

AY-2022-23

10.6

Measures Against Discrimination

10.6.2 Access to university track underrepresented groups applications

MRIIRS Link to SDG 10:

<https://mriirs.edu.in/sdg10-reduced-inequalities/>

MRIIRS Process of tracking Applications and Admission of Underrepresented Groups

MRIIRS has been committed to fulfil its mandate of parity in accessing higher education, even among underrepresented and potentially underrepresented groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students. MRIIRS is using innovative interventions and processes, for improving access to higher education in varied courses offered at the university. MRIIRS believes that Higher education improves chances of employment and economic independence among underrepresented groups, resulting in a better quality of life.

1. The university annually designs a robust multi-pronged strategy for admissions, to seek applicants from all sections of society.
2. Through an Education Management System, all student's progress is regularly monitored by the **Diversity and Inclusion Committee** and remedial action is intervened at each stage to ensure that all students seeking admissions complete the degree in time.

ACCESS AND PARTICIPATION PLAN OF MRIIRS:

As per the principles stated in our Policy on Equality, Diversity and Inclusiveness, MRIIRS is committed to ensuring equal and equitable opportunities for all students, and employees regardless of their community. MRIIRS ensures that all students achieve their potential, through full and active participation. The policies, plans and programmes are committed to addressing any barriers, so that the student community becomes more self-assured.

The specific area of women's applications, acceptance, entry, and participation within MRIIRS, is addressed in the following plan to **eliminate any gap based on gender**.

a. ASSESSMENT PROCEDURE

The entire admission process for the student's is online in a very transparent manner from submission of application form to the final admission with issue of admission letter along with identity card through EMS. It is based on the scores obtained by applicants, both male and female, in competitive exams such as the entrance test, MRNAT, which is conducted by the university. The admission in MRIIRS follows the merit list on the basis of various national entrance examination conducted by national bodies. (For Engineering- JEE, For Management- MAT, CAT, For Architecture- NATA and CUET etc).

Admission Policy : [Admission-Policy-1.pdf \(mriirs.edu.in\)](https://mriirs.edu.in/Admission-Policy-1.pdf)

b. MONITORING AND ACTION PLAN

MRIIRS has in place a of processes in order to closely and regularly monitor all student's applications, access and participation throughout all stages of their studies. Evaluation of the metrics and outcomes is regularly conducted, at various levels – department, school and central - in order to maintain and improve current levels of successful outcomes as well as to address issues including any inequalities, in access and participation. The tracking and monitoring begin as soon as the candidate fills the online application, which is as per the annual calendar approved by the Head of the institution, to ensure that all students are able to complete the degree without facing any discrimination, at any point.

The detailed process pathway is described below:

1. A tracking system and set of schemes on likelihood of graduation, has been developed by the university's Educational Management System (EMS). This enables the tracking of students' progress at any time. It supports MRIIRS administrative and learning management systems and includes admission module, administration module, academics module, accounts module, examination module, and other modules:
2. Periodic evaluation of data on access and participation of all students, throughout all stages of students' lifecycle and analysis of potential gaps and barriers in underrepresented group application and participation process, if any, and ways to address them. The process owner of this whole part is Diversity and Inclusion Committee, MRIIRS.
3. Overall needs assessments and mapping of weaknesses is carried out each semester on a multi-campus level. This needs assessment includes tracking and assessment in order to best understand any issues that may inhibit any student from fulfilling their highest potential both personally and academically.
4. Specific monitoring is undertaken by each department and faculty members in tandem with the Diversity and Inclusion Committee and Central admission team, on admission and retention outcomes.
5. The processes are documented annually in the annual Plans of the university.

c. PERFORMANCE TRACKING AND MANAGEMENT

Track Graduation Rate

MRIIRS EMS has implemented a measurement system for the tracking of students' performance leading to their graduation. This enables us to monitor all groups participation covering ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students and performance compared to the rest of the groups. The university has also developed a number of schemes, including remedial measures in the event students for those who face challenges in their studies.

