

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

Format- Equity Action Plan

Name of Institute: Government College of Engineering, Keonjhar

| Sl. No. | Activity | Sub-activity/Action | Coordinator | Executing agency | Date& duration | Frequency | Indicator to measure outcome | Estimated Expenditure |
|---------|---|---|--|------------------|--|---|--|-----------------------|
| 1. | To identify weakness in all students and take remedial steps | <ul style="list-style-type: none"> ▪ Constituting a committee of 4-5 members from basic sciences and humanities/communication/English/ any other related department ▪ The committee will set a question paper containing questions that will test the basic pre-requisite for studying engineering. ▪ With this question paper conduct 1st assessment for all the 1st year students. ▪ Students scoring below 60% shall be considered will likely require additional support. ▪ These proficiency modules are also a part of the Induction program and may be extended through extra- classes for students in need. ▪ Second assessment of the students who took proficiency module with the similar difficulty level as the earlier question paper ▪ Students scoring below 60% in 2nd assessment will also likely require additional support. | <p>Mr. Nimai Charan Patel, Induction Coordinator</p> <p>Mr. Dayanidhi Jena, HOD Basic Science & Humanities</p> | Institution | <p>Year 2018-19 (21 days of induction programme for 1st Semester Students conducted from 16.08.2018 to 05.09.2018)</p> <p>Test & Remedial Classes for 2nd Semester Students (10.01.2019 to 30.01.2019)</p> <p>Year 2019-20 August 2019 (21 days of induction programme for 1st Semester Students)</p> | Once in the beginning of 1 st and 2 nd semester and remedial measures carried there after | % of students passed in all subjects | 1,20,000.00 |
| 2. | To improve language competency, soft skills and confidence levels | <ul style="list-style-type: none"> ▪ Providing English language lab where students can listen to tapes and use workbooks to improve their English, | | Institution | 1st Year English Communication Lab (1 st Semester) | Continuous | Better transition rates for first and second year students | 1,00,000.00 |

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| | | <p>particularly spoken English</p> <ul style="list-style-type: none"> ▪ Conducting regular English tutorials, covering both grammar and everyday English ▪ Opportunities for students to make presentations in the classes ▪ Guidance tools for teachers to transact with students that are culturally or linguistically less exposed to professional technical education/by including English as part of the main syllabus | Mr Dayanidhi Jena, HOD Basic Science & Humanities | | and Professional Ethics (2 nd Semester) are the part of the main syllabus. (Jan 2019 to June 2019) 2nd Year Include separate English, GD, Seminar Classes in the Regular Academic Time-Table. (Jan 2019 to June 2019) | | | |
| 3. | To improve non-cognitive and soft skills including communication and presentation skills through their wide use in curricula / project based work, and where needed, to provide special skills training to students with priority to the weak students | <ul style="list-style-type: none"> ▪ Soft skill test to evaluate students ability. ▪ Employability skill training | Dr Sangram Keshori Mohapatra, PIC T&P Cell | Institution | Employability Skill Test for all years conducted for current year from Aug24 th -29 th 2018 Employability Skill Training Classes of 200hrs for 3rd & 4th Year to be conducted during Jan,2019 to Mar 2019 by Service Provider | Continuous | Improvement in job placement of students, especially among those with disadvantaged backgrounds | 34,00,000.00 |
| 4. | Give under-qualified teachers priority in opportunities to upgrade their domain knowledge. | <ul style="list-style-type: none"> ▪ 10 Nos of faculties are already pursuing Ph D under Qualification Upgradation Scheme. ▪ Promoting faculties to enroll in Part-time PhD. This year 03 faculties enrolled for part-time Ph D. ▪ Most of the faculties are deputed to attend seminars, | Dr. Subhransu Sekhar Das, PIC Academics & Examination | Institution & SPFU | 2018-19 to 2019-20 | 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</p> | 10,00,000.00 |

