INSTITUTIONAL DEVELOPMENT PLAN (2023-28)

1. SUMMARY OF INSTITUTION

1. Sponsoring Body

Name of Body : Mother Teresa Memorial Christian Minority Educational Society
Members : 1. Smt. J. V. Nagasivamma
` 2. K. Ram Babu
3. Smt. K. C. Babamma

2. Year of Establishment : 2009

3. Affiliating University : Jawaharlal Nehru Technological University Anantapur (JNTUA),

Ananthapuramu.

4. Governing Body Members

S.No.	Name of the Member	Designation	Area of Representation
1.	Smt. J. V. Nagasivamma W/o. B. Ravindra Reddy	President	Society/Trust/Management
2.	K. Ram Babu S/o. K. Babaiah	Vice President	Society/Trust/Management
3.	Smt. K. C. Babamma W/O. C. Nagur	Secretary & Correspondent	Society/Trust/Management
4.	J. V. Prathap Reddy S/o. J. V. Subba Reddy	Treasurer	Society/Trust/Management
5.	Smt.C.Shailusha	Member	Society/Trust/Management
6.	K. M. D. Rafi	Member	Society/Trust/Management
7.	Smt. B. Deepthi Nikhila Reddy	Member	Society/Trust/Management
8.	1Member to be nominated by the AICTE	Member	Educationist/ Industrialist
9.	1Member to be nominated by the UGC	Member	U.G.C. Nominee
10.	1Member to be nominated by the State Government.	Member	State Govt. Nominee
11.	Dr. G.Venkata Nagesh Kumar, Prof. & Head of the Department EEE, JNTU college of Engineering, Pulivendula	Member	University Nominee
12.	Dr. M. Rama Subbamma	Member	Principal of the College
13.	Mr. Y. Prakash Rao,Vice-Principal	Member	Faculty of the College
14.	Mrs. B. Venkateswaramma	Member	Faculty of the College

5. Details of Programmes Offered:

S. No.	Dept.	Name of the Programmes	YoS	Level (UG/PG /Ph.D)	Total Number of Students					Total Number of Teachers
					I	II	III	IV	Total	Total
1	EEE	B.Tech-EEE	2009	UG	1	3	7	25	36	08
2	ECE	B.Tech-ECE	2009	UG	43	64	68	70	245	15
3	CSE CSE	B.Tech-CSE	2009	UG	97	95	99	72	363	18
4	CSE(AI& ML)	B.Tech-CSE(AI&ML)	2022	UG	23	28	0	0	51	8
5	H&S	-	-	-	-	-	-	-	-	22

2. INSTITUTE VISION & MISSION

VISION

To prepare professionally superior and ethically strong global women power in technology and management to serve the nation and the world.

MISSION

To strive hard in training the students with the current technology and motivate them to take up research Problems and innovations associated with professional and personal to meet the challenges in this competitive world with utmost efficiency.

3. QUALITY POLICY

- GITAMW aspires to impart futuristic technical education by enhancing the teaching-learning process on a continual endeavour and thereby developing the Institute as a Centre of Excellence.
- Provide value based quality education with well equipped infrastructure to all the rural women for developing them as a competent and responsible citizen.
- Impart necessary training for acquiring the soft skills and thus make them employable while in campus.
- Contribute to the nation and beyond through the state of the art Technology

4. CORE VALUES

1: Excellence:
GITAMW relentlessly attempts to maintain standards of excellence in Teaching, Learning Practices.
2: Self Reliant & Responsibility:

GITAMWW nurtures the young women in all practical aspects to be Self-Reliant and Providing a high-

quality educational experience for women engineers.

3. Ethics:
GITAMW mould the students to apply ethical principles and commit to professional ethics, responsibilities and norms of the occupational practice.

4. Eco Friendly campus:
GITAMW supports eco-friendly environment through facilities that range from a splendid lush green campus to world-class green-building infrastructure. GITAMW encourages innovative energy and water efficiency measures for a resource-efficient future.

