

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

FORMAT - EQUITY ACTION PLAN

M B M ENGINEERING COLLEGE



FACULTY OF ENGINEERING, JNV INIVERSITY - JODHPUR

S. No	Activity	Sub-activity / Action	Coordinator	Executing Agency	Date and Duration	Frequency	Monitoring Indicators	Estimated Expenditure
1	Diagonistic Test	a. Identify the academically weak / struggling students who require more attention / remedial classes & support b. Set a question paper on basic science course for assessments of weak students from I year new entrants	Prof Ravi Saxena Prof P M Meena	Project institutions / Subect expert / Industry	Dec 1- 7 and Feb 1-7	At beginning of each semester	Scored 40 - 50% marks in exams or below 60% in screening test	50,000
2	To improve basic science & language knowledge, soft skills and confidence levels	a. Constitute a committee of 4 - 5 Profs including basic science and communication English language experts, b. Set lab for English language to improve proficiency c. Develop proficiency modules of induction program d. Prepare guidance tools for teachers to interact with students who are culturally or linguistically less exposed to professional / technical education including English as instruction medium and part of the syllabus	Prof Sunil Sharma Prof Ravi Saxena	Project institutions / Subect expert / Industry	Semesterwise / Throughout the year	Continuous	Better transition rates of first year students into 2nd year with passed all courses	1,50,000
3	To improve subject knowledge/competency and confidence levels	Execute bridge / remedial courses / teaching (extra classes, tutorials conducted by faculty) and other measures to bring students to required level of proficiency to cope with main subjects	Prof. Rajesh Bhadada, Prof. S. K. Singh (M), Prof. Milind Sharma	Project institutions / Subect expert / Industry	Throughout the semesters / year	Continuous	Percentage transiting from 1st / 2nd year onwards with passed in all	1,50,000
4	Institution to improve non cognitive and soft skills including communication and presentation through their wide use in curricula / project work to provide special skills training with priority to the weak students	To be decided by the institution. This could include special labs or workshops or sessions with external experts / consultants	Prof Ravi Saxena Prof A K Verma Prof. N C Barwar	Project institutions / Subect expert / Industry	Throughout the semesters / year	Continuous	Improvement in job placement of students, especially among those with disadvantaged backgrounds	1,00,000

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5	Give under-qualified teachers priority in opportunities to upgrade their domain knowledge	Institutions to identify needs and indicate in their Faculty Development Plan how they would build equity to upgrade faculty qualifications and skills	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year	Yearly	Increase in percentage of teachers enrolled for M Tech & Ph D reported yearly	50,000
6	Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students	Training Needs Analysis (TNA) to be carried out for all teachers in all project institutions by appropriately qualified/trained experts, especially to teach weak students	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year	TNA to be done before the preparation of Institutional Development Proposals; reporting every six months and remedial actions on a continuous basis	Percent of planned training completed as reported/ aggregated six monthly	3,50,000
		Institutions to prepare Faculty Development Plan for Project period (using identified providers for Pedagogy or National Training Calendar for subject training), giving priority to teachers with the most significant gaps in knowledge & skills as diagnosed by the TNA	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			
		All teachers are to be covered by training in pedagogy including teaching of weak students, helping students with special needs achieve their learning goals, and an understanding of equity and equality, students' rights and entitlements, i.e. non-discriminatory practices	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			
		Domain training is to be done on the basis of need/link up with industry to keep abreast of cutting edge technology	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			
		Institutions to report to the SPFUs on progress in training plan every 6 months (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 SPFUs to send aggregated reports to the NPIU	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			
		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 SPFUs	The HODs, Dean Prof Ravi Saxena Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			

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		In addition the Project would carry out Satisfaction Surveys to assess training achievements	Prof A K Verma	Project institutions and SPFUs / Subect expert / Industry	Throughout the semesters / year			
7	Make campus gender-friendly; provide adequate and suitable facilities to women students and faculty	Institutions to specify in their IDPs what actions they would take to ensure a gender—friendly campus—both ‘soft’ actions, and civil works where necessary	Prof Jaishree Vajpai, Dr. Archana Bohra	Project institutions / Subect expert / Industry	Throughout the semesters / year	At the time of IDP and actions implemented as proposed	Institutions to provide reports of actions taken including no. of beneficiaries	50,000
8	Hold innovation and Knowledge Sharing Workshops.	The SPFUs and key Institutions to organize workshops with thematic focus	Prof A K Verma, Mr Rohit rawal	NPIU / SPFUs	Throughout the semesters / year	Yearly	number of workshops reported	75,000
9	Sharing information and knowledge about engineering courses and colleges	By organising rural camps at the school level	Dr. Sushil Saraswat Dr Simran Choudhary	Dealing with secondary and technical education	Throughout the semesters / year	Yearly	Percentage of improvement in performance of students	50,000
10	Provide appropriate infrastructure for development of language lab for weaker students	By providing facility for improvement of language skills of weaker students	Prof A K Verma, Mr Naveen Suniya	Project institutions / Subect expert / Industry	Throughout the semesters / year	Yearly	Percentage of improvement in performance of students	8,50,000
11	Special efforts for training/ internship/ placement of weak students	By greater networking with industry	Prof A K Verma	Project institutions / Subect expert / Industry	Throughout the semesters / year	Continuous	Percentage of improvement in performance of weak students	50,000
12	Two tier grievance redress mechanism (GRM)	Introduce, and publicise widely, a two tier GRM at the (i) institution; (ii) State level. In addition to a hotline (telephone), an email address would ensure anonymity.	Prof Ravi Saxena Dr. S. S. Ssankhla	Project Institutions and SPFUs	Throughout the semesters / year	Continuous	Percentage of improvement in GRM cases	25,000
13	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	Strengthen / establish Gender Committees in each institution	Prof Jaishree Vajpai, Dr. Abhilasha Choudhary	Project Institutions/SP FUs	Throughout the semesters / year	Continuous	Percentage of reduction in women cases	50,000
14	Develop standard model to track student progress	By developing website on the basis of previous semester / year percentage / marks from the students database	Sh. Sanu Meena Sh. Abhishek Gaur	Project Institutions/ SPFUs	Throughout the semesters / year	Continuous	Percentage of improvement to previous results	50,000
15	Peer Learning Groups of students	Develop Peer Learning Groups of students for joint study and joint projects (senior student and faculty may be the resource person)	Dr. S. S. Sankhla Mrs Khamma Kanwar	Project institutions / subect expert / Industry	Throughout the semesters / year	Continuous	Percentage of improvement to previous results	25000

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16	Appointing Student Mentors and Faculty Advisers for Students	Assigning Student mentors for 6-8 junior students and Appointing Faculty Advisers for 10-15 Students/student mentors. Faculty Advisors can guide the students and monitor their progress	Prof A K Verma, Dr. Shailesh Choudhary, Ms Santosh Meena	Project institutions / Subect expert / Industry	Throughout the semesters / year	Continuous	Percentage of improvement to previous results	25,000
							Total Expenditure, Rs.	21,00,000