

MANAGEMENT EDUCATION & RESEARCH INSTITUTE

(Affiliated to G.G.S. Indraprastha University, Recognised by N.C.T.E. & Approved by A.I.C.T.E., Ministry of HRD, Govt. of India)
52-55, INSTITUTIONAL AREA, JANAKPURI, NEW DELHI – 110058
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7.2 Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

The institution has consistently excelled in every domain of its work, making it challenging to highlight only two areas of best practices. From innovative teaching methods to holistic student support, research excellence, and a vibrant campus culture, it's dedicated to make every domain the best it can be.

- 1. Research Incentivization:** The institution has introduced an annual incentive program aimed at fostering research excellence among its faculty. Under this program, any faculty member who publishes two research papers receives an annual incentive of Rs. 48,000. This initiative has significantly boosted research activities across various departments, resulting in a rise in the quantity and quality of research publications. Faculty members have made significant contributions to their respective fields, addressing critical challenges, and offering solutions that impact the lives of people beyond the academic community. Whether it's innovations in engineering, healthcare, advancements in technology, or solutions to environmental problems, the institution is making a tangible difference in the world through the research initiatives it supports.
- 2. Open Door Policy:** The institution prioritizes inclusivity and collaboration through its open-door policy, embracing students, staff, and faculty as equal contributors to its academic community. In contrast to traditional line and staff authority structures, the institution employs a matrix authority model, emphasizing shared decision-making and transparency. Within this context, the institution maintains a hierarchy that includes Class Coordinators, Programme Coordinators, Heads of Departments (HoD), Dean, and Vice President (VP). Within the hierarchy, Class and Programme Coordinators provide essential support and guidance to students and faculty. HoDs oversee academic departments, Dean ensures the smooth functioning of broader academic units, and VP guides the institution's overarching direction. This intricate yet flexible hierarchy, combined with the open-door policy, nurtures a culture of trust and cooperation. It enables the institution to adapt swiftly to changing needs and implement innovative solutions.



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3. **Student Driven Clubs & Sensitization towards Society:** The institution fosters a vibrant campus culture enriched by a multitude of student-driven clubs and societies. These clubs span a diverse array of interests including cultural, literary, social activities, theatre, photography, art, drama, music, sports, drama and research. Whether students are passionate about entrepreneurship, social justice, environmental activism, music, or sports, there's a club that caters to their interests. The institution places a strong emphasis on nurturing socially responsible individuals, and such student-driven clubs play a pivotal role in achieving this goal. These clubs serve as dynamic platforms for students to engage with society, develop empathy, and foster a deeper understanding of community needs and global challenges. Through various outreach programs, community service initiatives, and awareness campaigns organized by these clubs, students are sensitized to the pressing issues facing society today. These clubs not only enrich the educational experience but also instil in students a sense of responsibility and a desire to contribute meaningfully to society.
 4. **Grievance Redressal & Counsellor:** The institution prioritizes the well-being and satisfaction of the students, and to ensure that their concerns and grievances are addressed promptly and effectively, we have established a robust grievance redressal mechanism. The institution takes pride in offering students a safe and supportive environment where they can voice their concerns and seek resolution. Additionally, we have a dedicated counsellor who plays a pivotal role in providing emotional and psychological support to students facing personal or academic challenges. This holistic approach to student care underscores our commitment to nurturing not only their academic growth but also their mental and emotional well-being.
 5. **Mentor-Mentee Programme:** The institution is dedicated to provide a supportive and enriching educational environment for its students through its mentor-mentee program. This program pairs experienced and knowledgeable faculty members with students, creating a nurturing mentorship relationship that extends beyond the classroom. Through regular meetings, guidance, and personalized support, mentors assist mentees in setting academic and career goals, navigating the challenges of college life, and fostering personal and professional growth. The mentor-mentee program not only enhances the academic experience but also instills a sense of belonging and accountability within the student community.



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6. **E-Learning Module:** Today's students and online learners expect quick, bite-sized, personalised content. Considering such necessity, the faculty at MERI have developed a suite of e-learning modules. This innovative approach is characterized by pre-recorded lectures presented in various engaging formats such as videos, demonstrations, interactions, case studies, and other audio-visual mediums. They include an introductory module which gives an overview of the topic, and separate detailed modules on each topic. The spectrum of e-learning materials is vast and can be used in tandem with blended learning for a holistic pedagogical approach. They are self-paced, enabling students to go at their own rate, and can be accessible by a computer or any other device, such as a smartphone or tablet. Unlike classroom teaching, with online learning the students can access the content an unlimited number of times. This is especially required at the time of revision when preparing for an exam. MERI's strategic deployment of e-learning modules underscores their commitment to provide a dynamic and world-class educational framework.

