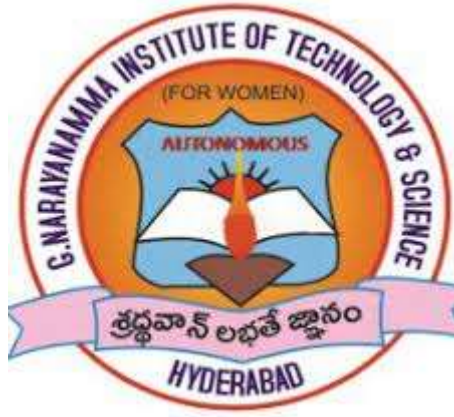


G. Narayanamma Institute of Technology & Science
Autonomous (For Women)
Shaikpet, Hyderabad-500104
www.gnits.ac.in



Strategic Plan
For
2018-2019 to 2022-2023

G. Narayanamma Institute of Technology & Science (GNITS) (for Women), sponsored by G.Pulla Reddy charities Trust was started on 15th December, 1997. Sri G.Pulla Reddy was an eminent businessman of great integrity and impeccable reputation. GNITS is one of the top most colleges in Telangana and AP States. The objective of GNITS is to provide an excellent learning facility for women in order to pursue education in engineering. The institute aims to promote technical education among women to enhance and build-up a new generation of thinkers, innovators and planners in the technical realms of Science & Technology. GNITS received UGC autonomous status for a period of 10 years from 2018 and is affiliated to Jawaharlal Nehru Technological University (JNTUH), Hyderabad. The institution has been accredited by NAAC for a period of six years from 2013. The institution is approved by AICTE, accredited by NBA, and is ISO 9001:2015 Certified. GNITS offers 5 B.Tech. Programmes in CSE, ECE, EEE, ETM and IT and 5 M.Tech programmes in CSE, DECS, PEED, WMC & CNIS in respective departments with 2640 students in B.Tech. stream and 180 in M.Tech stream. GNITS provides hostel facility with modern amenities catering the needs of 800 students in the campus itself. GNITS campus is enabled with Wi-Fi connectivity and has 500 Mbps leased line Internet. The college supports skill upgrading and overall development of students through Apple Lab, BTBP Lab, IOT Centre of Excellence, EDC Cell, I-Cell, Sports Club, etc. This is reflected in the placements offered to 80% of students in 2018. GNITS girls team won first prize (17 Lakhs) in Aegon international 24-hour Health and Wealth Hackathon.

Institute Vision

To become a center of quality education in Engineering and Technology for women empowerment.

Institute Mission

To fulfil the academic aspirations of women engineers for enhancing their intellectual capabilities and technical competency.

To Leverage Leading – Edge Technologies and cultivate exemplary work culture.

To facilitate success in their desired career in the field of engineering to build a progressive nation.

Quality Policy

G. Narayanamma Institute of Technology Science (For Women) strives to establish a system of quality assurance to continuously address, monitor and evaluate the quality of education offered to students, thus promoting effective teaching processes for the benefit of students and making the College a Centre of Excellence for Engineering and Technological studies.

Objectives

1. To maintain cordial relationship among the Management, faculty and students for their respective growth and for establishing a congenial academic environment in the College.
2. Develop a campus, which promotes higher learning and research.

3. Recruit and retain faculty of outstanding teaching and learning.
4. Promote industry – Institute Interactions and train staff and students to meet industrial requirements.
5. Expose students to leading Industries and Internships.

Long Term Goals

1. To attain the status of Centre of Excellence in Technical Education and Research.
2. To offer programs and train students to get placement in reputed companies.
3. To undertake research and development activities to get more funded projects, research publications and patents.

Short Term Goals

1. Quality assurance through Accreditation by NBA and NAAC.
2. Conduct awareness sessions on research to apply for the various funding agencies.
3. Academic excellence by achieving 90 % pass.
4. Campus recruitment training to achieve 85% placements for the eligible students.
5. Organise workshops, seminars and webinars to promote entrepreneurship.
6. Encourage the students to participate in various hackathons and technical activities.

Strength, Weakness, Opportunity and Challenges

Institutional Strengths

- ✓ First College established in states of Andhra Pradesh and Telangana with vision towards women Empowerment since 1997.
- ✓ Visionary & Committed Management, Motivated faculty and sincere students with well established infrastructure to support 5 UG programs and 5 PG Programs.
- ✓ College is NAAC accredited, ISO 9001:2015 Certified with 4 UG programs NBA Accredited.
- ✓ UGC autonomy form 2018 for period of 10 years with 100% intake and more than 80% placements with average package Rs 5,00,000/-.
- ✓ Effective mentoring and internships from industry experts.
- ✓ Good mentoring system that provides excellent students –faculty interaction that promotes empowerment and confidence among students.
- ✓ To meet industrial demands, regular training on evolving technologies through workshops, value added courses, seminars, online certifications and other student centric activities.
- ✓ Continuous support for faculty and students towards research and innovation.
- ✓ To ensure excellent learning experience ICT technologies and modern teaching methodologies.

Institutional Weakness

- ✓ Better utilization of incubation and R& D Centres .
- ✓ Faculty are competent in applying for research funding, the grants received are less encouraging.
- ✓ Department is striving to attract incremental fund generation through consultancy.

Institutional Opportunities

- ✓ Scope for multidisciplinary and Collaborative research /consultancy activity with premier Institutes and Industries.
- ✓ Placements in Product based MNCs.
- ✓ Strengthen the relation among the students and alumnae for enhancing technical competency.

Institutional Challenges

- ✓ Improving the source of funding and collaboration with premier institutes.
- ✓ Designing the courses to meet the societal needs and initiatives launched by Government.

