

Revised Institutional Development Proposal

Under
Technical Education Quality Improvement Programme
TEQIP - Phase II
Sub-Component 1.1

Submitted to
National Project Implementation Unit
(A Government of India Unit for World Bank Assisted Project for Technical Education)

Through
Directorate of Technical Education
Government of Telangana, Hyderabad



Gokaraju Rangaraju
Institute of Engineering & Technology, Hyderabad
(Autonomous)

APRIL, 2015



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1. INSTITUTIONAL BASIC INFORMATION

1.1. Institutional Identity

- i. Name of the Institution **Gokaraju Rangaraju Institute of Engineering & Technology (GRIET)**
- ii. Is the institution AICTE approved? **Yes**
- iii. Furnish AICTE approval No. **• First Sanction: F.No. 730-50-257(E)/ET/97 dated September 15, 1997**
• Latest Renewal: South Central/ 1-2453389529/ 2015/ EOA, dated April 07, 2015
- iv. Type of Institution **Private unaided**
- v. Affiliating University **Jawaharlal Nehru Technological University, Hyderabad (JNTUH)**
- vi. Status of Institution **Autonomous under UGC**
- vii. Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)	Dr. Jandhyala N Murthy	040-64601923	9391184994	040-23040860	principal@griet.ac.in
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Project Nodal Officers for:					
Academic Activities	Sri M. Kiran	04065864441	9440457027	040-23040860	mkiran@griet.in
Procurement	Sri Ch. Mallikarjuna Rao	04065864441	9849274032	040-23040860	chmksharma@gmail.com
Financial aspects	Dr. N. Sunil Kumar	04065864441	9885121646	040-23040860	sunilkumar.narayana@gmail.com
Monitoring and Evaluation	Sri K. Satish Kumar	04065864441	9160553338	040-23040860	satishkotha@griet.ac.in



1.2. Academic Information

1.2.1 Engineering UG and PG Programs offered in Academic year 2014 - 15

S. No	Title of Program	Level (UG, PG, PhD)	Duration (Years)	Year of Starting	AICTE Sanctioned Annual intake	Total Student Strength
1.	Electrical & Electronics Engineering	UG	4	1997	120	534
2.	Mechanical Engineering	UG	4	1997	180	664
3.	Electronics & Communication Engineering	UG	4	1997	240	949
4.	Computer Science Engineering	UG	4	1997	240	857
5.	Information Technology	UG	4	1999	120	457
6.	Biomedical Engineering	UG	4	2002	30	84
7.	Biotechnology	UG	4	2002	60	106
8.	Civil Engineering	UG	4	2008	120	520
9.	M.Tech (Design for Manufacturing)	PG	2	2004	18	22
10.	M.Tech (Power Electronics)	PG	2	2006	18	30
11.	M.Tech (VLSI)	PG	2	2006	18	31
12.	M.Tech (Embedded Systems)	PG	2	2007	18	33
13.	M.Tech (Computer Science & Engineering)	PG	2	2007	24	34
14.	M.Tech (Software Engineering)	PG	2	2007	18	25
15.	M. Tech (Thermal Engineering)	PG	2	2013	18	26
16.	M. Tech (Structural Engineering)	PG	2	2014	18	10
17.	M. Tech (Power Systems)	PG	2	2014	18	17

1.2.2. Accreditation Status of UG Programs

S.No.	Title of UG Programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2014?	Whether "Applied for" as on 31 st March 2014?
i.	Electrical & Electronics Engineering	Yes	First Accreditation from 16.04.2006	—
ii.	Mechanical Engineering		Renewed Accreditation from 16.04.2009	
iii.	Electronics & Communication Engineering			
iv.	Computer Science Engineering			
v.	Information Technology		Renewed Accreditation from 01-07-2014	
vi.	Biotechnology	Yes	Accredited since 19.07.2008	—
vii.	Biomedical Engineering	Yes	No	No
viii.	Civil Engineering	Yes	No	Yes

NA: Not Applicable



1.2.3. Accreditation Status of PG Programs:

S.No.	Title of PG Programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2014?	Whether “Applied for” as on 31 st March 2014?
i.	M.Tech (Design for Manufacturing)	Yes	No	Yes
ii.	M.Tech (Power Electronics)	Yes	No	Yes
iii.	M.Tech (VLSI)	Yes	No	No
iv.	M.Tech (Embeddesd Systems)	Yes	No	No
v.	M.Tech (Computer Science & Engineering)	Yes	No	No
vi.	M.Tech (Software Engineering)	Yes	No	No
vii.	M. Tech (Thermal Engineering)	No	NA	NA
viii.	M. Tech (Structural Engineering)	No	NA	NA
ix.	M. Tech (Power Systems)	No	NA	NA

NA: Not Applicable

1.3. Faculty Status (Regular/On-Contract Faculty as on March 31st, 2014)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in Position by Highest Qualification												Total number of regular faculty in position	Total number of vacancies	Total number of contract faculty in position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15= (3+5+7+9+11+13)	16= (2-15)	17= (4+6+8+10+12+14)
Professor	25	25	--	10	--	05	--	--	--	-	--	--	--	40	--	--
Associate Professor	50	06	--	--	--	45	--	04	--	-	--	--	--	55	--	--
Assistant Professor	151	01	--	--	--	160	--	53	--	14	--	--	--	228	--	--
Lecturer	--	--	--	--	--	--	--	--	--	-	--	--	--	-	--	--
Total		32	--	10	--	210	--	57	--	14	--	--	--	323	--	--

R = Regular

C = Contract

-- = nil

Faculty Qualification & Status	Engineering disciplines	Total
Quality of faculty (faculty with PhD & Masters degree as percentage of total faculty)	$\frac{242}{256} = 94.53\%$	$\frac{309}{323} = 95.66\%$
Status of faculty (faculty on regular appointment as percentage of total faculty)	$\frac{256}{256} = 100\%$	$\frac{323}{323} = 100\%$



1.4. Baseline Data (all data given for the following parameters must be restricted to engineering disciplines / fields only)

S.No.	Parameters	Value
1.	Total strength of students in all programs and all years of study in the year 2014-15	4402
2.	Total women students in all programs and all years of study in the year 2014-15	1505
3.	Total SC students in all programs and all years of study in the year 2014-15	516
4.	Total ST students in all programs and all years of study in the year 2014-15	200
5.	Total OBC students in all programs and all years of study in the year 2014-15	1626
6.	Number of fully functional P-4 and above level computers available for students in the year 2014-15	1400
7.	Total number of text books and reference books available in library for UG and PG students in the year 2014-15	1,01,200
8.	% of UG students placed through campus interviews in the year 2014-15	>38%
9.	% of PG students placed through campus interviews in the year 2014-15	>3%
10.	% of high quality undergraduates (>75% marks) passed out in the year 2013-14	35%
11.	% of high quality postgraduates (>75% marks) passed out in the year 2013-14	50.5%
12.	Number of research publications in Indian refereed journals in the year 2013-14	9
13.	Number of research publications in International refereed journals in the year 2013-14	23
14.	Number of patents obtained in the year 2013-14	0
15.	Number of patents filed in the year 2013-14	0
16.	Number of sponsored research projects completed in the year 2013-14	4
17.	The transition rate of students in percentage from 1st year to 2nd year in the year 2013-14 for :	
	i. All students	74.02
	ii. SC	62.71
	iii. ST	68.08
	iv. OBC	81.67
18.	IRG from students' fee and other charges in the year 2013-14 (Rs. in lakhs)	2680.53
19.	IRG from externally funded R&D projects, consultancies in the year 2013-14 (Rs. in lakhs)	33.03
20.	Total IRG in the year 2013-14 (Rs. in lakhs)	2713.56
21.	Total annual recurring expenditure of the applicant entity in the year 2013-14 (Rs. in lakhs)	2319.22



2. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

2.1. Executive Summary of the IDP

Our Institute named Gokaraju Rangaraju Institute of Engineering and Technology (GRIET, for short), started in 1997, has made rapid strides in imparting high quality technical education over the last 18 years of its existence. As a result it has acquired recognition as one of the best Engineering Colleges in the state of Telangana. This is borne out by the high caliber of its students and faculty who have a proven track record of meritorious academic achievements. With its NBA accredited programs, innovative and student-friendly teaching-learning practices, intrinsic infrastructural strengths, and an enviable placement record, studying in GRIET is one of the cherished goals of engineering aspirants in Telangana.

With the receipt of additional financial support from TEQIP, GRIET boosted its efforts towards further improving the learning outcomes and employability of its graduates with special emphasis on socially disadvantaged and academically weak students in line with the State's technical educational policies. It has considerably expanded its nascent PG education and research programs. Conscious of the central role played by the faculty in these efforts, several initiatives are put forth for technical and pedagogical training of the faculty and for actively encouraging them to improve their qualifications and research skills.

The various measures proposed to achieve the above broad targets are explained in detail in the subsequent sections of this proposal. Measurable and monitorable targets are set for each of the specific objectives to be achieved during the project period. For instance, learning outcomes are to be measured by the pass percentage of the students which will be boosted from the existing 85% to more than 95%, the number of academically weak students (especially from the disadvantaged social categories) will be reduced to less than 5% and efforts will be made to increase the placements to over 90% of the eligible students. Various methods proposed to achieve these and other target deliverables include, among other things, considerable enhancement in the classroom and online learning resources, special hand-holding operations through mentorship and finishing school programs for academically weak students and a proactive placement facilitation program that comprises special coaching to improve communication, interpersonal and job interview skills of students. PG education will be strengthened by increasing the intake of PG courses in every eligible department, equipping the PG laboratories with the latest equipment and providing financial assistance to needy PG students to enable them to complete their studies.

Faculty members will be encouraged to improve their academic qualifications to the extent that by the end of the Project at least 40% of the faculty would have acquired a Ph.D. degree and more than 95% will have a PG degree. Monetary incentives and reduced working load (where required) will be provided to the faculty to achieve these targets. Financial incentives and rapid career growth opportunities will also be provided as the means to encourage the faculty to do more research and publish their findings in journals of repute and high impact factor as well as to obtain patents for innovative and original ideas. Similar measures will also be adopted for the growth of technical and non-technical staff.

Detailed Action Plans are presented for various parameters specified by the PIP of TEQIP. Action Plan for improving the employability of graduates lists various measures such as



enhancing the academic and non-academic skills of students, increasing the number of placement opportunities and enhancing the entrepreneurial skills. Action Plan for increased learning outcomes of students follows the strategy of implementing learner-centric practices like technology-aided teaching methodologies and providing a profusion of learning resources. Successful Implementation and execution of Action Plan for achieving autonomous status within 2 years describes our continuous procedure aimed at fulfilling all the mandatory requirements. Action Plan for achieving accreditation targets gives the action points for NBA accreditation of the one remaining UG program which is not yet accredited (6 out of the 7 eligible UG programs are already accredited) as also the eligible PG programs (6). Implementation of various academic and non academic reforms like curricular reforms, providing opportunities for faculty development, establishment of the four funds required, implementation of academic and non-academic reforms, improving Internal Revenue Generation (IRG) through sponsored research projects, consultancy and tailor-made academic programs for industry personnel, delegation of decision making powers to senior officers etc., are described in another Action Plan. Improving interaction with industry by setting up an Institute Industry Interaction Cell and carrying out programs of mutual benefit is described in yet another Action Plan. PG education, Research and Consultancy being an important element of a higher education institution, Action Plans have been chalked out for enhancement of these activities.

It is the duty of academic institutions to take care not only of the relatively brighter students but also those who are academically weak, especially those from the socially disadvantaged categories. An Action Plan is described to help them through various hand holding measures such as a Mentorship Program implemented through a Finishing School.

The heart of an educational institution lies in its faculty and staff. Measures for their growth and career advancement such as providing subject domain and technical training as also pedagogical skills training apart from addressing motivational and attitudinal aspects are described in an elaborate Action Plan based on an Analysis of their Training Needs (TNA).

Implementation of a Project of such a large magnitude and scope will require the co-ordinated efforts of all the stakeholders. This is sought to be achieved by the involvement of all concerned through at least five committees constituted for this purpose. Continuous monitoring and facilitation of rapid progress through speedy removal of impediments will be the hallmark of the working of these committees.

In order to sustain the growth momentum generated by the TEQIP project and continue the appointments/ assistantships/ other developmental expenditure after the project is closed, the additional funding required will be provided through IRG (Internal Revenue Generation) and uninterrupted continuation of the work of all the committees.

Detailed Budget proposal for the implementation of the project is also prepared in the IDP. It is expected that the quantum of assistance will be to the tune of at least Rs.4 Crores, which will be distributed among various permitted expenditures as per TEQIP-PIP guidelines. Plans for procurement of required equipment, goods and hiring the services of consultants have been worked out in accordance with the TEQIP-PIP guidelines are presented in the last section. Various enclosures and Annexures in support of the Institute's case for selection under TEQIP subcomponent 1.1 complete the submitted Project Proposal.



