

Interim report of the Gymkhana Review Committee

Hierarchy of posts in Gymkhana

The committee believes that the lack of equivalent level positions for equivalent work is a major change that needs to be brought in the Gymkhana. To have a uniform hierarchy of positions across the Gymkhana, the committee proposes the following:

Councils-

The Core Team of all the councils shall comprise of the General Secretary, the various club coordinators and Hobby Group Leaders, some Junior Executive/Secretaries and 1 Senior Executive.

The committee feels that there should be a cap on the number of each of these positions. Seeing the present working of these councils, the committee proposes that the number of **Junior Executives** be capped at **5** (with 1 additional position being allowed for the SnT council due to the Tinkering Lab) and the **Senior Executives** be restricted to **1** person at the most. However, the same may be revised by the Senate as per the need in future.

(Recommendations on the coordinators and Hobby group Leaders shall be taken with the respective councils' sections)

The committee also proposes to change the title of the position "Overall Manager" to "**Event Manager**", for the events organized by the council (like the GC). The new name, we believe, clearly highlights that the person was the manager for a single event, and distinguishes it from other similar titled positions in the Gymkhana.

Cells-

The proposed hierarchy of the Cells is:

Heads > Managers > Secretary/Junior Executive

Overall Coordinators are being replaced by the term **Head**, Head of a cell by **Manager** of that cell and Executives by **Junior Executives/Secretaries**.

Festivals -

The festivals' tier structure shall be as follows:

Core Team > Manager/Senior Executive > Secretary/Junior Executive > Volunteer

All the above positions have been accorded titles taking into account the amount of work involved and ensuring that similar level of work across the Gymkhana get similar recognition.

The committee also proposes the following changes in the procedure of ratification:

- The authority calling for nominations shall ensure that the schedule of interviews is sent on the Senate List at least 12 hours prior to the start of the first slot.
- All ratification lists are to be sent to the Chairperson with cc to the Senate List before the 24 hour deadline of the Senate meeting immediately after the last day of interview schedule for all posts under Students' Gymkhana. If no list is received within the deadline, it shall be assumed that none of the interviewed candidates are to be ratified.
- The above list must mention all the candidates whose interview was scheduled, and then highlight the shortlisted ones being sent for ratification.
- Once the respective ratification item is taken up in the Senate, any person who has not been ratified as per this list shall not be ratified for the same position in the given Gymkhana year. The responsibility to ensure this shall lie with the Chairperson.

General Championship events and pools

The committee has discussed the issue at length and has come up with the following recommendations:

- The Pre-conduction reports for all GC events must be passed in the Senate at least 10 days before the event (as per the Gymkhana Calendar). This way, everyone would know well in advance the exact details of all competitions in the event.
- 3 events shall be organized under the heading of the General Championship, namely - Inferno, Takneek and a joint new event to replace Galaxy and Spectrum. The idea of the joint event has been agreed to by the Core Team of the FMC council. The new event shall be conducted in the following manner:
 - The pre-conduction report of the event must be submitted 10 days before the start of the non-submission events.
 - From the date the Senate accepts the pre-conduction report, the window for submission of entries for the events in the field of Films and Media shall begin. The window shall continue till the start of the non-submission events.
 - The non-submission events may be organized in a manner similar to that in the existing Galaxy's conduction.

This way we would be organizing the two events together (i.e. on consecutive weekends) and thus create some space in the Gymkhana Calendar.

- The pool structure for the GC should only comprise of 4 participating pools. 2 ways are proposed for this:
 - **Option 1**
The old system of having 4 pools with Hall 6 and GH-1 being clubbed with one of the UG halls to form the respective pool.
 - **Option 2**
To solve the major concern of identity raised by the veeras pool, it is proposed here that they participate in the GC together with another pool, under the name of “Veeras and *respective pool*”.

General Procedures

The committee also feels that some changes in the general procedures followed in the Gymkhana is needed to ensure that the proposed changes are effective.

