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ANNEXURES (Submitted as hard copy)

Annexure – 1:	AICTE's approval – current year 2015	Added at end
Annexure –2:	AICTE's approval – first approval (2001)	Added at end
Annexure – 3:	University affiliation 2014	Added at end
Annexure – 4:	Letter of appointment of Principal	Added at end
Annexure –5:	List of Faculty members, Department wise and designation wise	Added at end
Annexure – 6:	Total number of Students admitted in 2013-14 department wise and out of which total number of woman students, SC, ST, OBC students, department wise	Added at end
Annexure – 7:	SC/ST/OBC Report (incorporated in annexure 6)	Added at end
Annexure – 8:	List of total number of UG students placed through campus interviews in the year 2013-14	Added at end
Annexure – 9:	List of total number of high quality of UG students in 2013-14 review > 75% marks	Added at end
Annexure – 10:	List of research publications in Indian and International referred journals in the year 2013-14	Added at end
Annexure – 11:	Transition rate of students (list of students) in 2013-14	Added at end
Annexure – 12:	IRG from students fees and other charges in the year 2013-14	Added at end
Annexure – 13:	Composition of Board of Governors	Added at end
Annexure – 14:	Board of Governors resolution.	Added at end
Annexure – 15:	NBA accreditation of UG courses EE, ECE and IT	Added at end
Annexure – 16:	MOUs with Industries/Institutes (Three numbers)	Added at end
Annexure – 17	Annexure to Base Line Data (1.4) as on 2013-14	Added at end
Annexure - 18	Annexure to Target Data (2.13) with 2013-14 data	Added at end

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INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity

- Name of the Institution: Narula Institute of Technology
- Affiliating University: West Bengal University of Technology
- Is the Institute AICTE Approved: Yes
- Furnish AICTE approval No.: 750-80-017(NDEG)/ET/2001 dated 28.06.2001
- Type of Institution: Private Unaided
- Status of Institution: Non-Autonomous
- Name of Head of Institution: Prof. (Dr.) M.R.Kanjilal

Names of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-Mail Address
Head of the Institution (Full Time appointee)	Dr. M.R.Kanjilal	25637777 (Ext – 12)	9433035580	25837029	principal_nit@jisgroup.org
TEQIP coordinator	Dr. Sumit Nandi	25637777 (Ext – 48)	9830548335	25837029	teqipcoordinator@nit.ac.in
Project Nodal Officers for:					
Academic Activities	Dr. Sumit Nandi	25637777 (Ext – 48)	9331029638	25837029	sumitnandi5@gmail.com
Procurement	Prof. B. K. Medya	25637777 (Ext – 29)	9830160783	25837029	medyab@gmail.com
Financial Aspects	Prof.C.S.SenMajumdar	25637777 (Ext – 36)	9903310178	25837029	cssenmajumdar@gmail.com
Equity Assurance Plan Implementation	Prof. Jayanta Pal	25637777 (Ext – 35)	9831686279	25837029	jayantapal1978@yahoo.com
Monitoring and evaluation committee	Prof. Amlan Chakraborty	25637777 (Ext – 37)	9331219030	25837029	amlanc@hotmail.com

1.2 Academic Information:

- Engineering UG and PG Programmes offered in Academic year 2013-14

Sr. No.	Title of the Programmes	Level (UG, PG, PhD)	Duration (Years)	Year of starting	AICTE Sanctioned annual intake	Total student strength
01	ECE	UG	4 Years	2001	120	480
02	CSE	UG	4 Years	2001	120	480
03	EE	UG	4 Years	2001	120	480

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04	IT	UG	4 Years	2002	60	240
05	CE	UG	4 Years	2007	120	480
06	EIE	UG	4 Years	2009	60	240
07	ME	UG	4 Years	2012	60	120
08	ECE	PG	2 Years	2009	18	18
09	CSE	PG	2 Years	2007	18	21
10	EE	PG	2 Years	2010	18	26
11	CE	PG	2 years	2012	18	32

- Accreditation Status of UG Programmes

Sr. No.	Title of UG programmes being offered	Whether eligible for accreditation or not	Whether accreditation as on 31st March, 2015	Whether "Applied for" as on 31st March, 2015
01	ECE	Yes	Yes	
02	EE	Yes	Yes	
03	IT	Yes	Yes	
04	CSE	Yes	No	Applied for accreditation, Visit awaited
05	CE	Yes	Yes	

- Accreditation Status of PG Programmes

Sr. No.	Title of UG programmes being offered	Whether eligible for accreditation or not	Whether accreditation as on 31st March, 2015	Whether "Applied for" as on 31st March, 2015
01	ECE	Yes		Applied for accreditation, Visit awaited
02	EE	Yes		Applied for accreditation, Visit awaited
03	CSE	Yes		Applied for accreditation, Visit awaited

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1.3 Faculty Status (Regular / On – Contract Faculty as on 31st March, 2015)

Prof. Professor, Asso Prof. = Associate Professor, Asst Prof = Assistant Professor, R = Regular, C = Contractual

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in position by Highest Qualification												Total number of regular faculty in position	Total Vacancy	Total no of contract faculty in position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering Discipline		Other Discipline		Engineering Discipline		Other Discipline		Engineering Discipline		Other Discipline				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15 (3+5+7+9+11+13)	16 (2-15)	17 (4+6+8+10+12+14)
Prof.	19	15	-	5	-	4	-	-	-	-	-	-	-	24	-5	-
Asso. Prof.	32	3	-	4	-	-	-	-	-	-	-	-	-	7	25	-
Asst. Prof.	128	-	-	-	-	113	-	35	-	-	-	-	-	148	-20	-
Total	179	18	-	9	-	117	-	35	-	-	-	-	-	179	0	-

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1.4 Baseline Data (all data given for the following parameters must be restricted to engineering disciplines/fields only)

Sr. No.	Parameters	Baseline (13-14)
1	Total strength of students in all programmes and all years of study in the year 2013-14	2628
2	Total women students in all programmes and all years of study in the year 2013-14	607
3	Total SC students in all programmes and all years of study in the year 2013-14	134
4	Total ST students in all programmes and all years of study in the year 2013-14	0
5	Total OBC students in all programmes and all years of study in the year 2013-14	353
6	Number of fully functional P-4 and above level computers available for students in the year 2013-14	750
7	Total number of text books and reference books available in library for UG and PG students in the year 2013-14	72003
8	% of UG students placed through campus interviews in the year 2013-14	63.92%
9	% of PG students placed through campus interviews in the year 2013-14	25.25%
10	% of high quality undergraduates (>75% marks) passed out in the year 2013-14	33.13%
11	% of high quality postgraduates (>75% marks) passed out in the year 2013-14	61.22%
12	Number of research publications in Indian refereed journals in the year 2013-14	36
13	Number of research publications in International refereed journals in the year 2013-14	40
14	Number of patents obtained in the year 2013-14	0
15	Number of patents filed in the year 2013-14	0
16	Number of sponsored research projects completed in the year 2013-14	01
17	The transition rate of students in percentage from 1st year to 2nd year in the year 2013-14for :	
	(i) all students	87.03%
	(ii) SC	68.18%
	(iii) ST	100%
	(iv) OBC	74.68%
18	IRG from students' fee and other charges in the year 2013-14 (Rs. In lakh)	2672L
19	IRG from externally funded R&D projects, consultancies in the year 2014 (Rs. In lakh)	16.26L
20	Total IRG in the year 2013-14 (Rs. in lakh)	2745L
21	Total annual recurring expenditure of the applicant entity in the year 2013-14 (Rs. In lakh)	1580L

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2.1 Give the Executive Summary of the IDP.

