

**TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)**  
**Equity Action Plan**

Name of Institute: **National Institute of Technology Kurukshetra**

Name of EAP Coordinator: **Dr. A S V Ravikanth**

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Sl. No.	Activity	sub-activity/Action	Coordinator	Executing agency	Date & duration	Frequency	Indicator to measure outcome	Estimated Expenditure (in Rs.)
(i)	<b>To identify students who will require more academic support</b>							
1.	<ul style="list-style-type: none"> <li>Identified students for weakness in communication / Computer skills for the B.Tech. Batch of 2018-19</li> <li>This activity repeated at the start of every academic year based on the syllabi of proficiency module as part of the Induction program</li> </ul>	<ul style="list-style-type: none"> <li>Conducted Diagnostic Tests in July 2018 for the B.Tech. Batch of 2018-19</li> <li>The Diagnostic Test will be conducted at the start of 1<sup>st</sup> and 2<sup>nd</sup> semesters</li> </ul>	EAP Coordinator	Institute Faculty members	July / August and December/January every year	Diagnostic tests completed at the beginning of 1 <sup>st</sup> and 2 <sup>nd</sup> semesters; remedial measures carried out continuously thereafter such as conducting special classes and expert lectures etc.	Percent of students transiting from First to Second year with all first year courses passed	<b>3,00,000/-</b>
2.	Conducting special classes	Continuos	Subject	Institute	Weekends	Continuos	Percent of students	

	and expert lectures etc.	monitoring and evaluation	faculty	Faculty members/outside resource persons	and/or after regular class hours	throughout the 1 <sup>st</sup> and 2 <sup>nd</sup> semesters	transiting from First to Second year with all first year courses passed	
<b>(ii)</b>	<b>To improve language competency, soft skills and confidence levels</b>							
<b>1.</b>	<ul style="list-style-type: none"> <li>➤ The English language lab has already been established</li> <li>➤ Regular English tutorials, covering both grammar and everyday English, are being conducted</li> <li>➤ Opportunities are provided to the students to make presentations in the classes</li> </ul>	<p>Students are assigned exercises to improve their English, particularly spoken English</p> <p>English is a part of the main curriculum</p>	Faculty of English from the Institute	Institute Faculty members	Throughout 1 <sup>st</sup> and 2 <sup>nd</sup> semesters	Continuos	<p>Improved English language competency</p> <p>Better transition rates for first and second year students</p>	
<b>(iii)</b>	<b>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</b>							
<b>1.</b>	<ul style="list-style-type: none"> <li>➤ The students clubs especillay the Literary &amp; Debating club of the Institute would be involved to conduct special sessions to improve the presentation skills of the students besides</li> </ul>	Volunteer senior students would be identified for the purpose of conducting the special sessions	Prof. I/C Students' Clubs &	<b>Institue students and faculty</b>	<b>On suitable dates and time during the semester</b>	Continuos	Improvement in job placement of students, especially among those with disadvantaged backgrounds	<b>2,00,000/-</b>

	<p>opportunities in the classroom</p> <ul style="list-style-type: none"> <li>➤ Employability skill training provider would be engaged to conduct special training classes</li> <li>➤ Conduct of inhouse workshops/trainings to improve non-cognitive and soft skills</li> </ul>	Employability skill tests would be conducted and based on the outcome of this test student provided needbased training	<p>Prof. I/C Training &amp; Placement</p> <p>Faculty of English</p>	<p><b>External agency</b></p> <p><b>Inhouse and external experts</b></p>				
<b>(iv)</b>	<b>Give under-qualified teachers priority in opportunities to upgrade their domain knowledge</b>							
	<ul style="list-style-type: none"> <li>➤ Most of the faculty members are Ph.D qualified and the rest are pursuing</li> <li>➤ Ample opportunities are being provided to the faculty to participate in research, development activities and consultancy</li> <li>➤ Faculty members are being supported through various schemes to attend seminars, conferences and presentation of research papers within and outside</li> </ul>	Following of precribed procedures	<b>Competent authority of the Institute as is relevant</b>	As per need	<b>On suitable dates and time during the semesters</b>	Continuos	<p>Improvement in the faculty competency in the respective domains</p> <p>Improved qualifications of the faculty</p> <p>Improved networking with academia and industry</p> <p>Positive impact on the teaching learning process</p>	<b>2,00,000/-</b>

	India as per the applicable norms ➤ Faculty members are encouraged to organize and attend Professional Development Programme/Short Term Courses ➤ Faculty members would be encouraged to visit prestigious R&D labs and industry							
(v)	<b>Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/ transgender students</b>							
1.	Needbased trainings on subject domain and pedagogy would be organized for faculty and students and also both faculty and students would be encouraged and supported through TEQIP-III to attend such trainings at premier institutions	Interactions with HoDs/Coordinators, faculty and students	<b>Dean (Faculty Welfare) &amp; Dean (Students' Welfare)</b>	<b>Inhouse or external as per need</b>	<b>On suitable dates and time during the semesters</b>	Continuos	Percent of planned training completed as reported/ aggregated 6 monthly  Satisfaction survey results	<b>4,00,000/-</b>

