MITS

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(Deemed to be University under section 3 of UGC Act, 1956)

Report on

GURU-DAKSHTA FACULTY INDUCTION

PROGRAM (FIP)

ACADEMIC YEAR: 2025-26

(For the Faculty recruited during 17/9/24 – 25/10/25)

27/10/25 To 15/11/25



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Organized by: Dr. Rama S Komaragiri , Professor & Dean Academics

A 16-day Guru-Dakshta Faculty Induction Program for the faculty recruited during the period of **17/9/24 – 25/10/25** organized from 27th October to 15th November 2025 in Seminar Hall - A.

The session began with a Welcome Address by Dr. Rama S. Komaragiri, Dean Academics, followed by Opening Remarks by Dr. P. Ramanathan, Principal of MITS. The program also included a Special Address by Dr. C. Yuvaraj, Hon'ble Vice-Chancellor of MITS Deemed to be University, on the significance of the Guru–Dakshta Faculty Induction Program. A total of 64 Faculty members 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 -1: Vision & Mission of the Institute
Speaker : Dr. C. Yuvaraj, Vice Chancellor

Dr. C. Yuvaraj , Vice Chancellor,explained the Vision and Mission of MITS, highlighting the institute's focus on academic excellence, research, innovation and holistic student development. He emphasized that MITS aims to become a globally recognized institution by promoting quality education and professional growth. The session helped newly joined faculty understand the institutional goals and their role in contributing to the academic and research culture of MITS.



Session -2: Policies
Speaker : Dr. P. Ramanathan, Principal

Dr. P. Ramanathan,Principal discussed the institutional policies that guide academic, administrative, and professional conduct at MITS. He explained the rules related to faculty responsibilities, code of conduct, academic processes, and institutional governance. The session helped newly joined faculty understand the framework within which they are expected to work and contribute to the institute's growth.

Session 3: Academics
Speaker : Dr. P. Ramanathan, Principal

Dr. P. Ramanathan, Principal, 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 4- Introduction to New Education Framework
Speaker : Dr. Rama S Komaragiri , Dean Academics

Dr. Rama S. Komaragiri introduced the New Education Framework, covering NEP, NCrF, NSPF, and CBCS. He explained how these national reforms aim to bring flexibility, multidisciplinary learning, and outcome-based academic practices into higher education. The session helped faculty understand the structure, purpose, and benefits of the new framework and how MITS is implementing these guidelines in its academic processes.



Session 5: OBE
Speaker: Dr. Rama S Komaragiri , Dean Academics

Dr. Rama S. Komaragiri introduced the fundamentals of Outcome-Based Education (OBE) and explained how learning outcomes guide the teaching–learning process. He also discussed Bloom's Taxonomy, describing the different cognitive levels used for designing objectives, teaching methods, and assessments. The session helped faculty understand how to structure courses and evaluations to achieve measurable learning outcomes.



Session 6: Examinations: Roles & Responsibilities

Speaker: Dr. K. V. Narasimha Murthy, Controller of Examinations

Dr. K. V. Narasimha Murthy explained the key responsibilities of faculty in the Examination process. He highlighted the role of teachers in preparing a Question Bank, setting question papers using Bloom's Taxonomy, and ensuring fairness as Invigilators. He also briefed faculty on their duties as Evaluators, emphasizing accuracy, confidentiality, and adherence to examination guidelines.



Session 7: NAAC/NBA Accreditation & Teacher's Readiness

Speaker: Dr. Manish Sharma, NBA Coordinator

Dr. Manish Sharma briefed the faculty on the basics of NAAC and NBA accreditation processes and highlighted the importance of teacher preparedness. He explained how the institute's Vision and Mission, along with PEOs, POs, and COs, form the foundation of quality assurance. The session helped faculty understand their role in contributing to accreditation requirements through proper documentation, teaching practices, and outcome-based education.



Session 8: Exercise on CO Mapping to Bloom's Taxonomy

Speakers: Dr. Rama S. Komaragiri, Dean Academics
Dr. A. V. Pavan Kumar, IQAC Chief Coordinator & HOD, EEE

The session provided a hands-on exercise on Course Outcome (CO) Mapping with Bloom's Taxonomy. The faculty were guided on identifying the correct cognitive levels and aligning COs with appropriate Bloom's levels. Dr. Rama and Dr. Pavan demonstrated step-by-step methods for mapping COs effectively to ensure measurable learning outcomes. The session helped faculty gain practical understanding of applying OBE concepts in course design.

Session 9: Outcome Based Education (OBE)

Speaker: Dr. A. V. Pavan Kumar, Chief Coordinator –IQAC & HOD – EEE Department

Dr. A.V. Pavan Kumar, 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 10 : IQAC Activities

Speaker: Dr. K. Sathesh, IQAC Coordinator

Dr. K. Sathesh explained the Roles and Responsibilities of the Internal Quality Assurance Cell (IQAC) in maintaining and enhancing academic quality at MITS. He discussed the importance of continuous improvement, documentation, and quality benchmarks. The session also covered the Academic and Administrative Audit (AAA) process and how faculty contribute to quality assurance through timely submissions and adherence to institutional standards.