Narula Institute of Technology (NIT) is a unit of the JIS group of academic institutions, managed under the Narula Educational Trust and was founded in the year 2001. It was established by Shri SardarJodh Singh, an esteemed and eminent industrialist, whose very life defines the word “Karmayogi” belonging to the rare breed of successful industrialist who deeply feel that they owe a debt to the society and are committed to repay it, he had set up this charitable trust with a view to imparting the highest quality of education in various fields, particularly in technology and management. NIT is very strategically located, on the northern fringes of Kolkata, near the railway station and not very far from the airport. The institute is endowed with robust infrastructure with state of the art laboratories, a well stocked library, latest and modern teaching aids like video conferencing system, CCTV, digital and overhead projectors etc. , good workshops, a big seminar hall and smart lecture halls, a system lab and cyber centre . The institute also boasts of a good placement record for its students with some of the best companies.

NIT aspires to become one of the best engineering colleges in India imparting world class technical education to the students and be a catalyst for industrial transformation in West Bengal.

VISION OF THE INSTITUTE:

“To develop responsible citizens who would 'think global and act local' and become the change agents of society to meet the challenges of future.”

MISSION OF THE INSTITUTE:

All round development of the Institute in terms of Student Developments, Infrastructure, Education facilities, Research and publication for advancement of knowledge, Industry-Institute interaction for application based activity through structured programme of faculty training for effective teaching supported by better Institutional ambience and system Management directed towards transfer of knowledge and attaining excellence.

The institute is deeply committed to live its vision and fulfillit’s mission and passionately identifies this IDP as its sacred strategic document that will make this a reality and hence NIT passionately prepared the institutional development proposal with a lot of effort and participation from all levels of the institute. The members of the governing body, the members of the BOG, the principal, director, the faculty, the students & their parents, the alumni & the employers participated in a SWOT exercise for the Institution. After the SWOT, the strategic objectives were developed & the specific objectives, the expected results & the detailed action plan followed from here. Prior to the SWOT exercise, a workshop was held to brief the members about TEQIP –II, its scope and its benefits.

To improve the employability of graduates, NIT intends to introduce industry oriented curriculum for students, enhance the partnership with the industry – for this they intend to invite adjunct faculty from the industry, provide academic support for weak students through remedial coaching project, aptitude and technical skill development, improve their grooming, soft skills, attitude and communicative English skills through workshops, NIT also intends to have all the departments accredited within the next 4 years, develop its faculty through domain knowledge development , qualification up-gradation and pedagogy training also improved student performance evaluation. NIT also intends to improve its learning resources like teaching aids, subscribing to latest e-journals, procurement of books etc. As it is a major priority NIT has decided to form 2 important committees e.g. the industry institute interaction cell, the alumni development cell and decided to consolidate the training and development cell.

NIT is committed to increase the learning outcomes of students. Some of the actions the institute intends to take are improved student performance evaluation, academic support to weak students, development of performance appraisal plan of faculty by

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students, developing market driven curriculum and intense training to faculty. NIT also wishes to set up a networking cell for signing MOUs with eminent institutes.

NIT understands the importance of quality and hence intends to achieve 100% accreditation of all its programmes within the next 4 years. It has set up an accreditation committee for this, created a detailed plan for development of teaching learning, academic results of students, improving their placement record, their transition rate, R&D activities, consultancy and other industry – institute interaction initiatives. NIT has also drawn up a detailed infrastructure up-gradation plan, faculty development plan and enhancing networking initiatives with other eminent institutions.

NIT intends to obtain autonomy and implement academic and non-academic reforms. To this effect it has made ground for establishing the relevant funds, formed the relevant committees (academic, financial, administrative and managerial), documented their roles and responsibilities, and made the ground work for the formation of the Board of Studies and Academic Council and the statutory committees as per the UGC guidelines. They have also initiated the reconstruction of the BOG and obtaining the NOC from the State Government. NIT realizes that with autonomy come accountability and the requirement of developing competency. Therefore keeping this in mind they have drawn up an ambitious management capacity development plan for training in best practices, leadership, system governance, fund management, budgeting, sustainability strategy, etc. It also intends to fill up all existing faculty vacancies, has planned for improved student performance evaluation and performance appraisal of faculty by students. They have also drawn up faculty incentive plan for continuing education, consultancy and R&D.

NIT intends to transform backward students from rural West Bengal to world-class engineers. To achieve this it intends to immensely strengthen industry – institute partnership. Some of the ambitious actions that they intend to embark on are forming the industry – institute interaction cell, conduct sandwich programs with the industry, get eminent industry experts as guest faculty, conduct a series of continuing education programs, activate the alumni cell and involve them more, procure consultancy projects, get the industry provide opportunities for in-plant training and live projects for the students.

NIT’s vision is to promote the quality of life in West Bengal and provide them technology based solutions. One of its strategic objectives is to generate outstanding research that contributes meaningfully to the state’s development. Committed to this cause, NIT identifies enhancement of research and consultancy activities as a key objective. It plans to introduce special incentives to encourage research, strengthen the partnership with other eminent institutes and laboratories, commence more PG and Phd. Programs in emerging areas, introduce a budget for encouraging more international paper presentations, filing of patents, reimbursement of travelling and other incidental expenses pertaining to the above. NIT intends to procure more sophisticated equipments and invite top researchers from India and overseas to come and share their experience and help build a research culture.

NIT is committed to the up-liftment of backward students. To this effect it intends to organize Finishing School for improving the academic performance of SC/ST/OBC / Academically weak students. A new cell is to be formed to look after the formulation and implementation of the plans like remedial teaching, free coaching in personality development, communication, confidence, attitude, etiquettes, and Communicative English. Also designate separate faculty as mentors to the respective groups to look after their personal and financial problems along with continuous progress monitoring and assessment. The cell will also look into arranging industry visits and mini projects and encouraging participation in various national paper presentation contests.

