IMPROVE

A Guide to Enhance Personality & Performance

by

Pankaj Chandra

College of Engineering

IMPROVE: A Guide to Enhance Personality & Performance

INTRODUCTION

Issues that affect individuals as students while in college and as professionals after graduation are diverse. In order to IMPROVE their personality and performance, these issues should be explored in detail. In my personal experience of over twenty-five years of teaching and over ten years of working in industry, I have seen students struggle with their classwork and after graduation in their respective jobs. An unguided educational experience on all levels has undesirable consequences during students' academic and professional part of life. Also, there are issues other than pure academics, such as confidence, moral, and a drive to achieve that is equally valuable in terms of affecting the outcome of their performance in and out of the classroom. This situation has been the motivation behind the idea of this proposal. Compilation of a guide to **IMPROVE** the performance of the students in school and in their careers is the theme of this proposal. In addition to some general advice, specific guidelines to **IMPROVE** not only the course grades but also their personality traits will be incorporated in the guide. I believe strongly that by incorporating these changes in their life-style, more can be achieved with less effort.

It is expected that incorporating the guidelines in their life, academic and professional, the students will not only improve their personality and performance, but will also contribute immensely to the retention rate, the revenue growth, and the name and fame of McNeese after graduation.

The proposed project has been envisioned with keeping in mind the three fundamentals of the prestigious Pinnacle Award:

- **Enhancing the Learning Environment: This is the basic reason for this proposal**: When the students will get motivated and improve their day-to-day behavior and performance, the whole learning environment will be changed for better. The future generation of students will benefit from the enhanced environment.

- **Collaboration of Academic Programs with Industry**: As the final destination of any graduate is some sort of business or industry, his/her interaction with them is always an important ingredient for success in their professional career. The proposal has taken into account the collaboration with industry or business in the respective field of the student. The experience students have with industry sponsored research, internships, facility visits and professional speakers is essential to improve their personality as well as performance.

- **Development of an initiative to Support the 5-Yr Strategic Plan toward economic development in Southwest Louisiana**: This proposal is designed by keeping the same goal. Although the guide will be compiled in the first year of the funded project and implemented in the second year, three annual surveys will be conducted to update and modify the guide. The surveys will provide the necessary feedback from various stock holders such as students, parents, faculty, administration, local industry/businesses and other institutions. A Time-Line for this project is included at the end of the proposal. One of the accomplishments McNeese would like to see through this project as it is

situated in the Southwest corridor, is the effect on student readiness to be linked with the economic development of the this region of the state. Graduates with improved personality, professionalism and preparedness will certainly play an important role in this endeavor.

The proposal has taken into account the expected goals of this award:

- **Increase the number of students completing courses focused on service learning, undergraduate research, internships, or innovation**: Again, this is one of the prime objects of this proposal. The students' serious and mature involvement is not only in academics but also includes research, internship and innovation. The main features of IMPROVE will prepare a student to apply their knowledge to serve in the community.
- **Increase the collaborative arrangements with appropriate business/industry that support opportunities for students to apply course content:** As mentioned before, the proposed project emphasizes the importance of the experience gained through the local industrial/business involvement with class learning.

WHAT IS "IMPROVE"?

IMPROVE is a concept with necessary guidelines designed to enhance a student's personality and performance. In turn, it will increase his/her ability to conduct effectively while in school and after. For a student, while it is necessary to live a happy and enjoyable life, it is also important to have an accomplished career. A student's life is the foundation of not only his/her life, but of the next generation. The word, IMPROVE, is an assembly of letters defined as:

- **Involvement**

  Involvement implies that students are motivated to partake in day to day tasks.

- **Maturity**

  Maturity infers that students should act and work in an adult-like fashion. This will enable them to handle a difficult situation with calm and logical response.

- **Presentation**

  Presentation indicates that students present themselves in a professional manner. Their work should be impressive and presented as per instructions.

- **Responsibility**

  Responsibility means that students should be accountable for their actions, which include many variables.

- **Organization**

  Organization suggests that students should work in a systemic, logical, and in an orderly manner not only in the classroom but continue to do so after graduation.

- **Vision**

  Vision implies that the students should have concrete goals and stay focused on them.

- **Ethics**

  Ethics implies that students in addition to the moral principles of the society should follow the established rules and regulations in their profession.

COVERED TOPICS

While the guide will discuss various issues, the recommendations and their effects with examples will be included. Some of the prospective topics are listed here. The list will be updated periodically from the annual surveys.

- Time Management
- Systematic Approach
- Communication
- Team Work
- Participation
- Information
- Stress Control
- Environment

RESOURCES

- **On-Campus Random Survey**

  These surveys with questions related to improvement in quality and performance in the classroom will be given to both students, parents, instructors and administration.

- **Off-Campus Employer Survey**

  Surveys with questions related to improvement in personality and performance after graduation will be given to both former students and their employers.

- **Published Data from Other Colleges**

  Information about improvements in quality and performance of students from other campuses will be collected via internet, phone calls and emails.

- **Personal Experience**

  My experience of over thirty years of teaching and over ten years in industry will be of great help in compiling the guide. Also, the information gained by my personal interaction with professionals working in industry/businesses will be a useful addition to the guide.

The first draft of the guide will be prepared from the input obtained by an initial survey and on the basis of my personal experience. Data from the future surveys will be used to update and modify the guide.

TIME –LINE

This proposal is designed by keeping the same goal in mind since it's time-line has a one year of finishing the compilation of the guidebook and one year of implementation followed by three annual updates and a final version by the end of the 5th year. The student labor part of the funds will be distributed over the first three year period. Annual updates will include the surveys from various stock holders.

BUDGET

- Faculty Supplement Pay = $2,500
- Student Labor = $2,500