NRI INSTITUTE OF TECHNOLOGY

(Autonomous)
ISO 9001 : 2015 Certified, Approved by AICTE, New Delhi,
Permanently Affiliated to JNTU Kakinada,
CSE, ECE &EEE Accredited by NBA & NAAC "A" Grade
Agiripalli, Vijayawada, India - 521212

STRATEGIC PLAN

2020-2025

www.nriit.edu.in

EXECUTIVE SUMMARY

NRI Institute of Technology, a non-profitable organization has been set up by a great visionary and educationist Dr. R.Venkata Rao in 2008 to promote technological and professional education of high standards among the rural students with four branches. Eleven batches of B.Tech students have successfully gone out as Engineers with flying colors. They have been serving various MNCs and other Core Companies in various capacities much professionally and adeptly. Many of them have proved themselves on entrepreneurial platform and have become employers. The institution has truly dedicated and highly experienced faculty members with state-of-the-art infrastructure using all modern teaching facilities and research equipment. The institution offers innovative instruction, career-oriented graduate and post graduate degree to suit the updated requirements of the industry and the society at large.

Corresponding the vision and mission of the institution a planning and deployment committee has been started in the first decade to focus effectively on the infrastructure development, curricular aspects and academic excellence. It was successful in achieving the goals and targets proposed like achieving ISO certification, NAAC-A grade, NBA accreditation, AUTONOMOUS status etc. These achievements in-turn enabled the Governing Council to plan for escalating to the institute's next level of excellence. The lush green campus was beautified with colorful flowers and avenue planting providing clear marking on all internal paths. Research activities and innovations have been on a persistent rise. Many extension activities like Internal Quality Assurance Cell and Career Guidance Cell were formed in 2012 and put to the best use.

A **'Strategic Planning& Deployment Document'** is a step-up to achieve more heights and carve new dimensions. The devoutly dedicated faculty members and Heads of various departments under the able guidance of the Principal confidently present in detail the best practices and other strategies for the adept deployment of the plans. The extensive goals of Strategic Plan prove NRIIT's commitment to brilliance and excellence in research and other academic activities. It also offers effective personality development, life-skills and career guidance options as a part of holistic development of the students. The institution has been running ten Bachelor of Engineering Programs, six Post Graduate courses and three Centers for Research. A good number of awards, memberships in various professional societies, memberships of many reputed editorial boards, etc., have been bagged by the faculty, which can be considered a yardstick of the quality and success of the institution. A good number of NPTEL courses both by students and faculty, publications in valuable technical journals are truly remarkable and encouraging. NRIIT has thus been doing well practically on all parameters basing on the methodically organized undergraduate and post graduate education.

The Strategic Development Plan (SDP) of 2020-2025 acts as an accurate guiding document for the following five years to assess and improve the delivery of high quality of education which earns due recognition in academic and societal fields. This kind strategic plan enables the

provision good governance, best practices for classroom teaching, high quality research and innovation besides suitably employable students who are the real ambassadors of the institute.

BROAD TARGETS OF STRATEGIC PLAN FOR 2020–2025

- ➢ Become a leading technological institution targeting top position in all factors and in all disciplines
- ➢ Ascertain a remarkable track record as a harbinger of new and innovative project and research works that suit industrial requirement.
- ➢ Specific targets are determined for research & development centers to new research establishments and research projects for the following five years.
- ➢ More active participation in National, International Seminars, Conferences, Journals and Publications
- ➢ Fresh MOUs to be signed with new academic and industrial organizations for better placements and higher education prospects.
- ➢ Establish and expand the Centers of Excellence activities
- ➢ Encourage the incubation and promotion of fresh start-ups to create and market innovative products
- ➢ Provide and promote refreshing and vitalizing work environment for faculty and staff; thereby recognizing hard work and merit.
- ➢ Endorse the involvement of alumni in major activities of the institute as a part of overall development

VISION OF THE INSTITUTION

Higher Education has been encountering unanticipated challenges and opportunities in the current era. It's entirely due the capricious economic policy of liberalization and globalization. The global economy has a constant impact of the soaring knowledge coupled with communication and information revolution. Technical education hence plays a very crucial role in the human resource development of the nation by creating skilled manpower which in-turn promotes industrial productivity and the living styles of the people.

NRIIT's VISION

To produce Professionally Excellent, Knowledgeable, Globally Competitive and Socially responsible Engineers and Entrepreneurs.

