DATA FOR AQAR (2020-2021) CRITERIA -7 OF NAAC

Criteria 7.2   Best Practices

1. Title- No one is left behind

Objective: The institute makes conscious efforts to ensure that every constituent of society gets adequate representation and participation in the mainstream education system. To help transform the society where everyone has access to opportunities to grow and realise their potential we aim to achieve the following objectives through our practices:

1. To address heterogeneity and create an inclusive environment for students
2. To ensure holistic development of students through nurturing excellence by providing opportunities to diverse talents.
3. To build capacities and facilitate intellectual evolution of students

Context - We live in a society known for its diversity. This diversity in terms of gender, income groups, different intellectual capabilities, differing physical abilities etc. is our identity. However despite being the foundation of modern society, there is still a lurking need to embrace the differences that make each individual unique and yet a part of a common system where being different should not makes one's life difficult. Being an educational institution our responsibility towards ensuring fulfilment of this unfulfilled need multiplies manifold as we have the power to imbibe these values amongst the future generation. Moreover the ongoing pandemic has made the challenges even severe and functionality issues have hampered the progress. Issues such as inadequate training to optimally utilise the existing tools and centrality of need for effective communication have come to the fore. Thus we have to strengthen our efforts even further to serve the society well.

Practice: Institute has consistently made efforts to keep abreast with the frequent changes, be it Covid-19 pandemic related challenges or the constant need to upgrade to higher levels of institutional preparedness to ensure all round student development while valuing diversity and giving specific emphasis on the intellectual evolution of its students.

With these key objectives in mind strategically planned, result oriented activities are conducted throughout the year namely:

1. Scholarships to socially and economically weaker students are provided. Special scholarship schemes by GGSIPU for financial assistance to those who were caught in the horrifying pandemic and lost either or both of their parents are provided to MSI students. Governmental scholarships facilities are also communicated to the students so they can benefit from them.
2. For ensuring academic enrichment and capacity building of students, keeping in view the heterogeneous intellectual capacity levels, institute makes special efforts to assist students in their learning cycles by customising the learning outcomes. For above average students, the institute focuses on imparting the knowledge deemed 'Must know, Should know and Could know.' For students with average ability, 'Must know and Should know' information is delivered and finally for students with below average ability, only information deemed 'Must know' is transacted to ensure they get adequate space to cover up without being overburdened beyond their capacity.

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3. To further facilitate evolution at intellectual level, additional inputs are given to exceptionally bright students and remedial classes are provided to students who need additional assistance in coping up with the dynamic pace.
4. To ensure adequate representation and inclusivity, admission process ensures adequate representation of students belonging to Scheduled Caste/Scheduled Tribes as well as students belonging to other states.
5. Adequate counselling facilities are made available with a trained psychologist on call and a full time counsellor to address the pressing emotional and psychological needs.
6. Regular seminars and webinars are organised for intellectual evolution of the students on contemporary topics to reduce curriculum-industry gaps.
7. Student are encouraged to participate in various societies working at institute level to harness their hidden potential and promote holistic development.
8. To bring about holistic personality development, several events as environmental day competitions, poster making competitions, advertising events etc. are scheduled.
9. To bring out maximum potential of students even during pandemic times, online tools of learning were provided by the institute in the form of MS Teams (paid) to facilitate online classes.

Evidence of Success – MSI helps students reinvent themselves by grooming them into confident, able, skilled and motivated adults focussed towards a bright future. This is evident by the successful placements of students as a majority of them have been able to secure themselves a job even in these challenging times with the best of employers on board. The compensation packages received are amongst the best in the strata. Students are recipients of various awards and recognitions by winning and participating in different competitions, fests, quizzes etc. at different colleges, institutes and universities. MSI boasts of a successful alumni network wherein its students have been able to distinguish themselves from the crowd and have earned recognition in the external world. Moreover, students have successfully started their own entrepreneurial ventures with the learnings that they received here. Continuous assessment mechanism has helped students become competitive and sharp at the same time. Number of students have earned admission in foreign universities and other Indian universities of repute from higher studies. Hence all this testifies the significance of efforts made at MSI to ensure holistic development and overall growth of its students.

Problems Encountered– Though over the years, there has been a very positive feedback collected from students, renewed focus is needed to ensure that the results further improve with pandemic threatening the traditional ways of learning. Though students effectively adopted to the new ways of learning but infrastructural access is still an issue. Not every student had access to the required tools of modern ways of learning and thus providing access is an issue. To ensure adequate engagement of students using online tools, teachers have to be more creative and informative at the same time. Additional training and skill development sessions can be helpful. Students have shown resilience and grit to overcome challenges in the past and have blossomed in face of adversities. However, with rapidly changing face of education, students and teachers alike have to transform to keep pace and remain relevant.

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2. Teaching to foster competence and capability with accountability and responsibility

Objectives: Realising and appreciating the important role that the faculty members play, the institute has taken adequate steps to ensure their overall development and growth.