Tracking of Students Progress

All the students, teachers and parents can track student's progress report on the EMS regularly. MRIIRS has subscribed to an integrated Educational Management System

(EMS), which includes a web-based software for effective management of learning services, including admission module, academics module, library, accounts module, administration module examination module, research, to name a few. Students undergo an intensive training to understand the entire process of EMS at the central orientation, at the beginning of the sessions. **All the information of the students pertaining to their family background, gender, ethnic backgrounds are recorded for subsequent trackings.**

Registration and Student’s EMS login

The screenshot displays a user interface for course registration. At the top, it shows 'Basket Name : CORE' and summary statistics: 'Total approved credit : 14.50', 'Total registered credit : 14.5', 'Basket Weightage : 20.00', and 'Basket Credits : 0'. Below this, there is a grid of course cards. Each card contains the following information: Course Code, Credit value, Title, and Super Course Code. The status for each card is 'Registered & Approved'. Some cards have an 'Apply' button at the bottom right.

Attendance on EMS

The screenshot shows the attendance tracking interface. It includes a search filter with the following parameters: Academic Year (2022-2023), Semester Numeric (4), Class (B.Sc Microbiology Sem 4), Month (April), and From & To Date (04/01/2023 to 05/31/2023). Below the search filter, the title is 'Course Wise Attendance From 01/04/2023 to 31/05/2023'. The main content is a table of attendance records for the month of October 2022-2023. The table has columns for dates from 01/04 to 18/04 and rows for lecture timings: 08:10 to 09:00, 09:00 to 09:50, and 09:50 to 10:40. Each cell in the table contains a colored icon (green for 'P' for Present, red for 'A' for Absent) and the course name.

Grade Card (semester wise) reflecting on the EMS


MANAV RACHNA
vidyapariksha

**MANAV RACHNA INTERNATIONAL INSTITUTE
OF RESEARCH AND STUDIES**

(Deemed-to be-University under Section 3 of the UGC Act 1956)

GRADE CARD

Name of the Student : NEHA

Father's Name : [REDACTED]

Roll No. : [REDACTED] Semester : IV

Univ Regn No : [REDACTED] Examination : 2022-2023

Programme : [REDACTED]



S. No.	Subject Code	Subject	Credits (C)	Grade	Grade Points (G)
1	BAE-OE-002	INTRODUCTION TO DRONE TECHNOLOGY	3.00	B+	7
2	BHM-MC-006	QUANTITATIVE APTITUDE AND PERSONALITY DEVELOPMENT-I	0.00	A	8
3	BMB-DS-401	MOLECULAR BIOLOGY	4.00	A+	9
4	BMB-DS-402	MICROBIAL GENETICS	4.00	B+	7
5	BMB-DS-403	INDUSTRIAL MICROBIOLOGY	4.00	A	8
6	BMB-DS-422	VETERINARY MICROBIOLOGY	3.00	A	8
7	BMB-DS-451	MOLECULAR BIOLOGY LAB	1.50	A+	9
8	BMB-DS-452	INDUSTRIAL MICROBIOLOGY LAB	1.50	A	8
9	BMB-DS-454	VETERINARY MICROBIOLOGY LAB	1.50	B+	7
10	DTI-400	DESIGN, THINKING AND INNOVATION II	1.00	B	6

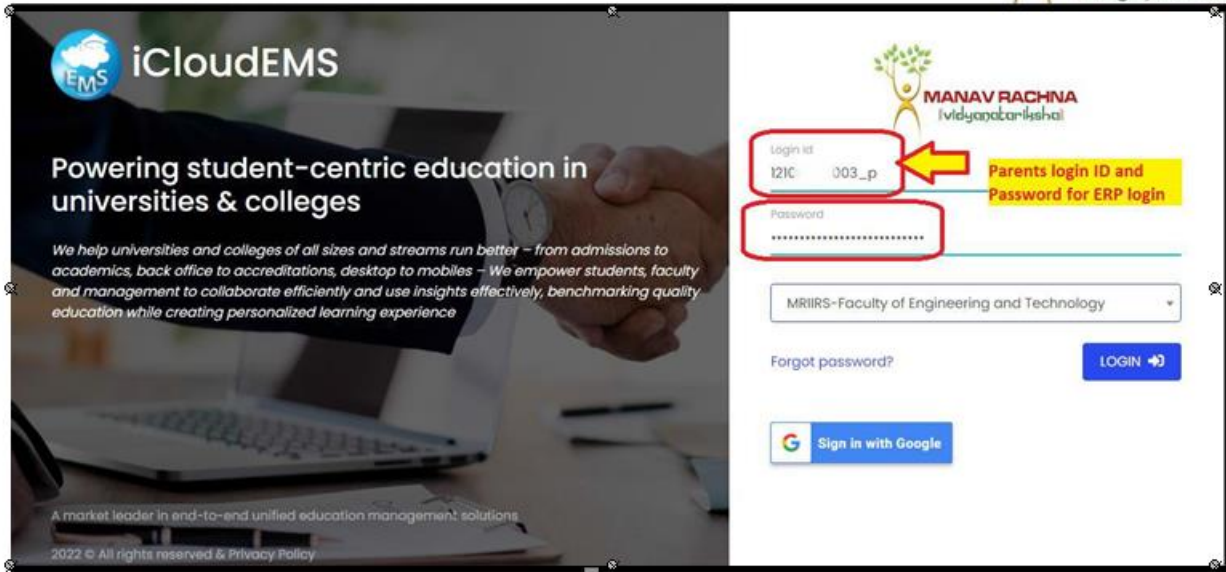
Semester Grade Point Average (SGPA) : 7.50