The scenario in leadership requirements has changed significantly in recent times which has had its impact on the teaching – learning processes as well. Curriculum preparation, assessments, delivery methodology, etc., have changed a great deal to necessitate empowering teachers as change-makers. Interdisciplinary research environment has been gaining prominence which collaborates and gets supporting infrastructure across the globe. Pioneering innovations at NRIIT have entered record books and have been beneficial on a large scale to people as well as organizations in various work environments like industries, societies and communities to compete and evolve differently.

MISSION OF THE INSTITUTION

M1: Providing quality education through state-of-art Infrastructure, Laboratories, and Committed Staff.
M2: Establishing a continuous Industry-Institute Interaction, Participation and Collaboration to contribute Skilled Engineers.
M3: Involving Faculty members and Students in Research and Development to become globally competitive and for the betterment of society.
M4: Developing Human values, Social values, Entrepreneurship skills and Professional Ethics among the Technocrats.

QUALITY POLICY

NRIIT is committed to meet the needs of all its Stakeholders, continually improving the effectiveness of QMS by imparting quality education to students and to train faculty in the field of Technical Education for achieving International recognition. Utmost care is taken to maintain all types of Accreditations.

SWOC ANALYSIS

Strengths

- Highly qualified and potentially dedicated Teaching and Non-Teaching Staff.
- Suitable equipped infrastructure with spacious built-up area.
- Outcome based teaching method with focus on employment and entrepreneurship.
- Excellent rapport with corporate world for technical and managerial support.
- Visionary Management for imparting quality education with much focus on student welfare.

Weaknesses

- Students from rural areas strive to meet the standards of technical education and also encounter difficulty in following English Language teaching.
- More number of faculty members are to be encouraged for registering into PhD courses and upgrade further for more funded projects, quality research and development, patents and consultancy.

Opportunities

- Institute regularly organizes various development programs for the benefit of teachers and students through faculty development programs like seminars, workshops, conferences, symposiums and student meets.
- The institute has a practice of conducting in-house training every year for quality outcome of the content.
- The ever increasing demand for technical education at UG & PG level of Engineering & Technology enhances the intake regularly.

➢ To utilize ample opportunities for tie-ups and MOUs with both established and start-up companies in India and abroad for enhancing learning outcomes and placements.
➢ To get 100% ratifications from the JNTUK Kakinada for the positions of Associate Professors and Professors.

Challenges

➢ Institute has competition from other technical Institutions in and around the city and the recently established Universities within the newly formed state.
➢ To produce proficiently qualified, more skilled and industry ready technocrats.
➢ To implement successfully the rule of language (English speaking) on campus 100%.
➢ To obtain NBA accreditation for more departments/branches besides the attempts of renewals by the already accredited departments.
➢ NBA accreditation for all departments enables to get more funds for research activities/projects and also for achieving patents.

INSTITUTIONAL STRATEGIC GOALS

➢ Effective Leadership and Participative management
➢ Constant Internal Quality Assurance System
➢ Ensuring Effective Governance
➢ Student's Overall Development through Participation
➢ Employees Advancement & Welfare
➢ Escalating Placements
➢ Proper Discipline
➢ Women/Student/Faculty Grievance
➢ Financial Planning & Management
➢ Institute – Industry Interaction Cell
➢ Encouragement of Budding Entrepreneurs
➢ Constant Growth in Research and Innovation
➢ Boosting Internal Revenue Generation
➢ Alumni Interaction and Outreached Activities
➢ Mounting Physical Infrastructure

THE TARGETS FOR 2020-2025

1. Effective Leadership and Participative management

Objectives:
➢ To promote confidence among the stakeholders.
➢ To develop a coherent strategy and a sustainable growth development path
➢ To facilitate a well administered institution and lead to its outstanding recognition

PROPOSAL	ACTION PLAN
Efficient leadership and proactive management	• Decentralization of the administrative, academic, and student related

	authors and responsibilities
	• Periodical faculty meetings by the Heads of the Departments and sharing minutes to the Principal
	• Consolidation of the suggestions basing on the minutes of the meeting by the Principal and forwarding them for final approval and reference.
To make the activities of NRIIT a combination of productive education, research, consultancy and services	To reach the highest position and be in the top most rank in academics and research
To transform the organization into more professional with enhanced focus on quality	Effective checking and implementation of IQAC with internal & external members to inspect and audit the processes thoroughly Establishing systems, checks and balances that enable initiating immediate remedial measures
To partner with preferred academic, research and industrial organizations for strategic progress of the institute	Extend and foster long-term relationships with research and industrial organizations by entering into MOU
To modify and better the existing systems and procedures for conflict resolution and redressal of grievances	Enhance the essential processes and mechanisms for handling grievances that cover all the students, staff and women.
To be a preferred partner for level one MNCs across the globe for advanced grade interns, projects and placements	Enhance the technical support system to enable the advanced training processes more effective and immaculate

