

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

**Format- Equity Action Plan (Final, Corrected and Updated)**

**(After meeting on 18th Dec 2018 in Bhopal conducted by SPIU)**

**Name of Institute: Rewa Engineering College**

<b>Sl. No.</b>	<b>Activity</b>	<b>Sub-activity/Action</b>	<b>Coordinator</b>	<b>Executing agency</b>	<b>Date &amp; duration</b>	<b>Frequency</b>	<b>Indicator to measure outcome</b>	<b>Estimated Expenditure (Rs)</b>
<b>1.</b>	To identify students who will require more academic support	<ul style="list-style-type: none"> <li>Constitute a 10-member committee of from basic sciences /communication/ English and related engineering departments.</li> <li>The committee will set a question paper containing questions that will test the basic pre-requisite for studying engineering in 1<sup>st</sup> assessment.</li> <li>2<sup>nd</sup> assessment of the students for proficiency module/ communication/ Basic computer application will be conducted.</li> <li>Students scoring below 60% shall be considered as they will likely require additional support.</li> </ul>	Dr. Jhasaketan Sahu Dr. Abhijit Mitra Dr. S.A.R. Abidi Mr. Akhilesh Shukla	<b>REC Rewa</b>	Each test of 2Hrs	At the beginning of each semester. Remedial measures to be carried out continuously thereafter.	Percent of students transiting from First to Second year with all first year courses passed  2017-18 : 65% <b>2018-19 : 75% (Target)</b>	<b>35000/-</b>
<b>2.</b>	To improve language competency, soft skills and confidence levels	<ul style="list-style-type: none"> <li>College has already set up an English language lab where students can listen to tapes and use workbooks to improve their English, particularly spoken English.</li> <li>Purchase new English learning software</li> <li>Conducting regular English tutorials</li> </ul>	Dr. S.A.R. Abidi Dr. Chandrakant Lokhande	<b>REC Rewa</b>		Continuous	Better transition rates for first and second year students  2017-18 : 65% <b>2018-19 : 75% (Target)</b>	<b>220000/-</b>

		covering both grammar and everyday English and conducting Speech competition <ul style="list-style-type: none"> <li>• Opportunities for students to make presentations in the classes</li> </ul>						
		<ul style="list-style-type: none"> <li>• Workshop on language proficiency</li> </ul>			1-day workshop	Twice in a year	<ul style="list-style-type: none"> <li>• Performance in presentation skill</li> </ul>	<b>100000/-</b>
		<ul style="list-style-type: none"> <li>• Mock Interview</li> </ul>			6 hrs each time	Four times in a year	<ul style="list-style-type: none"> <li>• Confidence in presentation and communication skill</li> </ul>	<b>120000/-</b>
<b>3.</b>	Institution to improve non-cognitive and soft skills and giving priority to weak students	<ul style="list-style-type: none"> <li>• Ensuring that students have opportunities right from the first year to develop and make presentations in the classroom</li> <li>• Writing skill development</li> <li>• Encourage the students to perform on stage for overcoming stage-fear</li> </ul>	Mr. Mahesh Mohan Dr. Bhagwati Sharma	<b>In-house activity</b>	4hrs each time	Once in two months	<ul style="list-style-type: none"> <li>• Confidence in presentation and communication skill</li> </ul>	<b>50000/-</b>

