

## **Attendees**

**(at/near start)** – Pragathi, KK, Kartik, Duhita, Amu, Sartaj, Appy, Dhruv, Om, Mahidhar

**came in later** – Oweise, Pooja, Nidhi, Sonali, Ashwin

## **TRP revamp**

Review of previous suggestions (refer previous email on the topic)

*/\*For the rest of the minutes, I've mainly focused on those ideas that were agreed on.\*/*

### **PR**

- Make sure people are following us on Facebook – periodic announcements before TRP actually starts
- Banners in front of classroom block – short term (it should remain there for a few weeks)
- Decided against using text messages for PR
- PR should be over 2 semesters – info session in both semesters. It provides a larger window for word-of-mouth dissemination and updates via Facebook etc. The plan is to open out applications during the first info session, close it only at the start of the TRP. Physical applications will only be distributed in the second info session, but candidates will be allowed to apply online prior to that.
- Have an event leading up to the info session in order to engage more students from the first year. Make sure it is an interactive activity – for example food from various cultures/countries (Lots of random discussion about this particular example)

### **Cut off**

The majority at the meeting voted to reduce the cut-off for 12<sup>th</sup> marks to 75%. I don't remember the number, but I think it was 8-5 or 9-5 (the trainees who had arrived by this time were included in the vote)

### **Written Round**

#### **Essay**

We are to have an essay as a screener. We will just have “yes” or “no”. The idea is to ensure people can make sense and string sentences together. It will go in the beginning of the written round, and the topic will be quite generic requiring a paragraph or two. If the essay is not up to mark, the application is totally rejected. If not vetoed, the next parts are evaluated.

#### **GK**

The initial suggestion was remove the general knowledge questions totally – not accepted. Next was a few minutes of saying we'll try to do the same things better – which wasn't deemed to be feasible. Finally there was the suggestion of just having things from recent newspapers, while totally removing trivia, and country-specific questions. This was generally agreed upon by most of the group.

## **Group Discussion**

After agreeing on the premise that we need to see more people, there were a few suggestions of how to go about this. 2 GDs were a popular mechanism, and there were many ideas on how to go about this.

The final solution was to have 2 GDs. We would take around 100 people into the first GD. Standouts (extremely promising people as judged by the panel) would be marked, and would directly go to the extempore. Of the remaining, extremely poor performers would be cut, and approximately 60 people would get a second GD – i.e. a second chance. The idea is to let people show themselves more than once, and if they're good enough at that they can move forward.

## **Extempore**

The decision at the end of a long discussion about this was to cut the emphasis on the initial talk/speech with regards to scoring. We decided that a maximum of 20% of the total score was appropriate.

Approximately 25 people were to enter this round, and there was quite some discussion about how many leave. The two options for a maximum were 15 and 12. There was some edge to the group voting for 12 (though I don't remember the numbers)

## **Mezzanine**

We agreed on having an evaluative Mezzanine round, and decided we would list out a number of skills/competencies (e.g. facilitation skills) – the ones listed would be drawn from those skills that a particular activity tests, combined with what we think is important for a Junior Fellow. Once the set of activities is over, numbers would be assigned on a small range (say 1 to 5) to each skill, by consensus among Fellows. This round IS eliminative - anyone who doesn't make the cut according to the JFs can be eliminated. The goal is to ensure that if we come across someone who is definitely not good enough to become a JF, we eliminate that person before they reach the PI.

As mentioned above there was lots of discussion as to how many people should get into the round. Despite the split in opinion detailed earlier, the consensus was that we shouldn't DEPEND on cutting people in the mezzanine, and that we should be prepared to interview every person who enters.

## **PI**

After some chaotic scenes, we decided on having 3 JFs, 2 SFs and 1 TT on the panel for the PI, since many people felt that JFs need to be more involved in the process of final selection (only one fellow was staunchly against this)

There was a suggestion (not voted on but seemed to be favoured) to use 2 email threads instead of one email, and one essay-type question. The two email threads would be quite different – one more factual/specific (like the Wikileaks and Google-China email threads), and another one from the standard list of discussions that happen every year on the trainee channel.

Some other possibilities for changes with scoring were explored but finally turned down.

## Cultural Presentation ideas

There wasn't all that much time for this, so the discussion was quite brief. There were two general points made:

1. Make sure that we do a presentation that actually teaches everyone about our culture – we can do this in any manner (jokes, dance etc.), but the goal should be to shed light on some aspect of Indian culture that other Fellows don't know at all, or need to find out more about.
2. Understand limitations of what we can do, and try to stick to those when coming up with ideas. Sometimes what we imagine doesn't translate easily to the actual presentation, so we should be mindful of feasibility issues.

We had a quick brainstorm about possible ideas for the cultural presentation – these were broad based ideas, and we didn't go into the detail of implementing each one. We did however decide that we had to get a dance in, regardless of what topic was chosen. The following ideas/themes were suggested

- ➔ Caste System
- ➔ Jallianwala Bhag Massacre
- ➔ Cricket/World cup – with a focus on the cultural context of cricket in India