



**A Report on
"Guru-Dakshta Faculty Induction Program(FIP)"
Organized by IQAC, MITS
for the Academic Year 2024-25
from 17.09.2024 to 27.09.2024**



Submitted by : Dr. K. Sathesh, IQAC Coordinator , IQAC , MITS

Venue and Time: Seminar Hall- A and 4:00 PM to 5:00 PM

Report Received on 17.10.2024

Mode of Conduct: Offline

Faculty recruited during 01.01.2024 – 14.09.2024

A Ten-day Guru-Dakshta Faculty Induction Program for the faculty recruited during the period of 01/01/2024– 14/09/2024 organized from 17th September to 27th September 2024 in Seminar Hall - A.



The Vice Principal Academics Dr. P. Ramanathan inaugurated the induction program along with Dr. K. Sathesh, IQAC Coordinator. IQAC Coordinator addressed the participants about the goals and importance of the Faculty Induction Program. Nearly 64 participants from various departments attended the induction program. The main focus of this program is to create awareness amongst the newly joined faculty about Academics, Examinations, Accreditation, Outcome Based Education, Research & Development, Placement, IQAC, International Relations and Mentoring activities at MITS, Madanapalle.

The sessions of the Faculty Induction Program are as follows:

Session – I: “Academics - Role of a Teacher”

Dr. P. Ramanathan, Vice Principal (Academics), elaborated on the qualities and roles of a teacher. He further discussed the course curriculum structure with credits for B. Tech, MBA, and MCA programs designed at MITS. His talk highlighted the course composition for various UG and PG programs. He emphasized the importance of Massive Open Online Courses (MOOCs) and encouraged the newly inducted faculty members to enroll and complete Faculty Development Programs offered through SWAYAM NPTEL to update their knowledge and skills. Additionally, he stressed the significance of internships in the B. Tech curriculum for credits.



Session – II: “Examinations”

Dr. V. Sai Kumar, Assistant Controller of Examinations, outlined the roles and responsibilities of teachers in examination-related activities, including the preparation of question banks and the application of Bloom’s Taxonomy in crafting Mid-Term and End-Semester Model question papers. He stressed the importance of adhering to invigilation guidelines during the Mid-Term Tests and End-Semester Examinations. Furthermore, he discussed the Continuous Internal Evaluation process for Theory, Practical and Skill-Oriented Courses, explaining how Internal Assessment Marks are calculated in accordance with the current regulations.



Session – III: “NAAC / NBA Accreditations Teacher’s Readiness”

Dr. D. Pradeep Kumar, Chief Coordinator, PAARC Cell explained the need for NBA/NAAC Accreditation for an educational institute and highlighted the importance of Outcome Based Education (OBE). He detailed more on the benefits of NBA/ NAAC in addition to OBE to the participants. He explained the Vision and Mission of the institute, and the process of writing the COs, and PSOs. Further he briefed about documentation / record keeping related to NBA/NAAC accreditation. He further elaborated on the preparation of SAR and SSR for Accreditation.



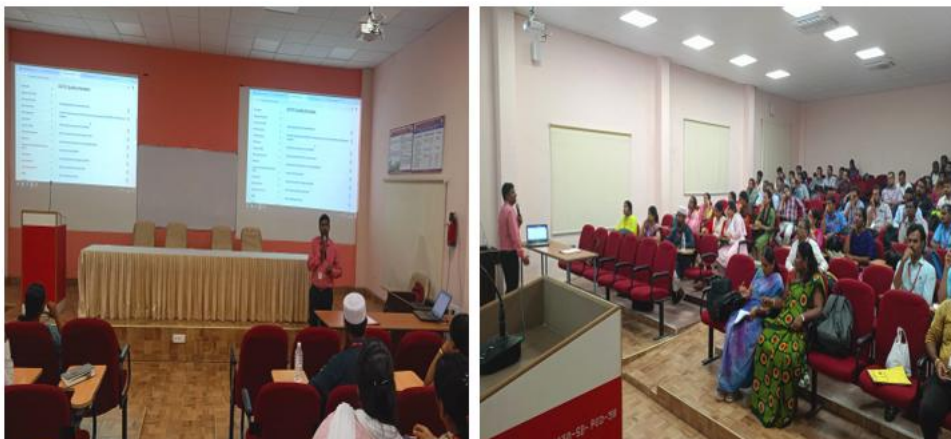
Session – IV: “Outcome Based Education”