Session 11: Research & Development (R&D)

Speaker: Dr. P. Sivaiah, Associate Dean – R&D

Dr. P. Sivaiah briefed the faculty on the Research & Development policies at MITS and explained the R&D incentive schemes available for both faculty and students. He discussed opportunities related to research funding, publications, consultancy work, and the process of obtaining patents, including support from the MITS Patent Center. The session also highlighted the various research facilities such as NABL labs, Idea Lab, MSME Incubation Center, PRISM, and the Section 8 Company – MITS Foundation, which encourage innovation and consultancy activities on campus.



Session 12 : Industry Institution Interaction, Internships & Role of Departments

Speaker: Dr. Swapneel S. Jaiswal, the IIIC Coordinator

Dr. Swapneel S. Jaiswal, 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 13 : NIRF Activities

Speaker : Dr. K. Arul Kumar, NIRF Coordinator

Dr. K. Arul Kumar, 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 2026, 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 14: Mentoring and Counselling

Speakers: Mrs. U. Vijaya Lakshmi, Senior Manager-IRO & Institute Counsellor

Dr. M. Parvathi , Coordinator - Mentor Mentee Cell

Dr. M. Parvathi discussed the structure and functioning of the Mentor–Mentee Cell at MITS. She briefed the faculty on mentor responsibilities, including monitoring student performance, offering guidance, and addressing concerns effectively. She emphasized the importance of timely communication, maintaining accurate records, and providing a supportive atmosphere that promotes student well-being and discipline.



Mrs. U. Vijaya Lakshmi also shared a few real-life examples from the college to help faculty understand student behaviour more effectively. She advised mentors to communicate with students in a friendly and approachable manner, guiding them with care and empathy. She mentioned that if a mentor feels a student is facing deeper psychological or emotional issues, they may refer the student to her for counselling. If required, she will further guide the student to a Psychiatrist for professional support.



Session 15: Role of a Teacher
Speaker : Dr. Dipankar Roy, Dean - School of Engineering

Dr. Dipankar Roy, explained the important roles a teacher plays in shaping students' academic and personal growth. He spoke about Academic Mentoring, guiding students through proper planning and continuous support. He also stressed the importance of observing student behavior, identifying concerns early, and offering timely guidance to ensure overall development. In addition, Dr. Dipankar Roy demonstrated the Aviscio portal, showing how faculty can enter and maintain mentees' data, and explained that the portal is highly useful for tracking students' academic, attendance, and behavioural status to support effective mentoring.



Session 16: MOODLE

Speaker : Dr. G. Arun Kumar, Moodle Coordinator

Dr. G. Arun Kumar, 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.

Session 17 – Competency Mapping

Speaker: Dr. Bhanu Sree Reddy, Dean – School of Management

Dr. Bhanu Sree Reddy delivered an inspiring session on Competency Mapping, highlighting how identifying the right mix of skills and behavioural attributes can significantly elevate both teaching and learning. She emphasized the role of competencies in shaping student readiness for real-world challenges and demonstrated how faculty can integrate them into everyday academic practices. Also introduced a range of active learning methodologies, illustrating how these innovative approaches foster engagement, critical thinking, and skill development among students. The session motivated faculty to adopt creative

classroom strategies and align their teaching with evolving industry expectations for holistic student growth.



Session 18 : Administration and International Relations

Speaker : Dr. Sremmant Basu, Dean of Administration, International Relations & UGC Affairs

Dr. Sremmant Basu, 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 19 – POSH & ICC

Speakers : Mrs. U. Vijaya Lakshmi, Senior Manager–IRO & Institute Counsellor
Dr. K. Hemalatha, ICC Coordinator

Mrs. U. Vijaya Lakshmi delivered a powerful and insightful session on the POSH Act (Prevention of Sexual Harassment) and the role of the Internal Complaints Committee (ICC) at MITS. She explained how a safe and respectful campus environment is essential for both academic and personal growth. Through real-life examples and sensitive case handling experiences, she highlighted the importance of early intervention, empathy, and responsible reporting. She guided faculty on recognizing signs of distress, supporting students with care, and ensuring that every complaint is handled with dignity and confidentiality. The session encouraged faculty to be proactive guardians of campus safety and to contribute actively to a culture of respect, trust, and zero tolerance towards harassment.



Session 20 – Exam & Feedback

In the final session, participants completed a 10-minute POSH Quiz to assess their understanding of campus safety guidelines, followed by a 15-minute assessment on the overall Faculty Induction Program to evaluate their learning from the sessions. A feedback form was also shared with the participants to collect their opinions and suggestions about the sessions, helping the organizers improve future induction programs.

The Valedictory Function of the Faculty Induction Program started with a welcome by Mrs. P. Anuradha. Dr. Rama S. Komaragiri, Dean Academics, gave the opening remarks, followed by a Valedictory Address from Dr. P. Ramanathan, Principal, MITS. Feedback from the participants were 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.This program has been beneficial for motivating and creating awareness about the various activities at MITS to the newly inducted faculty members.

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