

## TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

### Equity Action Plan

**Name of Institute: Rajkiya Engineering College Bijnor, Uttar Pradesh**

**Name of EAP Coordinator: Mr. Santosh Kumar**

**Email Id of EAP coordinator: Santosh.recb@gmail.com**

**Mobile No. of EAP Coordinator: 9026318525**

**EAP activities Estimated Expenditure: 17,15,000/- Rupees Only**

Sl. No.	Activity	sub-activity/Action	Coordinator	Executing agency	Date & duration	Frequency	Indicator to measure outcome	Estimated Expenditure (Rs)
1.	Conduct of diagnostic tests to identify academically weak students	<ul style="list-style-type: none"><li>➤ Constitute a committee of 4-5 members from basic sciences and humanities/communication/English/ any other related department</li><li>➤ The committee will set a question paper containing questions that will test the basic pre-requisite for studying engineering.</li></ul>	Department Coordinator, Assessment Coordinator		January 2019, Half Yearly	Diagnostic tests and plans completed at the beginning of each semester; remedial measures carried out continuously thereafter	Percent of students transiting from First to Second year with all first year courses passed	<b>5000/-</b>

		➤ Students scoring below 60% shall be considered will likely require additional support.						
2.	Special Lecture Series for SC/ST and All girls students	Improve their subjective knowledge	Department Coordinator, Subject Expert		throughout the year, throughout the year	Continuous	Improve their result, Better transition rate	<b>215000/-</b>
3.	Entrepreneurship workshop for pre final and final year SC/ST Students	To improve interest of students doing something on their own as an entrepreneur	Department Coordinator, Training and Placement Coordinator		2 <sup>nd</sup> Week of August	Half Yearly	To enhance Employability and making them self-dependent	<b>200000/-</b>
4.	Coaching for Competitive examinations like GATE, IES	To final year students	Department Coordinator, TEQIP Academic Coordinator		August,	Yearly	Improved result of Competitive examinations	<b>Already part of academic activity</b>
5.	Finishing school for GD/PI and Resume writing	➤ Conducting workshops, Regular English speaking practice	Department Coordinator, Training and Placement Coordinator		February, Yearly	Half Yearly	To enhance Employability and making them self-dependent	<b>100000/-</b>
6.	Finishing school and Aptitude & Soft Skill Development (Reasoning,	➤ To organize diagnostic test ➤ Conducting regular lecture by expert	Department Coordinator, Training and Placement Coordinator		February, Yearly	Continuous	To enhance Employability and making them self-dependent	<b>100000/-</b>

	Verbal, Communication etc)							
7.	Remedial Courses for All students	To increase the student passing rate	Department Coordinator		throughout the year, throughout the year	Continuous	Better transition rates for first and second year students	<b>10000/-</b>
8.	To improve language competency, soft skills and confidence levels	<ul style="list-style-type: none"> <li>➤ A college can set up an English language lab where students can listen to tapes and use workbooks to improve their English, particularly spoken English</li> <li>➤ Conducting regular English tutorials, covering both grammar and everyday English</li> <li>➤ Opportunities for students to make presentations in the classes</li> </ul> <p>Guidance tools for teachers to transact with students that are</p>	Department Coordinator, Training and Placement Coordinator		throughout the year, throughout the year	Continuous	Better transition rates for first and second year students, Students placements in final year of course	<b>30000/-</b>

		culturally or linguistically less exposed to professional technical education / by including English as part of the main syllabus						
9.	Give under-qualified teachers priority in opportunities to upgrade their domain knowledge	<ul style="list-style-type: none"> <li>➤ Identify the faculty members who do not have Masters and/or PhD.</li> <li>➤ Manage enrolling few faculties every year at nearby QIP center for qualification upgradation.</li> <li>➤ Promote faculty to enroll in Part-time PhD</li> <li>➤ Provide opportunities / promote faculty to participate in research, development activities and consultancy</li> <li>➤ Deputation to seminars, conferences and</li> </ul>	TEQIP Academic Nodal Officer, HoDs of Departments		Yearly	Yearly	<p>Increase in the percentage of teachers enrolled in M. Tech. and Ph. D. reported yearly</p> <p>Number of faculty participated in research/ conference and papers presented/ publication</p>	<b>200000/-</b>