Dr. A.V. Pavan Kumar, Professor and Head of the Department of EEE at MITS, delivered a session on Outcome-Based Education (OBE). He highlighted the importance of OBE in addressing issues in higher education and improving teaching and learning outcomes. Dr. Pavan Kumar explained the key components of OBE, including graduate attributes and program outcomes, and demonstrated how to map Program Outcomes (PO) and Program Specific Outcomes (PSO) to Course Outcomes (CO). The session provided valuable insights for faculty on effectively implementing OBE principles in their teaching strategies.



Session – V: “IQAC Activities”

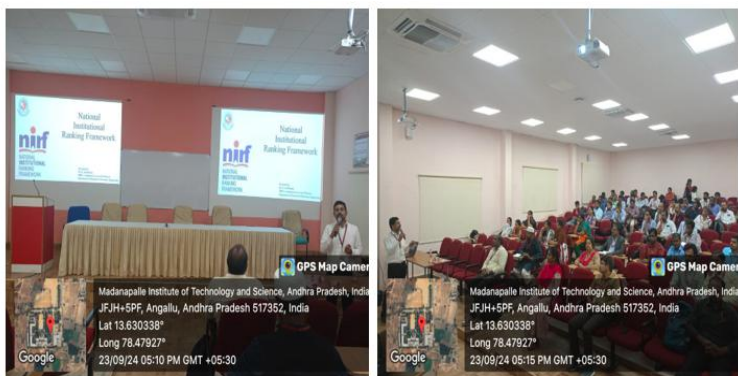
Dr. K. Sathesh delivered a session on the establishment and functioning of the IQAC, focusing on quality initiatives such as measurements, sustenance, and assurance. He discussed the role of accreditation and rankings, the IQAC organogram, and key processes like ISO EOMS SOPs and the Fishbone Chart at MITS. The session also addressed the academic audit process, feedback mechanisms and IQAC’s initiatives for 2023-24, including DQAC and IQAC Hours. Additionally, he outlined the plans for the Academic Year 2024-25, which include WIT & WIL, MITS Lab Protocol, NEP-SAARTHI, Show and Tell Corner and a comparison of new NAAC criteria.



Session – VI : “NIRF Activities”

Dr. K. Arul Kumar, NIRF Coordinator, delivered a session on the National Institutional Ranking Framework (NIRF). He discussed the key parameters used in NIRF evaluations, including Teaching, Learning, and Resources (TLR), Research and Professional Practices

(RPC) and Graduation Outcomes (GO). Dr. Arul Kumar highlighted improvements in MITS's ranking, emphasizing the importance of faculty engagement in research and community initiatives. He also addressed upcoming changes for NIRF 2025, which will focus on stricter evaluation criteria and industry collaboration. The session concluded with a Q&A, encouraging faculty to contribute towards enhancing MITS's NIRF scores. Overall, the session was informative and motivated faculty members to align their efforts with NIRF guidelines.



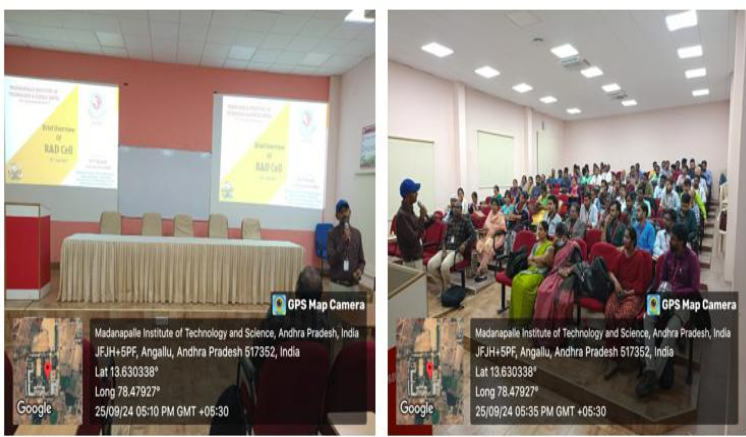
Session – VII : “Administration and International Relations”

Dr. Sremmant Basu, Dean of Administration & International Relations, emphasized the significance of collaborating with esteemed foreign universities. His talk also outlined the importance of the Performance-Based Appraisal System implemented at MITS. He elaborated on the various appraisal metrics used to assess faculty performance. Additionally, he highlighted MITS's faculty welfare policies, which include incentives for publications, funded projects and consultancy work.



