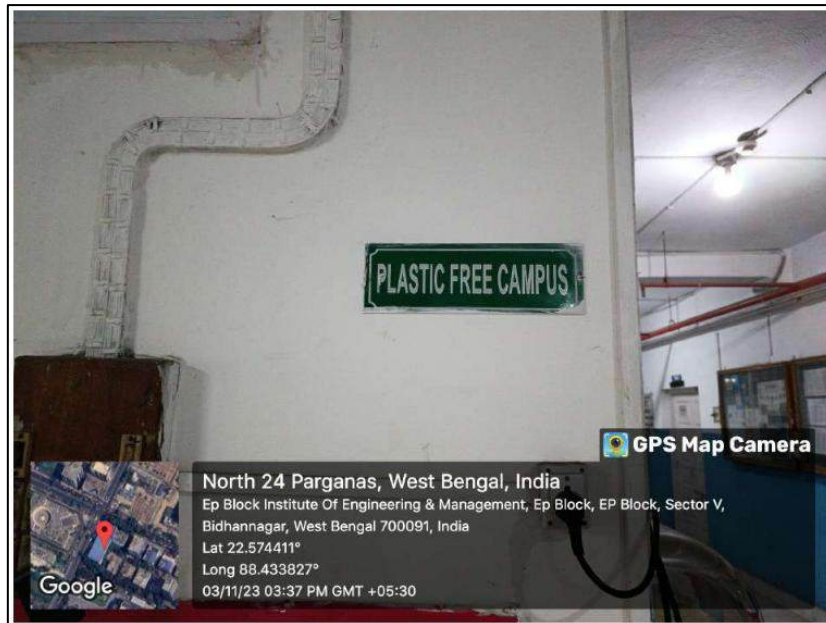
Solar Panel



E-Waste Recycling



E-Waste Recycling



Plastic Free Campus



Sensor-based energy conservation system



Green Campus Initiatives



Celebration of The World Tourism Day – 27th September 2023



Awareness session organized by Hulladek to promote e-waste recycling in IEM Newtown campus on August 2023

Sustainability Development Report 13

Overview and Context

Institute of Engineering and Management (IEM), Kolkata recognizes the critical urgency of addressing climate change by embedding climate action across its education, research, infrastructure, campus operations, and community outreach. In 2023-2024, significant progress was made in reducing the institution's carbon footprint, enhancing renewable energy use, fostering climate-related research and education, and mobilizing stakeholder engagement towards sustainability.

Core Mandate

The core mandate under SDG 13 is to embed climate action across education, research, and operations by fostering climate literacy, promoting sustainable innovation, advancing carbon-neutral practices, and building resilient partnerships that collectively transform the institution into a climate-responsive and sustainable hub for adaptive and inclusive environmental stewardship.

Annual Targets

- Expand renewable energy capacity across the campus infrastructure.
- Reduce greenhouse gas emissions and overall carbon footprint.
- Advance interdisciplinary climate-focused research and innovation.
- Integrate climate science and sustainability within curricula across all programs.
- Increase engagement and awareness among students, faculties, and community stakeholders.

Key Initiatives and Programs

Renewable Energy and Emissions Reduction:

- Continued installation and expansion of solar photovoltaic systems reducing dependency on fossil fuel-based grid power.
- Implementation and piloting of biogas projects in laboratories and select campus facilities to substitute conventional energy sources.
- LED sensor-controlled lighting systems deployed throughout academic and administrative buildings for efficient energy consumption.

Climate and Environmental Research:

- Active monitoring of greenhouse gas emissions supported by energy audits and environmental studies integrated with government-sponsored climate initiatives.
- Faculty and student-led research projects focusing on innovative solutions for energy conservation, carbon management, and environmental monitoring.
- Increased participation in national and international sustainability rankings and reporting forums.

Academic Integration and Capacity Building:

- Mandatory Environmental Studies courses included as a core part of all undergraduate programs.
- Over 60 workshops, seminars, and training programs conducted to build capacity on energy efficiency, climate science fundamentals, and sustainable environmental practices.
- Students engaged in practical climate projects, renewable energy competitions, and resilience modelling initiatives.

Climate Resilient Campus Infrastructure:

- Adoption of green building standards with passive design features enhancing thermal comfort and minimizing energy load.
- Expansion of rainwater harvesting and wastewater recycling systems contributing to sustainable water management.
- Sustained green campus initiatives including annual tree plantation drives and biodiversity conservation efforts fostering carbon sequestration.

Community and Stakeholder Engagement:

- Student and faculty participation in clubs and social groups such as Rotary, Lions, Inner Wheel, and Pet Society advocating for environmental awareness and climate action.
- Implementation of community outreach programs addressing food security, education, health, menstrual hygiene, and environmental conservation, especially highlighted during World Earth Day and campus marathons.
- Broad stakeholder collaboration for sustainable development projects and public awareness campaigns.

Data and Metrics

Metric / Category	Value / Description
Renewable Energy Projects	Expanded solar capacity
GHG Emission Monitoring	Comprehensive audits conducted
LED Lighting Coverage	100% campus buildings equipped
Environmental and Climate Workshops	60+ workshops/seminars conducted
Tree Plantation	Over 14,000+ saplings planted

Environmental Studies Enrolment	All undergraduate students enrolled
Energy Efficient Infrastructure	Passive building designs adopted
Community Projects	10+ operational social and environmental projects
Student Engagement in Climate Projects	30+ hands-on projects implemented

Challenges and Mitigation Strategies

- Scaling renewable energy and biogas systems for total carbon neutrality requires robust operational planning and collaboration with external technology developers and government agencies.
- Securing sustained funding for climate research and infrastructure upgrades necessitates developing competitive grant proposals and forming strategic partnerships with industry and funding bodies.
- Effecting lasting behavioural change towards sustainability among campus stakeholders hinges on continuous education, engaging campaigns, and fostering involvement through incentives and recognition programs.
- Enhancing real-time monitoring and reporting of environmental metrics depends on deploying integrated digital platforms and upskilling staff for efficient data management and transparent reporting.
- Leveraging institutional partnerships and external grants accelerates green infrastructure implementation by pooling expertise, accessing greater resources, and reducing financial burden on single entities.
- Expanding digital engagement platforms and hosting regular workshops deepens sustainability awareness and supports long-term behavioural change across diverse campus demographics.
- Deploying advanced automated systems for energy and emissions monitoring facilitates informed climate resilience strategies and proactive operational decision making.

