

MALNAD COLLEGE OF ENGINEERING, HASSAN – 573202

Format - Equity Action Plan (proposals)

Sl. No.	Activity	Sub- activity/Action	Coordinator	Executing Agency	Date & Duration	Frequency	Indicator to measure Outcome	Estimated Expenditure (RS. In Lacs)	
								2018-19	2019-20
(i)	To identify students who will require more academic support	<ul style="list-style-type: none"> ➤ Students who require additional support will be identify on the basis of performance in the class and who score below 50% in every CIE and also from the feedback taken from the faculty counselors (Mentors) ➤ Planning to conduct diagnostic tests from next academic year to identify the week students 	Dean Humanities	All Departments	Every semester	Continuous	Percentage of students transiting from First to Second year with all first year courses passed Base line data (2017-18 Admitted) Total: 629 SC : 50 ST : 13 Female: 249 Transition Rate (2017-18) Total : 45.3% SC : 30 % ST : 46 % Female: 50%	Supported by college Funds	Supported by college Funds
<ul style="list-style-type: none"> ➤ Identified academically weak students are given extra attention by the course coordinators to improve performance in the particular course in which student finds difficulty in understanding ➤ Remedial classes are conducted to identified students in some courses in which students find difficulty in understanding ➤ Bridge courses on mathematics are conducted for all lateral entry students ➤ SC/ST students will be provided with additional text books from their respective book banks from the library 									

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(ii)	To improve language competency and communication skills	<ul style="list-style-type: none"> ➤ Credit courses on communication skill and soft skill have been included in the curriculum. These courses conducted with the help of experts from external agency ➤ Conducting regular English tutorials, covering both grammar and everyday English ➤ Students are also given opportunities to make seminars/presentations in the class 	Dean Humanities	I – Excel Consultancy, Mysore	Part of a curriculum in first and second year	Continuous	Better transition rate for first and second year students and also helps to improve placement	15.00 (College fund)	15.00 (College fund)
		Up gradation of existing English language lab facilities for students who can listen to audio and use workbooks to improve their knowledge in English, particularly spoken English	Mr.H.S. Murali	MCE-TEQIP	Continuous	Continuous	Better transition rate and also helps to improve placement	17.50 (TEQIP Fund)	4.00 (TEQIP Fund)
(iii)	To improve non-cognitive and soft skills and presentation skills through their wide use in curricula / project based work, special skill training to students	Credit courses on Aptitude and problem solving skills have been included in our curriculum.	Dean Humanities	10 Seconds Consultancy, Bengaluru	Part of a curriculum in third year	Continuous	Better transition rate for first year students and improves placement	7.00 (College fund)	7.00 (College fund)
		Employability skill test is conducted for every student once in an year	TEQIP - Coordinator	Aspiring Minds, Bengaluru	September month	Every year	To improve employability number	4.50 (TEQIP Fund)	4.5 (TEQIP Fund)
		Placement training to SC/ST/OBC/rural /Female students in the pre final year	Training and Placement officer	MCE, Training and Placement department	Three days January month	Every year	Improvement in campus placement	2.00 (TEQIP Fund)	2.00 (TEQIP Fund)

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(iv)	Give under-qualified teachers priority in opportunities to upgrade their domain knowledge	Financial assistance to SC/ST/OBC/ Female faculty members registered for PhD. Program, Full time/Part time	Dean Research	MCE, Research Center	Every year	Continuous	Improvement in teaching , research skills and better transition rate	2.00 (TEQIP Fund)	3.00 (TEQIP Fund)
		Attending seminars, conferences and to present their research papers for faculty members belongs to SC/ST/OBC/Female category	TEQIP Coordinator	MCE-TEQIP	Every year	Continuous	Improvement in teaching , research skills and better transition rate	1.00 (TEQIP Fund)	3.00 (TEQIP Fund)
		Industrial visits to the students belongs to SC/ST/OBC/Female category	Vijaykumar G.Tile	MCE-TEQIP	February-2019 September - 2019	Continuous	Improvement in technical skill and better transition rate	1.00 (TEQIP Fund)	3.00 (TEQIP Fund)
(v)	Training of teachers in subject matter and pedagogy,	Attending FDPs and Training programs related to pedagogy for faculty members belongs to SC/ST/Female category to improve skills required for effective teaching	TEQIP Coordinator	MCE-TEQIP	Every year	Continuous	Improvement in skills required for effective teaching and better transition rate	2.00 (TEQIP Fund)	4.00 (TEQIP Fund)
		Awareness programs for teachers of the college about the approaches towards Equity, teaching, evaluation procedures, etc.,	Dr. Jaganathappa M.N.	MCE - TEQIP	One day program January-2018	-	Helps to improve implementation of equity action plan	1.00 (TEQIP Fund)	-
		Conducting workshops/Training programs for students including SC/ST/OBC/Female to achieve their learning goals and technical knowledge	Department coordinators	MCE-TEQIP	Every year	Continuous	Helps to achieve their learning goals and technical knowledge	1.00 (TEQIP Fund)	4.00 (TEQIP Fund)

