

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

**Equity Action Plan Jan 2020 to Sept 2020**

Name of Institute: **Government College of Engineering, Karad**

**Modified EA Plan on 07.04.2020**

**Part A: For soft activities**

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 (In Lac)
1.	Institutions to identify and support students who need extra support – for e.g. students who lost a year or more during their degree programme	Diagnostic Test & Remedial Classes	EAP Coordinator + Departmental EAP coordinators	Institute	Jan 2020 (6 Months) <b>Modification</b> : Additional classes will be conducted from May_2020 to Sep. 2020	Monthly	Continuing	No of category students (Sc, ST & Girl students) passing the academic year	<b>1.5</b>
2.	Improving language competency, soft skills and confidence levels	Proficiency curriculum updated as per AICTE syllabus.	Program Head	Breathing Brains	Jan 2020 (6 Months) <b>Modification</b> : Additional classes will be conducted from May_2020 to	Weekly	Continuing	Performance in AMCAT	<b>3.0</b>

					Sep. 2020				
3.	Improving non-cognitive and soft skills	Developing SKILL Lab in every Dept.	Program Head	Institute	Jan 2020 (6 Months) <b>Modification</b> : Additional classes will be conducted from May_2020 to Sep. 2020	Weekly	New Activity	Skill set evaluation by experts from industry.	10.0
4.	Improving placement of students	Greater networking with industry by organizing Industry fest	Program Head	Institute	Jan 2020 (6 Months) <b>Modification</b> : Additional Efforts will be done to place the remaining students from May_2020 to Sep. 2020	Weekly	New Activity	No of industries per department	1.0
		Establishing Industry-Institute Partnership Promotion Cells / Placement cells							
		Conducting annual meet of alumni							
5.	Updating Domain Knowledge	Promoting faculty for PhD	Principal	Institute	Jan 2020 (9 Months) <b>Modification</b> : Additional Efforts will be done to from July_2020 to Sep. 2020	Year Wise	Continuing	No of beneficiaries	5.0
		Enrolling few faculties every year at nearby QIP center for qualification upgradation							
		Promoting faculty to participate in research, development activities and consultancy							
		Deputation to seminars, conferences and presentation of research papers- expenses to be							

		borne by the institute as per the applicable norms						
		Enhanced interaction with industry						
		Conducting Professional Development Programme for faculty						
6.	Training in pedagogy, particularly to improve the performance of students that need additional support	<p>Training Needs Analysis (TNA) to be carried out by external expert for all teachers to understand the skills required to teach weak students</p> <p>Prepare Faculty Development Plan using identified providers for Pedagogy (IITs) or National Training Calendar for subject training, giving priority to the teachers with the most significant gaps in knowledge and skills as diagnosed by the TNA</p> <p>Domain training on the need basis</p> <p>- Link up with industry to keep abreast of cutting edge technology</p> <p>Institutions to submit half-yearly reports to the SPIUs regarding training (progress)</p> <p>Carry out Satisfaction Surveys to assess training achievements</p>	Programme head	Institute	<p>Jan 2020 (9 Months)</p> <p><b>Modification</b>: Additional activities will be conducted from July_2020 to Sep. 2020</p>	Year Wise	Continuing	5.0

7.	Teacher's counseling	Approaches to dealing with students that need additional support; SC/ST and women students	EAP Coordinator + Departmental EAP coordinators	Institute	Jan 2020 (9 Months) <b>Modification</b> : Additional Efforts will be done from July_2020 to Sep. 2020	Year Wise	Continuing	No of category students (Sc, ST & Girl students) passing the academic year	<b>1.0</b>
8.	Faculty appraisal	Self-assessment - to be reviewed by the HOD/ Dean/ Faculty Committee, Student evaluation	Dean Academics & HOD	Institute	Jan 2020 (9 Months) The process will be resumed after start of normal regular functioning of the institute	Year Wise	Continuing	No of category students (Sc, ST & Girl students) passing the academic year	
9.	Institutional mechanisms to protect and address the needs and concerns of women students & faculty	Counseling facility to needy female students / staff	EAP Coordinator + Departmental EAP coordinators	Institute	Jan 2020 (6 Months) The process will be resumed after start of normal regular functioning of the institute	Monthly	Continuing		<b>1.0</b>
10.	Making campuses physically and socially gender friendly	Adequate and suitable facilities to women students and faculty- separate toilets for male / female  Provisions for physically disabled students in the existing toilets	Member secretary BWC	Institute	Jan 2020 (6 Months) The process will be resumed after regular functioning of the institute starts	Monthly	Continuing		<b>2.0</b>

		Ramps, lifts and hostel facilities, where needed							
		Implementation of policy on non-discrimination and non-harassment @ protections for gender identity and expression							
<b>11.</b>	Establishing two-tier grievance redress mechanism (GRM)	Multiple channels for filing complaints – in-person, through intermediaries, phone, fax, text message, mail, through social media, etc. Anonymous complaints to be entertained	Principal	Institute	Jan 2020 (6 Months) The process will be resumed after regular functioning of the institute starts	Monthly	Continuing		
								Total	<b>29.5</b>

Please note: The detail schedule of the activities will be prepared only after start of normal function of the institute after lockdown period. The ongoing Activities will be conducted from July 2020 till Sep. 2020 to compensate for interrupted period. Considerable efforts have been made for all the activities from Sr. 1 to 11.

**Part B: For Minor Civil works**

Sl. No.	Activity	Coordinator from the institute	Executing agency	Date & duration	Indicator to measure outcome	Estimated Expenditure
1.						
2.						

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)