(vi)	<b>Make campuses physically and socially gender-friendly, including provisions for students of transgender; especially provide adequate and suitable facilities to women students and faculty</b>							
	<ul style="list-style-type: none"> <li>The Institute maintains a gender—friendly campus in terms of separate toilets for boys and girls, Counselling facility to students, Internal Complaints Committee on discrimination and harassment which includes protections for gender identity and expression, Raising awareness by incorporating gender identity topics into orientation sessions for new students, staff, and faculty, handbook of information containing guidelines for new and</li> </ul>	Facilities to be further augmented	Dean (P&D) Dean (SW)	Institute only	Continuos	Continuos	Performance audit and submission of reports	--

	prospective students etc.							
<b>(vii)</b>	<b>Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing</b>							
	➤ Organizing Innovation and Knowledge Sharing Workshops is a continuous feature in the Institute which would be further enhanced by inviting eminent experts from Industry, Academia and Alumni	Specific themes would be identified	<b>Different Institute functionaries as is relevant</b>	<b>Institute</b>	<b>Continuos</b>	<b>Continuos</b>	Number of thematic workshops organized, participants attended	<b>5,00,000/-</b>
<b>(viii)</b>	<b>Sharing information and knowledge about engineering courses and institutions</b>							
	➤ Camps would be organized at the schools in the rural areas to share information and knowledge about engineering education. ➤ Students from the third and final year would be involved in these camps	Volunteers students and faculty members would be identified	<b>EAP Coordinator jointly with Prof. I/C (Students' Clubs)</b>	<b>Institute</b>	<b>On suitable dates and time</b>	Atleast one/two camps per semester	Increased number of students from the rural areas, especially girls	<b>1,00,000/-</b>
<b>(ix)</b>	<b>Provide appropriate infrastructure for physically challenged students</b>							
	➤ A committee of student representatives and faculty member (preferably 1 from PD category)	Constitution of the Committee	<b>Dean (P&amp;D)</b>	<b>Institute</b>	<b>As required</b>	As required	Increased number of disabled students due to improved facilities	<b>--</b>

	<p>would be constituted to prepare a report providing requirement of facilities like ramps, lifts, toilets (separate for male and female students and faculty), braille signages and auditory signals, tactile flooring, etc. in academic and hostel area for physically challenged students.</p> <p>➤ The gap in the requirement and available facilities will be put to the competent authority for necessary actions</p>								
(x)	<b>Special efforts for training/ internship/ placement of weak students</b>								
	<p>➤ Industry Cell is already exitant</p> <p>➤ Selected alumni members working in reputed firms would be approached to connect with the weaker students for guidance related to internship and</p>	<p>Identification of willing alumni and industry</p>	<p><b>President alumni association, Prof. I/C (T&amp;P), Prof. I/C (Industry Cell)</b></p>	<p><b>Institute</b></p>	<p><b>Continuous</b></p>	<p><b>Continuous</b></p>	<p>Enhanced placements of weaker students</p>	<p>--</p>	

	placements ➤ Industry institute interaction would be enhanced							
<b>(xi)</b>	<b>A two-tier grievance redress mechanism (GRM)</b>							
	➤ Grievance redressal mechanism is already in place in the Institute, however, EAP coordinator would also act as the Grievance Redressal Officer for Equity related complaints	Proper display of mechanism would be ensured	<b>Prof. I/C Grievance Redressal Cell and EAP Coordinator</b>	<b>Institute</b>	<b>As required</b>	<b>As required</b>	Number of complaints received and resolved	--
<b>(xii)</b>	<b>Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established</b>							
	Mechanism is in place in the Institute	--	<b>Different Institute functionaries</b>	<b>Institute</b>	<b>As required</b>	<b>As required</b>	Improved students performance	--
<b>(xiii)</b>	<b>Peer Learning Groups of students</b>							
	Peer learning groups of students are already active in the Institute which would be further enhanced	Volunteers would be identified and also the subject domains for further enhancing the activity	<b>Faculty mentors from different disciplines</b>	<b>Institute</b>	<b>continuous</b>	<b>Continuous</b>	Improvement in student's performance / better marks / improved transition from first to second year	--
<b>(xiv)</b>	<b>Appointing Student Mentors and Faculty Advisers for Students</b>							



	The mentor-mentee groups already working in the Institute with a faculty member assigned a group of 15-20 students comprising almost equal number of students from different years	--	<b>Faculty members of various departments</b>	<b>Institute</b>	<b>Continuous</b>	<b>Continuous</b>	Satisfactory progress and redressal of the problems of the students based on the feedback received from the mentors and students	--
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