Credits Earned (Current Semester) : 23.00

PRINTED ON : 06/07/2023

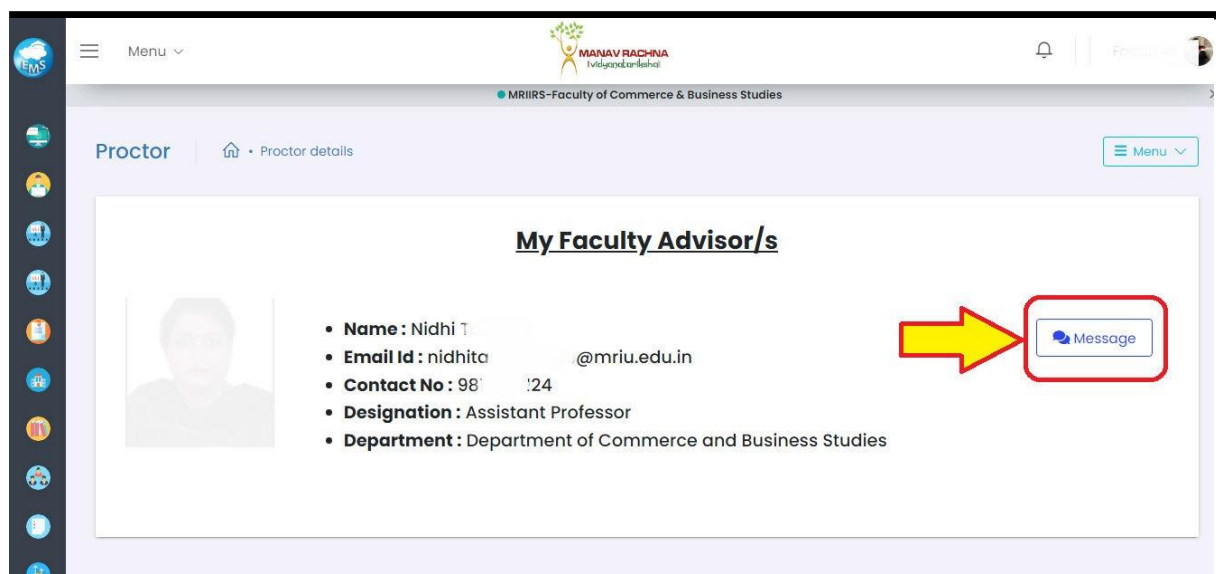
CONTROLLER OF EXAMINATION**Parent Portal**

The parents can also access all the information and monitor their ward's progress. Parents can register to access the academic progress of their wards as well as view other details of their life at MRIIRS. Registration and authentication are a 3-step process outlined in the Registration Help Document.




d. Proctored Mentorship and Counseling Guidance

In order to (i) guide the students in planning their courses of study, (ii) advise them on academic programmes and (iii) monitor their progress, the departments assign a batch of students to a faculty member, who is designated as their mentor. The mentors hold regular meetings, through the proctored EMS system, to take feedback and carefully monitor the student's progress. The progress is further discussed with the Head of the Department in the departmental academic meeting (DAC), to ensure that the student's progress is regularly monitored.