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(vi)	Make campuses physically and socially gender-friendly, provide adequate and suitable facilities to women students and faculty	To make campus physically and socially gender-friendly following facilities are provided to every stakeholders <ul style="list-style-type: none"> • Separate toilets for boys and girls • Counseling facility to students • Separate women cell for policy on discrimination and harassment which includes protections for gender identity and expression • Girl students are provided with separate waiting hall for their comfortable stay during non-class hours 	Dean Administration	Concerned Deans	continuous	continuous	Improved facilities to all the stakeholders improves admission	Supported by college funds	Supported by college funds
(vii)	Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing	➤ TO invite external experts from industries/IITs/Research organization to share their experiences and ideas with faculty and students including SC/ST/OBC/Female in all the departments	Department Coordinators	Concerned department	Every year	continuous	Improvement in teaching and learning with knowledge sharing helps student community in greater innovations	1.00 (TEQIP Fund)	4.00 (TEQIP Fund)
		➤ Jnanasethu programs is conducted every year with the help of alumni to support the students in getting the internships and placements	Member secretary Alumni association, MCE, Hassan	Alumni association, MCE, Hassan	Every year	continuous	Improvement in number of internship and placement	Supported by Alumni	Supported by Alumni

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(viii)	Sharing information and knowledge about engineering courses and institutions	➤ Organizing camps at the school in the rural areas to share information and knowledge about engineering education, entrance exams requirement, scholarships available and future prospects to encourage students from the rural areas with the help of third and final year students of the college	Prof. Vijaykumar G. Tile	MCE - TEQIP	January month	Every year	Increased interest among rural students towards higher education	0.50 (TEQIP Fund)	0.50 (TEQIP Fund)
(ix)	Provide appropriate infrastructure for physically challenged students	➤ Ramps are being provided in all the blocks for the physically challenged students ➤ Based on the requirements other arrangements will be made for all PD students	Dean Students welfare	MCE Administration	continuous	continuous	Increased number of physically challenged students	Supported by college funds	Supported by college funds
(x)	Special efforts for training/ internship/ placement of weak students	Support to SC/ST/OBC/Female students to connect them to industries in getting jobs and internships	Dean IIPC- cell	Dean IIPC- cell, MCE	continuous	continuous	Improvement in number of placement	Supported by IIPC /college funds	Supported by IIPC /college funds
		Interaction of students with alumnus on alumni day	Member secretary Alumni association, MCE, Hassan	Alumni association, MCE, Hassan	Every year	continuous	Improvement in number of internship and placement	Supported by Alumni	Supported by Alumni
		Certification and skill development initiatives	Dean IIPC- cell	Dean IIPC- cell, MCE	Every year	continuous	Improvement in number of internship and placement	-	0.50 (TEQIP Fund)

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(xi)	A two-tier grievance redress mechanism (GRM)	GRC: Chairman: Principal or his nominee Members: Dean (AA), Dean (SA), Dean (Exams) and all HODs	Dean (AA)	MCE-Administration	Every semester	Continuous	Effectiveness in grievance redressal mechanism and resolving the grievances	Supported by college funds	Supported by college funds
		Special Cell standing committee: Chairman: Principal or his nominee Member secretary: Dr. B. Uma Professor, CSE Members: Dr.A.J. Krishnaiah, Dean (SA), Dr.Chandrika, Prof. K. Narasimha,	Member secretary – Dr. B. Uma	MCE-Administration	Every semester	Continuous	Effectiveness in resolving the grievances	Supported by college funds	Supported by college funds
(xii)	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	➤ Gender committee: for counselling to needy female students / staff Coordinator: Dr. Chandrika, Professor and Head, CSE Members: Mrs.Dakshyayini RS, Mrs.Sumana Jayaprakash, Mrs.C.L.Triveni, Mrs. Neehtu VS, Mrs. Dakshyayini MR, Mrs.Divya HV, Mrs.Hannabel H. Alva,	Coordinator- Dr. Chandrika J	MCE-Administration	Every semester	Continuous	Effectiveness in resolving the grievances related to female students and faculty, improvement in performance of the students	Supported by college funds	Supported by college funds

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(xiii)	Peer Learning Groups of students and Student Mentors and Faculty Advisers for Students	➤ Peer Learning Groups to help the students for joint study and joint projects and very actives in the campus	HODs of concerned departments	MCE-Administration	Every semester	Continuous	Improved performance of the students of weaker sections	Supported by college funds	Supported by college funds
		➤ Faculty Advisers for the group of 15-20 students for mentoring - Faculty Advisors guide the students and monitor their progress	HODs of concerned departments	MCE-Administration	Every semester	Continuous	Improved performance of the students of weaker sections	Supported by college funds	Supported by college funds
						Total expenditure in Rs. (Lacs) (From TEQIP)	35.50	35.50	