Best Practices

Best Practice - I

Title: "Encouragement to Faculty for Pursuing Ph. D and Research Publications incentives"

Goal of this practice:

The institution encourages faculty to pursue their Ph.Ds at institutes of repute by giving financial assistance and academic leaves to overcome scarcity of faculty having doctoral degrees. This has resulted in cultivating research culture, quality publications and enhanced teaching learning process.

The main objective of this practice is to motivate the faculty for active involvement in research and to contribute for the overall development of the institution.

The Practice:

- Encouraging faculty to register for Ph.D Programs at reputed institutes like IITs, NITs, Government Universities etc.
- For Registered candidates, the Institution provides Academic leaves with financial assistance for attending Ph.D course work.
- Academic Leaves are sanctioned time to time for carrying out research discussions.
- Sponsoring faculty members to various Workshops, National and International Conferences/Seminars in India and Abroad by providing necessary support.
- At the submission stage of Ph.D, an academic leave is sanctioned up to six months. After acquiring the Ph.D degrees a substantial hike is given in the pay package.
- Incentives given for all faculty for Research Publications in Reputed Journals, Intranational conferences and patent publication/grants.
- In-house research funding is provided for the promotion of R&D.

Best Practice II

Title: "Skill enhancement through Mentoring System to develop Social relevance projects"

Goal of this Practice:

Goal of this practice includes motivating the students to enhance their knowledge and skill levels through mentoring system, in turn to develop social relevance projects that enable them to become industry ready.

The Context:

Most of the students joining our institution hail from rural background and from vernacular medium of study. It has become a major challenge to transform them into self sustained engineers.

The Practice:

Various activities under this practice are:

- A teacher-student adoption is to drive the performers towards excellence and slow learners to reach the minimum qualifying level.
- Students are mentored to maintain good track record of academics by encouraging them to be abreast of latest technological developments.
- Imparting practical exposure to students in latest technologies by arranging industrial visits/in-plant trainings.
- Conducting workshops, guest lectures and seminars by eminent academicians from premier institutions and Industry Experts.
- In order to transform students into tomorrow's potential leaders of the society, various personality development and soft skill training programs are conducted.
- A continuous encouragement for students to come up with innovative ideas related to societal issues.
- Students are allowed to share their ideas with outside world by allowing them to present papers at various National / International conferences.

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Best Practice III

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Title: "Education through Community Service"

Goal of this Practice:

Encouraging the students to involve in community service for inculcating social responsibility, leadership and organizational skills among them.

The Context

As the Institution is at a modest rural setting, students are expected to address the community problems like alcoholism, illiteracy, child labour, Open Defecation, Child Marriages etc in order to inculcate social responsibility.

The Practice

To inculcate the social responsibility, leadership and organizational skill among students,

following are some of the practices:

The Institution has adopted a few villages nearby campus for rural development by addressing the problems with technological solutions.

- Several social service camps are organized periodically in the adopted villages by
- involving students to understand the ethos of rural life and its problems through surveys.
- Visiting Orphanages, Oldage Homes is a regular practice to inculcate human values.
- Plantation, Blood Donation Camps, Rain Harvesting Pits, Health Camps and Awareness Rallies on various social stigmas.
- Skill development Programmes like House Wiring, Fan Winding, Computer Literacy are conducted.
- As part of Swachh Bharath initiative, awareness on problems of Open Defecation, clean and green programmes are conducted.
- Fund raising activities like fund for eradication of Polio, establishment of Library at D.
  Tallavalasa village.

Best Practice IV

Title: "Encouragement on AICTE QIP PG Certification Program"

Goal of the Practice

The primary goal of this best practice is to motivate and support faculty members to enroll in and successfully complete AICTE-sponsored QIP (Quality Improvement Programme) PG Certification Programs, thereby enhancing their academic qualifications, research competence, teaching effectiveness, and alignment with emerging technologies and pedagogical practices.

Context of the Practice

In the rapidly evolving higher education ecosystem, faculty members are required to continuously update their knowledge and skills, especially in areas related to emerging technologies, advanced pedagogy, research methodologies, and industry-relevant domains.

AICTE's QIP PG Certification Programs provide a structured, high-quality, and nationally recognized platform for faculty upskilling. However, challenges such as

lack of awareness, time constraints, workload pressure, and limited motivation often restrict faculty participation.

Recognizing the importance of faculty development for institutional excellence, the institution introduced this best practice to systematically encourage, facilitate, and recognize faculty participation in AICTE QIP PG Certification Programs, ensuring maximum outreach and impact.

The Practice

The institution implements the best practice through the following systematic measures:

- **Awareness and Orientation**

Regular circulars, emails, and departmental meetings are conducted to disseminate information about AICTE QIP PG Certification Programs.

Orientation sessions and briefings are organized to explain program benefits, eligibility, duration, and career impact.

- **Institutional Support and Facilitation**

Faculty members are encouraged to enroll with administrative support for registration, documentation, and approvals.

Workload adjustments and academic flexibility are provided wherever feasible to enable smooth participation.

Heads of Departments actively motivate faculty and monitor progress.

- **Motivation and Recognition**

Faculty members completing QIP PG Certification are recognized in departmental meetings, college functions, and official records.

Certifications are considered during performance appraisal, promotions, and academic contributions.

Best-performing and proactive faculty are highlighted as role models for others.

- **Academic and Institutional Integration**

Knowledge gained through the certification programs is integrated into classroom teaching, curriculum enrichment, research guidance, and mentoring activities.

Faculty members are encouraged to share learning outcomes through seminars, workshops, or FDPs.

- **Monitoring and Continuous Improvement**

The institution maintains records of enrolled and completed QIP certifications.

Feedback is collected from participating faculty to improve future facilitation and encouragement mechanisms.