

**TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)**  
**Equity Action Plan Jan 2020 to Sept 2020**

**Name of Institute: National Institute of Technology Srinagar, Jammu & Kashmir**

**Part A: For soft activities**

S. No.	Activity	Action to be taken	Coordinator from the institute	Executing agency	Date & duration	Frequency	Whether continuing from last action plan or new activity	Indicator to measure outcome (should be quantifiable)	Estimated Expenditure (Rs)
1.	To improve language competency, soft skills and confidence levels	Students were given special classes in language lab (developed under TEQIP III) to improve their language & other skills by Internal/External experts	Prof. Mukhtar Ahmad & Dr. Tahir Wani	HSS	Continuous	For First and Fourth year students	New activity	At the end improvement will be evaluated	2,00,000.00
2.	Cognitive and soft skills including communication and presentation skills through their wide use in curricula / project based work, and where needed,	1. Providing Employability skills training for improving the performance of the students. 2. Outside agency will be hired for conducting AMCAT Test/Employability Test 3. Outside Agency will be hired for conducting	Dr. Obbu chandra	T&P	Continuous	Monthly	New activity	Evaluating performance by conducting various Tests	21,00,000.00

	to provide special skills training to students with priority to the weak students	Diagnostic Assessment Test.							
3.	Improving placement of students	<ol style="list-style-type: none"> <li>1. Career Counseling for student.</li> <li>2. Appoint of counselor</li> <li>3. Conducting Brainstorming Session for students</li> <li>4. Conduct HR summits</li> <li>5. Contact Alumni to invite companies on campus</li> <li>6. Organize mock GD rounds through special trainees</li> </ol>	Dr. Obbu chandra	T&P	Continuous	Monthly	New activity	At the end improvement will be evaluated	5,00,000.00
4.	Updating Domain Knowledge	<ol style="list-style-type: none"> <li>1. Promoting faculty to participate in research, development activities and consultancy.</li> <li>2. Deputation to seminars, conferences and presentation of research papers- expenses to be borne by the institute as per the applicable norms.</li> </ol>	Dr. Ahsan Chesti	NIT Srinagar	Throughout the year	--	New activity	Increase in percentage in research publication & increase in students pass percentage	36,00,000.00

		<p>3. Enhanced interact with industry.</p> <p>4. Funds have been already provided for the seed money projects for faculty.</p>							
5.	Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/transgender students	<p>➤ Training Needs Analysis (TNA) to be carried out by external expert for all teachers to understand the skills required to effectively teach to different learning styles.</p> <p>➤ Prepare Faculty Development Plan using identified providers for Pedagogy (IITs) or National Training Calendar for subject training), giving priority to the teachers with the most significant gaps in knowledge and skills as diagnosed by the TNA</p>	Dr. Mukund Dutt Sharma	NIT Srinagar	Throughout the year	--	Continuing from last action plan	Increase in percentage in research publication & increase in students pass percentage	5,00,000.00
6.	Teacher's counseling	➤ Approaches to dealing with students that need additional support; SC/ST & women students	Dr. Obbu Chandra & Dr. Mukund Dutt Sharma	T&P	Throughout the year	--	New activity	Increase in students pass percentage	3,00,000.00
7.	Make campuses physically and socially gender-friendly,	Setting up sanitary vending machine in girls hostel and will make proposal for establishing separate toilet	Prof Jayashree Baral Dr. Fayaz Sofi	NIT Srinagar	--	--	Continuing from last action plan	Increase in facilities & requirements for physically	10,00,000.00

	including provisions for students of transgender; especially provide adequate and suitable facilities to women students and faculty	for female & male students & faculty.						challenged students	
8.	Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing	Workshops will be conducted in the institute for the faculty and students in which experts from Industry/alumni will be invited to share new technologies.	Prof Saad Parvez	NIT Srinagar	Yearly	--	New activity	Students get aware about new technologies	3,00,000.00
9.	Sharing information and knowledge about engineering courses and institutions	Institute will organize the camps in schools in the rural areas under the scheme UBA to aware students about the engineering courses and the scope in future	Dr. M. S Charoo	NIT Srinagar	Yearly	--	Continuing from last action plan	Increase student ratio in engineering courses in next few years	3,00,000.00
10.	Provide appropriate infrastructure for physically challenged students	1. Ramps will be constructed as per the requirement 2. Proposal for setting up Friendly washrooms in the	Prof Jayashree Baral	NIT Srinagar	--	--	Continuing from last action plan	Increase in facilities & requirements for physically challenged students	10,00,000.00

		institute for the differently able students. 3. Setting up sanitary vending machine in physically disabled students in girls hostel.							
11.	A two-tier grievance redress mechanism (GRM)	Provide multiple channels for filing complaints.	Prof Roohie Naaz	NIT Srinagar	Continuous	--	Continuing from last action plan	--	--
12.	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	Protect and address the needs and concerns of the women students	Prof Roohie Naaz Prof Kowsar Majeed Prof Babar Ahmad Prof S Rubab Mr. M Y Kuchay	NIT Srinagar	Continuous	--	Continuing from last action plan	Try to Solve the concerns of students in minimum possible time	--
13.	Peer Learning Groups of students	Develop Peer Learning Groups of 10-12 students (from diverse academic backgrounds/levels/genders/social background), for joint study and joint projects (faculty and senior students to be the resource person)	Dr. Fayaz Ah Sofi Dr. Irfan Samad Wani Dr. Farhad Illahi Bakshi Dr. Mohammad Mohsin Khan Dr Harkirat	NIT Srinagar	Continuous	Semester Wise	Continuing from last action plan	Outcome through results of the students and by evaluating their grades.	--

			Singh						
14.	Appointing Student Mentors and Faculty Advisers for Students	Professional Training given to FA and Students	Dr. Ravi Kumar Dr. shakeel ah waseem Dr. Neeraj Gupta Dr. Noor Zaman Khan	NIT Srinagar	Continuous	--	Continuing from last action plan	Better transition rate in students result	--
15.	To identify students who will require more academic support	Academic Support to desired students and remedial classes will be conducted for the weak students	Dr. Mushtaq Ahmad Rather	NIT Srinagar	Beginning of the semester	Semester wise	continuing from last action plan	At the end improvement will be evaluated	5,00,000.00
16.	Special efforts for training/internships/placement for the weaker students	Students were sent to reputed industries/companies for internships and were also given a chance to get placed in the best companies	Dr. obbu Chandra	T&P	Semester wise	Semester wise	New Activity	Evaluation of Improvement in placement rate of students	30,00,000.00