5. Innovation:

Promoting innovation and leading and developing all stakeholders

5. QUALITY OBJECTIVES
The institution has a well-defined strategic plan with the following objectives.
1) To provide our students technical knowledge and hands on experience by providing quality education system through Theory and Practical Classes including latest e-learning practices.
2) To impart necessary training for acquiring the soft skills and thus make them employable while in campus.
3) To empower women students and to empower our Faculty & Staff to update their knowledge from time to time for facilitating our students in their learning process.
4) To achieve excellent results for our students both in academics at the College / University Level and also on Campus Placement.
5) To continually improve our Quality Education System through customer satisfaction duly monitoring their feedback from time to time.
6) Promoting Research and development activities
7) Establishment of Incubation center
8) Strengthening of Infrastructure
9) Strengthening of skill development activities
10) Developing sports and cultural facilities
11) Increasing library learning resources
12) Implementing Go Green Initiatives
13) Solar power generation
14) Improving Alumni relations
15) Wi-fi enabled campus
16) Enhance the Industry Institute Interactions
17) Increasing of MoUs with globally reputed institutions and organizations
18) Encouraging the faculty and staff with welfare measures.

6. INSTITUTIONAL STRENGTH
- An adequate number of well-equipped laboratories and classrooms with ICT facilities.

- Experienced, Qualified, Dedicated, Dynamic & Proficient faculty with an attitude to excel in the profession. Project-based laboratory courses.
- Teaching methodology with exposure to industry requirements & Ragging-free environment.
- IQAC was created for quality control, continuous evaluation and improvement.
- Encourage students to actively participate in community development programs through NSS.
- Provides Placements to all eligible students. the spiritual, pleasant, and intellectually stimulating environment of the campus.
- Training and Grooming of students to make them industry ready and enhancing their employability skills by imparting technical training, Soft skill and communication skills classes etc.
- Faculty development and skill enhancement programs.
- Computational facility and internet connectivity.
- Institute promotes co-curricular and extra-curricular activities Well established library with a good number of knowledge repositories.
- Continuous mentoring and monitoring of students
- The college has well defined organization structure with statutory Bodies, cells and committees for translation of the college strategy.
- NPTEL Local Chapter to offer students MOOC courses.

7. INSTITUTIONAL WEAKNESS

- Less a number of student entrepreneurs.
- Students' communication skill has to be improved as students are from rural background.
- Industries' contribution to patents and cutting-edge research is low. Patent publications need to be improved.
- International and National Collaboration activities to be done.
- Quality publications need to be improved
- Institute is lagging in Sponsored projects

8. INSTITUTIONAL OPPORTUNITY

- Methodologies for increasing the eligible students for placements.
- To initiate start-up programs.
- To continue to adopt new and innovative ICT-enabled practices in teaching-learning.
- More industry collaborative activities.
- Facilities for achieving the best pass percentage of students. Modernizing labs with advances in technology.
- The college has ample opportunities to introduce value added and need-based courses which generate employability. Activation of research and development and interaction

with industry organizations.

- Vast opportunities for research are present as the college can provide seed money for research work.
- The college encourages the participation of the students in national level workshops.

9. INSTITUTIONAL CHALLENGE

- Attracting quality students' input in the current technical educations cenario of the state government. Motivating students toward employment in core industries.
- Delay in receipt of a scholarship grant from the government.
- Due to the growing number of engineering institutes, we need to attract academically good students. Dismal scenario of engineering field due to slow down in global and domestic market and low preference to private institutes
- Students largely focus on exam-oriented tasks and encouraging all-round learning becomes a challenge. Encourage students to work in needy industries.
- To achieve 100% admission in all branches
- To provide cent-percent employment and lack of Involvement of competent industry professionals

10. INSTITUTE DEVELOPMENT PLAN FOR 5 YEARS

ACADEMIC PLAN

The academic plan for the next five years for following activities/process is prepared considering the

SWOC analysis, requirement of Quality Assurance agencies and NEP-2020 recommendation for the

Holistic, Multidisciplinary, Value Based Education and Flexibility to learners.

As an initial step for implementation of the NEP 2020, the institute has prepared the Institutional Development Plan (IDP) in consultation with the stakeholders.

This IDP includes the goals of the institute devised in line with the goals of NEP 2020 and a time bound action plan for implementation of the various components considered and are given below.

1. Physical Infrastructure.
2. Digital Infrastructure.
3. Academic Infrastructure.
4. Research and Development.
5. Supportive and Facilitative Infrastructure.

PHYSICAL INFRASTRUCTURE

Short term goals (2023-2025):

1. Renovation and modernization of existing classrooms and laboratories to create a conducive learning environment for students.

