7.2 Best Practices

Describe at least two institutional best practices.

The following are the best practices of institute.

1. Preparation and Implementation of five year Strategic Plan for AY 2018-19 to AY 2022-23 & Preparation and implementation of One Page Strategic Plan along with KRA for Director, Deans, HODs & Faculty's
2. Reading Club Activity for faculty
3. Organizing institute level competition names as innovative practice league.
4. Faculty Quality Circles by each department
5. Use of Active learning tools and techniques for delivery and assessment
6. NETRA Initiative
7. Engineering Exploration course for First Year B. Tech students

Best Practices: 1

1. **Title of the Practice:** Preparation and implementation of Five Year Strategic Plan for AY 2018-19 to AY 2022-23

2. Objectives of the Practice

The major objective of this plan is to identify the thrust areas for the qualitative growth of the institute and ensure progress towards identified direction by sharing the vision amongst the stakeholders and ensuring their contribution.

i) To identify the goals, thrust areas and objectives for institutional growth for the period of next five years.

ii) To define the metrics for the targets to be achieved for the goals and the thrust areas

iii) To identify the responsible persons for the goals and objectives to be attained.

iv) To devise and implement the strategies in order to achieve the targets and the goals.

3. The Context

RIT adopted the practice of Strategic Planning since 2007 and is currently implementing its third five–year strategic plan for 2018-23, having successfully completed earlier two cycles. The strategic plan 2018-23 documents RIT's plan for future development based on a report from Hubstone Solutions Pvt. Ltd., Pune - a consultant roped in by RIT which in itself is based on RIT's current progress and inputs and; expectations from various stakeholders. RIT in consultation with Hubstone Solutions carried a SWOC analysis exercise in 2017-18 that resulted in revised Vision and Mission statements for the institute. The strategic plan has derived its goals from RIT's revised Vision and Mission statements.

4. The Practice

The five-year strategic plan is broken into One Page Strategic Plan (OPSP) based on Varne Harnish model and is implemented and monitored through KRAs (Key Result Areas), a yearly performance-based incentive scheme with an annual budget of Rs. 10 Lakhs. The KRAs based on the strategic plan of the institute are identified for the academic year along with measurement metrics and targets spread over five levels of achievement in various functional areas like academics, research, placements, institute admissions, infrastructure, etc. These are assigned right from the Director of the institute to the faculty members of the departments along with Deans and HoDs. It is evaluated at the end of the academic year and score of every individual KRA holder is calculated on a scale of 0 to 5. The incentive along with a certificate of appreciation mentioning KRA score is awarded at the hands of Hon. Chairman, Board of Governance of the institute in an annual function.

5. Evidence of Success

In the academic year 2019-20, 82 faculty members were awarded the KRAs for their achievements. The no. of patents filed/granted to RIT in year 2019-20 are 5 with 98 no. of h-indexed/Scopus indexed publications. The placements at RIT for year 2019-20 are 77.32%. The funding received from various bodies is Rs. 22.88 Lakhs. Foreign National students from 05 countries are admitted for B.Tech course in AY 2019-20. The success of RIT could be attributed to its strategic planning process and its execution through OPSP.

Best Practices: 2

1. **Title of the Practice:** Reading Club Activity for faculty

2. Objectives of the Practice

The objective of this activity is to improve the reading habits of faculty and inculcate the reading culture at the institute.

3. The Context

RIT's Central Library has started the Reading Club Activity to enhance the reading habits of the faculty. The benefits of reading are mental stimulation, stress reduction, knowledge, vocabulary expansion, stronger analytical thinking skills, improved focus and concentration and better writing skills.

4. The Practice

The groups of faculty members are formed in each department for reading and knowledge sharing discussions. The faculty groups are formed voluntarily. The ideal group size recommended is of 5 faculty members and care is taken not to have less than 3 members and more than 5 members. One of group members acts as a coordinator. The coordinator makes sure that all members are actively reading and participating in the group. Reading Club activities are conducted in all departments and HOD coordinates the activities. HOD plays a role of facilitation and promotes the faculty members in the department and ensure that all faculty members participate in the activity.

5. Evidence of Success

The fifty (50)groups were formed across all the departments in 2019-20. Total 188 number of faculty members across the institute participated and they read 51 number of books. Each department conducted a presentation on the book review at the end of the semester. The final report was submitted to the Central Library.