

## **The class, as a whole**

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1    **Abstract**

2    The distribution in the relevant learning abilities of students in a class is usually not fully  
3    considered when learning strategies are employed. This article presents a case for a better  
4    conscious appreciation of the above distribution, and methods to improve the learning of all  
5    students in a class. That could lead to better retention in the program or better future  
6    contributions by the students, and better help to the Institution by future alumni.

7

8    **Keywords:** student abilities; distribution; whole class.

9

10   **Introduction**

11   The retention of the students in the engineering undergraduate program is a significant  
12   challenge<sup>(1)</sup> either to complete their courses in some countries, or to contribute in their chosen  
13   fields after graduation in some other countries. Engineering education or science-technology-  
14   engineering-mathematics (STEM) education in general, is traditionally addressed through  
15   straight lectures, problem-sets, laboratory work, and a final (senior)-year project. The  
16   students are assumed to possess problem solving skills to handle problems in the practice  
17   (tutorial/recitation) sessions or in the examinations that are based on the lecture material.  
18   However, some faculty members employ more effective pedagogical strategies to achieve  
19   better learning in a typical average student in their classes. A strong case has been made<sup>(1, 2)</sup>  
20   to ensure inclusion of proven learning techniques such as active learning to improve student  
21   learning.

22   To improve learning in students, many pedagogical strategies that have the backing of  
23   evidence such as active learning<sup>(3)</sup>, which includes co-operative group learning<sup>(4)</sup>, problem-  
24   based learning<sup>(5)</sup>, and others have been discussed in the literature. Each strategy can be  
25   implemented in various modes; for example, active learning can be implemented through

26 simple calculations, think-pair-share, part derivations by students of absolutely essential  
27 quantitative information in a guided fashion, and others.

28 Pedagogical strategies, if and when they are employed by a typical instructor, improve the  
29 learning of the *average* student in class. Since average students are the majority in a class,  
30 such a practice provides the greatest good for the greatest number of students in a class.  
31 However, the students who possess high learning skills (who are at the right of the  
32 distribution, 'right-students' or RS) and the students with limited abilities or other difficulties  
33 (who are at the left of the distribution, 'left-students' or LS) are not helped much by such an  
34 approach. Significant thought was employed to arrive at the notation – LS and RS. The  
35 alternatives for LS such as 'low performers', 'under achievers', 'weak students', 'last few  
36 students in the lowest quartile', etc., have a certain hierarchy associated with them. When the  
37 students accidentally know about it, the hierarchy seems to demean and demotivate them.  
38 Thus, some term that provides a connotation of 'being at the same level, but different' was  
39 sought. Left and right, in their indication of directions at the same level, seemed to denote  
40 students 'being on par, but different', perception-wise, and thus they were chosen.

41 This author believes that the average students, LS and RS are all part of the same class, and  
42 the instructor needs to be sensitive to the needs of the entire class. Further, in some situations  
43 the number of left-students in a class could be significant and that leads to a bi-modal  
44 distribution in the learning abilities. In such situations, the LS cannot be ignored by a  
45 conscientious instructor. This paper presents methods to improve the learning of all the  
46 students in class, including the LS and RS.

47

## 48 **Background**

49 The observations that provided the bases for the unreferenced statements made in this paper  
50 were made while handling the undergraduate, core (required) course, transport processes in

51 biological systems, in the Department of Biotechnology, IIT Madras, India, over the past 7  
52 years. The course was offered in the 4<sup>th</sup> or the 5<sup>th</sup> semester of the program. The textbook for  
53 the course<sup>(6)</sup> has a foreword by Professor R. B. Bird, University of Wisconsin-Madison.

54 The undergraduate program is a residential one, and less than 1% drop out; the LS usually  
55 take much longer than the usual 8 semesters to complete the program with great difficulty.

56 The selection is highly competitive with about 0.8% success rate for the country's applicants  
57 – about 10,000 candidates are selected from 1.3 million in a two stage entrance exam<sup>(7)</sup>

58 Therefore, even the last entrant to the program has achieved much better compared to the  
59 relevant average student in the country's population. Thus, all our students possess basal  
60 learning skills such as knowing and understanding in mathematics, physics and chemistry  
61 (the subjects on which they are tested in the entrance examinations), although the higher level  
62 skills<sup>(8)</sup> such as applying, analysing, synthesising and evaluating could be limited in some.

63 Given the above, the level of instruction is reasonably high to improve learning by the  
64 average student. The high level of instruction is also to meet the expectations of the public  
65 (industry, universities, etc.,) from the average graduate from the system. However, teaching  
66 at that level poses significant learning difficulties for the LS due to the bimodal distribution  
67 in the learning abilities, and boredom for the RS. If the class activities are pitched at the LS  
68 level, the majority in class comprising of the average students, and RS, would not be  
69 benefitted. However, the LS and the RS cannot be ignored if aspects such as welfare of all  
70 students, and maximizing their future contributions are considered. This manuscript provides  
71 strategies to address such challenges, *in the same class*.

72 The author recognizes that there are significant differences in the details in the various  
73 systems, world-wide. However, based on the literature and his experience, the author has  
74 hope that some of the observations and strategies could be helpful to all systems, which  
75 resulted in this communication.