Future Plans and Roadmap

- Accelerate installation of rooftop solar panels and extended pilot scale biogas projects campus-wide.
- Enrich climate and sustainability curriculum with advanced modules for all levels of study.
- Launch community-focused internships and extension activities emphasizing innovative climate solutions.
- Strengthen global benchmarking by increasing participation in international sustainability assessments and disclosures.
- Broaden the green campus strategy including passive designs and enhanced landscaping for biodiversity and carbon sequestration.

Photo Gallery



Roof-top Solar Panel



Sensor-based energy conservation system



Photo: LED Tube Lights in Labs



LED Lights



IEEE WIE Kolkata held an outreach workshop at IEM Public School to teach students data-driven ways to fight climate change



Solar Powered LED Lights



Solar Grid box



Bore Well-Open well recharge



Rain Water Harvesting

Sustainability Development Report 14

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, prioritizes conserving aquatic resources and promoting sustainable use of water ecosystems. In 2023-24, focus intensified on mitigating water pollution, preserving biodiversity, and broadening community engagement with an emphasis on plastic pollution reduction and water resource sustainability.

Core Mandate

Advance sustainable stewardship of aquatic ecosystems through rigorous research, education, and coordinated efforts to prevent pollution, conserve biodiversity, and manage water resources responsibly on campus and in the community.

Annual Targets

- Advance aquatic pollution remediation research employing filtration and bioremediation techniques.
- Boost community awareness and action focused on aquatic ecosystem sustainability.
- Embed aquatic environmental topics into academic programs thoroughly.
- Strengthen partnerships for aquatic biodiversity conservation.

Key Initiatives and Programs

Research and Innovation

- Conducted trials on filtration and bioremediation methods targeting microplastics and chemical pollutants in campus and local water bodies.
- Facilitated student and faculty-led water quality assessment and ecosystem restoration projects.

Education and Awareness

- Delivered over a dozen interdisciplinary workshops and seminars covering aquatic pollution, biodiversity, and sustainability principles.
- Updated curricula to integrate aquatic ecosystem protection and SDG 14 objectives.
- Engaged students actively in aquatic ecosystem monitoring and restoration planning projects.

Community Engagement and Outreach

- Organized events marking World Water Day, World Oceans Day, and other aquatic conservation campaigns.
- Inner Wheel Club (IWC) and student groups led tree plantations on water body banks and anti-plastic usage drives.
- Coordinated multiple river and lake clean-ups promoting responsible water use and waste management.

Plastic Free Campus, Happenings & Events

- Initiated a campus-wide “Plastic Free Zone” campaign encouraging the elimination of single-use plastics.
- Conducted educational drives on the repercussions of plastic pollution on aquatic life and ecosystems.
- Hosted awareness events and workshops involving students, faculty, and staff to promote plastic alternatives.
- Collaborated with local vendors to reduce plastic packaging and encourage sustainable consumption on campus.
- Celebrated “Plastic-Free Week” featuring competitions, pledge drives, and community discussions on reducing plastic footprint.

Partnerships and Progress Reporting

- Maintained and expanded collaborations with NGOs, municipal bodies, and government agencies on aquatic restoration efforts.
- Submitted comprehensive SDG 14 progress reports to THE Impact Rankings and other stakeholder platforms.
- Extended activities to cover sanitation and hygiene with partners supporting water resource sustainability.
-

Data and Metrics

Metric / Category	Value / Description
Aquatic Pollution Research	Advanced filtration and bioremediation trials
Educational Sessions	12+ aquatic ecology and pollution workshops
Student & PhD Involvement	Approx. 130 students in aquatic research and monitoring
Community River/Lake Cleanups	6 major cleanups with stakeholder participation
Water Pollution Monitoring	Improved wastewater monitoring protocols
Tree Plantation on Water Margins	4000+ saplings planted under IWC initiatives
Plastic Free Campus Initiatives	“Plastic Free Zone” campaign, Plastic-Free Week events
Collaborations in Water Management	Multiple MoUs for aquatic ecosystem restoration
SDG Reporting	Participation in international impact rankings

Challenges and Mitigation Strategies

- Securing additional funding is crucial to expand the implementation of advanced aquatic pollution remediation technologies and ensure their long-term impact across diverse marine environments.
- Ongoing community engagement, facilitated through tailored educational outreach programs, is essential to foster local stewardship and sustained involvement in marine protection initiatives.
- Regular updates to educational curricula are necessary so students and professionals remain equipped with the latest knowledge and skills in aquatic environmental sciences.
- Successfully integrating new scientific discoveries into training programs quickly is a challenge, requiring close collaboration between educators, researchers, and policymakers.
- Limited financial resources and public awareness may hinder technology adoption; addressing this through targeted advocacy and partnership-building can encourage greater investment and support.