e. Remedial Provisions

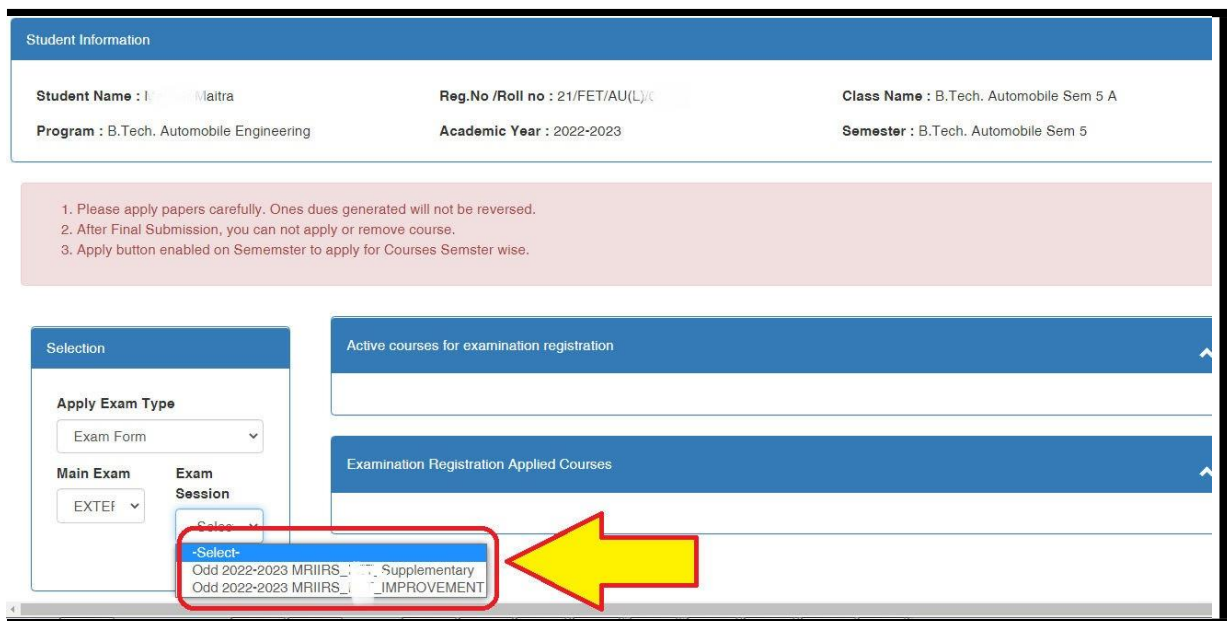
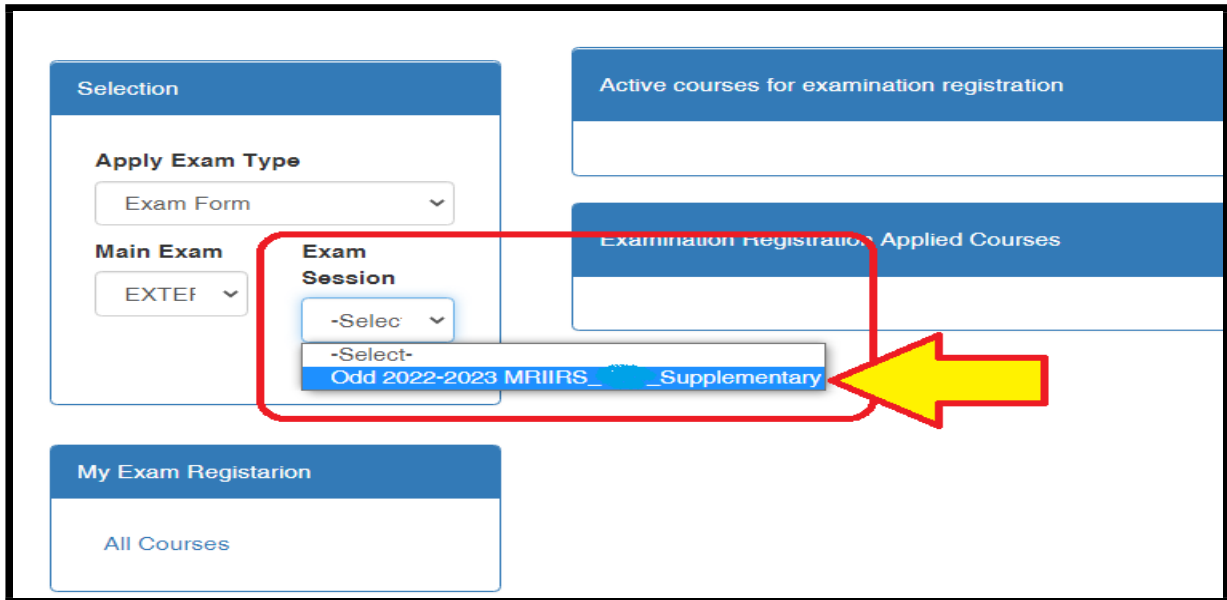
If a student fails in an examination, several remedial provisions are made available to support them.

