

INSTITUTIONAL DEVELOPMENT PROPOSAL

SUB COMPONENT 1.1:

STRENGTHENING INSTITUTIONS TO IMPROVE LEARNING OUTCOMES AND EMPLOYABILITY OF GRADUATES

Submitted By

NIZAM INSTITUTE OF ENGINEERING & TECHNOLOGY
DESHMUKHI, NALLAGONDA, AP.

2015-16

NIZAM INSTITUTE OF ENGINEERING & TECHNOLOGY
DESHMUKHI, NALLAGONDA, AP

MOTTO

Nurturing Excellence

VISION

Our credo is to create professionally excellent and ethically committed manpower by providing the best possible resources that would help the student's abilities and talents to blossom

MISSION

Fostering character building and nurturing the inquisitive spirit of students, encouraging scientific temperament and strengthening social bonds are our constant endeavors. Surging ahead with a spirit of healthy competition, balancing a successful career teamed with a contested life, is the gift we give to our students.

1. INSTITUTIONAL BASIC INFORMATION

1.1 INSTITUTIONAL IDENTITY

Name of the Institution : **Nizam Institute of Engineering & Technology**

Is the institution AICTE approved? : **Yes**

Furnish AICTE approval No : **F.No.730-50-373(E)/ET/2001**

Type of Institution : **Private unaided self financing Institution (Minority Institution)**

Status of Institution : **Non Autonomous, Affiliated College**

Affiliating University : **Jawaharlal Nehru Technological University, Hyderabad**

Name of Head of the Institution & Project Nodal Officers:

Head & Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution	Dr. Mohammad S. Qaseem	08685-202102	9849727743	040-23240575	ms_qaseem@yahoo.com

TEQIP Coordinator	Mr.Ch. Anil kumar, Assoc. Prof. Dept of CSE	08685-205019	7093003795	040-23240575	nizamteqip@gmail.com
Project Nodal Officers For:					
Academic Activities	Mrs. Md Asma, CSE	08685-202102	9908910008	040-23240575	asma.mtech@gmail.com
Procurement	Mr. M A Mateen, Mech	08685-205019	9908830209	040-23240575	abdulmateen7@gmail.com
Financial Aspects	Mr. Ashraf Hussain, MBA	08685-202102	9849043268	040-23240575	ashrafonline@yahoo.com
Equity Assurance Plan	Dr. B Uma Maheswari, S&H	08685-202102	9848706141	040-23240575	uma2chetu@yahoo.co.in

1.2 Academic Information

Engineering UG and PG Programmes offered in Academic year 2015-16

Sl. No	Title of Programme	Level (UG,PG, PhD)	Duration (Years)	Year of starting	AICTE Sanctioned Annual intake	Total Student Strength
01	ECE	UG	4	2001	120	480
02	CSE	UG	4	2001	120	480
03	MECH	UG	4	2002	120	360
04	CIVIL	UG	4	2003	60	240

P.G. Courses –Existing

Sl. No	Title of Programme	Level (UG,PG, PhD)	Duration (Years)	Year of Starting	AICTE Sanctioned Annual Intake	Total Student Strength
01	Software Engineering	PG	2	2008	18	36
02	VLSI	PG	2	2008	18	35
03	Mechanical Engineering(CAD/CAM)	PG	2	2010	18	18
04	Computer Science & Engg (CSE)	PG	2	2010	18	18
05	Structural Engineering	PG	2	2014	18	18
06	DSCE	PG	2	2014	18	18

Accreditation Status of UG Programmes:

Sl. No.	Title of UG Programmes being offered	Whether eligible for accreditation or not	Whether accredited as on 31 st March 2010	Whether "Applied for" as on 31 st March 2010	No. Of Accreditation Undergone
01	Civil Engg.	YES	NO	NO	NO
02	Mechanical Engg.	YES	NO	Applied on sep 9 th	NO
03	Electronics & Communication Engg.	YES	NO	Applied on sep 9 th	NO
04	Computer Science & Engg.	YES	NO	NO	NO

Accreditation Status of PG Programmes:

Title of PG programmes being offered	Whether eligible for accreditation or not	Whether accredited as on 31 st March 2014	Whether "Applied for" as on 31 st March 2015	No. Of Accreditation Undergone (If already accredited)
Software Engineering	YES	NO	NO	NO
VLSI	YES	NO	NO	NO
Mechanical Engineering(CAD/CAM)	YES	NO	NO	NO
Computer Science & Engg(CSE)	YES	NO	NO	NO

1.3 Faculty Status (Regular/on – Contract Faculty as on January, 2016.

Faculty Rank	No. of sanctioned regular post	Present Status: Number in Position by Highest Qualification												Total No. Of regular faculty in position	Total Vacancies	Total No. Of Contract faculty in position
		Doctoral Degree				Master Degree				Bachelor Degree						
		Engg. Discipline		Other Discipline		Engg. Discipline		Other Discipline		Engg. Discipline		Other Discipline				
		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
Prof.	13	10		1										13	0	0
Asso.Prof	24			3		18		8						26	0	0

Asst.Prof.	101					76		25						101	0	0
Lect.																
Total	140	10	3			94		33						140	0	0

Note:

- 1) R=Regular, C=Contract
- 2) Prof.=Professor, Asso Prof.=Associate Professor, Asst Prof.=Assistant Professor, Lect. =Lecturer. (For Details refer Annexure: 3)

1.4 BASE LINE DATA AS ON 31ST MARCH 2015

Sl. No.	Parameters	
1	Total strength of students in all programmes and all years of study in the year 2015-2016	848
2	Total women students in all programmes and all years of study in the year 2015-2016	83
3	Total SC students in all programmes and all years of study in the year 2015-2016	01
4	Total ST students in all programmes and all years of study in the year 2015-2016	01
5	Total OBC students in all programmes and all years of study in the year 2015-2016.	155
6	Number of fully functional P- 4 and above level computers available for students in the year 2015-2016	700
7	Total number of syllabus Text books and reference books available in library for UG & PG students in the year 2015-2016	33671
8	% of UG students placed to campus interviews in the year 2015-2016 (Annexure-5)	1.9
9	% of PG students placed to campus interviews in the year 2015-2016	-
10	% of high quality under graduates (>75% marks) passed out in the year 2015-2016	1.35
11	% of high quality post graduates (>75% marks) passed out in the year 2015-2016	24.24
12	Number of research publication in Indian referred journals/conferences in the year 2015-16	08
13	Number of research publication in International referred journals in the year 2015-2016	3
14	Number of Faculty Registered & Pursuing Ph.D.	3
15	Number of Patents obtained in the year 2015-2016	Nil
16	Number of Patents filed in the year 2015-2016	0
17	Number of sponsored research projects completed in the year 2015-2016	0

18	The transition rate of students in percentage from 1 st year to 2 nd year in the year 2014-2015 for: i.All students ii.SC iii.ST iv.OBC	100%
19	IRG from students fee and other charges in the year 2015-2016 (Rs. In Lakhs)	546.55Lakhs
20	IRG from commercialization of R & D products, consultancy and other sources in the year 2015-2016 (Rs. In Lakhs)	0.35Lakhs
21	Total IRG in the year 2015-2016 (Rs. In Lakhs)	546.90Lakhs
22	Total recurring expenditure in the year 2015-2016 (Rs. In Lakhs)	149
23	Total capital expenditure in the year 2015-2016 (Rs. In lakhs)	1098.75Lakhs

2.1 Executive summary of the IDP

Nizam Institute of Engineering & Technology (NIET) was established in Nalgonda district, a backward district of Andhra Pradesh in 2001 by “Ummul Qura Education Society” (a Muslim minority education society). NIET which started in 2001 with a humble beginning of three departments has now grown into an institution of regional importance with Four UG courses & four PG Courses. The college offers B.Tech (UG) and M.Tech, MBA and MCA (PG) programmes covering a wide range of our country need based technical courses. The students have a wide range of choice from the traditional branches like Civil, Mechanical to the Hi-tech branches like CSE. The Institution is spread over a 30 acre plot in the hilly picturesque terrain away from the buzz of the city with lush greenery. The departments are atheistically designed to ensure high degree efficiency in the teaching / learning process. The environment is ideally suited for academic work. There is a research & development center and exclusive centre for Institute Industry Interaction. All the departments are headed by outstanding academicians. The labs are well equipped and continuously updated to meet the changing requirement in the syllabus and also for research work. There are more than 13 doctorates in various departments besides a large number of senior faculty comprising of associate Professors and Asst. Professors. In order to ensure students remain on track, a student Councilor / Proctor is put in place. A faculty member is put in charge of about twenty students. This proctor is virtually a guardian for students in the campus.

The college gives importance for the student- centered learning involving Industries and encouraging R & D works in all the disciplines. NIET can boast of a spacious library with an area of about 4500 sq mtrs. It has exhaustive library with more than 33,671 volumes of books besides subscribing to international journals. The teaching learning process of the faculty is also audited by the committee of Senior Professors. Summarizing, state-of-art facility along with expert faculty are available at NIET to ensure effective student participation. Beside academics, students are also encouraged to take part in extra circular and co-curricular activities and the students have brought laurels to the institution. It is the aim of the Management and Faculty who are committed to continually improve and deliver competitive quality technical education to the utmost satisfaction of students, their parents and potential employers.

The management has a clear vision in strengthening the roots of professional education. The goal of “Ummul Qura Education Society” is to achieve the deemed university status for the campus. The College in the past 15 years has achieved profound success in meeting its mission and realizing its vision. The institution further endeavors to add value to the knowledge society of India by producing high quality technical professionals. NIET seeks financial assistance from the World Bank under TEQIP-II scheme through the sub component 1.1 (Strengthening institutions to improve learning outcomes and

employability of graduates) as indicated in Project Implementation Plan of Govt of India (through NPIU). The institution under this sub - component 1.1 takes the responsibility for various developmental outcomes and specific achievements.

The goals of NIET are aligned with the objective of TEQIP Programme to achieve broad objective set. A SWOT analysis of institute was carried out to identify risk and opportunities an action plan has been worked out, for that the action points are prioritized to arrive at key performance areas.

The SWOT analysis hints at a comfortable brand value among institute imparting technical education. The analysis has also indicated the need for augmentation of faculty competency through up gradation of skills, qualification, industry interaction etc. There is a scope to improve the curriculum meeting the industry needs through academic autonomy. The TEQIP programme is an enabler to realize the future of NIET, which will be carried out through a road map to achieve the long term objective and vision of the institute.

To fulfill the above objectives and vision, following action plans are proposed:

- Ø Impart quality higher education in UG and PG.
- Ø Improving employability of graduates of both UG and PG programme.
- Ø Increasing learning outcome of the students.
- Ø Obtaining the autonomous status within 2 years.
- Ø Implementation of academic and non-academic reforms in order to increase the overall efficiency of the academic system as a whole.
- Ø Improving the interaction with the industry.
- Ø Enhancement of research and consultancy activities.
- Ø Work towards academic performance of SC, ST, OBC & weak Students.
- Ø Motivating and ensuring the faculty members to enhance their competency and their performances.

With the effective utilization of the facilities under the project, will make the institution to achieve the following:

- Ø Improving the employability of UG and PG Students
- Ø Increasing the overall performance of the students and through quality output to meet the expectation of the industries
- Ø To obtain accreditation of all eligible programmes and achieve autonomous status within 2 years
- Ø The academic reforms will help towards achieving academic excellence
- Ø Increase in MOUs with industries concentrating on implementation of the projects and sharing the expertise of industries with institution and vice versa
- Ø Increase in number of PG programmes, of interdisciplinary nature in collaborations with industries (viz. VLSI, Nano Technology and MEMS)
- Ø To provide consultancy services for various industries particularly medium and small scale to enhance their competitiveness
- Ø Encourage SC, ST, OBC & academically weak students to take up finishing school training
- Ø Faculty and staff undergo periodic training in domain area, pedagogy, new research area and soft skills
- Ø Encourage faculty to undertake research and to extend the frontiers of knowledge through publications
- Ø Encourage faculty to taking up of the sponsored projects

Ø Ensure steady increase in number of faculty with PG and Ph.D. qualifications

Ø Focus on a number of community related projects to fulfill societal needs

The project was prepared by considering all the above facts and the project budget was prepared to achieve the specific targets and goals to make the institute a centre of higher learning.

Indicative Category - wise Funding for Suggested Activities per Private unaided Institution Selected under Sub - component 1.2: (Scaling - Up Postgraduate Education and Demand - Driven Research & Development and Innovation)

S. No.	Suggested Activities	Category of Expenditure# (Head of expenditure)	Percentage (%)	Cost (Rs. In crore)
1.	Acquiring text books, e - journals and software	Learning Resources	25	0.50
2.	Providing Teaching and Research Assistantships for significantly increasing enrolment in existing and new Masters and Doctoral programmes in Engineering & applied sciences disciplines	Assistantships	65	0.03
3.	Enhancement of R&D and Institutional consultancy activities	R&D		0.41
4.	Faculty and Staff development for improved competence	FSD		0.45
5.	Enhanced interaction with Industry	I - I - I Cells		0.05
6.	Institutional Management Capacity enhancement	Capacity development		0.06
7.	Implementation of Institutional reforms	Reforms		0.1
8.	Support to student needs	Student Support		0.24
9.	Incremental Operating Cost	IOC		10
Total			100	2.04

Suggested Activity	Permitted	Amount To Be Spent By Each Department	Total
1. Acquiring text books, e - journals and software.	Text Books E - Journals Software	MECH - 12 Lac CIVIL - 12 Lac ECE& CSE - 12 Lac	50 Lakhs
(a) Participation in QEEE programme:	Hardware component (not exceeding Rs.7 - 8 Lakhs) (i) Mirror Server (ii) DTH receiver through the Set Top Box (iii) Class room with projector, speaker, laptop and other facilities (iv) Wi - fi access to students (v) Access by students on some tablets/laptops.	8 Lakhs	
	Teaching Assistantships for Masters Students in Engineering & applied sciences disciplines that do not receive	One Each from the departments	

GATE/other scholarships.	
<ul style="list-style-type: none"> Research Assistantships to Doctoral students in Engineering & applied sciences disciplines that do not receive any scholarships through NDF / other schemes. 	NA
<ul style="list-style-type: none"> Post doctoral fellowships in engineering disciplines. 	NA
3. Enhancement of Research and Development and Institutional Consultancy Activities: Securing sponsored projects and consultancy assignments.	41 lac
Publication of research papers in refereed journals.	
3 Papers from each Faculty(50*3=150) 8 lac	
<ul style="list-style-type: none"> Commercialization of research products. 	
<ul style="list-style-type: none"> Patenting of research products 	
<ul style="list-style-type: none"> Travel cost, hospitality and honorarium paid to experts for participation in Research & Development activities and for delivering expert lectures in the project institutions. 	1 lac per department
<ul style="list-style-type: none"> Organizing conferences on R&D topics/themes. 	2 lac
<ul style="list-style-type: none"> Expense on characterization of sample of R&D projects undertaken by students/faculty. 	2 lac
<ul style="list-style-type: none"> Presentation of paper in International Conference etc. [as per Guidelines on International Travel (Annex - VII)] by Doctoral students. Registration fee; travel expenses; boarding, lodging, and sundry expenses/allowances as per norms approved by BoG 	10 lac
<ul style="list-style-type: none"> Developing research interest among UG and Masters students: Fiscal incentive (as per norms approved by the BoG) to students that voluntarily associate with Industry oriented R&D 	

<ul style="list-style-type: none"> projects. · Expenses on travel, boarding and lodging of students that associate with an Industry for about 3 - 4 weeks during vacations to continue work on R&D projects. · Consumables. 	2lac
<ul style="list-style-type: none"> · Seed grant for research to faculty members and / or students to venture into innovative research and to strengthen research culture. 	Two Project from each department including S&H and each department has 2 Lakh
<ul style="list-style-type: none"> · Appointment of retired teachers from IITs/NITs/other reputed institutions as Senior Research Advisor for enhancement of Research & Development activities. 	One Professor to be appointed
<p>4 (a) Faculty development for improved competence in subject area (<i>applicable for faculty of engineering disciplines & supporting department</i>).</p> <ul style="list-style-type: none"> · (i) Qualification upgradation: If faculty is registered for qualification up-gradation on full - time or part - time basis within the parent Institution : <ul style="list-style-type: none"> ○ Consumables. ○ Expenses towards thesis printing and publication of thesis - based research papers. 	There are three faculty from all the departments 7 lac 45 lac
<ul style="list-style-type: none"> · (ii) Enhancing Knowledge and Research Competence: Subject upgradation and research competence : Undertaking trainings in subject knowledge and research competence upgradation by faculty as planned through TNA: <ul style="list-style-type: none"> ○ Course fee; travel expenses, boarding and lodging, and sundry expenses / allowances as per applicable norms and rules when faculty is deputed out - station [as per Guidelines on International Travel 	

	<p>(Annex - VII) to another Institution (within India or abroad) for the duration of the Course, travel time and the time permitted by the BoG for visits to Institutions/ Organizations of interest and relevance to the faculty in the vicinity of the location of training. Course fee and local travel expenses as per applicable norms and rules when faculty attends a Course in - station but at an Institution other than the parent Institution.</p>	
	<p>15 lac</p>	
	<ul style="list-style-type: none"> · Participation by faculty in seminars, conferences, workshops and Continuing Education Programmes (CEPs) etc.: <ul style="list-style-type: none"> ○ Registration fee; travel expenses; boarding, lodging, and sundry expenses/ allowances as per applicable norms and rules when faculty is deputed outstation [as per Guidelines on International Travel (Annex - VII)] to another Institution (within India or abroad) for the duration of the seminar, conference or workshop, travel time and the time permitted by the BoG for visits to Institutions/ Organizations of interest and relevance to the faculty in the vicinity of the location of seminar, workshop or conference. ○ Registration fee; and local travel expenses as per applicable norms and rules when participation is within - station but at an Institution other than the employer Institution. 	<p>5 lac</p>
	<ul style="list-style-type: none"> · Organizing subject area training programmes, pedagogical trainings, workshops, seminars, conferences and Continuing Education Programmes (CEPs): <ul style="list-style-type: none"> ○ Hospitality to participants. ○ Venue and logistic arrangements. ○ Replication of printed training materials. ○ Publication of proceedings. 	<p>10lac</p>

<p>2. Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering & applied science disciplines.</p>	<ul style="list-style-type: none"> ○ Travel, boarding and lodging for invited experts and honorarium for delivering/organizing expert lectures, CEPs, etc. 	
	<p>4 (b) Staff development for improved competence in skills.</p> <ul style="list-style-type: none"> ○ Training of senior non-teaching staff, administrative and finance officers, etc. Course fee; travel expenses; boarding, lodging, and sundry expenses/allowances as per applicable norms and rules when the staff is deputed outstation to another Institution within India. ○ Course fee and local travel expenses as per applicable norms and rules when training is attended in-station but at an institution / organization other than the parent institution. 	8 lac
	<ul style="list-style-type: none"> · Training of technical support staff: (applicable for staff of engineering disciplines and supporting departments) <ul style="list-style-type: none"> ○ Course fee; travel expenses; boarding, lodging, and sundry expenses/allowances as per applicable norms and rules when the technical support staff is deputed outstation to another Institution/Organization within India ○ Course fee and local travel expenses as per applicable norms and rules when training is attended in-station but at an Institution other than the parent Institution. 	
	<ul style="list-style-type: none"> · Training of administrative and general support staff in functional areas: <ul style="list-style-type: none"> ○ Course fee; travel expenses; boarding, lodging, and sundry expenses/allowances as per applicable norms and rules when the technical support staff is deputed outstation to another Institution/Organization within India and travel time. ○ Course fee and local travel expenses as per applicable norms and rules when training is attended in-station but at an Institution 	