2. Upgradation of library facilities with the latest books, journals, and online resources.
3. Installation of Projectors in classrooms to enhance teaching and learning.
4. Develop sports grounds, gymnasiums, and fitness centers to promote physical well-being and extracurricular activities.
5. Enhance landscaping, outdoor seating areas, and green spaces to create a conducive environment for learning and relaxation.
6. Construction of new academic blocks and administrative buildings to accommodate the growing student population.
7. To bring entire campus area under CCTV surveillance.
8. Digitalization of Library Facility.
9. Establishment of a career counseling and placement cell to facilitate the placement of students in reputed companies.
10. Improve facilities such as student common rooms, canteen, and recreational spaces to enhance the student experience.
11. Construct additional buildings or wings to accommodate growing student enrollment and academic programs.

Midterm goals (2025-2026):

1. Implementation of sustainable energy solutions such as solar panels and rainwater harvesting systems to reduce the college's carbon footprint.
2. Upgradation of IT infrastructure, Class rooms with smart boards and implementation of digital learning tools to enhance the quality of education.

Long term goals (2026-2028):

1. Development of a research and innovation center to promote interdisciplinary research and collaboration among faculty and students.
2. Continuous monitoring and evaluation of the physical infrastructure to ensure that it meets the evolving needs of the college community.
3. Establishment of Incubation Centre to help and support new age entrepreneurs and young minds to transform their innovative ideas into viable business propositions.

Digital Infrastructure

Short Term Goals (2023-2025):

1. Upgrade the college's website to make it more user-friendly and interactive.
2. Implement a cloud-based storage system for easy access to digital resources.
3. Provide training to faculty and staff on using digital tools and technology for teaching and administrative purposes.
4. Enhance the college's Wi-Fi network to ensure seamless connectivity for students and staff.
5. Develop an online portal for students to access study materials, submit assignments, and communicate with faculty.
6. Provide training sessions for faculty and staff to familiarize them with digital tools and platforms.
7. Redesign the college website to be more user-friendly and informative.

8. Install interactive whiteboards, projectors, and audio-visual equipment in classrooms and lecture halls

Mid Term Goals (2025-2026):

1. Introduce virtual classrooms for remote learning and hybrid teaching models.
2. Establish digital library with access to e-books, journals, and research databases.
3. Integrate digital assessment tools for conducting online exams and quizzes.
4. Enhance cybersecurity measures to protect sensitive data and information.
5. Introduce a secure online examination system to streamline assessment processes.
6. Integrate technology into various aspects of college administration, including admissions, fee payments, and student records.

Long Term Goals (2026-2028):

1. Implement a learning management system (LMS) for course management, content delivery, and student tracking.
2. Establish partnerships with industry leaders for internships, research collaborations, and job placements through digital platforms.
3. Continuously update and upgrade the college's digital infrastructure to stay current with technological advancements and best practices.

Academic Infrastructure

Short Term Goals (2023-2025):

1. Identify and address urgent infrastructure needs such as classrooms, laboratories, and library facilities to meet current academic requirements.
2. Enhance the college's library with updated books, journals, and digital resources.
3. Integrate modern technology into classrooms and learning spaces to enhance teaching and learning experiences, including interactive whiteboards, digital libraries, and online learning platforms.
4. Provide professional development opportunities for faculty members to enhance their teaching skills, incorporate innovative pedagogies, and stay updated with advancements in their respective fields.
5. Strengthen student support services including counseling, tutoring, and career guidance to ensure the holistic development and well-being of students.
6. Undertake expansion projects to accommodate the growing student population and enhance research facilities, including the construction of new buildings and additional laboratories.
7. Strengthen community engagement initiatives by actively collaborating with local communities, government agencies, and non-profit organizations to address societal challenges, promote social responsibility, and contribute to sustainable development.
8. Work towards obtaining national accreditations and rankings to enhance the college's reputation and credibility, validating its commitment to academic excellence and quality assurance.

1. Implement sustainability initiatives across campus, including energy-efficient practices, waste reduction strategies, and green infrastructure projects, aligning with global sustainability goals.
2. Forge strategic partnerships with industries and organizations to facilitate internships, projects, and collaborative research initiatives, providing students with real-world experiences and enhancing their employability.
3. Enhance student support services such as counseling, career guidance, and academic advising.
4. Implement outcome-based education practices to assess student learning outcomes and program effectiveness.

