

Best Practices

1. Title of the Practice: Up-skilling and Re-skilling of Faculty and Non Faculty members

Best Practice:

The continuous up-skilling and re-skilling of faculty and non-faculty member is one of the best practice of Medi-Caps University.

Objectives:

- To keep the faculty member updated with current requirement of industries/society.
- To equip the faculty & non-faculty member to address the issues in changing world.
- To help the faculty member to develop their teaching pedagogy with the contemporary society/industries requirement.
- To train the non-faculty members to refine the administrative process & policies.
- Foster a sense of belonging.

Outcomes:

- Confidence built-up in faculty members.
- Research contribution has improved.
- Teaching qualities have improved, and planned objectives are achieved.
- Student engagement is improved.
- Change in perception of public, students, and industries.

The Context

In the fast-changing world, the skill set, process and technology changes so rapidly that they become redundant or obsolete very quickly. The faculty members always struggle to train the student in the new area/technology where they had no or little exposure a year before. Similarly, non-faculty member also finds it difficult to cope up with the expectations of public in process delivery.

The Practice

Keeping above context in mind Medi-Caps University periodically up-skill and re-skill its faculty member and non-faculty member through various activities. Few of them are listed here.

Leadership Development Program “Aagaaz”: Periodic Leadership Development Program for senior level academician such as Deans & Head of departments are being conducted. The objective of this program is to develop leadership qualities, time management, adaptability, address critical issues etc. The latest was on 07th Jan 2023.

Team Building workshop for Non-Teaching: The team building exercise is a regular practice of our university which aims to make realize the staff members their importance in the system, interdependence, improve sense of support and trust on others. The last workshop was conducted on 25th Feb 2023.

Faculty Orientation: Every year, university conducts a five-day orientation program where new faculty members are introduced to the policies, procedures, culture, and resources of the university.

UHV (Universal Human Values) FDP: FDP on UHV is being organized for teaching fraternity under the banner of AICTE in the campus. Around 56 faculties attended the sessions so far.

NITTTR (National Institute of Technical Teachers' Training and Research) Training: To derive the best possible learning outcomes the faculty members are being trained in understanding the delivery system, pedagogy, evaluation mechanics by NITTTR.

In addition to above, regular training to the faculty members is being provided by TCS on content development and delivery process.

Medi-Caps University with the help of industry partners such as Infosys, Bosch trains its faculty member in soft skills and teaching techniques regularly.

CO-PO mapping: Medi-Caps University follows the Choice Based Credit System (CBCS), the IQAC conducts regular workshops/hands on training for all faculty member (once in a semester) on CO-PO mapping and outcome attainment.

Evidence of Success

- Mutual trust among the staff members improved.
- Trust of industries increase on university.
- Results have improved.
- Teachers are awarded by different government agencies.
- Students Placement improved.
- Learning becomes easy & effective.

Problems Encountered and Resources Required

- Scarcity of time in the highly packed pre-define academic calendar.
- Limited berth/seats available in various industry-based training program.

Title of the Practice: Robust Academic Monitoring System

Best Practice: Medi-Caps University is known for its Robust Academic Monitoring system. The aim is to manage and monitor the academic achievement with the continuous assessment and evaluation of students it also gives insights to administrators, educators, students, and parents. In this practice, the university at first announces its academic calendar and adheres to it strictly. Then at regular intervals a reminder for attending classes is given to maintain seriousness towards studies and to improve their result.

Objectives

- Monitor students' participation in all the academic activities periodically.
- Motivate students to perform better.
- Avoid procrastination.
- Help to identify slow learners and address its redressal.

Outcomes

- Participation of the students increased significantly.
- Students became aware of their position and status of all the academic activities.
- Stakeholders including parents became aware of their wards' progress.
- Cooperation of parents increased in the delivery system.

The Context

The major chunk of the students entering university are from higher secondary level. They are very fickle and immature to create their strategic plan for the learning process. At this age, they are attracted to various other activities other than academics. As a result, their participation as well as the learning are affected. Over a period when they gradually become mature, they realize a lot of courses/subjects are not cleared and they do not have enough time also to recover the loss. Both the students and parents develop frustration, some of them get themselves dropped from the learning process and in few cases some students develop depression too. To avoid such situation, a Robust Monitoring System is being implemented from the day one across all the faculties and programs.

The Practice

Practice of following the Academic Calendar strictly makes the system robust. In every fifteen days attendance is displayed on the notice board and WhatsApp group to keep the students updated. Letters are sent to parents of students having short attendance. For regular assessment of students, mid-sem examinations, quizzes, assignments, and presentations are in practice. After mid sem examination their marks are displayed. Slow and advance learners are identified, and remedial classes are given to slow learners along with their regular classes to improve their result. To strengthen the academics, feedback of teachers is taken at the end of semester and upskilling is done frequently to provide students' academic excellence.

Evidence of Success

- Attendance is improved.
- Regular mid sem exams help students to improve their performance in end sem exams.
- UFM cases have decreased.
- Results have improved.
- Students are excelling in multidisciplinary fields.

Problems Encountered and Resources Required

- Students face psychological and emotional stress when they are not eligible for exams.
- Social and political pressure to permit students for exam.
- Students perceive it as lack of freedom in college life.

- Students feel infringement.
- Students want temporary benefit and make fake medical certificates.