

Best Practices

Best Practice - I

1. Title of the Practice : Faculty Motivation – Sponsorship & Retention”

2. Objectives of the practice:

- To sponsor faculty for full-time Ph.D. programs in IITs, NITs, Central Universities, etc. under quality improvement program.
- To provide incentives for the faculty pursuing external part-time Ph.D. programs in various State and Central Universities.
- To develop research culture in the campus and provide motivational incentives to the faculty to present technical papers in various national and international conferences held in India and abroad.
- To attract and retain senior faculty by providing special incentives for long service in the college.

3. The context:

At present, there are about 9% of the faculty members with Ph.D. degree in the college. In spite of repeated advertisements for recruitment of faculty with Ph.D. degrees, the college did not receive much response, particularly at the level of Professors and Associate Professors with required qualification. To encourage the faculty who are desirous of pursuing full-time Ph.D. programs in premier institutes / universities, the college sponsors few of the faculty members for full-time Ph.D. programs by granting study leave with pay and other service benefits.

Since it is not possible and also not economically viable to sponsor majority of the faculty for full-time Ph.D. programs, it is felt that the incentives may be extended to encourage the faculty to register for part-time Ph.D. programs with different State and Central Universities and provide required financial support to complete their research work and obtain Ph.D. degrees in time.

Since the college is located in rural area, it has become a difficult task to attract and retain the senior faculty. Providing special incentives is one of the measures to attract and retain senior faculty.

4. The Practice:

Sponsorship to full-time Ph.D. Programs:

- Sponsoring faculty to full-time Ph.D. Program at reputed institutes like IITs, NITs and Government Universities with pay and service benefits.

Incentives to pursue part-time Ph.D. Programs:

- A special pay of Rs.2,000/- per month is paid upon registering for Ph.D. Program for maximum period of 12 months.
- A special pay of Rs.3,000/- per month is paid upon completion of Pre-Ph.D. / satisfactory review by a committee for maximum period of 12 months.
- A special pay of Rs.4,000/- per month is paid upon satisfactory review by a committee for maximum period of 12 months.
- A special pay of Rs.10,000/- per month is paid upon submission of thesis work for maximum period of 12 months.

Incentives for presenting technical papers in Conferences:

- The faculty members are encouraged to present their research work in National / International conferences both in India and Abroad by sponsoring registration fee, second sleeper charges and DA. A maximum amount of Rs.10,000/- is paid if the papers are presented in the conferences held in IITs, NITs and Government Universities / Organizations and Rs.5,000/- for others. 50% of actual expenses including registration fee or Rs.30,000/-, whichever is minimum, is paid if the papers are presented in the conferences held abroad.

Retention Measures:

- After 5 years completion of service in this college, all the faculty members are eligible for gratuity kind of payment.
- The staff retention is another important practice in which the faculty who completes ten years of service at this college, gets Rs.1,00,000/- incentive and thereafter for every five years gets Rs.50,000/-

5. Evidence of Success:

- Four faculty members have been sponsored to full time Ph.D Program with pay and service benefits and two faculty members have been sponsored to full-time Ph.D. program without pay, but with service benefits at IITs, NITs and Central Universities during the last four years. Two of them are about submit Ph.D. thesis.
- Six faculty members who have registered for Ph.D with different universities got awarded Ph.D degrees during the last four years. Another three faculty members have submitted their Ph.D. thesis recently.
- Sixty Six faculty members have registered for Ph.D with different universities and are actively pursuing their research work.
- More than one hundred technical papers are presented in various conferences and about five hundred technical papers are published in national and international journals by the faculty during the last four years.
- Sixteen faculty members have put up 10 and above years of service and Seventy Seven faculty members have 5 and above years of service in the college.