3 Lakhs

other than the parent Institution.	
<p>5. Enhanced interaction with Industry.</p> <p>Travel cost, hospitality and honorarium to industry personnel for participation in curriculum development/revision/ restructuring, student assessment and Institutional bodies, and for delivering expert lectures</p>	5 lac
<ul style="list-style-type: none"> · Expenditure for increasing I - I - I through PSAG. 	
<ul style="list-style-type: none"> · Expenditure towards inviting industry (excluding travel cost and lodging boarding) for campus interviews and hospitality during campus interviews. 	
<ul style="list-style-type: none"> · Arranging tutoring by industry experts to prepare students for on - and off - campus job interviews. 	
<ul style="list-style-type: none"> · Organizing short term training programme in collaboration with Industry 	
<ul style="list-style-type: none"> · Student attending internship in industry · Travel expenses, boarding, lodging and sundry expenses / allowances as per norms approved by BoG. 	
<p>6. Institutional Management Capacity Enhancement</p> <ul style="list-style-type: none"> · Management development training of Institution's senior officials and Senior faculty: <ul style="list-style-type: none"> ○ course fee; travel expenses, boarding and lodging, and sundry expenses / allowances as per applicable norms and rules when deputed out - station [as per Guidelines on International Travel (Annex - VII)] to another Institution (within India or abroad) for the duration of the Course, travel time and the time permitted by the BoG for visits to Institutions/ Organizations of interest and relevance to the faculty in the vicinity of the location of training. ○ Study tours; travel expenses, boarding and lodging, and sundry expenses/ allowances as per applicable norms and rules when deputed for study tour within India or abroad for the duration of the tour. 	5 lac6 lac

<ul style="list-style-type: none"> ○ Trainer's fee and overheads; and sundry expenditure if training programmes organized within the parent Institution. 	
Orientation of BoG Members: Travel Costs, boarding and lodging expenditure and sitting fee to Board Members; sundry expenses in organizing Orientation Programme.	
1 lac	
7. Implementation of Institutional Academic Reforms <ul style="list-style-type: none"> · Curricular Reforms: <ul style="list-style-type: none"> ○ Travel cost, hospitality and honorarium paid to industry personnel / academic expert for participation in curriculum development / revision / restructuring and curricular reforms; ○ Sundry expenditure on holding meetings of the concerned committees. ○ Organizing workshops on reforms. 	4 lac10lac
<ul style="list-style-type: none"> ○ Accreditation:Accreditation fee to NBA 	
6 lac	
<ul style="list-style-type: none"> · Autonomy: <ul style="list-style-type: none"> ○ Assessment fee paid to UGC or University for obtaining Autonomous Institution status from the UGC. 	
8. Support to students need. Honorarium to faculty and staff for taking bridge Courses, remedial teaching classes and skill development training.	10 lac24 lac
Honorarium, TA and DA to outside experts for specialized training in soft components including As per norms decided by the BoG.	

	4 lac		
	<ul style="list-style-type: none"> • Honorarium, TA and DA to outside experts for specialized training in Finishing School. 	10 lac	
	<ul style="list-style-type: none"> • Consultancy services for establishing a Finishing School and providing technical assistance related to academic support for weak students. 		
	<p>9. Incremental Operating Cost. TA & DA for faculty and staff attending workshops and Meetings organized by the NPIU and the SPFUs.</p>	20 lac	
TA & DA for faculty and staff attending training in the World Bank procedures as arranged by the NPIU and the SPFUs.			
<ul style="list-style-type: none"> • Student training materials and other consumables. 			
<ul style="list-style-type: none"> • Organising Industrial visits, attending workshops, Technology exhibitions, publications in National / International conferences held in India of students UG and PG – Registration Fees, Travelling and incidental charges. 			
<ul style="list-style-type: none"> • Hiring technical services for: <ul style="list-style-type: none"> ◦ Mentoring. ◦ External financial auditing for TEQIP funds. 			
<ul style="list-style-type: none"> • Salaries: <ul style="list-style-type: none"> ◦ Salaries of additional full - time regular and contract faculty and staff appointed against posts created under the Project subject to due approval of Competent Authority of the Institution / State 			

The college is expected to utilize the TEQIP fund allocated very effectively as per the guidelines given in IDP for sub-component 1.1. In the IDP proposal, for the institutional project budget for sub-component 1.1, the details of permissible expenditures are shown in the Table 29 for the financial years starting from August 15 and 2015-16 (for 15 Months). The expenditure made against each item will be monitored by the project monitoring & evaluation committee and provision will also be made for internal auditing.

To achieve the target deliverables against each item under each financial year, the project monitoring and evaluation committee in co-ordination with sub-committees constituted under planning and implementation committees will be asked to provide quarterly reports on the activities, funds utilised in a financial year and funds requirements for the remaining period to the planning and implementation committee. The planning and implementation committee will be guided by the Advisory committee for the effective implementation of all the project activities and to make the implementation of the project more transparent.

Institutional Vision and Mission:

Institution believes in delivering the quality of education with a motto, vision and mission.

MOTTO

Nurturing Excellence

VISION

Our credo is to create professionally excellent and ethically committed manpower by providing the best possible resources that would help the student's abilities and talents to blossom.

MISSION

Fostering character building and nurturing the inquisitive spirit of students, encouraging scientific temperament and strengthening social bonds are our constant endeavors. Surging ahead with a spirit of healthy competition, balancing a successful career teamed with a contested life, is the gift we give to our students.

VALUES

Organizational values need to meet society's expectations with regard to environmental stewardship and social responsibility organizational values need to meet the needs of the students to compete the industries needs.

To attract the best people, the organizational values need to meet the needs of potential new employees who are choosing to work in organizational cultures that assign with their personal values.

To retain the best people the organizational values also need to meet the need of existing employees and support them in finding personal fulfillment at work.

Effective organizations identify and develop a clear, concise and shared meaning of values. Priorities and directions that everyone understands and can contribute. Once defined, values impact every aspect of any institution.

2.2 Details of SWOT Analysis carried out

Strength, weakness, opportunities, threat and challenges are integral part of every institution. SWOT analysis is an important component to identify strategies, weakness and to examine the opportunities and threats faced by the college. Based on SWOT analysis Institutional developmental proposal is prepared. During the implementation of the TEQIP proposal emphasis will be given for teaching, training and learning facilities. Considerations are made to strengthen the existing PG programmes and to start new PG programmes. Interaction with Industry will be strengthened. Due considerations are made for Institutional reforms, academic support to weak students.

2.2.1. Procedure adopted:

To provide the quality Technical Education for the young professionals who seek admission to this Institute, care is exercised at all stages in providing necessary inputs for the students. In this regard SWOT analysis was carried out by an external agency comprising of professors to obtain unbiased information from all the stake holders concerned to evaluate the existing performance of the institution.

Senior Professors from QITE Consulting, Hyderabad visited and conducted the SWOT analysis in the institution with the involvement of director, principal, HODs, all faculty members, technical staff, support staff, 100 Students (undergraduate) in two batches, PG students, Ph.D. students, alumni, parents, and industry personnel. Teams were set up with each of the groups listed above and separate brainstorming sessions were carried out with each group. SWOT was conducted by facilitators who explained about the purpose of the exercise to create congenial atmosphere for free flow of information and sharing of views. The participants were informed about significance of their participation in this exercise and how important it is for them to be candid, open and participatory.

The participants were informed about the importance and value of their opinions and suggestions and that their collective wisdom, contribution and involvement can only help institution grow and become quality yielding institution of world class caliber. The groups were asked to generate as many responses to the questions about strengths and weaknesses followed by opportunities and threats, within a limited time frame (10-20 minutes per question). All responses were recorded verbatim and ideas were not judged until evaluation time. After all ideas were listed, ideas were categorized into thematic groupings. At the end of the group reports, the list of strengths and weaknesses were reduce few distinct competencies and debilitating weaknesses since prioritization is the key factor in obtaining useful SWOT data, as the output from brainstorming were significant. Strengths prioritized were those that were distinctive competencies existing in the institution. Weaknesses listed were those debilitating areas in which stakeholders expected and demanded performance or competency and the institution was lacking. Those weaknesses that attracted widespread agreement were listed based on frequency of responses. An organization should focus on correcting its debilitating weaknesses. The next step was to reduce threats and opportunities to the few most critically important ones again based on frequency of responses of each.

2.2.2. Executive Summary of SWOT Analysis:

Reference	TEQIP-III/S WOT/001	Date	26 th , June 2015
Subject	SWOT analysis towards TEQIP-II sub-component 1.1		
Institute	NIZAM INSTITUTE OF ENGINEERING & TECHNOLOGY, DESHMUKHI, NALGONDA DISTRICT.		

External Agency	QITE CONSULTING, HYDERABAD
Consultants	Prof. T. Radha Krishna and Dr. Israr Ali Mohiuddin
Dates	22 nd -26 th June, 2015

Nizam Institute of Engineering & Technology was established in the year 2001. It is approved by AICTE, New Delhi and affiliated to Jawaharlal Nehru Technological University, Hyderabad.

Following are the B.Tech courses offered in this college:

- Computer Science & Engineering
- Electronics and Communication Engineering
- Computer Science & Information Technology
- Mechanical Engineering.
- Civil Engineering

(Mechanical & ECE departments are in the process of being accredited)

From the academic year 2008-09, onwards AICTE has permitted to start four PG programs in the following disciplines.

1. M.Tech in Software Engineering
2. M.Tech in VLSI
3. M.Tech in CAD/CAM
4. M.Tech in Computer Science Engineering

Institute is strategically located near Hyderabad which is a hub for IT & Non-IT industries with abundant opportunities for placements and industry-institute interaction. Institute is having largest composite facility spread over in **138** acres of land, equipped with all necessary infrastructures that include administrative complex, classrooms, laboratories and staff cabins accommodated in **38,725** Sq. Meters of carpet area along with sufficient space for indoor and outdoor games. NIET is under the management of Ummul Qura Education Society which is having experience and expertise in managing and running educational institutions. There are **10** different educational institutes under Ummul Qura Education Society. Nizam Institute of Engineering & Technology is having collaboration and alliance with Industries/Academic bodies.

2.2.3 Key findings of SWOT:

The strengths and weakness pertains to the internal factors of the institution, while the opportunities and threats pertain to the external environment. The main strengths identified by the institution are briefly listed below:

STRENGTHS (S)

S1	Vintage Institute – Named after the great ruler of Deccan, The Nizam, The institution is rated as one of the best minority engineering college in Hyderabad and has established brand value amongst the minority institutions for best academic practices as stipulated by AICTE. The college is 10 years old with 5 UG and 4 PG programmes out of which 2 UG programmes have applied for accreditation to NBA for 3 years during 2009, visit is pending.
S2	The institution has stable financial base with all the branches of B.Tech are filled completely every year.
S3	Institute has sufficient qualified staff with student-staff ratio of 15:1 as per AICTE norms and more than 70% faculty members are having post graduate qualification and 20% of the faculty have registered for their Ph.D. program. Staff attrition is negligible. All the departments are having full time faculty, technical and supporting staff are working right from inception of the college
S4	Institute has central and departmental libraries with more than 33,000 volumes with 4500 titles. The Institute has subscribed for more than 175 IEEE International journals through AICTE-INDEST consortium and IEL consortium along with 20 National journals. The faculty and students have facility to access online journals
S5	The Institute has a very well documented employee HR policy . Academic affairs of the college are independent without any interference of the management. The administrative and management policies & controls are well established and operate effectively. Standard academic, staff and student procedures, policies and practices are in place.
S6	Considerable support and encouragement is extended for academic freedom to utilize man power and equipment resources without any hindrance in student, teacher development programmes. Study leave is given to the faculty to upgrade their qualification
S7	Financial and leave support is extended for the faculty and technical staff to attend conferences, workshops and seminars
S8	Effective proctorial system is implemented in the college which supports the students in addressing their grievances beyond academics
S9	The college is located in beautiful, pollution free area surrounded by hills, away from the disturbances of city, in an excellent natural ambience and has good infrastructure with all amenities
S10	Excellent transport facilities are extended for faculty students and staff
S11	Medical facility with a qualified doctor is available in the campus
S12	Ample opportunities are provided for the students to participate both in curricular and extracurricular activities
S13	The campus is well connected with internet and all students and staff are given the Internet facility and email- ids.

S14	The placement facilities are provided through a dedicated placement cell headed by a placement officer
S15	Adequate facilities are available for research and development activities. The college is keen for collaboration with industry & other technical institutes. R&D facilities are available in microwave and mechanical engineering departments. Around 20 Research papers were presented in national and international journals by the faculty. Research and development works are in progress, college provides opportunity for higher education to staff, encourages work shops, seminar and paper presentations.
S16	The Institution is having an active alumni chapter , which acts a platform between the alumni and alma mater
S17	Around 50% of the lecture halls are equipped with teaching aids like LCD Projectors
S18	The campus supports the cause of preserving the natural resources through the rainwater harvesting and water treatment plants. Adequate drinking water facilities are provided at various places in the campus.
S19	Academic affairs of the college are independent without any interference of the management. The administrative and management policies & controls are well established and operate effectively. Standard academic, staff and student procedures, policies and practices are in place.
S20	The Academy for Competency Enhancement (ACE) with the concept of finishing school is established in the campus for providing the necessary training programs in the domain areas and soft skills for the benefit of students of all the departments. The institution has signed MoU with foreign education and job consultants to provide education and employment abroad for the students.
S21	The students are supported with financial assistance for participating in sports presenting technical papers and attending other technical competitions . Management encourages and honors the topper students with gold medals after their B.Tech degree.
S22	All the departments are well equipped with state-of-art laboratories , printing facilities, computer centres, seminar halls, departmental library and reprographic and other amenities.
S23	Committed faculty with good retention ratio and team spirit. Pass percentage is high with good overall results at university level.
S24	The ratio of low-age group faculty is high, which ensure longer institutional allegiance and relationship. The average age of teaching faculty is around 38 years. This indicates the young and energetic team of faculty involved in the teaching and research activities. As a result dedication and commitment of the faculty for the development and growth of the institution is reasonably high.

WEAKNESSES (W)

W1	Computer Science Engineering and Civil Engineering Departments are yet to apply for NBA
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W1	accreditation
W2	Campus is networked but campus automation is yet to be implemented
W3	The college is yet to get sponsored projects and consultancy assignments
W4	There are fewer faculties with engineering Ph.D's & shortage of experienced and senior faculty. Several departments need more qualified faculty.
W5	Around 60% of the classrooms are yet to be provided with LCD projectors Mechanical block needs power back-up facility. There is a need for internet to each department; also each department needs separate LCD projector and AV facilities.
W6	Digital Library facility is to be expanded in the library
W7	The Institute is yet to form the policy matters to provide financial support for the faculty going for higher education and pursuing research work.
W8	Necessary training programs are to be conducted for administrative and support staff.
W9	Administration and managerial training programs are to be given for all the HODs and Deans
W10	Limited faculty members have undergone the pedagogical training and others are yet to undergo pedagogical training. For want of funds, training on pedagogy, improvement in communication skill, core technology areas development in new and emerging disciplines remain a low key affair in college development.
W11	Industry institute interaction programs are to be strengthened.
W12	More number of workshops, seminars, training programs, conferences are to be conducted by all the departments
W13	Inter-departmental level of activities for sharing the knowledge need to be strengthened
W14	All the departments need to start the consultancy services
W15	Placement activities have to be strengthened involving more number of companies
W16	Necessary training programs are to be given to all the students

OPPORTUNITIES (O)

O1	Necessary and required opportunities are available for testing and consultancy work. Develop key technology areas to become trend setters and leaders in specific areas, offer engineering consultancy to local industry.
O2	Demand Driven PG courses having large employment potential can be started in all the branches

O3	Library can be strengthened by creating digital library facility
O4	Computer Science Engineering and Civil Engineering Departments are eligible to apply for accreditation
O5	Industry Institute interaction can be strengthened by having MOUs with reputed Institutions and industries
O6	Student employability can be increased by developing technology and expertise in niche areas like nano-technology, robotics, wind energy, hazard management engineering etc in tune with market and technology trends.
O7	Training and support can be extended for the academically poor students by the college staff and experts from industry
O8	Financial support for the faculty for higher education and research in the form of fees, Travel grants, contingency expenses can be extended
O9	Collaborative research with industries and usage of infrastructure of external labs and R&D facilities of the industries can be introduced.
O10	The college can reach the status of deemed university within a short period
O11	TEQIP has a brand to be harnessed
O12	Exposure to global standards of teaching learning/administration and procurement under the guidance of NPIU-learning forum

THREATS (T)

T1	Retention of faculty particularly at senior level
T2	Since the college is 11 years old, getting quality students through EAMCET is just moderate.
T3	The distance of the college from the city is far off, good quality students may not opt for admissions Since students of different regions are staying in the college hostels, it is very difficult to meet their food arrangements
T4	Higher salaries/package in IT related industries will attract potentially good teachers and retaining them will become very difficult
T5	Increased number of engineering colleges in the state has created competition among the colleges for optimum student enrollment thereby effecting optimum admission profile. Beside it can lead to faculty dispersion causing loss of expertise of senior and qualified faculty to other institutes offering better pay, perks and privileges.
T6	Constantly shifting the choices of disciplines creating disproportions to optimize use of resources in terms of both teaching resources and materials (faculty, infrastructure and other facilities). One of the major obstacle for institute without autonomy.

2.2.4 Summary of SWOT analysis:

The institute has good management, administrative systems and policies, faculty merit, student intake quality, training placement services, institute- industry tie ups, project undertaking, research development initiatives, paper writing and number of publications, general security, up-keep of building and equipments, laboratories and computer facilities, library maintenance and other campus facilities, sanitation and hygiene, machinery , furniture and ancillary assistance from support staff has helped the college maintain its present reputation and status of being recognized among the top minority colleges of engineering in Andhra Pradesh.

Teachers motivate students while teaching resulting an increase in academic results year after year, with good overall results at university level. Merit scholarships are awarded to the students. Most of the faculty members are keen to go for further studies to improve their qualification levels so as to take research and development projects in key technology areas. Feedback on the performance of faculty members from students is obtained periodically.

Improvement in administrative systems and procedures – this includes administrative delay, inefficiency in administrative systems, system performance evaluation, maintenance procedures, accounting and auditing – both academic and financial. This is mostly related to the absence of administrative and managerial autonomy.