To fulfill all the above, faculty development is imperative. Realizing this NIT has conducted a detailed TNA for the faculty and staff with respect to their qualification up-gradation, domain knowledge enhancement, basic and advanced pedagogy training, participation in seminars and conferences and training in attitude, communication and functional areas.

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In the process of completing the IDP a lot of involvement of the faculty and staff was necessary. This resulted in process clarity and process ownership increasing the level of preparedness of NIT. The members have also prepared a detailed plan for implementation of the project and how they will sustain the gains from this project after the project ends.

The huge employment potential that is promised by the state’s industrial and economic policy and key policy objectives of higher technical education of West Bengal also get mirrored in this IDP.

NIT represents the dream of the people of not only Kolkata but also the whole of West Bengal. The governing body, the faculty, and the staff know this and are committed to fulfill the dream of becoming one of the finest engineering colleges in the country. This IDP is a document for fulfilling that dream.

The State of West Bengal has been the torch bearer of higher learning and education in India - the sacred soil of this land has given birth to some eminent Nobel Laureates who have been true role models and icons to the world. Engineers from West Bengal used to be looked up with great respect in the brightest academic echelons the world over. Every member of NIT is mindful of this and are committed to produce the finest engineers that will lead the resurgence of West Bengal and make a difference to India – this proposal is an important document in pursuance of this dream .

Year	Allocation (in Rs. Crores.)
Year 1 (2014 – 2015)	2.0715
Year 2 (2015 – 2016)	.7061

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2.2 Provide the details of SWOT analysis carried out (in terms of methodology used, analysis and information and data as collected and inferences derived with respect to strengths, weaknesses, opportunities and threats)

INTRODUCTION

The external environment has a profound impact on educational institutions. During the last few decades, significant changes took place in almost every aspect of life including the economy, social structures and even in individual preferences. Existing educational programs and those planned for the future irrespective of the type of school, should be based on a careful consideration of future trends in society. Strategies must be developed to ensure that institutions will be responsible to the needs of the people at present and beyond. This requires among other things an examination of not only the individual college environment but also the external environment. The Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis, provides a framework for educational administrators to focus better on serving the needs of their constituencies. The SWOT analysis is a simple, easy to understand technique. It can be used in formulating strategies and policies for the administrators; however, it is by no means an end in itself.

A recent Strength, Weaknesses, Opportunities, and Threats (SWOT) analysis was conducted at the Narula Institute of Technology and subsequently the strategic plan of the Institute was developed. The SWOT analysis is based on internal self-studies and a number of surveys that were carried out to determine views on various constituencies. The Strategic objectives are further developed to specific objectives and key activities that the Institute will undertake to address the weaknesses and threats by effectively leveraging the strengths and opportunities .Detailed action plans have also been developed, which includes specific actions, a timeline for relevant activities, those responsible to implement them, required resources, as well as success metrics to determine the level of achievement.

For carrying out the SWOT process, the Institution decided to form a Committee at the Institution level. Under this committee few departmental committees were also formed who conducted multiple brainstorming sessions under their able guidance. These committee leaders first initiated a dialogue within their group to create a congenial atmosphere for the free flow of information and sharing of views. The participants were made comfortable enough to be candid, constructive, open and participatory. This resulted in free, open, interactive and interesting sessions. The outcome of the above sessions were data prioritized on the basis of their frequency tallies which was then used for strategic planning by the BOG members of the institute to design the strategic planning & meet the specific objectives of the TEQIP project of the institute.

Immense care was taken to ensure the following:

- All views were properly documented, discussed and brainstormed. No views or opinions were ignored as unimportant
- Proper analysis and interpretation of all the data
- Extensive verification of all the views & data as credible and plausible
- Judicious settlement of all the ambiguities in the classification of strengths, weaknesses, opportunities & threats through frequency tallies and other forms of verification
- Proper documentation of entries in the frequency tally
- Proper prioritization of strengths, weaknesses, opportunities and threats on the basis of their frequency tallies.

With the above precautions it was ensured by the institute that the internal strengths were those that distinctively exist in the institution i.e. those few things that give it a competitive edge over other institutions. Weaknesses listed were those debilitating areas in which stakeholders expected and demanded performance or competency and the institution was lacking.

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External opportunities listed were those that could be seized by the institution for its further development and improvement. Threats were assessed for their severity and probability of occurrence.

Participant Demography

Participant Demography	Nos.
Governing Body members, Principal, Vice Principal, Registrar	10
Deans, HOD	5
Faculty from all departments	85
Staff	15
Parents	100
Alumni	30
Employers	20
Students	500

IDENTIFICATION OF SWOT

Internal Environment			
S- Strengths		W – Weaknesses	
S-1	Qualified, honest and dedicated faculty and staff	W-1	High attrition rate of faculties

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S-2	NAAC Accreditation	W-2	Research projects in collaboration with industry
S-3	NBA Accredited program	W-3	Non-availability of Industry experienced faculty
S-4	Good library facility	W-4	Experienced faculty members in specific areas.
S-5	Faculty participation in large number of conferences, seminars, workshops etc.		
S-6	Variety of UG and PG program		
S-7	MOU with institute of repute		
S-8	Good reputation		
s-9	Energetic and motivated students		

External Environment			
O – Opportunities		T – Threats	
O-1	Potential for employment generation	T-1	Rapid transition of technology
O-2	Regular support from industries	T-2	Decreased attraction of the experts in teaching and faculty positions
O-3	Scope for up gradation of knowledge for faculty and staff members	T-3	Employability of the students due to multifaceted development need and industry readiness
O-4	Networking with other technical institute of repute and industry	T-4	Increased competition globally and locally
O-5	Funded projects	T-5	Implementation of ICT in all applicable areas.
O-6	International Accreditation		
O-7	Establishment of centre of excellence		
O-8	Enhancement of alumni network		

Discussion on Strengths

- Qualified, honest and dedicated faculty and staff

The Institute is having a group of well qualified Faculty with high level of dedication. The Student Teacher interaction and relationship is very good thereby creating a conducive ambience for academic excellence.

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There is a strong focus on up-gradation of the knowledge and skill of the faculties. Many faculties are pursuing higher qualification through Post Graduate studies and research for Ph.D.

Faculties take part in large no. of Seminars at Local and National level by presenting papers and publications. The Institute actively supports these activities.

- NAAC Accreditation

The institute is Accredited by NAAC (B). The institute maintains a standard teaching learning process for the benefit of the students.

- NBA Accredited program

The UG program for IT, EE, ECE and CE are accredited by NBA. Further application for NBA Accreditation for one UG program and three PG programs have been submitted in August 2014 and the date of NBA visit is awaited.

- Good Library Facility

The Institute is having a Central Library and Departmental Libraries for each department. The Central Library is very big with more than 6500 Titles and 53000 volumes of books in various subjects and disciplines. It is also equipped with OPAC (Libsys) software & well laid out reading room.