Future Plans and Roadmap

- Expand aquatic pollution research by focusing on innovative bioremediation techniques and real-time monitoring technologies to enhance the effectiveness of marine ecosystem restoration efforts.
- Strengthen extension activities through more internships, field programs, and community service projects that engage youth and local groups in water sustainability initiatives.
- Deepen national and international collaborations to coordinate large-scale projects that promote ocean conservation, climate resilience, and biodiversity restoration across regions.
- Develop mechanisms for transparent SDG 14 progress reporting, ensuring accountability and continuous improvement through alignment with globally recognized indicators and sustainability benchmarks.
- Leverage technological innovations and cross-sector partnerships to accelerate the implementation of scalable blue economy solutions supporting long-term marine ecosystem health and livelihoods.

Sustainability Development Report 15

Overview and Context

The Institute of Engineering and Management (IEM), Kolkata, during 2023-24, is firmly committed to protecting, restoring, and promoting sustainable use of terrestrial ecosystems, halting land degradation, and enhancing biodiversity. The institute integrates environmental stewardship with academic excellence and community engagement, fostering leadership in sustainable development practices.

Core Mandate

The institution is committed to advancing SDG 15 by fostering outcome-based education that integrates ecological sustainability and biodiversity conservation into curriculum, research, and community outreach, equipping students with practical skills and values to safeguard ecosystems and promote responsible environmental stewardship.

Annual Targets

- Expansion of green campus initiatives to increase biodiversity and green cover.
- Advanced research on ecosystem management, focusing on restoration and conservation of life on land.
- Engagement of students and faculty in environmental protection activities and outreach.
- Collaboration with national and international partners to advance biodiversity protection and sustainability.

Key Initiatives and Programs

Plantation Drives

Regular community and campus plantation programs have been conducted, with involvement from student clubs and faculty groups. These drives focus on planting native saplings around campus and nearby water bodies to improve biodiversity and enhance green space.

Water Conservation and Harvesting

The institute has implemented rainwater harvesting systems and wastewater recycling mechanisms. Water bodies on the campus are maintained for groundwater recharge, supported by bore wells, open well recharges, and construction of tanks and bunds. These efforts help in sustainable water use and conservation.

Herbal Gardens and Organic Farming

IEM has developed herbal gardens cultivating medicinal plants that support biodiversity and traditional knowledge systems. Organic farming practices have been promoted within campus farms to minimize chemical use and encourage sustainable agricultural practices.

Pollution Control Activities and Reduction of Polythene Usage

The institute actively participates in pollution control through clean-up drives and environmental awareness programs. Initiatives to reduce polythene usage include banning plastic bags across campus and promoting alternatives, contributing to cleaner surroundings.

Biogas Units and Renewable Energy

Biogas units are planned for installation to manage organic waste efficiently, providing a renewable source of energy for campus use. Solar energy harvesting systems are operational across various buildings, reducing carbon footprint and advancing green energy use.

Environmental Management and Awards

- The institution conducts regular green, energy, and environment audits to ensure compliance with environmental quality standards.
- Waste management protocols involve solid waste segregation, e-waste recycling (2057 kg recycled in 2023-2024), and treated wastewater utilization for landscaping.
- The campus has received multiple recognitions for clean and green initiatives.

Student and Community Engagement

- Over 5,000 students participate annually in extension activities related to environmental conservation and awareness.
- Clubs like the Inner Wheel Club and Pet Society actively organize environmental and animal welfare programs, including feeding and caring for stray animals.
- Educational workshops, seminars, and conferences on sustainability and biodiversity are regularly organized.

Academic and Research Integration

- Mandatory courses on environment and sustainability are offered across undergraduate programs.
- SDGs and environmental issues are embedded in field projects and research assignments.
- Research efforts have yielded over 1220 Scopus-indexed publications related to environmental science and sustainability.

Data and Metrics

Metric / Category	Value / Description
Green Area Coverage	3,173.03 sq.m
E-Waste Recycled	2,057 kg
Student Participation in Outreach	Approx. 5,482
Research Publications	1220 Scopus-indexed papers
Community Beneficiaries	480+ through outreach programs
Biogas Units Installed	Operational biogas units on campus
Solar Energy Systems	Multiple installations on campus

Challenges and Mitigation Strategies

- Rapid urban development threatens local ecosystems, requiring integration of green spaces, habitat corridors, and nature-based solutions to promote biodiversity and ensure ecological coexistence in cities.
- Innovative urban conservation strategies, including rooftop vegetation and wildlife-friendly infrastructure, can mitigate biodiversity loss while fostering sustainable city growth aligned with SDG 15 objectives.
- Sustaining student engagement in environmental initiatives demands flexible scheduling, academic incentives, and experiential learning models that balance educational priorities with meaningful sustainability participation.
- Cross-departmental coordination challenges can be addressed through centralized sustainability committees that unify policies, share resources, and track collective progress toward institutional biodiversity goals.
- Strengthening institutional impact involves fostering partnerships, regular progress assessments, and capacity-building programs that align departmental actions with broader ecological preservation and SDG 15 targets.

