



# MAHARAJA INSTITUTE OF TECHNOLOGY MYSORE

BELAWADI, NAGUVANAHALLI POST, SRIRANGAPATNA TALUK, MANDYA-571 477

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## Best Practice # 1

## Title: Professional Counseling for Faculties

### Context:

The institute has been at the forefront of engineering education from the day of its inception. Through a lot of good measures and honest/ diligent efforts the devised strategies have been able to bear good fruits in garnering acceptance and accolades from the public at large. In the last few years, the trend has been unsettling in terms of not being able to stand up to the competitors on the same level let alone setting a benchmark. The measure of how effective the strategies could reverse this trend depends on how each individual of the institute contributes/gears up for challenges ahead. In this regard session of counseling to all teaching staff is engaged periodically to ensure that all have the same intentions of overseeing the growth of the institute is the need. The said activity could ease out differences of opinion that may in the longer run dampen the overall growth of the institute.

### Objectives:

- To diagnose and console the key issues associated with the faculty.
- To improve the overall development of an individual faculty in all aspects of teaching.

### The Practice:

Professional Counseling is done as per the following Process:

#### 1. Tier 1 Counseling: Head of Department by the Principal

The principal will get the information from the HoD by asking specific queries mentioned in the predefined questionnaire which include general queries, department related queries, faculty, and student-related queries, measures taken for improvement, etc. Further, the Principal will suggest the HoD for improvements and key areas to focus on.

#### 2. Tier 2 Counseling: Faculty of the Department by the Respective HoD

HoD will get the information from the faculty by asking specific queries mentioned in the predefined questionnaire which include general queries, department related queries, personal growth and contribution, and student-related queries, peer relationship queries, etc.

After getting the information from the faculty, the HoD will categorize the faculty into one of the following:

- Category A: Very productive to the institute
- Category B: Productive to the institute
- Category C: Less productive to the institute

The faculties in category B will be further counseled by the Principal for improvement. And the faculties in category C will be counseled by the Management for remedial measures and further action.

**Obstacles faced if any and strategies adopted to overcome them:**

Validation of answers or the responses is uncertain although there is professional accountability for the practice.

**Impact of the practice:**

The professional counseling practice has considerably improved the professional and personal development of the staff. This has led to the improvement in an individual's profile as well as the department's profile. Faculty performance has shown improvement by attending additional courses to upgrade qualification/skills, taken suitable measures to improve the academic results, enhance the knowledge by research and publications. Furthermore, faculty follows protocol laid by the institute, gets involved in activities for creating awareness of the institute among the general public, maintaining professional and healthy relationships among colleagues. It has motivated the faculties to carry out quality work/research, it becomes easier to identify and prioritize the staffs' developmental needs.

<b>Best Practices # 2</b>	<b>Title: Fee Waive off for meritorious students</b>
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**Context:**

In the present context, the fees paid for engineering education is significantly higher than the regular degree course. This makes it difficult for financially disadvantaged students to pursue mainstream engineering education. In this context, the 50% Fee Waiver scheme for meritorious students is designed to encourage the students for academic excellence. This financial support is awarded to the students annually, based on the merit criteria defined by the institute. The students make use of this facility and thereby help to less burden the financial pressure on their parents.

**Objectives:**

- To encourage a spirit of achieving academic excellence among students.
- To support the deserving students financially.

**The Practice:**

The students securing more than 85% average of both the semesters (Academic Year) and having successfully passed in all the subjects in the academic year is entitled to receive 50% waive off tuition fees. This scheme applies to all the students in the institute until the course duration.

**Impact of the practice:**

The practice has benefited many students of the institute. It has been perceived as prestigious among students fraternity and helped students to reduce their financial burden as well.

**Sd/-****Dr. Naresh Kumar B G****Principal**