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

**Equity Action Plan Dec 2020 to March 2021**

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

**Part A: For soft activities**

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| **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 (should be quantifiable)** | **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** |
|  | **Student-Centered Strategies To Improve Academic Performance** | (i)Extra classes for students | Faculty Advisor | CET,  Bhubaneswar | Continuous process | Multiple times per semester | Yes | Improved academic result | Approx. 2 Lakhs |  |  |
| (iii) Special Lectures by External Experts | Faculty Coordinator | CET,  Bhubaneswar | Continuous process | Multiple times per year | Yes | Yes | Institute Fund |
|  | **Improving language competency, soft skills and confidence levels** | (i)Communicative English subject is included in the syllabus along with English Language Lab. for spoken English practise. | Faculty Coordinator | CET,  Bhubaneswar | Continuous process | Continuous process | Yes | 1.Presentation by students  2.Placement  3. Participation of students at various events (Technical/Sports) organized at NIT’s/IIT’s & other. | Approx. Rs. 2 lakhs |  |  |
| (ii)Organizing Debate, Essay writing competitions | Faculty Coordinator | Yes | Institute Fund |
| (iii) Expert talk and motivational talk by external delegates | Faculty Coordinator |  |  |
|  | **Improving non-cognitive and soft skills** | (i)Seminar and project presentation are part of the curriculum. | Faculty Coordinator | CET, Bhubaneswar | Continuous process | Many times at different occasions | Yes | 1.Placement Analysis  3. Participation of students at various events (Technical/Sports) organized at NIT’s/IIT’s & other. | Approx.Rs.3 lakhs | Yes | Institute Fund |
| (ii)Various student clubs like sports club,Energy club,Robotics club,Zairza- technical club,Literary society,TDA-Dance club,Arpeggio-Music Club,Voix-Debateclub etc; are available for students to showcase their talent. | Faculty Coordinator  & Student Coordinator |  |  |
|  | **Improving placement of students** | (i)Industrial Interaction | Placement Cell Of College | CET,  Bhubaneswar | Continuous process | Continuous process | Yes | Feedback of students and Industry | Approx. 20 Lakhs | Yes | Institute Fund |
| (ii)Employability Test Series | Faculty Coordinator |  | Continuous process | Once in a year |  |  |
| (v) Technical Software Training | Faculty Coordinator | CTTC, Bhubaneswar and others | Continuous process | Once in a Semester |  |  |
|  | **IMPROVING TEACHER EFFECTIVENESS :**  **Updating Domain Knowledge** | (i)Faculties are encouraged to participate in workshops, FDP, Seminars and presentation of research papers through TEQIP-III. | TEQIP-Coordinator | TEQIP-III,CET,  Bhubaneswar | Continuous process | Many times in a year | Yes | 1.Paper presentation  2.Research work  3.Enhancement in academic performance | Approx. Rs. 3 lakhs | Yes | Institute Fund |
| (ii)Various FDP, workshops, Seminars and conferences are organized in the Institute itself to enhance the knowledge of faculty. |  |  |
| (iii) Faculty participates in various training programs by GIAN. |  |  |
|  | **Training in pedagogy, particularly to improve the performance of students that need additional support** | Faculty training by experts at IIT’s, and IIM’s to learn and understand the Pedagogy and innovative teaching skills under professional development training (PDT) programs. | TEQIP-Coordinator | TEQIP-III,  CET,  Bhubaneswar | Continuous process | Continuous process | Yes | Enhancement in academic performances | Approx. Rs. 5 lakhs | Yes | Institute Fund |
|  | **Teacher’s counseling** | Organizing workshops to counsel faculty on “Approaches to dealing with students that need additional support; SC/ST and women students” | EAP Coordinator | TEQIP-III,  CET,  Bhubaneswar | During February/March  2021 | Multiple times per year | Yes | Improve learning environment | Approx. Rs. 1 lakh | Yes | Institute Fund |
|  | **Faculty appraisal** | (i)Annually Self-assessment report of all faculties are reviewed by the HOD/ Principal/ Faculty Committee  (ii)Students feedback are collected for each Faculty | Faculty Committee  HOD’ of Departments | CET,  Bhubaneswar  CET,  Bhubaneswar | Continuous process  Continuous process | PAR-Once in a year  Once after each semester | Yes  Yes | Enhancement in academic performances  Enhancement in academic performances | NA | Yes | NA |
|  | **Making campuses physically and socially gender friendly** | (i) Hostel facility is provided for girls.  (ii) Girls toilets are available at each block of the institute.  (iii)Girls common rooms facility is provided in every Department.  (iii)Ramps and lifts are provided in hostels and in academic building for their easy access. | PIC Building Committee  and  PIC Maintenance | CET,  Bhubaneswar | Continuous process | Continuous process | Yes | Student Feedback |  |  | Institute Fund |
|  | **Establishing two-tier grievance redress mechanism (GRM** | i)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.  (ii)Online Grievance Redressal is available in the college website where complain can be registered anytime  (iii) Counselling is also done through this cell to the needy female students and female employee | PIC,WGRC | CET, Bhubaneswar | Continuous process | As and when required and periodic review | Yes | Feedback of the stake holders | NA | Yes | NA |

**Part B: For Minor Civil works**

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| **Sl. No.** | **Activity** | **Coordinator from the institute** | **Executing agency** | **Date& duration** | **Indicator to measure outcome** | **Estimated Expenditure** |
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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)
5. The amount should be mentioned in rupees only, no lakhs etc.