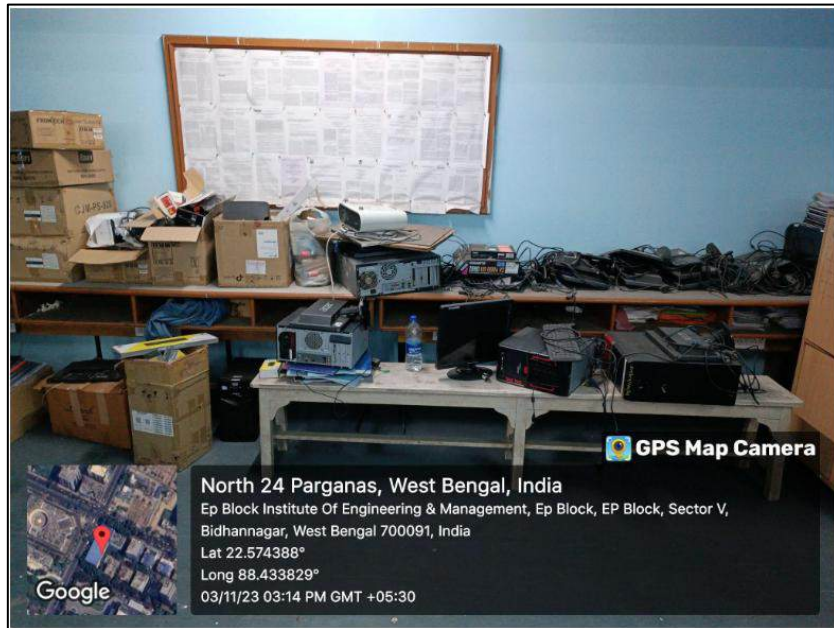
Future Plans and Roadmap

- Increase green cover by expanding plantation and herbal garden areas.
- Implement advanced water conservation and organic farming techniques to support campus sustainability.
- Enhance use of renewable energy including solar and biogas for greater campus energy independence.
- Promote further reduction of polythene and plastic use across the institution.
- Establish a biodiversity nursery for native species and pollinator-friendly gardens.
- Expand community outreach programs targeting environmental education and sustainable practices.

Photo Gallery



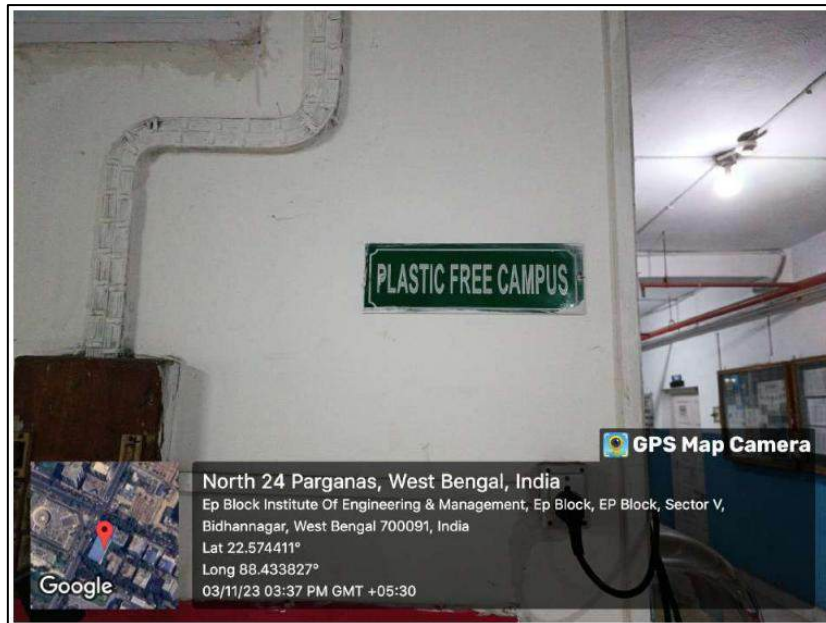
NKDA and IEM-UEM Group organize land adoption, tree plantation program



E-Waste Management



E-Waste Management



Plastic Free Campus



Green Campus Initiatives



Green Campus Initiatives



Prof. Subhamoy Ray at IEM innovates with a sustainable bicycle powered by a detachable waterproof battery

Sustainability Development Report 16

Overview and Context

The Institute of Engineering & Management (IEM), Kolkata, located in Salt Lake, Sector-V, Electronics Complex, reaffirms its commitment to SDG 16 by integrating governance, justice, transparency, inclusivity, and community engagement into its academic and operational frameworks. The institution continues to uphold safety protocols, transparent ethics, and widespread institutional participation to cultivate strong and peaceful institutional cultures for 2023-24.

Core Mandate

The core mandate of Sustainable Development Goal (SDG) 16 is to promote peaceful and inclusive societies, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels. It focuses on reducing violence, ensuring rule of law, and guaranteeing transparent governance to sustain development and human rights.

Annual Targets

- Strengthen statutory, grievance redressal, and transparency committees.
- Enhance promotion of legal literacy and constitutional awareness embedded in curriculum and student programs.
- Invest in advanced campus-wide digital safety infrastructure and governance transparency.
- Inculcate ethical conduct and accountability across all institutional activities.
- Increase outreach programs promoting social cohesion, justice, and participative democracy.
- Broaden inclusivity in institutional structures and community engagement.

Key Initiatives and Programs

- **Autonomous Status:** The autonomous status granted in 2019 continues to facilitate flexible academic governance aligned with institutional accountability.
- **Accreditation Excellence:** Maintained NAAC A Grade with CGPA 3.25 and NBA accreditation for ECE and MBA departments emphasizing governance quality.
- **IQAC Initiatives:** Conducted multiple IQAC meetings driving quality enhancement and ensuring participative management with stakeholder feedback.
- **Governance Oversight:** Placed AQAR reports before the Board of Governors regularly to ensure democratic governance and transparency.
- **Financial Transparency:** Institutional finances audited internally and externally with published reports for stakeholder access.

- **Student Welfare:** Provision of financial and medical assistance systems reflecting institutional justice and care.
- **Safety Infrastructure:** Enhanced electronic surveillance with extensive CCTV coverage and dedicated security personnel.

Institutional Governance and Policy Framework

Statutory Bodies and Committees

- **Academic Governance:**
 - **Board of Governors:** Highest decision-making body ensuring participative and democratic oversight.
 - **Academic Council:** Supreme academic matters body with internal and external members.
 - **Board of Studies:** Departmental academic planning including industry and alumni inputs.
 - **IQAC:** Quality assurance and participative management across stakeholders.
- **Welfare and Redressal Committees:**
 - **Internal Complaints Committee (ICC):** Addressing harassment and grievances with 24x7 operation and emergency contacts across campus.
 - **Anti-Ragging Committee:** Enforcing zero-tolerance policy with mandatory admissions compliance.
 - **Student Grievance Redressal Committee:** Timely resolutions of student grievances.
 - **Examination Grievance Redressal Committee:** Successfully redressed examination-related complaints.