2. Ensuring Effective Governance

Objectives
- ➢ To promote smooth functioning of the system
- ➢ Providing all the necessary amenities required

PROPOSAL	ACTION PLAN
Effective Governance	• To review the smooth running of the administrative activities of the college, discussing approval of new programs.
	• To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies.
	• To approve the up-gradation & maintenance of institute's infrastructure
	• To review the budget allocated for different purposes and their expenditure
	• Promotion of various faculty career development programs, approval for

	posts, study leaves etc.
	• Review of R&D programs, placement activities and Industry collaborations
	• Reviewing the performance appraisal of faculty followed by private discussion, besides suggestions given by the faculty for the institute's development.
	• To support the conduct of Co-curricular and Extra-curricular activities
	• To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc
	• Evaluation of Institute's performance and benchmarking
	• Setting and planning the institutional strategic goals
	• Monitoring and Implementing the Quality Management Systems
	• Leadership development through decentralization
	• Reviewing the results of internal audit committee
	• Implementation of code of conduct and policy formulation
	• Establishing fair and effective performance appraisal system

3. **Upgrading the Infrastructure**

   Objectives:
   ➢ To upgrade and modify the state-of-the art facilities in the campus
   ➢ To ensure effectual utilization and maintenance of the Infrastructure
   ➢ To benchmark institutional infrastructure and performance regularly

PROPOSAL	ACTION PLAN
Beautification of the Campus (In line with institutional Vision & Mission)	• Plantation, Rain water harvesting and green cover • Energy harvesting & management • Hygiene, solid waste management (zero plastic usage) • Reuse of waste • Efficient usage of recycled waste water
Improving the Infrastructure	• Modification of the infrastructure and development/renovation of buildings

	• Functional facilities for e-learning • Safety & Security management • Mineral Water facility • Hygiene & green campus • Modernization of Laboratories & the equipment • Up-gradation of Library • Improve indoor/outdoor sports facilities • Increase plantations
Academic infrastructure	• Smart AC Class rooms • Smart AC Seminar Hall; 300 seating • LCD Projector and support equipment in classrooms • Effective E-Learning facilities • State of the art Laboratory & equipment • Online learning tools • Perfect Evaluation & assessment tools • ICT for 360 deg. Feedback.
Library	• Up-gradation of Library infrastructure • Improved access for e-Resources • 24X 7 Resources automation & Access • Digitization of Library resources • Setting up of cloud based e-library & online access
Sports, Hostel & Canteen	• Effective utilization of sports (indoor/outdoor) facilities • To install more recreational facilities and sanitization in hostels • Upgrade food quality and seating in food court
Laboratory- R&D Equipment	• Separate laboratory for R&D activities and its maintenance • Suitable equipment for centers of excellence and research

4. Efficient Teaching Erudition procedure

Objectives:
➢ To formulate and implement quality teaching methodologies to ensure effective student-centered teaching-learning processes.
➢ To emerge as a recognized centre of excellence in the fields of engineering and management by research besides quality placements.

PROPOSAL	ACTION PLAN

Effective Curriculum planning and Implementation	• Academic planning and preparation of Academic Calendar • Preparation of Lesson Plan based on CO & PO mapping • Conduct training based on current demand analysis • Constant assessment to measure outcomes • Use of e- learning resources • Promote research culture & facilities • Provide mentoring and individual support • Follow feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Design syllabi to suit industry demands and promote student competency • Evaluation parameters and benchmarking
To create a bench-mark with premier institutes like IIT	• Constitute academic teams and visit premier institutions • Recommend modifications in syllabi and curriculum where required • Customize & Implement best practices
Upgrading faculty & staff competence	• Regular FDPs to be conducted with analysis • Special workshops to promote faculty and staff competence • Encourage more number of paper publications and presentations • Improving opportunities for networking
Knowledge Delivery & Outcome based Education	• Define outcomes of each teaching learning initiative very clearly • Regular assessments and evaluations must be done to analyze outcomes • Promote active research Culture • Encouragement to online learning • Mentoring on academic, career & higher educational opportunities
Evaluation & Assessment	• Implementation of perfect feedback system for proper quality check • Regular assessment of student progress • Question bank development for

	effective revision & Smooth conduct of Sem-end examinations

5. **Student Proficiency and competence**
➤ To focus on student all-round progression
➤ To provide all the requirements for student success