6. Problems Encountered and Resources Required:

- Sponsoring faculty members for full-time Ph.D. programs with pay in large number is burdensome financially and is a major challenge to the college.
- Providing academic leave to the faculty members pursuing external part-time Ph.D. programs for fulfilling the residential requirements of each university and sponsoring to various conferences and faculty development programs without affecting the regular class work and with a little inconvenience to the students is challenging task for the administration.
- The various incentives offered to the faculty leads to additional financial burden of rupees fifty lakhs and above every year.

Best Practice – II:

1. Title of the Practice: Enhancing the Employability Skills and Placements of Graduates

2. Objectives of the Practice:

- To conduct pre-placement training on Aptitude, Verbal, Reasoning, etc. for improving the success rate in tests conducted by recruiting companies.
- To develop programming skills, soft skills, English communication skills and interpersonal skills for preparing the students to face interviews and secure placements.
- To provide hands-on-experience on latest software tools to make the students industry ready.
- To conduct workshops on emerging areas for exposing the students to latest developments in the field of engineering and technology.
- To train the students in the industry and encourage them to work on industry oriented projects.

3. The Context:

English communication is one of the main problems faced by the students as most of the students have vernacular back ground as they hail from villages. Further, some of them do not have required orientation towards engineering education because of their family background. Students are not aware of the skills required for employability. To overcome all these problems, students required to undergo regular training on soft skills, communication skills, interpersonal skills, etc. right from the first year.

Ever changing technological advancements in engineering and technology necessitate students to expose them to latest software tools and gain knowledge on latest developments in the subject areas. Further, exposure to the industry in the form of training makes the students to gain knowledge on industry requirements and practices.

4. The Practice:

- Conducting pre-placement training classes on Aptitude, Verbal, Reasoning, etc. regularly on week days, six hours a week in pre-final and final year by internal and external professional trainers drawn from premier training institutes like Focus Academy for Career Enhancement, COIGN, Seventh Sense Talent Solutions, etc. Special slots are provided in the regular class time table for conducting pre-placement training classes. The topics covered in this course enable the students to track the online-assessment tests conducted by various companies for campus recruitment process. It also helps the students to face competitive examinations like GRE/ GMAT/ CAT.
- Conducting classes on English communication at first and second year level by the faculty of English department. Besides, Infosys Campus Connect soft skills program is conducted for about 150 students every year for second year students of B.Tech program.
- Conducting personality development programs regularly to develop soft skills and interpersonal skill. Mock interviews by industry experts are conducted to instill confidence among the students by providing necessary inputs to face the interviews.
- Enhancing programming skills by conducting special classes and arranging training by industry experts during weekends. Infosys Campus Connect foundation program provides the opportunity to students to strengthen their knowledge on computer foundation courses and develop programming skills.
- Providing hands-on-training on latest software tools such as MATLAB, ANSYS, STAAD Pro, Mentor Graphic Tools, etc. in pre-final and final year by the industry experts.

- Organizing workshops on emerging technologies such as Big Data Analytics, Cloud Computing, Internet of Things, etc. from second year onwards by eminent academicians and industry experts.

5. Evidence of Success:

This process has helped in

- improving soft skills, programming skills, etc. of the students tremendously which has resulted in gradual increase in number of placements.
- providing hands-on-experience to the students on latest software tools which has made them industry ready.
- exposing the students to latest technologies so that they can choose a particular field and work on the related technology and secure suitable employment.

The outcome of the above practices in terms of placements is given below:

About 35% of students have been placed in IT Industries.

About 17% of students have been placed in core industry.

About 6% of students have been placed in allied areas.

6. Problems Encountered and Resources Required

- Developing professionalism and right attitude among all the students is a major challenging task to the college as some of the students are not serious in their studies.
- Conducting various training programs, personality development programs and workshops on emerging technologies requires huge funding.
- Arranging internships in the industry to all the students is a challenging task to the administration.
- Since about 50% of the students lack in English communication at entry level, college needs to recruit more number of English faculty and professional trainers to conduct special classes on English communication.

Any additional information regarding Innovations and Best Practices, which the College would like to include.