2.2. Details of SWOT analysis carried out (in terms of methodology used, analysis and information and data as collected and inferences derived with respect to strengths, weaknesses, opportunities and threats).

2.2.1. Methodology used in carrying out SWOT Analysis:

GRIET has been in existence since 1997. During this period of 18 years it has grown in stature and quality of education to the extent that it has been recognized as the “Best Engineering College in Andhra Pradesh” by the ISTE in 2009. Conscious of the great responsibility that this recognition has brought, the College undertook a massive exercise to assess its strengths and the challenges facing it not only to keep the good name that it has already earned but also to improve considerably upon it in the future.

As part of this exercise the SWOT analysis was taken up on a suitably large scale and in accordance with the guidelines given in Annexure-V of the Project Implementation Plan (December, 2009) of the NPIU. An experienced Senior Professor of the Institute (Dr. T. C. Sharma) was appointed as the Facilitator and four Rapporteurs of Associate Professor grade (L. Jaya Hari, P. B. Apparao, N. Sunil Kumar, Jeevan Nagendra, G. Mallikarjuna Rao and K. Satish Kumar) were given the responsibility of assisting him. The sequential steps followed by them in carrying out the SWOT analysis are given below:

- SWOT was conducted by the Facilitator and four Rapporteurs by consulting all the Institutional stakeholders in several brainstorming sessions at different periods of time during the months of November-March, 2014.
- Various Stakeholders consulted include:
 - ✓ Director and Principal of the Institute (2)
 - ✓ Deans and Heads of Departments (12)
 - ✓ Faculty members (200+)
 - ✓ Administrative, Technical and Support staff (50+)
 - ✓ Students (200+)
 - ✓ Alumni, Parents and Industry representatives
 - ✓ Representatives of the Management
- Participants in each brain storming session were briefed by the Facilitator about the importance of their participation in this exercise and were asked to generate as many responses as possible within a given time frame.
- Very enthusiastic participation of all the participants was a notable feature of the exercise. More than 500 different ideas were received from them.
- The responses were recorded verbatim by the Rapporteurs during each session separately.
- The responses were collated, analyzed and summarised by the Facilitator and Rapporteurs in consultation with the Head of the Institution.
- The summarized perception of its SWOT by all the stakeholders of the Institute has been worked out on the above basis. The Summary of the SWOT analysis is presented as per the following scheme:
- Under each of the items (Strengths, Weaknesses, Opportunities and Threats), the results are presented in the following consistent structured format:
 - Results are classified according to the categorization scheme: (i) Students and Faculty, (ii) Teaching-Learning Practices (iii) PG Education, Research and Development and (iv) Institute level features.
 - Bulleted point lists are given under each category, listing only the main points.



- Same consistent scheme is used in the subsequent listing of the Specific Objectives (Section 2.3) in order to maintain the one-to-one agreement with the SWOT analysis.

2.2.2. Summary of the SWOT Analysis:

A. Strengths of the Institute, itemized category-wise

i. Talented student community guided by competent and dedicated faculty with a proven track record of creditable performances:

- Consistent academic record of 85 to 90% passes, with 65 to 70% securing First Class (60% aggregate marks) or more
- Ten University First ranks secured by students during 2008-09 (Three) , 2009-10 (Two), 2010-11 (One), 2011-12 (One) and 2013-14(Three) Degree examinations
- Campus Networking System (GCAP) and e-magazine (GEMS) created and maintained by Students
- Students having demonstrated skills in organizing national-level and local events like Pragnya, Pulse , Robotics, Annual Day, Spices, Quizzicals, Rhythms and Graduation Day
- Full complement of faculty of qualifications and experience meeting or exceeding AICTE norms.
- Strong bonding of faculty with Institute due to congenial working conditions (<12% annual attrition rate).

ii. Student-friendly Teaching-Learning Practices oriented towards improving learning outcomes (implemented over and above the curriculum prescribed by the parent University):

- Teaching methodology heavily biased towards practical work, considerably exceeding the norms of affiliating university
- Bridge Courses for newly admitted students before start of regular instruction
- Continuous Internal Academic Auditing for quality assurance
- Effective On-line Student Feedback Program.

iii. An established PG program and a rapidly growing R&D culture:

- 9 PG Courses currently running in engineering departments of which are 6 programmes are 5 years or older.
- Creditable record of GRIET faculty having two Patents (+3 applied for), over 200 research publications in peer reviewed journals and Conference Proceedings, more than 20 text books and monographs, and Research Project/Seminar Grants/ Staff Development programs from AICTE, DST, DRDO, etc worth over Rs.151.3 lakhs
- Consultancy earnings over the last few years amount to over Rs. 85 lakhs
- GRIET regularly publishes three International journals, International Journal of Advanced Computing(IJAC) published Quarterly and another, Journal of Data Engineering and Computer Science (JDECS) published half-yearly, International Journal of Advanced Materials Manufacturing & Characterization .
- JNTUH has sanctioned Research Centers in 3 departments and is likely to start in 2 more departments
- On-going collaboration with its UGC Academic Staff College, ESCI, IIT H, IIT B,IIT Kgh, IIMs, Institute of Engineers, CII, to run special Courses

iv. Intrinsic infrastructural strengths of the Institute making it one of the largest and most preferred Engineering Colleges in Telangana, though only 18 years old:

- Obtained major awards “Best Engineering College in Andhra Pradesh” and “Best Principal” given by ISTE (2009), “Best Principal”, “Best Teacher”, and “Best Student” by ISTE (2014).
- Has well equipped technical laboratories, English language laboratory, well stocked Institutional and departmental libraries (facilities complying with or exceeding relevant AICTE norms)
- Has Wi-Fi internet facility on campus accessible to all students, faculty and staff



- Advantage of proximity to major academic and R&D institutions and some local industries, with good commuting facilities provided to all students, staff and faculty
- Adequate number of classrooms, drawing halls, library, computer rooms, auditoriums, seminar halls with audio-visual facilities, sports and recreation facilities and canteen.

B. Weaknesses of the Institute, itemized category-wise

i. Student- and Faculty-related issues:

- Considerable number of students at entry into B.Tech Courses lack the strong motivation needed to pursue the grueling professional curriculum, despite stringent admission norms ensuring good quality input
- Low motivational levels of many students to improve their non-academic skills to meet industry's growing expectations, despite availability of extensive training facilities on campus

ii. Teaching– Learning Process (learning outcomes):

- Availability of on-line learning resources to students needs to be enhanced
- Number of Technical and pedagogical training programs for faculty and staff has to be increased to meet growing demand
- Existing modern educational aids like multi-media classrooms, broadband Wi-Fi internet connectivity and video conferencing facilities need augmentation

iii. PG Education, Research and Development:

- Many faculty members, in various stages of completion of their doctoral work, are yet to acquire Ph D
- Research output of a large percentage of faculty is hampered by insufficient grounding in research skills
- Scale of sponsored research by faculty is not commensurate with their capabilities

iv. Institute level Activities:

- Infrastructural facilities like built space, labs and equipment need to increase rapidly to accommodate growth
- Motivational incentives to faculty and students for high quality achievements have to be further enhanced
- Financial resources for implementation of quality improvement measures have to be augmented

C. Opportunities conducive to quality growth, itemized category-wise

i. Caliber of Students and Faculty:

- Rapidly increasing societal awareness of the need for quality in technical education
- Growing global demand for engineering graduates of higher caliber
- Increased attractiveness of teaching as a profession due to recent pay structure revisions conducive to induction of more and more quality faculty

ii. Implementing Quality in Teaching – Learning Process:

- Availability of a large number of new on-line and self learning resources (such as NPTEL's web-based courses and video lectures)
- Readiness of IIT's and other premier institutions to mentor less well-placed institutions
- New imperatives to rise to world standards in an era of globalization and WTO agreements.

iii. PG Education, Research and Development:

- National need for more faculty with PG qualification providing a boost to PG education
- Growing awareness in the Industry for the need to outsource R&D work to academic institutions



- Possibility of networking among academia, R&D institutions and local industry to form R&D clusters.

iv. Institute Level Opportunities:

- Increased access to financial inputs from Governmental sources like MHRD's TEQIP
- Initiative taken by the UGC, echoed by some State Governments and affiliating Universities, to grant academic autonomy to deserving institutions
- Growing interest among International Organisations to develop academic collaboration with institutions in India (e.g., UKIERI, DAAD, CEFIPRA, Fulbright Foundation and EdCil).

D. Threats to achieving quality, itemized category-wise:

i. Caliber of Students and Faculty:

- Fluctuating motivational levels of students linked to volatile job situation for engineers, which is intern influenced by vagaries of world economy.
- Unfavourable supply-demand situation of qualified and quality faculty leading to unhealthy competition among colleges for the limited number of faculty available.
- Unequal playing field vis-à-vis public-funded institutions and foreign universities in India.

ii. Implementing Quality in Teaching – Learning Process:

- Prevailing societal view that engineering education is merely a gateway to lucrative employment
- Emphasis by most stakeholders on performance in examinations rather than true learning
- Disruptive interruptions in academic calendar due to frequent political and social disturbances

iii. PG Education, Research and Development:

- Reluctance of engineering graduates to join PG courses in engineering due to perceived lack of significant benefit in employment for PG degree holders other than in the academia
- Unaffordable high costs of sophisticated research equipment
- Reluctance of most industries to fund research in private self-financing institutions.

iv. Institute Level Threats:

- Dependence on parent University for introducing needed academic reforms due to cautious approach of university in dealing with autonomous colleges.
- Mushroom growth of substandard technical education institutions leading to over-regulation by statutory bodies indiscriminately applied to even well-established institutions with a good track record.
- Changing political environment and consequent irregular implementation of Fee reimbursement benefits and uncertainty in regulations in education.

2.2.3. Based on SWOT analysis, provide the “Strategic Plan” developed for institutional development.

The world around us is changing rapidly. In many branches of engineering, knowledge which is new when students join the course is often outdated before they graduate. Options available to the students for career planning are also widening on a global scale. The Strategic Plan of the Institute aims to keep pace with these changes by critically examining the way we prepare our students for the potentially exciting and rewarding future and facing the challenges. The Plan also aims to meet the expectations from all the stakeholders and achieve improved levels of satisfaction especially among students, faculty, parents and employers.

The major thrust of the Strategic Plan will be to achieve calibrated improvement in the quality of technical education we impart in line with the stated Vision and Mission of the Institute (**Enclosure I**) This will be done by building on our core strengths of excellent infrastructure, talented student and faculty community and a deeply committed management, and facing the several challenges by exploiting the emerging opportunities.



Core Values:

We believe in the following values and make them the base on which the edifice of our core competence in technical education is built:

Excellence

- Continually strive for achieving the highest standards in education and research

Integrity

- Sustain an atmosphere of honesty, openness, and transparency in all dealings

Innovation

- Promote a culture of curiosity and reward originality of thought and action

Entrepreneurship

- Promote and support entrepreneurial spirit among students

Leadership

- Develop industry leaders with the ability to find creative solutions to problems

Sustainability

- Conduct research that addresses critical global challenges like energy and environment
- Promote public awareness of the issues involved

Service to the Nation

- Utilize technology for inclusive growth of national wealth
- Advance universal health-oriented actions

Major Goals:

1. To achieve recognition as a high quality academic institution for technical education in the state of Telangana, in India and eventually on a global level:

Strategies:

- Expand the Post-graduate program as a major part of our educational offerings to cater to the national and local needs
- Continuously review and innovate in the structure of courses offered to suit changing needs of the Industry and the nation – possible after acquiring autonomous status and eventually becoming a deemed University so as to achieve the maximum degree of flexibility in technical education and research
- Recruit, develop and motivate high calibre diverse faculty
- Achieve NBA accreditation of all eligible UG and PG courses

2. To achieve recognition as a Centre for Creative Solutions to technological problems and to develop new technologies of relevance to India

Strategies:

- Step up R&D efforts by faculty and students in collaboration with experts from other institutions and the industry
- Set up a Centre for Creative Work involving select groups of students and faculty with creative skills working in an atmosphere of free-wheeling thinking
- Focus on research and training through integrated industry-institute interaction
- Promote a spirit of Entrepreneurship among students with emphasis on a change of mindset from Job seeker to Job provider
- Set up a Technology Incubation Centre to provide the initial hand-holding to budding young entrepreneurs



3. To enable students to acquire technological knowledge that is at once modern and relevant to the needs of the Industry

Strategies:

- Provide state-of-the-art infrastructure and learning resources that will exploit the educational applications of the virtual world
- Involve students as partners in the process of deciding what to teach and how to learn
- Develop a sense of the rapidly changing environment in which life-long learning is the norm
- Provide real-world work experience in collaboration with the Industry

4. To enable students to mature into responsible citizens through integrated character development programs

Strategies:

- Provide a well rounded collegiate experience to the students by giving plenty of time and facilities for healthy co-curricular and extra-curricular activities
- Help the students to develop their value systems with a balanced mind, heart and action
- Inculcate a sense of environmental responsibility and sustainable development
- Emphasize the need to realize the importance of development of society as a whole as against the development of oneself at others' cost

5. To provide students with equitable and affordable technical education of the highest quality

Strategies:

- Provide equal admission opportunities to students from all sections of society
- Introduce a generous system of scholarships to bring education within the range of affordability to all
- Introduce special hand-holding measures to the not-so-gifted students requiring additional attention

2.2.4. How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOT Analysis

- The SWOT analysis has pinpointed certain weaknesses that need to be improved further and also the strengths that should be further encouraged. Accordingly the key activities proposed here address the issues of improving the quality of students and faculty, helping academically weak students, strengthening the teaching-learning practices, enhancing PG education, research and consultancy obtaining autonomy full accreditation and industry collaboration. Specific action plans have been worked out on this basis for the project duration.
- At the end of the project, practices that have proved beneficial will be carried forward while the others will be changed or modified to suit the needs of a growing and improving Institution. The overall aim of the entire exercise will be to improve the quality of technical education being imparted in the Institute and produce engineers who will be useful for the industrial development of the country.
- **The key activities are listed in detail in the next section (Section 2.3), grouped under various specific objectives, as required in the IDP format given in the IDP.** Summary of the key activities with yearly targets are given in Table 2.1. Action plans are described in the subsequent sections. Some salient features are given below.

