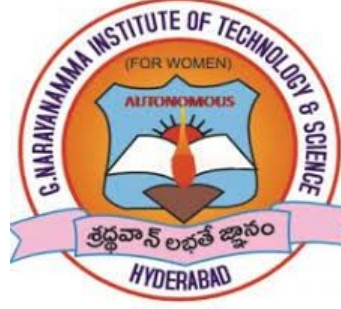


G.Narayanamma Institute of Technology & Science
Autonomous (For Women)
Shaikpet, Hyderabad - 500104
www.gnits.ac.in



Strategic Plan
For
2023-2024 to 2027-2028



G.Narayanamma Institute of Technology & Science (For Women)
Autonomous
Shaikpet- Hyderabad 500104

G. Narayanamma Institute of Technology & Science, a leading Engineering college in Hyderabad for women, was founded by late Sri G.Pulla Reddy garu in 1997, with an objective of providing excellent learning facilities for women to pursue education in Engineering. The aim is to promote Technical Education among women to enhance and build-up a new generation of thinkers, innovators and planners in the realms of Science and Technology. GNITS, a Top Women's Engineering College in Hyderabad received UGC autonomous status for 10 years from 2018 and is affiliated to Jawaharlal Nehru Technological University Hyderabad (JNTUH). It is approved by All India Council for Technical Education (AICTE), accredited by NAAC & NBA and ISO 9001:2015 Certified.

GNITS offers 7 B.Tech. Programmes with the current intake of 840 in various branches of CSE ,CSE(AI&ML),CSE(DS), ECE, EEE, ETM ,IT and 5 M.Tech programmes in CSE, DECS, PEED, WMC & CNIS with an overall intake of 60. GNITS provides hostel facility with modern amenities catering the needs of 1037 students in the campus itself. Campus is enabled with Wi-Fi connectivity and has 1000 Mbps leased line Internet. The total number of faculty are 217 in which 76 are doctorates. The overall pass percentage of the college 90% and above . 85% of the eligible students are placed and the highest pay package is 46.54 LPA offered by Twilio for the academic year 2022-23.

One of the best Women's Engineering Colleges in the two Telugu states providing excellent placements and nurturing young women as technocrats and innovators. MAC Lab was sponsored and inaugurated by Mr.Tim Cook, CEO of M/s APPLE Inc. in 2016. The college established various research centres to cater to the needs of research activities by faculty and students. College has Institutional membership with various professional bodies like ISTE, IEI, CSI, IEEE and IETE. Various recognitions for the college definitely confirm the quality maintained. IEI – Platinum Award - 2023, Pride of Nation Award, 2023 - Asia Today , IEI – Golden Award - 2022 AICTE Internshala Award by AICTE in August, 2018. GNITS – NPTEL Local Chapter Secured 47th Rank with 'AA' Rating, "National Employability Award" 3 times in a row from AMCAT from 2017 to 2019. "Best Performance in Placements Award" in Undergad Summit – 2018 organized by Stumagz, "Educational Leadership Award" by Dewang Mehta, National Educational Award by IPE – 2017. "Best Engineering College Award" by ISTE, 2007. Won "First Prize of 17 lakhs in Aegon International – 24 Hours Health and Wealth Hackathon" in Sep 2018. Secured "Overall Championship" under south zone in sports every year. AIC-GNITS Foundation, a section 8 company under Niti Aayog – AIM grant worth Rs.10 Crores.

International Research Collaborations

- KTH Royal Institute of Technology, Sweden
- University of Auckland, New Zealand
- St. Louis University, St. Louis, USA

Research and Recognitions:

- Hosted Sweden-India Business Council (SIBC)'s Delegation on 21st November 2023.
- Pratyusha Cheepu, Alumnae secured the NIDHI-EiR fellowship, DST, S & T Park, Pune.
- Total Research Grants : Rs.11.87 crores
- Funding Agencies: DST, AICTE, SERB, JNTUH TEQIP, NITW etc.
- SEED Grant : 120.42 lakhs
- "Certificate of Appreciation " 2023 Award – Mathworks
- Adopted Kondamadugu Village in Yadadri Bhuvanagiri Dist., Telangana
- Energy Swaraj club was initiated by Prof.Chetan Singh Solanki to spread the climate change awareness

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 Institute a Centre of Excellence for Engineering and Technological studies.