- **Issuing of items:** All the items bought by Gymkhana shall first be submitted to New SAC office, where they shall be added in the stock of the respective entity. Reimbursement against the purchase of any item shall only be given if the same is entered in the stock register. These shall then be issued against I-Card of the student who shall be held responsible for any damage or loss of the issued property. The same shall be added in the Gymkhana dues of the student. Every General Secretary needs to give stock list of all the consumable and non-consumable items in end term reports
- A general audit shall be conducted by the New SAC Office and Finance Committee every year in the month of March (before the charge handover) and the updated stock list shall be handed over to the new Office-Bearer along with the shift of charge.
- Though it is not completely in our purview, the committee believes that Inter IIT Meets should only be organized in December. If promoted as a practice, this will ensure a focused, goal-oriented planning of activities from the clubs’ side, similar to that seen in the Institute sports teams.

Games and Sports Council

The committee, in consultation with the current General Secretary, Sports, recommends the following:

- 2 coordinators for each of the clubs in the Council, and 1 leader for each Hobby Group
- Specific to the Card & Board Games Club, the committee recommends that:

- A verification of the assets of the club should take place before the charge handover this year (and the same be continued every year as has already been recommend above)
 - Games should be kept in the New SAC office from where they may be issued against the I-card of a student. The liability of the same shall lie with the student (in the same manner as any other Gymkhana property)
 - Simultaneously, the GNS room should only be given for sessions and workshops, on request of the organizing body of the same.
- The Air Hockey Table should be transferred to the pool room in the new sports complex. Fees shall be charged (by the SPEC) for entry into the room for a specified time, and the maintenance of the same shall be done by the SPEC using the entry fees collected.
 - The committee recommends that the Yoga Club, which has been inactive for a long time now, be dissolved from the Games & Sports Council.

Merger- Media and Culture Council

Reason for the proposal:

The Students' Gymkhana for decades has provided the students with a platform to explore their diverse and ever changing areas of interest. It is thus important for the Gymkhana to adopt a dynamic approach and evolve according to the changing interests of the student community.

For many years now, it has been felt that the activities of the Films and Media Council and Cultural Council are linked. We have not been able to exploit the full potential of the clubs in both the councils, due to their independent timelines which reduce the scope of any collaborative efforts amongst them.

Collaborative efforts among the clubs and hobby groups of these councils will widen their reach as well as broaden the horizon of learning for all general body members. Ultimately, this will lead to a holistic environment with fresh enthusiasm for Gymkhana as a whole.

Idea behind the new Council:

The proposal is to merge the Cultural Council and the Films and Media Council as a single entity which will be called the "Media and Cultural Council". Clubs and hobby groups in their respective councils will function in a unique and spectacular manner if the councils are clubbed together. Some examples of collaborative projects between different clubs of the merged council

- Dramatics and Films Club
- Fine Arts and Design

- Dance and Films Club
- Dramatics, HSS and Films, for example-Shadow art

This will help in creating new avenues for participation for the student community.

The creation of new avenues will lead to innovation and thus better development of the talent inside the campus. The clubbing of the councils will also create an aspect of a comprehensive contingent representing IIT Kanpur at a national level. For example, an increased and improved participation in Antaragni and Mood Indigo overall and specifically from the media clubs.

The committee realises the extensive nature of the work entailed in the proposal and has laid down a road map in order to facilitate a smooth and streamlined transition for the same.

Structure and founding principles:

- The committee proposes the following structure for the newly formed media and cultural council

Clubs:

- Dance Club
- Dramatics Club
- Music Club
- Photography Club
- Film Club
- Vox Populi
- Fine Arts and Design Club[1]
- Literary Society
- Quiz Club
- Debating and Discussion Society[2]
- Students' Film Society

Hobby Groups:

- Anime Society
- Sound Hobby Group[3]

[1] The Design Club and the Fine Arts Club have been brought together.

