



ETHIRAJ COLLEGE FOR WOMEN (Autonomous)

7.2 – Best Practices

Title of the Practice 1 : Enhancement of Research, Innovation and Extension

The Context that Required the Initiation of the Practice

Formal research in the college began the establishment of PhD research departments. 9 research programmes were introduced over the years contributing to the growth of knowledge. Faculty began to apply for minor and major research projects to funding agencies. In order to centralise the research activities and give it a vision, the Management put in place a few systems and created the Research Dean office. To enhance and strengthen multidisciplinary research "Ethi Research Forum " was created on 11.12.17 which led to the formation of a formal research body– ECRIC: Ethiraj Centre for Research, Innovation and Creativity on 16-04-2019.

Objectives of the Practice:

1. Contribute to societal development through research.
2. Foster innovative thinking and promote creative solutions for contemporary issues.
3. Enhance quality research with focus on publications in quality journals
4. Increase the number of patents.

The Practice :

Institutional seed money is provided for students and faculty. Registration fee for paper presentation is reimbursed. International travel grants for research activities are provided. Incubation centre to channelize entrepreneurial ventures and innovation with internal and external mentors. Flexibility in work schedule is given to Faculty pursuing Research. A research award has been instituted by the Management to honour faculty with best research output annually.

Obstacles Faced:

Nonavailability of funds from external research agencies to continue the research started with seed money. Identifying funding agencies to get research projects. Finding quality time to engage in research with existing responsibilities of teaching and administrative workloads.

Impact of the Practice:

•The visible research output has been the application for one patent. • 23 Faculty members have completed their PhD. • 19 faculty management research projects were completed • 7 summer projects by Students were completed. • An increase in the number of publications in quality journals. • An exponential growth in the number of student's startups.

Resources required:

State of the art laboratories, instrumentation center and sustainable funding.

Title of the Practice 2 : Welfare Schemes**The Context that Required the Initiation of the Practice**

As a gesture of goodwill towards the Non Teaching staff of the college, the teaching faculty and students contribute funds for the operation of a Noon Meal Scheme, emulating the tradition of the State Government in providing healthy and hygienic meals at schools. The noon meal scheme ensures that the Non Teaching staff and economically disadvantaged students have a balanced, wholesome meal of variety on the campus. Several other welfare schemes have also been introduced to maintain a good work-life balance for the support staff.

Objectives of the Practice:

1. Meet the minimum nutrition requirement of employee
2. Provide hygienic and healthy food
3. Provide interest-free loans for personal requirements
4. Provide Medical loans for health emergencies
5. Create a sense of belonging and reduce stress among them

The Practice:

Provision of noon meal every day, three sets of uniforms every alternate year, and gifts on festive occasions like Durga Pooja, Christmas and Pongal, motivate the non teaching staff to integrate into the mainstream and render their service with a sense of belonging. The institution runs a crèche for the children of faculty members, non teaching staff and students. In recognition of the service rendered by the non-teaching faculty, their daughters are given priority at the time of admission and a partial fee waiver is given. Educational scholarships are also offered to their wards. Medical loan facilities, educational loans and loans on the occasion of weddings or other domestic celebrations are available for the non-teaching staff. Care is also taken to look into their physical wellbeing through regular yoga and meditation sessions and periodic medical camps. The in-house doctor provides medical assistance free of cost. The institution also organises excursions to help the non teaching staff unwind.

Impact of the Practice • The non-teaching staff are healthy • The non-teaching staff are regular and punctual • There is an increased sense of belonging to the institution and all its stakeholders. • Lesser stress levels and a cordial atmosphere is fostered.

Resources required:

More funding for Non meal and avenues for interest free loans.