Objectives

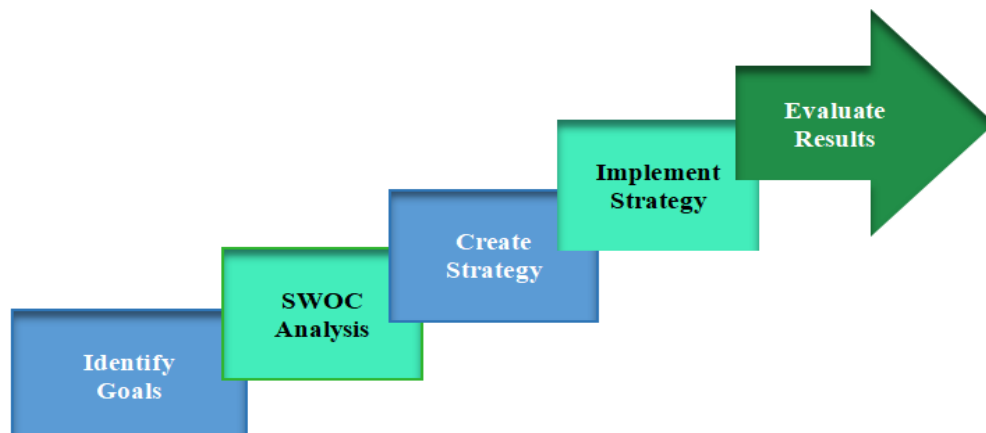
1. To maintain cordial relationship among the Management, faculty and students for their respective growth and for establishing a congenial academic environment in the College.
2. To Develop a campus, which promotes higher learning and research.
3. To Recruit and retain faculty of outstanding teaching and learning.
4. To Promote industry – Institute Interactions and train staff and students to meet industrial requirements.
5. To Expose students to leading Industries and Internships.
6. To Obtain Deemed-to-be-University status
7. To Unify the entire Institute database by deploying ERP

The following basis was considered for formulating the strategic plan.

- Good Governance practices
- SWOC Analysis conducted through external experts
- Observations of various assessing agencies
- Future challenges

STRATEGIC MANAGEMENT PROCESS

5 Step Process



Long Term Goals

1. To get Deemed-to-be-University Status.
2. To initiate admissions for Ph.D Programme.
3. ERP deployment for unified institutional database.
4. Implementation of NEP 2020.
5. To encourage more student start-ups.

Short Term Goals

1. To facilitate and support Research, Development & Consultancy.
2. To recruit Professors of Practice in all Departments.
3. To have more MoUs with reputed Institutions and Industries.
4. To implement Incentive mechanism for enhancing Quality research publications and patent grants.
5. To Increase the student intake and introduce new UG/PG Programmes.
6. To encourage innovation by students and faculty.

Strengths, Weaknesses, Opportunities and Challenges (SWOC) of GNITS

Institutional Strengths

- a. 4 UG and 4 PG Programmes have been recredited by NBA
- b. 3 Recognised research centres by JNTUH.
- c. 8 centres of Excellence established with Industry.
- d. Seed money granted to faculty for research promotion.
- e. Rs.10 crores grants sanctioned for ATAL Incubation Centre by NITI Aayog.
- f. Reputation across the Telugu states for high standard academic instruction, opportunity for holistic development, results & placements.
- g. 7th Pay Scale for Teaching and 11th Pay scale for non-Teaching staff has been Implemented.
- h. Support to faculty qualification upgradation.

Institutional Weakness

- a. Limited academic and research Interaction with other Institutes and Research Organizations.
- b. Less no. of research projects from government/ Sponsoring agencies.
- c. Limited student diversity.

Institutional Opportunities

- a. Leverage locational advantage to network with institutes of higher learning, industry and research organisations for consultancy, collaborative R & D Projects, sponsored research, academic interaction, student internships etc.
- b. ERP and LMS deployment .
- c. Use the strong alumni base for institutional growth.
- d. More research funding opportunities.
- e. To offer Ph. D. Programmes.
- f. Student exchange program with other HEIs.

Institutional Challenges

- a. Establishment of various Private and Deemed Universities resulting in competition.
- b. Quality of student intake in certain departments due to change in preferences.
- c. Competition in research funding opportunities.
- d. Effect on resource base due to the regulated tuition fee.

Based on the insights gained from the previous strategic plan (2018 to 2022), GNITS developed the current five-year strategic plan spanning from 2023 to 2027. This plan is designed to facilitate the steady growth of the Institute. To craft this strategic roadmap, GNITS employed a structured five-step process.

1. Developing complete digital infrastructure in GNITS

Responsible: IQAC and Heads of the Dept.