[2] The Debating and Discussions Society has been converted from a hobby group to a club

[3] The Sound Club has been converted from a club to a hobby group

* The Animation Hobby Group has been dissolved

- The positions, 'General Secretary, Cultural Affairs' and 'General Secretary, Films and Media', shall be replaced by a single position called 'General Secretary, Media and Culture'. The person on this position shall be responsible for promoting all activities in the joint domain.

- The General Championship Events, Galaxy and Spectrum shall be replaced by a single GC event called “ _____ ” (neither Galaxy nor spectrum) which shall be organized in the even semester with events comprising of all the clubs and hobby groups under the new council.
- The General Secretary, Media and Culture shall ensure that all the clubs and hobby groups of the newly formed council shall continue to have the same degree of freedom that they currently do.
- The definition of Antaragni shall be revisited. The festival shall be renamed as ‘The annual Media and Cultural Festival of IIT Kanpur’. The constitution of the COFA(A) shall be modified and the General Secretary, Media and Culture shall act as its chair.
- The Gymkhana Awards for “Cultural Excellence” and “Films and Media Excellence” shall cease to exist and be replaced by a new award for “Media and Cultural Excellence”. Further the SSPC Manual should also be revised accordingly.
- The Constitution of the Students’ Gymkhana shall be modified accordingly to reflect the changes as accepted by the Senate.

Guidelines for better functioning

The acceptance of the proposal shall throw up various challenges to which the committee proposes the following solutions:

- Considering the fact that the General Secretary, Cultural Affairs has been elected, the committee proposes that he takes charge as the General Secretary, Media and Culture. Furthermore, the committee feels that two senior members from the current Films and Media Council be appointed as advisors for a smooth transition process.
- The issue of ‘Coverage’ - To maintain consistency with the proposed philosophy, the ‘General Secretary, Media and Culture’ shall ensure that the clubs currently belonging to ‘Films and Media Council’ should not get limited to a medium for the coverage of events. The councils and festivals will be responsible for their own coverage. The Media clubs can help in the coverage of others but it won’t be their explicit responsibility.

A new SG Form will be formed which will be used by the council/festival teams to get equipments issued through the Gymkhana Office. In case of any damages, the borrower will have to pay back to the Gymkhana.

- The Facebook pages of the two councils can be merged through an option provided on Facebook. The new page will have a greater reach than the currently existing pages of the separate councils.

The above proposal was discussed in the Core Team Meeting of the Films and Media Council held on 15th February 2017. Following are the comments received on the same:

- The core team members believed that the quality of entries in the FMC would reduce as a result of the merger. The distinction of the Films and Media as an art might be lost amidst the already strong culture of the Cultural Council.
- Another concern raised was that a single General Secretary might not be able to appreciate and understand both forms of art (Cultural being performing and the FMC's works being non-performing) and thus not be a good mentor to all the clubs in the new council.
- Each of the present club coordinators, leaders and Chief Editors added that they do not believe any perceivable benefits from the merger as proposed for their respective club/hobby group. However, they did agree that there was no loss to any of them either.
- The core team members believed the problems faced by the FMC presently to be short-term ones, and that a solution like the merger of 2 councils, is a long term one, which would be very difficult to undo.
- To address the issue of the dearth of free weekends in the Gymkhana Calendar, the core team unanimously agreed that Galaxy and Spectrum may be conducted simultaneously (in the manner discussed in the proposal) to allow for collaborative projects between councils.

A core team meeting of the Cultural Council was also requested by the committee. However, the General Secretary, Cultural Affairs despite agreeing to do so has not called the core team meeting which has subverted the working of the committee regarding this proposal. The committee is disappointed by this conduct of the General Secretary and has communicated the same to the President and Chairperson.

Some other issues the committee plans to work on:

- Science and Technology Council review
- Festival teams cap
- Cap on Gymkhana Calendar events of councils