Over loaded and over burdened staff – teaching staff is currently over loaded due to non availability of qualified staff particularly at the senior level resulting in high student teacher ratio and undertaking administrative responsibilities of the college.

By introducing new PG courses, the qualifications of UG students can be enhanced and encouraged to opt for academic career. This is likely to facilitate availability of better qualified and trained faculty.

The current facilities in the laboratory are overcrowded with worn out laboratory equipment which needs upgradation. Ph.D. Qualified professors are low in number, limiting the availability of proper guidance & growth in R&D portfolio. Need to establish a good R & D Centre. This problem can be overcome by deputing M. Tech teachers to carry out Ph. D. work in R&D centre or deputing them to reputed R&D laboratories.

Retention of experienced and qualified faculty, skilled non-teaching technical staff and trained employees may pose a threat as more opportunities become available in other institutes- competitive edge will become sharper. Hence, quality, standards and efficiency at all levels have to be monitored for continual improvement for survival and top rank position

Based on SWOT analysis, the strategic plan developed for Institutional development:

In the rapidly changing technology and consequently, the needs of the industry have made it imperative for the educational institutions to function in a well planned manner to effectively utilize its optimum resources to prepare skilled manpower to fit the industry requirements. The role of Strategic Plan is to act as guide for efficiently achieving long term quality enhancement goals. The process of preparing the Strategic Plan has helped the institution to focus on the key issues facing the institution that need to be addressed if the institution is to not only meet the needs of the students, faculty, industry but also to emerge as providers of quality education that meets world standards and thereby helps us achieve our vision.

The Strategic Plan is a process to establish priorities on what we will accomplish in the future and forces us to make choices on what we will do and what we will not do. It pulls the entire institution together around a single game plan for execution. The process of preparation of Strategic Plan brings out the issues, strategic objectives and actions to better anticipate, prepare and respond to future challenges and opportunities. Based on the experience and lessons learnt during implementation of the Strategic Plan, the college will develop Strategic Plan for beyond five years period. While preparing the Strategic Plan we also

carried out the benchmarking exercise to determine where our institution stands in comparison to the neighboring institutions in the region and the state on various parameters.

A **strategic plan** is formulated as a result of the SWOT and overall analysis of the current situation, which aims at making NIET capable of serving issues of national importance with its priorities clearly outlined. An increase in human resources capable of pursuing research and development in thrust areas of global importance, competing at international levels, environmental management, and the development of rural populations, development of socially challenged population and economic upliftment of the society in general is envisaged under this strategic plan.

2.3 Specific objectives and expected results of proposal in terms of Institutional Strengthening and improvements in employability and learning outcomes of graduates, which are linked to the SWOT analysis:

The Institutional Development Proposal provides a road map towards achieving the vision through the mission with the following objectives.

To start new Post Graduate programmes & Research

To start PG Programmes and research centres in all the departments. The college has already submitted application to the AICTE for approval to start PG programmes in the departments of Electronics & Communication Engineering and Civil Engineering from the forthcoming academic year 2016-17. The other departments have geared up for starting the post graduate programmes at the earliest. The list of proposed new PG programmes is given. The Institute has already initiated the process of submitting research proposals to get research grants from different sources for the development of research activities in all the departments. Faculty will be encouraged to pursue Ph.D. and financial support will be extended for the deserving faculty. All kinds of support is extended for the students as well as faculty for publishing their work in National International journals and conferences. The management has already assured the fullest financial support for all the works for students and staff leading to IPRs and patents.

The institute has already setup the centralised R & D centre to support those faculties who are doing research. With all these, the departments have plans of setting up R&D labs to facilitate the research community in their discipline. These activities would definitely lay a strong foundation for the research culture in the campus and strengthens and motivates the research activity. This in turn makes faculty to involve themselves in the research activity in field of their interest. This would obviously contribute towards the growth of the country.

Faculty development Programmes:

Faculty of all the departments are encouraged to attend all types of programmes on pedagogy and other related training programmes and workshops to update their knowledge as per the change in syllabus and curriculum. It is also planned to have faculty development programmes in house and to depute faculty to attend in other places based on merit. The result would be many faculties prepared and capable of taking new subjects & they can offer industry related subjects as electives.

Tutorials and Coaching classes:

Care will be taken to coach weaker and failed students by making them to attend Tutorial and coaching classes conducted in the departments after the regular class hours.

Training programmes for Non - Academic staff

Non academic staff particularly technical personnel and instructors will be sponsored to attend training programmes in the relevant field conducted at various places. Arrangements will be made to conduct suitable training classes for the other non-academic staff. Encouragement will be given to improve their qualification, and will be trained in attitude, Communication in English, housekeeping, health etc.

Students employability:

Necessary training will be given to all the students from the beginning of 1st year both in soft skills and domain areas. These programmes will be designed by the respective departments and provided to the students through the department of International academic for competency Enhancement (IACE). Also necessary industry support will be taken to train the students from Infosys Campus Connect, IBM Excellence Centre, NOVELL etc, to increase the opportunity of employability. It is planned to provide the effective placement to all the eligible students through the involvement of placement department of the college.

The specific objectives of NIET for the project period are:

- *Faculty training in cutting edge technology:* In this direction, Institution will encourage its faculty to utilize QIP / TEQIP so that institution will have more Ph.D.'s by the end of 2016. In this direction already few faculty of our institution have registered for Ph.D. NIET plan to encourage existing faculty to utilize TEQIP facilities to acquire their P.G. in cutting edge areas. Institution plans to have at least 20 post graduates in upcoming thrust areas.
- *To start need based/ demand driven P.G. Programmes:* NIET plans to have at least two P.G. programs in each department. In this direction Institution is proposing to start 10 new M.Tech programmes by the end of 2017. Currently the institution is in touch with leading industries and institution of higher learning to finalize its proposal.
- *To train undergraduate students to become professionally competent:* NIET seriously plans to improve its current placement percentage (30%) to at least 85% in phased manner by the end of 2016. For this purpose Institution is planning to develop a strong placement office with related database and infrastructure. To impart regular entrepreneurship development programs and to motivate / support interested candidates to utilize infrastructure of the Institution for their design, development and testing of innovative ideas.
- *To facilitate and improve slow learners to cope up with the regular students:* For this purpose Institution plans to give additional coaching and training in the form of remedial classes in the evening hours.
- *To set up a mechanism for regular training programs to its faculty and staff (technical & administrative) to improve administration, financial efficiency.*
- *To promote funded research projects:* It is aimed to have at least 2-3 funded research projects. In this direction, Institution plans to publish at least 35 – 40 papers in refereed national / international journals / conferences.
- *To regularly organize conference / symposia:* NIET plans to organise one national level conference / symposium in cutting edge technologies biannually.
- *Encourage teaching and non teaching staff to upgrade their knowledge in areas of relevance:* NIET plans to depute one teaching and non teaching staff from each department to lead Institution or Institutions of higher learning for this purpose. In addition, Institution plans to invite experts from lead Institution or Institutions of repute, industries and R&D organizations to train faculty in each department every year. We propose to organize skill development programs for non teaching staff from industrial experts.
- *To involve every member in the Institution to participate in programs of social relevance:* Institution plans to conduct programs of social relevance to surrounding socially and economically weaker sections.
- *Modernisation of laboratories:* It is planned to remove obsolescence and modernize 10 laboratories of the Institution.
- *Creation of new laboratories:* It is planned to create five new laboratories in cutting edge areas.

- To upgrade the existing centralized library and establish the digital library.
- *To promote digital office:* NIET will attempt to develop using its IT expertise, an in- house Management Information System to facilitate paperless office and conserve environmental resources.

The targets to be achieved by this proposal, at the end of four years are as follows:

- *Starting Research centre in every engineering department and take up outcome based research.*
- *Strengthening of P.G. courses in CSE, ECE , Civil and Mechanical Departments by enhancing the intake.*
- *Proposing to start new P.G. programmes in Computer Science Engg, Electrical & Electronics Engg, Electronics & Communication Engg, and Mechanical Engineering During the year 2016-2017.*
- *Improving the pass percentage of students from 80% to 100%*
- *Improving the pass percentage of high quality graduates from 35% to 75%*
- *Improvement in the student placement through campus interviews from 35% to 75%.*
- *To increase the research publications in Indian referred Journals to over 200.*
- *To increase the research publications in International Journal to over 100.*
- *Establishing a finishing school for improving the academic performances of SC/ST/OBC/academically weak students.*
- *To increase transition rate of students from 1st year to 2nd year in UG programmes to 100%.*
- *Increase in M.Tech enrolment from present 30% to 80%*
- *Increase in Ph.D. enrolment from present 30% to 60%*
- *Increase in IRG including student fee, R & D projects, Consultancy and other sources from 547 Lakhs to 1000 Lakhs.*
- *Faculty and staff undergo training in identified domain areas, pedagogy, research area and soft skills.*
- *Obtaining autonomous status and NBA accreditation of all the courses.*

Summary of Objectives and expected results:

OBJECTIVES

Sl. No.	General	Specific
1.	To move towards academic excellence	a. To obtain zero failure among students at all levels. b. To improve analytical abilities and creative thinking among students. c. To create a mind set in undergraduate students for fundamental research. d. To improve the confidence level of students to take part and win awards in technical paper contests, design project and other co- curricular activities e. To conduct one national conference by each department and two international conference by the institution within two years

		f. To strive for obtaining academic autonomy from Jawaharlal Nehru Technological University, Hyderabad
2	To improve the employability of students.	a. To obtain 100% campus placement for students. b. To improve the confidence level of students to face job interviews by training them in soft skills, professional ethics and pruning programmes.
3	To improve the visibility of the institution through research and scientific paper publications at National and International conferences/ Seminars	a. To encourage faculty members through incentives for research and publications b. To encourage testing and consultancy work in the institution c. To imbibe research culture in undergraduate students through good research projects as per industrial and societal needs d. Deputation of teachers and students for the presentation of their research work at National/International conferences e. To conduct one National conference from each department and two International conference by the institution within two years
4	To improve the teaching and learning ambience through up gradation of infrastructure facilities , improving teaching methodologies and faculty quality improvement programmes	a. To provide additional 3 seminar halls with audio visual facilities b. To fit public address (audio) systems to necessary class rooms and encourage the teachers to use ICT facilities for teaching c. To organize in-house teachers training programmes from external resource persons d. To depute teaching staff for appropriate training and workshops conducted in other institution and industries e. To organize staff development programme for the teachers in specialized subjects. f. To enter into MOUs with Infosys, Wipro, TCS and other pioneers in technologies g. To organize STEP programme funded by AICTE
5	To provide the facility for the growth of Intellectual resources and patents	a. To encourage research by faculty leading to patents b. To depute teachers to attend lectures on IPR and patents c. To organize National and International conferences
6	To infuse high level of professional ethics in graduating students	a. To organize yoga classes and discourses on professional ethics from intellectual luminaries b. To introduce soft skills and pruning program for all the students at various level
7	To reform the curriculum as and when needed to face global challenges of ever advancing technology	a. Frequently arrange meeting with industrialists well placed alumini to discuss on changing curriculum requirements and modifications b. To pressurize the university authorities to modify the curriculum and introduce some elective courses to meet the requirement of modern industries
8	Introduction of the new PG Programmes	a. Thermal Engineering b. Computer Integrated Manufacturing c. Computer Network & Information Technology d. Image Processing

		<ul style="list-style-type: none"> e. Embedded Systems f. Structural Engineering g. Water Resources Engineering, etc.
9	The formation of Digital Library	<ul style="list-style-type: none"> a. Increase in research activities. b. Helps in literature survey for research. c. To Update knowledge of the faculty
10	The Industry- Institute Interaction	<ul style="list-style-type: none"> a. Deputation of 2 teachers every semester to industries to study their live problems and initiate students projects b. Inviting one industrialists per department to give short courses on modern developments in technology c. Organize student training in industries during vacation

Expected results:

E1	Minimum (preferably zero) failures among students at all level.
E2	Significant improvement in placement year by year.
E3	Quality improvement in the faculty as seen by student feedback.
E4	Enthusiasm among public to get their wards admitted to this institute.
E5	Overall satisfaction from stakeholders, that is, parents and employers.
E6	Increased visibility of the institution all over the country in general and abroad in particular through staff and student achievements.
E7	Enthusiastic participation of industries in the growth of the institution.
E8	Generous funding from the various agencies to carry out research in the Institution.
E9	More number of qualified/experienced faculty eager to join the institution.
E10	General Improvement in research culture of the institute.
E11	Effective use of ICT facility for teaching for better academic content delivery.
E12	Excellent feedback from the industries regarding employed students.
E13	Students well received by the society and prospective employers.
E14	Obtaining academic autonomy.
E15	Outgoing students emerging as good citizens of the country.
E16	The formation of digital library will improve the speed and perfection in information accession which will be highly necessary for promoting basic research in the institute.
E17	The introduction of the new PG programmes proposed above will attract more students since the post graduates will have greater potential for employment in modern industries and research institution
E18	The Industry-Institute interaction when further strengthened will enable our outgoing students to be industry- ready to accept the challenges of advancing technology.

E19	The training planned for the faculty and supporting staff will definitely be a march towards the excellence of the Institute.
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Linkage of the key activities proposed with the result of SWOT analysis:

Sl. No.	Strategic objective	S	W	O	T
1	Strengthening academic & non-academic reforms	S 1,S 4,S 5,S 7, S 8,S 12,S 16, S 17, S 19, S 20	W 3,W 4,W 5,W 6, W 7,W 8,W 9,W 10, W 12,W 14,W 15	O2,O3,O5,O7	T1
2	Starting New PG program & expanding PG program	S 1,S 2,S 4,S 5,S 7, S 8, S 17,S 19, S 21,S 23,S 24	W 3,W 4,W 5, W 6,W13, W17	O 2,O 5,O 9	T 1,T 5
3	Improving employability of graduates	S 1,S 4,S 16, S 17, S 18,S 24, S 25	W11,W 12, W 15,W 16	O 5,O 6,O 9	T 2
4	Improving Learning outcomes of the Students	S 6,S 8,S 12,S 13, S 16, S 17,S 18, S 21,S 24,S 26	W 2,W 3,W 5, W 6, W 11, W 12, W 16,W 18,W 19	O 3,O 5,O 7,O 9	T 1,T 2, T 3,T 4
5	Increasing interaction with Industry for R & D consultancy training etc	S 1,S 2,S 4,S 7, S 8, S 9,S 17,S 19, S 21,S 23,S 24, S 25,S 27	W 1,W 2,W 3, W 4,W 6,W 10, W 11,W 12,W 14, W 18	O 1,O 2,O 3,O 4, O 5,O 9,O 10	T 1,T 3,T 5
6	Increasing Faculty quality for teaching & Research	S 4,S 5,S 7,S 8,S 10, S 11,S 14,S 15, S 17,S 19, S 23,S 24	W 2,W 3,W 4,W 6, W 10, W 11,W 12, W 14,W 17,W 18	O 1,O 2,O 3, O 5,O 8,O 9	T 1,T 5

2.4 The proposed Action Plan For Improving Employability of Graduates

Note: The following action plans from **a** to **g** will be effectively implemented during the academic course and for the entire 15 months duration of TEQIP.

The action plans which are going to be implemented will be scrutinized by the members of various committees in charge and their recommendations for implementation for the students of various semesters, duration, resource persons etc., will be accepted.

2.4 (a) Improving Employability of Graduates

To get a fairly good placement immediately after graduation, a student should not only have good academic record but must also have the sound knowledge about the requirements of an industry may be Software or Hardware.

Acceptance to the industry mainly depends upon the recent and updated knowledge of the student in the relevant fields of Engineering. B.Tech degree is a four year course. During this period, lots of changes may take place in industries, particularly in the Hardware and Software areas of CSE related companies. It is also a known factor that Engineering and Technology changes everyday.

Therefore, to improve the employability of students, relevant value addition trainings will have to be given from the beginning of the 1st year. These training programmes are on communication skills, soft skills and domain areas. All these training programmes are provided through a separate cell called Academy for Competency Enhancement (ACE) established in the college campus. The facilities that are available in ACE will be on par with any corporate world. Experts in the relevant fields from industry and academia are called and they conduct classes and also give hands on training. The key activities of ACE are:

- i. Training in spoken English
- ii. Soft skills programme
- iii. Personality pruning programme (follow up of ii).
- iv. Special lecturers from academicians, industrialists and alumini
- v. Industrial training/exposures
- vi. Conducting mock interviews through well placed alumni from industries.

The college is also having a separate placement department with a full fledged, qualified placement officer. The placement department monitors the availability of jobs and opportunities in different work places on daily basis. For monitoring the placement activities, each department has a placement co-ordinator. These co-ordinators are in constant touch with the placement office and are also communicating to the students the information available through the placement office. The network is so designed that there will not be any communication gap. To have effective interaction all the faculty and students are given a unique e-mail ID. With the efforts of this group action in the campus, nearly 200 students have been placed in reputed industries, During February 2011 to April 2011.

To gain the knowledge, to know the working of an industry and to study the work culture, all the departments organize industrial visits and identified students will be allowed to do projects in some of the industries. Students of all the departments are encouraged to do hobby projects and are allowed to work in the laboratories and make references in the library even after the college hours.

In addition to the above the following actions will be undertaken:

Improving the learning outcomes (Subject knowledge and technical skills)

- Improving the teaching effectiveness of the faculty through their training
- Blended instruction methods to deliver meaningful learning experience
- Pedagogy rich experiential learning strongly supported with educational technology like aarranging online and video courses on core areas on a periodical basis
- Providing Good infrastructure like converting existing class rooms into smart class rooms, with multimedia facilities
- Need to strengthen technology as a means to knowledge and livelihood.
- Create facility for learning foreign languages to seek employment in foreign countries.

Training in Soft Skills like Communication, interpersonal and team management skills

- Identify the weak students and arrange for specialised training through remedial courses for the weaker students regularly.
- Setting up a finishing school
- Dynamic personality development programme will enhance the employment opportunity of students.

- Students will be freely permitted to participate in seminars, project writing, group discussion etc to enhance self confidence.

Collaboration with Industries and strengthening of Alumni network

- To establish MOU with the industries and international institutions to increase Industry Institute Interaction resulting in exchange of expertise, relevant training and placements of students
- Placement through regular interaction with corporate business houses.
- To take up the projects from the industries and involve students
- To strengthen the Alumni network for support in training and placements

Setting up a Dynamic Placement & HR Cell

- To facilitate continuous interaction with the industry
- To procure, update and disseminate the knowledge about the opportunities
- To market the institute and the students to the industry
- Institution will strengthen career guidance and placement cell.
- To strengthen the Entrepreneurship development cell and interacting with banks to set up cottage/ small scale/ rural based industries by students.
- The institution will have tie-ups with reputed on line placement agencies like “Dice, Monster, Etc.
- The number of terminals will be increased with internet connectivity to enable the students to access the online employment opportunities.