The college recognizes the critical role of digital engagement in enhancing the student experience and supporting learning and well-being. Prioritizing WiFi and internet connectivity has been central to the institution's digital infrastructure development. The goal is complete digitalization to improve communication, access to information, and stakeholder engagement. Proposed initiatives include:

- Acquiring servers, both on the cloud and physical space, to meet technological needs.
- Developing new modules for enhanced engagement and communication with stakeholders like alumni, parents, and employers.
- Implementing a comprehensive ERP system to integrate modules and create a student-centric ecosystem.
- Creating an information tool to align data formats with assessing agencies like NAAC, NIRF, NBA, AICTE, JNTUH, UGC, etc.

2. Research & Development – Roadmap – 2023-2028

Responsible: Dean-Research & Development, Dean- Innovation & Incubation, Co-ordinators, Heads of the Dept.

GNITS places a strong emphasis on innovation and research, reflected in its well-developed infrastructure for Research and Development (R&D). The institution actively promotes research culture among faculty and students through various initiatives. The R&D Centre focuses on advanced research, innovation, and maintaining high standards across all research endeavors. To further elevate R&D achievements, the following measures are proposed:

- Develop an Exclusive Strategic Plan for R&D to elevate research activities and outcomes.
- Facilitate multidisciplinary research collaborations/Projects.
- Engage external experts by clusters for specialized insights.
- Establish a centralized database for funding opportunities.
- Pursue non-government grants from foundations, industries, etc.
- Strengthen global connections for research collaboration.
- Implement a Faculty Research Promotion Scheme to support young researchers.

- Arrange specific faculty meetings for those pursuing or considering PhDs.
- Encourage faculty to apply for fellowships in reputed industries/institutes.
- Organize various workshops, seminars, and trainings to promote research.
- Focus on enhancing research outcomes, leading to patents and commercialization.
- Promote the display of research models and posters within departments.

Metrics/KPI

1. No. of multidisciplinary research collaborations/Projects.
2. No. of External experts invited.
3. No. of workshops, seminars, and trainings conducted to promote research.
4. No. of faculty applying for fellowships in reputed industries/institutes.
5. No. of research prototypes developed.
6. No. of Patents Published/Granted and Commercialized.
7. No. of MoUs with International Institutes/ Organisations.

3. To Promote Consultancy services in all Departments/Disciplines

Responsible: Dean-Research & Development, Dean- Innovation & Incubation, Co-ordinators ,Heads of the Dept.

Consultancy is currently active mainly in engineering domains, there's a need to expand it across all domains like Engineering and Science. Establishing a robust framework to support consultancy activities will enhance revenue generation and outcomes for the institute. Key points include:

- Create an inclusive environment to promote and support consultancy activities.
- Facilitate collaborations between the institute and industry/government/non-government agencies for projects of varying durations.
- Formulate and maintain a faculty and facility expertise database.
- Engage in any other related activities to consultancy efforts and outcomes.

Metrics/KPI:

1. No. and amount generated through consultancy work.
2. No. of Interactions with the Industry.

4. Innovation and Incubation Cell

Establish cutting-edge laboratory facilities equipped with the latest equipment to conduct research activities to fosters innovation and startup in deep technology and sustainability. G. Narayanamma Institute of Technology & Science (for women) has always strived for excellence in Technology and other global trends. GNITS management has focused on the technological advancements in the form of Research and Development, leading to innovations and consequently followed by entrepreneurship and start-ups. The incubation center at GNITS is focused on organizing a series of recurring seminars, workshops, orientation programs, hackathons, boot camps, Ideathons etc., to inspire and equip women towards entrepreneurship.

Objectives:

- To foster the development, optimization, and enhancement of an innovation and entrepreneurship ecosystem within the campus environment.
- To establish a framework to facilitate innovation and entrepreneurship.
- To ensure the continuous cultivation of innovation and entrepreneurship over time.

Responsible: Dean I & I , I Cell Coordinators, EDC Coordinators and Heads of the Dept.

Strategy plan:

1. Capacity Building: To encourage 3% of faculty members to attend masterclass on Design thinking/ Entrepreneurship and making them enablers in the ecosystem.
2. Program Development: Prepare the academic plan for organizing events that are inline with the Innovation & Incubation Cell (IIC) calendar and at least 10 self driven events that meet the objective of the incubation centre.
3. Execution of the program:
 - a. Onboarding 5-6 experienced mentors and advisors every year from various industries who can provide guidance, expertise, and networking opportunities to student innovators and startup.
 - b. Organize 2-3 EDC events / seminars, 2 hackathons, and 2 demo days to convert into product development further startups and foster collaboration within the innovation ecosystem.
4. Infrastructure building : Allocate budget for establishment of labs with cutting-edge tools and facilities relevant to technology or each focus area, to support the student innovators and startups.
5. Resource Mobilization: Create a framework that facilitates the mobilization of resources or focus on securing funding and partnerships for each sector.
6. Partnership: Collaboration among other premier institutes / incubators in the ecosystem for MoUs and organize 3-4 networking events, workshops, and community-building activities.
7. Host a "Start-up Placement Day" to familiarize students with opportunities in start-ups.

