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

**Format- Equity Action Plan**

**Name of Institute: College Of Engineering & Technology, Bhubaneswar**

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| **Sl. No.** | **Activity** | **sub-activity/Action** | **Coordinator** | **Executing agency** | **Date& duration** | **Frequency** | **Indicator to measure outcome** | **Estimated Expenditure** |
|  | To identify students who will require more academic support | 1. During Induction program tests are conducted to examine the pre-requisite knowledge for Engineering of the 1st Year students.  2. Those students who are found out to be weak are provided with extra classes and counseling by their advisors.  3.Examination result analysis | Faculty advisors | CET,Bhubaneswar | 1.17TH August to 6th September 2018(For Current Session)  2.Continious process  3. Continuous process | As and when required | Examination result analysis | Rs. 5 lakh  (for induction program in 2019 session) |
|  | To improve language competency, soft skills and confidence levels | 1. In first year Communicative English subject is included in the syllabus along with English Language Lab.  2. Expert talk and motivational talk by external delegates  3. Various student clubs like sports club, technical clubs are available for students to showcase their talent. | 1.Assigned faculty  2.Faculty coordinator  3.Student Coordinator | CET,Bhubaneswar | Continuous process | Continuous process | 1.Presentation by students  2.Placement  3. Participation of students at various events(Technical/Sports) organized at NIT’s/IIT’s & other. | Rs. 5 lakh |
|  | Institution 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 | 1. Seminar and project presentation is part of the curriculum.  2. Project based work are done by the students. | Assigned faculty | CET,Bhubaneswar | Continuous process | Continuous process | 1.Placement Analysis  3. Participation of students at various events (Technical/Sports) organized at NIT’s/IIT’s & other. | Rs.3 lakh |
|  | Give under-qualified teachers priority in opportunities to upgrade their domain knowledge | 1. Faculty are deputed to participate in workshops, FDP, Seminars and presentation of research papers through TEQIP-III.  2. Various FDP, workshops, Seminars are organized in the Institute itself to enhance the knowledge of faculty.  3. Faculty participated various training programs by GIAN. | TEQIP-Coordinator | TEQIP-III, CET,Bhubaneswar | Continuous process | Continuous process | 1.Paper presentation  2.Research work  3.Enhancement in academic performance | Rs. 10 lakh |
|  | Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/ transgender students | 1. Faculty are trained by experts at IIT, Kharagpur and various IIM’s to learn and understand the Pedagogy and innovative teaching skills. | TEQIP-Coordinator | TEQIP-III, CET,Bhubaneswar | Continuous process | Continuous process | 1.Enhancement in students academic results  2.Better student faculty relation | Rs. 5 lakh |
|  | Make campuses physically and socially gender-friendly, including provisions for students of transgender; especially provide adequate and suitable facilities to women students and faculty | 1. Hostel facility is provided for girls.  2. Girls toilets are available at each block of the institute.  3. Girls common rooms facility is provided in every Department. | 1.Hostel Warden  2.Hostel Superintendents  3.PIC,Academics | CET,Bhubaneswar | Continuous process |  | Satisfaction feedback of students |  |
|  | Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing | 1. Technical Fest is held every year so that student can show case their talents in form of new innovation.  2.Various student clubs are available for students to showcase their talent like BIOZO,CIVICON,SPECTROM,ZAIRZA etc. | 1.Assigned faculty  2.Student Representatives | CET,Bhubaneswar | Continuous process | Continuous process | Various awards / recognitions received in different events by students | Rs.5 lakh |
|  | Sharing information and knowledge about engineering courses and institutions | 1.Information brochure  2.College/University website  3.Notice board  4.Various social media forums | PIC | CET,Bhubaneswar | Continuous process | Continuous process | Feedback of stake holders |  |
|  | Provide appropriate infrastructure for physically challenged students | 1. Hostel, toilets facilities are provided.  2. Ramps and lifts are provided for their easy access. | PIC,Academics | CET,Bhubaneswar | Continuous process | Continuous process | Feedback of physically challenged students |  |
|  | Special efforts for training/ internship/ placement of weak students | 1. Industrial training is included in the curriculum.  2. Students are encouraged to undergo training/internships during the vacation time.  3. Industrial people are invited to give special Industry based lectures.  4.Emplyability Tests are conducted  5. Special technical training are provided to the students through CTTC, Bhubaneswar.  6. GATE classes are conducted for the 3rd year and 4th year students. | Assigned faculty | 1.CET,Bhubaneswar  2.Aspiring Minds(For Employability Test)  3. CTTC,Bhubaneswar  4.GATE Academy,Bangalore | Continuous process  Internship during summer vacation | Continuous process | Feedback of students and industry | Rs.50 lakhs |
|  | A two-tier grievance redress mechanism (GRM) | 1.Women Grievance Redressal Cell (WGRC) is formed with 5 members in the committee with 4 Female members to help the girl students and women employees who ever come under any form of crime/harassment/gender bias/insensitivity towards them.  2. Counseling is done through this cell to the needy female students and female employee.  3.Anti ragging cell | 1.PIC,WGRC  2.PIC,Anti Ragging Cell | CET,Bhubaneswar | Continuous process | As and when required and periodic review | Feedback of the stake holders |  |
|  | Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established. | 1. Task force for Women (TFW) is formed with 5 faculty members and one girl representative of each year in order to monitor the security arrangements within the Institute including girl’s hostels. | Chairman, TFW | CET, Bhubaneswar | Continuous process | As and when required and periodic review | Feedback of women students |  |
|  | Develop a standard model for tracking of student progress | 1.Student advisory system  2.T & P cell  3.Student affairs committee & forums | 1.PIC,Student Affairs  2.PIC,T&P | CET, Bhubaneswar | Continuous process | Continuous process | Feedback of stake holders | Rs. 2 lakh |
|  | Peer Learning Groups of students | Various groups/clubs for students activity (Tech club, Energy Club, Robotic Club, SAE student Chapter etc.) | PIC & Student representatives | CET, Bhubaneswar | Continuous process | Continuous process | Awards and recognitions for the peer groups | Rs.5 lakh |
|  | Appointing Student Mentors and Faculty Advisers for Students | 1. Faculty advisors are appointed against each student groups comprises of 20 students.  2. Faculty are trained to mentor the students academically as well as give them personal counseling to the needy students.  3. Faculty is at constant touch with the parents of the students.  4. Student mentors are selected from each class, from which two are boys and two are girls. | HOD’s of various Departments | CET, Bhubaneswar | Continuous process | Continuous process | Feedback of students and faculty |  |

Note:

1. For suggestive activity please refer column 1 of table of details of Equity Action plan in section 8 of Project Implementation Plan(PIP)
2. If the activities are being carried out by the outside agency, mention name of the agency
3. Same activity if repeated should be mentioned in a new row
4. 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)