76

## 77 **Distribution in the relevant abilities**

78 It is common knowledge that there is a distribution of student abilities in a class. For the  
79 purposes of this paper, let us take an elementary view of the abilities. Among the three  
80 domains of the Bloom's taxonomy<sup>(8)</sup>, cognitive, affective, and psychomotor, let us consider  
81 only the cognitive domain. Thus, the relevant abilities are the cognitive skills – knowing,  
82 understanding, applying, analysing, evaluating and synthesising – but, as applied to the  
83 particular subject. It is known that each student has his/her areas of strength in which (s)he  
84 has easy access to the highest ability levels<sup>(9)</sup>. However, such areas may not be related to the  
85 student's undergraduate course areas. For example, a student may be skilled in music or  
86 dance, and can reach the synthesising level in it without much effort, or pick up  
87 programming/coding skills on his/her own but, may not be able to analyse a momentum  
88 transport situation such as the velocity profile in an unseen laminar flow situation even with  
89 significant effort. They may have chosen to do chemical engineering for a variety of reasons  
90 including the need for a reasonably secure job upon graduation, lack of clarity regarding their  
91 own strengths, and others.

92 A good first approximation is a normal distribution of the above abilities in a class (Figure 1  
93 – A). Usually, there are variations; e.g. if the class contains a higher-than-usual number of  
94 extraordinarily bright students with varying abilities, the distribution has a longer tail toward  
95 the right. On the other hand, if the class contains a large number of students with limited  
96 abilities of different levels, the distribution has a longer tail toward the left. In some  
97 situations there are bi-modal distributions which reflect a significant number of students with  
98 widely different abilities (Figure 1 – B). For example, when there is multiple course entrance  
99 standards, bi-modal distributions could arise. There could also be other kinds of skew – a  
100 larger number of students with closely-spaced, higher abilities (a high-B-average

101 distribution), a larger number of students with closely-spaced lower abilities (a low-C-  
102 average distribution), and others.

103 An ideal aim of the instructor for the entire class could be to facilitate a shift, of say, the  
104 normal distribution to the right, which also has a smaller standard deviation, as shown in  
105 Figure 1 (C).

106

### 107 **Course period**

108 In almost all undergraduate engineering education systems, the course period is fixed – say, a  
109 year (rare, nowadays), a semester or a quarter. In fixed-time systems, it is difficult to aim for  
110 every student in class to reach the same, high level of achievement, mastery learning<sup>(3)</sup>, to  
111 successfully complete the course. Therefore, the different levels of ‘satisfactory’  
112 achievements are recognized through grades. A failure grade is awarded for ‘less-than-  
113 satisfactory’ achievement. If the system allows for mastery learning, then one could set the  
114 bar high (it may not be exactly the same for everyone) that everyone needs to reach to  
115 complete a course; however, we do not have such a system in engineering education in most  
116 parts of the world, although attempts have been made to induct mastery learning<sup>(3)</sup> or its  
117 variant, competency based learning<sup>(10)</sup>.

118

### 119 **Right students**

120 The RS need not necessarily have CGPAs on the higher side in their class, although many do.  
121 Higher CGPAs could also result from an ‘optimization’ approach by students with lower  
122 ability or lesser work levels. But, the RS possess the relevant abilities mentioned above.  
123 Usually, the RS do not need help with the regular aspects of a course. Their attention in  
124 class, their methodical follow-up of the material discussed in class, their smart (not  
125 necessarily hard) work, combined with their other abilities help them to understand the course

126 information, and to apply the principles toward solving closed-ended problems. They know  
127 when to ask the instructor for help toward better appreciation of the course. However, they  
128 are not experienced in the course material, and hence they may not necessarily reach on their  
129 own, the higher learning levels including analysing, evaluating and synthesising. The  
130 inability to reach higher learning levels leads to boredom in some RS, and a feeling of  
131 unfulfilled potential.

132 To better fulfil the RS potential, and to encourage students to contribute to developments in  
133 the field in the future, challenging exercises can be assigned. The developments in the field  
134 could include new knowledge through research or new applications/innovations, or a better  
135 comprehensive view, which is communicated through book-writing. Some examples of  
136 challenging exercises are challenge problems<sup>(11)</sup>, creativity exercises<sup>(12)</sup> (both for extra  
137 credit), and the choose-focus-analyze (CFA) exercise<sup>(13)</sup> (please see the Appendix A for  
138 some background). If such exercises carry a good weight, say 20 to 30% toward the final  
139 grade, it can also be ensured that the grades reflect the learning extent. In the interest of  
140 fairness, such exercises need to be assigned to the entire class, and they are a learning  
141 experience for all in the class. However, they are expected to better benefit the RS. Also,  
142 when the CFA exercise was made optional, no student did it. This experiment showed that  
143 students did not want to burden themselves with a challenging class exercise without  
144 ‘tangible’ benefit even though they appreciate it when it is an assigned exercise that counts  
145 toward the grade. Many students have expressed their unsolicited appreciation for the CFA to  
146 the author and his colleagues when they were still in the program. In addition, some RS in the  
147 author’s past classes who later became faculty members or key members in the industry,  
148 fondly recall the exercise when they meet or communicate (some even after 18 years). These  
149 show that the exercise has been effective. The author has counted 33 such unsolicited, fond  
150 recalls thus far.