Proposed Key Activities are as follows, listed in the same order as in the results of SWOT analysis in order to bring out the one – to – one correspondence, each addressing a specific weakness listed therein.



A. Improving the calibre of students & faculty

1. Vigorous efforts will be made to improve the motivational levels of students for learning in and outside the classroom through counselling sessions and by providing a profusion of learning resources including e-resources.
2. The on-going hand-holding operations to improve the performance of academically weak students will be further enhanced.
3. Increased efforts will be made towards personality development and acquisition of soft skills for students to prepare them for placements.
4. Rigorous efforts will be made to attract faculty with a research bent of mind & set up Centres of Excellence
5. Incentives and rewards would be extended to students and faculty who excel in academic performance.

B. Implementing teaching learning practices aimed at better learning outcomes

1. Emphasis on practical work and training of students will be further increased.
2. Stress on reorientation of outlook/approach to quality through outcome based education.
3. Changes in syllabus to keep pace with emerging trends and monitoring the effectiveness of the teaching-learning methodologies and the evaluation systems will be continual processes.
4. Increased opportunities will be provided to students for hands-on experience on campus as well as outside in collaboration with relevant industries.
5. Outstanding academicians and professionals at the global level would be invited to assist the faculty in all disciplines of the Institute and deliver specialist lectures on topics of current interest.

C. Enhancing PG Education, Research and Development

1. Existing PG courses would be strengthened by improving the facilities available and new PG courses in advanced current and futuristic fields will be started.
2. Research Assistantships and Teaching Assistantships will be offered to as many PG students as possible.
3. Advanced research centres would be setup in the Institute to cater to the needs of individuals, industries and government, and thereby create centres of excellence in specific areas.
4. Faculty and students will be encouraged to publish their research work and to obtain patents for intellectual property incubated by them.
5. National/ International Conferences on topics of current interest will be a regular feature in association with other reputed technical institutions, professional societies, international groups and NGOs.
6. Liaison with industries will be developed to the extent of the Institute offering useful technical consultancy to them.
7. Research students of the institution would be exchanged with scholars at universities under MOU with GRIET under students exchange program.
8. Intense efforts will be made to apply for more research projects from AICTE/DST etc

D. Institute level actions

1. Administrative and management set-up will be further refined to develop the power structure and provide more independent decision making capability and increased responsibility at all senior levels in the institute.
2. Most of the existing courses in the institute are already accredited. Fresh accreditation will be obtained for those few eligible ones which are not yet accredited as also renewal of accreditation for those courses for which accreditation will end during the project period.



3. Action will be initiated in the corrective feedback control mode at every level of the Institute based on the results of the SWOT analysis
4. The visibility of the Institute would be widened by means of publications, placements, academic and social events

The one-to-one correspondence between the key activities listed above and the results of the SWOT analysis are further brought out in section 2.3 below. Each one of the proposed objectives specifically addresses the items listed under “Weaknesses”.



2.3. State the specific objectives and expected results of your proposal in terms of “Institutional strengthening and improvements in employability and learning outcomes of graduates”. These objectives and results should be linked to the SWOT analysis.

General Objective: To achieve calibrated improvement in the quality of technical education in line with the stated Vision and Mission of the Institute and achieve improved levels of satisfaction among students, faculty, parents and employers. This will be done by building on existing strengths and overcoming weaknesses by exploiting the emerging opportunities as listed in the summary of SWOT analysis.

Specific Objectives: The following is a list of the specific objectives of the Project in the context of the overall objective. They are itemised category-wise along with the targets in the form of quantified end-of-Project deliverables. As explained in section 2.2.2, these objectives and the key activities are directly related to the bettering of the weaknesses listed in the SWOT analysis

Objective A. To implement student- centric measures that will make study in GRIET a satisfying and rewarding experience for the students and help them to become well rounded personalities.

Key Activities:

1. Motivate and mentor academically weak students through handholding measures and finishing school programs.
Target: No. of academically weak students reduced to less than 5%
2. Enhance the employability skills of students through special coaching sessions, especially for the academically weak students
Target: At least 95% of the eligible students are employable.
3. Maximize the number of campus placements through proactive measures including skills-training.
Target: Over 90% of eligible UG students and 75% of eligible PG students find employment with average emoluments of more than Rs. 4 lakhs per annum (subject to fluctuations in prevailing economic conditions in the country.)
4. Enhance the Entrepreneurial skills of students and encourage them to become entrepreneurs by conducting regular entrepreneurship training programs
Target: At least one program every year.
5. Provide plenty of time and facilities for personality development and character building through co-curricular and extra –curricular activities
Target: Time devoted to such activities to be 12 to 15hrs every week.

Objective B. To improve Teaching-Learning Practices so as to achieve better Learning Outcomes

Key Activities:

1. Enhance hands-on experience of students by increasing their exposure to practical classes and project work
Target: Average number of contact hours per week spent on practice is at least 18.
2. Increase availability of on-line learning resources including NPTEL courses
Target: Additionally acquire at least 500 e-journals, e-books, web-based courses and video lectures.
3. Maximize usage of audio-visual equipment in classroom teaching
Target: Equip all class rooms with multi-media facilities and set up more Video Conferencing Centres.
4. Help students to improve their performance in University exams through intensive academic training
Target: Total number of passes more than 95% with at least 75% passing with distinction or first class (>70% marks and >60% marks respectively as per University regulations).
5. Improve the efficacy of Students’ Feedback System by implementing a closed-loop feedback methodology.(Student feedback → HOD reviews → Faculty informed → Modified Teaching → Student feedback)
Target: Student rating of faculty to average more than 80%.



6. Value added courses would be offered in every department which would bridge the gap between the stipulated university curriculum and the relevant industry needs.

Target: At least 2 such courses to be offered every year in each Department

Objective C. To implement faculty-centric measures that will improve their knowledge base, teaching skills and career-growth opportunities

Key Activities:

1. Increase the technical knowledge base and improve the pedagogical skills of faculty by conducting training programs. Such programs may be kept open to faculty from other technical institutions as well.

Target: At least 10 technical training programs and 2 pedagogical training programs every year.

2. Provide all facilities to encourage faculty to improve their qualifications

Target: At least 35% of the faculty have registered themselves for Ph D and more than 95% of those with only a UG qualification have enrolled themselves for a PG degree, mostly within the Institute itself

3. Implement measures to retain quality faculty, such as offering merit based higher emoluments, career advancement opportunities and congenial working conditions.

Target: Annual faculty turnover rate to be less than 10%; average residence period to exceed 5 years.

Objective D. To promote PG Education, Research and Development

Key Activities:

1. Implement measures to help PG students to complete studies on time, such as by award of financial assistance.

Target: Number of PG students who are unable to complete the course due to employment compulsions is brought down to less than 15%.

2. Increase the number of PG engineering programs offered

Target: At least 9 PG programs with topical specializations.

3. Maximize the enrolment of PhD students by elevating Departments to Research status

Target: At least 5 Departments to become recognized Research Centres with each having at least two full-time research scholars.

4. Conduct training programs for faculty and research students in research methodologies and IPR procedures.

Target: At least 2 training programs every year.

5. Significantly improve sponsored research by encouraging all interested and eligible faculty members to apply to various governmental and nongovernmental research funding agencies like DST, DSIR, and DBT.

Target: Total amount of funding through sponsored research projects to exceed Rs. 160 lakhs.

6. Encourage all faculty to publish their worthwhile research work in peer - reviewed journals and take out patents

Target: 16 articles published every year in journals with a significant combined impact factor; 2 patents every year.

7. Pursue collaborative research with premier institutions and industries aimed at publication of co-authored papers and registering of patents

Target: 25 active MOU's with Institutions / Industries with two-way interaction.

8. Increase networking with other institutions by organizing Seminars / Conferences

Target: 6 Seminars / Conferences per year.

9. Visiting professors from universities of international repute would be invited on faculty exchange programs to promote research work.

Target: Two such visiting professors per year.

10. An R&D council would be set up with members drawn from Research Institutes, National Laboratories / R & D Centres, major industries and from within the Institute to oversee the progress in R&D work.

Objective E. To implement Institute level actions that will support the drive to achieve overall quality improvement



Key Activities:

1. Create additional infrastructural facilities necessary for the achievement of the objectives listed above.
Target: Increase all facilities by about 10% every year.
2. Enhance library facilities to cater to the growing needs of quality-conscious students and faculty with special emphasis on rapid access to the latest technical knowledge in all relevant subjects.
Target: Exceed the relevant norms of regulatory bodies regarding the number of book volumes, current technical journals, e-learning materials and web-based resources.
3. Implement schemes of incentives to faculty and students in order to motivate them to strive hard for high quality achievements.
Target: At least two hundred faculty and students to take advantage of such incentive schemes every year.
4. Augment the financial resources available for implementation of quality improvement measures by increasing Internal Revenue Generation (other than by tuition fees)
Target: Rs.400 Lakhs over and above the TEQIP grant.
5. Enhance interaction with alumni of the Institute and motivate them to get involved in developing the Institute to world-class standards.
Target: At least 50% of the alumni to be brought within the ambit of continuous and fruitful networking with the Institute.
6. Increase interaction of the Institute with the general public in pursuance of the discharge of its social responsibilities
Target: Organize at least 4 technical and social events as well as open-house days every year.



Table 2.1: Summary of Key activities and yearly targets

Key activity		Expected Results (Targeted deliverables) at the end of each year of Project			
		Metric	Baseline	2014-15	2015-16
1	Attract students of higher caliber to join various courses	Average marks in qualifying exam	UG \geq 70% PG \geq 50%	\geq 89.25% \geq 71%	\geq 90% \geq 70%
2	Motivate and mentor academically weak students	No. of academically weak students	\leq 15%	\leq 10%	\leq 10%
3	Enhance employability skills of students	No. of employable eligible students	\geq 75%	\geq 88%	\geq 95%
4	Maximize the number of campus placements*	No. of students finding Campus Placements Av. Emoluments (lakhs)	UG \geq 60% PG \geq 45% \geq 2.0	\geq 38.05%* \geq 3.47%* \geq 3.2*	\geq 90% \geq 75% \geq 3.5
5	Enhance students' Entrepreneurship skills	No. of entrepreneurship training programs	1	3	4
6	Enhance hands-on experience of students	Contact hours spent on practical training and project work per week	10	18	18
7	Maximize usage of audiovisual equipment in classroom teaching	No. of multi-media classrooms No. of Video conferencing Centers	\geq 60% Nil	100% 5	100% 6
8	Increase availability of on-line learning resources	No. of e-journals, e-books and web lessons	77	\geq 5000	\geq 6000
9	Improve performance in University exams	Average Pass % No. of first classes	\geq 85% \geq 65%	\geq 88.37% \geq 85.35%	\geq 95% \geq 85%
10	Improve efficacy of Students' Feedback	Average students' rating of faculty	\geq 60%	\geq 80%	\geq 85%
11	Increase the number of faculty of high caliber	Faculty with PhD Faculty with PG degree	$>$ 12% \geq 60%	\geq 13.25% \geq 95.58%	\geq 20 % 100 %
12	Retain quality faculty	Annual Attrition rate	\leq 12%	\leq 10%	\leq 10%
13	Help faculty improve their qualifications	Faculty registered for PhD	25%	\geq 18.29%	\geq 35%
14	Improve technical knowledge of faculty	No. of technical training programs	\geq 6	\geq 75	\geq 100
15	Improve pedagogical skills of faculty	No. of pedagogical training programs	1	2	2
16	Enable PG students to complete studies on time	No. of PG students not completing the course	\leq 25%	\leq 20%	\leq 15%
17	Start new PG Programs	No. of Engg PG Programs	6	\geq 9	\geq 9
18	Train faculty in research methodologies	No. of training programs in research	1	1	2



		methodologies per year			
19	Maximise the enrolment of PhD students	No. of Departments having Research Centres	Nil	3	5
20	Significantly improve sponsored research	Total amount of funding through projects (Rs. Lakhs)	>80	≥ 106.58	≥160
21	Increase publication of research work in high impact journals	No. of publications in high impact journals per year	≤ 08	≥ 25	≥30
22	Pursue collaborative research with other institutions and industries	No. of active MOU's with Institutions / Industries	18	≥23	≥25
23	Increase networking through organization of Seminars / Conferences	No. of Seminars / Conferences organized per year	4	25	≥25
24	Create additional infrastructural facilities	Increase in facilities like labs and equipment	Existing facilities	≥ 10%	≥ 10%
25	Enhance library facilities	Increase in no. of books Increase in no. journals	As per norms	Exceed relevant norms by 10%	
26	Implement additional incentives to faculty and students for high quality achievements	No. of faculty benefiting	20	≥27	≥40
		No. of students benefiting	95	≥ 152	≥ 160
27	Enhance Interaction with alumni	No. of alumni in networking with the Institute	<10%	≥ 40%	≥50%
28	Increase public visibility of the Institute	No. of Technical events, Open House Programs and Social Service camps	≥ 2	≥ 10	≥ 10
29	Augment financial resources available for implementation of quality improvement measures	Internal Revenue Generation (other than by tuition fees) (Rs. Lakhs)	>100	≥ 151.73	≥400