In addition there is a facility of Book bank for the students where standard text books are provided to all the students for the semester. The Library also has wide facilities for journal. A large no. of journals are subscribed which also includes facilities for e-journals e.g. IEEExplore and Indest, Elsevier AICTE etc. Access to the library is easy and widely used by the students and the Faculties with more than 100 seats. To make the library easily accessible to all students at one time the institute intends to open up e-library portal with digitization of each books & journals.

- Faculty participation in large number of conferences, seminars, workshops etc.

Faculty of the institute participated a large number of national and international conferences, seminars and workshops in India and abroad. Faculty also participated faculty development program, pedagogy training at IIT, Kharagpur for strengthening teaching skill.

- Variety of UG / PG program

The Institute is engaged in undertaking different disciplines in both UG & PG programmes. Currently the institute has 3 PG programmes and 7 PG programmes. The institute is also committed to commence Ph.D program in several streams within next four years.

- MOU with institute of repute

The Institute is having Memorandum of Understanding (MOU) with different reputed institutes like Asian Institute of Technology (Bangkok), NIT (Sikkim), IIT, Kharagpur for different programmes in exchange of students and faculty participation.

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➤ Good Reputation

The institute is under the JIS Group, a well known brand name in the education field.

➤ Energetic and motivated students

The institute has a an excellent student resource where a huge number of energetic and motivated students are present. Students are participating different programmes in and outside West Bengal where they got different prizes and awards.

Weakness

➤ High attrition rate of faculties.

This is a problem for many institutes and not specific to NIT and faculty up gradation programmes are being intensified. This may be due to absence of adequate reward recognition & up gradation processes which need to be further intensified.

➤ Research projects in collaboration with industry

Faculty members of the departments are engaged in some collaborating research with reputed institutes like BESU, JU, CU etc. e.g. Design, Development and Control of Industrial Drives, Power factor control utilizing SVC and Synchronous Condensers etc. There is a scope of enhancing this kind of activity on an Institute level for up gradation of knowledge due to contacts available (as many faculties are ex faculty of those institutes) and the locational advantage.

➤ Non-availability of Industry experienced faculty

The Institute is having some faculties with Industry experience. More no. of such faculties is required to increase the industry – institute handshaking arrangements.

➤ Experienced faculty members in specific areas.

The institute has limited number of experienced faculty members but more number of experienced faculty members in specific areas are necessary.

Opportunities

➤ Potential for Employment generation.

The Institute is ready to provide trained students to various industrial organizations . Major IT companies are regularly recruiting students from the institute. There is scope for enlarging this domain into various fields.

➤ Scope for up gradation of knowledge for faculty and staff members

There is scope for enhancing research based activity in-house by utilizing the facilities available. It may need establishing a research set-up. Also it is possible to take up M.Tech. studies in more fields including some inter-disciplinary areas

➤ Networking with other technical institute of repute and industry

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There is scope for identifying and working on live projects from other technical institute of repute and industry for conducting consultancy and research work.

- Establishment the Centre of Excellence

Establishing academic network with premier institute, support from Industries and the institute strengths including location within industrial area has the potential of developing centre of excellence

Threats

- Rapid transition of technology

It is a challenge to keep pace with the rapid changes in technology e.g. mobile technologists. As well as the expectation of the society. The institute has to continuously upgrade to cater to the same

- Decreased attraction of the experts in teaching and faculty positions

This is a state of affairs and is to be taken up by the institute. However there are efforts at various quarters for tackling the same.

- Employability of the students

This again is a state of the affairs and NIT is very live to the situation there are efforts to make all round development of the students for improvement of this aspect. This situation is aggravated by the general economic condition and fluctuation in employment generation in the IT sector.

- Increased competition globally and locally

Global influence where foreign Institutes are collaborating with domestic Institutions & opening campus has increased the competition considerably. NIT is plans to introduce dual certification courses in collaboration with foreign universities to attract more and more students. NIT also plans to send the students abroad to complete certain part of these courses.

DEVELOPMENT OF STRATEGIC OBJECTIVES

After a careful review of the SWOT analysis, eight strategic objectives have been established to address the weaknesses and threats identified. For each strategic objective, a number of strategies and specific actions are developed which exploits the strengths and opportunities. Furthermore, an operational plan including the strategies, specific actions, responsibilities, success metrics, and a suggested timeline has been proposed. It is anticipated that each responsible party will develop its own operational plan to implement the proposed actions. During this time, required resources should be identified and some possible adjustments need to be made for a realistic timetable. Currently, targets are not specified for success metrics. However, the first year results will be used as baseline and improvements will be sought in subsequent years.

VISION OF THE INSTITUTE:

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TO develop responsible citizens who would 'think global and act local' and become the change agents of society to meet the challenges of future.

MISSION OF THE INSTITUTE:

To impart high quality Engineering and Management education to the budding professionals and provide the ambience needed for developing requisite skills to make a mark of excellence in Education, Business and Industry.

Based on the vision, mission and SWOT the strategic objectives of the Institute were evolved.

STRATEGIC OBJECTIVES OF THE INSTITUTE

1. Produce high quality graduates
2. Improve employability of graduates
3. Recruit, nurture and retain outstanding faculty and staff
4. Promote a strong sense of community and collegiality among the students, faculty, staff and alumni.
5. Improve teaching and learning through continuous assessment
6. Develop strong entrepreneurship spirit among the students
7. Promote research and consultation that address the immediate and long-term needs of the society
8. Create a strong relationship with society in particular with industry to cooperate in the advancement of the country's economy

In developing specific objectives into strategies and specific actions, effective leveraging of internal strengths and external opportunities are taken into account.

CONCLUSION

A recent SWOT analysis and the subsequent development of a strategic plan for NIT have been presented. The SWOT analysis was based on internal self-studies and a number of surveys carried out to determine views of various constituencies. Strategic objectives have been developed into strategies and actions to address weaknesses and threats by effectively leveraging the strengths and opportunities.

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2.3 State the specific objectives and expected results of your proposal in terms of, “Institutional strengthening and improvements in employability and learning outcomes of graduates”. These objective and results should be linked to the SWOT analysis.

The Specific Objectives of the Proposal are:

- Implementation of Institutional reforms
- Enhance PG program
- Modernize existing laboratories
- Create new laboratories (where ever necessary) to support PG program and research
- Engage eminent professors to support PG program and to build in-house research/Ph.D
- Initiate and pursue collaborative work, in selection and evaluation of UG projects/ PG dissertations, with industry and institutes
- Prepare the graduates for the Industry to improve employability
- Overall improvement in teaching-learning methodologies by incorporating process centric pedagogy
- Academic support to weak students

Specific Objectives (Mapping to be done)

The specific objectives and the expected results in terms of institutional strengthening and improvement in employability and learning outcomes of graduates are given in a matrix below

Sr. No.	Specific Objectives	Mapping from SWOT				Expected Result
		Strength	Weakness	Opportunity	Threat	
1	Implementation of reforms	9,5				Improved understanding of the needs & the ways of increased autonomy, improved governance & new instruments for accountability
2	Create new laboratories (where ever necessary) to support PG program and research	3,4	2,3	2,3,4,5,6,7	1,2,3,4	This will result in better facilities for research in emerging areas of technology will enhance quality of R&D activities.