151

152 **Faculty members/instructors, usually, were RS in their classes**

153 It is highly likely that the instructors or faculty members were RS of their own classes; they  
154 are *skilled in their chosen field*, either naturally (highly skilled) or through sustained effort  
155 (moderately skilled). Since the selection procedures for faculty members and for the  
156 programs that lead to being faculty members (say, Masters, Ph.D.) are highly competitive, it  
157 is likely that only the students who were skilled enough to perform consistently well are able  
158 to become faculty members. While this scenario is desired, it also places faculty members in  
159 a position from where they cannot appreciate the mental state or experiences of the LS. If the  
160 faculty members are aware of this fact, which is usually difficult to appreciate, and they take  
161 steps to understand the LS, it could lead to a better contribution to the learning of the entire  
162 class, as discussed in the later section on LS. Many faculty members empathize with the LS,  
163 but a true appreciation of how the LS see the course and an understanding of their psyche are  
164 needed to facilitate their learning. A way in which true appreciation for LS can be gained by  
165 the instructor is by signing up for a course in which (s)he is not skilled – say music, dance,  
166 painting, or any other aspect. When this author took classes in classical dance in which his  
167 natural skill is only moderate, the experiences proved valuable to understand the LS psyche.

168

169 **Average students**

170 Clarity in delivery, good organization, employing proven techniques of learning, working out  
171 mathematical steps in good detail while doing derivations of important results, and listening  
172 to the feed-back of the learning are all crucial to be effective in facilitation of learning of the  
173 average student (and the LS; they are not crucial for the RS, although they help). This author  
174 pitches his class lectures to the average students in the interest of the greatest good to the  
175 greatest number of people in class. As mentioned in the Introduction, many well-tested



176 strategies including active learning, co-operative group learning, and many others are  
177 available in the literature to improve learning of an average student. Therefore, this  
178 manuscript will not focus on the average students.

179

## 180 **Left students**

181 Addressing the needs of LS toward facilitation of their learning is one of the highly  
182 challenging tasks that the author has faced in his teaching career of about 23 years, thus far.  
183 It took about 3 years of dedicated effort to start making a difference, and about 3 more years  
184 to obtain a certain level of confidence in the reproducibility of the approaches for  
185 effectiveness. The main reason for the challenge was the initial inability to understand and  
186 appreciate the difficulties faced by the LS. Many aspects that are taken for granted through  
187 one's own experiences as a student are invalid for LS. Thus, an intuitive approach, which is  
188 employed by many faculty members, except those who have realized that facilitation of  
189 student learning needs dedicated approaches, completely fails with the LS.

190 The reasons for the students to become LS seem to be one or more of the following, based on  
191 observations and informal personal conversations with the identified LS over the past 6 years.

192 The personal conversations took place either in the author's office, when the LS dropped by  
193 to discuss after they felt confident enough, on the building corridors or just outside the  
194 Department building in the bicycle parking lot when the author initiated them with a simple,  
195 'how are things with you?' and followed up with 'is anything bothering you?', 'since you  
196 have done well in high school, what can be improved here so that you feel comfortable?',  
197 'everyone has a few strengths, and those are different between people', and so on. The author  
198 has spoken with all the identified LS over the past 4 years (numbers are given in Table 1),  
199 and about 90% of the LS in the 2 years before that.

- 200 1. Relatively lower learning ability levels, especially in applying, analysing, synthesising  
201 and evaluating, compared to their highly competitive classmates in the undergraduate  
202 program
- 203 2. A feeling of inferiority that they develop when they compete with the best in the  
204 country in the large, common first (freshman) year courses
- 205 3. Lower language skills (the medium of instruction is English) of some LS, which leads  
206 to a lack of understanding of the class material
- 207 4. Lower time-management skills of some LS that quickly lead to a feeling of being  
208 overwhelmed. Although many students in class do not possess good time-  
209 management skills, a lack of this skill in combination with the other reasons,  
210 significantly affects the LS
- 211 5. Psychological aspects including minor ones such as home-sickness and other major  
212 ones such as depression due to a variety of reasons, academic and personal. The  
213 instructor needs to be cautious while dealing with students with difficult mental  
214 conditions. A typical instructor is usually not trained to deal with such situations, and  
215 there is a danger that the condition may get exacerbated if not properly handled. If  
216 the instructor even suspects the potential for such situations (e.g. violent tendencies,  
217 suicidal possibilities), it is best to guide the student, preferably through institutional  
218 routes, to immediately get professional help.
- 219 6. A rebel mind-set, probably because of worldly disdain or because the student was  
220 forced into the program by parental/societal pressure. Some of these students are  
221 bright, and it is best to leave them alone after ensuring the condition, possibly in  
222 collaboration with their parents. They know that they are good, and will complete the  
223 undergraduate program with their classmates or soon after. Ultimately they do well in  
224 life in their chosen path after graduation, which could be completely different from

225 their undergraduate field (e.g. journalism, finance, art, public service). We will not  
226 discuss this category further. However, other students who rebel may not be bright,  
227 and will need help as discussed below, but with an extra dose of kindness and  
228 tolerance.

229 Due to 1 – 5 above, the LS are unable to concentrate to the needed extent, and are unable to  
230 recall, understand, or apply the appropriate knowledge, although many regularly attend  
231 classes. Although it appears that many LS attend classes as a ritual, about 10% of them do not  
232 regularly attend classes. They become demotivated, and also lose their self-confidence. Thus,  
233 they are unable to do even the tasks for which they are capable. Consequently, fear of failure  
234 and inability to do course exercises or write exams, set in. They also suffer multiple anxieties  
235 and they worry about their future. They talk of a feeling of 'being in a hole'. Many of the  
236 above have also been reported in undergraduate medical students<sup>(14, 15)</sup> in some countries.