Metrics/KPI

1. No. of Labs established.
2. No of Mentors.
3. No of events organized for Innovation (Ideathon /Hackathon).
4. No of events organized for entrepreneurship.
5. No. of Collaborations with Industry/Academia.
6. No. of Pre incubation Activities.
7. No. of products developed.
8. No. of Patents Applied/Granted.
9. No. of Startups registered
10. Funds received.
11. MHRD IIC rating.

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

Responsible: Dean – Dean – Placements & Corporate Relations, Co-ordinators , Heads of the Dept.

The Training and Placement Cell at GNITS oversees all aspects of campus placements for graduating students. They have excellent infrastructure to support the entire placement process, including Pre-Placement Talks, interviews, and Group Discussions. The cell is a preferred destination for numerous National and Multinational companies, with over 75 companies visiting the campus every year. More than 90% of eligible students secure placements through this process.

There is a noted gap in the placement of students in core sectors, necessitating a strategic focus on these industries. Additionally, improving placement rates in non-IT programs,

boosting engagement for Postgraduate student placements, and establishing a Skill Development Unit are crucial steps to enhance employment and self-employment opportunities for students.

Actions:

1. Form a dedicated team led by a senior professor, ideally from the Computer Science and Engineering (CSE) department, given the predominance of recruitment in the IT industry.
2. Improve placement facilities, including video conferencing capabilities and dedicated interview and conference rooms.
3. Organize industry collaborated value-added programs at least twice a year.
4. 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.

Strategies:

1. Establishment of a Dedicated Team, Chaired by a Senior Professor
2. Modernization of infrastructure (Video conferencing, interview and conference rooms)
3. Video recording of mock interviews of students and feedback with Industry experts as resource persons.
4. Data base of various potential industries/companies
5. Extensive Training for Competency enhancement
 - a. Value added programs (domain expertise and soft skills)
 - b. Awareness programs for students from First year onwards
 - c. Internships, Placement Process and Success stories
 - d. Internships planning and execution
 - e. Placement process coordination
6. Success stories celebration for Brand building

5. To strengthen alumnae interaction.

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.

Objectives:

1. To maintain the Alumnae Database.
2. Conduction of Alumnae Meet/Chapters at different locations based on Alumnae strength.
3. Increase the Alumnae contributions for scholarships 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. Strengthen the Alumnae Network Portal and keep alumnae connected with the alma mater.
6. Impart industry ready skills to students through alumnae interactions.

Responsible: Dean – Alumni Relations & Higher Education, Co-ordinators , Heads of the Dept.

Strategies:

- The Interaction among the alumnae will be improved through social media , GNITS alumnae portal , reunions in every year
- Increase the database by 20% every year with Batch Captains
- Conduct training sessions (upskilling) /providing internships/judging project works for

- current students by Alumnae in every year by inviting the alumnae from various industries
- Encourage and support entrepreneurship /startups by Alumnae by providing the space and guidance in Atal Incubation Centre
- Participation of alumnae as resource persons for personality development /mock interviews for current students
- Felicitating distinguished alumnae
- Fund raising to meet the needs of the departments –every year by contacting and convincing the alumnae who are well settled.
- Sharing the database among alumnae/ Helping the alumnae with transcripts and resources of college as per the needs
- To construct iconic wall and make wall of fame

Metrics/KPIs

1. Number of Registered Alumnae.
2. Number of distinguished Alumnae.
3. Number of courses/workshops/networking events conducted by alumnae per year.
4. Number of Alumnae Chapters.
5. Alumnae Contributions and no. of students benefited

7. Introduce New UG and PG Programmes

Responsible: Dean Academics and Heads of the Dept.

To be in the forefront of global technological advancements and to meet the current and future industry requirements, the institution continuously needs to offer diverse courses. This will provide the student community opportunity to fulfill their education needs. The institute shall introduce New Programmes of study (UG & PG) with a design to meet the ever changing industry demand.

