

**TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME
(PHASE - III)
Equity Action Plan
Rajkiya Engineering College, Banda**

The aim of Equity Action Plan (EAP) is to ensure that all students of the Institution get opportunity to avail the benefits of the project with substantial improvement in the performance of weak students.

Since **Rajkiya Engineering College, Banda (REC Banda)** is a special component college having 70% reservation for SC and ST students, 15% reservation for OBC and 15% reservation for unreserved candidates, so more than 85% students come from reserved categories. In this context, all the activities for improving the performance of students are mainly focussed on SC/ST/Women/Physically challenged candidates. The institute is conducting **three B.Tech Courses that is B.Tech (IT), B.Tech.(EE) and B.Tech. (ME)**, with an intake of 60 regular and 12 Lateral Entry in each course.

S. No.	Activity	Sub-Activity/Action	Coordinator	Executing Agency	Data & Duration	Frequency	Indicator to measure outcome	Estimated Expenditure (Rs.)
					2019-20			2019-20
01	To identify students who will require more academic support	Equity Sensitization Seminars for both Faculty and Students	Shri Umar Badr Shafeeque EAP Coordinator	Resource Persons from SPIU/ NPIU/ Mentor institute	July-August 2019	Twice a Year	Feedback Survey	50,000
		Induction Programme is organized for first year students. <ul style="list-style-type: none"> • Mentor-Mentee Interaction • Classes of Human Values and Professional Ethics • Creative Practice and Literary Activity: • Faculty members of REC Banda take sessions. • Experts take motivational session. • Plan to visit outside. • Diagnostic tests • Proficiency classes Sports and Yoga Activities 	Incharge, Literary & Cultural Activity, Mentor's Coordinator	REC Banda	August 2019	Yearly	Feedback Test	3,00,000
		Backlog classes: <ol style="list-style-type: none"> For students who fail in End Semester Exam Students who fail in previous Semester can take the extra classes of respected subject. Classes are conducted in evening throughout the current semester. Exam of Backlog subject is conducted with regular Semester Exam. 	Scheduled by Dean Academic and Extra lectures and classes are provided by respective Departments	COE of Affiliated University	June-July 2019	End Semester (Throughout Year)	Examination Result	---
		Makeup Classes and Exam: <ol style="list-style-type: none"> For Students who fail in CT. Makeup Classes are conducted before end of the semester classes. Makeup Test after Makeup Classes 	Scheduled by Dean Academic and Makeup classes are provided by respective Departments	Respective Departments	Before End semester Examination	Before End semester Examination	Examination Result	---
		Online Courses like SWAYAM, NPTEL	Dr. Amit Tripathi	NPTEL	Continuous	Throughout the Year	Registration and Results	3,00,000

02	To improve language competency, soft skills and confidence levels	Students to make presentations, Group discussion, Elocution and Knit-the-yarn in the classes.	Dr. Archana Singh	REC Banda	Throughout the Semester	Throughout the semester	Remarks of activities	----
		Language Lab Tool (iTell Premium version)	Dr. Archana Singh	OrellTechnosystems (India) Pvt. Ltd.	Throughout the Semester	Throughout the semester	Feedback	50,000
		GATE Training for final year students (EE/ME/IT).	Shri Siddhartha Kosti, Assisnat Professor (On Contract) Deptt. of Mechanical Engineering	NPIU Empanelled Service Provider	Continuous	Throughout the Year	GATE Registration and Result	23,00,000
		Employability Skill Training : pre placement training to improve communication skill as well as proficiency in Verbal, Reasoning and Aptitude for all BTech students, special emphasis on SC/ST/Female/OBC/PWD/Rural.	Shri Ajay Kumar Pandey, Assistant Professor (On Contract), Deptt. of Mechanical Engg.	NPIU Empanelled Service Provider	March' 19	Yearly	Improvement in Pre and Post Test conducted by CL Educate Delhi	10,00,000
		Employability Test	Mr. Ashish Srivastav Dr. Mohd. Tauseef Khan	Aspiring Minds Assessment Pvt. Ltd.	Throughout the Semester	Yearly	Test Result	1,50,000
03	Give less experienced teachers priority in opportunities to upgrade their domain knowledge	Organizing Course subject based Training program, Workshop, and Seminal	Institute Director, Dept. HoDs, NBA coordinator and Department NBA Coordinator	All Departments	March-19 Continuous	Throughout the Year	Increased publication in Journals / conf. and participation in research	1,00,000
04	Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/ transgender students	a. Invite Faculty to various pedagogical programs and workshop from renown institutes	Institute Director, Dept. HoDs, program coordinator	All Departments	March-19 Continuous	Throughout the Year	Feedback Survey	50,000
		b. Special Training from industry personal in subject related domain.						50,000
		c. Invited technical talks/ Endowment lectures.						50,000
05	Make campus physically and socially	• Separate toilets for Girls and Boys with aids in toilets	Students welfare officer	Institute Maintenance	Continuous	Throughout the Year	Physical Survey	50,000