237 Efforts to help LS such as directly asking them to get help from the instructor or their  
238 classmates, to participate in study circles scheduled after class hours where experienced  
239 students can help them, or even asking them to meet with the instructor to discuss their  
240 difficulties were unsuccessful. Attempts to address their possibly different learning styles<sup>(16)</sup>  
241 when the LS met the instructor to discuss their difficulties were unsuccessful. A clear  
242 statement of learning objectives also did not help. The LS seem to be at a stage  
243 (psychological and otherwise) where merely knowing what is expected to be achieved does  
244 not translate into them expending the effort to achieve the expectations – they do not even  
245 feel confident about the efforts. The learning objectives also indicate the level of the course,  
246 given their International requirement and consequent status, and hence they need to be  
247 written with an average student in mind. They are usually written as, 'students will  
248 demonstrate their ability to analyse ...', 'students will demonstrate their understanding ...',  
249 and so on, which reflect the abilities expected from an average student. A differential set of

250 learning objectives for different parts of the class (average, LS and RS) may not be easily  
251 internationally acceptable, especially since the learning objectives enjoy a high status now.

252

253 Thus, the author needed to devise ways to get insights, unobtrusively, into the LS-psyche.  
254 Based on those insights, and trial-and-error approach over the past 6 years, the following  
255 approaches seem to be effective in helping the LS improve their learning.

256 • The key aspect is to *unobtrusively* identify the LS as early as possible in the  
257 semester. To identify the LS, this author employs a diagnostic test (on material  
258 balances, which is reviewed in the first couple of classes in this course; the  
259 students have taken a material and energy balances course earlier in their  
260 curriculum – the test used in 2015 is given in Appendix B, as an example) that is  
261 administered in the first week of classes. The LS-identification purpose of the  
262 diagnostic test is not mentioned to the students. The diagnostic test is designed to  
263 be difficult and long to suitably identify the LS; the class averages are also lower  
264 than usual for the class. The diagnostic test identifies all LS, but can also provide  
265 false positives (up to 10%) – average students who did not do well in just the  
266 difficult diagnostic test for a variety of reasons. However, based on their  
267 interactions in class or through their performance in the first exam, it becomes  
268 clear soon after that they need not be considered as LS.

269 • Once identified, it is crucial that the LS are never directly addressed or unkindly  
270 commented upon in class, in front of their classmates. The LS tend to be highly  
271 sensitive, and it is imperative that the instructor gives significant importance to  
272 this fact. If any action, however well-meaning, exposes the sensitivity of the LS,  
273 all the good work toward improvement of their learning is lost. In front of their

274 classmates, a LS needs to be treated as an average student, without exposing the  
275 lower abilities.

276 • The advertised purpose of the above mentioned diagnostic test performance is its  
277 use as the basis for the formation of student groups to solve problem sets for the  
278 tutorial/recitation sessions. Based on their performance in the diagnostic test, the  
279 class is divided into 3 (number of students in each group) sets A, B, C – the  
280 highest achievers in group C, the lowest achievers in group B, and the mid-level  
281 achievers in group A, so that their performance is not immediately apparent. The  
282 students are asked to form groups of 3, and ensure that each group has one student  
283 from each of the sets A, B, and C. Thus, each group contains students with  
284 different ability levels so that the average ability level of each group is  
285 approximately the same. In addition, the group work contributes well to co-  
286 operative group learning<sup>(4)</sup>, and is an important strategy in the effort to improve  
287 LS learning. After learning to solve the problems in the problem set, the LS are  
288 able to solve the problems, on their own, and answer relevant questions that test  
289 their understanding, when called to solve the problem on the board during  
290 tutorial/recitation classes.

291 • The LS usually do not turn up to meet the instructor in his/her office if (s)he  
292 directly calls them to discuss their difficulties, until the instructor gains their trust.  
293 They feel ashamed, and sometimes feel afraid to face their situation. Thus, the  
294 communication with LS also needs to happen in a sensitive fashion, until their  
295 trust is gained. The author has used the active learning periods (when students  
296 work out a small problem, part derivations of essential material, etc.,) to walk  
297 around and talk to the LS about their approaches, and also to other students. The  
298 conversations with LS included pointers such as `what is the key principle that we

299 are considering here?', 'we need this result starting from here ... how do you  
300 think we can proceed with the next step?', and others – normal questions that are  
301 posed to an average student, but with a readiness to fill-in the gap on information  
302 that an average student picks up in high school (math concepts including log,  
303 exponentials, functions, derivatives, integrals, first order differential equations,  
304 physics/chemistry principles, that are relevant to the particular aspects being  
305 discussed, etc.). The LS respond well when the gaps are filled without making  
306 them realize that they should have picked up some of them in high school. Such a  
307 clarification, on a 'recall' excuse on a need-basis, does not take too much time.

- 308 • During the initial part of the course, the distribution of relevant abilities needs to  
309 be discussed in class, a few times. It needs to be presented as a natural occurrence  
310 during well-placed discussions. This discussion can happen during periods of  
311 boredom in class, or when the class is looking for a break after an intense  
312 discussion on the subject. Such a discussion seems to lead to better acceptance of  
313 their situation by LS. It also seems to develop trust among LS toward the  
314 instructor and serves to emphasize that the instructor is serious about helping  
315 them.
- 316 • Once their trust is gained, it becomes much easier for the instructor to help LS  
317 with their learning. Also, when the instructor makes efforts to reach out to the LS  
318 with genuine kindness, the LS respond very well, and many of them feel  
319 comfortable to discuss their learning difficulties. It was surprising that with  
320 encouragement during informal one-to-one meetings outside the class, about 30%  
321 of the LS did reasonably well in the demanding CFA exercise, and scored even as  
322 high as 70% in it.