(*The information portrayed is as on January 2015, the placements is an ongoing process and the number will increase by the end of Academic Year 2014 – 15.)



2.4. Action Plans

A. Action Plan for Improving Employability of Graduates

Existing situation in our Institute:

GRIET enjoys reputation as one of the colleges where the students find good employment opportunities. Many reputed employers like software giants TCS, CTS, Infosys, Wipro, Intergraph, CMC, CSC, Convergys, Satyam Tech Mahindra, manufacturing industries like L&T, Jindal, Reliance Energy and a host of others regularly visit the campus to recruit our students. In addition, students are also encouraged to attend placement interviews at the employer's location.

Present employment rate of eligible students for 60% for UG students, while for PG students it is 45%. The average emoluments offered today are in the range of Rs. 3 to 3.5 lakhs. These figures are the result of extensive training programs for students implemented from 5th semester onward to improve their soft skills.

Strategy to improve these figures will be to start by recruiting better caliber students and further hone their skills before they face interviews. Action points are listed below.

Inputs required: Financial allocation of Rs 50 lakhs (mostly from Institute's own resources)

1. ***Attracting students of higher caliber to join various courses offered***
 - Before the annual admission process starts, launch awareness campaigns about the higher quality of instruction in the Institute, its learning environment, placement record and results
 - Introduce merit-linked fee waiver / scholarship schemes to attract more number of higher merit students
2. ***Enhancing the academic and non-academic skills of students***
 - Arrange special classes and individual attention to elevate the academic performance of all students to employment eligibility levels or higher.
 - Arrange personality development programs using internal and professional sources
 - Develop leadership and teamwork skills through technical projects and organization of various events
 - Arrange training programs to improve interview skills of eligible students
3. ***Increasing the number of placement opportunities***
 - Appraise prospective employers of the merits of the students of the Institute through informative brochures.
 - Liaise with employed alumni to approach prospective employers to visit the campus
4. ***Enhancing the Entrepreneurship skills of students***
 - Conduct entrepreneurship awareness and training programs with the help of personnel from industry, government and financial institutions.
 - Encourage students wishing to become entrepreneurs by providing guidance enrolment into MSME Incubation center, providing opportunity to interact with Venture capitalist.



Table 2.2: Action Schedule for Improving Employability of Graduates

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Conduct awareness campaigns about Institute to prospective students						
2.	Award fee waiver to top ranking students						
3.	Award Scholarships to meritorious students						
4.	Arrange special classes for improving academics						
5.	Arrange Personality development programs						
6.	Carry out technical projects						
7.	Organize technical and non-technical events						
8.	Arrange Interview skills Training						
9.	Appraise prospective employers of the merits of employable students						
10.	Interact with employed alumni to liaise with employer						
11.	Conduct Entrepreneurship Training programs						



B. Action Plan for Increased Learning Outcomes of the Students

Strategy here would be to implement learner- centric practices and provide a profusion of learning resources apart from class room teaching.

Inputs required: Budget provision of Rs. 20 lakhs

1. *Enhancing hands-on experience of students*

- Introduce innovative practical experiments over and above the prescribed syllabus in order to catch and hold the interest of students
- Give short-term creative technical projects to be executed outside regular contact hours
- Send students to relevant industries for on-the-spot experience of industrial processes

2. *Increasing the usage of on-line learning resources*

- Provide open access to e-journals, e-books and web-based technical courses. Sensitize students and faculty to frequent use of these resources.
- Collaborate with premier institutions like IIT's to have access to live and interactive classroom lectures by learned Professors via Video-Conferencing.

3. *Maximizing the usage of audio-visual equipment in classroom instruction*

- Equip all class rooms with multi-media facilities and set up Video Conferencing Centers.
- Motivate faculty to prepare instructional material in a form suitable for multimedia presentation such as PowerPoint presentations.

4. *Improving the efficacy of Students' Feedback System on classroom instruction*

- Put students' feedback and faculty' response (in the form of improved teaching) in a self – correcting closed loop under overall guidance of the Head of the Department

5. *Improving the performance of students in University examinations*

- Emphasise continuous learning and evaluation through periodical tests, and midterm exams.
- Implement corrective measures like additional instruction throughout the Semester
- Increase motivational levels for better performance through motivational programs at the beginning of every semester
- Conduct end-of-the semester performance feedback programs including provision of showing marked answer scripts at the end of every test or midterm exam.

6. *Implements additional measures to improve the learning outcomes of academically weak students*

- Organise this activity under a Finishing School Program (See Section 2.5 for a detailed Action Plan)

Table 2.3 Action Schedule for Increased Learning Outcomes of the Students

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10 - 12	13 - 15	16 - 18
1.	Provide Industrial exposure						
2.	Prepare Instructional material in multi-media format						
3.	Arrange start-of-the semester motivational programmes						
4.	Arrange end-of-the semester performance feed back programmes						
5.	Collect and analyze students feedback						



C. Action Plan for Achieving Accreditation Targets

- Accreditation is an important tool to measure the quality of an educational institution. In India while the AICTE lays down the minimum norms required for an engineering college to function, it is the National Bureau of Accreditation which rates Engineering Departments on the basis of their quality. Getting an NBA accreditation therefore is considered an important milestone in the growth of an engineering institution. Evaluation of the quality of an engineering institution is presently done by NBA on the basis of the following criteria:
 - Organization and Governance, Resources, Institutional Support
 - Development and Planning
 - Evaluation and Teaching-Learning Process
 - Students' Entry and Outputs
 - Faculty Contributions
 - Facilities and Technical Support
 - Continuous Improvements
 - Curriculum related issues
 - Program Educational Objectives – their Compliance and Outcomes
- Realizing the importance of obtaining NBA accreditation for all its programs, our Institute has started applying for the accreditation soon after the Institute became eligible for accreditation as per NBA norms and after ensuring that the all the requirements are in place
- As a result, six of the currently eligible 7 undergraduate programs have already been granted accreditation by NBA, some of them getting renewed accreditation after the expiry of the first one.
- UG programs in Electrical and Electronics Engineering, Electronics and Communications Engineering, Mechanical Engineering, Computer Science Engineering and Information Technology have been accredited by National Board of Accreditation (NBA), New Delhi in 2006, 2009 and in 2014 and all these accreditations are currently valid. Bio – Technology UG program was accredited in 2008.
- We have initiated the application process for accreditation of the remaining unaccredited UG programs, namely the Civil Engineering, which has recently become eligible.
- Thus it is clear that our Institute has long years of experience in getting its Courses accredited by the NBA and therefore is fully conversant with the accreditation process. It has a proven track record of compliance with the requirements of NBA for accreditation.
- For fresh accreditation of existing and new PG courses or re-accreditation of previously accredited UG courses, ad hoc committees of faculty will be formed in each Department to prepare the Institute for inspection by the National Board of Accreditation and ensure that their respective Departments comply with all the above listed requirements for NBA accreditation
- Members of the preparatory Committees will be fully briefed by the Head of the Institution and other experienced faculty on the requirements of the accreditation process as per NBA regulations in force at the time, if there are any changes.
- Preparatory work will include updating information for the previous 3 years for the eligible UG & PG programs, preparing the relevant documents and classrooms, laboratories and office for inspection.
- We have initiated accreditation process for B.Tech. Civil Engineering and M.Tech. DFM and Power Electronics programmes.

Table 2.4 Action Schedule for Achieving Accreditation Targets

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10 - 12	13 - 15	16 - 18
1.	Send application for accreditation of B.Tech. Civil Engineering						
2.	Send application for accreditation of two M.Tech. programmes						
3.	Prepare for NBA committee visits						



D. Action Plan for Implementation of Academic and Non-academic Reforms

1. Academic Reforms

i. Curricular Reforms

- Though we are autonomous, At present, these can only be carried out with the supervision of affiliating University, JNTUH
- After obtaining autonomy, the following actions were taken:
Following statutory bodies were constituted as per the guidelines:
 - Academic Council: The academic council will be solely responsible for all academic matters, such as, framing of academic policy, approval of courses, regulations and syllabi, etc. The Council will improve faculty at all levels and also experts from outside, including representatives of the university and the government. The decisions taken by the Academic Council will not be subject to any further ratification by the Academic council or other statutory bodies of the university.
 - Board of Studies: The Board of studies is the basic constituent of the academic system of an autonomous college. Its functions will include framing the syllabi for various courses, reviewing and updating syllabi from time to time, introducing new courses of study, determining details of continuous assessment, recommending panels of examiners under the semester system, etc.

ii. Improved student performance evaluation

- Evaluation schemes were constituted as per the regulations approved by the academic council, after attaining autonomous status.
- The schemes are to be aimed at a fair, continuous and transparent evaluation process that will help the students and the faculty to gauge their own performances and carry out necessary modifications in their study habits /teaching style.
- Performance of the students especially the academically weak ones will be continuously monitored and helpful measures will be implemented.

iii. Performance appraisal of faculty by students

- Students will be given an opportunity to provide subject-wise feedback twice (before 1st mid and 2nd mid exams) in every semester. Both online and offline feedback facilities will be provided as required.
- Existing feedback formats for faculty and students are respectively given in *Enclosure 3*. These formats will be modified to suite the new requirements of TEQIP.
- Analysis of the feedback is done by the HOD and counseling will be given to the staff for performance improvement in the areas of identified weakness
- In case of adverse feedback by students, arrangements will be made by HOD to arrange alternate faculty.

iv. Faculty Incentives for Continuing Education, Consultancy, Research and Development

- Incentive schemes and encouragement for the career growth, qualification improvement, carrying out R&D and Consultancy will be provided to all faculty
- Faculty will be continually motivated and encouraged to take advantage of the schemes
- Details of Action Plan for faculty development are given in section 2.7

v. Accreditation of UG & PG programs

- The Institute will ensured 57% of eligible programs are accredited by the end of 2 years and all by end of the project
- Details of Action Plan to obtain Accreditation are given in item D, just above this item.