PROPOSAL	ACTION PLAN
Students' overall development through active participation	• To make student representatives responsible to present student views and concerns objectively and accurately • Proposing and allotting budget for student development programs • Trainings & Placement activities of students • Formation and effective functioning of student council • Students' representation in various Committees and Cells • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities

6. **Research, Innovations and Extension Services**

Objectives:
➤ To augment the quantum of research output and improve its quality to suit the needs.
➤ To promote the number of centers of excellence in the Institute in the areas which have large societal impact
➤ To make significant contributions and innovations suitable to the technological needs of the nation at large
➤ To encourage students and faculty for more number of research paper publications in top journals and conferences.

PROPOSAL	ACTION PLAN
Constant growth in Research and Innovation	• Fully equipped R&D facilitation center. • Establish and develop Laboratories

	with more research facility • Fund generation through Project proposals • Applying for Government, Non-Government, industry and sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
Improving R&D Infrastructure & Candidates	• Increasing the number of both human and physical resources required for research. • Increase in the number of R&D laboratories in all departments • Committed team of R&D facilitation & documentation centre • To employ and furnish competent technical staff for R&D labs
Setting up of Centers of Excellence	• Enhancing and upgrading the existing Centers of excellence. • To create more such active centers in areas where there is large societal impact. • The Centers of Excellence will also be multi-institutional, involving partnerships with Industries, IITs and other Foreign Universities
MOU with premier institutes / R&D labs	• MoUs with higher learning institutions across the globe. • Collaborations with IISC, IITs, CSIR, ISRO, DRDO, etc. • Multi & inter disciplinary research and product development
Incubation Centre/ Product Development Centre	• Encouraging more number of "idea to product" pre-incubation activities • Developing the quality and quantity of incubation centers • Focusing on Start-ups and Product development • More number of MOUs with DST for better incubation support

7. Faculty and Staff Empowerment Strategies Employees Advancement & Welfare

Objectives:
- To become the most opted destination for potential faculty members.
- To recognize and recruit Faculty with different types of experiences, be it in academics, industry or research.
- To recruit more number of Faculty from other states.
- To follow effective performance appraisal systems.

PROPOSAL	ACTION PLAN
Employee development and well-being	- Fair implementation of recruitment Policy and development of the same - Reasonable evaluation of employees performance system - Regular FDPs and Workshops for quality improvement - Healthy and supportive working environment & infrastructure. - Strict observation of code of conduct, service rules & leave rules - Implementation of staff welfare policy - Career advancement schemes - Rewards, recognitions and incentives - Deputation for seminars, conferences and workshops etc. - Motivating qualification up-gradation - Support for research, consultancy, and innovations
Policy of hiring the talent & retention of the same	- Formation and implementation of merit based hiring policy. - Planning for better career advancement schemes - Induction of scientific ideas, proposals and new Talent - Identifying critical and specific talent & retention measures
Recognitions & Rewards	- Recognition of the worthy and rewarding them with either incentives or otherwise - Preparation of a welfare policy & implementation
Conducive work environment	- Best working facilities and infrastructure to promote quality output - Clarity of the roles & responsibilities of faculty to empower the suitable
Career growth & Development	To start and promote sponsorship, deputation, for higher

	education & Exchange programs for better acquisition and implementation
	• Sponsorship to participate in national / international conferences
	• Encourage research and publications in reputed journals
	• Active participation in quality product development

8. **Women/Student/Faculty Grievance**

Objectives:

➢ To safeguard the rights, liberty and security of girl students, women faculty
➢ To promote hygienic living and self-care

PROPOSAL	ACTION PLAN
Women/Student/Faculty Grievance	The grievance committee functions with the following purposes; • To make women students, faculty & staff members aware about their rights. • To help them in knowing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care.

9. **Escalating Placements Progression**

Objectives:
➢ To place more number of students in reputed MNCs
➢ To aim for bringing world class companies into the range of the institute's prospect

Proposal	Action Plan
Increase the number and quality of placements	• The Central T&P Committee plays a key role in placing students their dream companies through counseling and training the students for their successful

	career placement.
	• 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.