- 323 • The examination (question paper) design is another key aspect to improve LS  
324 learning. It is common practice in quantitative courses to use examinations that  
325 have only numerical, closed-ended problems, with varying degrees of difficulty.  
326 However, closed-ended problem-solving is an applying/analysing (higher level)  
327 skill. Instead of using examinations with only closed-ended problems, the  
328 instructor needs to first be clear about the minimum knowledge that the student  
329 needs to gain to pass the course. The recall and understanding of that knowledge  
330 can be tested through appropriate direct questions or 'what is the difference  
331 between ...' type of questions; e.g. 'what is the difference between laminar and  
332 turbulent flows?', and 'what is the difference between flux and driving force?'.  
333 About 30% of the examination can have such questions, so that the student who  
334 answers only them, and gets about 30% in the CFA can get a minimum pass grade  
335 (say, 'E'). The remaining about 70% of the examination can have closed-ended  
336 problems at varying degrees of difficulty. On the other side, to keep the RS  
337 interested, it helps if about 20% of the paper consists of problems that require high  
338 learning skills to answer. Such a design also results in well-balanced  
339 examinations in systems that can accommodate a significant variation in the total  
340 marks that determine the course grade.
- 341 • The above design is with the last LS in mind. Many LS regain their confidence,  
342 and improve their problem solving skills through co-operative group learning<sup>(4)</sup>  
343 when they solve problem sets in groups. About 70% of the LS are able to do also  
344 the simpler problems in the exams, and earn D or C grades.
- 345 • The author has discussed the examination design in class, a few times. The  
346 discussion helps most LS to appropriately prepare their exam strategies.  
347 However, some LS try the most difficult question first, and lose out on time to do

348 well in the questions they can handle. To help such LS, the author, after making  
349 sure that he has gained their trust, has directly advised LS, in private, to ensure  
350 that they answer the direct questions first, before attempting the more difficult  
351 problems.

352 The above approaches, designed through trial and error over 5 to 6 years, have significantly  
353 helped LS to improve their learning. The distributions of student percentages in the  
354 diagnostic test and in the total marks that determined the grades, in a representative class  
355 (2015) are presented in Figure 2. The diagnostic test data (course-start) was bi-modal, and the  
356 same trend was retained in the total marks (course-end), as expected. However, only two  
357 students in a class of 36 were in the 0 to 30% range at course-end (their marks were close to  
358 30%) starting from about 11, at course-start. Without the strategies to improve LS learning, a  
359 disturbingly significant fraction of the class was seen in the 0 to 30% range at the course end,  
360 about 7 years ago. Further, all the identified LS were able to pass the course. The relevant  
361 data in the past 4 years are presented in Table 1.

362 After completing the undergraduate program, it may be best for the LS to choose careers that  
363 match their strengths. With the above methods of proactive advising<sup>(17)</sup> combined with due  
364 consideration to the human elements (kindness, empathy, understanding, etc.), the process of  
365 graduation can be made less traumatic for LS, especially when it is too late to drop out of the  
366 program. The kindness they experience in the process would possibly have a lasting effect on  
367 them, and that can be positive for all concerned. There are significant practical consequences  
368 too; It is known<sup>(18)</sup> that students who feel good about their alma mater, and can do, help the  
369 Institution, as alumni. The help could include better engagement with the Institution,  
370 financial gifts, and other means. Efforts toward reducing the negative feelings in learning in  
371 LS, and providing suitable opportunities to the average and RS to improve their learning



372 would increase the possibility of students associating positive feelings toward their alma  
373 mater.

374

### 375 **Conclusion**

376 It is possible to address the learning needs of all the students in class, the average student, RS  
377 and LS, through appropriate strategies that are fair for the entire class.