2. Non-Academic Reforms

i. Exercise of Autonomies

- Implementation of autonomy will include constituting the statutory bodies specified under UGC Guidelines for autonomous Colleges by the Board of Governors such as the Academic Council, Finance Committee, Planning and Monitoring Committee, Boards of Study and Selection Committees and determining their roles.

ii. Establishment of Four Funds

- a) The Institute has already been operating several independent accounts right from the inception, the major ones being:



- Corpus fund, Fees, Examinations, Salaries, Department accounts (individually for each discipline), Research Projects as and when they are sanctioned, Technology Cell for R & D and Consultancy
- b) Balances in these funds are adequate to meet the requirements and sustain future developmental needs. The Faculty Development needs were adequately met from the existing miscellaneous account.
- c) The Institute however created other Funds as desired, specifically
 - Faculty Development Fund
 - Equipment Replacement Fund
 - Maintenance Fund
 - The above will be in addition to the existing Corpus Fund. Their operation and build up will be as per TEQIP guidelines.

iii. Revenue Generation

- a) The Institute has even earlier been generating revenue through well-established methods of Internal Revenue Generation (IRG) in academic institutions such as R&D projects from DST and AICTE and technical consultancy. It has so far generated funds to the tune of Rs. 1 crore by this means.
- b) Sponsored project work will now be broadened to include other funding agencies like the DBT, DRDO, BRNS, ISRO, CSIR and UGC in addition to DST and AICTE as also public and private sector industries.
- c) Other methods of IRG that will be used include the following:
 - Product development, both software and hardware in collaboration with software professionals, manufacturing industry and relevant agencies like NRDC and ARCI
 - Academic activities like training programs for industry personnel, continuing education for part – time students, vocational/utility courses and Certificate programs for students from outside.
 - Development of marketable original study materials for engineering students such as books, monographs, audio and video lectures and e-learning resources either singly by internal faculty or in collaboration with others from the academia and the industry.
 - Becoming an outsourcing centre for utilization of internal resources particularly infrastructure and equipment e.g., allowing usage of in-house facilities (such as machine shop, computer labs and testing facilities) by external agencies.
 - Contributions from alumni as well as the general public for specific identified purposes such as awarding student scholarships and merit prizes or purchase of sophisticated research equipment are currently accepted on a small scale. Scope of this activity will be enlarged to include items such as construction of laboratories, creation of a Chair and research promotion. Acceptance of such contributions will be on a case-to-case basis after a thorough examination of the implications.
 - Target for IRG through non-tuition means: Amount equivalent to TEQIP grant during the Project Period. The approximate breakup of projected IRG for an assumed TEQIP grant of Rs. 4 crores is given in the following Table:

Table 2.5: Breakup of projected IRG

S.No.	Activity	Share	Amount (lakhs)
1	Through sponsored research projects	40%	160
2	Providing consultancy services	25%	100
3	Product development, both software and hardware	10%	40
4	Conducting training programs for Industry personnel	5%	20
5	Continuing education for part – time students.	5%	20
6	Offering vocational and utility courses to students from outside	5%	20
7	Publishing and sale of original study materials for engineering students as well as technical journals	5%	20
8	Becoming an outsourcing centre for utilization of internal resources by external agencies	5%	20



iv. Filling-up Faculty and Staff Vacancies

As explained in section 1.3, the present faculty and staff strength in GRIET meets the stipulated norms as per AICTE regulations, so no vacancies exist as such. However, recruitment is a vital task and in present circumstances a continuous activity considering volatile politico-economic situation, career opportunities and inherent human need for change. Therefore, faculty and staff recruitment will be done in future in the event of (i) some of the existing members leave the Institute for whatever reason and (ii) the Board of Governors sanctions additional posts (over and above AICTE norms) to sustain a rapid growth momentum. In such cases the following standardized procedure will be adopted and monitored by the Recruitment Cell:

1. Recruitments will be scheduled atleast twice a year during May-June and November –December.
2. A detailed list of vacant posts distributed Department wise will be prepared, by the Institute development committee in consultation with the Head of the concerned Department, keeping in view the College strategic plan, inputs from departments, guidelines from various agencies like AICTE, University and State Government.
3. Requisite qualifications and experience against each post will be specified, either meeting or exceeding the AICTE norms.
4. These requirements will be given wide publicity through ads in national newspapers, requests to Heads of premier institutions and Universities on an all India basis, and notices on the website (www.griet.ac.in) with downloadable forms.
5. Initial scrutiny of the received applications will be done by the HR Manager/ Administrative Officer for completeness of form, eligibility of branch, position as per guidelines and for intimating interview schedule.
6. Short-listed candidates will be called for interview by a selection committee constituted as per the University regulations keeping to the following guidelines:
 - Candidates for posts below Associate Professor should have passed the ratification test by the University (JNTUH). In case there had been no test in the preceding three months the successful candidates should clear the exam by the next opportunity. If clearance is not done in two chances, increments may stop/ College reserves the right to terminate without notice. Lecture demo is taken by selection team during the interview.
 - For Associate Professors and above, there will be only interviews.
7. Selected candidates will be offered employment in the Institute with remunerations not less than those stipulated by the relevant regulatory bodies existing at the time of recruitment. They will be informed through offer letters giving the joining schedule and documents for submission.
8. Proactive recruitment of high quality faculty with exceptional qualifications from India and abroad may also be undertaken periodically, especially to improve the research environment and capabilities of the Institute. Doors are always open for any passionate skilful qualified individuals who want to embrace teaching as profession. This is more true in cases of industry experienced individuals.
9. Wherever possible and feasible, experienced and highly qualified personnel from the industry as well as reputed academic/ R&D institutions may be employed as adjunct/ visiting faculty for short durations to undertake specific teaching/ research assignments.

v. Delegation of decision making powers

Considerable internal autonomy is being implemented in the Institute almost since inception in respect of managerial, administrative and financial functions. See *Enclosure 2* for details of the current extent of autonomy as approved by the Governing Body of the Institution. These will be further modified to comply with TEQIP requirements in the stipulated time.



Table 2.6: Action Schedule for Implementation of Academic and Non-academic Reforms

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Conduct information programmes for faculty about research sponsors to faculty	■				■	
2.	Faculty to prepare and submit research projects	Continuous activity					
3.	Organize training programmes for Industry personnel			■			■
4.	Conduct vocational and utility courses for outsiders		■	■	■		■
5.	Organize awareness program for Industries about Institute's consultancy capabilities		■				■
6.	Develop modified format for student feedback	■				■	
7.	Develop modified format for faculty self assessment	■				■	
8.	Conduct student feedback sessions	Continuous activity					
9.	Formulation and implementation of power devolution arrangement	■					
10.	Establishment the four funds required	■					



E. Action Plan for Improving Interaction with Industry

1. Current Status :
 - 5% of the projects for B.Tech & M.Tech students are done with industry collaboration every year
 - 1-2 industrial visits for B.Tech & M.Tech students are organized every year.
 - A few consultancy projects have been undertaken for industries amounting to a total of about Rs. 20 lakhs.
2. Targets to be Reached :
 - Industrial training and exposure is to be provided to all students every year.
 - To initiate MOU with reputed industries so as to get considerably more consultancy projects
3. Planning and Implementation Methodology :
 - Encouraging Faculty to go for industrial visits and carry out consultancy work.
 - Identifying the projects of mutual interest and encourage faculty to complete the projects with adequate financial assistance from the Industry.
 - Identifying atleast 5 industries to take up collaborative projects with the College on a regular basis.
 - Offering consultancy services by experienced faculty and research groups.
 - Develop collaboration and linkages with industries based on mutual benefits
 - Provide discussion platforms to share ideas and experiences
 - Training good students for internship and campus recruitment.
4. To facilitate the above work, an Industry Institute Interaction Cell (I-I-I-C) was set up
 - The cell is be managed by a core staff consisting of a co-ordinator, a project assistant and an office assistant.
 - The Cell will have the following composition:

a) Principal	Chairman
b) HOD and one faculty from each department	Member
c) Two Members from Industry/ Entrepreneurs of the region	Member
d) Dean of Training and Placement	Member
e) Coordinator of the Cell	Convener
f) Any other member as required from time to time including nominees of State Government	Member
 - The key activities of the IIIC are as follows
 - a) To identify and facilitate Guest Lectures, Interactive workshops, conferences, seminars, Brain Storming Sessions, Technical Discussions etc, with members of the Industry, outside Experts and eminent personalities at regular interval.
 - b) To conduct Industrial Training, Orientation Courses, Industrial Visits etc for faculty and students at regular intervals.
 - c) To facilitate joint project work involving faculty and students.
 - d) To conduct industrial exhibitions to highlight research facilities and expertise available with the institution.
 - e) To facilitate professionals from Industry to work as visiting faculty in the College and short or long periods deployment of faculty from the College to Industry for gaining industrial experience and/or work on projects in Industry.
 - f) To seek and associate Experts from Industry in Curriculum Development and review by including them in the Boards of Studies of different Department
 - g) To identify Continuing Education opportunities, short-term programs and training needs of the Industry, which the College can provide.
 - h) To promote revenue generating activities like Lab Testing, Calibration, consultancy and R&D etc.
 - i) To assess periodically the scientific and technological scenario/ happenings in India and abroad in order to translate it into action for taking up future R&D work.



Table 2.7: Action Schedule for Improving Interaction with Industry

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Arrange interactive meetings with industries						
2.	Arrange Industrial Training for faculty and students						
3.	Conduct industrial exhibitions						
4.	Deploy faculty in Industries for short periods						



F. Action Plan for Enhancement of Research and Consultancy Activities

1. **Identify the constraints in the present system for the growth of research and consultancy**
 - As pointed in SWOT analysis, our Institute has been for long emphasizing the importance of research and consultancy work by faculty and senior students. If they have a creditable record of publishing over 200 papers and doing consultancy work worth Rs. 85 lakhs (for details see our publication “Research Profile 2014”)
 - Constraints to further growth of research and patent registering have been identified as (i) most of the faculty are yet to obtain a Ph.D. (ii) many of the numerous research funding opportunities in the country nor about the implications of IPR in research and patenting. Unawareness of the Industry about the Testing facilities and consultancy capabilities of the Institute is the main constraint for the growth of consultancy activity.
 - Action Plan is therefore aimed at overcoming these deficiencies
2. **Encourage faculty to complete their doctoral work and train others in research methodologies**
 - Provide all necessary facilities to faculty members to complete doctoral work including deputation to institute of excellence (see Faculty Development Plan in section 2.7 for details)
 - Conduct Training programs in research methodologies by experienced Professors of the Institute as also eminent academics and scientists from outside
 - Send selected faculty to premier institutions to observe reputed researchers at work and absorb the practices of excellence in research
3. **Significantly improving externally funded research**
 - Apprise faculty of various programs of funding agencies, both governmental and nongovernmental and the requirements of funding
 - Motivate all eligible faculty members to apply to various funding agencies like AICTE, UGC, DST, DSIR and DBT
4. **Increasing the number of publications in peer - reviewed journals**
 - Introduce incentive schemes for publishing research work in national and international journals linked to the impact factor of the journal

Table 2.8: Action Schedule for Enhancement of Research and Consultancy Activities

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10 - 12	13 - 15	16 - 18
1.	Conduct training programmes in research methodologies/ IPR						
2.	Depute faculty to premier institutions						
3.	Conduct research sponsors information programmes						
4.	Submit research projects	Continuous activity					
5.	Publish consultancy and testing facilities brochure						
6.	Organize testing and consultancy capability facilities awareness programmes						

2.5. Action Plan for organizing a Finishing School for improving academic Performance of SC/ST/OBC/academically weak students through Innovative methods

In recognition of the emphasis in TEQIP on social equity with special attention to academically weak students, GRIET will consolidate all the relevant activities in the form of a Finishing School. The School will be headed by a senior faculty member who is deeply committed to this cause. The Administrative committee for this School will have adequate representation from the faculty as well as the students. Specific activities that will be undertaken by this School will be as follows:

1. All students will be constituted into batches of 15 to 20 each. One faculty counsellor/ mentor will be associated with each of these batches.
2. The major responsibility of the counsellor will be to identify the academically weak students from within the batch. The yardstick for identifying a weak student will be either the grades obtained in a given subject or the number of subjects the student is finding difficult to grasp or both as per the individual needs of the students.
3. The mentor will then repeatedly interact with the identified students, even to the extent of talking to their parents/ guardians, and pinpoint the reasons for their poor performance. Special effort will be made by the mentor to obtain this information with empathy, compassion and understanding, even if this proves to be a slow process requiring tremendous patience. Nature of the problem could be motivational, psychological, financial, social or purely academic.
4. After the specific problems have been identified, the mentor will try to find solutions depending upon the nature of the problem.
5. Services of professional counsellors may be requisitioned in specific cases requiring such attention.
6. Appropriate solutions will be implemented on a “horses – for – the – courses” basis. This may be in the form of arranging additional coaching, special classes, one-on-one interaction with concerned faculty, professional/ psychological counseling, association with other students to help to overcome diffidence, drawing them into group activities like sports and cultural events to promote social interaction, spoken English classes for those with limited language skills, etc.
7. Having ensured that these students get all possible help to improve their academic performance to the extent of gaining eligibility for employment, they will now be further polished to ensure good performance in job interviews. This will be done through such means as arranging special coaching hone their oral interview skills as well as presentation skills.
8. All the above measures are expected to yield significant improvement in the performance of these academically weak students and bring them upto the standards required by TEQIP (as measured by transition and pass rates as well as employment rates).
9. A final push to the above efforts will be provided in the form of a well-structured 4- week training program just before these students are due to appear for placement interviews. During this program, all the required skills for success in the interviews will be honed to near perfection. Internal expertise will be amplified with the help of professional trainers to make this training program purposeful and result –oriented.

Main input required for finishing school would be the availability of concerned members of the school. Expenditure on organizing the Finishing School is expected to be of the order of Rs. 16 Lakhs, which would mainly comprise fees paid to professional counselors if employed, incentive remuneration to concerned faculty/ mentors for work done outside College hours and organization of the four week final training program.



