Nagar Yuwak Shikshan Sanstha's

Yeshwantrao Chavan College of Engineering

(An Autonomous Institution affiliated to Rashtrasant Tukadoji Maharaj Nagpur University)

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Summary
7.2.1

Best practices successfully implemented by the Institution as per NAAC

- Best Practice-I

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BEST PRACTICES OF INSTITUTE

Best Practice I:

1. Title of Practice: "Academic Enhancement and Monitoring Practice" through Annual Workload Plan (AWL)

2. Objectives of the Practice:

Internal Quality Assurance Cell of YCCE has taken number of initiatives to ensure the overall development of the institution and its stakeholders. One of the most effective initiatives is Annual Work Load (AWL) Plan. The main objective of the initiative is to prepare the institute as per the quality assurances requirements of the accreditation agencies like NAAC and NBA, and ranking agency NIRF.

3. The Context:

Competent faculty is the backbone of any education system. In today's time, with rapidly changing scenario, role of a teacher has been extended to a facilitator.

The changing scenario has brought a paradigm shift from traditional teaching process to outcome-based education. With OBE: reconstruction of curriculum, evaluation, innovative teaching practices and training has helped to mirror the achievements in higher order of knowledge.

To cope up with this paradigm shift, developing capacity and increasing competencies of faculty has become very crucial.

On this backdrop, the IQAC of YCCE has suggested the quality initiative of enhancing skill and competencies of faculty which will in turn help students in receiving better education and guidance in the form of Annual Workload Plan (AWL) for faculty.

4. The Practice:

Annual Work-Load Plan

The AWL SOP includes

a) assigning the key responsibility areas (KRA's) to the functional heads,

b) Guidelines to the departments for target allotment based on the strength of the departments

c) Faculty allotment target sheet to assign the targets to faculty. The targets are assigned as per the cadre and some are mandatory targets.

The major areas of AWL targets include –

- Qualification improvement of faculty
- Quality research publication,
- Submission of funding proposals to various funding agencies to fetch grants for carrying out research and non-research based activities
- Product Development
- Creation of Intellectual Property Rights
- Application of knowledge through Consultancy/Testing
- Involvement in professional society activities through active membership
- Attending FDP/Training programs
- Organizing SDP/FDP for students and faculty
- Generation of learning materials
- Practicing innovative teaching learning methods
- Usage of e-resources in T-L process.

HoD ensures proper distribution of targets based on qualification, designation, experience, and thrust area etc. of concerned faculty. Target Completion dates are properly distributed in two halves in an academic session without disturbing the T-L process.

Since the entire practice has been developed in view of improving quality in technical education, it is imperative that every faculty member must contribute and strive for the betterment of the technical education, keeping in view student's education and interest. Therefore, it is important to take periodical follow up and bring it to the notice of the concerned faculty for completion of assigned targets, through proper communications during the year.

5. The outcome of the AWL plan/ Evidence of Success:

- Significant improvement in number and quality of research publications by faculty (1493 Papers)
- Large numbers of funding proposals are submitted to various funding agencies. The institute received funding of Rs. 6 Cr. in the last 5 years.
- 96% faculty members are the members of relevant professional societies of their discipline.
- Each faculty member is practicing the appropriate innovative method while teaching the course.
- The institute could receive 578 copyrights + Patents for learning materials developed by faculty members.
- The institute has generated the revenue of Rs. 1,24,88,860 Lakhs through consultancy and testing.

- 109 New Innovative Expt. Setup/ New Instructional Lab Manuals have been developed by faculty.
- The college is ranked every year since 2016 in NIRF ranking. **(Ranks within 150)**
- The college is now one of the preferred destinations for aspiring students, which is evident from the admission statistics. **(Avg. 94.4% Admissions)**
- The college has received NBA accreditation & reaccreditation for 09 programs **(6 UG,3 PG).**
- Overall class attendance, engagements of classes **(97%)** and syllabus converge **(90-95%)** has substantially improved.
- There is an increase in curricular and extracurricular activities for students enhancement, A notable increase can be witnessed in students paper publication and their participation in various competition organised by reputed institutions.
- Quality of UG and PG projects have been profusely elevated, which is seemingly reflected through the varied competitions participated by students. **(21 projects-based patents have been filed).**
- There is an upturn hike in organizing and attending the faculty development programmes. **(95% Faculty Members)**
- Establishment of Centre of Excellence **(05)** in the institute is an added feature.
- Established YCCE TBI Foundation, a section 8 company for technology business incubation, housing 09 LLPs
- Distinct upswing can be witnessed with number of patents **(72)** and copyrights **(440)**.

6. Problems Encountered and Resources Required:

The arduous problems faced in executing the best practice were on lower side. Insufficient knowledge of the systems, coordination among team members and other responsibilities assigned to key faculty members were some of the trifling issues. Extensive work was required in developing formats. Funds were essential for upgrading MIS software, organizing FDPs and student activities. A well-designed and configured support system is provided to Dean Academics and all the Functional Heads. There is a provision of special substantial incentives to all the functional heads. A new-fangled initiative, where faculty is mentored for areas such as OBE, Academics, R&D and department level administration has proven favourably constructive in overcoming hurdles.

7. Notes:

Vision and directions of the Management and Principal, coordination among functional heads, commitment shown by faculty members and response from other stake holders are the essentials for streamlining the process. Mid-term and end-term reviews and audits in structured form are the integrated and intertwined parts for developing and triumphantly running the process.

The core team identifies the issues and resolves the same in a systematic way.