Activity	PROJECT MONTHS				
	1-3	4-6	7-9	10-12	13-15
Soft Skills training for all students from 1 st year onwards (S14,S20,O6,O7)					
Pre placement training programs on Technical aspects and prepare them for technical interviews during final year (S14,S20, W15,O6,O7)					
Profiling of students of final year every year before they attend interviews in 7th semester (S14,W15,O6,O7)					

Interaction with industries to know the requirements in specific domain expertisation (S14,S16,S20,W11,O5)					
Arranging career guidance sessions for pre final year students every year (S14,S16,S20,W11,O5)					
Training 4th year students under Infosys campus connect program to enhance the employability opportunities. (S3,S14)					
Accreditation process with IT Industries like Wipro, IBM, TCS etc. To enhance the placement opportunities by enrolling the college to the corporate placement priority list. (S14,W11,O5)					
Further Strengthening of Alumni Association and Involving them for enhancing the placement activity (S16,O5,O6)					
Organizing HR meets to know the industry requirement better every year (S16,O5,O6)					

2.4 (b) Increased Learning Outcomes of the Students

Today knowledge is made available through different sources. Apart from class room teaching, this institute provides all the facilities for the students to enhance their learning capabilities through other methods. Students are moving towards e-learning. All the students are given e-mail id on the college portal. The college is having 10Mbps leased line. Internet facilities are available in the campus round the clock. College is subscribing for AICTE-INDEST Consortium, Making use of this facility a student can access the information of his/her choice so that he/she can increase his/her learning outcome. To give importance for communication and to enhance the knowledge of English, students are given opportunity to attend English Language Lab. Many students in the campus are making use of the facilities that are available in this lab. Students of this college can also see and get the benefits of EduSat Programmes. For the benefit of such students, separate slots are given in the time table. The students also have the benefit of learning from the IIT teaching-learning programmes through NPTEL. Each department conducts Tutorials for the benefit of weak and slow learners.

The effective proctorial system in all the departments made it possible to identify the failed students, dropouts, slow learners and these students are monitored by a group of teachers. Forum activities of the departments have made it possible to identify the talented students. Other students are also encouraged to make use of the facilities available to them. Students are encouraged to present papers, to take part in seminars and quiz competitions conducted in the college and in other colleges. Financial support will be given for such students participating in competitions in other colleges.

During vacation, students are given permission to work for a brief period of 4 to 6 weeks in companies/industries to enhance their knowledge. University has

given number of new subjects as electives for the students to study during VII and VIII semesters. A student can opt the subject of his/her choice and study so that these elective subjects can increase their learning outcomes, as per the requirements of the industry.

The following actions are planned in this direction:

(i) To adopt advanced teaching-learning process

- Adopting advanced learning methods by using multiple teaching and learning aids
- Using the E-learning materials, Video lectures
- Using the Internet for accessing the information at the finger tips
- Modernization and strengthening of libraries

(ii) Academic Support to weak students

- Assessing the students by conducting the regular tests
- Identify weak students and council them regularly
- Provide awareness about credit system and promotion policy
- Giving assignments, providing tutorials, conducting seminars regularly
- By enhancing associative learning capability of students by reinforcing the subject in which they are weak

(iii) Improving the curriculum, testing, evaluation and performance appraisal system

- Adopting a curriculum based on the industry needs
- Establishing MOU with other institutes and industries for exchange of expertise
- Conducting value added courses
- Add on mandatory courses will be planned at various levels to improve technical knowledge, skills and personality development, namely, Environmental impact assessment, Communication skills , public speaking, Creative thinking and entrepreneurship development.
- Reliable evaluation systems that are a combination of both summative and formative methods
- Testing and Evaluation to purposefully include Group Work based projects
- Encouraging the participation in co-curricular, cultural activities and sports
- Motivating and supporting student participation in projects and contests
- Student performance monitoring cell will be established with one class advisor for each class for monitoring, recording and advising individual students progress. Teacher- guardian scheme will be introduced with one teacher allotted for a group of 5 students at the 1st year level. Student's satisfaction level will be recorded by regular personal interaction with them.

The objective of these actions is to enhance the key learning outcomes of the students as listed below:

- Ability to apply knowledge to the engineering problems
- Practical laboratory and field experience and an exposure to the realities and challenges of large and small industrial production processes
- An awareness of the latest developments in the field and proven capacity to innovate and solve technical problems

- The capacity to use modern communications and information technologies effectively and to access, analyse, synthesise and utilise information
- A clear sense of identity and clarity in values and life objectives
- The capacity to use modern communications and information technologies effectively and to access, analyse, synthesise and utilise information
- The capacity to work in groups, solve problems and to lead teams effectively
- The capacity to communicate clearly and persuasively
- A willingness and ability to engage in a lifelong learning

Activity	PROJECT MONTHS				
	Aug, 2015 – Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Intensified proctorial for continues monitor of the consistency of the performance of students. (S3,S8,S24,O6)	■		■		■
Preparation of student wise performance graph from 10th standard to date every semester (S3, S8,S24, O6)	■		■		■
Identification of weaker students at the beginning of every semester based on previous semester results (S3,O7,O12)	■		■		■
Special coaching classes for the identified weak section(bottom 20% of students) at the end of semester (S3,O7,O12)	■		■		■
Faculty Appraisal from students at least twice per semester and rectifying the problem by improving the teaching methodology in turn increasing the satisfaction index of student	■		■		■
Arranging Guest faculty for tough subjects based on student feedback (W10,O7)		■		■	■
Providing better library facility along with dept facility by adding new voter based on student requirement and curriculum and emerging trends every semester beginning (S4,W6,O3)	■		■		■

2.4 (c) Obtaining Autonomous Institution Status within 2 years

Autonomy offers self-governance in running & decision making of our institution. Autonomy is important if the institution has to compete with the best institutions around the world and meet the challenges of rapidly changing technology. Autonomy enables us to transform new opportunities in teaching and learning to the advantage of the Institution.

The college is already in the process of obtaining autonomous status. Necessary preparations are going on and full academic autonomy will be obtained from JNTU Hyderabad except for the award of degrees. For smoother functioning and for administrative purpose the college will have a Board of Governors which will be constituted according to UGC guidelines.

The following actions are planned:

- i. Preparing for permanent affiliation from affiliating University by strengthening infrastructure and faculty.
- ii. Visit to the other reputed autonomous institutions to understand the functioning of the system and various factors which require to be discussed.
- iii. Preliminary meeting to be held with industries personnel and experienced alumni to modify the curriculum to suit global requirements.
- iv. Applying for autonomy to the affiliated university
- v. Getting regular feedback from industries experts and well placed alumni regarding curriculum changes required from time to time
- vi. Prepare Skelton of scheme and curriculum to be implemented when autonomous status comes to the institution 19-24 months

Steps towards Autonomy:

- The institute will make application to State Government, Affiliating University and the UGC for grant of autonomy before end of December 2011.
- The institution will gear up itself for training the required faculty and administrators the process and procedures for implementing autonomy once conferred by UGC.
- The institute will start implementation of autonomy by academic session 2013-14.
- Various statutory bodies/committees such as Academic Board (Senate), Examination committee, Academic Program Evaluation Committee (APEC), and Subject Board (Board of Studies) will be formed before implementation of autonomy.
- The institute will request alumni association as well departments concerned to suggest few names to be included in the governance and other committees.
- UGC and AICTE will be requested to nominate their representatives respectively (letters enclosed in annexure)
- Academic Board (Senate) will be formed, as per the University statute, before implementation of autonomy.

There are four types of autonomies i.e. managerial, administrative, financial and academic. NIET being a private, self-financing institution, managerial, administrative and financial autonomies already exist to some extent. But these are to be understood and implemented in right perspective so that the concept of autonomy is inconsonance with desired practices.

Autonomous colleges under the Universities exercise full academic autonomy for implementation of curricular reforms, except for the award of degrees, which is under the University control. NIET is affiliated to JNT University and therefore, currently does not have academic autonomy. However, while the university will remain degree awarding authority, the college is committed to initiate the process and get Academic autonomy from the affiliating university within 2 years with the assistance of the Directorate of Technical Education.

As and when the institution becomes autonomous, it can carry out the curriculum development and revision of syllabus and independently set and conduct examinations effectively and results can be announced on time. NIET in the coming two years once becomes autonomous, propose to introduce need based courses in emerging/thrust areas of technology both at the UG and PG level with a suitable curriculum designed as per the industry/ employee needs. The Institution is strengthening the Board of Governors with more representation and involvement from industry and reputed academic institutions to provide policy & support for smooth running of the institution as well as implementation of the TEQIP-II sub components.

Action Plan:

Managerial Autonomy:

- As a commitment towards getting autonomous status, the institute is preparing itself and will seek Permanent affiliation from the affiliating university (JNTU). The following activities will be carried out:
 - § Adding more qualified Professors to each department to meet the norms
 - § Recruiting more qualified faculty at the earliest in order to maintain Students to Staff Ratio better than 15:1
 - § Upgrading the Lab equipment to the current needs
 - § Improving student quality by providing the specialised training for weaker students to improve their performance
- To obtain managerial autonomy, the BoG will form committees, sub committees or advisory committees.

Financial Autonomy:

- The BoG will have financial autonomy with regard to preparation, sanctioning, spending of budget to achieve the objectives of the institution.
- The BoG will delegate the financial powers to various levels of functionaries and powers to faculty to undertake R&D projects, consultancies, CEP, conferences/ seminars etc.

Academic Autonomy:

- Towards Academic Autonomy, the institution will design its own curriculum, course content, curricula implementation and methods of training in consultation with the industry/academic experts as per the current trends and the thrust areas which in turn results in to the Employability of the students. For this purpose, NIET will form committees with subject experts from within the institution and outside, get the curricula approved by Academic Advisory Board and train faculty on all the above and implementation of academic autonomy. The list of experts is annexed herewith.
- Develop Credit Based Curriculum, Permit credit exemption for previous attainments, and introduce flexibility in the curriculum with choice of electives. BOG will take decision on extent of flexibility to be introduced in the curricula in consultation with Academic Advisory Board.
- Introducing innovations in teaching/learning processes through controlled mechanisms
- Exploring collaboration with Institutions and Industries of repute and entering into agreement with them (MoU) for Expert Lectures, Industrial Training, etc.
- Adopting continuous evaluation. Evolve new methods of summative evaluation, conducting examinations and declaring results

- Develop new methods of formative and internal evaluation as per advice from experts
 - Form committee to evolve summative and formative evaluation mechanisms and get it approved by Academic Advisory Board
 - Implementing tailor made Continuing Education, Distance Education, e-learning programmes for working professionals and skill enhancement, Value-Added Courses for the existing students as per market demand
 - Develop an effective system for faculty evaluation by students.
 - Develop faculty training needs assessments as per academic requirements and objectives of the institution through conduct of TNA, and depute faculty for academic advancement with approval from BoG
 - Each department to have in place a feedback mechanism and corrective action thereof
 - Sending necessary proposals to UGC for autonomous status through Govt. of Andhra Pradesh once the necessary norms are fulfilled
- Needed reforms on Governance and in Curriculum would be introduced and implemented to achieve and practise autonomy.
- Re-constitution of BoG with representation from Industry, UGC, State Govt., Affiliating University, & faculty of the institution
 - Delegation of power to the functionaries
 - Constitution of Academic Advisory Board, Finance Committee, Purchase Committee, Staff Selection Committee, Institutional Development Committee, Discipline Committee, and other committees as required.

Activity	PROJECT MONTHS				
	2011-12				
	1-3	4-6	7-9	10-12	13-15
Proposals for setting up of labs/Modernisation of labs (if needed) as per the University/AICTE norms and initiating the procurement process of the laboratory equipments (S1,W2,W4,O10)					
Setting up the new laboratories/modernisation of laboratories (S1,W2,W4,O10)					
Strengthening the departments by recruiting qualified faculty as per the AICTE norms (wherever is necessary) (S1,S3,S5,S6,S7,S10,S15,S19,S21,W7,W9,W10,O12,T 1,T3)					

Bringing in the good practices to motivate the faculty and keep attrition rate to as minimum as possible. (S1,S5,S7,S10,S19,W7,W9,W10,O1,O8,T1,T15)					
Review of the status of the Institution with a mock evaluation before applying for the Autonomous Status. (O10)					
Rectifying the deficiencies found during mock evaluation (O10)					

2.4 (d) Achieving the target of 60% of the eligible UG programmes accredited by the end of two years and 100% accreditation obtained and applied for by the end of the project of the eligible UG and PG programmes.

The objective of TEQIP is production of high quality technical professionals, obtaining accreditation is an important element in TEQIP as a yard-stick for quality of education programs. As stated by the National Board of Accreditation (NBA): “accreditation provides quality assurance that the academic aims and objectives of the institution are known to be honestly pursued and effectively achieved by the resources currently available, and that the institution has demonstrated capabilities to ensure effectiveness of the educational programme(s), over the validity period of accreditation.”

- Current Status: Two of the Five UG departments are eligible for accreditation as on date and these departments have already submitted the application in 2009 to NBA for each course to be accredited as per the revised norms of NBA (2015), pending committee visit.
- For the remaining departments, accreditation would be achieved by fulfilling the revised norms of NBA by strengthening infrastructure and quality of faculty within next two years.
- Necessary steps will be taken to recruit staff required to keep an adequate student teacher ratio as per AICTE norms.
- For any newly started PG courses, accreditation would be applied for once they become eligible after fulfilling the norms.
- Permanent affiliation of all eligible programmes of the Institute had already been identified and will make application to from the affiliating University Jawaharlal Nehru Technological University Hyderabad.

Some of the challenges the institute facing for obtaining accreditation are:

- Acute shortage of availability of qualified faculty in high demand areas: NIET is gearing to upgrade the qualifications and competencies of their existing faculties to overcome this shortage. Currently some of our faculty have registered and pursuing Ph.D. in different areas of Engineering.
- Shortage of Infrastructure facilities, laboratory facilities, etc as and when new courses are introduced: Continuous creation and expansion of infrastructure is in progress.
- Maintaining Teacher student ratio as per AICTE norms: Every year fresh recruitment is taking place to overcome the attrition of teachers.
- Getting Sponsored R&D and Consultancy projects etc: The R&D Centre in association with Industry Institute Interaction Cell (IIIC) is engaged in

achieving sponsored projects from various funding agencies like DST, BRNS, etc.

- Frequent migration of faculty from one institution to the other due to large number of engineering colleges in AP.
- Frequent changes in the rules made by AICTE and affiliating University.

Activity	Project Months				
	Aug 2016				
	1-3	4-6	7-9	10-12	13-15
Strengthening of student faculty ratio with cadre as per AICTE (S1,S3,O11,O12)					
Infrastructure facility development (S1,S4,W2,W5,W6,O12)					
Strengthening of laboratory facility (S1,S22,W2,W5,)12)					
Intensifying consultancy project in collaboration with Industries (S12,W11,O5)					
Intensifying R & D Activities (S1,S23,W11,O5,O9)					
Applying for accreditation for eligible branches (S1)					
Mock accreditation (S1)					
Review of evaluation report of mock accreditation (S1,W2,W5,W6,W11,O12)					
Accreditation process from NBA (S1)					

2.4 (e) Implementation of academic and non academic reforms

ACADEMIC REFORMS:

The slow pace of internationalization of Indian higher education is to a large extent, due to the inflexibility in the academic structures and practices of most institutions. The academic reforms will be introduced through the “Academic Autonomy” which the institute proposes to introduce after obtaining necessary approvals from UGC/Jawaharlal Nehru Technological University/State government. It is expected that the institute will be able to implement the same from academic year 2016-17.

Curriculum Reforms:

National Policy of Education-1986 has given considerable importance to make technical programmes relevant to the requirements of the world of work. As a follow up of this, NIET has laid emphases on capacity expansion by starting new PG programmes in emerging areas of technology and revising the curricula of existing UG & PG programmes. Introduction of flexibility in programme offering by way of introducing Multipoint Entry and Credit System (MPECS) will be another initiative of NIET in the area of Curriculum Development. This will be in line with the objective of TEQIP to develop professional competencies in the field of Curriculum Development.

There is a need to internationalise curricula. Curriculum reform is a lengthy and convoluted process, especially at the Under Graduate level. The matter has to be considered at a number of levels starting with the departmental committee of the department/ institution wishing to introduce the change.

For the fulfilment of this mission, following activities will be undertaken with the inception of Curriculum Development Centre at NIET:

- Undertaking basic research for developing new models of curriculum planning, implementation and evaluation
 - Identifying changes in engineer manpower job profiles for selecting new program offerings and modifying the existing programmers
 - Generating database in the field of curriculum development
 - Adopting the Courses and framing the syllabus as per industry requirements by involving the industry experts in framing the syllabus.
- § The institution, is presently affiliated to JNT University, therefore it will need to get the revisions in the curricula approved by the competent authorities.
- § Institution upon conferment of autonomy by UGC can carry out the curricula development and revision by themselves by establishing suitable mechanism (Curriculum Development Cell) that would ensure that the curricula meet market requirements.
- § The courses and the syllabus will undergo periodical revision for every 2 years to meet the changes in the industry needs and technology upgrade.
- § The curriculum will essentially include the soft skills and communication skills for helping the students to become more & better employable.
- § The new and revised curricula will imbibe innovations in teaching methodologies, student evaluation methodologies, design skills, communication skills, entrepreneurial skills, information processing, creative and innovative thinking, leadership skills, Live and future Projects from industry, elective courses, extensive use of e-learning methods, invited expert lectures from industry and Reputed Academicians, visits to and training in industries, entry level credit exemptions at multiple entry levels.

Student Performance Evaluation:

- Performance evaluation should be summative and formative. The summative evaluation carry marks/grades and lead to the student's final performance grading, and the formative evaluations are used to encourage the student to do better by pointing out their weakness/mistakes and advising them how to perform better. Formative evaluations are instrumental in real learning promotion since these are not used for grading purposes although grades/marks are given to keep track of improvement in performance. To make the summative evaluation robust and reliable, a number of separate tests are taken as one annual or semester examination may not give reliable evaluation. The institution intends to move from summative evaluation approach to formative evaluation approach.
- To adopt continuous evaluation system to check the performance of students thereby:
 - § Academics will be closely related to industrial relevance and will prepare students in solving challenging semi - structured problems.
 - § Standardization of the evaluation improvement processes.
 - § Development of a knowledge base for improvement and its documentation for future use.
- A quality improvement focused education system will thus evolve.
- To adopt credit based evaluation policies.
- Publication of results and the evaluation details to maintain transparency.
- Identifying the weakness/mistakes of students and counseling them to improve their performance.
- Conducting mock tests, mock quizzes, mock presentations, orals, assignments to identify the weakness among the students and in turn advising the students to improve.
- Weak students will be given an opportunity to improve.

- Performance evaluation of students will help them to improve knowledge, abilities and competencies, self-directed learning and innovative thinking.

