

## 7.2 – Best Practices

### 7.2.1 – Describe at least two institutional best practices

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

##### **The Context that Required the Initiation of the Practice:**

On identifying that the institution, an arts and science college, had established itself as a premier women's college in the Tamil Nadu for more than 70 years, the logical step forward was to begin research programmes and thus contribute to the knowledge pool in all disciplines. Faculty began to apply for Minor and Major research projects to various funding agencies. To augment research by faculty, the College Management has established a few systems to encourage them. The office of the Dean of Research was introduced to channelize and enhance research culture. "Ethi Research Forum" was launched on 11.12.17, which later developed into a formal research body–ECRIC (Ethiraj Centre for Research, Innovation and Creativity) in 16<sup>th</sup> April 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 a focus on publications in quality journals
4. Increase the number of patents.

##### **The Practice :**

Institutional seed money is provided for students and faculty. The registration fee for the paper presentation is reimbursed. International travel grants for research purposes are provided. Incubation centre to channel entrepreneurial ventures with internal and external mentors.

##### **Obstacles Faced:**

Identifying funding agencies and writing effective research proposals was one of the barriers to getting research projects. To provide an ideal environment for the incubation of ideas, the Management has provided funds as a seed grant to encourage faculty and research scholars. To facilitate faculty pursuing PhDs in their research work, the Management has provided them flexibility in their work schedules due to existing responsibilities of teaching workload. They are also allowed a month's leave to submit their thesis.

### **Impact of the Practice:**

- The visible research output has been the publication of one patent.
- A twofold increase in faculty management research projects.
- An exponential increase in student projects.
- An increase in the number of publications in quality journals and also the number of start-ups.

Resources required State of the art Laboratories,  
Instrumentation centre 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 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 the employees
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
6. Reduce stress and maintain work-life balance

The Practice Provision of a 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 themselves into the mainstream and render their service with a sense of belonging. The institution has provided a Crèche for the children of faculty members, non-teaching staff and students. In recognition of the service rendered by the non-teaching staff, their daughters are given priority during admission; a partial fee waiver is given. Educational scholarships are also offered to their wards. Medical loan facilities, educational loans and loans for weddings or other personal needs are available to the non-

teaching staff instantly. Medical camps are arranged for them to take care of their physical well-being. The College Doctor also offers medical assistance free of cost. Necessary arrangements are made for the non-teaching staff to go on an excursion once a year.

### **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 its stakeholders.
- Lesser stress levels and a cordial atmosphere is fostered.

**Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link**

<https://ethirajcollege.edu.in/wp-content/uploads/2021/07/best-practices.pdf>