



Details of Equity Action Plan

Project Title: “Strengthening of VCSG Uttarakhand University of Horticulture & Forestry, Bharsar” (Innovation Grant)

Name of the AU: VCSGUttarakhand University of Horticulture & Forestry, Bharsar, PauriGarhwal, Uttarakhand

Date of Project Implementation: 1st March, 2020

Name of the Nodal Officer (NO): Prof. B.P. Nautiyal

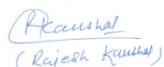
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S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators	Estimated Budget (In lakhs)
i.	To identify weaknesses in freshly admitted/ all students including SC and ST categories and take remedial steps for their improvement.	Institutions will plan and administer diagnostic tests at the beginning of each semester in order to identify the types of assistance required by the students. Accordingly, institutions will execute bridge courses(e.g. extra classes, tutorials to be conducted by other faculty) and industrial linkages etc. to bring all students to the required level of proficiency to cope with themainSubjects.	VCSG UUHF, Bharsar	• Continuous process (Semester wise diagnostic test will be conducted at the beginning of the semester)	• Percent of students passed from 1 st semester (fresher’s) is normally 70% at present. It is expected to have nearly 100% by adopting the action plan.	0.80 (Human Capacity Building)

S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators	Estimated Budget (In lakhs)
ii.	To improve attraction of students in agriculture education	The orientation of 10+2 students of nearby schools as well as those who have visited the campus under educational tour programme.	VCSG UUHF, Bharsar	• Continuous Process (one skill development/ professional technical education training on yearly basis)	<ul style="list-style-type: none"> • The cut off marks for the entrance examination will increase from 50% to 70 % . • < 20% increase in the number of candidates appeared in entrance examination. 	0.50 (Human Capacity Building)
iii.	To improve language competencies among students from vernacular language	Linguistically less exposed students to professional technical education by external experts to build up their language competencies.	VCSG UUHF, Bharsar	• For three months @ one hour per week	<ul style="list-style-type: none"> • Percent of students passed from 1st semester (fresher's) is normally 70% at present. • It is expected to have nearly 100% by adopting the action plan. 	0.50 (Human Capacity Building)
iv.	To improve soft skills among students	Special skills training by experts to build up their soft skills.	VCSG UUHF, Bharsar	• For three months @ one hour per week	<ul style="list-style-type: none"> • Percent of students passed from 1st semester (fresher's) is normally 70% at present. • It is expected to have nearly 100% by adopting the action plan. 	0.50 (Human Capacity Building)

S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators	Estimated Budget (In lakhs)
v.	Prioritization of opportunities to young faculty to upgrade their knowledge in subject matter and pedagogy, particularly to improve the performance of weak students	Training need analysis will be carried out for all faculty and prioritize the need to upgrade qualification & skill by qualified/ trained experts through training/ linkages with industry keeping abreast of cutting edge technology.	VCSG UUHF, Bharsar	<ul style="list-style-type: none"> • Training need analysis at PIU level will be done on yearly basis and the first analysis will be carried out before implementation of proposal and then out comes will be evaluated every six monthly and continuous remedial action will be taken. 	<ul style="list-style-type: none"> • The increase in percentage of faculty enrollment for different training programme. • Percentage of planned training programme completed during the period. • Per semester two young faculty members will be given the opportunity. 	2.00 (Human Capacity Building)
vi.	Establishment of three tier grievance redress mechanism (GRM)	Three tier GRM at institutional level will be established by taking Hon'ble Vice-Chancellor, Dean of concern college and Nodal Officer of the project.	VCSG UUHF, Bharsar	<ul style="list-style-type: none"> • Continuous process (The committee will meet at least on monthly basis) • 3 grievance boxes and 8 display boards will be installed. 	<ul style="list-style-type: none"> • Received and resolved grievances on monthly basis. 	0.60 (Human Capacity Building)
vii.	Mechanisms to make PIU in the institution physically and socially gender friendly and establishment of women (students & faculty) redressal cell to address their	Strengthening/establishment Gender Committees at PIU level in the institution. Organize 2 seminar/ workshop on women rights by experts such as chairperson of state level/ national level women redressal cell in addition to 2 washrooms, 6	VCSG UUHF, Bharsar	<ul style="list-style-type: none"> • Continuous process (At least two seminar/ workshop will be organized on yearly basis) 	<ul style="list-style-type: none"> • Participation of women (Student & faculty). • Number of complaints/ cases addressed by the women redressal cell 	1.50 (Human Capacity Building)

S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators	Estimated Budget (In lakhs)
	need and concern.	street lights and 1 napkin wending machine.				
viii.	Appointing Mentor and Advisor for students	A senior student will act as mentor 5-6 junior students and a faculty will act as Advisor for two such mentors groups to guide them in every field (studies, personality development, sports, competitive exam etc.) 10 Groups will be formed.	VCSG UUHF, Bharsar	• Continuous process (At least one competitive activity will be organized at PIU level in a semester)	• Percentage of increased students participation and their performance in different activities.	2.00 (Human Capacity Building)


(Rajesh Kumar)

Signature and Name of Co-PI

Date: 14/02/2020



Signature and Name of PI/Nodal Officer/PI

College of Horticulture
VCSG UUHF
Bharsar, Pauri Garhwal