

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

Equity Action Plan

Name of Institute: Maulana Abul Kalam Azad University of Technology, West Bengal

**Details of EAP coordinator (Name, Email Id, Phone no): Dr Ranjita Biswas, ranjita.biswas@wbut.ac.in/ ranjitabiswas@gmail.com,
9899632090.**

Sl. No.	Activity	sub-activity/Action	Coordinator	Executing agency	Date & duration -	Frequency	Indicator to measure outcome	Estimated Expenditure
1.	Raise academic performance of students	<p>Academic support</p> <ol style="list-style-type: none"> 1. Assessment test to all the 1st year students and those scoring below 60% will be offered Remedial classes. 2. Later, a 2nd assessment will be done and students scoring below 60% will be assigned Mentor faculty for one-to-one guidance. 3. Conduct Bridge courses, tutorials and others for weak students <p>Peer Learning Groups</p> <ol style="list-style-type: none"> 1. Develop Peer Learning Groups of 10-12 students in each class for joint study and projects. 2. Encourage night learning clubs in the hostel for subjects and co-curricular activities. 3. MOOCs facility in the hostels for flexible learning schedule. <p>Appoint Student Mentors and Faculty Advisers</p> <ol style="list-style-type: none"> 1. Assign senior student as mentors for 6-8 junior students 2. Appoint Faculty Advisers (FA) for 10-15 student mentors 3. FA to keep in touch with parents for feedback. 	HODs	University	Aug and Jan (Each semester)	Continuous	Improved Transition rate of 1st year students to 2nd year in the courses. Target- Approx. 95 % from 85.85%	5.0 lakhs
2.	Improve non-cognitive and soft	<p>Improve soft skills</p> <ol style="list-style-type: none"> 1. Schedule regular student presentations and seminars in the classrooms. 	HODs and Placement officer	University	Every semester	Continuous	Improved transition rates in each semester; Observe	2.00 lakhs

	skills of students	2. Conduct employability skill training and monitor progress. Language proficiency and personality development 1. Increase practice hours in the English language lab 2. Customize lessons for weaker students. 3. Student presentations and seminars in each subjects. 4. Personality development classes for job interviews.					improvement in job placement of students.	
3.	Build industry-ready human resource	1. Establish Industry-Institute Partnership Promotion Cells to help to update the curriculum. 2. Make a strong alumni network for guidance related to internship and placements to students. 3. Arrange workshops to mentor weak students for improving skill and interests. 4. Organize annual meet of various industries;	Placement Officer	University	Whole year	Continuous	Progressive increase in the placement of students in the industry and academia	2.00 lakhs
4.	Capacity building of Teachers	1. Encourage under-qualified teachers to update their qualification. 2. Provide opportunities / promote faculty to participate in research, development activities and consultancy 3. Faculty members to network through seminars, conferences and workshops - expenses to be borne by the institute as per the applicable norms 4. Incentives to those who bring extra-mural funding for research and development activities 5. Conducting Professional Development Programme for faculty Pedagogy and teacher training 1. 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. 2. Teachers scoring less will be offered appropriate training.	Chairman, Institute Academic and Research Committee	University	Whole year	continuous	Improved number of qualified teachers. Teachers would develop e-contents/resources on their areas. Better transition rate of students each semester.	15 lakhs
			TEQIP Coordinator	University	Whole year	TNA to be done before the preparation of Institutional Development Proposals	Feedback and satisfaction survey results	6.0 lakhs
5.	Inclusive	1. Regular meetings of Gender-sensitive cell to make campus	Chairperson	University	Whol	Continuous	Report number of	1.0

	campus model	<p>physically and socially gender-friendly, including provisions for students of transgender students</p> <ol style="list-style-type: none"> 2. Follow a two-tier grievance redress mechanism (GRM). 3. Already in place several modes to receive grievances like drop-box, emails, hotlines and others. 4. Complaints received are resolved in 14 working days. 5. Offer special assistance to all disadvantaged groups. 6. Observe strict guidelines to practice non-discrimination in the campus. 7. Adequate number of ladies washrooms and common rooms are provided. 8. Encourage female and differently-abled faculty members to participate in various career development programmes 9. Institute has designated washrooms and ramps for differently-abled students. 	Gender-sensitive cell		e year		<p>members benefitted Placing of GRO</p> <p>Number of complaints received and addressed.</p> <p>Number of unsolved cases further referred.</p>	lakh
6.	Outreach programmes for knowledge dissemination	<ol style="list-style-type: none"> 1. Organize innovation and knowledge sharing Workshops on thematic areas. 2. Stakeholders like alumini, educationists, industry and others will be involved. <p>Popularize Engineering science</p> <ol style="list-style-type: none"> 1. Organize camps at the school in the rural areas to share information and knowledge about engineering education. 2. Students from the third and final year to participate in these camps 3. Provide information on entrance exams, scholarships available, and future prospects. 4. Arrange visit of students from village schools to the Engineering departments. 	TEQIP and EAP Coordinators	University	Whole year	continuous	<p>No. of Workshops conducted and outcomes.</p> <p>No. of participants.</p> <p>Assessment of learning from the Workshops through questionnaires and brainstorming sessions.</p> <p>Improved equity from rural areas.</p>	50 lakhs

Note:

- a. For suggestive activity please refer column 1 of table of details of Equity Action plan in section 8 of Project Implementation Plan(PIP)
- b. If the activities are being carried out by the outside agency, mention name of the agency
- c. Same activity if repeated should be mentioned in a new row
- d. While specifying the indicator please refer column 5 “monitoring Indicators” table of details of Equity Action plan in section 8 of Project Implementation Plan(PIP)