		<p>presentation of research papers- expenses to be borne by the institute as per the applicable norms</p> <ul style="list-style-type: none"> <li>➤ Enhancement of research and development activities</li> <li>➤ Enhanced interaction with industry</li> <li>➤ Conducting Professional Development Programme for faculty</li> </ul>						
10.	<p>Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/ transgender students</p>	<ul style="list-style-type: none"> <li>➤ Training Needs Analysis (TNA) to be carried out by external expert for all teachers to understand the skills required to effectively teach to different learning styles</li> </ul> <p>.Prepare Faculty Development Plan using identified</p>	<p>HoDs of Departments, TEQIP Academic, Teacher of Concern Subject</p>			Half Yearly	<p>Percent of planned training completed as reported/ aggregated 6 monthly</p> <p>Satisfaction survey results</p>	<b>400000/-</b>

		<p>providers for Pedagogy (IITs) or National Training Calendar for subject training), giving priority to the teachers with the most significant gaps in knowledge and skills as diagnosed by the TNA</p> <ul style="list-style-type: none"> <li>➤ Organise domain training on the basis of link up with industry to keep abreast of cutting edge technology</li> </ul>						
11.	<p>Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing</p>	<ul style="list-style-type: none"> <li>➤ The SPIUs in association with the institutions to organize thematic workshops</li> <li>➤ Institute can invite external experts to share their experiences and ideas</li> <li>➤ Experts from various industries can also be invited</li> </ul>	<p>Startup Coordinator, TEQIP Coordinator, Training and Placement Coordinator</p>		Yearly	Yearly	Number of thematic workshops organized, participants attended.	<b>200000/-</b>

		➤ Alumnus can also be a part of these workshops						
12.	Sharing information and knowledge about engineering courses and institutions	<p>➤ Institutes to organize camps at the school in the rural areas to share information and knowledge about engineering education.</p> <p>➤ Students from the third and final year to participate in these camps</p> <p>Discussions can be held on entrance exams requirement, scholarships available, and future prospects to encourage students from the rural areas</p>	Department Coordinator		Yearly	Yearly	Increased number of students from the rural areas, especially girls	<b>50000/-</b>
13.	Special efforts for training/ internship/ placement of weak students	➤ Establishing Industry-Institute Partnership Promotion Cells	Department Coordinator, Training and Placement Coordinator		May 2019, Yearly	Continuous	Number of students with placements	<b>200000/-</b>

		<ul style="list-style-type: none"> <li>➤ Shortlist select alumni members working in reputed firms. Connecting these alumni with the weaker students for guidance related to internship and placements</li> <li>Organize annual meet of various industries;</li> </ul>						
14.	A two-tier grievance redress mechanism (GRM)	<ul style="list-style-type: none"> <li>➤ Depute EAP coordinator as the Grievance Redressal Officer</li> <li>➤ Introduce, and publicise widely, a grievance redress mechanism (GRM) committee at the institution. The committee may have 4-5 members consisting of one female member</li> </ul>	TEQIP Coordinator			Continuous	Placing of GRO  Number of complaints received and time taken to address grievances  Number of unsolved cases / referred cases to SPIU	



		<p>➤ Provide multiple channels for filing complaints. In addition to a hotline (telephone), an email address, complaints box, etc. to ensure anonymity should be shared with the students/ faculty</p> <p>The complaints to be resolved in 14 working days, and actions taken to be informed to the complainant. Any unresolved or unsatisfactory case to be reported to the state level GRM for necessary action.</p>						
15.	Peer Learning Groups of students	Develop Peer Learning Groups of 10-12 students (from diverse academic backgrounds/levels/genders/social background), for joint study and	Department Coordinator, Class Coordinator		January 2019, Through out year	Continuous	Improvement in student's performance / better marks / improved transition from first to second year	<b>5000/-</b>

		joint projects (faculty to be the resource person)						
16.	Appointing Student Mentors and Faculty Advisers for Students	<ul style="list-style-type: none"> <li>➤ Assign senior student as mentors for 6-8 junior students</li> <li>➤ Appoint Faculty Advisers for 10-15 student mentors</li> <li>➤ Faculty Advisers to guide the students and monitor their progress</li> <li>➤ The Student mentor should meet minimum thrice in a week and faculty advisor once in a week</li> <li>➤ FA may also keep in touch with parents and talk to them when a relevant problem arises</li> <li>➤ Faculty should be given some professional training in mentoring and</li> </ul>	HoDs of Departments			Continuous	Satisfactory progress in implementation of the proposed activities and achievement of targets, based on the reports received from the mentors	

		counselling to play this role.						
--	--	-----------------------------------	--	--	--	--	--	--

**EAP activities Estimated Expenditure: 17,15,000/- Rupees Only**