	gender-friendly, including provisions for students of transgender; especially provide adequate and suitable facilities to Female students and faculty	<ul style="list-style-type: none"> Welfare committee has the provisions for transgender students. 	and maintenance officer	Department			annually	
06	Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing	<ul style="list-style-type: none"> Startup Cell:- Arrangement of guest lectures from industry experts/ alumni to motivate students. Incubation Centre :- for students to do research activities. 	Startup Cell coordinator, Incubation Coordinator and Department HOD	All Departments	Continuous	Throughout the Year	Feedback Survey	1,00,000
07	Sharing information and knowledge about engineering courses and institutions	Institute conduct inter- institute technical fest for students to share their innovation and knowledge.	Dept. HODs	All Departments	July -19, Jan. 20	Yearly	Feedback Survey	50,000
08	Provide appropriate infrastructure for physically challenged students	<ul style="list-style-type: none"> Elevators and Ramps, Lift and aids like wheel chair and walking aids are available in Academic Building Maintenance of all above Aids. 	Incharge General Maintenance and Incharge Electrical maintenance	REC Banda	Continuous	Throughout the Year	Feedback Survey	-
09	Special efforts for training/ internship/ placement of weak students	<ul style="list-style-type: none"> Establishing Industry-Institute Partnership Promotion Cells. Connecting Alumni members working in reputed firms with the weaker students for guidance related to internship and placements. Organize annual meet of various industry partners. 	In-charge Internship, Training and Placement Officer and In-charge Alumni cell	REC Banda	Continuous	Throughout the Year	No. of Students Placement and internships taken	1,00,000
10	A two-tier grievance redress mechanism (GRM)	<ul style="list-style-type: none"> Depute a Grievance Redressal Officer, Grievance redressal mechanism (GRM) committee, Provide multiple channels for filing complaints. Hotline (telephone), an email address, complaints box, etc., The complaints to be resolved in 14 working days, and actions taken to be informed to the complainant. 	Presiding Officer, Committee members, External members from an NGO and Students team	Grievance Redressal Committee, REC	Continuous	Throughout the Year	No. of Complaints registered and resolved.	-
11	Ensure that institutional mechanisms to protect and address the needs and concerns of female students are established.	<ul style="list-style-type: none"> Constitute a gender committee at the institution Circulate hotline (telephone) and email address where students/faculty may lodge issues 	Presiding Officer, Committee members, External	Sexual harassment Committee, REC	Continuous	Throughout the Year	No. of Complaints registered and resolved.	-

		<ul style="list-style-type: none"> • Counselling to needy female students / staff 	members from an NGO and Students team					
12	Peer Learning Groups of students	<ul style="list-style-type: none"> • Develop Peer Learning Groups of 10-12 students (from diverse academic backgrounds/levels/genders/social background) for joint study and joint projects • Wherever possible, Meritorious students assist weak Students. 	Dept. HODs, Dean Academics	Respected Department	Continuous	Throughout the Year	Activity logs and Feedback	-
13	Appointing Student Mentors and Faculty Advisers for Students	<ul style="list-style-type: none"> • Assign senior student as mentors for 6-8 junior students • Appoint Faculty Advisers for 10-15 student mentors • Faculty Advisers to guide the students and monitor their progress 	In-charge Mentor Mentee, Respected Mentors	REC Banda	Continuous	Throughout the Year	Mentor-mentees meeting Report of each month	-
14	SC/ST CELL	<ul style="list-style-type: none"> • Appoint Incharge of SC/ST cell • Establish student welfare committees 	Appointed Incharge	REC Banda	Continuous	Throughout the Year	Analysis of data related to SC/ST students	-