

INSTITUTIONAL BEST PRACTICES

1. TITLE OF THE PRACTICE

EMERITUS FORUM

An Advisory Body for Guidance for Learning and Research, NSEC

2. OBJECTIVES OF THE PRACTICE

Formation of a body comprising of senior and very senior academicians to guide the faculty and management was formally established as early as 2012 with the approval of the Management. The objectives / intended outcomes of this best practice are clear in the Vision of the Emeritus Forum stated below.

“Vision:

To contribute to the advancement of education especially that of technical education primarily through advice and guidance in respect of teaching, research, development and academic management of NSEC utilizing the services of the experienced academician members of the Forum”.

3. THE CONTEXT

Netaji Subhash Engineering College started its academic journey with a handful of very young but dedicated faculty having very little or no experience in teaching and research. The management was similarly less equipped in governance of an academic institution. The institute used to seek advice for academic management, faculty guidance, and for various academic issues from experienced faculty serving in nearby institutions of repute, since recruitment of experienced faculty in senior positions in all the departments of the institute was not always possible due to their non availability and high demand. Again the available group of advisors gathered as and when necessary basis was not always the same. Their availability often did not match with the time when the institute required them. This resulted in inconsistent decisions. The need for a permanent advisory body of experienced academicians, who are otherwise not affiliated to any other institute, was felt and established.

4. THE PRACTICE

Formation of Emeritus Forum is an innovative means of fruitful utilization of intellectual resources of a large number of academically and intellectually active senior academicians around us by providing a suitable platform for them to meet, discuss and exchange their valuable ideas, experiences and thoughts with their junior colleagues – the budding academicians and researchers. Establishment of the organization under the aegis of Netaji

Subhash Engineering College named as **Emeritus Forum**, *An Advisory Body for Guidance for Learning and Research*, NSEC is the outcome of this idea.

The objective of the Forum is purely academic in nature with its activities centred around Learning and Teaching, Research, Execution of Technical Projects, Academic and Scientific Documentation, etc. The members of the Forum drawn from old, present and new generation academicians work together under the umbrella of the Forum with the ultimate goal of advancement of higher education in the institute as stated below.

“Mission:

- To provide a platform for established academicians – veteran and young, both to work jointly for advancement of academic standard of the country through research, pedagogy and academic management.
- To provide guidance and necessary help to students, aspiring researchers and teachers in their respective areas of interest.
- To assist the faculty in procuring funds for R & D works and provide consultancy to industries and other organizations.
- To take up any other academic programme befitting advanced learning and research”.

Keeping pace with the stated missions, the Forum has been involved in guiding the faculty and management, in following activities during the last 5 years.

1. Academic Reforms: Curricula and syllabi, pedagogy, Evaluation and student counselling in conformity with OBE, a newly introduced concept.
2. Faculty Development: Pedagogy, Faculty orientation programmes in domain and professional knowledge.
3. Submission of proposals for Sponsored Projects.
4. Class room guidance to faculty for teaching senior UG and PG courses.
5. Guidance for Accreditation and Audit by external bodies
6. Research guidance for junior faculty
7. Assistance to Management for strengthening administration, such as, drafting of recruitment and promotion rules.

The members of the Forum are paid token honoraria but they are not counted as members of faculty, and are not assigned any administrative work.

Limitations: Availability of senior persons suitable for Emeritus Forum activities stated above.

5. EVIDENCE OF SUCCESS

Success of the practice lies in

- ✓ Appreciation of the renowned academicians like Director, IEST; Dean, JU

- ✓ Establishment of OBE (Outcome Based Education) culture amongst faculty and staff, students and management in a short period without any external help and consultancy.
- ✓ Research culture in the institute is observed to be spreading.
- ✓ Four programmes have been successfully accredited by NBA, a commendable feat considering the contemporary moderate or unsatisfactory accomplishments of the peer groups
- ✓ Conducted successfully Faculty Development Programmes in pedagogy, domain knowledge
- ✓ Guided faculty to apply for funding of R & D projects, conferences, etc. to sponsoring agencies and met partial success

The results indicate that in house guidance in academic matters is more effective in attainment of desired results. Time taken is shorter and more cost effective than that achieved when external consultants are employed.

6. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

Problems encountered: Availability of suitable experienced persons to dedicate themselves to semi social work of this nature. (The activities of the Emeritus Forum ultimately culminate in building up national intellectual resources). Senior faculty fulfilling the desired qualifications for induction into Faculty Forum are in great demand in the academic world, and they are often reluctant to join institutions located away from their residences. Provision of conveyance does not always help.

Resources required: Mostly a fund for honoraria to be paid to the members, conveyance facility, hospitality, office with computer and telephone facilities and facilities for academic discussions with colleague visitors. Sitting arrangements in departments, specific laboratory facility and equipment grant for research may be also needed.

7. NOTES (OPTIONAL)

Other institutions, if convinced the Vision and Mission of Emeritus Forum in the efficacy of this practice, may be benefitted through this write up.

Emeritus Forum

An Advisory Body for Guidance for Learning and Research

Structure of the Organization:

- Patron: Chairman, BOG
- Chairman: Director / Principal of NSEC will be the ex-officio Chairman of the Forum.

- Senior Members: Retired Academicians from reputed institutes with strong research and pedagogic experience.
- Members: Young academicians with research experience of at least 15 years
- Emeritus Fellow: Senior Members associated with specific academic project(s) will be honoured with Emeritus Fellowship.
- Emeritus Professor: A few members will be offered Emeritus Professorship, the honorarium, nature of involvement and number of such posts will be decided by the BOG.

Frequency of Meetings:

- Management Committee: At least four times a year.
- Meetings of the Forum: At least once in a month.