

Dr. Anuj Kr. Sharma
EAP Coordinator



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Lucknow-226021

AKTU/TEQIP-III/2021/325

Date: 12th April, 2021

To
The Directors/Principals
All Colleges affiliated to Dr. APJ Abdul Kalam Technical University
Lucknow, Uttar Pradesh

Subject: Regarding implementation of Equity Action Plan (EAP) activities

Dear Sir/Madam

Please refer our earlier circular AKTU/TEQIP-III/2018/89 dated 26/12/2018, AKTU/TEQIP-III/2019/142 dated 11/07/2019 and AKTU/TEQIP-III/2020/267 dated 29 May 2020 and as per directions of NPIU/MHRD regarding Equity Action Plan (EAP). The EAP is instrumental in guiding institutes in thinking approaches to improve students' learning, performance, promoting equity among students and enhancing faculty productivity, motivation to teach and promote research.

You are requested to kindly implement Equity Action Plan (EAP) activities in the below points.

SN	Activity	Action Required
1	To identify weakness in all students and take remedial steps	<ul style="list-style-type: none">➤ Institute to set a question paper to test fundamental knowledge of students➤ conduct assessment of all the 1st year students
2	To improve language Competency ,soft skills, non cognitive, presentation skills and confidence level	<ul style="list-style-type: none">➤ Conducting regular English tutorials, covering both grammar and everyday English➤ Opportunities for students to make presentations in the classes➤ Focusing on written communication - opportunities to write in different genres, such as e-mails, paragraphs, and summaries➤ Easily accessible classes (taking into account student schedules) in the language lab➤ Organize doubt clearing classes for these students
3	Give under qualified teachers priority in opportunities to upgrade their domain knowledge	<ul style="list-style-type: none">➤ Identify the faculty members who do not have Masters and/or PhDs➤ Promote faculty to enroll in Part-time PhD➤ Provide opportunities / promote faculty to participate in research, development activities and consultancy➤ Deputation to seminars, conferences and presentation of research papers- expenses to be borne by the institute as per the applicable norms➤ Enhancement of research and development activities➤ Enhanced interaction with industry➤ Conducting Professional Development Programme for faculty
4	Training of teachers in subject matter and pedagogy , particularly to improve the performance of weak students	<ul style="list-style-type: none">➤ Training Needs Analysis (TNA) to be carried out by external expert for all teachers to understand the skills required to teach to different learning styles effectively➤ Conduct Faculty Development Plan➤ Organize domain training based on the link-up with industry to keep abreast of cutting-edge technology


		<ul style="list-style-type: none"> ➤ Institute to carry out Satisfaction Survey/ feedback to assess training achievements
5	Peer learning group of students	<ul style="list-style-type: none"> ➤ Develop Peer Learning Groups of 10-12 students (from diverse academic backgrounds/levels/genders/social background), for joint study and joint projects (faculty to be the resource person) for 1st year students ➤ Continuing the peer groups already formed under the project
6	Appointing students mentors and faculty advisors for students	<ul style="list-style-type: none"> ➤ Faculty Advisors to guide the students and monitor their progress ➤ The Student mentor should meet a minimum of thrice a week and faculty advisor once a week ➤ FA may also keep in touch with parents and talk to them when a relevant problem arises ➤ Faculty should be given some professional training in mentoring and counselling to play this role
7	Special efforts for training /internship /placement of weak students	<ul style="list-style-type: none"> ➤ Placement Officer or Placement Cell to network with industries and research to know what organizations want ➤ Training - job-readiness training, job search assistance, and career guidance and counseling ➤ Alumni connect- alumni database and networking with those working in reputed firms for advice and assistance related to internship and placement ➤ Networking and referrals with various industries/clusters to promote students for internships/placements ➤ Assisting in building student's profile to attract industries
8	Make campuses physically and socially gender- friendly; especially provide adequate and suitable facilities to women students and faculty	<ul style="list-style-type: none"> ➤ Ensuring barrier-free access to physically challenged students and faculties by construction/renovating ramps, lifts ➤ Construction/renovation of separate Gender-inclusive toilets for PWDs (people with disability) and transgender students/faculty Counselling (professional and personal) by professionals to students and for their overall development, Gender sensitization conducting regular awareness-raising activities on everyday sexism: free-expression walls - debate competitions, forum theatre on sexual harassment, gender-based violence; introducing gender identity topics into orientation sessions for new students, staff, and faculties
9	A two tier grievance redress mechanism for students & faculties	<ul style="list-style-type: none"> ➤ Deputation of a Grievance Redressal Officer (GRO) ➤ Provide multiple channels for filing complaints. In addition to a hotline (telephone), an email address, complaints box to ensure anonymity, be provided to the students/ faculty ➤ Information dissemination among students and faculty on the GRM and GRO ➤ Confidentiality to be maintained while redressing complaints ➤ The complaints to be resolved in 14 working days, and actions taken to be informed to the complainant. Any unresolved or unsatisfactory case to be reported to the higher level for necessary action

Please ensure to implement a plan of above mentioned activities and share details latest by 19th April 2021 through below Google form:

<https://tinyurl.com/EAPTEQIPAKTU>

In case of any query please write at sandepteqip3@aktu.ac.in or call at 9506509660

Yours Sincerely



(Dr. Anuj Kr. Sharma)

Copy to:

- 1- Registrar, AKTU Lucknow
- 2- All Deans, AKTU Lucknow
- 3- Coordinator, TEQIP-III, AKTU Lucknow
- 4- All Nodal Officer, TEQIP-III AKTU Lucknow
- 5- Staff Officer, Hon'ble Vice Chancellor, AKTU Lucknow