4.	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 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 presentation of research papers- expenses to be borne by the institute as per the applicable norms</li> <li>• Enhancement of research and development activities</li> <li>• Enhanced interaction with industry</li> <li>• Conducting Professional Development Programme for faculty</li> </ul>	Dr. B. K. Agrawal (Principal)	<ul style="list-style-type: none"> <li>• IITs NITs</li> <li>• National &amp; International conference and workshops</li> <li>• Renowned Industries, MNCs PSUs</li> </ul>	As per the QIP center norms	Yearly	<ul style="list-style-type: none"> <li>• Increase in the percentage of teachers enrolled in PhD reported yearly 2017-18 : 1 (1.5%) <b>2018-19 : 4 (7.5%) Target</b></li> <li>• Number of faculty participated in research/ conference and papers presented/ publication 2017-18 : 1 (1.5%) <b>2018-19 : 4 (6%) Target</b></li> <li>• Increased number of student's transition from first-to-second year 2017-18: 65% <b>2018-19: 75%Target</b></li> </ul>	700000/-
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5.	<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> <li>• Prepare Faculty Development Plan using identified 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</li> <li>• Organize domain training on the basis of link up with industry to keep abreast of cutting edge technology</li> <li>• Institutions to submit half-yearly reports to the SPIUs regarding progress in training (by name, department, individual characteristics (including SC/ST/OBC, M/F, age, years of service, level, degree qualifications), type and duration of training received, etc., and the SPIUs to send aggregated reports to the NPIU</li> <li>• Training providers to furnish training evaluation results (which indicate the extent to which the gaps in a trainee's knowledge or skills including teaching of weak students have been addressed) to Institutions and the SPIUs</li> <li>• Institute to carry out Satisfaction Survey/ feedback to assess training achievements</li> </ul>	<p>Mr. Anoop Ku Tiwari Mr. Durgesh Choudhary Mr. Pradumn Tiwari Mr. Mahesh Mohan Dr. Bhagwati Sharma</p>	<p>IITs NITs IIMs CSIR PSUs</p>	<p>1 week TNA</p> <p>5-day Short term Course /FDP/ workshop</p>	<ul style="list-style-type: none"> <li>• TNA to be done before the preparation of Institutional Development Proposals.</li> <li>• 4 in a year</li> <li>• Reporting every six months and remedial actions on a continuous basis</li> </ul>	<ul style="list-style-type: none"> <li>• Percent of planned training completed as reported/ aggregated 6 monthly</li> </ul> <p>2017-18: 0 <b>2018-19: 4 (Target)</b></p> <ul style="list-style-type: none"> <li>• Satisfaction survey results (Descriptive)</li> </ul>	<p>400000/-</p> <p>600000/-</p>
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6.	Make campuses physically and socially gender-friendly, including provisions for students of transgender; especially adequate and suitable facilities to women students and faculty	<ul style="list-style-type: none"> <li>• Separate toilets for boys and girls are already there.</li> <li>• Provision for one Girls' Common Room</li> <li>• The institute has a policy on discrimination and harassment and it includes protections for gender identity and expression</li> <li>• The institute has a 8-member Gender Committee which solves related issues</li> <li>• The institute has already conducted 3 meetings</li> </ul>	Dr. B. K. Agrawal (Principal)	<b>REC Rewa</b>	-	<ul style="list-style-type: none"> <li>• At the time of IDP and actions implemented as proposed</li> <li>• As and when required meetings are organized to solve related issues.</li> <li>• Continuous</li> </ul>	Institutions to provide descriptive reports of actions taken including number of beneficiaries	<b>150000/-</b>
7.	Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing	<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>	Mr. Durgesh Chaudhary	-	<b>1-day Workshop</b>	Yearly	Number of thematic workshops organized, participants attended.  2017-18 : 5 <b>2018-19 : 10 (Target)</b>	<b>500000/-</b>
8.	Sharing information and knowledge about engineering courses and institutions	<ul style="list-style-type: none"> <li>• Institutes to organize camps at the school in the rural areas to share information and knowledge about engineering education.</li> <li>• Students from the third and final year to participate in these camps</li> <li>• Discussions can be held on entrance exams requirement, scholarships available, and future prospects to encourage students from the rural areas</li> </ul>	Dr. Sandeep Pandey Mr. Anoop Kumar Tiwari Mr. Durgesh Choudhary Mr. Pradhumn Tiwari	<b>REC Rewa</b>	<b>1-day camp</b>	Yearly	Increased number of students from the rural areas, especially girls  2017-18 : 0 <b>2018-19 : 2 Camps (Target)</b>	<b>200000/-</b>

