

Equity Action Plan
Of
Ramgarh Engineering College
(Estd by Govt of Jharkhand & run by Techno India under PPP)

Student Centric Initiatives

Sl. No.	Activity	sub-activity/Action	Coordinator	Executing agency	Duration	Frequency	Indicator to measure outcome	Tentative Expenditure
Academic								
1.	Diagnostic Test	Conduct Entry level diagnostic to check the proficiency of the students of First Year	Basic Sciences & Humanities	Internal	Beginning of the semester	Twice in a Year	Transition Rate	10000/-
2.	Remedial Classes	<ul style="list-style-type: none"> • Design remedial exercises to improve the communication skills of the SC/ST/OBC students • To impart knowledge in the domain areas where the performance of the SC/ST/OBC students is low 	Basic Sciences & Humanities , Respective departments	Internal Resources	Continuous basis	Post Mid semester exam	Improvement in passing % and Transition Rate	10000/-
3.	Identifying Critical Courses where failures are observed	Arranging special classes & labs on academic courses as required based on Semester end exam assessment.	Respective departments	Subject Expert Faculty	End of Even semester	Every Semester	Improvement in passing % and Transition Rate	50000/-

Non-Cognitive								
4.	Leadership workshop	workshop with field activities for realization of Potential among SC/ST/OBC Students	Basic Science & Humanities department	External Agency	Beginning of Odd semester	Once in year	The effect will be realized through the participation of the students in various academic and non-academic activities	For 1st year students, by External Agency: 30000/-
Employability								
5.	Finishing school activities	<ul style="list-style-type: none"> • Preliminary Diagnostic test on Aptitude and Communication • Soft skills, Analytical Skills & Employment Readiness Programme • One on-One Mock Interview 	Basic Science & Humanities department	External Agency	Spread over 4 semesters starting from III semester – VI semester	4 sessions of 4 hour each are planned for III to VI semester	Improvement in Placements	Mock Interviews / Expert Sessions from Industry person to enhance placements 50000/-
6.	Developing Entrepreneurial Qualities	An Accelerated Entrepreneurship Experience through Entrepreneurship development Cell	Entrepreneurship development Cell	Conducted by Entrepreneurship development cell for Technology Innovation & Entrepreneurship	Beginning of the semester	Once a Year	More student Start-ups and Improvement in Placements.	50000/-
Support Services								

7.	Mentoring of students	<ul style="list-style-type: none"> • Faculty Advisors undergo a professional training. • Appointing Faculty advisors for a group of 20-students. • Support of Alumni 	Dean Student Welfare	Departments	Beginning of the semester	Continuous Process	Improvement in their academic performance	Training on Counseling & Mentoring Techniques to Faculties: 25000/-
8.	Grievance Redressal	Institutional level mechanism to capture the issues connected to the students comfort in the campus	Principal/ Vice Principal/ Dean-Student Welfare	Grievance. Redressal Cell	Beginning of the semester	Continuous Process	% of perception captured through the institutional feedback	Nil
Infrastructure support								
9.	Facilitating the students with infrastructure.	<ul style="list-style-type: none"> • Creating an academic ambience. • Support for making campus gender friendly • Toilets, Hostel facilities 	Construction and Maintenance Cell	Internal Facility	Beginning of the semester	Continuous Basis	% of perception captured through the institutional feedback	50000/-
Part II- Faculty Centric Initiatives								
10.	Enhance Pedagogical Capabilities	Workshops on pedagogical techniques	Vice Principal	Internal	Beginning of the academic year	Once a year	Realized through the Formative	Pedagogy Training to Faculty:

							and summative feedback	40000/-
11.	Research & Development & Trainings /Workshops /Seminars	Sponsorship to Paper Publication / Attending Conference / Workshop / Seminar. Visit to R&D organizations /Institutes of National Importance. Sponsoring MOOCs online courses.	Respective departments	Assessment & Approval by HODs of respective department.	On-going process	On-going process	Improvement in Academic credentials & promoting Research Culture among Faculty. Higher Impact Factor.	100000/-
12.	Activate Counseling Techniques	Workshop on Counseling and mentoring techniques	Basic Science & Humanities Dept	External Agency	Beginning of the academic year	Once a year	% of perception captured through the institutional feedback	Training for Faculty on Counseling Techniques: 50000/-