Governance Principles

- **Participatory Management:**
 - Inclusive decision-making involving students, staff, and faculty.
 - Daily morning briefings for academic and administrative coordination.
 - Broad representation in multiple institutional committees guaranteeing voice for all employees and students.
- **Decentralization and Delegation:**
 - Clear institutional hierarchy with empowered departmental heads.
 - Allocation of contingency funds supporting decentralized decision-making.
 - Faculty involvement in course design and governance.
- **Transparency and Accountability:**
 - Comprehensive stakeholder feedback systems publicly accessible online.
 - Publication of annual reports, newsletters, and AQAR.
 - 360-degree feedback and continuous quality improvement mechanisms.

Campus Safety and Security

- **Electronic Surveillance:**
 - Extensive CCTV installation covering all campus areas.
 - Monitoring of all entries, exits, and hostel timings.
 - Visitor registration systems ensuring controlled access.
- **Security Personnel:**
 - Dedicated security officers ensuring 24x7 campus safety.
 - Ongoing security training and emergency protocol implementation.
- **Women's Safety Measures:**
 - 24x7 ICC with emergency contact visibility.
 - Regular self-defence classes and orientation programs on respectful behavior.
 - Policies ensuring restricted and safe campus access.
- **Safety Training and Awareness:**
 - Routine safety drills and awareness sessions for students and staff.
 - Zero tolerance policy for harassment, ragging, and discrimination strictly enforced.

Curriculum & Student Awareness

- **Constitutional and Legal Literacy:**
 - Mandatory courses on Constitution of India, Values and Ethics, and Professional Ethics integrated thoroughly.
 - Cross-cutting inclusion of human values, gender sensitivity, and environmental responsibility.
- **Citizenship Education:**
 - Compulsory morning assemblies fostering civic awareness through national anthem, motivational quotes, and historical reflections.
 - Celebrations of national days emphasizing constitutional duties and peaceful coexistence.
- **Student Engagement:**
 - Workshops, seminars, and active student clubs promoting legal literacy and social justice awareness.

Inclusive Institutional Structures

- Equity-driven leadership appointments without gender bias.
- Disabled-friendly infrastructure with ramps, accessible washrooms, signage, and assistive technologies.
- Ongoing gender-sensitivity and inclusivity training across campus community.
- Safe environment assured through harassment redressal and self-defence programs.

Community & Outreach Engagement

- Organized over 35 extension and outreach programs with participation of over 5,000 students.
- Collaborative initiatives with NGOs, Rotary Club, Lions Club, and Inner Wheel Club addressing education, health, sanitation, and animal welfare.
- Annual cultural, social, and environmental programs fostering community inclusion and social cohesion.
- Pet Society care projects supporting stray animals around campus, promoting compassion.

Research & Capacity-Building

- Ethical research supported by active Research Advisory and Ethics Committees with mandatory plagiarism checks.
- Research funding exceeding Rs. 43.8 crore catalyzing innovation in sustainable development and governance topics.
- Professional development via workshops on research methodology, intellectual property, entrepreneurship, and skill enhancement.
- Extensive publication output with publications in CARE journals, edited volumes, and secured patents.

Data and Metrics

Indicator	Achievement
IQAC Meetings Held	Multiple
Board of Governors Oversight	Regular meetings
NAAC Accreditation	A Grade (CGPA 3.25)
NBA Accreditation	Valid for ECE and MBA
Autonomous Status	Since January 2019
CCTV Cameras	Enhanced from previous year
Security Officers	Increased coverage
ICC Operational Status	24x7 with emergency contacts
Student Grievances Resolved	Timely resolutions
Total Students	Approximately 5,500
Student-Teacher Ratio	Approx. 16:1
Mentors Assigned	Over 430
Students Placed	Over 1,100
Higher Education Progression	Over 150
Competitive Exam Qualifications	Over 130
Extension Program Participation	Over 5,000 students
Research Funding	Rs. 43.8 crore
Active Research Projects	Over 80

PhD Students Registered	Nearly 80
Publication Count	1220 Scopus publication
Workshops Organized	Over 60

Challenges and Mitigation Strategies

- Limited continuous engagement of diverse stakeholders hinders inclusive governance. Mitigate by fostering structured, ongoing dialogues and collaborative decision-making platforms to ensure broad participation.
- Narrow reach of participative governance and grievance systems restricts citizen involvement. Address by expanding digital platforms for engagement, grievance redressal, and real-time monitoring to enhance accountability.
- Low legal literacy and weak civic education limit citizen empowerment. Counteract through deepening legal literacy outreach and embedding comprehensive citizenship education within school and higher education curricula.
- Institutional exclusions and accessibility barriers prevent equal participation. Mitigate by strengthening institutional inclusivity and upgrading accessibility infrastructure regularly for marginalized and differently-abled groups.
- Deficient research ethics culture affects academic integrity. Promote an active ethos of research ethics and integrity via peer review mechanisms and mandatory ethical certifications.
- Inadequate student welfare systems impact mental health and emergency support. Scale up welfare initiatives focusing on mental health services, counseling, and emergency response frameworks for students.
- Campus conflicts and social disharmony undermine peaceful coexistence. Institutionalize peace-building and conflict resolution programs to foster mediation, dialogue, and sustained campus harmony.