10. Institute – Industry Interaction Cell

Objectives:

➢ To enhance the research quality and contribution of the institute
➢ To encourage student exchange and knowledge sharing
➢ To update curriculum as per industrial requirements
➢ To take studetns career to incredible heights

PROPOSAL	ACTION PLAN
Institute – Industry Interaction	• Promoting and encouraging industrial research & consultancy. • Inviting and advancing in research guidance from industry. • Planning and conducting short-term training programmes. • Increasing number of collaborative educational programmes. • Encouraging Industry-Institute human resources exchange. • Increasing number of faculty and student exchange for knowledge sharing. • Inviting good number of training programmes / short term assignments to the faculty members in industries. • Welcoming productive participation of industrial experts in curriculum design. • Good number of student internships and industrial visits. • Fruitful execution of industry institute interaction cell • Constructive support for internships, visits, trainings, guest lectures • Identification of industry needs and advice on curriculum for extra courses apart from curriculum. • Providing successful career guidance

11. Escalation of Entrepreneurship

Objectives:

- To promote good number of enterpreneurs from the institute
- To prove our institute's young enterpreneurs as quality and challenging employers
- To create good amount of employment thereby serving the nation professionally

PROPOSAL	ACTION PLAN
Encouragement of Budding Entrepreneurs	• Expansion of the activities of Entrepreneurship Development Cell • Inviting successful enterpreneurs and Industrialists for seminars, lectures, workshops thereby promoting young entrepreneurs • Providing training & guidance for entrepreneurship development.

Proper Discipline

Proper Discipline	• Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms. • Biometric attendance for Faculty and Non Teaching staff.

12. Financial Planning, Management and resource mobilization

Objectives:

- To develop and implement an effective financial system
- To directly support the fundamental functions of education and research
- To generate sources for internal revenues and put the finances to effective use

PURPOSE	ACTION PLAN
Planning and Management of finances	• Framing financial budget according to the institute's expenditure from multiple quarters. • Estimate of Departmental Budget • Being calculative and economical during purchases • Allocation of contingency Fund every

	year • Budget formulation & approval through finance committee • Conducting periodic audit
Encouraging Internal Revenue Generation	• Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes. • Infrastructure creation for revenue generation • Policy for Incentives for Revenue generation plans and successful implementation of the same • Effective advertising & marketing
Financial Management And Resource Mobilization	• To increase diversified financial resources and augment opportunities to use the resources across the college through internal revenues • Encourage Institution to provide novel research / consultancy not only to the industries but to the government, and other bodies of the society • Manage deficit through the parent society and through loans.
Budgeting	• Department-wise budget planning and disbursement of accounts respectively basing on expenditure estimate. • Maintenance of corpus-fund to meet unforeseen and emergency expenditures • Budget formulation & approval of the same through Finance committee
Financial Governance	• Management of planned expenditure, Procurement and implementation of financial policies • Audit (internal /External) checks - balances • Support through research, consultancy and training

13. Alumni meetings and interactions for Outreached Activities

Objectives:

➢ To build mutually beneficial relations with the alumni so that latest developments and trends of the industry can be explored.
➢ Creating more opportunities / activities for alumni to visit the campus to share and motivate the students.
➢ To support alumni activities of NRIIT in multiple dimensions like fostering healthy Industry-Institute relations, facilitating interactions with aspiring students, faculty entrepreneurs and alumni entrepreneurs.
➢ To increase and promote alumni contributions

PROPOSAL	ACTION PLAN
Alumni Association	- Strengthen Alumni association and frequency of communication - Develop alumni association office on campus, encourage active participation of students - updating data base in alumni website and keeping it always active - Increase developmental activities through alumni association
Alumni Interaction and Outreached Activities	- Configuration of Alumni association to increase their participation - Invitation for guest lecturers /internship /placement/training/entrepreneurship from successful alumni - Exploring ways for more contributions, Sponsorships/scholarships/fund generation from quality alumni - Data base creation, regular interaction with alumni and networking - Recognition of successful alumni for appreciation and felicitation
Relationships & Leveraging	- Regular meetings and interactions - Recognize successful alumni - Invitation for guest lecturers / internships / placement - Appointing / Nominating eligible alumni as Academic advisors / Board of governors

14. Effective role of Internal Quality Assurance System

Objectives:

➢ To achieve excellence in technical education, research and consulting through an outcome based curriculum focusing on continuous improvement and innovation by benchmarking against the best global practices.