The initiatives taken in this regard aim to achieve the following outcomes:

1. To nurture the spirit of growth and facilitate intellectual evolution amongst the staff members by providing a congenial environment.
2. To encourage the faculty to take responsibility for nurturing students and simultaneously ensuring accountability.
3. To develop and maintain a culture of open door policy for grievance redressal and optimum stakeholder connect.
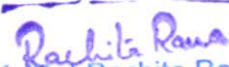4. To create a sustainable approach towards building digital resilience.

Context - In this age of information technology, organisations and institutions across the world face a daunting task to either transform their traditional approach to work or perish. Educational Institutes in particular have been exposed to quickly adapt to changing times as they bear the responsibility to create a future generation which is capable and equipped to make their presence worthy enough in these uncertain times. Keeping this in mind, it becomes essential to continuously invest in upskilling and providing the best of opportunities to faculty members, who in turn, can reshape and reinvent themselves and the learning environments successfully in the face of upcoming challenges. Moreover the advent of covid-19 pandemic has bought issues as lack of digital infrastructure, inadequate training to optimally utilise the existing tools and centrality of need for effective communication to the fore front. Thus every possible effort is being made to overcome the said challenges.

Practice:

Institute has continuously made efforts to encourage and equip faculty members with the best of resources which can increase their competence and can help them cater to the ever changing dynamics of teaching learning process.

With the key objectives in mind, following activities were conducted throughout the year namely:

1. In order to ensure accountability and responsibility, various practices such as Lesson Plan Performa, Conduct of Teaching Performa, Semester Quality Report, Attendance Analysis and Self-appraisal Reports are filled regularly by the faculty.
2. Continuous efforts are made to address any institutional stagnation through Assured Career progression for both teaching and Non-teaching staff.
3. To bring about evolution of faculty at intellectual level, a faculty refresher programme was organised from 7th April to 20th April 2021.
4. In order to enhance digital resilience for a sustainable future, a GGSIPU sponsored National Conference on "Digital Entrepreneurship" was organised on 29-30th January 2021.
5. Faculty are continuously updated with publication and conference related information pertaining not just to MSI but happening anywhere across board in different institutions.
6. Academic leaves and reimbursements are provided to faculty to physically attend conferences and increase their research quotient.
7. Research grant of Rs. 5000 to faculties to encourage publication in Scopus indexed journals. Additionally Rs. 20000 for Patent registration and Rs. 15000 for copyright generation is provided by the Surajmal Memorial Educational Society running the institute.

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8. Online software trainings were provided to equip faculty with the right set of tools to enhance online teaching competence.
9. Regular interactive sessions are organised and inter and intra departmental meetings are encouraged to ensure healthy communication of ideas amongst faculty members. Here, individual as well as collective concerns of faculty members are addressed by the Department in the best possible manner. Faculty is also encouraged to come up with innovative and creative solutions to the existing challenges.
10. The Institute practices open door policy at all levels and faculty can meet the management in case of any concern without any prior appointment.

These activities helped to enhance overall knowledge of the teachers, develop right research attitude and build professional ethics to become effective teachers. Apart from these regular training, FDPs, motivational lectures on topics related to research, management, intercommunication skills, values and ethics are organised.

Evidence of Success -The success of all the initiatives taken are evident from the fact that most of the faculty at Maharaja Surajmal institute are associated with the Institute for so long. The faculty reschedules the classes in any event of emergency or leave, thus a continuity in classes is ensured and it shows in the students of MSI making it to merit lists across Departments. Faculty members of this institute are well qualified, are publishing quality research papers in number of Scopus indexed and UGC CARE Listed Journals. Some of them have also managed to get independent research projects with renowned institutions such as ICSSR. Some faculty have also bagged prestigious National and International awards.

Regular skill development initiatives help the faculty to develop onto their personal goals as well. A majority of faculty in the institute hold a PhD Degree certifying their academic capabilities. Additionally, faculty members have swiftly shifted to online mode of teaching without affecting the productivity. They are kept motivated through various incentives and they pass on similar levels of enthusiasm and encouragement to the students. This has created a congenial environment to learn and grow and reach newer heights on personal and professional front together for all.

Problems Encountered– Excellence is not a one-time activity. It is a continuous pursuit to achieve the best that we can within available resources. MSI has always taken the challenges in its stride and has made consistent effort to excel at whatever is done. Even then, network problems and connectivity issues sometimes proved to be a hurdle in smooth conduct of online classes. Likewise, lesser interaction and lack of emotional rapport in online platforms in comparison to offline mode lessened teaching effectiveness to some extent. Despite being highly qualified, faculty members are not recognized as eligible guides for PhD students in the university as University norms are a major deterrent. Further, the faculty are unable to get research grants and sponsorships from the government agencies for research projects due to norms which are a hurdle in their professional development and competency enhancement.

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