Performance appraisal of faculty by students:

- Performance evaluation by the students will help the faculty to improve their teaching/learning, management & training skills.
- Faculty should be counseled for their weakness based on the student evaluation.
- Early evaluation will help to improve the weakness in terms of delivery, lack of interactivity, emphasis on self-learning.
- Exit evaluation will give an insight into the total effectiveness of the course and the learning achievement and deficiencies.
- Combination of Early and Exit evaluation will allow self-correction by the faculty as the course progresses and would enhance teaching/learning effectiveness.
- Faculty will be rewarded for their better teaching learning capabilities and counseled for poor outcome. Results from these assessments will not be considered for promotions or incentives.
- A proper format is prepared covering the points with respect to teaching learning process adopted, effective communication skill exhibit, punctual in covering syllabus, sharing the relevance of the topic with present day importance.
- Faculty will share the outcome of the evaluation with the HOD for assistance in improving his negative points if any. Each faculty will be motivated for regular self assessment. This will give the faculty a clear perspective of what is expected and in what priority for providing quality education.
- Continuous motivation to faculty will help them to achieve greater quality and encourage them to do better which ensures a proper mix of proficiency and efficiency in the quality of instruction offered to students.

Faculty incentives for continuous Education, consultancy and Research activities-

- To encourage all the faculty members to participate in organizing and or contributing to and attending continuing education programs.
- The Institution will prepare at the beginning of every semester a faculty engagement chart indicating not only the faculty's teaching commitments, but also his/her expected involvement in administration, Continuing Education, network activities, research and development activities including curriculum and laboratory development, consultancy and services to community and economy.
- Faculty will be encouraged to take part in consultancy activities and the resources generated must be shared with them. This will include Institutional as well as individual effort through higher benefit sharing.
- Identifying the needs, the faculty will be motivated to pursue CE by sponsoring them under QIP. Management will become a facilitator to the faculty's career growth in supporting various CE, consultancy, R&D activities, etc.
- Monetary and non monetary awards will be given to the faculty for their involvement in CE, consultancy, Research activities and for excellent overall performances. Full Institutional support will be extended for attending conferences, workshops, seminars, etc outside/inside India. NIET will motivate faculty for R&D by providing books and journal allowance. Encourage and support faculty for obtaining higher qualifications such as PhD. Faculty shall be rewarded for publishing quality papers in journals of repute.
- Faculty should be encouraged to take up the projects from the industries and involve in the Research and Development activities. This will include

Institutional as well as individual efforts. Similarly the CE programs coordinated by faculty will be given due weightage. The benefits must be adequately shared with each faculty.

Additional importance will be given for the Revenue Generation. The college will recognize the performance of such faculty and staff through awards, rewards and promotions. Filling up of faculty and staff vacancies will be strictly as per AICTE norms and the faculty to student ratio is 1:15 (this is being followed).

Academic reforms

Activity	PROJECT MONTHS				
	Aug, 2015- Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Formation of academic monitoring committee (S1, S2, S3)					
Student Advisory/ counselling & Staff development committee (S4, S5)					
Formation of proctorial system & its review (S8, S9, S10)					
Accreditation of UG and PG programme (S1, S2, S3, S4)					
Faculty up gradation in Teaching and skill development programme (S6)					
Performance appraisal of faculty by students (semester wise).					
Upliftment of weaker students to improve their performance (O7, S21, W16)					
Induction programme for supporting staff during vacation (W8, W10)					

Non- Academic Reforms:

As per the norms of UGC, the institute will have a Board of Governors. The Board of Governors will delegate suitable Academic, Financial and Administrative powers to various functionaries.

To support functioning of Board of Governors, various committees, sub-committees or Advisory committees will be formed. For execution, the Board of Governors can have a Director to monitor the same.

Principal of the college will get approval from Board of Governors through the director for any kind of academic and non academic activities. For day to day functioning adequate financial powers will be given to the director/principal.

The college will have Managerial autonomy, Administrative Autonomy, Financial Autonomy and Academic Autonomy as desired by an Autonomous college. Director with the approval of Board of Governors can also have some committees.

The college will have separate Bank Account for the following four Funds namely,

- Corpus Fund

- Faculty Development Fund
- Equipment Replacement Fund
- Maintenance Fund

As per the guidelines, the allocation of TEQIP Fund will be effectively spent on each of the above items. The purpose of these Funds is to ensure sustainability of the reform process beyond the Project period. These funds shall be built with annual contribution into each fund equal to at least 0.5% (total 2%) of annual total recurring expenditure of the institution. The institution may additionally contribute from annual savings to the Corpus Fund apart from the initial contributions made to each fund.

Generation, retention and utilization of revenue generated through a variety of activities

- In order that faculty and staff feel encouraged to develop and take up revenue raising activities and programmes over and above their academic and other duties in the institution, they will be given an appropriate share of the revenue earned as an incentive
- In addition the institution shall recognize performance of faculty and staff in such activities through awards, rewards or promotions. The concerned persons should be given due freedom to utilize part of the earnings to develop office and laboratory facilities, acquisition of technical literature and participation at national/international conferences
- Apart from the students fees, revenues to be generated from activities like Consultancy projects sponsored by private or public sector industry, Sponsored research projects, specially tailored continuing education programmes, Industry – Institute interactive programmes ensuring mutual benefits including revenue generation for the institution, and Commercial activities. Accordingly the facilities to be improved; faculty involved in revenue generation activities to be rewarded and recognized.
- Improvement of facilities for personal academic research and travel for attending conferences could be permitted from the sponsored project funds as per rules of the sponsoring organization

Filling-up Faculty and Staff Vacancies:

- Vacancies to be filled subject to student increase/decrease and curricula compulsions as per AICTE norms; to appoint faculty and staff with the required qualifications and experience on contract basis for 11 months or longer terms to fill the stop gaps; The faculty to student ratio recommended by AICTE 1:15 will be maintained; attempts would be made to have a preferred ratio of 1:15 for UG programs, & 1:10 for PG programs.

Non - academic reforms

	PROJECT MONTHS
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Activity	Aug, 2015- Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Establishment of funds like corpus fund, Faculty development fund, Equipment replacement fund, Maintenance fund					
Formation of Committee to exercise on autonomy status					
Forming of board of governors & sub committees including Quality monitoring committee					
Delegation of powers and finance to functionaries					
Appraisal study of institute by outside media or agency					
Review of fund utilisation by the respective committees and Quality monitoring committee					

Cost estimate for Institutional Reforms

Sl No	Cost Component	Total Cost in lakh Rs
1	Accreditation Fee payable to NBA-AICTE for six courses (5 UG + 2 PG)	13.49
2	Inviting industry participation in framing curriculum for 5 UG and 4 PG courses	4.50
3	Sundry expenses for Institutional reforms meeting for the period of project life	1.00
Total		18.99

f) Improving Interaction with Industry

The Institution will upgrade the Industry-Institution-Interaction Cell which already existing to establish purposeful interaction between Industry and Institution. For the cell to function smoothly and to meet its objectives effectively, I-I-C will have some core staff. The core staff will include a Coordinator (Professor or an Assistant Professor) from the institution who will be assisted by a Project Assistant and an office Assistant. The cell will meet at least twice per semester.

Key Activities of Industry-Institution-Interaction Cell

- Participating in curriculum design, curriculum implementation , student assessment, training of students, exposing students to new technologies, and providing experts for certain instructional sessions;
- Providing opportunities for student groups to undertake problem-solving projects;
- Participating in such bodies as the Board of Governors, Academic Council, Boards of Studies, faculty recruitment etc
- Assisting institutions in establishing new laboratories, providing literature on new technologies and offering their shop floors as substitutes for laboratories
- Conducting Industrial Training, Orientation Courses, Industrial Visits for faculty and students
- Training students, faculty and technical staff in new technologies and processes
- Collaborating in sandwich programme offerings;
- Participating in joint R&D activities
- Delivering expert lectures
- Industry senior personnel serving as adjunct faculty
- Utilizing institutional resources (manpower and physical) for industrial manpower training
- Developing Postgraduate Education in areas of current and potential high demand and
- Providing assistance for improving employability including entrepreneurial training, specialized skill training and training in soft skills required by industry.

Industry –Institution Interaction will be strengthened by following approaches

- i. Signing MOU's with software industries namely Infosys, Wipro, Mico-bosch,
- ii. Inviting industries to deliver special lectures to students
- iii. Involving industries in the curriculum development through the board of studies
- iv. Requesting industries to participate in the staff exchange programme for mutual benefits
- v. Requesting the industries to provide the facilities for the students for training and involving them in live projects
- vi. A separate cell for industry –Institute-Interaction cell will be organized

Activity	PROJECT MONTHS				
	Aug, 2015- Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Forming of advisory board (O5)					
Industry -institute-interaction committee meeting (O5)					
Carrying of industry based projects & R&D Work (O9)					
Lecture from industry experts (O7)					
Training during vacation for students at industry/institute (O7, O8)					
Industry oriented Soft skill programme for students (O6)					
Industrial visits for students (O5, O9)					
Signing Of MOU with industry (O5, O9)					
Exposure to students under NIPU - learning forum (O12)					

Cost estimate for improving collaboration with Industry

Sl No.	Description	Unit Cost Rs Lakhs	Total Cost Rs in Lakhs
1	III- Cell Upgradation	--	1
2	Awareness Program to encourage UG & PG students	0.5/year	0.5
3	Inviting personnel from industries to Create CE Programmes	0.5/ year	0.5
4	Exploring collaboration with industries through MOU's	1.0/year	1
5	Encouraging the students to take up sponsored projects	0.5 /year	0.5

6	Organizing industrial tours for students	0.01 / student per year	1.5
Total			5

a) Enhancement of Research and Consultancy Activities

NIET intends to promote increase participation of faculty in research & project consultancy through merit recognition and fiscal and career incentives. In this direction NIET has already established a Research and Consultancy Cell headed by a senior faculty proficient in research work. This Cell also encourages PG/UG students to join research programmes. The following activities are being planned in a systematic and phased manner:

- Enhancing and Upgrading the Research & Consultancy Cell (RCC) to plan and execute the objectives. NIET Creates fully equipped research centers/laboratory with latest software and hardware to facilitate research in emerging technologies and encourage interdisciplinary research.
- RCC to interact with the industry and other entities and market the services of the institute
- Faculty members would be encouraged to take up the consultancy activities in collaboration with the industries and the local administration
- Identifying relevant research and consultancy areas in and around the location
- Identifying and mapping different industry needs to different departments in the institute
- Prominent researchers are appointed as Mentors (retired professors from IITs, NITs, IISc, other reputed agencies at national and state levels) to guide faculty in preparing winning proposals and gaining sponsored research, consultancies and projects from Government and private agencies thereby enhancing sponsored research, publications, live consultancies/projects from industry and developing patents.
- Developing projects based on the client requirements, facilitating and supporting the execution
- Initiate a system of revenue generation and Internal Revenues Generated through incremental R&D and Consultancy activities to be shared with faculty, staff and students to further motivate their participation
- Incentive and reward system for publication, organization and participation in seminars, conferences and substantial rewards for developing patents. Rewarding the research outputs like published papers and reports by way of providing Incentives
- Regularly promoting the capabilities by organizing seminars and workshops. Departments encourages undergraduate research orientation programme for students.

The following are the identified Research areas in each department:

Department	Research Area
<i>Mechanical Department</i>	<ol style="list-style-type: none"> 1. <i>Mechanical analysis of components</i> 2. <i>Fluid Flow analysis</i>

<i>Electronics & Communication Engineering</i>	<ol style="list-style-type: none"> 1. <i>ES & VLSI Design,</i> 2. <i>Micro wave Engg.,</i> 3. <i>Signal & Image Processing,</i> 4. <i>Communication Engg</i>
<i>Computer Science Engineering</i>	<ol style="list-style-type: none"> 1. Dataware housing and data mining 2. Image processing,
<i>Information Technology</i>	<ol style="list-style-type: none"> 1. Signal Processing 2. Dataware housing and data mining

Activity	PROJECT MONTHS				
	Aug, 2015- Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Starting of PG programme (O2)					
Starting of R & D centers in all the department (S23)					
Encouraging faculty to get involved in research activities and externally funded project periodically(O9, W3)					
Opening of consultancy cell at the institute and in every departments (O1, W14)					
Conducting of AICTE, TIFAC, DST & related workshops/conferences for students and staff (W1 1, W12)					
Establishment of Center of excellence in various departments (W3, W13, W14, O9, O11)					
Signing of MoU with global institutions and conducting of sandwich programme related students and faculty development programme (W9, W8, W16, O9)					
Encouraging faculty to get involved in patents, reviewer for journal, journal publications from the institute, e-lib facilities (W6, O3)					

2.5. A plan for improving the academic performance of SC/ST/OBC/ ACADEMICALLY WEAK STUDENTS through innovative methods, such as remedial and skilled development classes for increasing the transition rate and pass rate with the objective of improving their

employability.

The following action plan is followed to improve the academic performance of SC/ST/OBC/ACADEMICALLY weak students through innovative methods for increasing the transition rate and pass rate with the objective of improving their employability.

Effective Proctorial/ Faculty Advisor System: Nizam Institute of Engineering & Technology have started proctor system very effectively. For every 15-20 student's one faculty member is appointed as Proctor. This proctor establishes a close relation with each student, orients them to college practices follow their attendance and progress regularly. The meeting with all the students will be held at least once in fortnight and they are guided throughout the course duration. Faculty Advisors are nominated for each section and gives academic as well as personal advice with appropriate assistance. They also help students who are facing financial problems by recommending & providing necessary assistance in the form of loans and scholarships. Faculty Advisors discusses student performance, finds out whether there are any non-academic reasons for a student's weak or declining performance, and advises on appropriate study or other measures to be taken. The FA will mediate between a student and other faculty member if necessary, or seek help from a higher-level person (HOD or Principal).

Counselling Centres: Institute has a Counseling centre which counsels weak students who were not interested in studying engineering from the start of their college careers. Most of the time, these students had been forced by their parents to take up engineering or they have not understood what engineering studies entail. There are some cases where weak students are not able to get their choice of course. Psychiatrist, Faculty Advisors and Lady Counsellor are members of counselling centres will address all weak students on case to case basis. There is a need to strengthen counselling center at institute level.

Monitoring Student Performance and Attendance: First year students are initially asked to undergo diagnostic test which supplements their knowledge. Tests are devised in such a way that it covers areas or specific topics in which a particular student is weak. Test will help us to train or coach in that areas or topics in which student is poor. The performance of the weak students is reviewed by the faculty during the semester and efforts are made to strengthen teaching and provide extra teaching as when needed. Student attendance is reviewed in connection with the performance and students are also advised to attend missed classes.

Extra classes for lateral entry students: Institute offers remedial Mathematics classes for lateral diploma students which can improve academic performance. Classes are conducted in the evenings and during weekends. Tutorial classes are conducted where additional problems are solved and students interact with each other. Weak Students are provided with extra classes, extra notes and extra guidance. Student and faculty collaborations on projects where teachers are available to students with focus attention on weak members of the group.

English Language Lab: College has set up an English language lab where students can listen to tapes and use workbooks to improve their English, particularly spoken English in which they are weakest. English tutorials are arranged to cover both technical and everyday English, and offer the potential of a tutor explaining inadequately understood concepts, which is very helpful. Tutorials help students to gain confidence and they start asking questions in the class room with any hesitation. Students are also given an opportunity to improve their presentation skills. This practice will start from first year itself to develop and make presentations in the class room.

Formation of Peer Learning Groups: Peer learning groups are formed to encourage and help students to develop as they find that others have similar problems and get a chance to discuss their academic problems and other issues. Students are encouraged to study in a group. Each group will have 10-12 students, with a mix of good and weak who learn jointly. They will revise lessons after class or on weekends, before exams, etc. and undertake projects work also. Good students will help weak ones. The act of tutoring also helps good students in presentation skills.

Good Classroom Practices: Students are asked about their subject knowledge and confidence so that later difficult topic may be introduced.

Importance of a topic being taught is explained with its relevance to the real world problems. Topics are organized by points with adequate examples and also beyond syllabus or text book. Classes are made very interactive. Classrooms are equipped with OHPs and Power Points to make instruction more visual and tactile. Weak Students are given with constructive feedback to improve upon their academic feedback.

Updating Domain Knowledge of Faculty and Students: Faculty members are given opportunity up-to-date domain knowledge as required by the rapid development of technologies, new areas and even concepts. Faculty members are encouraged to go on exchange programs, to attend conferences or to do Ph.D.s in cutting-edge areas. Institute pay all expenses for faculty to present papers at national or international conferences. Faculty members are given leave with/without pay with liens on their job for upgrading qualifications. Industry interactions on campus and joint industry-institute projects are encouraged by Management for faculty and students as well. Suitable domain knowledge training is given for faculty and students through IACE (finishing school in campus).

Training in Pedagogy: Institute devises ways to deepen pedagogical training especially for teachers who really need to improve their teaching skills.

Activity	PROJECT MONTHS				
	Aug, 2015- Oct, 2016				
	1-3	4-6	7-9	10-12	13-15
Effective Proctor and Faculty Advisor System (S8)					
Counselling Centres (S11)					
Monitoring Students Performance and Attendance (S22, W8)					
Extra mathematics classes for lateral entry diploma students (S22, W8)					
Remedial classes during evenings or weekends for tough subjects and for the subjects where failure rate is high (S22, W8)					
Tutorial classes (covers additional problems and close interaction with students) (S22, W8)					
Student Academic Support (provide extra classes, notes and guidance) (S24, W6, O1, O12)					
Faculty and Student Collaborations on projects (focus attention on weak members of the group. (S22, W14, W10, W11, O9)					

Enhancing English and Communication and Presentation Skills using English language lab (S20, O12)					
Training of Spoken English and Presentation Skills (S20)					
Training on Soft skill Development and Aptitude (S20, O5, O6)					
Peer Learning Groups (A group of 10-12 students of good and weak mixed)					
Training on latest technology with high market demand (S20, S22, W16)					
Good Classroom Practices (S22, W13)					
Effective Student Participation in the Classroom (S24)					
Training on Domain Specific Knowledge (S20, W13)					
Training in Pedagogy (W10, W13)					
Fostering Positive Teacher Behaviors (S20, W13)					
Faculty Appraisal System					
Placement Activity (W15, W16)					

Cost Estimate for Finishing School

Sl. No.	Activities	Project Life Allocation
		Aug 2015-Oct 2016
1	Diagnostic Test	0.325
2	Bridge Courses / Remedial Teaching	2.62
3	Conducting Specialized soft skills & Professional skills development training	4.345
4	Conducting high intensity training programs and certification programs	2.71
	Total	10.0

2.6 Action Plan for strengthening of PG Programmes and starting of New PG Programmes

2.6.1 Strengthening of Existing PG Programmes:

PG programmes started in 2010-11

Department	Name of the course	Intake on approved by AICTE
CSE	Computer Science Engineering	18
ME	CAD/CAM	18

Strengthening of existing PG Programmes:

Highlight public and the media about the quality of the existing programmes in terms of human resources, infrastructure and library resources to attract good quality students. Improve the academic process of teaching learning (Tutorials/Assignments/Projects) and then, learning by practice (Labs) and learning by reference (library, internet).