PROPOSAL	ACTION PLAN
Supervision of activities by IQAC	• Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. • To check if all departments, along with the teaching and non-teaching staff carry out the activities as per the processes and forms. • Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions to be taken to ensure that the institute satisfies all its stakeholders. • Internal audit at scheduled intervals to check the effectiveness implementation, maintenance and progress of QMS. • Monitoring and measurement of processes and products to identify appropriate corrective action and to ensure conformity of service. • To control non-conformity so as to prevent deviations and get ready for the actions to be taken for improvement. • Periodical conduct of external audit • Framing of Quality Policy • Periodic check & guidance for quality improvement • Regular audit for remedial measures • Release of annual report & submission
Establishing Quality Systems	• Setting up of bench marks & system flow • Setting up of a steering committee for quality policy • Publishing quality system design & culture

	• Maintaining ISO quality standards in all aspects across the institution
Accreditation & Certifications	• To internalize the process based on accreditation or certification agency • Conducting regular audits and certifications • Initiating / Updating the files for renewal/ process for NBA accreditation
Control of Internal Audit	• Execution of audit teams to conduct internal audit • To train internal auditing teams • To take remedial measures basing on audit report
Continual improvement, Rewards And Recognitions	• Pay proper attention for the effective functioning of Quality assurance cell • Identifying and appreciating various achievements & best practices

STRATEGY IMPLEMENTATION AND MONITORING

After the approval of the Governing body, the strategic development plan will be forwarded for implementation in the institution. It's the sole responsibility of the IQAC to supervise, coordinate, periodically evaluate and determine the progress of the implementation of various parameters that are proposed in the strategic development plan.

IMPLEMENTATION OF VARIOUS ROLES AT THE INSTITUTIONAL LEVEL

Position	Functions
Governing Council	• Frames directives, principles and policies. • Amend and approve policies regularly • Approve budgets.
Chairman & Correspondent	• To look after the overall development of institute. • Mobilize external resources to strengthen the institute. • Plan & provide necessary facilities / equipment for development.
Principal	• Design & define organization structure. • Delegates responsibilities of various positions in the organization • Ensure periodic monitoring & evaluation of various process & sub-processes. • Ensure effective purchase procedure. • Define quality policy and objectives.

	• Conduct periodic meetings of various bodies such as Governing Council, Women's Protection Grievances Cell etc. • Supervise the teaching-learning process. • Monitor accounts and finance. • Propose Institutional Budget. • Monitor employee recruitment process. • To implement student discipline. • Publish Annual Magazine. • Analyze result analysis and submit corrective measures to the management.
Vice - Principal	• To discharge routine duty of Principal during the absence of the Principal. • Prepare and execute academic calendar. • Initiate supplementary teaching measures. • Supervise co-curricular & extra- curricular activities. • Conduct Sports &Cultural activities. • Take proper care of student health.
Heads of the Departments	• Promote & monitor research activities and consultancy work of the department. • Organize technical workshops, seminars and guest lectures. • Plan, execute and monitor academic activities of the department. • Maintain discipline and culture in the department. • Promote the strength of students / faculty / staff. • Propose Department Budget. • Maintain records of departmental activities and achievements.
Administrative Officer	.Propose admission policy and execute the admission process. • Arrange campaign. • Maintenance of college website. • Maintain all official records (AICTE, JNTUK and State Govt.) Publicity of events. • Transport & Hostel maintenance. • College roster and Service Books. • Faculty personal files. • Recruitment process. • Maintain minutes of meeting. • Coordinate day to day activities of office.
Placement Officer	• Liaison with industry. • Identify and provide for training needs of

	students. • Arrange campus interviews. • Proposing annual T&P budget.
Librarian	• Plan and execute modus operandi of routine activity of the library. • Plan and propose expansion / development. • Maintain library discipline and culture. • Prepare annual budget for library.
Director of Physical Education	• Ensure smooth conduct of sports. • Ensure proper use of gymnastics. • Purchase of sport items for up-gradation. • Encourage students to participate in zonal tournaments. • Creation and maintenance of sports facilities. • Proposing annual sports budget.
Student Professional Forum	• Organize events through students' professional clubs. • Encourage student participation. • Publication of technical magazine and newsletters. • Record of student participation and achievements in co-curricular and extra-curricular activities.
Finance Officer	• Annual College Budget. • Manage institute's accounts and finance
Alumni Association	• Arrange periodic meetings of student council. • Ensure alumni registration. • Arrange annual alumni meet.