Session – VIII : “Research and Development”

Dr. P. Sivaiah, Associate Dean- R&D, conducted a session in the Faculty Induction Program which focused on research and development activities. He covered key topics including avenues for research funding, the importance of academic publications, opportunities for consultancy work, the process of patent filing, and strategies for securing patents. The session provided valuable insights into enhancing research capabilities by leveraging institutional support for academic and professional growth.



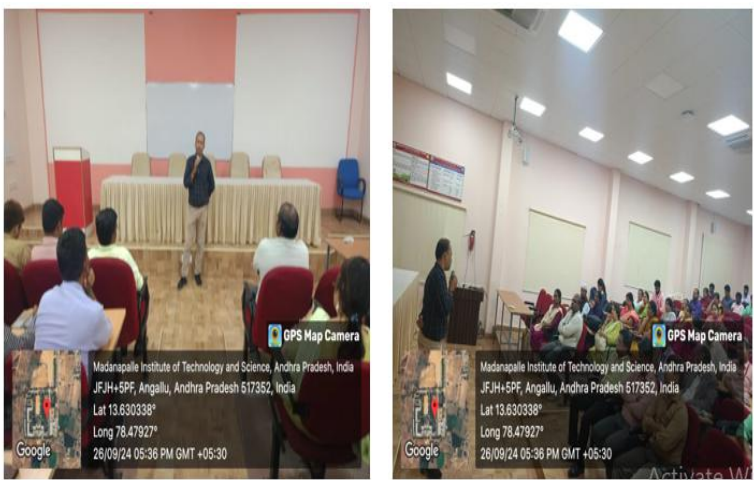
Session – IX : “Industry Institution Interaction, Internships & Role of Departments”

Dr. Swapneel S. Jaiswal, the IIIC Coordinator, led a session on the activities of the Industry Institution Interaction Cell (IIIC). He discussed the significance of MoUs with industries to foster collaboration, the relationship between departments and IIIC, training and internship opportunities for students, and highlighted the responsibilities of academic and internship coordinators in ensuring effective student engagement and industry partnerships.



Session – X : “Placement & Training Activities”

Mr. J.T. Drupad, Placement Officer, delivered a session in the Faculty Induction Program, providing an overview of the recruitment landscape. He discussed key placement activities, targets for student placements, and the critical role of the training division in preparing students. The session also covered the training schedule, outlining how students are trained to meet industry requirements. Additionally, he emphasized the importance of departmental support and faculty cooperation in achieving placement goals, ensuring effective collaboration between departments and the placement division to enhance student employability.



Session – XI: "MOODLE"

Dr. G. Arun Kumar, Moodle Coordinator, demonstrated to the participants how to effectively use the Moodle platform. He covered key functionalities such as uploading course materials, posting assignments and conducting quizzes. During the session, he encouraged faculty members to leverage the platform to enhance student learning and engagement, emphasizing its benefits for the academic community.



The Valedictory Function of the Faculty Induction Program started with a welcome by Mrs. P. Anuradha.

Dr. P. Ramanathan, Vice Principal-Academics, gave the opening remarks, followed by a Valedictory Address from Dr. C. Yuvaraj, Principal, MITS. Feedback from the participants was collected to gather their insights about the program. The function ended with a vote of thanks by Mrs. P. Anuradha, expressing gratitude to everyone involved.



I thank the Management and the Principal for all the support rendered in completing this Faculty Induction Program successfully. This program has been beneficial for motivating and creating awareness about the various activities at MITS to the newly inducted faculty members.



With regards,

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