- Identify the appropriate industries and suitable students and depute for internship.
- Encourage faculty interaction with the industry personnel to explore the possibility of placing the students in the same industries.
- Expose the students to explore the existing facilities in terms of hardware and software tools so that a suitable project can be thought of and be implemented in-house.
- Efforts to write proposals seeking funds to modernize and procure the state-of-art equipment in order to improve technical infrastructure.
- Visit to industry by senior faculty and the administration of the department to explore tie-ups/MOUs with industries, institutes of higher learning and research.
- The faculty are deputed to undertake training under various STTPs, SDPs run by reputed institutions like IITs, IISc and research organizations in the recent advances in technologies. However this shall be a continued activity spread across all the quarters depending upon the opportunities.
- Guide PG students to convert their M.Tech. projects into publications and possibly extend them to serve the base for research. The students are further encouraged to pursue research in the research centers of Electronics and communication and Biotechnology.
- Assist the students to pursue their interest in research in terms of domain identification, pre requisites for facing the interviews and take up the relevant course work at higher academic institutions.

In addition to the above, existing PG programmes would be strengthened broadly by the following activities –

- Encouraging the existing faculty with Bachelor's degree qualifications and the students in their final year to pursue PG courses and offer scholarships to non GATE qualified students.
- Strengthening the Laboratories and establish new laboratories to better cater to the requirements.
- Enriching the Learning Resources and facilities like Library and equipment.

Currently, there are four PG programmes (including the two started from this academic year i.e. from 2010-11 with the approval of AICTE and JNTU).

1. M.Tech in CSE (Computer Science & Engg. Department)

Strengthening Laboratories-

- Setting up of Operating Systems Lab with Servers and clients supporting multiple operating systems like Windows, Linux, and Sun Solaris.
- Setting up of Database application Lab to study different database applications like Oracle, DB2, Sybase etc.
- Advanced Research Lab with modern equipments.

Enhancing Learning resources-

- Subscription to E-journals like IEEE, ACM, etc.
- Subscription to national and international journals to the department library

2. M.Tech in Software Engineering (Computer Science & Engg. Department)

Strengthening Laboratories

3. M.Tech in VLSI (Electronics & Communications Engg. Department)

Strengthening Laboratories-

4. M.Tech in CAD/CAM (Mechanical Engg. Department)

Strengthening Laboratories-

Enhancing Learning resources-

Subscription to national and international journals to the department library

2.6.1 Cost Estimate for Increase in Intake in Existing M. Tech Programs.

Teaching/research assistance-costing

SI No.	Activity	Estimated Cost in Lakh Rs.
		Aug 2015-Oct 2016
1	Teaching assistance for PG students @Rs.8,000 per candidate for 12 candidates/month for 12 months (12*8000*12 = per year)	3

Note:

For 2011-12 the no. of PG students who get the assistance ship is 12 students

From 2012-13 the no. of PG students who gets the assistance ship is 24

For 2011-12 the no. of Ph.D. scholars who gets the assistance ship is 4

From 2012-13 the no. of Ph.D. scholars who gets the assistance ship is 8

2.7 Faculty development plan for the first 15 months for improving their teaching, subject area and research competence based on Training Need Analysis (TNA).

The institution has been placing considerable stress on imparting effective and continual training to its faculty and staff. The key initiatives in this direction being, upgrading qualifications of existing faculty and staff, subject knowledge and research competence up-gradation of faculty, motivating and supporting participation of faculty in seminars, conferences and workshops at national and international level. The need for Pedagogical Training using the latest teaching methodologies is strongly felt for improving the teaching and training competence of faculty. The training will be offered in two modules: (i) Basic Pedagogy (ii) Advanced Pedagogy, each of one week duration including both theory and hands on sessions. The Technical Staff in laboratories and workshops need to be trained in their functional areas including operation and routine maintenance of both the existing and new equipment. As a part of this initiative we propose to send and train the technical and support staff in their relevant fields. The administrative staff will also be trained in institutional development management, quality management and management information systems. To make this training a contributing process towards improving the institutions ability to enhance its teaching resources, we intend to develop and create transparent policies and norms for facilitating continuous faculty and staff qualification up-gradation and training.

The list of identified training programmes along with the TNA is annexed herewith.

The training need analysis is performed in the following:

- Formal feedback from the students
- Informal feedback from the students
- Subjects and domain are identified by suitable representation from the faculty group, assessment by the heads of the departments.
- Workshops, seminars are identified based on the opinion of the faculty and the change in syllabus,
- The qualification of faculty is observed to take decision on possible sponsoring for higher studies in order to acquire qualification.

A summary of reports from all the departments of the institution is made regarding TNA based on the above [Annexure]. Based on the above need analysis, teachers are identified to undergo training which includes both Pedagogy and domain knowledge training.

The FDP planned to be conducted:

- making use of in-house resources (human, finance, infrastructure) on
 - Delivery techniques, board work, communication skills
 - Class room handling

- Lesson planning-Teachers dairy
- Laboratory instruction methodology
- Making use of external resources
 - External agencies to be identified like, IITs, ESCI, ASCI, NITTTR Pune, Chandigarh. This external program can be on campus or Off campus
 - A batch of identified faculty members will be sent during the end of the quarter to be trained on basic pedagogy.
 - Create infrastructure for implementing advanced pedagogy (smart boards, DLPs, video streaming facilities, internet facilities in class rooms to access learning resources from various open sites of reputed universities NPTEL, Reprographic facilities like scanning, PPT, uploading and downloading image and text and videos, etc)
 - Train the faculty in using smart boards accessing the learning resources, developing the learning aids like models, simulation, animation etc.

The following Activities are planned for faculty development. The implementation in details is as shown in Action Plan.

Apply for funds from funding agencies to conduct conferences/workshops/SDPs. Sponsor the faculty members for various symposiums/workshops/conferences. Hold technical lectures from resource persons from Institutes of higher learning, industries and research organizations. Hold modular discussions subject/field wise at department levels and enable knowledge sharing of senior faculty with junior faculty. Programs are chalked out for inter disciplinary interaction. Carry out inter disciplinary projects in collaboration with industries which will enhance the domain knowledge. The non-academic staff particularly technical personnel and instructors will be sponsored in the reverent fields like maintenance of lab equipments and calibration, software and hardware training, servicing, software installation and testing, hardware trouble shooting application soft wares like Cadence, Lab View, MatLab, Catia, etc. Faculty will be sponsored for higher programs like Post graduate diploma, engineering by research, doctoral studies and post doctoral studies. Faculty will be encouraged for paper publication and carry out informal research which will be sponsored and partially funded. Enhance the library resources required for possible research and publications. All the departments will seek affiliated research centers under the university to enable enrollment of the faculty for research. Tie up with industries for taking up projects and consultancy.

Faculty Development Plan for First 15 Months:

About 95% of the faculty members of NIET have indicated willingness to participate in pedagogical training to be organized by NPIU and SPFU. Training provider would be selected for conducting the training programs at NIET in following levels-

1. Basic pedagogical Training
2. Advance Pedagogical Training.

S. No	Branch / Training Subject Area	No. of		
		F	D	PD
1	Batch1 ECE	29	6	174

2	Batch 2 CSE+IT	42	6	252
3	Batch3 ME	15	6	90
4	Batch 4 (Civil)	12	6	72
5	Batch 5 Phy+Che+Math+ Humanities	28	6	168

F= Faculty, D= Days, PD=Person Days,

Cost Estimate for Training in Basic and Advance Pedagogical

The Cost for organizing the basic and advance Pedagogical training for 126 Faculty members for 756 person hours will be borne by NPIU /SPFU.

2.7 Provide an action plan for Faculty Development Programme/ Training in functional areas.

S #	Branch	Training Subject / Area	Category	Number of			Project Months				
				F	D	PD	Aug 2015- Oct2016				
							1-3	4-6	7-9	10-12	13-15
	HODs	NBA accreditation, Institution Building, performance appraisal and Staff Development	MT	6	5	30					
	Faculty	Communication and Presentation Skills for Engineers & Executives	MT	10	5	50					
	Faculty	Digital Instructional Resource development	MT	5	5	25					
	Faculty	Enhancing Teaching learning Skills With ICT	MT	10	5	50					
	Faculty	Industry Professional Training Programme on Enhancing Organizational Performance and Competitiveness through TQM	MT	5	5	25					
	Faculty	Strategy to Improve Learning of Weaker Students	MT	6	5	30					

S #	Branch	Training Subject / Area	Category	Number of			Project Months				
				F	D	PD	Aug, 2015 – Oct, 2016				
							1-3	4-6	7-9	10-12	13-15
1	CIVIL	Two week ISTE STTP	S	10	6	60					
2	CIVIL	ICT programme on structural design with STAAD Pro	S	15	5	75					
3	CIVIL	ICT programme on advance in RCC structural design and analysis	S	16	5	80					
4	CIVIL	ICT programme on green building	S	17	3	51					
5	CIVIL	ICT programme on Transportation Engineering	S	16	5	80					
6	CIVIL	ICT programme on green materials and techniques for a sustainable construction	S	15	5	75					
7	CIVIL	ICT programme on foundation Engineering	S	15	5	75					

8	CIVIL	International civil engineering symposium	S	5	4	20					
9	CIVIL	Pedagogical training	MT & RC	17	5	85					
10	CIVIL	IIC on air quality management	MT & RC	5	2	10					
11	CIVIL	Management skills	MT & RC	1	6	6					
12	CIVIL	Structure integrity and life assessment at IIT Roorkee	CWC&CWA	15	5	75					
13	CIVIL	Building simulation conference	CWC&CWA	15	3	45					
14	CIVIL	Water, environment and society(NCWES)	CWC&CWA	14	2	28					
15	CIVIL	Innovation in civil engineering (NCICE-2016)	CWC&CWA	15	2	30					
16	CIVIL	Emerging strides in innovations and skill development	CWC&CWA	15	3	45					
17	CIVIL	National conference on E-Waste management	CWC&CWA	15	2	30					
18	CIVIL	All India seminar on status of technological advancement to meet the Environmental norms for Indian industries	CWC&CWA	14	2	28					
19	CIVIL	International conference in technology and engineering	CWC&CWA	10	2	20					
20	CSE	Adhoc Wireless Networks	S	3	8	24					
21	CSE	Artificial Intelligences	S	2	5	10					
22	CSE	ASP.NETwithVB.NET	S	4	10	40					
23	CSE	Advance DB	S	6	5	30					
24	CSE	Cloud Computing	S, CWA, RC	5	12	60					
25	CSE	Advance OS	S	2	5	10					
26	CSE	Dynamic Web Page design using PHP	S	4	5	20					
27	CSE	Information Security	S, RC	4	5	20					
28	CSE	Data Mining	S, I, RC	10	5	50					
29	CSE	Mobile Computing	S	4	5	20					
30	CSE	Open Source Solutions	S	2	5	10					
31	CSE	Big Data Analytics	CWA, CWC,S	25	5	125					
32	CSE	Short Course on Data Structure & Java Programming	S	8	6	48					
33	CSE	Software Testing	S	6	5	30					
34	CSE	Statistical Modelling for Data Analysis (SMDA-2011)	S	4	3	12					
35	CSE	Image Processing	RC	4	2	8					
36	CSE	Security in MANETS	S	6	5	30					
37	CSE	Software Engineering	S	6	5	30					
38	CSE	Research Methodologies	CWA, CWC	30	4	120					
39	CSE	Android Application Development	S	8	5	40					
40	CSE	Cyber Security	S	4	5	20					

41	CSE	Network Programming(Linux)	CWA	5	8	40						
42	CSE	Distributed Systems	CWA	5	5	25						
43	CSE	Adhoc Sensor Networks	S	4	5	20						44
44	ECE	Advanced DSP Design Techniques	RC	3	30	90						
45	ECE	Advanced Wireless N/W	S	2	5	10						
46	ECE	Communication Technologies	S	4	6	24						
47	ECE	Geographic Information Systems and Applications	S	2	5	10						
48	ECE	Image & Speech Processing	S, CWA, RC	5	12	60						
49	ECE	International Conference on Advances in Materials and Materials Processing	S	2	5	10						
50	ECE	Micro wave and Antenna	S	4	5	20						
51	ECE	Multimedia Communication	S, RC	4	5	20						
52	ECE	National Conference on Communications 2012	S, I, RC	5	5	25						
53	ECE	OFDM Based 4G Cellular Standards: LTE and WiMAX	S	4	5	20						
54	ECE	RF Design	S	2	5	10						
55	ECE	Satellite Image Processing & Analysis	CWA, CWC, S	25	5	125						
56	ECE	Signal Processing Applications	S	8	6	48						
57	ECE	Telecommunication Networks with State-of-the-Art Hands-on Experiments	S	6	5	30						
58	ECE	Trends in VLSI Design	S	4	3	12						
59	ECE	VLSI/ VHDL	RC	4	2	8						
60	ECE	image processing	S	6	5	30						
61	ECE	Wireless network Engineering	S	6	5	30						
62	ECE	Research Methodologies	CWA, CWC	30	4	120						
63	ECE	Management Capacity Enhancement	MT	12	5	60						
64	ECE	Pedagogy Training	CWA	5	5	25						
65	ECE	Android Application Development	S	8	5	40						66
66	ECE	Network Security	S	4	5	20						67
67	ECE	Embedded Programming	CWA	5	8	40						
68	H&S	SEM&TEM	S	4	2	8						
69	H&S	Finite Element Methods and its Applications	S	4	10	40						

70	H&S	Application of MAT lab	S	5	11	55						
71	H&S	Micro and Nanofabrication	S	1	9	9						
72	H&S	Basic Mathematics	S	1	4	4						
73	H&S	LASERS	S	3	8	24						
74	H&S	Soft skills and communication Lab	S	3	4	12						
75	H&S	Research Methodology in Chemistry	S	5	4	20						
76	H&S	Instrumental methods of chemical analysis	S	3	10	30						
77	H&S	Sensor technology	S	2	30	60						
78	H&S	Orientation programme for instructors	S	4	10	40						
79	ME	Management Capacity Enhancement	MT	20	5	100						
80	ME	Pedagogy Training	MT	20	5	100						
81	ME	Advances in Heat Treatment	S	2	5	10						
82	ME	Advances in Machining	S	2	5	10						
83	ME	Aircraft Engineering	S	2	5	10						
84	ME	Composite Materials and Structural Integrity	S	5	5	25						
85	ME	Advances in Cryo-cooler Technology	S	2	5	10						
86	ME	Fracture and Mechanics	S	2	5	10						
87	ME	LS Dyna, NX, Catia, Pro E	S	3	5	15						
88	ME	Advancements in CAD, CAM, CAE	S	5	5	25						
89	ME	Smart Materials	S	5	5	25						
90	ME	HVAC	S	2	5	10						
91	ME	Machine Design	S	1	5	5						
92	ME	Machine tools	S	2	5	10						
93	ME	Energy Systems Engineering - Powder Handling and Compaction	S	5	5	25						
94	ME	Innovative laboratory experiences in Mechanical Engineering	S	5	5	25						
95	ME	Automobile Engineering	S	2	5	10						
96	ME	Advancements in Automobile Industry	S	1	5	5						
97	ME	Theory of Plasticity & Elasticity	S	1	5	5						
98	ME	Computational Fluid Dynamics	S	4	5	20						
99	ME	Nano Technology	S	3	5	15						
100	ME	Thermal Engineering	S	1	5	5						
101	ME	Fracture and Mechanics, Multi Scale Modeling	S	2	5	10						

102	ME	Advancements in FEM & Allied fields	S	2	5	10					
103	ME	Nano Materials and Application	S	2	5	10					
104	ME	Unigrafics	S	5	5	25					
105	ME	Advance FEA	S	2	5	10					
106	ME	TOT program on Welding and Fabrication	S	3	5	15					
107	ME	Vacuum Technology & Process Applications	S	5	5	25					
108	ME	Vibro-Acoustics	S	2	5	10					
109	ME	CNC	S	2	5	10					
110	ME	AutoCAD (Basic S Advanced)	S	4	5	20					
111	ME	Material management and Cost control techniques	S	4	5	20					
112	ME	Continuum Mechanics	S	2	5	10					
113	ME	Solid Modeling using Pro-E	S	2	5	10					
114	ME	Solid Modeling using Pro-E	S	4	5	20					
115	ME	CRM and Quality Services for Automobile Sector	S	5	5	25					
116	ME	Conference on Smart Materials	CWC	20	3	60					
117	ME	Conference on Composite Materials	CWA	4	3	12					
118	ME	Research Methodology	RC	10	5	50					

F= Faculty, D= Days, PD=Person Days, S= Subject Domain, RC= Research & Consultancy, CWC=Conference/Workshop Conduction, CWA=Conference / Workshop Attending, MT= Managerial Training, I= International

Cost Estimate for Staff Development Programs (Technical)

Sl.No	Discipline	Number Of Training Programs	No. of persons (Persons)	No. of persons days (Days)	Cost Estimate @Rs0.01 lakhs per Person Days (In Lakhs)
1	Computer science and Engineering	24	27	750	7.50
2	Electronics and communication Engineering	24	24	750	7.50
3	Mechanical Engineering	39	20	900	9.00
4	Humanities & Sciences	23	24	600	6.00
5	Civil Engineering	19	15	900	9.00
6	HODs & Professors	6		210	2.10
Total					41.10

One faculty from each Department is permitted to present a paper in the international conference or for organizing an international conference in our college, for which an amount of Rs. 10.00 Lakhs is allocated.