Objective 1: Governance and Decentralisation

The effectiveness of an institution can be measured by its policies and practices concerning human resource planning, recruitment, training, performance evaluation, financial management, and leadership's overarching role.

Strategies:

- Faculty retention with Career Advancement Schemes (CAS).
- Financial support to the faculty for attending workshops ,International Conferences, Professional Memberships ,Patent Filing etc.
- Enhancing educational opportunities and outcomes through comprehensive support and resources for the students in need.
- Promote sustainability through the adoption of renewable energy, energy efficiency measures and eco-friendly practices.

Metrics/KPIs:

- No. of faculty promoted under CAS.
- No. of faculty receiving financial support.
- Activities conducted in the adopted village .
- Energy generated by use of solar panels.

Objective 2: Provide an excellent environment for enabling education, research, and innovation with improved space utilization.

Infrastructure, which include facilities, equipment, land, and other assets, support student learning programs and services to improve institutional effectiveness. Physical resource planning is integrated with institutional planning.

Strategies

- To build new buildings for the academic purpose.
- Construct an Auditorium/Seminar Halls/Conference Halls with different capacities.
- Establish an Audio Visual Centre /Recording Centre with latest tools.
- Equip more than 50 % of classrooms and laboratories with Smart Boards.
- Upgrade the Internet speed from 500 Mbps to 1000 Mbps.

- Increase the subscription for online journals and databases.

Metrics/KPIs

- No. of new buildings constructed.
- Auditorium/Seminar Halls and its capacity
- No. of classrooms and Labs equipped with smart boards and Lecture Capturing System.
- Speed of Internet.
- No. of subscriptions for online journals and books.

Objective 3: To innovate and adopt technology enabled pedagogy.

GNITS, aims at achieving academic excellence through multidisciplinary course curriculum, blended teaching methods and technology enabled joyful learning environment. In addition to acquire subject knowledge and required skills, the students will be groomed to think, perform, and communicate in a critical, creative, and effective manner.

Strategies:

- Use of blended teaching methodology involving traditional, interactive, and ICT enabled pedagogical techniques.
- Enhance the number of Courses focusing on Skill development and Employability.
- Introduce Interdisciplinary courses as Open electives.
- Introduce Courses focusing on Cross Cutting Issues.
- Encourage the students to complete Value Added/Certification Courses.

Metrics/KPIs :

- Percentage of faculty using ICT enabled pedagogical techniques.
- Percentage of Courses focusing on Skill development.
- Percentage of Courses focusing on Employability.
- Percentage of Courses focusing on Cross Cutting Issues.
- No. of students completed Value added Courses/Certification Courses.

Objective 4: To create awareness and opportunities in Research, Innovation and Development among the faculty and students and generate innovative ideas and solutions to the academic, research and societal problems.

Research and Development cell is proactive at GNITS to inculcate research and innovative skills among faculty and students. GNITS has a strong research ecosystem to foster broader objectives, promote collaboration, maintain quality and ethics, and contribute to the advancement of knowledge and the well-being of society to achieve Innovative breakthroughs by painstaking efforts of R&D.

Strategies:

- Increase the number of Doctorates.
- Increase the number of research publications in reputed journals, conferences, books, and book chapters.
- Increase the funding of research projects from government agencies such as DST, SERB, DSIR etc.,
- Establish a minimum of two Memorandum of Understanding (MOUs) with reputed Institutions and expand the range of activities under each MOU annually.
- Provide seed money grants worth five lakhs for each department to support faculty research.
- Provide support for patent writing and publication.
- Organize an international conference at least once every year

Metrics/KPIs

- Number of Doctorates.
- Number of research publications in reputed journals
- Number of conferences, books, and book chapters.
- No. of Funding research projects from government agencies such as DST, SERB, DSIR etc.,
- Number of Memorandum of Understanding (MOUs) with reputed Institutions and expand the range of activities under each MOU annually.
- Seed money grants to support faculty research.
- No. of patents published/granted
- National/ International conference at least once every year

Objective 5: Enhancing Quality of student placements in terms of both numbers and companies and median salary.

GNITS not only provide high-quality education but also ensure that our students transition smoothly into successful careers. With this objective in mind, GNITS aim to enhance the quality of student placements by implementing targeted strategies and initiatives.

Strategies:

- Organize department-specific value-added programs at least twice a year.
- Increase the number of companies participating in placement drives by at least 5% and raise the median salary by 5% compared to the previous year.
- Increase the student enrollment for in campus training provided for students in GRE, Civil Services and GATE.
- Increase the number of recruiters for hiring.

Metrics/KPIs

- No of training programs for placements and CGC.
- No. of Students placed
- No. of companies Visited
- Highest Salary
- Average Salary.

Objective 6: To implement targeted outreach campaigns to engage alumnae, highlighting the impact of their contributions on the institute's growth and student success

Alumnae form an integral part of the GNITS community, and their involvement plays a crucial role in shaping the institute's future. Building and nurturing strong relationships with our alumni is essential not only for fostering a sense of belonging and pride but also for leveraging their expertise, networks, and resources to benefit current and future generations of GNITS students.

Strategies:

1. To maintain the Alumnae Database.
2. Conduction of Alumnae Meet/Chapters at different locations based on Alumnae strength.
3. Increase the Alumnae financial contributions every year by 5%.
4. Identifying distinguished Alumnae branch wise and facilitating them as mentors to guide the Students for Internships, Project Work and Career Guidance.
5. Impart industry ready skills to students through alumnae interactions.

Metrics/KPIs

- Number of courses/workshops/networking events conducted by alumnae per year.
- Number of Alumnae Chapters.
- Alumnae financial Contributions.


PRINCIPAL