

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

Equity Action Plan Dec 2020 to March 2021

Name of Institute: Government College of Engineering, Keonjhar, Odisha

Details of EAP coordinator (Name, Email Id, Phone no): Mr. Suchit Kumar Gupta, 9784698354, suchitgupta23@gmail.com

Sl. No.	Activity	Action to be taken	Coordinator from the institute	Executing agency	Date & duration	Frequency	Whether continuing from last action plan or new activity	Indicator to measure outcome	Estimated Expenditure	Sustainability Plan (Whether the activity will be conducted after the completion of the project Yes/No)	If Yes, what will be the source of funding
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 	Mr. Nimai Charan Patel, Induction Coordinator	Institution	December 2020 (21 days of induction programme for 1 st Semester Students to be conducted.)	Once in the beginning of 1 st Semester	Yes	To be held in the month of December	6,00,000.00	Yes	College

		<ul style="list-style-type: none"> 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. 									
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, particularly spoken English 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 	<p>Dr. R C Mphapatra, TEQIP-III Coordinator,</p> <p>Mr Dayanidhi Jena, HOD Basic Science & Humanities</p>	Institution	<p>1st Year English Communication Lab (1st Semester) and Professional Ethics (2nd Semester) are the part of the main syllabus. (July 2020 to June 2021)</p> <p>2nd Year Include separate English, GD, Seminar Classes in the Regular Academic Time-Table.</p>	Continuou s	Yes	<ul style="list-style-type: none"> Overall Transition Rate of 1st Year to 2nd Year in 2017-18 was 30% & 32% in the year 2018-19. Try to improve Transition Rate of 1st Year to 2nd Year upto 60% in the 	1,00,000.00	Yes	College

		linguistically less exposed to professional technical education/by including English as part of the main syllabus			(Jan 2021 to June 2021)			year 2019-20.			
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. 	Dr Sangram Keshori Mohapatra, PICT&P Cell	Institution	Employability Skill Test for 3 rd & final year students will be conducted in the month of Dec 2020.	Continuou s	Yes	To be held in December	5,00,000.00	Yes	College
4.	Give under-qualified teachers priority in opportunities to upgrade their domain knowledge.	<ul style="list-style-type: none"> ▪ Faculties are already pursuing Ph D under Qualification Up-gradation Scheme. ▪ Promoting faculties to enroll in Part-time PhD. ▪ Most of the faculties are deputed to attend 	Principal & HOD of respective Department	Institution	<ul style="list-style-type: none"> ▪ Setup/Installation of SWAYAM PRABHA Classes in the month of Mar 2019 ▪ Registration of Faculties 	Yearly	Yes	Year 2017-18 <ul style="list-style-type: none"> ▪ Faculties pursuing Ph D Program – 10, ▪ Faculty promoted for Part 	10,00,000.00	No	—

		<p>seminars, 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 Online Faculty Development Training Program under TEQIP-III. 			<p>for various SWAYAM Online Courses & Certification (Dec 2020 to Mar 2021)</p>			<p>Time Ph D – 03,</p> <ul style="list-style-type: none"> ▪ National Conference organized – 02 ▪ International Conference Organized - 01 <p><u>Year 2018-19</u></p> <ul style="list-style-type: none"> ▪ Faculty attended the Seminar, Conferences and Workshop – 41 ▪ National Conference organized – 02. 			
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"> ▪ Various faculties attending the workshops on subjects and pedagogy. ▪ Various faculties are attending the online Faculty Development Program (FDP) and workshops. 	Principal & HOD of respective Department	Institution	<ul style="list-style-type: none"> ▪ Planning to conduct Training Needs Analysis (TNA) for all teachers to understand the skills required to effectively teach to different 	6 months	Yes	<p><u>Year 2019-20</u></p> <ul style="list-style-type: none"> ▪ Total 22 Nos of faculties attended the workshops on subjects and pedagogy ▪ 02 workshops & 	5,00,000.0	No	—

					<p>learning styles.</p> <ul style="list-style-type: none"> Prepare Faculty Development Plan Calendar for subject training. <p>(Dec 2020 to Mar 2021)</p>			<p>training programs and 04 experts' talks already conducted for students.</p> <ul style="list-style-type: none"> 01 Workshop conducted for faculty members in the institute by outside experts. 			
6.	<p>Make campuses physically and socially gender-friendly, including provisions for students of transgender ; especially provide adequate and suitable facilities to women students and faculty</p>	<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. 	GRO & Chairman of Woman Grievance Cell	Institution	<ul style="list-style-type: none"> Planning to conduct the awareness by incorporating gender identity topics into orientation sessions for new students, staff, and faculty. Publish and Notify online campus resource guide for new and 	At the time of IDP and actions implemented as proposed	Yes	<p>Provide descriptive reports of actions taken including number of beneficiaries</p>	2,00,000.00	Yes	College

					<p>prospective female and trans students.</p> <ul style="list-style-type: none"> Regularly sponsor female and non-binary trans speakers and performers, etc. Counseling facility to students (Boys & Girls) Separately. <p>(Year 2020-21)</p>						
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. 	Mr. Alok Patel, HOD Civil	Institution	<ul style="list-style-type: none"> Work is finished 	As required	Yes	No of PD Category students are very less.		Yes	College
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. 	Dr Sangram Keshori Mohapatra, PICT&P Cell Mr. Soumya Ranjan Mallick, PIC Alumni Cell	Institution	<ul style="list-style-type: none"> Planning to increase the placement % which is very poor in our institute. Constitute Industry-Institute Partnership Promotion Cells. 	Continuou s	Yes	Year 2019-20 Placement - 5.95% (25 Selected out of 420 students)	4,00,000.00	Yes	College

					<ul style="list-style-type: none"> Planning to expand the alumni network by finding the alumni members in reputed firms. (Sept 2020-June 2021) 						
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. 	Mr. Suchit Kumar Gupta, EAP Coordinator	Institution & SPFU	<ul style="list-style-type: none"> Online GRM implemented in the month of Nov-Dec 2019. 	Continuou s	Yes	<p>Number of complaints received and time taken to address grievances</p> <p>Number of unsolved cases / referred cases to SPIU.</p>		Yes	College
10.	Ensure that institutional mechanisms to protect and address the needs	<ul style="list-style-type: none"> Woman Grievance Committee has been already constituted. 	Chairman of Woman Grievance Cell	Institution & SPFU	<ul style="list-style-type: none"> Planning to appoint counselor for Boys and Girls students. (Year 2020-21) 	Continuou s	Yes	Counseling of the students to improve their performance.	50,000.00	Yes	College

	and concerns of women students are established .										
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 2020-21	Continuou s	Yes	<u>Year 2019-20</u> Groups conducted various events throughout the year.	1,00,000.0 0	Yes	College
12.	Appointing Student Mentors and Faculty Advisers for Students	<ul style="list-style-type: none"> Planning to appoint mentors and advisers for students of 1st, 2nd, 3rd and 4th years. 	HODs of Respective Departments	Institution	<ul style="list-style-type: none"> Planning to appoint mentors and advisers for students of 1st, 2nd, 3rd and 4th years. (Year 2020-21)	Continuou s	Yes	Satisfactory progress in implementation of the proposed activities and achievement of targets, based on the reports received from the mentors	-	Yes	College