Future Plans and Roadmap

- Implement real-time digital governance platforms enabling inclusive, transparent decision tracking.
- Create a legal literacy cell offering regular workshops and consultation services.
- Achieve universal campus surveillance through AI-enabled security systems by 2025.
- Launch mobile application for streamlined grievance submission and faster resolution.
- Establish Center of Excellence for Research Ethics providing training, audits, and resource hub functionality.
- Expand "Justice for All" community outreach to reach 10,000+ beneficiaries annually.
- Enhance student welfare with 24x7 health centers, increased counseling, and robust emergency protocols.
- Achieve 100% faculty participation in governance and research ethics training programs.

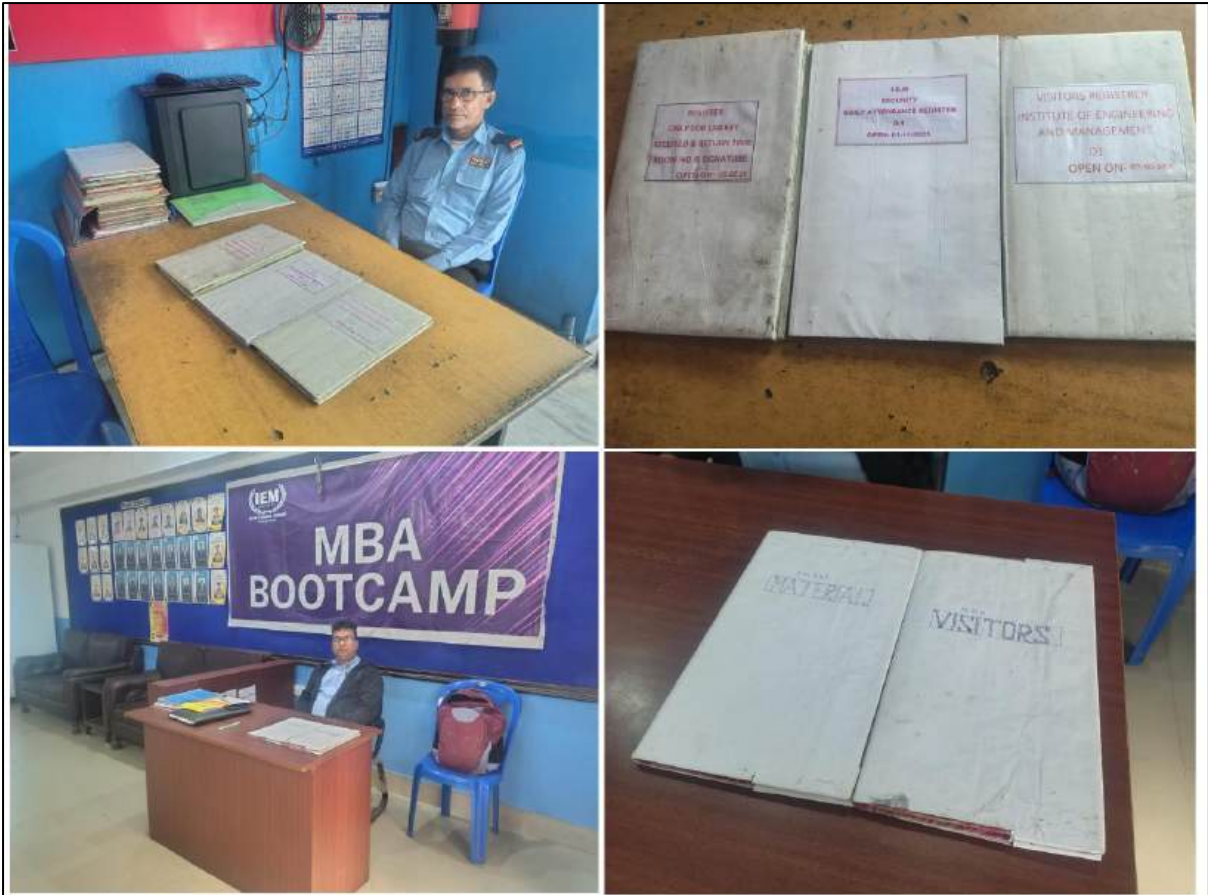
- Attain universal accessibility certification and comprehensive anti-discrimination training.
- Develop a dedicated conflict resolution center fostering peace education and mediation.