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| | | <p>conferences and presentation of research papers in the current year.</p> <ul style="list-style-type: none"> ▪ Enhanced interaction with industry ▪ Some of the faculties attended Professional Development Training Program under TEQIP-III. ▪ Planning to motivate faculties for Registration and Completion of SWAYAM Online Courses & Certification | | | | | presented/ publication | |
| 5. | Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/transgender students | <ul style="list-style-type: none"> ▪ Various faculties attending the workshops on subjects and pedagogy. ▪ Various workshop, training programs and experts talks have been already conducted for students. ▪ Planning to conduct Training Needs Analysis (TNA) by external expert for all teachers to understand the skills required to effectively teach to different learning styles. ▪ Prepare Faculty Development Plan using identified providers for Pedagogy (IITs) or National Training Calendar for subject training. | HODs of Respective Departments | Institution & SPFU | Jan 2019 to June 2019 | 6 months | Percent of planned training completed as reported/ aggregated 6 monthly Satisfaction survey results | 5,00,000.0 |
| 6. | Make campuses physically and socially gender-friendly, including provisions for students of transgender; especially provide adequate and suitable facilities to women students and faculty | <ul style="list-style-type: none"> ▪ Separate toilets for boys and girls are already available. ▪ Common rooms and amenities for female faculty and female students are already identified. ▪ Woman Grievance Committee has been already constituted. ▪ Planning to appoint counsellor for Boys and Girls students. | Dr. Sangram Keshori Mohapatra, PIC T&P Cell Chairman of Woman Grievance Cell | Institution | Year 2018-19 to 2019-20 | At the time of IDP and actions implemented as proposed | Provide descriptive reports of actions taken including number of beneficiaries | 2,00,000.00 |

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| 7. | Provide appropriate infrastructure for physically challenged students | <ul style="list-style-type: none"> ▪ Facilities for PD Category are partially available in the academic and non-academic blocks. ▪ Planning to constitute a committee for taking decisions to provide the facilities for PD Category. | Mr. Alok Patel, HOD Civil | Institution | | As required | Increased number of disabled students due to improved facilities | |
| 8. | Special efforts for training/ internship/ placement of weak students | <ul style="list-style-type: none"> ▪ Almost all Students participating in 03 Mandatory Internship Program during their Degree Course. ▪ Organize alumni meet every year. ▪ Constitute Industry-Institute Partnership Promotion Cells. ▪ Planning to expand the alumni network by finding the alumni members in reputed firms. | Dr Sangram Keshori Mohapatra, PIC T&P Cell Mr. Soumya Ranjan Mallick, PIC Alumni Cell | Institution | Year 2018-19 | Continuous | Number of students with placements | 15,00,000.00 |
| 9. | A two-tier grievance redress mechanism (GRM) | <ul style="list-style-type: none"> ▪ Grievance Committees have been formed and circulated among students for information. <ul style="list-style-type: none"> ➤ Woman Grievance Cell ➤ Institutional Student Grievance Cell ➤ Departmental Student Grievance Cell (01 Committees for each department) ▪ Published and notified the Name, Address and Contact Details of the Committee on Notice Board and Institution Website. ▪ Planning to implement online GRM. | Mr. S Naidu Velagala, EAP Coordinator | Institution & SPFU | Year 2018-19 | Continuous | Placing of GRO Number of complaints received and time taken to address grievances Number of unsolved cases / referred cases to SPIU | |
| 10. | Ensure that institutional | <ul style="list-style-type: none"> ▪ Woman Grievance Committee | Chairman of | Institution & | Year 2018-19 | Continuous | Establishment of | |

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| | mechanisms to protect and address the needs and concerns of women students are established. | <ul style="list-style-type: none"> ▪ has been already constituted. ▪ Planning to appoint counsellor for Boys and Girls students. | Woman Grievance Cell | SPFU | | | Gender committee Improved students' performance due to counseling | |
| 11. | Peer Learning Groups of students | <ul style="list-style-type: none"> ▪ Various peer learning groups are already formed by the students and faculties in various departments. | Faculty Coordinator of Groups | Institution | Year 2018-19 | Continuous | Improvement in student's performance / better marks / improved transition from first to second year | |
| 12. | Appointing Student Mentors and Faculty Advisers for Students | <ul style="list-style-type: none"> ▪ Appointed Students Mentor for First Year Students. ▪ Planning to appoint mentors and advisers for students of 2nd, 3rd and 4th years. | HODs of Respective Departments | Institution | Year 2018-19 | Continuous | Satisfactory progress in implementation of the proposed activities and achievement of targets, based on the reports received from the mentors | |

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)