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3	Engage eminent professors to support PG program and to build in-house research/Ph.D	5,9,1	2	4	,2,3,5	This will help popularize PG programmes, motivate more students and faculty in pursuing PG education, research and PhD – create an enabling environment for fostering research and research culture, encourage faculty to bring in more collaborative research projects, encourage more IRG and development of patents.
4	Initiate and pursue collaborative work, in selection and evaluation of UG projects/ PG dissertations, with industry and institutes.	9	1,2,3	5,7,6,3,4,2,1	1,2,3,5	Will open up new areas for establishing industry-institutes partnerships that will enhance the curriculum to be more industry savvy, enhance the employability of students and their employment opportunities, enhance the scope of consultancy and collaborative research opportunities with the industry, enhance more sponsored PG programmes from the industry, enhance industry orientation of the faculty.
5	Prepare the graduates for the Industry – to improve employability	9	1	3	3,5	This will enhance the overall employability of the students, their personality, communication and presentation skills and industry orientation thereby making them more industry ready and attract employment from star companies
6	Overall improvement in teaching-learning methodologies by incorporating process centric pedagogy.	1,7,9		5,2	2,3,5	This will result in better conceptual clarity among the students thereby enhancing their learning outcomes, grasp of subjects, their relatedness and relevance to industry applications and overall knowledge. As a result the academic results shall improve manifold and with that their employability and employment opportunities. This will enhance the overall brand value of the institute tremendously.
7	Academic support to weak students	9		5	3,5	This will drastically improve the performance of the SC/ST/ OBC & & will help the weaker section of the society more employable & will result in all round social development as perceived by the State & MHRD. The participation & performance from women & academically weak students will be further strengthened

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2.4 Provide an action plan for: (max 1 page each)

a. Improving employability of graduates

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]						
		1-3	4-6	7-9	10-12	13 - 15	16-18	19-22
1	Accreditation of existing UG programmes	Accreditation of all UG Programmes					Renewal	
2	Introduction of Industry oriented Curriculum by scouting & inducting industry experts into Board of Studies for modifying curriculum with industry inputs	Identification, induction of Industry experts into BOS & curriculum designing	Imparting		Renewal		Imparting & Revision	
3	Enhancing industry – Institute interaction & introduction of Interaction cell	Formation of III Cell	Regular interaction with industries through conducting of HR meets, Joint research consultancy and guest lectures					
4	Academic support for the academically & financially weak students	Identification of weak students & incentive guidelines	Imparting remedial classes, finishing school		Assessment	Imparting remedial classes, finishing school & imparting of Incentives to financially weak & academically weak students	Assessment	Imparting remedial classes, finishing school & imparting of Incentives to financially weak & academically weak students
5	Faculty competency development	Impart Training to faculty as per TNA . TNA will be conducted every year after 18 months are over						

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b. Increased learning outcomes of the students

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
	Modernization of library & equipping laboratories with more advanced equipment & software	Modernization of libraries & laboratories			Continuous up gradation of laboratories & libraries & maintenance & abolition of redundant equipment.			

c. Obtaining autonomous institution status

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]													
		1-3	4-6	7-9	10-12	13-15	16-18	19-22							
1	Attainment of autonomy by attaining permission from the respective university & then from UGC	Application		Visit Completed, Result Awaited											
1	Creating academic, financial and managerial autonomy Committees	Creation													
2	Reconstruction of BOG as per UGC guidelines	Reconstruction													
3	Defining roles & responsibilities of Committee members in details	Creation													
4	Formation of board of studies & academic council	Formation													
5	Provision for a.) Student motivation b.) new degree programs c.) Faculty and Staff compensation structure	Planning													
6	Establishment of the different funds	Creation	Effective functioning of the Corpus, Faculty Development., Equipment Depreciation and Institutional Maintenance Fund												
7	Delegation of decision making powers to senior institutional functionaries	Delegation													

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with accountability

d. Achieving the targets of 100% of the eligible UG and PG programmes accredited.

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1.	Creating an accreditation committee for existing UG Programmes							
i.	Creating an accreditation committee	Completed						
2.	Obtain accreditation of all eligible UG programs							
I	Computer Science and Engineering	NBA Accredited	Renewal					
ii	Civil Engineering	NBA Accredited	Renewal					
iii	ECE	NBA Accredited	Renewal					
iv	EE	NBA Accredited	Renewal					
Obtain accreditation of all eligible PG programs								
I	ECE	Application & obtaining	Renewal					
ii	CSE	Application & obtaining						Renewal
iii	EE	Application & obtaining						Renewal
3.	To create a time bound infrastructural up gradation plan, faculty development plan, networking plan with eminent institutes and faculty incentive plan for the departments							
I	Creating infrastructural up-gradation plan	Planning	Implementation and Monitoring					
ii	Creating faculty development Plan	Planning	Implementation and Monitoring					

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lii	Foreign interaction Plan	institute	Pl an ni ng	Implementation and Monitoring
Iv	Faculty incentive plan		Pl an ni ng →	Implementation and Monitoring
4.	To create a time bound development plan for teaching learning, academic results of students, placement, R&D activities, consultancy and industry – institute interaction programmes with respect to the departments.			
I	Developing plans for improving Academic results of students		Pl an ni ng →	Implementation and Monitoring
li	Plans for students placement		Pl an ni ng →	Implementation and Monitoring
lii	Plans for developing R&D Activities		Pl an ni ng →	Implementation and Monitoring
Iv	Consultancy and industry Institute interaction		Pl an ni ng →	Implementation and Monitoring
5.	Committee with performance Benchmarks for periodic monitoring			
i.	Creating Benchmark		Pl an ni ng →	Implementation and Monitoring →

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e. Implementation of academic and non academic reforms (details given in Annex-I to PIP)

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]																					
		1-3	4-6	7-9	10-12	13-15	16-18	19-22															
1.	Curriculum revision in consultation with affiliating university before obtaining autonomy	→																					
2.	Revision of regulation, curricula and syllabi after obtaining autonomy																			Revision after every 3 years			
3.	Introduction of Students appraisal system	2 appraisals every year										→											
4.	Financial assistance to faculty members for continuing education and research and for attending seminars, symposia and refresher courses	Continuous support to every faculty after preparation of TNA										→											
5.	Accreditation of UG & PG courses	All UG courses																		All PG Courses			
6.	Establishment of Corpus fund, Faculty development fund, depreciation fund and Maintenance fund	→																					
7.	Obtaining autonomy	Visit completed and result awaited		Implementation										→									
8.	Formation of all statutory committees as per UGC guidelines	Details given in 2.4c																					
9.	Collaborative research	10 collaborative research projects										→											