Photo Gallery

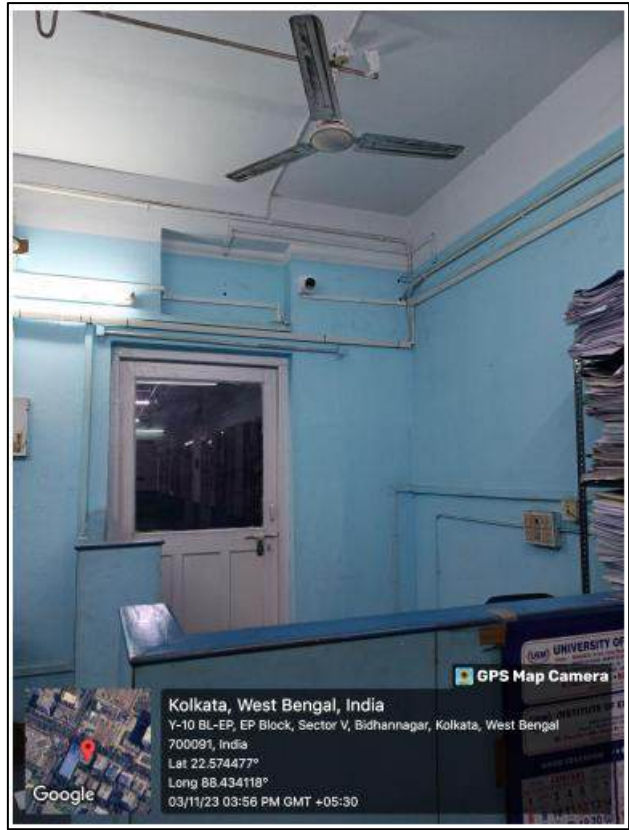


Security at front gate of IEM Salt Lake Campus

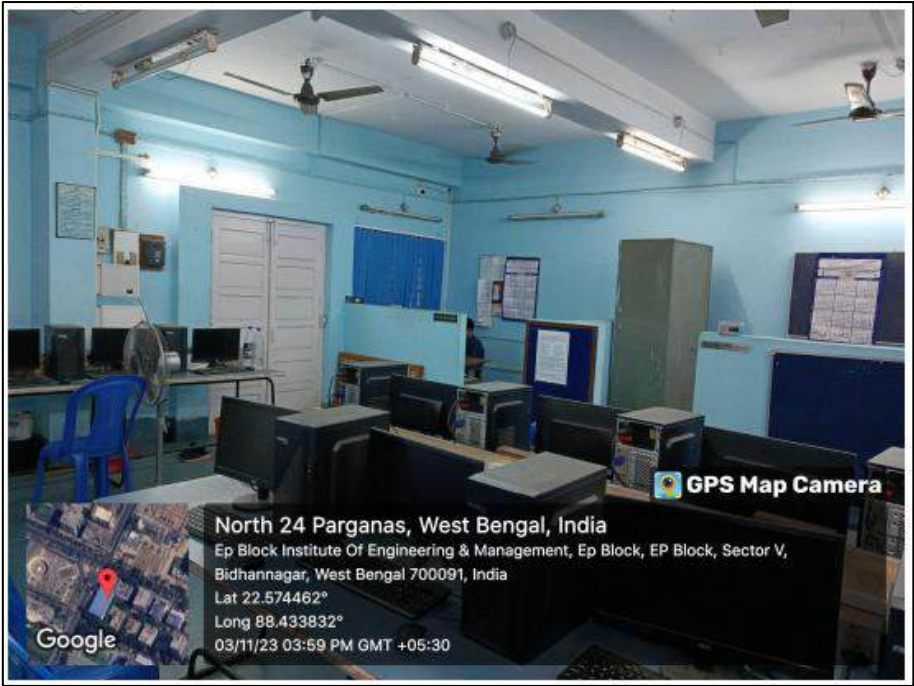
Security Personnel at the front gate of our Campuses



Security Personnel with Visitor Registration system at the front gate of our Campuses



CCTV Cameras in Faculty Room



CCTV Cameras in all the Labs



CCTV Cameras in all the classrooms



Campus Surveillance through CCTV Camera

Sustainability Development Report 17

Overview and Context

Institute of Engineering Management (IEM), Kolkata, reaffirms its commitment to Sustainable Development Goal 17 by cultivating extensive multi-sector partnerships that drive sustainable development, foster innovation, and build global capacity. During 2023-24, the institution focused on strengthening strategic collaborations across academia, industry, government, and civil society to enhance research, education, and community impact aligned with global SDG targets.

Core Mandate

The core mandate is to cultivate transformative and sustainable partnerships that drive academic excellence, research innovation, and social progress in alignment with SDG 17. It aims to strengthen global collaboration through knowledge exchange, resource mobilization, and joint initiatives fostering inclusivity, equity, and long-term societal impact.

Annual Targets

- Expand strategic MoUs and collaborations with national and international universities, industries, and NGOs.
- Facilitate faculty and student mobility and joint academic activities enhancing global competency.
- Promote research & innovation through collaborative knowledge advancement, publications, and funded projects.
- Institutionalize governance frameworks and strategic partnership management for efficient alliances.
- Develop infrastructure and resources that support engagement, incubation, and entrepreneurship within partnership ecosystems.
- Intensify community outreach, youth engagement, and social empowerment initiatives through joint programs.
- Recognize and celebrate achievements in partnerships, research, and societal contributions.

Key Initiatives and Programs

Skill-Building & Global Competency Training

- Delivered 1,590 value-added courses including foreign language and digital skills training to prepare students for global challenges.

- Focus on global competencies through specialized programs and international certification courses (Coursera, LinkedIn, and Microsoft).

Student Clubs & Joint Academic Activities

- Student clubs such as Rotary, Lions, and Inner Wheel actively facilitated leadership development and coordinated joint academic and social initiatives.
- Organized joint academic activities, workshops, and competitions fostering collaborative learning and community involvement.

Research & Innovation: Collaborative Knowledge Advancement

- Successfully conducted 2,809 collaborative research and innovation activities involving faculty, students, and industry experts.
- Facilitated joint research projects resulting in multiple academic publications shared in reputed national and international journals.
- Secured Rs. 43.8 crore in grants and sponsored projects aligned to SDGs, supporting high-impact research.
- Hosted several research conferences and knowledge forums promoting interdisciplinary dialogue and dissemination of knowledge.

Governance & Institutional Frameworks for Partnerships

- Established robust governance structures and strategic partnership management systems to steer collaboration efforts effectively.
- Fostered academic and administrative leadership collaboration for integrated partnership strategies.
- Implemented rigorous evaluation and monitoring systems ensuring transparency and measurable impacts of partnerships.

Infrastructure Supporting Partnership Ecosystem

- Invested in upgraded learning and engagement spaces enhancing collaboration between stakeholders.
- Advanced research infrastructure and laboratories supporting cutting-edge research.
- Developed incubation centers & entrepreneurship support systems catalyzing startup creation and technological innovation.

Events, Outreach & Community Engagement

- Conducted 39 joint community outreach programs with NGOs, student clubs, and government bodies promoting education, health, and environmental awareness.
- Encouraged youth engagement through social empowerment projects affecting thousands within local communities.

- Organized a mix of international and national conferences, workshops, and guest lectures strengthening global and national networks.
- Established active government engagement channels to align institutional initiatives with broader developmental policies.

