

**TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)**

**Equity Action Plan Dec 2020 to March 2021**

**Name of Institute: PSG College of Technology**

**Part A: For soft activities**

Sl. 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	Sustainability Plan (Whether the activity will be conducted after the completion of the project Yes/No)	If yes, what will be the source of funding
1. 3 2.	<b>To identify students who will require more academic support</b>	Assessment test on proficiency module.	Heads of Department, Programme Coordinators, Remedial Class Coordinators	PSG College of Technology (Internal)	Continuous throughout the semester	Beginning of each semester & remedial classes carried out continuously	Continuing from last action plan	Percent of students transiting from First to Second year with all first-year courses passed.	2,00,000	Yes	Institution Funds

		Remedial classes & Supplementary classes for the identified of Weak students						Pass percentage of the students attending remedial class other than first year.			
3.	<b>To improve language competency, soft skills and confidence levels</b>	Conducting English tutorials, covering both grammar and everyday English	Head of Department, English Department.	PSG College of Technology (Internal)	Continuous throughout the semester	Continuou s	Continuing from last action plan	Better transition rates for first and second year students	50,000	Yes	Institutio n Funds
		Students to make presentations in the classes							NIL	Yes	NA
4.	<b>To improve non-cognitive and soft skills including communication and presentation skills through their wide use in</b>	First year students to develop and make presentations in the classroom	Courses Handling Faculty & Dean, Placement & Training	FACE Academy (Conducted Employability Skill Training)	Continuous throughout the semester	Continuou s	Continuing from last action plan	Improvement in job placement of students, especially among those with disadvantage backgrounds	2,00,000	Yes	Institutio n Funds

	<b>curricula / project based work, and where needed, to provide special skills training to students with priority to the weak students</b>	Conduct employability skill training and delivery of extra classes for students who may require them									
<b>5.</b>	<b>Give under-qualified teachers priority in opportunities to upgrade their domain knowledge</b>	Promote faculty to enroll in Part-time PhD and participate in research, development activities and consultancy  Deputation to seminars, conferences and presentation of research papers	Heads of Department	PSG College of Technology (Internal)	Throughout the semester	Yearly	Continuing from last action plan	Increase in the percentage of teachers enrolled in Ph. D. yearly  Number of faculty participated in research / conference & papers presented/ publication	2,00,000	Yes	Institution Funds

6.	<b>Training of teachers in subject matter and pedagogy, particularly to improve the performance of weak students/ transgender students</b>	Organize domain training on the basis of link up with industry to keep abreast of cutting edge technology	Heads of Department	PSG College of Technology (Internal)	Throughout the semester	Yearly	Continuing from last action plan	Improve faculty and students knowledge	2,00,000	Yes	Institution Funds
		Conduct awareness programmes for teachers of the institute about the approaches to teaching, evaluation procedures, etc.,									
7.	<b>Make campuses physically and socially gender-friendly, including provisions for students of transgender; especially provide</b>	Counselling facility to students	Dean, Administration & Students Union	PSG College of Technology (Internal)	As required	As required	Continuing from last action plan	Institutions to provide descriptive reports of actions taken including number of beneficiaries	NIL	Yes	NA
		Facilitating online campus resource guide for new and									

	<b>adequate and suitable facilities to women students and faculty</b>	prospective female and Trans students.  Carry out Satisfaction Survey/ feedback to assess training achievements .									
<b>8.</b>	<b>Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing</b>	All departments invite external experts to share their experiences and ideas  Alumni are also a part of these workshops	Heads of Department	PSG College of Technology (Internal)	Throughout the semester	Yearly	Continuing from last action plan	Number of workshops organized and participants attended.	50,000	Yes	Institution Funds
<b>9.</b>	<b>Sharing information and knowledge about</b>	Organize camps at the school in the rural	Programme Officers, NSS. &	PSG College of Technology (Internal)	Yearly	Yearly	Continuing from last action plan	Increased number of students from the rural areas,	50,000	Yes	Institution Funds

	<b>engineering courses and institutions</b>	areas to share information and knowledge about engineering education.	NCC officers					especially girls			
<b>10.</b>	<b>Provide appropriate infrastructure for physically challenged students</b>	Facilities like ramps, lifts are provided at all the blocks in the college premise also facilities provided in the toilets.	Head, General Maintenance	PSG College of Technology (Internal)	As required	As required	Continuing from last action plan	Increased number of disabled students due to improved facilities	NIL	Yes	NA
<b>11.</b>	<b>Special efforts for training/ internship/ placement of weak students</b>	Connecting alumni with the weaker students for guidance related to internship and placements	Heads of Department	PSG College of Technology (Internal)	Continuous	Continuous	Continuing from last action plan	Increase number of students with placements	50,000	Yes	Institution Funds
<b>12.</b>	<b>A two-tier grievance redress</b>	Multiple channels for filing complaints.	Principal	PSG College of Technology (Internal)	Continuous	Continuous	Continuing from last action plan	Number of complaints received and time taken to	NIL	Yes	NA

	<b>mechanism (GRM)</b>	In addition to a hotline (telephone), an email address, complaints box, etc.						address grievances			
13.	<b>Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.</b>	Shared Hotline (telephone), portals and email address where students/faculty may lodge issues Counselling to needy female students / staff	Heads of Department	PSG College of Technology (Internal)	Continuous	Continuou s	Continuing from last action plan	Improved student performance due to counselling	50,000	Yes	Institution Funds
14.	<b>Peer Learning Groups of students</b>	Peer Learning Groups of 6 - 7 for joint assignment presentation, and joint projects	Heads of Department	PSG College of Technology (Internal)	Continuous	Continuou s	Continuing from last action plan	Improvement in student's performance / better marks	NIL	Yes	NA

15.	<b>Appointing Student Mentors and Faculty Advisers for Students</b>	Faculty Advisers are available for student in 1:20 ratio.	Principal	PSG College of Technology (Internal)	Continuo us	Continuou s	Continuing from last action plan	Satisfactory progress based on the reports received from the mentors	NIL	Yes	NA
		Senior student as mentors for junior students.									