

## 7.2.1 – Describe at least two institutional best practices

### Best Practice No. 1:

#### **Title of the Practice: State of the art scientific laboratories**

#### **Objectives of the Practice:**

To promote quality research using the state of the art equipments

To provide the faculty and staff of the AIISH laboratories of international standards

**The Context:** conducting research in the area of communication disorder is one of the primary visions of the institute. To achieve this institute spends its substantial resources towards the research one of the main prerequisite to carry out the relevant research is the state of the art of laboratories.

**The Practice:** The institute has state of art laboratories to carry out research in the area of communication disorders. It encourages faculty and staff to do research through the AIISH research fund in both the basic and applied areas. Research carried out at the institute is the main source of assessment and treatment resource materials in the country and these materials are widely used by all Audiologist and Speech-language pathologist throughout the country. In the reporting year, the Unit for Human genetics procured Illumina Miseq equipment which performs clonal amplification and genomic DNA sequencing. Institute also procured state of the art eye-tracking equipment to carry out research in the area of speech-language and cognition. Apart from this institute has prestigious laboratories such as facility for advanced auditory research (FAAR), kinematic lab, Acoustic Lab, Swallowing lab, Speech-Sciences lab, Speech Language Pathology lab, etc.

**Evidence of Success:** In the reporting year 91 peer reviewed scientific articles were published in different journals related to the communication disorders. Research carried out at the institute is the main source of assessment and treatment resource materials in the country and these materials are widely used by all Audiologist and Speech-language pathologist throughout the country.

**Problems Encountered and Resources Required:** The maintenance of the equipments and the procurement of consumables for the laboratories is one of the major challenges. Institute is working on AMC/CMC and rate contracts to procure the consumables necessary for the smooth functioning of the laboratories.

**Best Practice No. 1:**

**Title of the Practice: Departmental Peer Evaluation**

**Objectives of the Practice:**

To provide feedback to functioning of Departments under

- Human Resources Development
- Clinical Services
- Research
- Public Education

**The Context:** AIISH has 11 departments among this 04 are core departments and 05 Allied departments and 02 are service departments. In order to improve the coordination and provide feedback the peer evaluation of each of the department was started.

**The Practice:** Presentations are made by the Heads of each department of the institute every 2nd Wednesday in front of all faculty of the institute. In the reporting year, all 11 departments presented their achievements in front of their peers. Strength, Weakness, Opportunity and Challenge (SWOC) of each of the department was identified. The route-cause analysis was done wherever the measures of performance did not meet the target and constructive solutions were provided to improve the functioning of the department.

**Evidence of Success:** The process has been quite successful and is viewed as one of the best method to do the SWOC analysis. The fruitful discussions are held and constructive criticisms are provided at the end of the presentation. Director and Coordinator

Department PEER evaluation moderates these discussions and many a times instantaneous decisions are taken to speed up the decision making process.

**Problems Encountered and Resources Required:** Some of the major concerns such as shortage of man power requires approval from executive council of the institute. Hence, these shortcomings take time to get resolved and keep reappearing in the department peer evaluation from time to time.