Action plan for faculty development plan for the first 18 months

Activity	Action Plan (in Months)				
	1-3	4-6	7-9	10-12	13-15
<p>The need analysis is performed in the following</p> <ul style="list-style-type: none"> • Formal feedback from the students is availed • Informal feedback from the students is availed • Subjects and domain are identified by suitable representation from the faculty group, assessment by the heads of the departments • Workshops, seminars are identified based on the opinion of the faculty and the change in syllabus • The qualification of faculty and non-teaching technical staff is observed to take decision on possible sponsorship for higher studies in order to acquire qualification S3, S24 					
<p>Based on the need analysis the teachers are identified to undergo training on</p> <ol style="list-style-type: none"> 1. Basic and Advanced Pedagogy making use of in-house resources (human, finance and infrastructure) <ul style="list-style-type: none"> o Class room handling o Delivery techniques, board work, communication skills o Lesson planning-Teachers dairy o Laboratory instruction methodology S6,S7,S22,W10 					
<ul style="list-style-type: none"> • Create infrastructure for implementing advanced pedagogy (smart boards, DLPs, video streaming facilities, internet facilities in class rooms to access learning resources from various open sites of reputed universities NPTEL, Reprographic facilities like scanning, PPT, uploading and downloading image and text and videos, etc) • Train the faculty in using smart boards accessing the learning resources, developing the learning aids like models, simulation, animation etc. 					
<ol style="list-style-type: none"> 2. Domain training <ul style="list-style-type: none"> • Wireless sensors and networking • Data warehousing and Cryptography • Multi-core and MPI Programming • Advanced Java and J2EE • RDBMS • Network Security • 4G Technology • Digital Signal Processing and its applications 					

<ul style="list-style-type: none"> • VLSI tools • Embedded systems • MatLab and Lab View • Artificial Intelligence and Expert systems • Nanotechnology and smart Materials • Composites • Vibrations and Acoustics S3,S4,S13,S17,S20,W2,W5,W10,W12 				
To apply for funds from funding agencies to conduct conferences/workshops/SDPs S1, S15, W7, W12, O8				
To sponsor the faculty members for various symposiums/workshops/conferences S1, S15, W7, W12, O8				
Hold technical lectures from resource persons from Institutes of higher learning, industries and research organizations S1, S15, W7, W12, O8				
Hold modular discussions subject/field wise at department levels and enable knowledge sharing of senior faculty with junior faculty. S3, S4, S13,S20, S22, S23, W13				
Programs are chalked out for inter disciplinary interaction. S3, S4, S13,S20, S22, S23				
Carrying out inter disciplinary projects in collaboration with industries which will enhance the domain knowledge in the following areas <ul style="list-style-type: none"> • Writing research proposals • Educational Management and academic Leadership S13, S20,S22, S23,W8, W11, O5, O9 				
The non-academic staff particularly technical personnel and instructors will be sponsored in the relevant fields like <ul style="list-style-type: none"> • Maintenance of lab equipments and calibration • Software and hardware training • software installation and Networking • Application Software like Cadence, Lab View, MATLAB, CATIA, CAD, CAM etc • Hardware troubleshooting • Bio informatics tools • English Communication skills • Office automation S13, S20,S22, S23 				
Faculty will be sponsored for higher programs like Post graduation, engineering by research, doctoral studies and post doctoral studies. S3, S5, S6, S7, W7, O8,O9				
Faculty will be encouraged for paper publication and carry out informal research which will be sponsored and partially funded. S5, S6, S7, S13, S15, S19, S20, S22, S23, S24				
Enhance the library resources required for possible research and publications S5, S6, S7, S13, S15, S19, S20, S22, S23, S24				

All the departments will seek affiliated research centers under the university to enable enrollment of the faculty for research S5, S6, S7, S13, S15, S19, S20, S22, S23, S24

To tie up with industries for taking up projects and consultancy. S5, S6, S7, S13, S15, S19, S20, S22, S23, S24

s8. Action plan for technical and other staff development in functional areas.

Based on the Training Need Analysis (TNA) done using different formats for each category and the feedback received from them and the institutional requirements for quality improvement and future growth and development, the areas of training needed for each category have been identified and categorized as follows:

A. Technical Staff (Lab. Instructors/ Lab Technicians):

The technical staff working in various laboratories and workshops needs to be trained in their functional areas including routine maintenance of existing and new equipment procured under different projects. They also need training in Laboratory Maintenance, Maintenance of Laboratory Records, Basics of Computer Usage & Data Entry, Store Purchase Rules and procedures, Laboratory Safety, Laboratory First Aid, and Communication Skills in English.

B. Office/Clerical Staff/Library Staff:

The administrative staff working in various departments, library and administration needs to be trained in their functional areas to make them competent in managing the office. Based on the TNA, they need to be trained in Communication Skills in English, Basics of Computer Usage & Data Entry, Advanced Computer Data Management, Book Keeping, Cataloguing & Indexing of Books, Documentation & Retrieval, and Front Office Management

C. Other Supporting staff:

The administrative staff working in various departments, library and administration needs to be trained in their functional areas to make them competent in managing the office. Based on the TNA, they need to be trained in Communication Skills in English, Office Management, Safety and First Aid.

Action plan for the activities mentioned above are furnished below:

2.2.8 Provide an action plan for training technical and other staff in functional areas.

S #	Branch	Branch / Training Subject Area	Category	Number of			Project Months				
				F	D	PD	Aug, 2015 – Oct, 2016				
							1-3	4-6	7-9	10-12	13-15
1	ADM	Administration	MT	4	7	28					
2	ADM	Communication Skills	MT	3	7	21					
5	ADM	Motivational Skills	MT	3	7	21					
6	ADM	Personality Development	MT	3	7	21					
7	ADM	Presentation Skills	MT	3	7	21					
8	ADM	Soft Skills	MT	3	7	21					
10	ADM	Team Management	MT	3	7	21					
11	ADM	Time Management	MT	3	7	21					
12	ADM	Office Automation	MT	4	7	28					
13	CIVIL	Advanced AutoCAD	S	5	7	35					
14	CIVIL	Auto CAD and Its Applications	S	5	7	35					
15	CIVIL	Basic AutoCAD	S	5	7	35					
16	CIVIL	Implementing and Evaluating Projects	S	5	6	30					
17	CIVIL	Recent trends in Building materials and construction technology	S	5	6	30					
18	CIVIL	SEPLGSR and QE-Pro	S	5	7	35					
19	CIVIL	Soil Testing	S	5	7	35					
20	CIVIL	STAAD-Pro	S	5	5	25					
21	CIVIL	STRUDS	S	5	6	30					
22	CSE	CCNA	S	3	7	21					
23	CSE	J2EE	S	3	10	30					
24	CSE	MST	S	3	7	21					
25	CSE	PC Maintenance and Troubleshooting	S	3	10	30					
26	CSE	Linux Server Administration	S	3	6	18					
27	CSE	Computer Networking with Windows Server	S	3	8	24					
28	CSE	Cyber Security	S	5	5	25					
29	CSE	Cloud Computing	S	3	6	18					
30	CSE	MATLAB	S	3	5	15					
31	CSE	Testing Tool Training	S	3	6	18					
32	CSE	DBA	S	5	5	10					
33	CSE	Rational Rose Training	S	3	3	8					
34	CSE	Personality Development and Soft Skills Programs	MT	2	2	3					
35	ECE	MATLAB		2	7	14					

36	ECE	Cadence Designing		1	7	7						
37	ECE	VLSI Design		1	7	7						
38	ECE	Microwave		2	7	14						
39	ECE	ECAD		1	7	7						
40	ECE	Embedded Programming		2	7	14						
41	ECE	NS-2		1	7	7						
42	ECE	Wireless Communication tools		2	7	14						
43	ECE	MULTISIM/PSPICE		2	7	14						
44	H&S	MAT lab practice	CWA	2	5	10						
45	H&S	Finite Element Methods and its Applications	CWA	4	10	40						
46	H&S	Simulation	CWA	3	10	30						
47	H&S	Fiber optics	CWA	1	9	9						
48	H&S	Mathematics for engineers	CWA	2	1	2						
49	H&S	Recent trends in Laser technology	CWA	1	1	1						
50	H&S	Soft skills and communication Lab	CWA	2	5	10						
51	H&S	Research Methodology in Chemistry	RC	5	4	20						
52	H&S	Instrumental methods of chemical analysis	RC	1	10	10						
53	H&S	Thesis writing in English language	RC	2	5	10						
54	H&S	Wearable technology	I	1	180	180						
55	H&S	Orientation programme for instructors	MT	4	10	40						
56	LIB	Library Management	MT	2	7	14						
57	LIB	Negotiate & Skills	MT	2	7	14						
58	LIB	Administration	MT	2	7	14						
59	LIB	Personality Development	MT	2	7	14						
60	LIB	Team Management	MT	2	7	14						
61	LIB	Time Management	MT	2	7	14						
62	LIB	Office Automation	MT	2	7	14						
63	ME	CAD using Inventor	S	2	5	10						
64	ME	CAD using Unigraphics	S	2	5	10						
65	ME	CNC	S	2	5	10						
66	ME	Develop Mechanical Workshop related Skills	MT	4	5	20						
67	ME	Drafting and CNC Programming using MasterCAM	S	3	5	15						
68	ME	Engineering Graphics S CAD	S	3	5	15						
69	ME	Advances in Materials and Materials Processing	S	2	5	10						
70	ME	Machine tools	S	4	5	20						
71	ME	Mechanical measurements	S	3	5	15						

72	ME	N/W and Admin	MT	5	5	25					
73	ME	Engine Maintenance	S	3	5	15					
74	ME	Sensors for measuring	S	3	5	15					
75	ME	Power Tools	S	9	5	45					
76	ME	TIG Welding	S	3	3	9					
77	ME	MIG Welding	S	3	3	9					
78	ME	Hydraulic	S	4	5	20					
79	ME	NDT	S	5	5	25					
80	ME	Composite Materials	S	5	5	25					
81	ME	Injection Molding	S	5	5	25					
82	ME	Technical and Managerial skill development	MT	9	5	45					

F= Faculty, D= Days, PD=Person Days,

S= Subject Domain, RC= Research & Consultancy, CWC=Conference/Workshop Conduction, CWA=Conference / Workshop Attending, MT= Managerial Training
 Cost Estimate for Administrative, Finance and Supporting Staff

Sl. No	Category	Discipline	Number Of Training Programs	Person days	Cost Estimate @Rs0.005 lacs per personal day
1	Technical	Mechanical Engineering	20	400	2.00
		Civil Engineering	9	300	1.5
		Electronics and Communication Engineering	9	100	0.5
		Computer Science and Engineering	12	300	1.5
		Humanities & Sciences	5	200	1.00
2	Admin		9	200	1.00
3	Library		7	100	0.50
Total					8.00

Action plan for up gradation for faculty qualifications

Dept.	Existing		2015-16		2016-17	
	PG	PhD	PG	PhD	PG	PhD

CE		-	-	2		1
ME		2		2		2
ECE		3		2		2
CSE		3		2		2
S&H		2	-	2		2

2.9 Cost estimate for upgrading the qualifications of faculty

Sl. No	Departments	2015-16		2016-17	
		Ph.D	M.Tech	Ph.D	M.Tech
1	CSE	3	-	5	
	ECE				
	CIVIL				
	ME				
	H&S				
-	Financials (Course Fee)	3,00,000		5,00,000	

Cost estimate for total faculty and staff development: (2.7, 2.8 & 2.9)

Sl.No	Category of Staff	Number of Training Programs	Number of Person Days	Estimated Total Cost in Lakhs
1	Faculty	106	3329	33.29
2	Technical	37	1265	12.65
3	Admin	9	1204	12.04
4	Library	3	88	0.88
5	International Conference	1	-	10.00
6	Qualification Upgradation	64	-	33.90
Total				102.76

	MONTHS
--	---------------

Category/Activity	2011-12				
	1-3	4-6	7-9	10-12	13-15
A. Technical Staff (Lab. Instructors/ Lab Technicians)					
1. Laboratory Maintenance	-				
2. Maintenance of Lab. Records	-				
3. Basics of Computer Usage & Data Entry	-				
4. Store Purchase Rules	-				
5. Laboratory Safety	-				
6. Laboratory First Aid	-				
7. Communication Skills in English	-				
B. Office/Clerical Staff/Library Staff					
1. Communication Skills in English	-				
2. Basics of Computer Usage & Data Entry	-				
3. Advanced Computer Data Management	-				
4. Book Keeping	-				
5. Cataloguing & Indexing Books	-				
6. Accounting Software - Tally, etc					
7. Documentation & Retrieval of Information	-				
C. Other Supporting staff:					
1. Communication Skills in English					
2. Office Management					
3. Safety					
4. First Aid					

2.9 Relevance and coherence of Institutional Development proposal with state's/National Industrial/Economic Developments plan.

The Government of Andhra Pradesh believes that Engineering has a greater role to play in the lives of the people and in the economy. In order to boost growth in this sector, it needs to attract investments, which will come to the State only if certain steps are taken. These measures, outlined in this Policy document, are as follows:

- Increase the quality of human resources by supporting specific educational and research institutions and Finishing Schools.
- Provide general infrastructure such as high-quality roads, a mass transit system, better power supply, and airports.
- Provide specific fiscal incentives.
- Simplify administrative procedures.

Such steps will go a long way in synergizing the research and development (R&D) and commercial strengths of the state and increasing the social and economic role of Engineering for the people of Andhra Pradesh.

The Government of Andhra Pradesh set out to galvanize the Engineering industries in AP through several bold steps.

In this regard the Government of AP in the year 2009 held a meet with industry leaders asking for investments in State of AP Co-ordinated by Confederation of Indian Industries (CII) and NASSCOM. Many of the industrialists and entrepreneurs volunteered to set up industries and invest to a tune of Rs 3,500 crores. With this Industrial and Economic development plan of the government in the pipeline, institute is expecting to get into MOUs for collaborating joint projects and research, besides, employing its graduates in coherence with the spurred industrial growth. The graduates would find immense potential to be placed with existing and to be establishing industries in the state by the time this project completes.

The Road ahead for the Institute towards the Industrial Growth:

- Availability of Skilled human Resources including trained technical man power in engineering and technology is a major reason for growing investments in the state.
- The Institute has developed a brand image over the last 14 years of the existence in training the technical man power.
- The institute availed every opportunity available to continuously improve the quality of Education by strengthening the infrastructure, upgrading the faculty qualification and creating improved facilities for students.
- The selection of Nizam Institute of Engineering & Technology, Nalgonda under TEQIP - Phase-II under Sub-Component 1.1 will benefit the students in improving the quality of their learning and better employment and faculty in increasing their competence in teaching and research and the staff in rendering improved quality of services to students and faculty.

All these activities will transform the Nizam Institute of Engineering & Technology, Nalgonda, in to a world class Technical Institution thereby serving the People of Andhra Pradesh, India and the World at large.

2.10 Participation of departments / faculty in the proposal preparation and implementation

At the institutional level, the Project will be managed and monitored by the Governing Council, which is the apex body set up by the management for the guidance and smooth functioning of the institution. Under this body, three Project Implementation Committees have been constituted as per the details given below.

1. Advisory Committee:

Advisory committee consists of a Chairman and members. This committee will be responsible for

- formulating the policy,
- Taking policy decisions with regard to the smooth, cost-effective and timely implementation of the project.

- Supervision of the works carried out under various other committees
- implementation of academic and non-academic institutional reforms
- ensure proper utilization of project funds and submission of Utilization Certificates,
- comply with the agreed procedures for procurement of goods, works and services a
- financial management
- monitor the progress of all proposed activities
- resolve bottlenecks and achieve targets for all key indicators.

2 Institutional TEQIP Unit:

An institutional project Planning and Implementation Committee (PIC) has been constituted with the Principal as its chairman and six members representing various teaching departments and administrative units. Under this committee, nine sub-committees have been constituted for implementation of the project activities. They are (i) Planning Committee, (ii) Building Committee, (iii) Procurement Committee, (iv) Library Committee, (v) Department Advisory Committee, (vi) Consultancy Committee, (vii) Staff Development Committee, (viii) Industry Institute Interaction Committee and (ix) Placement and Training Committee.

3. Project Monitoring and Evaluation Committee:

This committee has been set up to

- monitor the implementation of the institutional reforms,
- training and development programmes
- preparation of quarterly project progress reports
- Implementation of the reforms to achieve the set targets as per schedule.

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

Various committees have been constituted with members of the teaching faculties as its members in one or the other committee. These committees will take the responsibilities of implementing the programmes of the project very effectively in its right spirit and to fulfill the vision of TEQIP. For the project implementation in toto in this institution all the committees are informed to follow very strictly as per the guidelines given in the Project Implementation Plan (PIP) of TEQIP. Evaluation of the project implementation details will be analyzed on quarterly basis. All the details of the institutional project will be made very transparent. The amount will be spent in accordance with the budget shown in the table 29. The money spent during the project implementation will be subjected to internal audit.

The implementation of this project at the institutional level will be monitored by the following committees.

Institutional TEQIP unit:

An institutional TEQIP unit is headed by Head of the institution and it includes representation from faculty, senior advisors and administrative officers.

The Head of the institution will be responsible for implementation of the project. He shall be assisted by Institute **TEQIP coordinators**.

i. TEQIP Coordinators:-

- | | |
|--------------------------------|-------------------------------------|
| 1. Dr. Dr. Md Sanaullah Qaseem | Principal |
| 2. Dr. K Jayalakshmi | Advisor |
| 3. Mr. Ch Anil Kumar | TEQIP Coordinator |
| 4. Mrs. Md Asma | Nodal Officer - Academic Activities |
| 5. Mr. M A Mateen | Nodal Officer - Procurement |
| 6. Mr. Ashraf Hussain | Nodal Officer - Finance |
| 7. Dr. B Uma Maheshwari | Nodal Officer - Equity Action Plan |

ii. Academic committee:

- | | |
|--------------------------------|-----------|
| 1. Mrs. Md Asma | Chairman |
| 2. Dr. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mr. Israr Ahmed Qureshi | Member |
| 4. Dr. Giri Babu | Member |
| 5. Mr. L. Ravi | Member |

Functions: This unit will be responsible for the overall promotion of academic excellence as per TEQIP guidelines.

- ü Planning, co-ordination and monitoring of curriculum design teaching/ learning processes, performance evaluation of students in UG and PG programmes and course work of Ph.D. Programmes.
- ü Getting accreditation form NBA.
- ü Getting the autonomy status for the institution.
- ü Overseeing/ monitoring faculty-guide student meetings/seminars related to PG and Ph.D. programmes.
- ü Introducing and evaluating innovations in engineering education.
- ü Creating facilities to support UG, PG and Ph.D. programme.
- ü ssss

iii. Procurement committee:

1. Mr. M A Mateen Chairman
2. Dr. Md Sanaullah Qaseem Principal
3. Mr. Ch Anil Kumar Member

Functions: The committee is responsible for:

- ü Training regarding procurement procedure to all concerned.
- ü Tender documents for equipment and furniture.
- ü Identifying of consultants etc.

iv. Finance committee:

1. Mr. Ashraf Hussain Chairman
2. Dr. Md Sanaullah Qaseem Principal
3. Mr. Md Maqbool Ali Member
4. Mr. Ch Anil Kumar Member

Functions: This committee will be responsible for:

- ü Budget preparation.
- ü Financial outflow, performance audit report preparation, ensuring improvements in financial practices, preparation of financial management reports, procurement management procedure.

v. Equity Action Plan (EAP) committee:

1. Dr. B Uma Maheshwari Chairman
2. Dr. Md Sanaullah Qaseem Principal
3. Mrs. Sreedevi Tulasi Member
4. Mrs. K Suhasini Member

Function: This committee is responsible for:

- ü Ensure that all students and faculty in the institution have equal opportunity to avail the benefits of the project with substantial improvement in the performance of weak students.
- ü This committee will also be responsible for the implementation of activities on EAP.

