

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)

Equity Action Plan: Dec 2020 to March 2021

Name of Institute: 1.3 – Pondicherry Engineering College

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
1.	To Identify weakness in all students and take remedial steps	Diagnostic tests conducted at the beginning to identify the slow learners (weak students) and remedial classes / tutorial classes will be conducted.	Class Advisor (CA) of every class	TEQIP, PEC	Dec. 2020 to March 2021 (5x 50 minutes)	Once in a week for all required courses.	Continued from last action plan	Pass percentage of slow learners	Rs. 1,00,000

2.	To improve language competency, soft skills and confidence levels	Model tests conducted for all the students and special tutorial like classes will be conducted for the students weak in communication and confidence.	Training and Placement Officer and HoD, Dept. of Humanities and Social Sciences (HSS)	TEQIP, PEC	Dec. 2020 to March 2021 (50 minutes)	Once in a week	Continued from last action plan	At the end of semester, a test will be conducted to find the improvement	Rs. 1,00,000
3.	Institution to improve non-cognitive and soft skills through their wide use in curricula / project special skills training to students with priority to the weak students	Workshop, Hands-on training, symposium will be conducted to bring out the slow learners talents.	Training and Placement Officer and a team of faculty members with HoD of HSS Dept.	TEQIP, PEC	Dec. 2020 to March 2021	Once in a month	Continued from last action plan	At the end of semester, mock interview/ aptitude tests will be conducted to find their improvement.	Rs. 1,00,000

4.	Give under-qualified teachers priority in opportunities to upgrade their domain knowledge	Faculties are encouraged to do on-line courses of their specialization offered by SWAYAM, NPTEL.	Dr. G. Nagarajan, Prof./ECE/PEC Coordinator, Faculty Devt.	TEQIP, PEC	Dec. 2020 to March 2021	Throughout the year	Continued from last action plan	Percentage of courses attended by the faculty members.	
5.	Training of teachers in subject matter and pedagogy, particularly to improve performance of weak students	Training Needs Analysis (TNA) will be carried out to all the faculties and faculties are encouraged to do on-line courses of their domain offered by SWAYAM, NPTEL.	Dr. G. Nagarajan, Prof./ECE/PEC Coordinator, Faculty Devt.	TEQIP, PEC	Dec. 2020 to March 2021	Throughout the year	Continued from last action plan	Percentage of courses attended by the faculty members.	
6.	Make campuses physically and socially gender friendly; especially provide	To train / motivate the women faculty and students to give more importance in their	Dr. Rajathi, Assoc.Prof. EEE/PEC, Convenor, Women Cell	Women Cell, PEC	Events like Women's day celebration (2 nd week of March, 2021) Women	As proposed in IDP and events conducted quarterly.	Continued from last action plan	Actions implemented as proposed in IDP.	Rs. 50,000

	adequate and suitable facilities to women students and faculty	physical and mental health, and bring out their strengths and take away their weakness.			Empowerment Programme and Yoga for Women (3 rd and 4 th week of March 2021) will be conducted.				
7.	Hold innovation and knowledge sharing workshops yearly to improve knowledge sharing	All the Departments are encouraged to conduct Seminars / workshops / symposium to improve knowledge sharing	HoD, respective Depts.	TEQIP, PEC	Once in a semester	International Workshop is to be conducted in last week of Feb. 2021	Continued from last action plan	Obtain participation certificates from the participants	Rs. 2,00,000
8.	Sharing information and knowledge about engineering courses and institutions	To organize camps in rural schools nearby UT of Puducherry.	HoD, respective Depts. Dr. Santhanalakshmi/ECE	TEQIP, PEC	During Feb. 2021	Open House is to be conducted Feb. 2021.	New activity	Obtain feedback from the schools undergone camps.	Rs. 1,00,000
9.	Provide appropriate infrastructure	Necessary arrangements have been	PEC Admn. and Hostel Warden	TEQIP, PEC	As required	Throughout the year	Continued from last action plan	Verified by PEC Admn.	

	re for physically challenged students	made to provide ramps, lifts, toilets and hostel facilities by College Admn. and Hotel Warden.							
10.	Special efforts for training / internship / placement of weak students	All the weak students are encouraged to do internship and other training activities such as Group Discussion and HR, etc., which are mandatory in their Curriculum.	Training and Placement Officer and HoD, HSS	HoDs of respective Depts.	As mentioned in the class time table	Throughout the year	Continued from last action plan	Certificates from the authorities are to be obtained	Rs. 50,000
11.	A two tier grievance redress mechanism (GRM)	Institution level GRM established in concurrence	Dr. G. F. Sudha, Convenor, GreivanceRedressal Cell	TEQIP, PEC	As and when required by the students.	Throughout the year	Continued from last action plan	Issues will be resolved as and when required.	

		with the State level GRM authorities.							
12.	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established	In addition GRM cell, SHWW cell also functioning in the college to address other women's issues.	Dr. Rajathi, Assoc.Prof. EEE/PEC, Convenor, Women Cell and Dr. SanthiBaskaran, Prof./ IT, ICC for SHWW (Internal Complaints Committee for Sexual Harassment of Women at Workplace)	GRM cell and SHWW cell	As and when required by the students	Throughout the year	Continued from last action plan	Issues will be resolved as and when required.	Rs. 25,000
13.	Develop a standard model for tracking of student progress	A Class Advisor (CA) and Faculty Advisor (FA) assigned for every class to keep track of the students	In Coordination with Training and Placement Cell and Faculty Advisor of the respective departments, Career	One CA assigned per class and three FA assigned for 20-24 students group.	As per class time table	Feb. 2021	New Activity	Obtain feedback from the Junior students and improvements will be made if required.	Rs. 1,00,000

		performance	Counselling will be conducted for the students						
14.	Peer learning groups of students	Peer Learning Groups have been constituted with team of Senior and Junior students under the guidance of FA.	A team of Senior Students along with Faculty Advisors	HoDs of respective Depts.	As per class time table	Throughout the year	Continued from last action plan	Obtain feedback from the Junior students and improvements will be made if required.	
15.	Appointing student mentors and faculty advisors for students	Volunteered and Technically skilled students will be identified as Student Mentors	Student Mentors will assist the Faculty Advisors to conduct special classes for all the junior students in placement, soft skill and technical skill development in coordination with their Alumni.	HoDs of respective Depts.	As per class time table	Throughout the year	Continued from last action plan	Obtain feedback from the Junior students and improvements will be made if required.	