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10.	Consultancy work Industrial problem solving		12 projects with industry
11.	Organizing continuing education programs like refresher courses, workshops and similar continuing education programs		→
12.	Filling up the vacant posts		→
13.	Introduction of detailed Planning and budgeting systems	Introdu tion of the systems	Continuous functioning the systems under the management of administration committee →
14.	Procurement, maintenance and utilization of equipment	guidelin es establis hment accordi ng to the procure ment plan	Continuous procurement of the equipments as per the 18 months procurement plan. After the 18 months new procurement new procurement plan for next 4 years will be made by the Procurement Committee & maintenance as well as utilization of the machines will be done by the same committee →
15.	Development of public relations and marketing strategies	Guidelin es establis hed	Continuous marketing & publications to be made by the advisory committee for continuous development of brand name →
16.	Introduction of social responsibility cell	Formati on of the cell with descript ive guidelin es	Continuous functioning of the cell to attend to the social responsibilities of the Institute towards the development of rural, SC/ST/OBC, women & financially weak students. Monitored under grievances redressal committee →
17.	Detailed Requirement Analysis		Continuous functioning of the cell to attend to the social responsibilities of the Institute towards the development of rural, SC/ST/OBC, women & financially weak students. Monitored under grievances redressal committee →

f. Improving interaction with industry

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12	Inplant training for students, faculty and technical staff	Formula te strategy	5 trainings	7 trainings	10 trainings	12 training s
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g. Enhancement of research and consultancy activities

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Establishment of new labs (Antenna and Wave Propagation Lab, Micro-electronics Lab, Computer Lab and Network Simulation Lab.)	Establishment of new labs			Continuous upgradation & establishment of labs			
2	Introducing special incentives like increments, organizing foreign visits etc	Guidelines framed	Implementation of plan					
3	Establishing new partnerships with leading Indian and foreign universities / industries for collaborative research	Identification of univ. & formation of guidelines			Implementation of plan			
4	Strengthen interactions with more and more national and international research organizations for joint research.	Identification of org. & formation of guidelines			Implementation of plan			
5	Commencing more PG programs in emerging areas and areas of national importance	Commencing of 5 PG programmes given in 2.6				Continuation & Constant Monitoring		
6	Introduce fiscal and other incentives for encouraging more paper publications & development of patents	Incentive guidelines framed	Implementation of plan					
7	Introduce a budget for more international publications, international paper presentations, filing of patents, reimbursement of travelling and other incidental expenses pertaining to the above	Planning	Implementation of plan					
8	Invite top researchers from Indian & foreign countries (all expenses paid) to our Institute for dissemination of their knowledge	Planning	Conducting Guest Lectures, research activities, workshops seminars by inviting researchers					

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2.5 Provide an action plan for organising a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

The weaker students will be identified from their semester results - then a customized competency test will be designed pertaining to their competency levels & a rigorous module will be designed for overall development of the candidate to meet industry standards & become more employable. Generally SC / ST / OBC candidates are the ones who score the lowest grades in the entrance exams & seriously lack employability skills - majorly soft-skills, communication skills etc. Hence they will be identified at first & the following methodologies adopted.

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]																				
		1-3	4-6	7-9	10-12	13-15	16-18	19-22														
1	A new cell to be formed to look after the formulation and implementation of the finishing school	Formation of cell	→																			
2	Remedial teaching to be arranged in the subjects they are weak in	Planning	→	Imparting continuous remedial classes																		
3	Free coaching in personality development, soft skills, aptitude tests, G.D. and personal interviews, confidence building & corporate orientation to be arranged.	Planning	→	Imparting of free coaching & employability skills to students																		
4	Their progress to be monitored through Continuous Assessment.	Planning	→	continuous assessment – with tests, viva, quizzes etc.																		
6	Encourage them to participate at National level paper / project presentation contests through student incentive schemes and other fiscal benefits.	Planning	→	continuous encouragement for paper presentation & other activities																		
7	Arrange industry related mini projects.	Planning	→	Implement more Joint mini projects for more company oriented skill development for students																		
8	Designate separate faculty as mentors who would be regularly meeting to address and solve their academic & financial problems.	Planning	→	Continuous monitoring of weak students as per guidelines drawn by appointed mentors for continuous assessing of graduates																		

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9	At a later stage identify best practices w. r. t. this activity by visiting eminent institutes in the country and learning the same	Planning	Continuous identification of best practices & implementation
9	Imparting special remedial classes for weaker students with proper evaluation during semester breaks	Imparting the remedial classes	
10	Imparting intensive skill enhancement training programmes for more than 4 weeks	Imparting the skill enhancement workshops	

2.6 Provide an action plan for strengthening of PG programmes, if any, and starting of new PG programmes.

S. No.	Activities	Project Time Line (in months) [From 01.01.2015 to 31.10.2016]																
		1-3	4-6	7-9	10-12	13-15	16-18	19-22										
1	Establishing 4 new PG programs																	
i	Software Engineering			Commencing programme														
ii	ECE-Communication	Established																
	ECE- VLSI	Established																
iii	Structured Engineering (CE)	Established																
	CSE	Established																
	EE	Established																
2	Establishing 4 new Doctoral programs																	
i	ECE	Commencing the program																
ii	CSE	Commencing the program																
iii	EE	Commencing the program																
iv	Civil	Commencing the program																

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3	Providing assistantship														
I	Identification of the criteria for assistantship to master programme	Guidelines framed													
li	Identification of the criteria for research assistantship to doctoral programme	Guidelines framed													
li	Formulation of assistanceship guideline	Guidelines framed													
4	Enhancement of research activities														
I	Identification of areas & targets of research activity	Identification													
li	Development of research infrastructure	Modernization & establishment of learning resources & modern classrooms													
lii	Commencing and continuing research activity @ 4 per department.					Commencing of research activities with modernization of labs									
5	Qualification upgradation of faculty	Commencing of training of faculty as per TNA given in 2.7 & 2.8 for next 18 months. TNA will be performed every year for preparation of training calendar for the year.													
6	Getting PG recognition for existing Laboratories	Modernization of existing labs	Establishment of new labs												
7	Conducting more joint projects with industry / R&D organizations / renowned educational institutes	Planning	Conducting more & more joint projects after the IIIC is fully functional												
8	Develop patents in emerging fields	Motivati onal guideline s framed	Continuous patent development in identified fields by students, faculty & staff												
9	Granting fellowships to UG & PG students	guideline s framed	Continuous granting of fellowship to UG & PG students												

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10	Providing opportunity to pursue part of research in leading foreign university / industry / premier institute / industry in India	guidelines framed incentive & other remunerations	Implementation
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2.7 Summary Of TNA:

After the SWOT process the TNA process was commenced by the committee members. All the members of the institution were first circulated a TNA form given in the PIP, then a detailed seminar was conducted to sensitize them about the TNA. Every members of the Institution documented their training requirements & submitted the form to the committee. The committee members summarized the TNA forms in 2 tables given as answers to question 2.7 & 2.8 of IDP to form a detailed training calendar for next 18 months. The committee members also identified the time of commencing the TNA exercises for the next 4 years.

