

Best practice 1

Title : The Use of ICT for Flipped Blended Self learning , Student Support & alumni engagement -ARM

Objective of the Practice

Educational institutes are facing the problem of decreasing habit of Self learning and engagement with the students including alumni . ICT here can play a vital role as mobile phones with applications like whatsapp, trello , zoom , slack and you tube are a very good tool which can be efficiently used for better self-learning among students , support and engagement . Moreover most of the students (near to 100%) have mobile phone access. This prompted MERI to embark on a comprehensive project to optimize the possibilities of using these ICT tools/ applications to enhance self-learning through flipped blended learning , administrative and academic support to the enrolled students and engagement of alumni working in the corporate.

Description of the Practice

i)ICT for Student Support : MERI follows three approaches to use whatsapp messages for student support. These are a “push” approach, a “pull” approach and an “interactive” approach. All of them are used in integration of each other. MERI started to send general administrative messages, in bulk, to students. These messages addressed issues such as - due dates for submission of assignments, announcements/notices regarding examinations, events organized or to be organized by the institute. These messages made use of the “push” approach. In “pull” approach, students can send messages on selected issues to the institute or concerned teacher which could be responded to immediately. In “interactive” approach student and faculties, placement officers can interact each other.

ii) ICT for Flipped Blended Learning: Students are exposed to self- blended learning on advance topics . It is about applying learning and increasing the student/teacher interaction in the classroom. In this students instead of learning about a advance topic in class, use digital information , for example, watching short videos on a specific topic at home. They develop the content on the topic which is then explored and discussed in more detail in the classroom. This develops critical analytical skill among students.

iii) ICT for alumni engagement -ARM: ICT has been used for better alumni relationship management –ARM.MERI has been able to engage with the alumni using whatsapp groups developed exclusively for all the alumni of the institute working in the corporate or a entrepreneurs. The faculties regularly engage with them informing the institutional developments , activities , feedbacks on curriculum, industry insights and job opening for freshers and alumni.

The Impact/Outcome

Academic and administrative staff members have, over the years, come to perceive whatsapp messaging as a very useful tool and have become highly creative in the use of messaging because of the benefits that they perceive they hold for their students. It is quite clear from the responses of the students and student feedback after messages, that students perceive this type of support as valuable and helpful and that they expect. The practice has resulted in timely dissemination of information , better student participation and thus better learning which has finally resulted in almost everybody getting placed .

The use of ICT for flipped blended learning has not only increased self learning behaviour among students but has also helped in better learning of advance topics , understanding of business environment etc .

The use of ICT for alumni engagement has resulted in better alumni relations, industry insights for faculty dev , prepare future ready students along with lot of internship and job opportunities that are being shared by the alumni.

Problems Encounter and Requirements for Adoption and Adaptation

Some problems encountered include Managing the flow of relevant information and discussion in the groups ; Ensuring completeness of the database ; Ensuring right perception of the information by the students ; Gathering alumni current contact information. Major Requirement for adoption of the practice were databases of students and alumni .

Best practice 2

Title of the Practice: Corporate engagement for Mentoring and feedback

Objective of the Practice

In order to have a good corporate career it is imperative that future ready students are prepared which requires continuous engagement with the corporate professionals at a level other than guest lectures etc. for feedback on students' performance while they work for corporate along with mentoring by the corporate professional himself/herself. Thus MERI initiated the practice of Corporate feedback and mentorship.

Description of the Practice

The practice of corporate engagement for mentoring and feedback involves following steps :

i) Students' feedback on their preferred industry is collected and analysed by the dean . Corporate mentors working in various domains in various industries are identified in consultation with senior faculties. The students are mapped to various corporate mentors . Students approach the mentors physically , through mails, messages etc. The mentors guide the mentee for their professional growth – skill building, liasoning, jobs etc.

ii) Faculty visits the corporate recruiters who have employed the students students for internships for getting corporates feedback on a standard form about the performance of the students while working on various parameters like discipline , time management, team , communication skills , analytical skills , job handling skills etc. The feedback acts a valuable input to further improve student capabilities for a rich career.

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The Impact/Outcome

As a result of the practice students' performance on management attributes like leadership , time management, team handling, delegation , discipline , problem solving, communication skills, analytical and logical skills etc. have improved . Students are more aware about the

corporate practices , future skills , job requirements and expectations which has resulted in achieving excellent placements for the students

Problems Encountered and Resources Required

Mentoring and feedback program can bring many benefits to an organization and its mentors and mentees but implementing a program may come with some requirement and a few challenges. It requires investment of quality time and effort of corporate mentor with students. Also identifying a right mentor from various industries who is willing to mentor, trained, dedicated and patient to guide students is challenging .Another challenge is in terms of managing conversations and tracking .As far as corporate feedback is concerned there is challenge in terms of corporate professional's availability as planned due to their hectic schedule .