9.	Provide appropriate infrastructure for physically challenged students	<ul style="list-style-type: none"> <li>Constitute a committee of student representatives and faculty member (preferably 2 from PD category)</li> <li>Committee will prepare a report providing requirement of facilities like ramps, lifts, toilets (separate for male and female students and faculty), and auditory signals etc. in academic and hostel area for physically challenged students.</li> <li>The gap in the requirement and available facilities will be put in the immediate BoG meeting for necessary actions.</li> </ul>	<ul style="list-style-type: none"> <li>Dr. B. K. Agrawal (Principal)</li> </ul>	<b>REC Rewa</b>	-	As required	<p>Increased number of disabled students due to improved facilities</p> <p>2017-18: 0 % <b>2018-19 : 5%(Target)</b></p>	<b>150000/-</b>
10.	Special efforts for training/ internship/ placement of weak students	<ul style="list-style-type: none"> <li>Establishing Industry-Academia conclave</li> <li>Special sessions for improvement of presentation, writing and various soft skills</li> </ul>	<p>Mr. Anoop Ku. Tiwari Dr. Jhasaketan Sahu Mr. Devesh Mishra Mr. Pradumn Tiwari Mr. Durgesh Choudhary Mr. Mahesh Mohan Dr. Bhagwati Sharma</p>	<b>Agencies will be identified later on</b>	<b>2-day</b>	<p>Once in a year</p> <p>Continuous</p>	<p>Number of students with placements</p> <p>2017-18 : 0% <b>2018-19 : 25% (Target)</b> <b>4 students already got placed</b></p>	<b>250000/-</b>
11.	A two-tier grievance redress mechanism (GRM)	<ul style="list-style-type: none"> <li>Institute has an 8-member GRM committee including 3 female members</li> <li>Hotline (telephone), an email address is provided to ensure anonymity should be shared with the students/ faculty</li> <li>The complaints to be resolved in 15 working days, and actions taken to be informed to the complainant. Any</li> </ul>	Dr. B. K. Agrawal	<b>REC Rewa</b>	-	Continuous	<ul style="list-style-type: none"> <li>Number of complaints received and time taken to address grievances</li> <li>Number of unsolved cases / referred cases to SPIU</li> </ul>	-

		unresolved or unsatisfactory case to be reported to the state level GRM for necessary action.					2017-18: No Complain <b>2018-19 : No complain till date</b>	
<b>12.</b>	Self Defense activity for women	<ul style="list-style-type: none"> <li>• Good and Bad Touch Awareness camp</li> <li>• Legal awareness camp</li> <li>• Self-help group formation and regular meetings</li> </ul>	Dr. Alkadevi Verma Ms. Samiksha Chouhan Dr. Sarala Pandey	<b>In-house activity</b>	<ul style="list-style-type: none"> <li>• 1-day</li> <li>• 1-day</li> <li>• 1-day</li> </ul>	<ul style="list-style-type: none"> <li>• Twice in a year</li> <li>• Once in a year</li> <li>• Monthly once</li> </ul>	Self Confidence among girls	<b>20000/-</b>
<b>13.</b>	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	<ul style="list-style-type: none"> <li>• A gender committee has been constituted</li> <li>• Hotline and email address have been circulated for students/faculty to lodge issues</li> <li>• Counseling to needy female students / staff</li> <li>• Provision for Girls' common room</li> </ul>	Dr. B. K. Agrawal	<b>REC Rewa</b>	-	Continuous	<ul style="list-style-type: none"> <li>• Establishment of Gender committee</li> <li>• Improved students' performance due to counseling (Descriptive)</li> </ul>	-
<b>14.</b>	Peer Learning Groups of students	<ul style="list-style-type: none"> <li>• Develop Peer Learning Groups of 10-12 students (from diverse academic backgrounds/levels/genders/social background), for joint study and joint projects (faculty to be the resource person)</li> </ul>	Dr. Bhagwati Sharma Dr. Jhasaketan Sahu Dr. Alkadevi Verma	<b>REC Rewa</b>		Continuous	Improvement in student's performance / better marks / improved transition from first to second year  2017-18 : 65% <b>2018-19 : 75% (Target)</b>	<b>50000</b>
<b>15.</b>	Appointing Faculty Advisers for Students	<ul style="list-style-type: none"> <li>• Appoint Faculty Advisers for 10-15 students</li> <li>• Faculty Advisers to guide the students and monitor their progress</li> <li>• Faculty advisor may also keep in touch with parents and talk to them when a relevant problem arises</li> <li>• Faculty should be given some</li> </ul>	Mr. Devesh Ku Mishra Dr. Alkadevi Verma Mr. Durgesh Chaudhary Mr. Lavkush Gupta Dr. Bhagwati Sharma	<b>In-house activity</b>	Twice in a month	Continuous	Satisfactory progress in implementation of the proposed activities and achievement of targets, based on the reports received from the mentors.	<b>30000/-</b>

		professional training in mentoring and counseling to play this role.					Percent of students transiting from First to Second year with all first year courses passed  2017-18 : 65% <b>2018-19 : 75% (Target)</b>	
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