The top four key activities identified in the IDP is relating to development of faculty, administrative and technical staff and managerial competency development .Keeping this in mind the institute conducted a detailed TNA of the institute. While conducting the process the methodology suggested in the PIP was followed and the formats given were extensively used. We give below a matrix that will explain the methodology in greater clarity.

Sr.No.	Demography	No. of Incumbents	Training Domain
1	Faculty including all HODs, Professors, Asso. & Asst. Professors, etc.	179	Basic and advanced Pedagogy, areas pertaining to their relevant domains.
2	Technical and other Staff	28	Majorly on attitude development, developing accountability, ownership, institutional pride, communication skills, team work, professional qualities and relevant technical areas.
3	Sr. members of Management – Principal, Registrar, etc.	3	Quality management , budgeting and financial management, sustainability strategy, etc.

This detailed TNA when implemented will certainly result in the institution fulfilling its strategic objectives and blossoming into a true centre of excellence. A detailed department wise organizational TNA is being enclosed hereunder.

Institutional Development plan for Principal

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Sl. No.	Name of Principal	Areas of training / development	2015	2016
1	Prof. (Dr.) M.R.Kanjilal	Management Capacity Development	To Undertake	
		Quality Management, Budgeting & Financial management		
		Exposure to premier centers of Excellence		To Undertake

Institutional Development plan for HODs

Sl. No.	Name of HODs	Areas of training / development	2015	2016
1	SUMIT NANDI	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development	To Undertake	
2	CHANDRA SEKHAR SEN MAJUMDER	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development	To Undertake	
3	BIDYUT KUMAR MEDYA	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development	To Undertake	
4	ANILESH DEY	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
5	AMLAN CHAKRABARTI	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
6	SARADINDU PANDA	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
7	INDRANI SARKAR	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
8	SUBALCHANDRA BERA	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
9	JAYANTA PAL	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake
10	PIJUSH BASAK	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development		To Undertake

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11	LEENA SARKAR BHADURI	Advanced subject knowledge, advanced R&D activity, Lab workshop development, Budgeting & financial management, management capacity development	To Undertake
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Departmental faculty development plan:

Department Of English:

Sl No.	Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
1	Leena Sarkar Bhaduri	International Conference on "The Indian Vernacular: Languages, Literatures and Histories", EFFECTIVE SPEAKING AND MAKING PRESENTATIONS - KNOWLEDGE DISSEMINATION PROGRAM, International Conference on Comparative Literature and Culture	3 Days, 7 days, 3 Days	7-9 September 2015, July 24th to 31st 2015, 11th and 12th September 2015	UNIVERSITY OF DELHI, IIT Kharagpur, VasantRao Nayak Govt Institute of Arts and Social Sciences , Nagpur
2	RAJASI RAY	A. INTERNATIONAL CONFERENCE ON English Language and Literature: Readings and Reflections , 7th International Conference in Language in Shakespeare ,15th INTERNATIONAL MELOW CONFERENCE. FEB 2016 Towards Praxis: Literature, Society and Politics	3 Days, 3 days, 3 Days	7th n 8th of August 2015 ,8th, 9th and 10 th october2015 ,12-14 Feb 2016, 12-14 Feb 2016	Gitam University, Hyderabad, Maharshi Dayanand University, Rohtak, Indraprastha University, New Delhi,
3	SHARMISTHA BASU	ENGLISH LANGUAGE TEACHING(ELT), PEDAGOGICAL ASPECTS OF ELT, ENGLISH LANGUAGE TEACHER -EDUCATOR CONFERENCE, IATEFL Conference , ENGLISH LANGUAGE TEACHING(ELT)	3 Days, 5 Days, 4 Days, 3 Days	2015 2016	ENGLISH LANGUAGE TEACHERS' ASSOCIATION OF INDIA

Department of Computer Science & Engineering:

Sr. No.	Name of staff member	Designation	Area of training/development	Duration	Agency	Year
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1	JAYANTA PAL	HOD	1) Soft Computing and Image Processing using MATLAB 2) Bio-informatics 3) Algorithm ,Graph theory and Computational Geometry 4) Cryptography and Coding Theory	15 days	IIT , NITTR, BESU, JU	2015
2	SUBHRAM DAS	ASSOCIATE PROFESSOR	1) Image & Signal Processing 2) Soft Computing 3) Bio-informatics 4) Distributed Systems	15 Days	IIT , NITTR, BESU, JU	2015
3	MOUSUMI SAHA	ASST PROFESSOR	1.IMAGE PROCESSING 2.Data Mining 3.Networking 4.Soft Computing	14 Days	IIT , NITTR,	2015 2016
4	CHANDRIMA CHAKRABARTI	ASST PROFESSOR	1) Wired and Wireless(Adhoc, mobile) communication and Networking, its Security, Simulator 2) Database, E-Commerce and Cloud Computing 3) Soft Computing, Algorithm and Expert system design using Artificial Intelligence 4)Theory Of Computation, Graph Theory and Staistical tools.	21 days	IEST, Shibpur, Jadavpur University , any IIT, any NIT, NITTR, Calcutta University, ISI, Kalyani University,WBUT, ANY OTHER INSTITUTE/UNIVERSITY, MNCs.	2015 2016
5	ANANYA BANERJEE	ASST PROFESSOR	1) Wired and Wireless(Adhoc, mobile) communication and Networking, its Security, Simulator 2) Database, E-Commerce and Cloud Computing 3) Soft Computing, Algorithm and Expert	21 Days	IEST, Shibpur, Jadavpur University , any IIT, any NIT, NITTR, Calcutta University, ISI, Kalyani University,WBUT, ANY OTHER	2015 2016