TARGET	ROLES
Good governance	Governing Council and the Management
Curricular aspects and Teaching Learning Processes	Principal, HODs, Faculty and Staff
Infrastructure development and Learning resources	Governing Council, Chairman, Principal, Management and the team
Research, Innovation and extension services	Research Cell, HODs and Faculty
Faculty and Staff empowerment strategies	Governing Council, Chairman & Principal
Financial management and resource mobilization	Governing Council, Finance Committee, Principal
Alumni meetings and interactions	Alumni Cell, Faculty
Training and Placement	Director-Placement & Training and HODS
Departmental activities	HODs and Faculty
Quality assurance	IQAC

Deployment

The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails and other forms of communication.

The Principal's handbook serves as preamble at the institutional level to undertake these activities. The organizational procedure manual guides all the activities through well-defined policies and procedures for each of the activities.

FUTURE PLAN OF ACTION

Strategic Plan of 2020–2025 clearly sets out specific targets in every sphere of the institute's activity – like the academic programs, research, collaboration with industry, human resource development, entrepreneurship, development of infrastructure and facilities, student life, placement, community outreach and alumni relations.

These targets have been set after extensive consultation to ensure that they are both ambitious and achievable.

The institution plans to have special and more focus on promoting the research activities. Specific targets are fixed with respect to research and development cell for the next five years.

- ➢ Increasing the number of research projects
- ➢ Increasing the publications in national/international journals and conference proceedings
- ➢ New MOUs signed with academic and industrial organizations for research benefits and other establishments
- ➢ Establishing centers of excellence activities

The targets will be achieved if the contributions of stakeholders ie., faculty, staff, students, alumni, partners and collaborators from industry are aligned and reinforced each other. Thus the vision outlined in the plan will be realized, and NRIIT can feel reasonably proud that the trust reposed on it by the society will always be remarkable.

PRINCIPAL
N.R.I. Institute of Technology
Pothavarapadu (V), Agiripalli (M)

SSR-Profile- Institutional Preparedness for NEP

Multidisciplinary/Interdisciplinary:

NRI Institute of Technology has a focus on Multidisciplinary Education

- To develop a strong infrastructure for multidisciplinary and interdisciplinary education
- To create a variety of multidisciplinary subjects and "Open Electives"
- Plans to launch new multidisciplinary programmes.
- Students are encouraged to adopt a multidisciplinary approach to learning, creative thinking and critical analysis.
- Efforts to develop into a "multidisciplinary institution" in the years to come
- Measures are taken to strengthen the teaching-learning relationship to support interdisciplinary and multidisciplinary educational practices
- Bridge courses and value-added courses to support interdisciplinary and multidisciplinary education
- Flexible curriculum - structure to allow for original subject combinations that result in "multidisciplinary" and "interdisciplinary" programmes
- Students are encouraged to take on multidisciplinary "real-world" problems for their project work

NRIIT has already adopted a multidisciplinary course approach in the curriculum. Students are encouraged to complete five interdisciplinary elective courses over three semesters from other majors and advanced courses related to their course. The choices are in the third year of study - Semester-one as professional elective -1, in the third year of study- Semester two as professional electives -2 and in the fourth year of study- semester one as professional electives 3, 4, 5. NRI Institute of Technology is committed to providing its students with an interdisciplinary education that prepares them to succeed in today's world. The institute implements several initiatives to achieve this goal, including developing new interdisciplinary programs, encouraging students to take an interdisciplinary approach to learning and strengthening the relationship between teaching and learning. NRIIT also strives to create a flexible curriculum structure that allows students to choose subjects that are most relevant to their interests and career goals.

Academic bank of credits (ABC)

- The institution is in favour of ABC and is waiting for JNTUK to implement it.
- The institution will create a bank of transferable, interdisciplinary, and multidisciplinary credits under the NEP.
- The institution will initiate an ABC in consultation with statutory bodies.
- The institution will make necessary arrangements and amendments in the academic system to support ABC.
- The institution is planning to have a dedicated system to promote effective management of ABC.
- Efforts will be made to recognize, transfer and redeem credits gained by the students appropriately.
- The institution is aware that HEIs with Grade A from NAAC are eligible to register in the ABC and it is working towards registering.
- The institution will recognize credits and transcripts from other institutions as part of the consortium on the ABC.
- Efforts will be made to allow students from different streams to take up courses in other disciplines, wherever applicable, with the help of bridge courses.
- The institution will make necessary arrangements to support the integration of skills into a choice-based credit system by providing wide-ranging options for choosing courses from various LMS platforms.
- The institution will adhere to the guidelines of UGC on the establishment and operation of ABC in higher education.
- The institute will recognize the following in consultation with statutory bodies:
  1. Credits earned through online platforms such as Swayam and Coursera.
  2. Credits earned through activities such as NSS, NCC, sports, and fine arts.