Collaborations, Awards & Recognitions

- Maintained 25 active MoUs spanning academic, industry, and civil society partnerships enhancing shared goals.
- Strengthened industry and professional linkages through continuous joint projects, internships, and collaboration.
- Established alliances with civil society organizations and the social sector to address critical societal needs.
- Institution, faculty, and students received multiple awards and recognitions for excellence in research, innovation, and community service.

Data and Metrics

Metric / Category	Value / Description
Collaborative Activities	2,809 joint activities
Functional MoUs	25 MoUs (domestic and international)
Industry Partners	Multiple corporate, industry partners
International Conferences Hosted	Several national & international events
Student Startups Launched	198+ ventures
Patents Filed	112+ patents
Extension Programs Conducted	39 community outreach programs
Extension Program Participants	5,482+ students
Community Beneficiaries	Hundreds through social sectors
Faculty Development Programs	67 programs conducted
Research Grants Secured	Rs. 43.8 crore (external funding)

Challenges and Mitigation Strategies

- Securing continuous funding through diversified finance models, global partnerships, and co-investment frameworks to sustain SDG-focused research, innovation, and long-term community development initiatives.
- Adapting swiftly to dynamic industry standards and emerging technologies via continuous skill development, interdisciplinary collaboration, and integration of innovation-friendly policy mechanisms.
- Promoting inclusive partnerships by empowering underserved communities, remote institutions, and local organizations through equitable access, participatory governance, and targeted capacity-building initiatives.

- Enhancing data-driven decision-making through robust monitoring systems, open-access databases, quality assurance frameworks, and evidence-based performance assessment aligned with SDG indicators.
- Fostering multi-stakeholder cooperation by strengthening global knowledge-sharing platforms, co-learning networks, and joint research collaborations to accelerate sustainable solutions and resource exchange.

Future Plans and Roadmap

- Broaden international collaborations with joint degree programs, student-faculty exchanges, and co-hosted events.
- Intensify innovation ecosystem expansion nurturing startups and social enterprises focusing on sustainability.
- Scale community outreach and youth empowerment programs with greater institutional and external collaboration.
- Enhance governance frameworks for strategic partnership oversight and alignment with emerging SDG priorities.
- Increase research infrastructure investments and incubation support fostering interdisciplinary excellence.
- Recognize and reward outstanding contributions in partnership achievements, research excellence, and community impact.

Photo Gallery

Sl. No.	Name of the Institution/ Industry/ corporate house	Month and Year of signing MoU	Duration	List of activities under each MOU	Number of students/teachers who benefitted from MoUs	Drive Link
1	Academy of Foreign Language	Jul-23	1 year	Foreign Language training	413	Academy of Foreign Language and IEMMS MOU 1.pdf
2	Airports Authority of India	Jun-24	5 years	Industrial Training	12	Institute of Engineering & Management, Kolkata.pdf
3	Ardent Computech Private Limited	Feb-24	3 years	Training	273	MOU 2 (Ardent).pdf
4	Arizona Board of Regents	Nov-23	3 years	Training opportunities for students in ASU's Thunderbird School of Global Management	15	Signed LOA_Between IEM and ASU_20.11.2023.pdf
5	THE ART OF LIVING (TAOL)	Feb-24	3 years	Youth Empowerment Skills Program	123	MOU.pdf
6	ASPIC Innovation	Oct-23	5 years	To exchange information on research and educational programmes, to exchange information on teaching, learning material and other literature relevant to their educational and research programmes, to identify and offer internship opportunities for students	23	Aspic Innovations_MOU (1) (1).pdf
7	Cadena Infotech Private Limited	Apr-19	5 years	Training on Mobile Application and Internet of Things (IoT)	27	3.pdf
9	Cognizant Technology Solutions Private Limited	Aug-23	NA	Industry orientation of students on AI/ML & Machine learning	152	COGNIZANT TECHNOLOGIST - MOU.pdf
10	Dirac Business Solution Pvt. limited	Feb-19	5 years	Training & Consultation in natural language processing and compiler integration	21	2.pdf
11	ETS India Private Limited	Nov-24	2 YEARS	Provide official GRE and TOEFL preparatory materials in institution	53	MOU_20.02.2024.pdf
13	India Internet Foundation	May-24	3 YEARS	Research, Internship/lab workshop	68	MOU_IIFON_STPI (1).pdf
15	Jadavpur University	Jul-22	6 years	VLSI design Training	48	4_20231017165531_rotated.pdf
17	Polycab India Limited	Mar-24	3 years	Communicate to the students about the technical workshop and its benefits. Share the list of students with PIL who have nominated for the workshop and providing available infrastructure	8	MOU_Polycab (1).pdf
19	Ramkrishna Mahato Government Engineering College	Oct-23	3 years	Establishing a partnership for the scientific exploration and development of different sectors of engineering and technology	25	MOU_EE_IEM_Signed (1).pdf
20	Rebaca Technology Pvt Ltd	Jan-24	5 years	Collaboration for realtime project execution on Telecom and Data science	9	REBACA TECHNOLOGIES PVT LTD - MOU.pdf
21	Saint Louis University	Mar-22	5 years	To develop academic and research program	5	MOU with Saint Louis University and IEM.pdf
22	Scholar Lab Foundation	Apr-23	3 years	Conduct workshops, labs trainings and execute real time project	57	Scholar Lab Foundation.pdf
24	SMS Idia Pvt Ltd	Jun-23	1 year	Providing Training & Placement	17	SMS INDIA PVT LTD - MOU.pdf
26	Web Idea Solution Pvt. Ltd.	Jan-24	3 years	Industrial Training and lab visit, Internship & providing research development skill	23	MOU 1 (WISS).pdf

Functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. during the year