BEST PRACTICE 1: Enhancing Research

1. **Title of the practice:** Enhancing Research

2**. The context that required the initiation of the practice (100 – 120 words):**

The vision of the Shoolini University is to be amongst top 200 global Universities by 2022 and we are focusing on our application to the University Rankings done by the Times Higher Education (THE). We have studied the ranking methodology and realized that THE gives almost 60% marks to either research or various research related activities. Thus enhancing research is our top priority, as our rankings is going to provide us the much needed recognition within India and across the world. We also realized that it is not possible to improve research output in a day, it's a continuous process and starts to show its impact only after 5 years or so.

3. **Objectives of the practice (50 – 60 words):**

The overall goal of the practice (Enhancing Research) is to improve the individual and Universities research output in a time bound manner. Following objectives are framed to achieve the goal

a. To ensure that all the members of the Shoolini Family are aligned towards the goal and also realize the importance of the same

b. To provide the justifiable targets not only to the faculty members but also to the various Schools and Faculties

c. To Monitor the individuals progress so that the target can be met on time

d. To act as a platform so as to promote maximum intra and inter departmental collaboration amongst the faculty members

e. To promote faculty members to maximize international collaborations in their respective areas of research

4. **The Practice (250 – 300 words):**

The practice in undertaken under the chairmanship of Honb'le Vice Chancellor Shoolini University. Three stages of monitoring or checks needs to be followed to ensure that the practice is met. Firstly, the departmental heads and deans needs to motivate the faculty, staff and

students working in their control to further improve their research output so that aspirations of the University can be met on time. All the deans collect the weekly progress data which is to be presented in the deans meeting every Monday. Monday deans meeting is a platform to discuss the weekly progress and to debate on the future course of action. The meeting is also a place to debate on whether any new support is to be provided to the faculty and students.

To keep up with the pace and to meet the requirements of the faculty and students, University has subscribed to various research databases, amongst which EBSCO subscription is the first, which provides researchers the first hand information of the research papers in their respective fields and also provide the other relevant information. Secondly, University has also subscribed to SciVal and SCOPUS, which helps the University and the faculty members to benchmark themselves and to find-out the potential collaborators. Thirdly University has subscribed to other resources like URKUND for plagiarism check and SPSS for statistical analysis.

University has also formulated a Scientific Writing Cell which is responsible for providing writing and language correction support to the faculty members and students. The outcome of the support rendered by the Scientific Writing Cell is being seen as more and more research papers are being accepted in the Journals of international repute.

5. **Obstacles faced if any and strategies adopted to overcome them:**

The biggest obstacle in improvement of research output is that, it is not possible to predict future research output based on the existing resource and there is always a fear that we may miss the deadline by marginal numbers. In order to face it University has decided to increase its research workforce and thereby constituted the positions of research associates and Vice Chancellor Research Fellows, where a handful of young researchers have been recruited under the mentor ship of selected faculty members and the target to publish quality research papers have also been given to them.

6. **Impact of the practice (100 – 120 words):**

The practice has been instrumental in raising the research output of the University as a whole. Number of publications has been substantially improved, not only numbers but the quality of the publications has also been improved. The impact of that can be easily seen by our research output in terms of Field Weighted Citation Impact (Which is one of the best in the country), percent international collaborations in research, Percent publications in top 10% most cited worldwide, Percent publications in top 1% most cited worldwide and citation per publications. We are much ahead of our Indian counterparts in all the above mentioned parameters and are rubbing shoulders with some of the world's best Universities.

7. **Resources required:**

Quality Faculty and Research Staff: Special emphasis is being given to select the new faculty members for various departments, Research Associates and Vice Chancellor Fellows who are recruited as part of the practice are also handpicked based on their past performance and are monitored on quarterly basis

Research students: The bar for our research doctoral degree has been raised and as part of this practice, now the students are supposed to publish atleast three research papers to be eligible for Ph.D. thesis submission.

Other requirements of the faculty members in terms of software's and databases have also been met.

All the research labs have been fully equipped and are now open 24x7 so that students can make the best use of the resources and improve the output

8. **Contact Persons for further details:**

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Best Practice 2: Using Artificial Intelligence based training and coaching to prepare students for job Interviews

1. Title of the practice: Using Artificial Intelligence based training and coaching to prepare students for job Interviews

2. The context that required the initiation of the practice (100 – 120 words)

At Shoolini University graduating students are well equipped in terms of technical knowledge. However, it was felt that there is a gap in presentation and communication skills; a key reason for this is the student profile - in terms of backgrounds from smaller towns and rural regions. As a result - because of their inability to express themselves - often competent students less affluent backgrounds got left out in job placements with the most preferred employers. In a broader context – this is an issue that impacts to a large number of graduates from Indian Universities who know their subject matter , but are not equipped from a communication and personality development perspective to fit into job profiles at leading MNCs and other companies.

3. Objectives of the practice (50 – 60 words)

Provide the 'Best in the world' communications and job interview preparation to identified students.
Provide detailed unbiased reports to each of the identified students on how they can improve both the content as well as the style of delivery – so that they can perform at outstanding level in the most competitive interview.

4. The Practice (250 – 300 words)

Shoolini University introduced Artificial Intelligence based training and coaching system in 2019 for its MBA students . This commenced at the time of their first contact into their courses .
For this purpose, an artificial intelligence-based software Siqandar.AI was used for training the entire batch of students.

It is important to highlight that this is the first time Artificial Intelligence Coaching software has been used in the education field in India - this technology is already being used by MNCs both for interviewing as well as for training their staff.

How Siqandar.AI Works : Students log-in to the software and are asked typical questions which are asked by company recruiters. They then record their answers to these questions in front of a computer. Siqandar.AI immediately assesses the student on the 3 Vs: Voice (how they speak) , Vocal (content) and Visual (facial expressions, posture etc.) and provides individualized improvement tips.

Using Siqandar.AI each student gets the chance to practice key interview questions as many times as they want as well as the equivalent of one-on-one and personalized coaching. Further they can practice their interview questions – just as if it were a video game – in an interesting format and at any time of the day .

5. Obstacles faced if any and strategies adopted to overcome them

6. Impact of the practice (100 – 120 words)
- There has been significant student involvement in the initiative . For e.g. all students in a graduate course completed their Siqandar interaction within a a shrt time of its being introduced. Further - gamification of outcomes, has resulted in enthusiast uptake across the student community.
- There has been a steep improvement in the placement outcome for the University. Several employers commented on the significant improvement in quality of student outcome. Further there has also been a sizeable increase in hiring from top companies.
- While previously Shoolini struggled to provide individual coaching, Siqndandar.AI has provided the opportunity for students to practice several times on their own, at their own pace. It has also brought in scalability as well as precision of feedback.
- Shoolini believes it has created a scalable model for training students from less affluent backgrounds or smaller cities and villages; and helped them to be ready for quality jobs in quality companies by significantly improving their communication and soft skills.

7. Resources required

The key requirement here is access to the state-of-the-art Artificial Intelligence technology. Resources required include – the Artificial Intelligence software, high bandwidth for access to the software, mentor from he university to facilitate the students access issues and to assist students in understanding result of their practice tests and guiding them how to improve.

8. Contact Persons for further details

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