Overall, NRI Institute of Technology is committed to implementing ABC at the earliest. The institution believes that ABC benefits students by providing flexibility and choice in their education.

Skill Development

NRI Institute of Technology is committed to providing its students with the skills they need to succeed in the workforce. The institute is taking a number of steps to achieve this goal, including skill content curriculum, tying up with government and industry initiatives and training programmes related to various skills. NRIIT is also working to create a culture of innovation and entrepreneurship among its students.

- Taking up initiatives envisaged in NEP-2020 towards skill development for students.
- Tied up with PMKVY to provide our students with various skills needed for various sectors.
- Strengthen the curriculum with adequate skill development content.
- Tie-up with State and Central government (APSSDC) initiatives to promote skill development.
- Organizing regular training in various departments for specific related topics.
- Procuring training infrastructure for the selected areas to provide skill development for the students.
- Organizing skill development program and related activities that benefit the students in collaboration with industry for the 2nd and 3rd year students during the summer vacation.
- Encouraging students to do internships.

Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

NRI Institute of Technology is committed to promoting Indian Knowledge System, culture, and heritage among its students. The institute offers a variety of programs and initiatives to help students learn about and connect with their Indian roots. NRIIT also believes in teaching its students the importance of global thinking and state-of-the-art technological education.

- Committed to upholding the value of Indian Knowledge System, Indian culture and heritage.
- Yoga classes are regularly arranged.
- Constitution of India is taught to disseminate the essentials of Indian values.
- Started B. Tech (CSE-Telugu Medium) in the year 2021-2022. Faculty members are free to provide classroom delivery in bilingual mode (English and Telugu).
- Promoting Indian languages and traditions through competitions organized during the Annual day celebrations.

- Conducting all major Indian Festivals.
- Organizes competitions such as essay writing, poetry, speech competition, folk song, folk dance and skit to encourage students to stay connected with their rich Indian culture and heritage.

Focus on Outcome based education (OBE)

In NRIIT, the Outcome-Based Education (OBE) has been facilitated and designed in line with the Vision and the Mission of the institute with COs, POs and PEOs since 2014.

- OBE is a student-centric pedagogical model that focuses on what is learned.
- All programs and courses are designed in line with OBE principles.
- OBE enables the assessment of students at cognitive levels namely Remembering, Understanding, Applying, Analysing, Evaluating and Creating.
- NRIIT adopts various Experiential Learning practices and Participative Learning practices to promote OBE.

Examples of Experiential Learning practices at NRIIT:

- Practicals
- Internships
- Field Projects
- Industry Visits

Examples of Participative Learning practices at NRIIT:

- Classroom Interaction
- Peer Learning
- Conferences/ Seminars/ Webinars
- Use of Technology Stack (Google Classroom)
- Club Activities

Outcomes of OBE at NRIIT:

- Clarity in teaching and learning goals
- Flexibility in curriculum
- Alignment with National Education Policy-2020 (NEP-2020)

To prepare students to become global engineers, NRI Institute of Technology is committed to implementing OBE in accordance with NBA and Washington Accord.

Distance education/online education

NRI Institute of Technology is committed to providing its students with access to high-quality education, regardless of their location or circumstances. The institute is constantly looking for new avenues to improve its online delivery system. NRIIT is also working to promote self-learning and to provide students with the flexibility to learn at their own pace.

- Offered the courses online mode during Covid-19 through Microsoft Teams.
- Promoting self -learning through NPTEL, SWAYAM, AICTE -PARAKH other certification e-learning platforms.
- Offering certain software training through online mode.
- Organising regular Bridge-Courses for the newly- admitted students through online mode.
- Arranging regular online remedial classes for the students who are Day-Scholars.
- Updating digital infrastructure to support digital learning.
- Strengthening existing e-learning platforms and encouraging content creation, digital repository, and dissemination.
- Promoting the usage of ICT enabled tools in the teaching learning process.
- Using Microsoft Teams as LMS and to apply the flipped classroom strategy.
- Encouraging students to enrol in courses from MOOCs platforms.
- Registered as a SWAYAM-NPTEL Local Chapter.