Long Term Goals (2026-2028):

1. Develop new academic programs and courses to meet the evolving needs of students and industries.
2. Continuously upgrade and modernize academic infrastructure to meet evolving needs and technological advancements, ensuring a conducive learning environment for all stakeholders.
3. Collaborate with international universities for student exchange programs and joint research projects.
4. Develop a robust internship and placement cell to facilitate industry connections and job opportunities for students.
5. Create a digital archive for academic research, publications, and intellectual property.
6. Establish lifelong learning programs and alumni networks to support ongoing professional development and networking opportunities for graduates, fostering a sense of belonging and loyalty to the institution.

Research and Development.

Short Term Goals (2023-2025):

1. Establish a research committee to oversee and promote research activities among faculty and students.
2. Enhance support for faculty research through grants, workshops, and access to research facilities.
3. Organize research seminars, workshops, and conferences to foster a research culture within the college.
4. Enhance research facilities and infrastructure to support diverse research endeavors.
5. Encourage faculty to publish research articles in peer-reviewed journals and present at national and international conferences.
6. Foster partnerships with industry, government agencies, and other academic institutions to facilitate collaborative research projects.
7. Upgrade laboratory facilities, equipment, and software to support cutting-edge research in various disciplines.

Mid Term Goals (2025-2026):

1. Develop interdisciplinary research collaborations within the college and with external institutions.
2. Establish research clusters or centers in key areas of expertise to facilitate focused research efforts.
3. Increase research output and productivity through targeted funding opportunities and grants.
4. Develop mechanisms for intellectual property protection and commercialization of research outcomes, including patents and technology transfer.
5. Emphasize research that addresses pressing societal challenges and contributes to the well-being and prosperity of local and global communities

Long Term Goals (2026-2028):

1. Attain recognition as a research-intensive institution through high-impact research publications and collaborations.
2. Expand research partnerships with industry, government agencies, and non-profit organizations.
3. Increase research funding through external grants, endowments, and partnerships.
4. Foster a culture of innovation and entrepreneurship by supporting research commercialization and technology transfer and Create an innovation ecosystem that supports entrepreneurship, startups, and technology transfer initiatives.
5. Establish a research incubator or innovation hub to nurture and support research-driven startups and projects
6. Cultivate a vibrant research culture by promoting a spirit of inquiry, innovation, and continuous learning among faculty and students.

Supportive and Facilitative Infrastructure.

Short Term Goals (2023-2025):

1. Upgrade and modernize existing infrastructure including classrooms, laboratories, library, and administrative offices.
2. Implement digital learning technologies and tools to enhance teaching and learning experiences.
3. Improve campus security and safety measures for students, faculty, and staff.
4. Enhance the sports and recreational facilities on campus to promote physical fitness and well-being.
5. Develop a comprehensive plan for waste management and sustainability practices on campus.
6. Streamline administrative processes and procedures to improve efficiency and reduce bureaucracy.
7. Provide training and professional development opportunities for administrative staff to enhance their skills and effectiveness.
8. Strengthen ties with the local community through outreach programs, cultural events, and collaborative projects.

9. Establish a robust alumni network and engagement program to foster lifelong connections and support for the college.

Mid Term Goals (2025-2026):

1. Construct new buildings and facilities to accommodate the growing student population and academic programs.
2. Improve physical accessibility of campus facilities for individuals with disabilities through infrastructure upgrades and accommodations.
3. Upgrade the college's IT infrastructure to support online learning and administrative functions.
4. Strengthen partnerships with industry and community organizations to enhance experiential learning opportunities for students.
5. Implement sustainability initiatives such as energy efficiency measures, waste reduction programs, and green building practices.
6. Develop and implement disaster preparedness and response plans to ensure the safety and well-being of students, faculty, and staff.

Long Term Goals (2026-2028):

1. Expand the college's academic offerings to include new programs and courses that align with industry demands and student interests.
2. Establish an endowment fund to support scholarships, research grants, and other initiatives that benefit students and faculty.
3. Enhance the college's reputation and visibility through marketing and branding efforts.
4. Develop a strategic plan for sustainable growth and development that aligns with the college's mission and vision.
5. Continuously evaluate and improve the college's infrastructure and facilities to ensure a conducive learning environment for all stakeholder
6. Foster a culture of continuous improvement through regular feedback mechanisms, performance evaluations, and stakeholder engagement to ensure the ongoing enhancement of supporting and facilitative infrastructure

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