In addition to these units suggested in PIP, following cells are constituted for efficient implementation of the activities expected in TEQIP.

vi. Monitoring and Evaluation committee:

- | | |
|-----------------------------|-----------|
| 1. Mr. Tajuddin | Chairman |
| 2. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mr. Hassan Abdullah Faiq | Member |
| 4. Mr. Md Nizamuddin Salman | Member |

Function: The committee will be responsible for:

- ü Evaluation and monitoring of various activities under taken in the composite proposal.
- ü If there is any mismatch or short falls with respect to targeted output and quality, it is to be brought to the notice of concerned authority and remedial measure may be taken / suggested.

vii. Faculty and staff development committee:

- | | |
|------------------------------|-----------|
| 1. Mr. Syed Juber | Chairman |
| 2. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mr. L Ramesh | Member |
| 4. Mr. Syed Juber | Member |
| 5. Mr. Ram Kishore Subashini | Member |

Function: This committee will be responsible for:

- ü Preparation action plan staff development programmes.
- ü Identify weak areas for strengthening, organizing conferences, workshops and seminars of national and international levels.
- ü Identify national and international training destination

viii. Research and Consultancy committee:

- | | |
|---------------------------------|-----------|
| 1. Dr. K Jayalakshmi | Chairman |
| 2. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mr. Syed Habeebullah Shakeel | Member |
| 4. Mr. Gajula Narasimha Rao | Member |
| 5. Mr. M A Mateen | Member |

Function: This committee will be responsible for:

- ü This committee will help and guide the faculty in promoting research and consultancy activities in various emerging areas.
- ü To draw action plan for effective interaction in R&D, faculty exchange, training programmes, joint research, joint academic activities.
- ü To ensure proper network arrangement, student exchange, organizing resource sharing, library sharing etc.
- ü Evaluating the project proposals for providing seed grants.

ix. Industry Institute Interaction cell:

- | | |
|---------------------------------|-----------|
| 1. Mr. Syed Habeebullah Shakeel | Chairman |
| 2. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mrs. K Shailaja Devi | Member |
| 4. Mr. Ch Anil Kumar | Member |
| 5. Mr. Mujahid Khan | Member |

Functions: This committee will be responsible for:

- ü Preparation of directory of industries with scope for interaction, identify areas of collaboration, identify different level of interaction, identify sponsored research possibilities, periodic meetings with industries.
- ü Identify and implement corporate training programmes.
- ü Organize internship for faculty and students.

xi. Library Committee:

- | | |
|----------------------------|-----------|
| 1. Mrs. N Sabitha Rani | Chairman |
| 2. Dr. Md Sanaullah Qaseem | Principal |
| 3. Mr. G Nagaraju | Member |
| 4. Mr. Sayyed Rafëeq | Member |

Functions: The committee will be responsible for:

- ü Increasing number of books and titles.

- ü Strengthening CD bank.
- ü Digitalizing the books.
- ü Tie ups with reputed library of premier organizations.
- ü Networking with industries through data sharing.
- ü Establishing efficient servers.

The above committees shall be responsible also for conducting the following activities.

- v **Conducting audit for quality education, Training and Services:** Project monitoring and evaluation unit will carry out these activities. If support from any external agency is required, it will be taken as and when necessary.
- v **Conducting audit for administrative, managerial and financial practices:** Institution TEQIP unit will carry out audit of administrative and managerial practices
- v **Conducting audit of financial activities:** Financial management unit cell will be responsible to evaluate all the activities mentioned and auditing may be done with the help of external agencies, if required.
- v **Monitoring implementation of academic activities:** Academic unit will implement reforms in the academic system namely, academic reforms expected in PIP and related to improved and conducive teaching-learning environment. This unit will also be responsible in monitoring the plans and policies to be implemented.
- v **Monitoring and Implementation of Equity Action Plan:** Equity Action Plan cell will be responsible for the implementation and monitoring of activities to improve the performance of weak learners. The Institute TEQIP unit will be responsible for the preparation of different reports and financial statements that are to be submitted to the BOG and SPFU periodically.
- v **Ensuring achievements of targets set for output indicators:** Monitoring and evaluation unit will act in this direction to ensure achievements of targets set in the project proposal.

2.12 Institutional budget in table-29

Table-29 Institutional Project Budget

S #	Activities	Project Allocation	Rs. in Lakhs	
			2014-2015	2015-2016

1	Infrastructure improvements for teaching training and learning through	-	-	-
	(i) Modernization and strengthening of laboratories	-	-	-
	(ii) (a) Establishment of new laboratories for existing PG programmes	-	-	-
	(b) Establishment of new laboratories for new PG programmes	-	-	-
	(iii) Modernization of classrooms *	-	-	-
	(iv) Updating of learning Resources	-	-	8
	(v) Procurement of furniture	-	-	32
	(vi) Establishment / Upgradation of Central and Departmental Computer Centers *	-	-	-
	(vii) Modernization / improvements of supporting departments*	-	-	-
	(viii) Modernization and strengthening of libraries and increasing access to knowledge resources	-	10	-
	(ix) Minor items	-	-	-
2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in engineering disciplines	-	1	2
3	Enhancement of R & D and institutional consultancy activities*	-	-	41
4	Faculty and Staff Development (including faculty qualification Upgradation, pedagogical training, and organizing/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	-	6	39
5	enhanced interaction with industry	-	-	5
6	Institutional management capacity enhancement	-	1	5
7	Implementation of institutional reforms	-	-	10
8	Academic support for weak students under the ages of Finishing School	-	2	22
9	Technical assistance for procurement and academic activities	-	-	-
10	Incremental Operation Cost	-	2	18
	Total	0	22	173

*Not applicable for private unaided institutions.

[Note: For details of permissible and non-permissible expenditures, please see Table-18 (for Government funded and aided institutions) and Table-19 (for private unaided institutions)]

2.13 The targets against the deliverable listed in table-30

Project Targets for institutions under sub-component 1.1 Table -30

SI No.	Deliverables	Base-line	Targets to be achieved
			By project closing
1	Number of students registered for a) Masters in Engineering programme b) Doctoral programme in Engineering	71 3	140 8
2	Revenue from externally funded R & D projects and consultancies in total revenue(Rs. In Lakh)	0.35 Lakh	5 Lakh
3	Number of publications in refereed journals a) National b) International	8 17	20 25
4	IRG as % of total annual recurring expenditure	3	6
5	Number of co-authored publications in refereed journals a) National b) International	8 17	20 25
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	19% -- 1.8 to 3 Lakh 2 to 2.5 Lakh	45% 30% 2 to 4 Lakh lakh 2 to 4.5 lakh
7	Number of collaboration programmes with industry	0	3
8	Accreditation status(obtained and applied for)	2/9	Minimum 60% of UG + PG
9	Vacancy position for faculty and staff	Nil	Vacancy reduced to 10% or less
10	Percentage of regular faculty having a Masters degree or a Doctorate Degree in Engineering discipline	60%	Increased by 20% and 10% respectively over base line
11	Transit rate from 1 st to 2 nd year for the following :		
	All Students	90	95

	SC and ST students	96	96
	OBC Students	90	95
	Women Students	92	92
12	Autonomous Status	Nil yet	Required to be obtained
13	Enrolment of faculty with only Bachelor Degree for qualification upgradation	10	Atleast 50 % at the parent institution or 25% at other institution
14	Any other academic deliverables (maximum 3)		
II	Incubation centre setup with the Industrial collaboration to promote entrepreneurship among students	1	3
III	The training in the domain area is being provided in all the disciplines through ACE which is an integrated part of Nizam group.	5	8
III	Toppers are awarded incentives to enhance excellence in academics	8	12

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

With the satisfactory completion of the project by 2015, institute's competence will be improved in governance of providing technical education at highest standards to all classes of the society including economically and socially backward sections and to act as a catalyst in socio-techno-economic transformations for national development. At the end NIET can provide trained and skilled technocrats inculcated with professional ethics to accept challenges of globalization. The number of collaboration between NIET and industry, resulting from project funded research projects and consultancy would bring in more money for establishing of new laboratories and research facilities required for continuance and expansion of post graduate engineering education and research.

We also expect revenue generation through conducting certificate/diploma courses and commercialization of outcome of the research projects.

The research interest created in under graduate students as a result of innovations introduced during the project is expected to fuel the expansion of post-graduate education and research base at the college. NIET will also attract more funds from industry, alumni, government/non-government funding agencies contributing to the development of the institute.

The corpus fund created during the TEQIP phase-II project period could be partly utilized for sustaining activities after completion of the project. The management of NIET has always being responsive to the institutional development needs and will certainly continue funding those activities which have to be sustained. Institute also expects complete involvement of faculty and students which will help long way in sustaining. Briefly the following are the actions:

Revenue generation through:

- Consultancy
- Training programmes
- Conducting certificate / Diploma courses
- Commercialization of the outcomes of the projects
- Funded Research projects

Sustaining student / Faculty interest and involvement

- Promotion of research among faculty and groups.
- Providing- extending consultancy services and interacting with industries.

2.15 Provide a procurement plan for the first 18 months for goods & Civil works in table 31 and consultant services in table 31 with budget and time frame.

18-month Procurement Plan for Works and Goods *for Sub-Component 1.1

Name of the Department: Civil

Package No.	Sl No.	Activities	Description of Works/ Goods	Estimated Cost (Rs)	Method of Procurement	Design/ Investigation Completion/ Specification Finalization (Date)	Estimate Sanctioned (Date and Value)	Preparation of Bid Document (Date)	Receipt of Bank's No Objection to Bidding Document (Date)**	Bids		Contract Award (Date/ Value)	Date of Completion of Contract
										invitation (Date)	Opening (Date)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	1	Procurement	Proge CAD - 2016	1,20,000/-	Shopping	-	5 th April, 2016	-	-	23 rd May, 2016	8 th June, 2016	16 th June 2016	24 th June, 2016
1	2	Procurement	Proge CAD - 2016	1,34,400/-	Shopping	-	5 th April, 2016	-	-	23 rd May, 2016	8 th June, 2016	16 th June 2016	24 th June, 2016
1	3	Procurement	Proge CAD - 2016	1,36,500/-	Shopping	-	5 th April, 2016	-	-	23 rd May, 2016	8 th June, 2016	16 th June 2016	24 th June, 2016
2	1	Procurement	STAAD. Pro	6,82,000/-	Shopping	-	5 th May, 2016	-	-	23 rd May, 2016	8 th June, 2016	16 th June 2016	24 th June, 2016
2	2	Procurement	STAAD. Pro	5,75,697/-	Shopping	-	6 th May, 2016	-	-	24 rd May, 2016	9 th June, 2016	17 th June 2016	25 th June, 2016
2	3	Procurement	STAAD. Pro	5,75,000/-	Shopping	-	5 th May, 2016	-	-	23 rd May, 2016	8 th June, 2016	16 th June 2016	24 th June, 2016

Name of the Department: ECE

Package No.	Sl No.	Activities	Description of Works/ Goods	Estimated Cost (Rs)	Method of Procurement	Design/ Investigation Completion/ Specification Finalization	Estimate Sanctioned (Date and Value)	Preparation of Bid Document (Date)	Receipt of Bank's No Objection to Bidding Document	Bids		Contract Award (Date/ Value)	Date of Completion of Contract
										invitation (Date)	Opening (Date)		

						(Date)			(Date)**				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	1	Procurement	Matlab Capricot Technologies Pvt. Ltd	9,19,971/-	Direct	5 th April 2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016

Name of the Department: Mechanical

Package No.	Sl No.	Activities	Description of Works/ Goods	Estimated Cost (Rs)	Method of Procurement	Design/ Investigation Completion/ Specification Finalization (Date)	Estimate Sanctioned (Date and Value)	Preparation of Bid Document (Date)	Receipt of Bank's No Objection to Bidding Document (Date)**	Bids		Contract Award (Date/ Value)	Date of Completion of Contract
										invitation (Date)	Opening (Date)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	1	Procurement	Edge cam Software	45,000/-	Direct	3 rd May 2016	-	-	-	-	-	-	-
2	1	Procurement	Ansys	6,50,000/-	Shopping	3 rd May 2016	-	-	-	-	-	-	-

Name of the Department: CSE

Package No.	Sl No.	Activities	Description of Works/ Goods	Estimated Cost (Rs)	Method of Procurement	Design/ Investigation Completion/ Specification Finalization (Date)	Estimate Sanctioned (Date and Value)	Preparation of Bid Document (Date)	Receipt of Bank's No Objection to Bidding Document (Date)**	Bids		Contract Award (Date/ Value)	Date of Completion of Contract
										invitation (Date)	Opening (Date)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
			Oracle Database 11g/12c Standard										

1	Procurement	Edition one 1 NUL(25qty) PINNACLE NANOTECH INDIA PVT LTD	2,75,000/-	Direct	5 th April 2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016
2	Procurement	MS Office (qty-10) PINNACLE NANOTECH INDIA PVT LTD	44,000/-	Direct	5 th June2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016
3	Procurement	IMB SPSS Data Mining (02 User) (qty-1) PINNACLE NANOTECH INDIA PVT LTD	1,50,000/-	Direct	5 th May 2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016
4	Procurement	WinSL 10 SNGL OLP NL Academic Legalization Get Genuine (qty-20) PINNACLE NANOTECH INDIA PVT LTD	1,18,000/-	Direct	5 th June2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016
5	Procurement	Media – 1 Set of RSA (8.0) & Rational Suite Enterprise PINNACLE NANOTECH INDIA PVT LTD	3,27,600/-	Direct	5 th June 2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016
6	Procurement	Redhat Enterprise Linux (qty-1) PINNACLE NANOTECH INDIA PVT LTD	58,000/-	Direct	5 th May 2016	-	15 July 2016	30 July 2016	8 Aug 2016	22 Aug 2016	29 Aug 2016	7 Sep 2016

Name of the Department: Library

Package No.	Sl No	Activities	Description of Works/ Goods	Estimated Cost (Rs)	Method of Procurement	Design/ Investigation Completion/ Specification Finalization (Date)	Estimate Sanctioned (Date and Value)	Preparation of Bid Document (Date)	Receipt of Bank's No Objection to Bidding Document (Date)**	Bids		Contract Award (Date/ Value)	Date of Completion of Contract
										invitation (Date)	Opening (Date)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	1	Procurement	Text books Bookionics	4,81,744/-	Shopping	30 th Nov 2015	-	-	-	8 th Dec 2015	23 rd Dec 2015	23 rd Dec 2015	30 th Dec 2015
	2	Procurement	Text books Bsp Books Private Limited	5,06,449/-	Shopping	30 th Nov 2015	-	-	-	8 th Dec 2015	23 rd Dec 2015	-	-
	3	Procurement	Text books Bibliotheque Books Private Limited	5,24,978/-	Shopping	30 th Nov 2015	-	-	-	8 th Dec 2015	23 rd Dec 2015	-	-
2	1	Procurement	Global Information Systems Technology Private Limited	1,79,129/-	Direct	30 th Nov 2015	-	-	-	10 th Dec 2015	26 th Dec 2015	26 th Dec 2015	-
3	1	Procurement	Serial Publications Private Limited	2,83,050/-	Direct	30 th Nov 2015	-	-	-	10 th Dec 2015	23 rd Dec 2015	23 rd Dec 2015	-
4	1	Procurement	Knimbus Online Pvt. Ltd.	1,00,000/-	Direct	30 th Nov 2015	-	-	-	15 th Dec 2015	23 rd Dec 2015	23 rd Dec 2015	-

2.16 Provide any other information related to special academic achievements as given in eligibility proposal of the institution.

MOUs with Industries:

2.17 INSTITUTIONAL MANAGEMENT CAPACITY ENHANCEMENT

The proposed institutional management capacity enhancement details are furnished in section 2.3 under specific objectives, expected results and link with SWOT analysis. The time frame for implementation is given in following table:

Table 43: Action plan for Institutional Management Capacity Enhancement

Sl. No	Key Activity	Time Frame for Implementation (Months)				
		1-3	4-6	7-9	10-12	13-15
1.	Performance-based incentive schemes for students, faculty and staff.					
2.	Constituting and Industry Advisory Group.					
3.	Customized orientation workshop for HODs & Senior Faculty Members on Management of IRG.					
4.	Study Tour of Principal & Senior Faculty Members to different institutions of repute for studying the innovations being introduced in engineering education, facilities created & exploring possibilities of collaboration with NIET.					
5.	Study tour of HODs & Senior Faculty Members to IISc & IITs to study the mechanisms of IRG through sponsored research, consultancy & continuing education projects, incentives for faculty, mechanisms for translating research findings into practical action.					
6.	Customized In-house Faculty Workshop on Competence Building for Industrial Consultancy.					
7.	Customized In-house Faculty Workshop on Competency Building for Industrial Consultancy.					
8.	Engineering Education Innovation Center (EEIC) at NIET.					
9.	In-house Seminar to disseminate & exchange experiences & ideas gained by Senior Faculty with younger Faculty members.					

Table 44: Cost Estimate for institutional management capacity enhancement

Sl. No.	Cost component	Total Cost (` in lakh)

1	Customised orientation workshop for HODs & senior faculty members on management of IRG - one workshop during the project period	2.0
2	Study tour of principal & senior faculty members to different institutes for studying the innovations being introduced in engineering education, facilities created & exploring possibilities of collaboration with NIET (8* Rs 0.9 lakhs)	7.2
3	Study tour of HODs & senior faculty members to IISc & IITs to study the mechanism of IRG through sponsored research, consultancy & continuing education projects, incentives for faculty, mechanisms for translating research findings into practical action (5*Rs 0.3 lakhs)	1.5
4	Customised in-house faculty workshop on competence building for industrial consultancy (2 programmes @ Rs 1 lakh)	1.0
5	customised in-house faculty workshop on enhancing research capabilities including IT skills (2s programmes @ Rs 0.25 lakh)	0.5
6	Workshop on strategic visioning for management personnel, Principal, HODs and senior faculty members (1 numbers @ Rs 1 lakh per programme)	1.0
Total		6.00

Table 45: Cost Estimate for consulting services

Sl. No.	Cost component	Total Cost (in lakh)
1	Inviting expert faculty from peer institutes / universities for opinion and guidance @ Rs 1 lakhs per man month including travel and accommodation for 1 man months	1.0
2	Inviting experts from premier institutions such as IITs and IISc as Mentors for research interactions and guidance on IRG through Consulting @Rs 1 lakhs per man month for 2 men months	2.0
3	Inviting consulting experts for establishing new PG & research laboratories on focused research centers, etc @Rs 1.0 lakhs per man month for 1 man months	1.0
4	Training & Guidance on Effective handling & Maintenance of Equipments & Machines	1.0

Total	5.00
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Table 46: Cost estimation Library & learning resources

Sl. No.	Item	Description	Total Amount (lakh `)
1	Modernization and strengthening of library	Procurement of print and digitized books and e-Journals	10
		Digitization of library books	
		CD Bank	
		Membership of INDEST-AICTE etc.	
2	e-learning initiative	Digitization of subjects & delivery system	20.00
Total			30.00

Table 47: Cost Estimate for incremental operating cost

Sl. No.	Cost component	Total Cost (lakh `)
1	Insitutional TEQIP office expenditure including travel, meeting expenditure, additional staff salary, audit fees, etc. @ Rs. 0.8 lakh per month for four years	12
2	Annual maintenance cost for the office computer systems, sophisticated equipment, renewal of software licenses, consumables for PG laboratories etc. @Rs. 2 lakhs per year for 1 years	2.0
3	Printing of brochers, manuals, reports, etc. @ Rs.2 lakh per year for 1 years	2.0
4	Contract fee for outsourcing services @Rs. 2 lakh per year for 1 years	2.0
5	Expenditure for participation by faculty (TEQIP officers) in conferences and seminars @ Rs. 2 lakhs per year for 1 years	2.0

Total	20
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