Table 2.9: Action Schedule for organizing a Finishing School

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Identify weak students	■				■	
2.	Identify weaknesses	■				■	
3.	Arrange sessions with professional counselors		■	■			■
4.	Arrange additional coaching/ special classes	Continuous activity					
5.	Arrange spoken English classes	Continuous activity					
6.	Arrange interview skills training programmes			■			
7.	Comprehensive 4 week training programmes			■			



2.6. Action Plan for Strengthening PG Education and Starting new PG Programs

1. *Enhancing PG education*

- Identify innovative and practical PG programs to be introduced in each department.
- Get approval of regulatory bodies, where required, for starting the PG programs
- Get accreditation for all eligible PG courses.
- Establish the required laboratories and recruit the additional human resources.

2. *Enabling PG students to complete studies on time*

- Arrange Fellowships for non-GATE students (TEQIP funds can help here)
- Engage PG students in part-time teaching through award of Teaching Assistantships
- Improve placement opportunities for PG students

3. *Maximise the enrolment of PhD students*

- Ensure that all eligible departments fulfill the conditions for recognition as Research Centres, stipulated by the affiliating University, Including infrastructure facilities, faculty and staff required.
- Provide the standard employment conditions for Ph.D. scholars including Fellowships and contingency grant.

4. *Pursuing collaborative research with premier institutions and industries*

- Arrange exchange visits of faculty to various Institutions / Industries to develop understanding of each other's strengths
- Arrange brainstorming sessions with participation of faculty from the Institute as well as other institutions and industries to identify areas of common interest and initiate programs for mutual benefit.

5. *Increasing networking with other institutions*

- Form Research Clusters of local institutions on particular problems relevant to industry
- Organize Seminars / Conferences on topics of current national and international interest

Table 2.10: Action Schedule for Strengthening PG Education and Starting new PG Programs

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Apply to regulatory bodies for new M.Tech. programmes						
2.	Apply for accreditation of new programmes						
3.	Procure equipment & facilities for new PG labs	Continuous activity					
4.	Recruit required additional faculty & staff						
5.	Select PG students for award of teaching assistantships						
6.	Hold special coaching for Interview skills						
7.	Apply for grant of research centers						
8.	Arrange exchange visits with other institutes						

2.7. Training Needs Analysis and Faculty Development Plan

Training needs of all faculty and staff were collected using the format given in Annexure –VI of PIP by circulation. The individual subject domain needs identified. Individual & group-wise training programs will be arranged by the Institute as per the following plan.

2.7.1 Faculty Development and Subject Domain Training

1. ***Bringing about attitudinal and mindset changes as well as personality development and communicational skills***
 - Motivational and personality development programs will be conducted twice a year by the Director/ Principal/ Experienced advisors and External experts.
2. ***Increasing the subject domain knowledge base***
 - Identify individual subject domain training needs of faculty.
 - Provide atleast 10 subject domain training programs per year
 - Individual faculty will be deputed to external institutions providing such training programs wherever available
 - Head of Department/ Head of Institution to identify tailor-made courses required by relatively large numbers of faculty.
 - Such group training programs will be arranged within the College either internally or by inviting competent service providers.
 - External training providers will be appointed strictly as per the relevant world bank/ NPIU guidelines on appointment of consultants.
3. ***Helping faculty to improve their qualifications***
 - Depute eligible faculty to premier institutions for PhD under QIP program
 - Faculty not having a PG qualification will be enrolled into M.Tech. programs in the College itself as far as feasible, otherwise sent to other premier institutions if they succeed in getting admission.
 - Reward faculty who acquire higher qualifications with cash awards and/ or increments
 - Provide all necessary lab and library facilities to faculty pursuing a higher degree and reduce their teaching load during critical periods of the study
4. ***Implementing measures to retain quality faculty***
 - Offer attractive compensation packages to deserving faculty of acknowledged merit
 - Reward good teaching / research performance with recognitions like cash awards and career benefits like additional increments and promotions.
5. ***Training faculty in research methodologies***
 - Conduct 2 Training programs in a year, one in each semester, on research methodologies by experienced Professors of the Institute as also eminent academics and scientists from outside.
 - Send selected faculty to premier institutions to observe reputed researchers at work and absorb the practices of excellence in research.
 - Improve awareness on Intellectual Property Rights (IPR) and encourage faculty to obtain patents by offering them career incentives.
6. ***Motivating faculty to significantly improve externally funded research***
 - Apprise faculty of various programs of funding agencies, both governmental and nongovernmental, and the requirements of funding.
 - Motivate all eligible faculty members to apply to various funding agencies like AICTE, UGC, DST, DSIR and DBT.
7. ***Increasing the number of publications in peer - reviewed journals***
 - Introduce monetary and career incentive schemes for publishing research work in national and international journals linked to the impact factor of the journal
8. ***Increasing collaborative effort with other academic and R&D institutions***
 - Introduce a scheme of mandatory minimum tie-ups by each department with other renowned institutions in India and abroad as per area of interest, with full participation of the faculty.



2.7.2 Training in effective teaching learning processes (pedagogical skills)

- Conduct atleast 2 pedagogical training programs every year. One of them will be an orientation program for newly recruited faculty (basic module) and the second will be a refresher program for more experienced faculty (advanced module).
- Training providers for these programs will be appointed as per the NPIU/ SPFU identified shortlist, if available. Otherwise the following procedure will be adopted by the Institute.
- The Institute will constitute an experts team to identify the elements of pedagogical training.
- Group these elements into one basic module and one advanced module.
- Elements will comprise such items as preparatory work before taking a class, lecture delivery methodologies, classroom etiquette, establishing personal rapport with students, use of technology aids such as power point presentation, conduct of practical work in laboratories, interaction with students outside classroom, and methods of paying special attention to academically weak students.
- Invite expression of interest (EOI) from training providers as per identified terms of reference (TOR) which will include outline of end-of-course assessment keeping the delivery mode open.
- Identify a short list of training providers from among those who responded to invitation to send the EOI.
- Get this list with Terms of Reference (TOR) approved by NPIU/ SPFU/ Worldbank wherever required.
- Obtain faculty feedback and end-of-course assessment by training provider at the end of each training program.

Table 2.11: Action Schedule for Training Faculty & Staff

S.No.	Activity	Project Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Conduct motivational and personality development programmes						
2.	Identify subject training needs of individuals						
3.	Arrange subject-domain training programmes						
4.	Identify group training needs (by HOD/HOI)						
5.	Arrange group training programmes						
6.	Select faculty and staff for higher studies/ research in other Institutions						
7.	Arrange training programmes in research methodologies/ IPR						
8.	Send select faculty and staff to other technical Institutions for research/ technical training						
9.	Help faculty to prepare project proposals for research funding agencies						
10.	Arrange visits to and by other institutions for research collaboration						
11.	Arrange pedagogical training programmes						
12.	Select training providers						



2.8. Action Plan for Training Technical and Other Staff

1. Technical staff and support staff:

- Bring about attitudinal and mindset changes as well as personality development and communication skills
- Conduct motivational and personality development programs once or twice a year with the help of the Director/ Principal and experienced faculty.
- Improve the in - house capability of maintaining existing and newly acquired equipment. Depute for training by the manufacturers/ suppliers.
- Evolve a scheme of knowledge transfer.
- Evolve a scheme of in - house training of fresh inductees by experienced / trained staff.
- Promote a feeling of self reliance and pride of having in-house manufacturing capability.
- Encourage through proper incentives innovative methods in design, development, manufacturing and supply of lab experiments for local as well as outside use and subsequent maintenance.
- Make them shareholders of benefits of innovations/workshops/seminars.
- Introduce incentives to share R&D / Consultancy earnings.
- Help the staff to upgrade their qualifications by providing incentives to enroll themselves for required programs either within the College or by distance mode.

2. Administrative Staff:

- Bring about attitudinal and mindset changes as well as personality development and communicational skills
- Conduct motivational and personality development programs once or twice a year with the help of the Director/ Principal and experienced faculty.
- Improve the productivity through awareness and usage of proper technology in administration.
- Evolve a scheme to periodically train administrative staff in new technologies, both hardware and software.
- Evolve a scheme of knowledge transfer.
- Involve the staff as members of the development team for in-house software solutions for better administration.
- Introduce incentives for greater participation in in-house solution software package development.
- Help the staff to upgrade their qualifications by providing incentives to enroll themselves for the required programs either internally or by distance mode.



2.9. Relevance and coherence of Institutional Development Proposal with State's/National Industrial/Economic Development Plan.

India is reorganized the world over as a rapidly industrializing country, with its consistent GDP growth rates of about 9%. India is also a country with a huge population dividend in that a large percentage of its population is youth of the country in the school / college going age groups. Availability of educational opportunities for them is of paramount importance in order to reap the advantages of this population dividend. Rightly therefore the central government has put great emphasis on increasing access to higher education with the target of reaching at least 15% by the end of the 11th Five Year Plan. To be of direct relevance to the growing industrial scenario, this access to higher education will naturally be skewed towards technical education. Thus, the Central Government envisages the setting up of a large number of higher technical education institutes in the country. Due to the difficulty in finding the huge amount of funding required from government sources alone, the role of private technical institutions becomes important. At the same time, it is imperative that quality of the technical education provided is not compromised. From this point of view our Institute with its avowed commitment to provide quality education operates much in tune with the national policy in this regard. Further, the UG/PG programs conducted by our Institute are such as to produce engineers who will be of direct relevance and use to the growing manufacturing, infrastructural, software and biotechnology industries.

GRIET is located in the state of Telangana. Industrial development of this predominantly agricultural State is of the utmost importance to bring prosperity to its over 8 crore population. Rich in a variety of mineral resources like coal, bauxite, and iron ore, blessed with a long coastline with world class port facilities, well developed surface and air transport infrastructure and large tracts of land available for industrial development, the State of AP provides an ideal location for the establishment of a number of manufacturing, metallurgical and power generation industries. The State has also been in the forefront of the burgeoning knowledge and information technology industry and is a major exporter of these and related services. There is also a rapidly-growing Bio-technology industry in the State. Realizing the importance of providing the vast numbers of quality technical personnel required for this emerging industrial scenario, the State has taken on a leading role in establishing a large number of engineering Colleges and supervising them to turn out some of the most employable graduates in the country.

The plan for the development of technical education in the State as enunciated by the Government of Telangana makes it evident that the State proposes to promote, regulate and co-ordinate quality technical education with equity in all aspects, address the issue of faculty shortage by promoting PG education, work for granting autonomy to deserving Colleges and create a platform for industry –institute co-operation.

Since GRIET's priorities are precisely the same, it can be confidently said that the IDP of GRIET is perfectly aligned to the State's policies. Specific convergence points include GRIET's objectives to enhance PG education, to further improve the already – high employability of its graduates, to give a helping hand to the relatively small number of academically weak students such that they too can come up to the required standards, to develop close interaction with the industries in the State in order to contribute to their higher productivity and encourage its faculty to rise to world standards in technical education and research.



2.10. Describe briefly the participation of departments/faculty in the IDP preparation.

1. Wide-ranging consultations were held before preparation of IDP by one Facilitator and four Rapporteurs. Institutional stakeholders consulted in separate sessions include: Director, Principal, HODs and Deans, Faculty members, Technical and Support staff, Students, Alumni, Parents and Industry representatives.
2. The following details of Year-wise Action Plans for the next five years (with quantified annual targets and funds required) were taken from the stakeholders:
 - Implementation of institutional reforms which include getting all eligible programs accredited and strengthening Internal Revenue Generation by means other than Tuition Fees (R&D projects, Consultancy, Training programs, Short Courses etc).
 - Improving learning outcomes of students in terms of higher pass rates and higher academic achievements
 - Identification of weak students and improvement in their learning outcomes through finishing school concepts
 - Improving employability of graduates
 - Strengthening of existing PG programs
 - Faculty and staff development including qualification improvement, technical and pedagogical training (as per Identified Training Needs for every individual faculty member including the HoD as well as the staff)
 - Enhanced interaction with Industry
3. Responses recorded by the Rapporteurs were consolidated and analyzed by the Facilitator and Rapporteurs to work out the IDP.
4. At various stages of the IDP draft preparation comments by HODs and faculty were informally sought. Their suggestions and modifications were integrated and incorporated in the final version of IDP.



2.11. Describe the Institutional project implementation arrangements with participation of faculty and staff.

As Per TEQIP guidelines, an Institutional Project Monitoring Unit (IPMU) will be formed with the following members:

1. Director (1)
2. Principal (1) (Head of Institution and Chairman of the committee)
3. TEQIP Co-ordinator (1)
4. Deans of Faculties (4)
5. All HOD's (8)
6. Project Nodal officers as per TEQIP guidelines (4)
7. Senior Administrative officer (1)

The following Nodal Committees would be constituted to administer the various activities under TEQIP under the overall guidance of IPMU. Each of these committees will be headed by a Nodal officer who will report to the Project Co-ordinator. Nodal committees will be constituted with the following membership. In addition the Nodal officer may co-opt/ invite any other person(s) from the College to a particular meeting as per need.

