

**MALNAD COLLEGE OF ENGINEERING, HASSAN – 573202**  
**EQUITY ACTION PLAN (January-2020 to September-2020)**

**EAP Coordinator: Dr. L. Laxman Naik**

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Sl. No.	Activity	Sub- activity/Action	Coordinator	Executing Agency	Date & Duration	Frequency	Indicator to measure Outcome	Estimated Expenditure (RS. In Lacs)
(i)	To identify students who will require more academic support	<ul style="list-style-type: none"> <li>➤ 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)</li> <li>➤ Academically identified weak students are given extra attention by the course coordinators to improve performance in the particular course in which student finds difficulty in understanding</li> <li>➤ Remedial classes are conducted to identified students in some courses in which</li> </ul>	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	Supported by college Funds

		<p>students find difficulty in understanding</p> <p>➤ Bridge courses on mathematics are conducted for all lateral entry students</p> <p>SC/ST students will be provided with additional text books from their respective book banks from the library</p>						
(ii)	To improve language competency and communication skills	Credit courses on communication skill, soft skill and problem solving skills have been included in the curriculum. These program conducted with the help of experts from external agency	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	Supported by college Funds
(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 first and second year	Continuous	Better transition rate for first year students and improves placement	Supported by college Funds
		Placement training to SC/ST/OBC/rural /Female students in the pre final year	Training and Placement officer	MCE, Training and Placement department	Two days July- 2020		Improvement in campus placement	<b>1.50</b> (TEQIP Fund)
(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	Jan-2020 to Sep-2020	Continuous	Improvement in teaching and research	<b>2.00</b> (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	Jan-2020 to Sep-2020	Continuous	Improvement in teaching and better transition rate	<b>3.00</b> (TEQIP Fund)
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(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 the skills required to effective teaching	TEQIP Coordinator	MCE-TEQIP	Jan-2020 to Sep-2020	Continuous	Improvement in skills required to effective teaching and better transition rate	<b>2.00</b> (TEQIP Fund)
		Awareness programs for teachers of the college about the approaches to Equity, teaching, evaluation procedures, etc.,	Dr. Ezhil Vannan S	MCE - TEQIP	One day program June-2020		Helps to improve implementation of equity action plan	<b>1.00</b> (TEQIP Fund)
(vi)	Make campuses physically and socially gender-friendly, provide adequate and suitable facilities to women students and faculty	<ul style="list-style-type: none"> <li>Separate toilets for boys and girls</li> <li>Counseling facility to students</li> <li>women cell</li> <li>Girl students are provided with separate waiting hall for their comfortable stay during non-class hours</li> </ul>	Dean Administration	Concerned Deans	continuous	continuous	Improved facilities to all the stake holders improves admission	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	Department Coordinators	Concerned department	Jan-2020 to Sep-2020	continuous	Improvement in teaching and learning with knowledge sharing helps student	<b>2.00</b> (TEQIP Fund)

		SC/ST/OBC/Female in all the departments					community in greater innovations	
		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 Association

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(viii)	Sharing information and knowledge about engineering courses and institutions	Organizing camps at school levels in the rural areas to share information about engineering education, entrance exams, scholarships available and future prospects to encourage rural students	Prof. Vijaykumar Tile	MCE - TEQIP	Aug -2020	One program	Increased interest among rural students towards higher education	<b>0.50</b> (TEQIP Fund)
(ix)	Provide appropriate infrastructure for physically challenged students	<ul style="list-style-type: none"> <li>➤ Ramps are being provided in the class room blocks</li> <li>➤ Based on the requirements other arrangements will be made for all physically challenged students</li> </ul>	Dean Students welfare	MCE Administration	continuous	continuous	Increased number of physically challenged students	Supported by college funds
(x)	Special efforts for training/ internship/ placement of weak students	Support to SC/ST/OBC/Female students in getting internships and jobs	Dean IIPC- cell	Dean IIPC- cell, MCE	continuous	continuous	Increased number of placement	Supported by IIPC /college funds
		Interaction of students with alumnus on alumni day	Member Secretary Alumni association MCE	Alumni association, MCE, Hassan	Every year	continuous	Helps in getting internship and placement	Supported by Alumni Association

(xi)	A two-tier grievance redress mechanism (GRM)	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
		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

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(xii)	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	<ul style="list-style-type: none"> <li>➤ Gender committee:</li> <li>➤ Coordinator: Dr. Chandrika, Professor and Head, CSE</li> <li>Members: Mrs.Dakshyayini RS, Mrs.Sumana Jayaprakash, Mrs.C.L.Triveni, Mrs. Neehtu VS, Mrs. Dakshyayini MR, Mrs.Divya HV, Mrs.Hannabel H. Alva,</li> </ul>	Coordinator-Dr. Chandrika	MCE-Administration	Every semester	Continuous	Effectiveness in resolving the grievances related to female students and faculty	Supported by college funds
(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
		<ul style="list-style-type: none"> <li>➤ Faculty Advisers for the group of 15 students for mentoring</li> </ul>	HODs of concerned departments	MCE-Administration	Every semester	Continuous	Improved performance of the students of weaker sections	Supported by college funds

		➤ Faculty Advisors guide the students and monitor their progress						
						Total expenditure in Rs. (Lacs) (From <b>TEQIP</b> )		<b>12.00</b>

Sd/-

Signature of Principal