

Best Practices I:

TITTLE OF PRACTICE: Merit/Fees Waiver scholarship.

OBJECTIVE:

College Management and faculty members have nurtured a dream to impart free education to the meritorious students both at the undergraduate and post graduate levels and empower them in the society.

In fostering the academic growth and all-round development of the students the Institution has instituted Merit scholarships, fee waivers offered by the Management.

The objective is to waive or reimburse the fee deposited by the students who are meritorious.

The scheme takes care of the educational needs of meritorious students both at the undergraduate and postgraduate levels.

THE CONTEXT

Once the Admissions are received, the next step is the disbursement of scholarships or granting of fee waivers to the selected students. Decision on the nature of scholarship, its amount, the decision regarding the faculty and subject in which it would be given and setting up of eligibility criteria for application by students, their identification, selection and verification of genuine applicants are the challenging issues faced in the implementation of the practice.

THE PRACTICE

To realize this aim the Chennaivazh Thiruthangal Hindu Nadar Uravin Murai Dharma Fund- the founding body of the College, has generated a Corpus Fund is utilized for disbursement of Meritorious scholarships and grant of fee waivers among the students both at the undergraduate and postgraduate levels. The facility is extended to meritorious for raising the level of education of students belonging to the lower and middle sections of the society as well as the minority class so as to help them realize their goals, become self-reliant, economically independent and carve a niche for themselves in the society.

Once the scholarship amounts are received the notice inviting application from students is put up on the College notice board. After the receipt of applications the deserving students are identified by the academic tutors and submitted to the Administration office.. The Committee decides upon the list of selected students on the basis of their admission entry level +2 marks 500 in stateboard,416 in CBSE, 80% marks in the course they are pursuing, their merit and the genuineness of their need as well. Finally the list of selected students is notified to the Academic mentor and students are telephonically informed in person. The scholarship amount is disbursed through cheques to their parents . The meritorious students are given the scholarships by the mnagement in the Scholarship Function of the College to spread the message among larger students about this facility and motivate them to continue making efforts in the academic field even if they face economic challenges in the home. The Institution will provide the financial support for their educational needs.Even the Prospectus of the College for each new academic section mentions in detail about the scholarships and fee waiver schemes.

EVIDENCE OF SUCCESS

Each year the members of the Chennaivazh Thiruthangal Hindu Nadar Uravin Murai Dharma Fund Society, is extending and the increasing donation amounts reverberate the urge to encourage students education irrespective of the financial background they come from. On the other hand the increased expanse of the scholarships have registered an increase in the number of beneficiaries. Many of the beneficiaries have been able to continue higher studies despite all odds at home specifically at the financial front.

The overall amount 85,52,000 for the merit scholarship/Waiver was benifited by 1567 students from the Academic Year 2016-2021.

PROBLEMS ENCOUNTERED & RESOURCE REQUIRED

The entire process right from issue of notification inviting applications to final selection of beneficiaries takes a long period due to delay by the students in submitting the filled up application along with proof and therefore the amount of scholarship/ waiver is made available at the end of the session, much beyond the time of requirement.

Merit based scholarships are often difficult to get in the sense that they require dedicated, long term, impressive performance in order to stand out as an applicant. So it becomes hard for the students to get scholarship in all semesters. So we recommend the management to reduce the percentage to scholarship so that many students will be benefitted.

Best Practice II:

Title: “Innovation, Employability Skills Enhancement, Soft skill Training and Career Building Program”

OBJECTIVE:

The program also aims to help students in achieving their dream which was nurtured all over these years. The objective of this practice is to provide training to all the students of all branches to enhance employability skills, innovation ability right from the first year thus moulding them for the overall career development.

THE CONTEXT:

After completing their XII Std, students enter the portals of the college with energy to reach the goal of their life. They must be shaped in all facets of life in addition to their discipline knowledge, like other skills and abilities such as communication skills, leadership, innovation, team building which forms the foundation to become successful in their future profession, which are not directly covered in the curriculum. To address this need a unique soft skill course on Innovation, Employability Skills Enhancement and Career Building is designed which focuses one’s self awareness, professional skills, innovation and communications.

THE PRACTICE:

The course was introduced for the first year to the third year students for all the branches of study. Students are divided into batches into of multi discipline nature. Each batch attends their sessions with much dedication and commitment.

The sessions are planned throughout the academic year for all batches. The sessions include

1. Icebreakers, Introductions, MOOCs, Opportunities Abroad
2. Mind map- Theory, Individual Mind map, Group Mind map
3. Learning through activities
4. Creativity Workshop
5. Video Analysis and English Language Tips
6. Presentation Skills
8. Corporate Grooming
9. Business Ethics
10. Team Building Games
11. Effective Resume Writing Theory
12. Innovative Profile building
13. Review and Interview Theory
14. Thinking Hats workshop
15. HR and Technical Round 1 (with External Evaluators)
16. HR and Technical Round 2 (with Industry experts)

At the end of the training Program, every student gets the required input for their career development.

EVIDENCE OF SUCCESS:

Assessment of the students is carried out at the end to understand the impact of the program which is conveyed to the students individually. Following generalized statements can be drawn on the basis of students' feedback. The course is observed to help students improve their skills such as individual report writing,

creative and strategic thinking etc. There is a noticeable positive change in the overall personality of the students. As a direct consequence of the innovation aspect of the program, more than 50% of the final year students are getting placed in reputed companies. This is a key differentiator, giving the students an upper edge as they embark on their search for careers in the industry or pursue higher education in India or overseas. Mock interviews and group discussion sessions have resulted into positive feedback from the companies visiting the campus.

PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED:

This program is offered to the students with minimal and affordable fees. This program needs to be planned beyond the students' regular academic engagements. Hence, it becomes challenging to identify free time-slots for large groups of students. Faculty had to be assigned for the smooth conduction of the program.