1. Academic Activities Committee: Consisting of the Nodal officer, all HOD's, three senior most faculty, one each from the cadre of Professor, Associate Professor and Assistant Professor and two student representatives (one each from boys and girls) nominated by the Principal.
2. Procurement Committee: Consisting of the Nodal officer, HOD of the department indenting, the required goods or works or services and the Senior Administrative officer (SAO) of the College.
3. Financial Management Committee: Consisting of the Nodal officer, Accounts officer, and one senior Accountant.
4. Monitoring and Evaluation Committee: Consisting of the Nodal officer, one Faculty members nominated by the Principal.

All the above committees will report their deliberations and recommendations to the Project Co-ordinator, who in turn will consult the IPMU which will be the final deciding authority in all matters concerning the implementation of the TEQIP project. Activities of the IPMU will encompass, among other things,

- Procurement of goods/ works/ services
- Civil construction and environmental management
- Academic activities including course structures
- Syllabus formulation
- Evaluation schemes and related activities
- Training and development activities in respect of all faculty and staff
- Performance audit of various units
- Efficient and purposeful expenditure as per PIP guidelines
- Ensuring equity in the teaching- learning process.



2.12. Institutional Project Budget

Table 2.12: Institutional Project Budget

S. No.	Activities	Project Life Allocation	(Rs. in Crore) Financial year			
			2011 - 12	2012 - 13	2013 - 14	2014 - 15
1.	Infrastructure improvements for teaching, training and learning through:					
	(i) Modernization and strengthening of laboratories	--	--	--	--	--
	(ii) Establishment of new laboratories for existing UG and PG programs and for new PG programs	1.60	0.30	0.70	0.40	0.20
	(iii) Updation of Learning Resources	0.20	0.04	0.04	0.05	0.07
	(iv) Procurement of furniture	0.02	0.01	0.01	--	--
	(v) Modernization and strengthening of libraries and increasing access to knowledge resources	0.10	0.05	0.01	0.02	0.02
2.	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programs in Engineering disciplines	0.48	0.10	0.11	0.12	0.13
3.	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/ participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	0.60	0.10	0.20	0.20	0.10
4.	Enhanced Interaction with Industry	0.16	0.03	0.04	0.05	0.04
5.	Institutional management capacity enhancement	0.12	0.02	0.03	0.03	0.04
6.	Implementation of institutional reforms	0.08	0.02	0.03	0.02	0.01
7.	Academic support for weak students under the aegis of Finishing School	0.16	0.03	0.04	0.04	0.05
8.	Technical assistance for procurement and academic Activities	0.08	0.02	0.02	0.02	0.02
9.	Incremental Operating Cost	0.40	0.07	0.09	0.11	0.13
	TOTAL	4.00	0.79	1.32	1.06	0.81

***Due to irregular fund disbursement funds to be received in future shall be spent in 2015-16 as per TEQIP guidelines.**



2.13. The Targets against the Deliverables listed in Table-2.13.*Table 2.13: Project Targets for Institutions under Sub-Component 1.1*

S. No.	Deliverables	Base-line	Targets to be Achieved by project closing
1.	Number of students registered for (a) Masters in Engineering program (b) Doctoral program in Engineering	107 --	180 --
2.	Revenue from externally funded R&D projects and consultancies in total revenue (Rs. in lakh per year)	10	75
3.	Number of publications in refereed Journals (per year) (a) National (b) International	6 2	≥ 12 ≥ 4
4.	IRG as % of total annual recurring Expenditure (from non-tuition fee per year)	1.2	6
5.	Number of co - authored publications in refereed journals (a) National (b) International	6 2	≥ 12 ≥ 4
6.	Student credentials (a) campus placement rate of • UG students • PG students (b) average salary of placement package for (Rs. in lakh) • UG students • PG students	60 45 3.0 3.0	≥ 90 ≥ 75 4.0 4.0
7.	Number of collaborative programs with Industry	23	40
8.	Accreditation status (obtained and applied for)	UG: 6 out of 7 eligible PG: 0 out of 3 eligible	UG: 8 out of 8 eligible PG: 5 out of 7 eligible
9.	Vacancy position for faculty and staff	Nil	Nil
10.	Percentage of regular faculty having a Masters Degree or a Doctorate Degree in Engineering disciplines	89	100
11.	Transit rate (percentage of students passing in all subjects) from 1st to 2nd year for the following: • All Students • SC and ST Students • OBC Students • Women Students	57 51 63 61	62 60 68 68
12.	Autonomy status	Autonomous	Autonomous
13.	Enrolment of faculty with only Bachelor Degree for qualification up gradation	70%	100%
14.	Any other academic deliverables (maximum 3)		



(i)	Workshops	5	8
(ii)	Short term courses	5	8
(iii)	Assistantships for M.Tech/ B.Tech Students	12	16



2.14. Give an action plan for ensuring that the project activities would be sustained after the end of the Project.

Quality improvement is a continuing process. This principle has been the driving force behind the activities of GRIET right from its inception and is chiefly responsible for the high stature enjoyed by the College today among the technical education community in the state of Telangana. The sequel to TEQIP will have the following contours:

1. With the additional inputs received from TEQIP, it is expected that the ongoing process of quality improvement will be considerably accelerated. In order to sustain the momentum even after the TEQIP funding has ended, it will be necessary to generate additional funds that will at least equal, if not exceed, the TEQIP funding. To ensure this, the College will concentrate on activities such as sponsored projects & consultancy that will boost Internal Revenue Generation (IRG) to the required levels during TEQIP implementation.
2. With the problem of providing the wherewithal thus overcome, the College will continue all the previous quality enhancement aspects in the same structured way as was done during TEQIP implementation. The Institutional Project Monitoring Unit (IPMU) will now be replaced by a Institutional Quality Improvement Unit (IQIU) with more or less similar composition. It will operate through the same committees that existed during TEQIP implementation, which will receive extended tenures.
3. By the end of the TEQIP project, it is expected that the College will attain fully autonomy at least with regard to its academic and financial functioning. Leveraging this autonomy, the College will introduce several new and innovative courses relevant to the industrial development of the country as well as much greater choice to the students in the subjects they study and the credit system.
4. It is also expected that the College will now be fully aligned to the technical educational needs of the industry not only in India but also on a global scale. Collaborations with the industry will be pursued to newer levels for mutual benefit.
5. Emphasis on post- graduate education and research work would have attained major importance by now. The College will strive to provide highly competent technical man power to the industry as well as academic institutions and R&D laboratories. Innovative research at the cutting edge of science and technology will provide the thrust for a take-off the College on a pursuit of global recognition.



Table-2.14. 18-month Procurement Plan for Consultant Services for Sub-Component 1.1

Name of the institution with location: **Gokaraju Rangaraju Institute of Engineering and Technology, Bachupally, Kukatpally, Hyderabad -500 090.**

Note: Dates specified here are estimated dates only. The actual dates may vary as per individual items procured.

Sl No.	Activities	Description of Services	Estimated Cost (Rs. in Lakhs)	Methods of Selection	TOR Finalization (Date)	Advertisement (Date)	RFP Final Draft to be Forwarded to the Bank (Date)**	No Objection from the Bank for RFP (Date)**	RFP Issued (Date)	Proposals Received (Date)	Evaluation (Date)	No Objection by the Bank (Date)**	Contract Value and Date of Award	Contract Completion (Date)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	In-house Pedagogical Training of faculty from engineering disciplines and supporting departments	Conducting Training programs as per given modules	Rs.3 Lakhs for several programs each costing less than Rs. 1 Lakh	single source selection	-	-	-	-	-	-	-	-	-	-
2	Subject knowledge and research competence up gradation of faculty from Engineering disciplines and supporting departments	<ul style="list-style-type: none"> Conducting in-house subject domain training programs as per given curriculum Training in providers own organisation 	Rs.4 Lakhs for several programs each costing less than Rs. 1 Lakh	single source selection	-	-	-	-	-	-	-	-	-	-
3	Training of technical support staff	Conducting in-house training	Rs.3 Lakhs for several programs each costing less than Rs. 1 Lakh	single source selection	-	-	-	-	-	-	-	-	-	-



2.15. Special academic achievements of the Institution

- UG Programs in CSE, IT, EEE, ECE and Mech have been accredited by NBA first in 2006, renewed in 2009 and in 2014. UG Program in BT has been accredited in 2008.
- Ten University First ranks secured by students during 2008-09 (Three) , 2009-10 (Two), 2010-11 (One), 2011-12 (One) and 2013-14(Three) Degree examinations
- All India 9th Rank in GATE -2010 test has been achieved by a student of ECE apart from several high rankings by other students.
- Successfully conducted 5 International Conferences, one International Conference on Advanced Computing in Dec 2008 with participation of experts from UK, International Conference on Mobile Internet Devices in December, 2010 and another International Conference on Advanced Materials and Characterization in 2012, 13, 14 and 15.
- Organized Staff Development Programs, National Seminars and Workshops sponsored by AICTE, MHRD, DST, TCS, etc.
- Started publication of three International Journals which are drawing high quality technical papers from several foreign countries apart from India.
- Received Research grants worth over Rs. 80 lakhs from external funding agencies such as DST, AICTE and other.
- Faculty actively engaged in publishing research papers in peer reviewed journals.
- Obtained major awards “Best Engineering College in Andhra Pradesh” and “Best Principal” given by ISTE (2009), “Best Principal”, “Best Teacher”, and “Best Student” by ISTE (2014).
- Ranked among the top twenty Bio – Technology (BT) Schools in India by Bio-spectrum magazine since 2008.
- Authorized centre for training Oracle certification program.
- One faculty member received the coveted Carrier Award for Young Faculty given by AICTE and young scientist award from DST.
- Six faculty members received Doctoral degrees in 2014 from JNTUH and One from Nagarjuna University in 2015.
- Recent academic publications of the Institute include:
 - Research Profile 2014
 - Strategic Plan 2011-2015
 - Research Journals in our Library
- In addition, our Institute annually publishes the following for information of the students and faculty
 - Reflections (Institute magazine)
 - Institute Information Brochure



2.16. Some Relevant Information Regarding Disclosure Management Framework

Fields 1 to 4: If the project is granted to the Institute, we undertake to implement all the required action points and put all the relevant information on the institute website (www.griet.ac.in)

Field 5: Environment Management Framework (EMF): Our Institute is not envisaging any civil works as part of the Project proposal. The following table gives the existing arrangements in the Institute in regard to the constituent items of EMF:

Table2.15: Existing Environment Management Facility

S.No.	Item	Comment on Availability
1.	Water Supply Arrangements	40,000 litres/day from internal and external supply sources
2.	Waste Water Discharge Arrangements	Extensive covered drainage facility provided with final outlet in to the Corporation's underground drainage system. 18 large washroom facilities (including 8 for ladies)
3.	Barrier Free Access for Physically Challenged	Ramps provided at crucial places
4.	Signage Inside and outside the Institute	30 signboards in all indicating names and directions of the buildings, laboratories, library and other facilities
5.	Notice Boards for display of information	Physical Display Boards: 22 units Large Screen Computer Display with continuously updated information: 07 units
6.	Fire & Electrical Safety arrangements	In existence (approved by Fire Services Department ,Govt. of Telangana)
7.	Provision of alarms and hooters to alert building occupiers in case of emergency	4 large alarms, one in each building
8.	Clear demarcation of escape routes	3 + several open egress areas
9.	Provision of Parking	3 major parking areas & several open access areas (more than adequate number)
10.	Preservation of existing trees	In existence. Also new plantation is a continuous activity. (maintained by the Gardening and Nursery Unit)

Field 6: Equity Action Plan

The Institute is an Equal Opportunity employer. It makes no distinction among faculty, staff and students on the basis of region, religion, caste or gender basis .Equal opportunity is provided to all for studying, teaching, working and access to various facilities.

Special hand-holding measures are available /will be put in place to help academically weak students. See Sections 2.4A, 2.4B &2.5 for details.





Gokaraju Rangaraju Institute of Engineering and Technology

Vision

To be among the best of the institutions for engineers and technologists with attitudes, skills and knowledge and to become an epicenter of creative solutions.

Mission

To achieve and impart quality education with an emphasis on practical skills and social relevance.

Quality Policy

To provide an integrated learning environment to enable students to grow towards their full potential and meet the high expectations of the Industry and the Society.

Strategies

To translate our vision into action and accomplish our mission, we strive to

- Provide state-of-art infrastructure.
- Recruit, motivate and develop high caliber multi-specialty faculty.
- Continuously review, innovate and experiment teaching methodologies and learning resources.
- Focus on research, training and consultancy through an integrated institute-industry symbiosis.