8. Implementation of New Education Policy 2020

Responsible: Dean Academics and Heads of the Dept.

The National Education Policy 2020 (NEP 2020) outlines the vision of India's new education system and the policy aims to transform India's education system. The college shall chalk out the modalities of its implementation with specific reference to engineering education through:

- a) The college aims for a well-rounded, interdisciplinary undergraduate education, achieved through flexible curricula.
- b) Flexibility includes multiple entry and exit points, allowing students to pause and resume studies seamlessly, and the freedom to choose major and minor subjects.
- c) Practical knowledge is prioritized for students, emphasizing hands-on learning experiences.
- d) Experiential learning is promoted, incorporating arts, sports, and innovative teaching methods like storytelling.
- e) The college will develop digital content for online courses in cutting-edge fields, available in English and regional languages, harnessing online teaching for enhanced learning outcomes.

To constitute a committee comprising of senior professors to discuss regarding the New

Education Policy 2020 and chalk out the modalities of its implementation in the perspective of engineering institution.

8. Foreign Language Programme

Responsible: Dean Student Affairs and Heads of the Dept.

As India becomes a global hub and Indians continue to make an impact on the world stage, our graduates' proficiency in foreign languages gives them a definite advantage over their technical counterparts. The Institute proposed to establish a Centre for foreign languages (CFL). The centre will facilitate customized courses in French, German, Mandarin, Spanish and others based on the students' choice. It will also facilitate the short term certificate courses for students across domains.

- Foreign language proficiency enhances global competitiveness and cultural understanding.
- It sharpens cognitive abilities, communication skills, and expands personal and professional networks.
- Mastery in foreign languages boosts confidence, fosters personal growth, and opens diverse career opportunities.

Metrics/KPI

1. No. of students registered and offered foreign languages.
2. No. of career opportunities for students.

9. Global connect

Responsible: Dean Research & Development, Dean Innovation & Incubation and Heads of the Dept.

In the globalized society, international collaboration/linkages are paramount to make GNITS a global player. It is proposed to have a single point of contact to support the following aims.

- Establishing meaningful formal relationships with foreign institutions.
- Developing international partnerships for joint research, curriculum planning, implementation, publication exchange, and organizing conferences/workshops.
- Investigating faculty and student exchange programs
- Organizing academic, cultural, and industrial tours.
- Engaging in other relevant activities.

Metrics/KPI

1. No. of Collaborations with foreign Institutions.
2. No. of joint research, curriculum planning, implementation, publication exchange, and conferences/workshops organized.
3. No. of academic, cultural, and industrial tours organized.

10. 75% of faculty with PhD Qualification

Responsible: Dean Academics, Dean Research and Development and Heads of the Dept.

- The Institute prioritizes teacher quality for improved education and student outcomes.
- Among 255 faculty members, **32%** currently hold PhD qualifications.

- Out of 255 faculty members, **39%** are currently pursuing PhDs.
- The institute's target is to reach **75%** faculty with PhD qualifications by 2028.
- Support will be extended to registered faculty to complete their PhDs.

11. Societal and Green Initiatives

Responsible: Dean- Student Affairs, Dean Administration and Heads of the Dept.

As a distinguished institute, GNITS should be regarded as a model institution committed to aiding the local community by actively addressing pertinent issues in need of solutions. Moreover, it should assume a leadership role in sensitizing both the local community and the broader society about the necessity of a clean and green environment. The key activities envisioned include:

- Adopting a Village and conducting various activities.
- Community outreach and development initiatives
- Carbon footprint reduction
- Natural resource conservation
- Recycling and waste reduction programs
- Promotion of eco-friendly practices
- Community outreach and development initiatives.

Metrics/KPI

1. No. of activities conducted under villages adoption.
2. No. of Community outreach and development initiatives conducted.
3. No. of initiatives to reduce in carbon footprint.

By undertaking these major activities, GNITS will establish itself as a socially responsible and environmentally conscious institution that actively contributes to the betterment of the local community and society as a whole. Through its student-driven projects and collaborative efforts, the institute will play a pivotal role in bringing about positive changes and nurturing a culture of caring and sustainability.

Strategic Plan Progress

Objective: Monitoring of the Strategic Plan by IQAC .

Responsibilities

Progress Review: Yearly review of the strategic plan progress , addressing challenges as they arise.

Compliance Report: Prepare an annual compliance report, assessing the extent of adherence to the strategic plan.

The IQAC will play a crucial role in overseeing the successful execution of the strategic plan, fostering accountability, and ensuring effective communication among stakeholders.


PRINCIPAL