

The strength, success and sustainability of any organization worth its name depend on its core values, core competency and perpetual performance. The bedrock of the performance of PHCET is expressed in its motto: *Vidya Karmasu Kaushalam* (*Knowledge is Excellence at Work*). Ten years is a very short span in the history of a large organization like PHCET. However, PHCET has achieved remarkable success and growth in ten years. This has been possible due to its performance its belief that excellence has hands and legs and a thinking mind. Therefore, perpetual quest for excellence and quality in all that it is about has become a kind of obstinacy. Also 'Building Quality Consciousness' has been an area of great most concern and thrust for PHCET from its inception. This concern has been consistently addressed during the course of the three phases of its perspective plans and strategic development. Quality in all that it does, and inculcating quality consciousness in its students, faculty, staff and other stakeholders is a relentless mission. Several workshops, on 'Building Quality Consciousness', were conducted by the Principal and senior faculty for all students and faculty. In a large institution for engineering education building quality consciousness is multipronged and strategic. It directly involves the students, the faculty, and administration and other stakeholders. The principal stakeholders - the students - are concerned with academics. A robust teaching learning process is the first necessity to have quality academics and is the hallmark of wholesome education. Identifying gaps in curriculum and bridging them in different ways was the first step. PHCET has in its ten years of existence evolved nearly fifty student-centric methods to enhance the learning experience of students. Some of these methods like Project Based Learning (PBL) and Concept Inventory (CI) have become best practices and methods like Special Interest Groups (SIGs) and Meditation are still in the growth phase. PHCET has a large number of students from the rural areas of Raigad District of Maharashtra and come from relatively poor academic background too. Some are first generation learners. Hence need special attention. Counselling by a professional counsellor and by senior faculty, mentoring by the faculty, are all part of the academic process to help students to become achievers. Quality is multidimensional and the commitment of PHCET is unambiguous. "When students leave PHCET they should be confident and

competent engineers determined to meet the challenges that may come in their professional and personal lives and take risks as appropriate, and have a 'WINNER'S ATTITUDE - *no matter what background they come from when they enter PHCET.*" All effort is to realize this. Mentoring is the new 'mantra'. The students have access and possess the same information that the teacher has in the changing dynamics and democratization of knowledge. Therefore, the role of the teacher is getting transformed from being an information provider to a mentor who guides how to evaluate the information that is available and how to use it for solving problems that the society faces. PHCET has added a new dimension to the mentoring process by assessing the employability of each student during the mentoring sessions from the first semester till the time the student graduates. Employability is assessed on nearly twenty quantifiable parameters. During the course of the studies in PHCET a student is assessed nearly ten times. *The effort is to create an employability index that indicates to the student and a potential employer the level of employability of a student.* The progress of the student over the semesters can be quantified and used to help one to improve one's employability. This is also an indication of the quality of mentoring as well as the effort one put to achieve one's potential. The aim is to help the students to use new technology tools to create a *digital portfolio of their learning journey*, and to enable their need to connect, communicate and collaborate. Initiatives such as this help PHCET to empower its students from a wide stratum to consolidate their learning and graduate as people who would be respected. Quality in academics cannot be achieved without having quality faculty. Investing in the faculty to build on their strengths to face an ever changing world and contribute their share for shaping the new generation is imperative. New paradigms of teaching learning such as 'concept inventory' are incorporated for optimizing both faculty and student time. Faculty improvement and empowerment are effected through carefully planned programs such as faculty presentations, public speaking, Special Interest Groups (SIGs), STTP, etc. The faculty makes technical presentations for ten minutes based on a course that one has taught in the previous semester. Senior faculty members evaluate the presentation on five parameters viz., Content, Delivery, Communication, Engagement, and English

language skills. The Principal addressed groups of faculty depending on the score band. The evaluation report is also given to each faculty by the Principal. Thirty two SIGs are initiated for providing avenues for research for faculty and students niche areas in chosen domains of technology and science. Each SIG has three or four faculty members. The students are inducted as members for carrying out various technical activities. Under the aegis of SIG several rare publications, manuscripts, and details of great patents are collected. Several publications are envisaged by SIGs. IELTS test for proficiency in English Language was conducted for the faculty to give awareness about the deficiency one may have and are encouraged to certify in MOOCs courses. Opportunities are made available for faculty and students to develop and grow. Empowered students and employees are what PHCET dreams for. *All these efforts and incessant striving culminated in the award of an "A" grade by NAAC on March 29, 2020 in the first Cycle for an Institution which is less than a decade old.* The hallmark of PHCET is the quest for quality without a pause; true to its motto: *Vidya Karmasu Kaushalam (Knowledge is Excellence at Work).*