378

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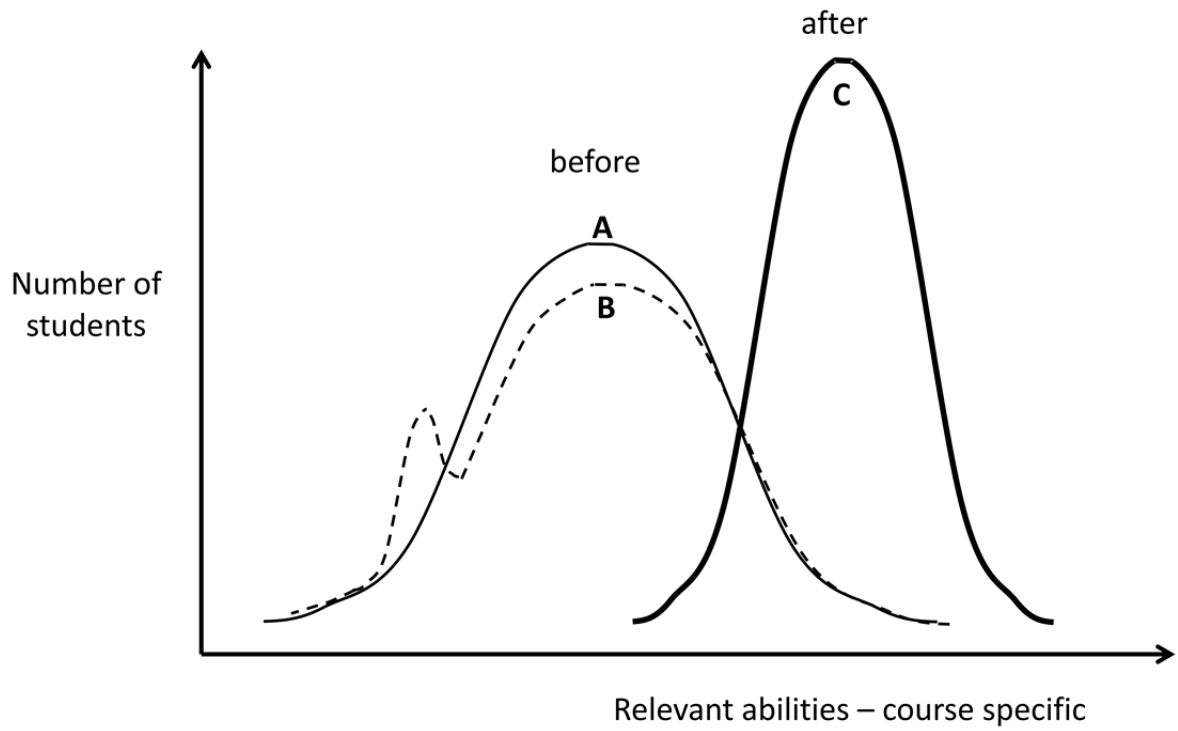
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391 Figure 1: The distribution of course specific relevant abilities in of the students in the class  
392 before and after the course. (A) normal distribution (B) bi-modal distribution (C) desirable  
393 distribution at the end of the course.  
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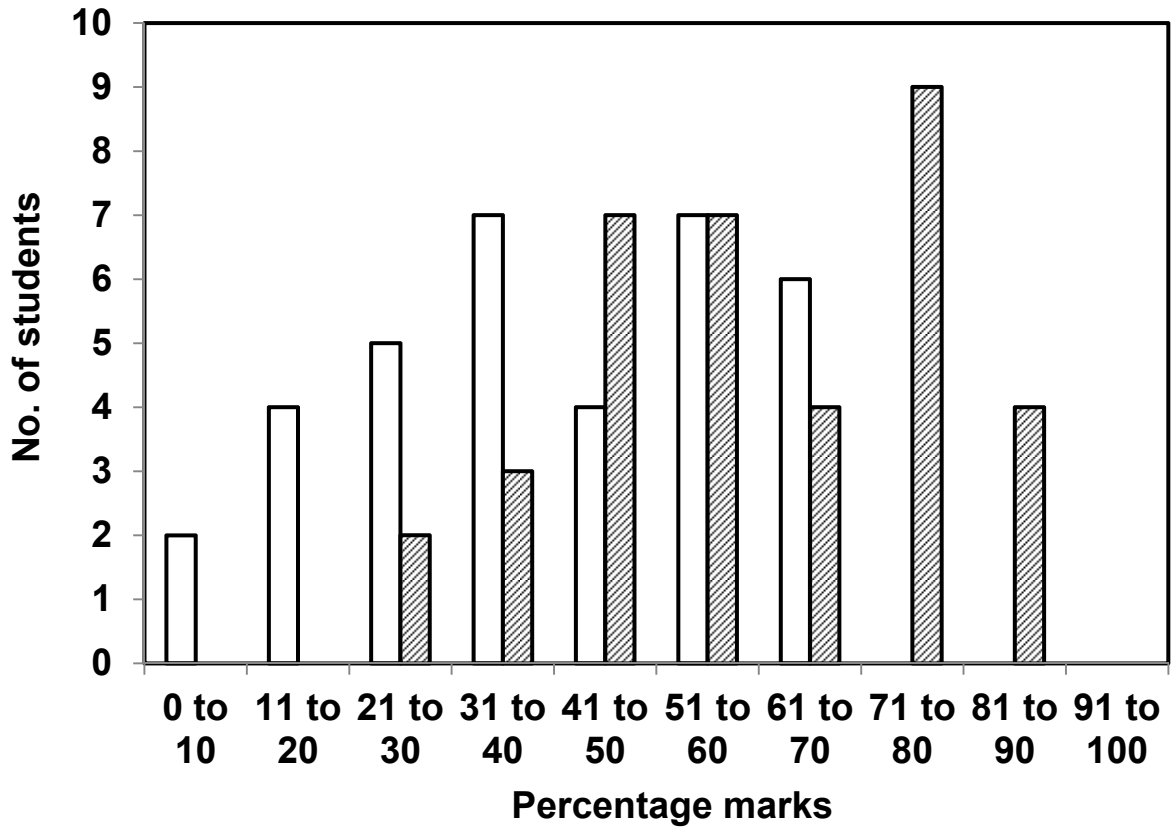
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402 Figure 2: Frequency distribution of student percentages in the beginning of the course as  
403 assessed through a diagnostic test in the first week (unfilled bars) and at the end of the course,  
404 the overall marks that decided the grades (shaded bars).