Gokaraju Rangaraju Educational Society

Administrative Office : 40-15-14, Brindvan Colony, Labbipet, Vijayawada - 520010.
Phone : 0866-2473468, 2476561, 6668001 / 002 / 003, Fax : 0866-2475278, 6668006.

Powers delegated to GRIET Authorities

Governing Body has delegated the following managerial powers to the Director / Principal and other authorities in respect of the following matters.

I. Administrative Powers

The Director / Principal are free to form Committees comprising all the stake holders for effective exercise of the powers delegated to them.

1. Staff Recruitment / Release - Director / Principal
2. Application for Additional Seats / Courses – Director / Principal
3. Faculty / Industrial consultancy - Dean (R&D)
4. Faculty Development Programmes:- Dean (Faculty Development)
5. Approval of Seminars / Conference:
Committee comprising Director, Principal HOD's, Dean, One faculty from each of the departments.
6. Deputation of faculty: Director / Principal on the recommendations of HOD to continuing education program / conference / seminars.
7. All other staff matters/approvals including leave : Director/Principal with recommendation from HOD / A.O

II. Managerial Powers

Governing Body has delegated the following managerial power to the Director / Principal in respect of the following matters.

1. R & D Projects : Research Committee headed by Dean(R&D) with representations of Director/Principal/ HOD's/ Deans and two faculty members from each of the Dept.
2. Consultancy: Industry Institute Partnership Cell undertakes Consultancy on behalf of the Institute. It comprises the Director / Principal, HOD's, coordinators and two faculty from each of the Dept.

III. Financial Powers

Governing Body has delegated the following financial powers to the Director / Principal in respect of the following matters.

S.No	Designation	Purchase equipment	Revenue expenditure	Salary	Other expenditures
1	Director / Principal	10.00 Lakhs	2.00 Lakhs	No limit	1.00 Lakh
2	HOD	1.00 Lakh	0.25 Lakh	--	0.10 Lakh
3	A.O	2.00 Lakhs	0.50 Lakh	--	0.25 Lakh
4	Staff / Faculty	--	--	--	0.05 Lakh

All the approvals should be reported to the Governing Body post facto.

Place: Bachupally
Date: 29.03.2009

Certified True Copy.

Shruthy
22 July 2010

S/d:.....
Vice- President
G.V.K. Ranga Raju

City Office : 6-3-570/1 201, Diamond Block, Rockdale Compound, Somajiguda, Hyderabad - 500082.
Ph : 040-23374400/4411/ 66667345. Fax : 040-66667347.
College Office : Bachupally, Kukatpally, Hyderabad - 500 090.
Ph : (040) 23042555/666/777. Fax : (040) 23040860. www.info@gokaraju.org.





GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING & TECHNOLOGY
ANNUAL APPRAISAL REPORT FOR THE ACADEMIC YEAR _____
(Associate Professor / Professor)

PART-A

(To be filled in by the Faculty)

Name _____ Date of Birth _____

Designation _____ Highest Qualification _____

Department / School / Centre _____

Date of joining the Institute _____

Present post _____ held from _____

PRIMARY WORK

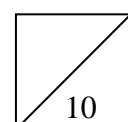
(Attach extra sheet wherever necessary)

I. Instructional work assigned

S.No	Course		Title	No. of hours per week			Strength of class	Result (Pass%)	No. of students with grades				Student feedback(40)
	Sem	Year & Branch		L	T	P			A	B	C	D	

L => Lecture; T => Tutorial; P=> Lab Course / Practical

A ≥70% B≥60 C≥40% D<40% for MCA, MBA C,D% are 50%



II. Supervisory support provided:

a) **Ph.D. Theses:**

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission



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b) M.E./M.Tech./M.S. Theses:

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission

c) Project Work at B.Tech. / MCA /MBA Level

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission

III NCC /NSS/NSO/Warden/Guidance/Counseling/Cultural/Sports/HOD/HOC/Dean

S.No	Position	Period	Special Achievements

IV Activities organized:

(Seminars/ Workshops / Conferences/ Symposia/Continuing Education Programmes etc.)

S.No	Title	Duration	Major Sponsor(s)	Level International /National

V Research papers/ Books /Conference Proceedings/Articles/Monographs etc.
Published:

S.No	Title	Authors	Journal/Conference details/Publisher	Level (International, National, Text, Reference, etc.)



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VI. Sponsored Projects:

S.No	Project Title	External Funds Received	Position	Sponsor	Date of Commencement	Duration (Years)	Status (Completed/ Ongoing)

VII. Consultancy:

S.No	Project Title	Cost	Position	Sponsor	Date of Commencement	Duration (Years)	Status (Completed/ Ongoing)

VIII. Achievements / Awards/Recognition during the year: (Use separate sheet if needed)

IX. Participation: (Seminars / Workshops / Conferences/ Symposia / Continuing Education Programmes/ Training etc.)

S.No	Title	Duration	Institution

X. Overall self-appraisal

Outstanding Very Good Good Poor

Date: _____

Signature



Difficulties and suggestions with regard to academic assignments / self growth to be given in an Annexure

PART-B

(To be filled by the Reporting Officer)

ANNUAL APPRAISAL REPORT FOR THE ACADEMIC YEAR _____

Name of the Faculty:

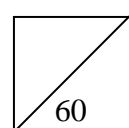
Designation:

I. Attitude and Interpersonal Skills (Give ratings on a four point scale with '4' being the best and '1' the poorest):

1.	Initiative: a self-starter; able to work without constant supervision	
2.	Responsibility: Understands duties; accepts responsibilities readily	
3.	Punctuality: arrives on time. Generally available for students during working hours.	
4.	Commitment: Committed to his / her work	
5.	Loyalty: supports and follows institute's policies and guidelines	
6.	Development: Keeps knowledge up to date	
7.	Oral Communication: speaks effectively with supervisor, colleagues and students	
8.	Written Communication	
9.	Team work: effective in a team	
10.	Leadership: gives clear directions and listens to co-workers	
11.	Relationship with fellow faculty and staff	
12.	Dress Code	
13.	Maturity	
14.	Temperament	
15.	Relationship with students	
	Total	

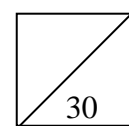
II. Remarks of Reporting Officer

Signature of Reporting Officer

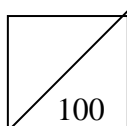


III. Remarks of Reviewing Officer

Signature of Reviewing Officer



IV. Overall Grading



Signature of Vice President





GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING & TECHNOLOGY
ANNUAL APPRAISAL REPORT FOR THE ACADEMIC YEAR _____
(Assistant Professor / Lecturer)

PART-A

(To be filled in by the Faculty)

Name _____ Date of Birth _____

Designation _____ Highest Qualification _____

Department / School / Centre _____

Date of joining the Institute _____

Present post _____ held from _____

PRIMARY WORK

(Attach extra sheet wherever necessary)

I. Instructional work assigned

S.No	Course		Title	No. of hours per week			Strength of class	Result (Pass%)	No. of students with grades				Student feedback(40)
	Sem	Year & Branch		L	T	P			A	B	C	D	

L => Lecture; T => Tutorial; P=> Lab Course / Practical

A ≥70% B≥60 C≥40% D<40% for MCA, MBA C,D% are 50%

II. Supervisory support provided:

a) Ph.D. Theses:

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission

40



b) M.E./M.Tech./M.S. Theses:

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission

c) Project Work at B.Tech. / MCA /MBA Level

S.No	Name of the Student	Date of Registration	Co-Supervisor	Current Status	Date of Submission

III NCC /NSS/NSO/Warden/Guidance/Counseling/Cultural/Sports/HOD/HOC/Dean

S.No	Position	Period	Special Achievements

IV Activities organized:

(Seminars/ Workshops / Conferences/ Symposia/Continuing Education Programmes etc.)

S.No	Title	Duration	Major Sponsor(s)	Level International /National

V Research papers/ Books /Conference Proceedings/Articles/Monographs etc.

Published:

S.No	Title	Authors	Journal/Conference details/Publisher	Level (International, National, Text, Reference, etc.)



VI. Sponsored Projects:

S.No	Project Title	External Funds Received	Position	Sponsor	Date of Commencement	Duration (Years)	Status (Completed/Ongoing)

VII. Consultancy:

S.No	Project Title	External Funds Received	Position	Sponsor	Date of Commencement	Duration (Years)	Status (Completed/Ongoing)

VIII. Achievements / Awards/Recognition during the year: (Use separate sheet if needed)

IX. Participation: (Seminars / Workshops / Conferences/ Symposia / Continuing Education Programmes/ Training etc.)

S.No	Title	Duration	Institution

XI. Overall self-appraisal

Outstanding
 Very Good
 Good
 Poor

Date: _____

Signature

Difficulties and suggestions with regard to academic assignments / self growth to be given in an Annexure.



PART-B

(To be filled by the Reporting Officer)

ANNUAL APPRAISAL REPORT FOR THE ACADEMIC YEAR _____

Name of the Faculty:

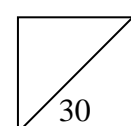
Designation:

I. Attitude and Interpersonal Skills (Give ratings on a four point scale with '4' being the best and '1' the poorest):

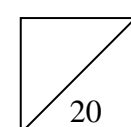
1.	Initiative: a self-starter; able to work without constant supervision	
2.	Responsibility: Understands duties; accepts responsibilities readily	
3.	Punctuality: arrives on time. Generally available for students during working hours.	
4.	Commitment: Committed to his / her work	
5.	Loyalty: supports and follows institute's policies and guidelines	
6.	Development: Keeps knowledge up to date	
7.	Oral Communication: speaks effectively with supervisor, colleagues and students	
8.	Written Communication	
9.	Team work: effective in a team	
10.	Leadership: gives clear directions and listens to co-workers	
11.	Relationship with fellow faculty and staff	
12.	Dress Code	
13.	Maturity	
14.	Temperament	
15.	Relationship with students	
	Total	

II. Remarks of Reporting Officer: The information filled was for the academic year 2007-08, during that time I was not there.

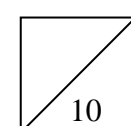
Signature of Reporting Officer

**III. Remarks of Reviewing Officer**

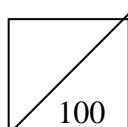
Signature of Reviewing Officer

**V. Remarks of Management**

Signature of Management



Representative

VI. Overall Grading

Signature of Vice President



GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING & TECHNOLOGY						
Student Appraisal Form (Theory Subjects)						
1	Course:	Branch:	Year:	Semester:	Dt.	
2	Percentage of your attendance:					
Note: Kindly indicate your sincere opinion on the following important questions on a scale of 4 to 1. Information is anonymous and						
<i>Name of the Subject</i>						
<i>Name of the Teacher</i>						
1	How does the teacher explain the subject?					
	Exceedingly well (4)	Very well (3)				
	Reasonably well (2)	Partly well (1)				
2	The teacher pays attention to					
	All the students (4)	Bright students (3)				
	Average students (2)	Below average students (1)				
3	How do you find the language and communication skills of the teacher?					
	Excellent (4)	Good (3)				
	Average (2)	Scope for improvement (1)				
4	Is the session interactive?					
	Exceedingly well (4)	Very well (3)				
	Reasonably well (2)	Partly well (1)				
5	Rate your teachers explanation in clearing the doubts					
	Very good (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				
6	Rate your teachers commitment in completing the syllabus					
	Excellent (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				
7	Rate your teachers punctuality					
	Excellent (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				
8	Rate your teachers use of teaching aids like LCD, OHP etc					
	Excellent (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				
9	Rate your teachers guidance in other activities					
	Excellent (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				
10	What is your overall opinion about the teacher?					
	Excellent (4)	Good (3)				
	Satisfactory (2)	Unsatisfactory (1)				





Gokaraju Rangaraju Institute of Engineering & Technology
Bachupally, Kukatpally, Hyderabad – 500 090
FEEDBACK FORM (FACULTY)

1. How long have you been working in this College?
 Less than one year more than one year
2. Do you feel the administration takes employee's views in policy making and functioning of the institute? If so how?
3. What changes, if any, do you feel need to be made in the organization to improve working conditions?
4. What changes, if any, do you feel need to be made in your department to improve working conditions?
5. To improve the quality of teaching what suggestions do you make?
6. How do you receive support from administration for your academic excellence and research activity? What more support do you feel necessary to strengthen the above?
7. Do you interact with relevant industries of your subject, if so how often and give details?
8. How often do you make use of library facilities?
 Often always rarely
9. What additional support would help you do your job more effectively?
10. Are you aware the grievance redressing mechanism in the institute? Suggest if any to improve the above mechanism
11. Suggest if any to improve the role of various co & extra curricular groups including the faculty club for promoting overall development

Date:

