



# Aditya College of Engineering & Technology

Aditya Nagar, ADB Road, Surampalem - 533437

## Institutional Strategic Goals

At the beginning of the academic year, various bodies and committees that constitute the Organogram of the institute, chalk out the strategic plan of events and activities which will support the growth and development in these key areas and at the end of the year, a review is taken about implementation and the outcomes of the perspective plans. One such broad area in which the Institutional Perspective and Strategic Plan has been successfully implemented is that of Teaching, Learning and Research. This has been achieved through the deployment of Action Plan for the following initiatives:

1. Efficient Teaching erudition procedure
2. Effective Leadership and Participative management
3. Continuous Internal Quality Assurance System
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Escalating Placements
8. Proper Discipline
9. Women/Student/Faculty Grievance
10. Financial Planning & Management
11. Institute – Industry Interaction
12. Encouragement of Budding Entrepreneurs
13. Constant Growth in Research and Development
14. Alumni Interaction and Outreach activities
15. Mounting Physical Infrastructure

## Strategic Planning

### **Efficient Teaching Erudition procedure**

- Academic planning and following the Academic Calendar given by JNTUK. The Curriculum and Syllabi are prescribed by affiliating University JNTUK, Kakinada. There is no freedom to change the syllabus as an affiliating college, but the students have the freedom of choosing elective subjects from the list of courses prescribed by the University. However, the curriculum gaps are identified by the academic committee and required new topics are delivered by conducting Guest Lectures, Seminars and Workshops
- Preparation of teaching plan as per Academic calendar
- Preparation of Lesson Plan based on the syllabus given by JNTUK
- Use of more practical methods of teaching
- Use of e- learning resources
- Promote research culture & facilities
- Provide mentoring and individual support
- Follow a transparent feedback system
- Performance enhancement through workshops and seminars
- Implementation of best practices for students
- The teaching learning process is periodically reviewed through HoDs Meeting, Faculty Meeting, and also through the feedback from the stakeholders.
- The institute adopts latest technologies and facilities for effective teaching.
- Each department is outfitted with ICT enabled class rooms in order to make teaching more flexible.
- MOODLE server is established for Learning Management System (LMS)
- Learning resources like NPTEL Videos/ PDFs are available to the students.
- Faculty members are encouraged to follow innovative teaching methodologies
- Design of new Experiments in the lab related to course outcomes
- College follows the continuous evaluation as per the guide lines given by the JNTUK. The weightage has been given for MID 1 & 2 assessment and semester end examination.
- Students Examinations - The evaluation of semester end examination papers is carried out by the University.
- Faculty members evaluate Mid 1 & 2 examination papers and assignments and post in the University portal.
- The class performance is evaluated by giving assignments
- The laboratory courses are evaluated by conducting internal and semester end examination.
- For the project work, in addition to the regular examination system the reviews are conducted to evaluate the main project in addition to the

	<p>viva voce examinations.</p> <p><b>Outcome:</b> Enhance in multiple teaching and learning strategies which help engage students in active learning opportunities that promote the development of critical thinking, competence in cracking the competitive exams, self-motivated learning ability.</p>
<p><b>Effective Leadership and Participative management</b></p>	<ul style="list-style-type: none"> <li>• Decentralization of the academic, administration and student related authorities &amp; responsibilities</li> <li>• All the Heads of the Departments conduct faculty meetings every fortnight</li> <li>• Portfolio assignments to faculty members</li> <li>• The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Management for approval &amp; reference.</li> </ul> <p><b>Outcome:</b> Participative leadership encourages collaboration, facilitates a free flow of ideas, and it improves morale. Faculty members are aware about the activities undertaken at the department level and college level. Every faculty member will be assigned a role in the department activities.</p>
<p><b>Continuous Internal Quality Assurance System</b></p>	<ul style="list-style-type: none"> <li>• IQAC will take care about the course files, curriculum planning, department event calendar, initiating the certification courses, add on courses, identifying the bridge courses to 1<sup>st</sup> year and lateral entry students.</li> <li>• The feedback collected from various stakeholders are analyzed and appropriate action taken will be proposed to full-fill the gaps identified.</li> <li>• Internal Audit – Regular internal academic audits are conducted yearly twice to check the effectiveness of the implementation, maintenance and improvement.</li> <li>• Educating &amp; Training of all employees</li> <li>• Periodic check &amp; guidance for quality improvement</li> <li>• Establishment of audit team and process</li> <li>• Audit for remedial measures</li> <li>• Release of Annual report preparation &amp; submission</li> </ul> <p><b>Outcome:</b> Improvement of Internal Quality assurance system in the institute is formulated on the basis of guidelines of governing body members both internal and external experts.</p>
<p><b>Ensuring effective governance</b></p>	<ul style="list-style-type: none"> <li>• To review the smooth running of the administrative activities of the college, discussing approval of new programs.</li> <li>• To review the examination results (Internal and External) of all programs; result analysis and their improvement strategies.</li> <li>• To approve the up gradation &amp; maintenance of the Infrastructure of the institute.</li> <li>• To review the budget allocated for different purposes and their expenditure etc.</li> <li>• Promotion of various faculty career advancement programs, Approval</li> </ul>

	<p>for posts, Study leaves etc.</p> <ul style="list-style-type: none"> <li>• To review the Placement activities, Collaborations with Industry and R&amp;D programs.</li> <li>• Reviewing the performance appraisal of faculty backed with the discussion. &amp; suggestions given by faculty for improvements in the college.</li> <li>• To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular.</li> <li>• Institutional strategic goals setting</li> <li>• Institutional Strategic planning</li> <li>• Establishing E-Governance</li> <li>• Leadership development through decentralization</li> <li>• Establishing internal audit committee</li> <li>• Code of conduct and policy formulation, approval and implementation</li> <li>• Establishing fair and effective performance appraisal system.</li> </ul> <p><b>Outcome:</b> It resulted in the smooth running of the administrative activities of the institute.</p>
<p><b>Student's Overall Development through Participation</b></p>	<ul style="list-style-type: none"> <li>• The Student representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner.</li> <li>• Students Trainings &amp; Placement Activities</li> <li>• Student's representation in various committees and encourage them to participate in various competitions</li> <li>• Admissions are made in two ways – Category A and Category B in the ratio of 70:30. Category-A students are admitted into both Under Graduate and Post Graduate programs through a common entrance conducted by the State Government (EAMCET, ECET, PG CET, ICET). Category-B seats are filled by inviting applications from the deserving candidates and filled on the basis of merit.</li> <li>• ECAP software is used for conveying information to students and parents from day one of admission. Student attendance, marks obtained in the sessional and semester end examinations are posted in the ECAP.</li> <li>• Faculty members are allotted with 15-20 students to do proctoring, so that we can guide the student in an effective manner.</li> </ul> <p><b>Outcome:</b> It resulted in a significant increase in the overall development of the students.</p>
<p><b>Employees Advancement &amp; Welfare</b></p>	<ul style="list-style-type: none"> <li>• Recruitment Policy development &amp; implementation</li> <li>• Healthy and supportive working environment &amp; infrastructure.</li> <li>• Proper established code of conduct, service rules &amp; leave rules to be followed by all.</li> <li>• Staff welfare policy implementation</li> <li>• Rewards and incentives</li> <li>• Deputation for seminars, conferences and workshops etc.</li> </ul>

	<ul style="list-style-type: none"> <li>• Motivation for qualification enhancement</li> <li>• Support for research, consultancy, innovations</li> <li>• The Institute follows the guidelines of AICTE and JNTUK for recruiting teaching faculty. The institute has a mechanism of notification in leading newspapers and faculty plus for regular posts and conducting interviews. The institute provides service benefits like Employees Provident Fund (EPF), Group Insurance Policies, and incentives for attending National / International Conferences, NPTEL.</li> </ul> <p><b>Outcome:</b> It results in increase in the employee benefits and quality enrichment.</p>
<p><b>Enhancing Placements</b></p>	<ul style="list-style-type: none"> <li>• To the present demand, students churned out from engineering colleges are not equipped to meet the current industry needs due to the growing gap between engineering practice, education and research which requires a lot of concern.</li> <li>• The Central T &amp; P Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement.</li> <li>• It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.</li> <li>• At Aditya, we believe employability is more than a skill; it is an attitude, it is a practice. So, we instill this attitude through continuous training in learning skills, behavioral skills, life skills in addition to aptitude and communication skills and this training starts in the first year of engineering itself.</li> <li>• Specific Campus Recruitment Training programs are conducted in the third year, with an emphasis on problem solving, critical thinking, communication skills and team work.</li> <li>• Students are provided with substantial training on Industry-Oriented Employability Skills twined with Assessments which tread their path to Campus Placements.</li> <li>• A thoroughly researched and developed syllabus and extensive training by experienced mentors are dedicated specifically for the Training and Placement program.</li> <li>• Training in Arithmetic, Aptitude and Reasoning, General Knowledge, English Language for Communication, Verbal Reasoning, Group Discussions, and Interview Skills, Resume drafting, Inter and Intra personal skills such as personal and corporate protocol, Time management and Goal setting is given.</li> <li>• Training programs are conducted throughout the year for students in an effort towards preparing the prospective students for the campus selection program.</li> </ul> <p><b>Outcome:</b> It resulted in a tremendous increase in the number of placements.</p>

<b>Proper Discipline</b>	<ul style="list-style-type: none"> <li>• Installation of CCTV Cameras at desired places and other measures to maintain the discipline.</li> <li>• Entry of the students only with id cards and proper uniforms,</li> </ul> <b>Outcome:</b> It resulted in solving of any disciplinary issues addressed in the campus.
<b>Women/ Student/ Faculty Grievance</b>	<p>The grievance committee which is a part of Internal Complaints Committee (ICC) functions with the following purposes;</p> <ul style="list-style-type: none"> <li>• To make women, students, faculties &amp; staff members aware about their rights.</li> <li>• To help them in knowing the importance of good health and nutrition and facilities available for them.</li> <li>• To help them in developing decision making abilities and be self-dependent.</li> <li>• To help them in raising voice against all kinds of discrimination in a proper manner.</li> <li>• To help them in changing their mind setup.</li> <li>• To assist them in overall development of their personality.</li> <li>• To help them in knowing about reproductive health care and child care.</li> </ul> <b>Outcome:</b> It resulted in the development of welfare and development of women's.
<b>Financial Planning &amp; Management</b>	<ul style="list-style-type: none"> <li>• Framing of financial budget according to multiple areas.</li> <li>• Department wise budgeting</li> <li>• Forecasting of Revenue &amp; Expenditure</li> <li>• Effective purchasing is done through the purchase committee</li> <li>• Budget formulation &amp; approval through purchase committee</li> </ul> <b>Outcome:</b> This projects and encompasses planning, organizing, directing and smooth controlling of the financial activities in the campus.
<b>Institute – Industry Interaction</b>	<ul style="list-style-type: none"> <li>• Industrial Research &amp; Consultancy</li> <li>• Research guidance from industry</li> <li>• Short-Term Training Programmes</li> <li>• Collaborative Educational Programmes</li> <li>• Student internships and industrial visits</li> <li>• Formation of industry institute interaction cell</li> <li>• Providing career guidance</li> <li>• The institute has signed MoUs with various industries and organizations.</li> <li>• Students are encouraged to go for study tour to visit the nearby industries for better exposure through close interaction with industry experts.</li> <li>• Guest lectures are conducted for the students by inviting eminent corporate personalities to enhance student knowledge and to give an industry exposure.</li> <li>• For improving the technical skills of students, the Institute organizes workshops and hands on training programs on advanced technologies.</li> </ul>

	<p><b>Outcome:</b> It resulted in a tremendous increase in technical skills of the students which may help in the placements of the student.</p>
<p><b>Encouragement of Budding Entrepreneurs (MSME)</b></p>	<ul style="list-style-type: none"> <li>• Establishment of Entrepreneurship &amp; Development Cell</li> <li>• Industrialists are invited for seminars, lectures, workshops on entrepreneurship development</li> <li>• Promoting, sponsoring and facilitating entrepreneurship development,</li> </ul> <p><b>Outcome:</b> A student will gear up with ability to plan with his/her own start up</p>
<p><b>Constant Growth in Research and Innovation</b></p>	<ul style="list-style-type: none"> <li>• Providing R &amp;D center</li> <li>• Apply for AICTE, MSME, UGC, DST SERB Government, sponsored funds</li> </ul> <p><b>Outcome:</b> It results in the enhancement of research activities in the institute.</p>
<p><b>Alumni Interaction and Outreached Activities</b></p>	<ul style="list-style-type: none"> <li>• Formation of Alumni association to increase their participation</li> <li>• Inviting alumni for guest lecturers/ internship/ placement/ training/ entrepreneurship</li> <li>• Sponsorships</li> <li>• Data base creation, Regular interactions with alumni and networking</li> <li>• Recognition of successful alumni for appreciation and felicitation</li> </ul> <p><b>Outcome:</b> It resulted in profiling alumni with concrete examples of potential career paths and offers alumni to maintain a connection with the institute.</p>
<p><b>Mounting Physical Infrastructure</b></p>	<ul style="list-style-type: none"> <li>• Infrastructure building development &amp; modification</li> <li>• Functional facilities for e-learning</li> <li>• Safety &amp; Security management</li> <li>• RO purified drinking water facility</li> <li>• Hygienic and green campus</li> <li>• Smart class rooms, Tutorials, Seminar halls</li> <li>• Modernization of Laboratory &amp; equipment</li> <li>• Library infrastructure up gradation</li> <li>• System up gradation</li> <li>• Medical facility</li> <li>• Development of sports facilities</li> <li>• Plantation</li> </ul> <p><b>Outcome:</b> It resulted in the good health and hygiene environment.</p>