405 **Tables**

406

407

408 Table 1: LS information in the author's course, transport phenomena in biological systems,  
409 over the past 4 years

410

<b>Year</b>	<b>Total no. of students in class</b>	<b>No. of LS identified</b>	<b>No. of LS who passed</b>	<b>Comments</b>
2012	55	16	15	
2013	53	11	9	
2014	20	3	3	Students in the new program registered for the course. All the LS in class could not register for the course due to program rules.*
2015	36	11	11	

411

412 \* The curriculum for the new program placed the course in the 5<sup>th</sup> semester, whereas earlier,  
413 it was in the 4<sup>th</sup> semester. According to the rule, the students who have not passed all their  
414 courses until the 2<sup>nd</sup> semester cannot register for 5<sup>th</sup> semester courses. Thus, the students who  
415 had back-logs until the 2<sup>nd</sup> semester could not register for this course from 2014 onwards,  
416 whereas earlier, they could register for the same course because it was offered in the 4<sup>th</sup>  
417 semester. This changed the composition of only the 2014 class (the first batch in the new  
418 program) because there were no students who (earlier) had back-logs. From 2015 onwards,  
419 the students who cleared their back-logs became eligible to register for the course, and hence  
420 the composition became closer to the usual.

421

422

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466 **Appendix A: The Choose-Focus-Analyze (CFA) exercise**

467 Excerpted from: Sureshkumar, G.K., A Choose-Focus-Analyze Exercise in ChE  
468 Undergraduate Courses", *Chem. Eng. Ed.*, 35, 80–84 (2001)

469

470 Most open-ended problems tend to have the limitation that they have been assigned by the  
471 instructor. Therefore, the creativity aspect becomes limited to finding various solutions to a  
472 particular, instructor assigned, and thereby, instructor limited, problem. Usually, there are  
473 several students who are inherently more creative than the experience-honed instructor, and  
474 such an exercise does not fulfil the academic passions of those students.

475

476 The following assignment was made during the discussion of the course information material,  
477 which was handed out to students, on the first day of classes:

478

479 Students need to choose a problem of relevance to industry or any human  
480 endeavor and analyse it using the material and energy balance principles (or thermodynamics  
481 principles, for the thermodynamics course) learned in class. This is an open-ended problem,  
482 which has been designed to improve the choice, focus and analysis skills in students. The  
483 evaluation will be based on

484	Originality in approach	15%
485	Focus level	15%
486	Depth of analysis	20%
487	Quantum of work	20%
488	Original contribution	20%
489	Presentation (mainly communication)	10%
490		

491 A concise report (in the format that you think would best communicate your work) submitted

492 a week before the last day of classes will be evaluated strictly based on the criteria given  
493 above. It will help if the problem is chosen well in advance (within the first four weeks) and  
494 sufficient time, distributed throughout the course duration, is devoted.

495 Each student needed to perform the exercise individually, and it carried either a 15% or a  
496 20%weightage towards the final grade. Further, to make students self-reliant, the instructor  
497 unequivocally denied any help, at any stage. The inputs from the instructor were strictly  
498 limited to two aspects, for this particular exercise:

499 1. if the student decided to visit an industry (visiting the industry was not necessary) then, an  
500 introductory letter was provided. But, the letter alone may not guarantee admission into an  
501 industry – a fact that was clearly stated to the students (the fact that more than 75 students  
502 over the past four years have managed to visit the industries for this exercise indicates their  
503 relevant abilities – native, or developed for this exercise)

504 2. after focusing on the problem for analysis, if the student desired to know whether the  
505 problem was `too small' or `too large', then the instructor would give his opinion on that  
506 aspect alone.

507

508 However, the instructor was readily available to clarify the other aspects of the course such as  
509 class material, concepts and problem sets.

510



511 **Appendix B: Sample diagnostic test**

512 Indian Institute of Technology Madras  
513 Department of Biotechnology  
514 BT 3011 Tutorial 1 and diagnostic test for group formation  
515

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- 516 • Communicate your approach (carries significant weightage) and assumptions clearly.  
517 • 11<sup>th</sup> August 2015; duration: 50 min Max. marks: 100  
518
- 

519 1. An ineffective lecturer uses two chalk pieces to fill a black board of 1m X 5 m. At the end of the  
520 class, the board is erased. The chalk piece can be considered cylindrical with a diameter of 1 cm and  
521 length, 7.5 cm. Each chalk piece weighs 3.5 g, and when discarded, its length reduces to 2 cm. After  
522 the board is erased, what is the average area concentration of the chalk dust in  $\text{g cm}^{-2}$ , in the vicinity  
523 of the board, which can be taken as 15 cm from the board on the floor. Assume that the dust taken  
524 away by the duster and the amount lost while writing consists of 85% of the chalk used, and the  
525 remaining is present in the vicinity of the board.

526 [Marks: 15]

527 2. Sometime after 2.5 mmoles of a drug are injected in to the blood stream of a human being, its  
528 concentration becomes uniform in the blood. For effectiveness, the drug concentration in the blood  
529 needs to be above 100  $\mu\text{M}$  and below 500  $\mu\text{M}$  to avoid side effects. When the blood flows through  
530 the kidney, 1% of the drug is removed, and the blood supply rate to the kidney is 1.5  $\text{L min}^{-1}$ . Taking  
531 the total volume of blood in the human body to be 5 L, prescribe a dosage for the drug.

532 [Marks: 30]

533 3. For an analysis of oxygen supply to a bioreactor of broth volume V, an effective system for writing  
534 the oxygen balance is usually (broth – bubbles). Also, it is assumed that the volume of bubbles is  
535 negligible compared to the volume of the broth. In addition to aeration, if the decomposition of  $\text{H}_2\text{O}_2$   
536 by catalase present in the cells is used to provide oxygen, in situ in the bioreactor, write a material  
537 balance on oxygen for the system, (broth – bubbles). A first order reaction with a rate constant k can  
538 be assumed for  $\text{H}_2\text{O}_2$  decomposition. Also, the mass rate of oxygen supply through aeration in this  
539 case, can be represented as  $\dot{I} = k_L a (C_{O_2}^* - C_{O_2}) V$  where  $k_L a$  is a constant under the given  
540 conditions of operation,  $C_{O_2}^*$  is another constant, and  $C_{O_2}$  is the concentration of dissolved oxygen in  
541 the broth.

542 [Marks: 40]

543 4. Through suitable explicit material balances express the relationships between the metabolites in the  
544 figure on the other side in terms of the stoichiometric matrix, reaction rate and state vectors.

545 [Marks: 15]

546

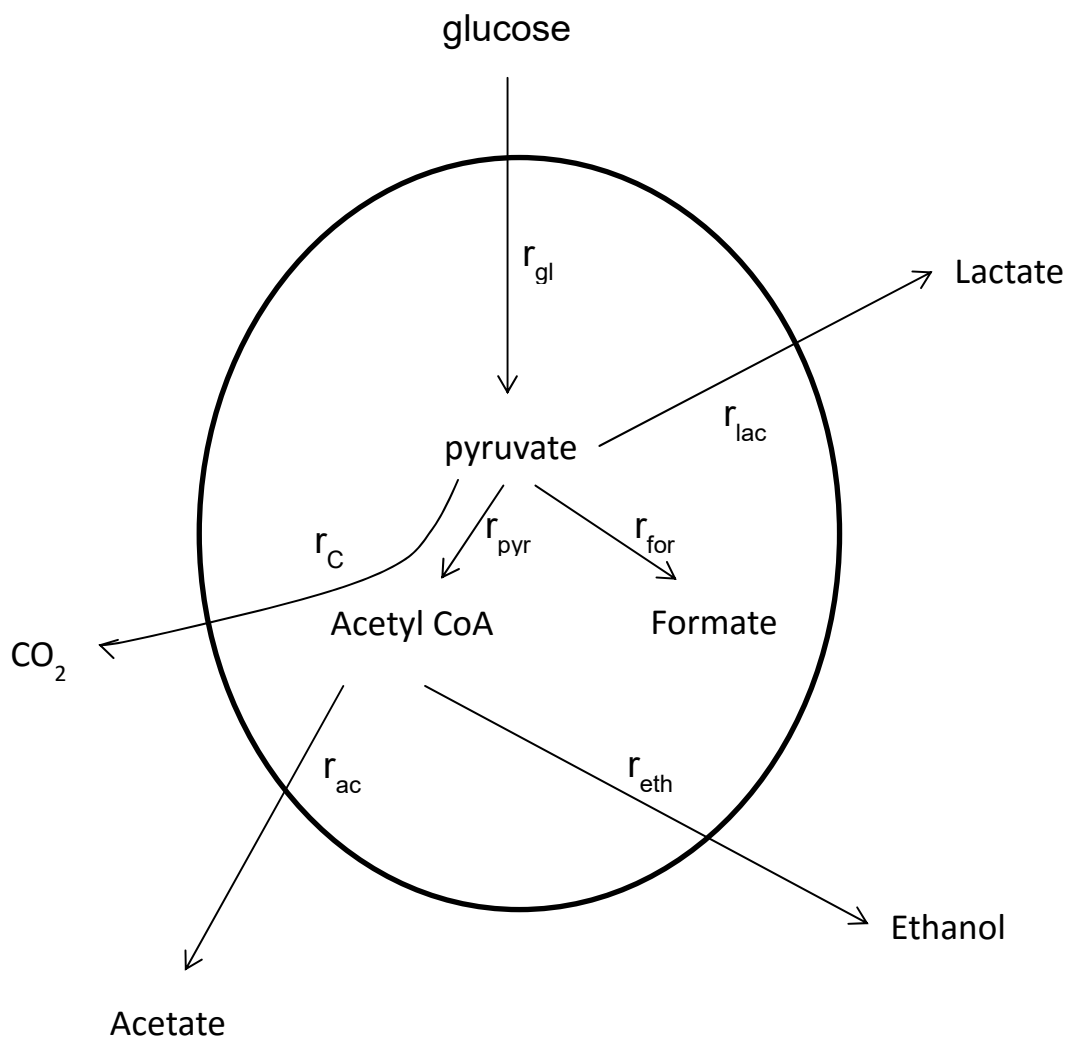
547 *Do your Best. Good luck.*

548

549

550

551



552 **Short biographical sketch**

553 G. K. Suraishkumar received his B.Tech. in Chemical Eng. from IIT Madras, Chennai, India,  
554 and his Ph.D. from Drexel University, Philadelphia, USA. He has contributed methods to  
555 improve student learning in courses, laboratories, and to improve technical writing. He has  
556 authored a book titled Continuum Analysis of Biological Systems: Conserved Quantities,  
557 Fluxes and Forces, and developed video/on-line courses and MOOCs. His research group  
558 and he have contributed novel research findings related to the technological aspects of  
559 reactive species. He has also significantly contributed to the start-up of two Departments of  
560 Biotechnology at IIT Madras and IIT Hyderabad, respectively, as their first formal  
561 Department Head.

562