

Best Practices

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.

- 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.

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.

Institutional Distinctiveness

Portray the performance of the institution in one area distinctive to its priority and thrust.

The following focal areas are listed as the institution's special qualities and attributes since these are where the institution devoted its efforts.

1. Experiential Learning through Live Projects, Harvard Business Simulations & FDPs

Live Projects: Experiential learning holds immense importance in the realm of education due to its profound impact on the holistic development of individuals. Unlike traditional classroom learning that primarily focuses on theoretical knowledge, experiential learning emphasizes active engagement, hands-on experiences, and reflective practices. Keeping this in view, the institution has provided tremendous priority in the introduction of live projects as a mandatory part of the curriculum across all courses as an outcome of learning beyond the classroom and experiential learning. A Live Project Consists of hands-on Practical Training, Industry Exposure, Assignments, Tests, Mentorships & Networking with Industry People. The students actively worked in teams, and visited various organizations, shopping malls, flea markets, and governmental offices, and finally came up with interesting observations and reports. The student team worked under faculty guidance, using knowledge they have gained in their programs of study, to address the specific business problem. The results of the live projects were delivered by the students through reports and presentations. Students brought fresh perspectives to business problems. The institution received an overwhelming response from students, this gave them a sense of responsibility and accountability as well.

Harvard Business Simulation Course Pack: MERI is now Licensed Partner of Harvard Business Publishing for its Simulations. The course gives the students an opportunity to relate concepts learnt in classroom, experiment with various strategies, make tough decisions, and face consequences in real-time. The simulations

are introduced in various disciplines such as Organizational Behaviour, Marketing, Global Collaborations, Entrepreneurship, and Analytics.

FDPs: MERI every year conducts two Faculty Development Programmes (FDPs) for faculty upgradation and knowledge enhancement before the commencement of both odd and even semesters. Each programme revolves around a distinct theme, which could encompass areas such as cutting-edge research methodologies, innovative pedagogical tools, experiential learning strategies, and effective student engagement practices. This thematic approach ensures that the participants are exposed to the latest advancements and best practices in these critical areas. Additionally, the FDPs facilitate direct interaction between participants and renowned experts in the respective fields. This interaction not only imparts valuable insights but also offers a unique mentoring opportunity, particularly for faculty members aspiring to publish their research in esteemed academic journals. Such FDPs play a pivotal role in nurturing a culture of continuous learning and professional growth among faculty members.

2. Launch of MERI Startup Hub

The institute has also planned to boost the entrepreneurship culture among the students. Keeping this in view, the college launched its start-up hub named, MERI Start-up Hub headed by Dr. Anjali Nigam. The overall objective of the MERI StartupHub at MERI College is to establish the practical application of knowledge to facilitate entrepreneurship. By allowing potential students to get the chance to submit their creative ideas through competitions and brainstorming, and also examining original and creative ideas or concepts put forth by students, researchers, and faculty members from a range of societal and commercial sectors. Students are supplied with resources to design prototypes beneficial for promoting agriculture and rural development, which is also the one of goals of the incubation center. It also serves as a platform for students to transform their ideas into technological innovations. A beginning was made to develop our students and convert inventions into a crucial driver for economic progress, and ideas and innovations, which flow gradually with the start-ups. The major startups started by the students are Carpool, De Zaina (e-aggregator for Budding Fashion), baniyababa.com, and Yourstartup 9 etc. Students are encouraged to gain hands-on experience and better Industrial Exposure.



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)

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Post launch, the department has organized number of activities and programmes including ‘Corporate startup connect Forum 3.0 on 5th May 22, ‘Entrepreneurship & Innovation Growth Fest 1.0’ on startup India Day 16th January 22, and, ‘Women entrepreneurs & Innovation Growth Fest 2.0’ on 8th March 22, ‘Creativity & Innovation workshop series 4.0’ in May 22. It aims to provide necessary facilities for start-ups, such as mentoring, fund-raising, and technological support. Every member is nurtured by industry experts, management, and faculty. The MERI Start-up cell is eager to conduct a variety of seminars, speaker sessions, creative competitions, and games for prospective entrepreneurs and to help them by offering the tools they need, including funding, mentorship, consulting, and networking. This centre acts as a complete support system that provides hands-on experience in innovation and entrepreneurship. Every member is nurtured with the industry experts, management, and faculty.