

UNIT-3

IMPLEMENTATION OF INSTITUTIONAL REFORMS

Please give brief statement about processes and activities that would be undertaken to implement the reforms

Academic Reforms	Activities to be undertaken in brief*	Indicate starting and completion time			
		2004-05	2005-06	2006-07	2007-08
<p>1.Flexibility in academic programmes (<i>for various avenues please see slide no. ---- of the presentation</i>)</p>	<p>The College has applied for autonomous status to the University (Acharya Nagarjuna University). The University has recommended to the State Govt. for the grant of autonomous status. Once the College is granted autonomous status, the College has plans to introduce dual degree programmes, facility for change of branch originally allotted to the meritorious students (for top 5% of the students at second year level), option of selecting subjects in other branches for the students, exchange of students of other network institutions etc.</p> <p>Other measures envisaged are :</p> <ol style="list-style-type: none"> 1.More electives to be offered 2.Introduction of Summer certificate courses.Lateral entry at second year level is already allowed by the state government 		←		→

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2. Introduction of reforms in student performance evaluation (<i>please see slide no. -- of the presentation</i>)	<ol style="list-style-type: none"> 1. Continuous performance evaluation of students. 2. More weightage for independent home assignments. 3. More weightage for students' projects. 4. Introduction of more objective type questions by covering the entire syllabus. 5. Weightage for industrial training / Individual mini projects in pre final year. 		←		→
3. Establishment of a system for teacher performance appraisal by students, and teacher counseling	<ol style="list-style-type: none"> 1. To obtain feedback from students at the beginning the semester itself so that the teacher can correct himself. 2. Performance appraisal of the teacher by the HOD and the Principal. 3. Evaluation of the course file(Log book) of the teacher 4. Teacher Counselling is to be given by the HOD/Principal based on the performance appraisal and evaluation of the course file of the teacher. 				← →

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4. Providing incentives to faculty for participation in continuing education programmes, consulting services, services to community and industry and for securing sponsored research & development projects	<p>(Please indicate incentives to be given for various activities)</p> <p>Preference in promotions and weightage to be given in career advancement scheme for the faculty participating in continuation educational programmes for undertaking Consultancy services, services to Community and Industry, services to sponsored Research and Development Projects and additional annual increments are also proposed to the faculty for research publications. Other incentives proposed are:</p> <ol style="list-style-type: none"> 1. Issue of certificate of appreciation 2. Preference in deputing to QIPs 3. Free / concessional transport 4. Housing / Car Loans at concessional interest rates. 5. Reduction in teaching load for the faculty members who are actively involved in research. 				
5. Establishment of a system for recognizing merit and outstanding performance of teachers (<i>please see slides no. ---- of the presentation</i>)	<p>Performance evaluation of the teachers will be undertaken and meritorious staff members will be considered for advance increments, for promotion to higher posts etc. The system of the performance evaluation will be based on</p> <ol style="list-style-type: none"> 1. Student evaluation / Feedback 2. Performance evaluation by HOD/Principal 3. Research Papers published. 4. Awards/Patents obtained. 5. No of conferences attended. 6. Involvement in administration Etc. 				

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6.Offering service packages that would attract and retain good quality faculty	<p>Faculty members who excel in teaching and research will be given time-bound promotions. They will be reimbursed the cost incurred in purchase of text books, membership and subscription fee for journals, latest computers etc.Other incentives proposed are:</p> <p>1.sponsoring faculty members whose papers are selected for international conferences. 2.Financial incentives for paper publication in international journals.</p>				
7.Establishment of a system for maintaining record of graduates and conducting regular tracer studies	<p>A separate cell will be established in the College Office for maintaining up to date record of graduates and conducting regular tracer studies. Alumni association for individual departments are already in place.</p>				

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8.Establishment of a governance system with participation of stakeholders	<p>1.Board of Governors and Board of Studies are being constituted with nominees from University , State govt,AICTE and Industry. Educationalists from IITs and NITs will also be nominated.</p> <p>2. Various committees consisting of senior Professors, Asst. Professors and other senior faculty members will be constituted for different activities to establish good governing system.</p>				
9.Establishment of a modern management system – delegation of decision making, administrative and financial powers to senior functionaries with accountability	<p>Various committees with Person-incharges and senior faculty would be constituted for the following activities from among the senior faculty for:</p> <ol style="list-style-type: none"> 1. procurement of equipment for various labs, 2. procurement of books and journals, 3. procurement of materials for construction and 4. procurement of furniture. 				

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10.Modernization of administrative and financial management system to increase staff and student friendliness, increase time efficiency and resource efficiency	Management Information System which includes Financial Management System, Material Management System, Student and Staff Information System is proposed to be installed.				
11.Establishment of a Corpus Fund for development activities, a Staff Development Fund for supporting critical staff development activities, a Depreciation Fund for modernization of teaching and training facilities and Maintenance Fund for upkeep of equipment and physical infrastructure	i) Corpus Fund: Rs.50 Lakhs (per annum) ii) Staff Development Fund: Rs.10 Lakhs (per annum) iii) Depreciation Fund : Rs.50 Lakhs (per annum) iv) Maintenance Fund: Rs.15 Lakhs (per annum)				
12.Instituting measures for increasing recovery of cost of education	10% extra fees is to be charged over and above the tuition fee fixed by the Government. In case the Government does not permit the College to enhance the fees, the Management of the College is ready to meet the increase in the cost of the education.				

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13. Instituting practices for maximizing utilization of resources and reducing wastage	Shift system will be introduced so as to utilize the resources to the maximum extent possible. Strict measures are to be undertaken for minimizing wastage of electricity, water etc. Other measures to be undertaken are : 1. Establishment of centralized facilities. 2. Introducing certificate courses in summer for addl income.		←		→
14. Establishment of mechanisms for regular quality and efficiency audit of institutional activities including academic processes and administrative procedures.	Various academic audit Committees with senior faculty will be formed to check the quality of Instruction, Projects undertaken by students, laboratories instruction process etc. Other measures envisaged are : 1. To maintain separate Registers / Files for the equipment procured under TEQIP. 2. Every teacher has to maintain a course file (Log Book) which contains all the information pertaining to the course handled which will be submitted to the HOD periodically for counseling.		←		→

* These activities will be continued even after Project period, by the Management of the College by allocating sufficient funds.