Supplementary Examinations:

Students, who fail or secure an "F" grade in a non-semester course (i.e. courses not offered in the ongoing semester), can apply to write supplementary examinations for the course during the prescribed schedule from the Examination Office, paying the prescribed fee.

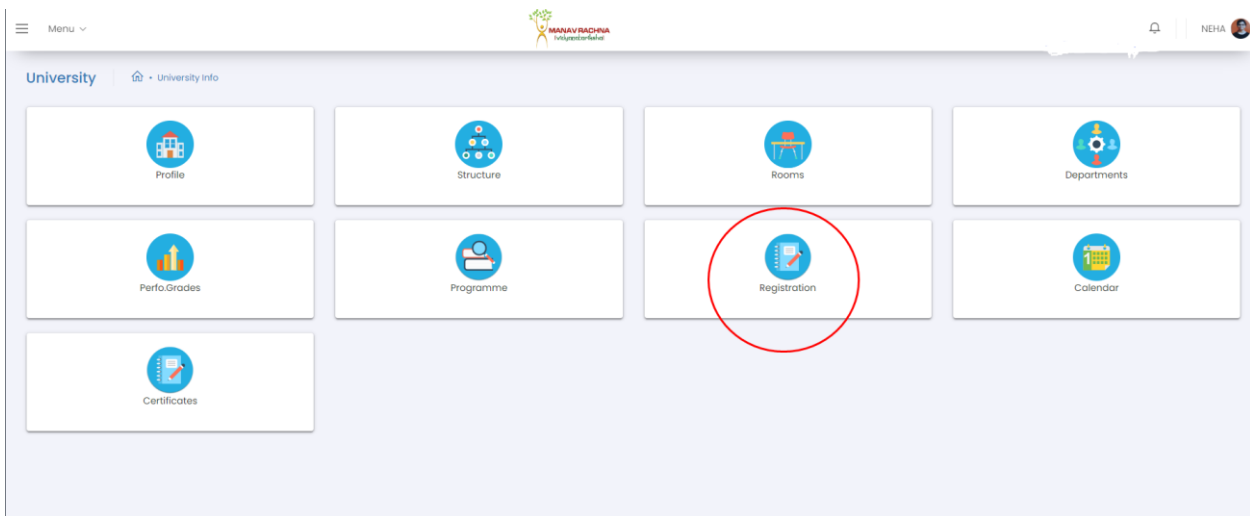
Students who have secured an 'F' grade in a course may take the supplementary examination for a maximum of three additional attempts (excluding the end-semester

examinations) with the same internal marks awarded in their immediate previous exam. If students exhaust all three additional attempts, they will appear for their supplementary exam for the entire 100 marks. The internal marks will not be applicable.



Re-Registration:

If students wish to improve their internal marks, they can do so by re-registering for the course by choosing any of the appropriate remedial options. In this case, the internal marks obtained by the student will be valid for the end-semester of the reregistered course with three more supplementary attempts.



Remedial options are offered to enable students to complete the dropped courses or clear the failed courses. Remedial options described in this section are primarily offered to help students improve their internal assessment marks.

Several specific schemes / interventions are followed in the university.

1. Mentorship: The university follows the Mentor-Mentee program, whereby through vertical mentoring the students are regularly monitored for all aspects of teaching learning experience. It is also ensured that the assigned group of mentees to particular mentor follows student group parity.
2. Admissions/ Scholarships: Special relaxation to girl students, students with disabilities and belonging to underrepresented groups are at the time of admission as per the policy on Equality, Diversity and Inclusion.