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			system design using Artificial Intelligence 4)Theory Of Computation, Graph Theory and Staistical tools.		INSTITUTE/UNIVERSITY, MNCs.	
6	SAGARIKA CHOWDHURY	ASST PROFESSOR	MEMS/VLSI/BIOCHIP/ALGORITHM/BIONLP	14 Days	CU, JU, BESU,IITs, NITTTR, Colleges of WBUT	2015 2016
7	Shubhendu Banerjee	ASST PROFESSOR	Image Processing & Patern Recognition, Wireless Sensor Network, Cloud Computing, Bio Informatics,	14 Days	JU, CU, IIT, NIT,WBUT,JIS	2015 2016
8	SAFIKURESHI MONDAL	ASST PROFESSOR	1. Big data and Cloud computing with haddop, private cloud simulation. 2.Ad-hoc and Wireless Sesor Network 3. parallel computing and distributing computing	21 DAYS	JU, IEST Shibpur, IIT's, nIT's and diifrent reputed Engg Colleges in India	2015 2016
9	Mr. KOUSHIK KARMAKAR	ASST PROFESSOR	1) Telecommunication, networks (wired,wireless, mobile, adhoc etc.), Comp Vision, Wireless Sensor Network and network security. 2) Soft computing, algorithm, Fuzzy logic and MATLAB. 3)DBMS, distributed system and cloud computing. 4)Artitificial intelligence and automata.	21 Days	JU,CU,ISI, BESUS,KALYNAI UNIV, KGEC, ANY IIT,NITTTR AND ANY OTHER INSTITUTE/UNIVERSITY, MNCs.	2015 2016

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10	ANUKUL MAITY	ASST PROFESSOR	DIGITAL IMAGE PROCESSING DIGITAL GEOMETRY COMPUTER VISION AND IMAGE UNDERSTANDING COMPUTATION OF ALGORITHMS COMPUTER GRAPHICS MOBILE COMPUTING	15 Days	All IITs, ISI Kolkata, IEST Shibpur, CU, JU, All NITs, NITTR Kolkata, All private Engg. College under WBUT	2015 2016
11	TAMAL DEB	ASST PROFESSOR	Cloud and Mobile Computing, Big Data Analysis and Data Mining, Web Based and Android Application, Artificial Intelligence, Wireless Sensor Network, Bio Informatics	15 Days	IIT, JU,CU,IEST,Colleges from WBUT	2015 2016
12	MD ASHIFUDDIN MONDAL	ASST PROFESSOR	Cloud and Mobile Computing, Big Data Analysis and Data Mining, Web Based and Android Application, Artificial Intelligence, Wireless Sensor Network, Bio Informatics	15 Days	IIT, JU,CU,IEST,Colleges from WBUT	2015 2016
13	Ms. Debjani Chakraborty	ASST PROFESSOR	Digital signal and Image processing using MATLAB, Automata Theory and Compiler Design, Soft computing and Artificial Intelligence, statistical tool in image processing and signal processing.	21 Days	IIT, Jadavpur University, ISI, BESU, etc.	2015 2016
14	Mr. Pradip Ghosh	ASST PROFESSOR	1) Information Theory and Coding 2) Data Mining 3) VLSI Design	14 Days	IIT, Jadavpur University, ISI, BESU, etc.	2015 2016

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Departmental faculty development plan:

Department of Electronics & Communication Engineering:

SL N O.	Name of the Department	Names of Faculty members for training/development	Areas of training/development	Duration (Days)	Tentative dates of training/development program	Organisations for Training
1	ECE	Sohan Ghorai	Embedded System, DSP, Medical Electronics, Soft Computing	7Days	August 22 - August 30, 2015	IIT Kharagpur, IIT Guwahati, IIT Bombay
2	ECE	Sandhya Pattanayak	Communication engineering	14Days	1st August -14th August,2015	IIT Kharagpur, Jadavpur University, BESU, NITTTR
3	ECE	Saradindu Panda	Embedded System, DSP, Medical Electronics, Soft Computing	7Days	August 22 - August 30, 2015	IIT Kharagpur, IIT Guwahati, IIT Bombay
			Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
4	ECE	Surajit Bari	Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
			Workshop On Microelectronics & VLSI Design using Advanced Simulation Tools	10 Days	29.06.2015- 10.07.2015	Narula Institute of Technology ,Kolkata
5	ECE	SANGITA ROY	Advanced Signal Processing,under TEQIP-II	15 DAYS	11TH July 2015-22nd July 2015	IIT,KGP
			Workshop On Microelectronics & VLSI Design using Advanced Simulation Tools	2 weeks	29th June - 10th July 2015	NIT,Kolkata

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6	ECE	Swati Barui	Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
			Optical Fibre & Laser Technology	5 days	01.02.2016 - 05.02.2016	NITTTR, Kolkata
7	ECE	Payel Biswas	Fibre Optic Communication	6 days	12.10.2015 - 16.10.2015	NITTTR, Kolkata
			Exposure on MATLAB	12 days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
8	ECE	Arnima Das	MATLAB for Engineers	12 days	05.10.2015 - 16.10.2015	NITTTR, Kolkata
			Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
9	ECE	Piyu Sarcar	Short Term Course On Antennas and Microwave Passive Components	7 days	22.06.2015-28.06,2015	IIT,KGP
			MATLAB for Engineers	12 days	05.10.2015 - 16.10.2015	NITTTR, Kolkata
10	ECE	Rimpi Datta	Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
			Exposure on MATLAB	12 days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
11	ECE	Moupali Roy	Refresher Course on Control Systems	5 days	12.10.2015 - 16.10.2015	NITTTR, Kolkata
			Exposure on MATLAB	12 days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
12	ECE	Puspak Pain	Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
			Embedded System, DSP, Medical Electronics, Soft Computing	7Days	August 22 - August 30, 2015	IIT Kharagpur, IIT Guwahati, IIT Bombay
13	ECE	Abhijit Ghosh	Optical Fibre & Laser Technology	5 days	01.02.2016 - 05.02.2016	NITTTR, Kolkata
			MATLAB for Engineers	12 days	05.10.2015 - 16.10.2015	NITTTR, Kolkata
			Short Term Course On Antennas and Microwave Passive Components – Design and Measurements	7 days	22.06.2015 - 28.06.2015	IIT Kharagpur

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			Workshop on Antenna desing and application	12days	December 2015 to January 2016	IITs, NITs, JU
			Electromagnetic Wave & its Various Applications	5 days	22.02.2016 - 26.02.2016	NITTTR, Kolkata
14	ECE	Pranab Hazra	Knowledge Dissemination Programme on Advanced Signal Processing	10 Days	11.7.15 to 22.7.15	IIT Kharagpur
			Signal Processing with Matlab	5 Days	20.7.15 to 24.7.15	NITTTR, Chandigarh
			Exposure on MATLAB	12 Days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
			Image processing and soft computing	7 Days	December 2015 to January 2016	IIT Kharagpur, NIT Durgapur, CU, JU
15	ECE	Arpita Barman Santra	Short Term Course On Antennas and Microwave Passive Components – Design and Measurements	7 days	22.06.2015 - 28.06.2015	IIT Kharagpur
			Electromagnetic Wave & its Various Applications	5 days	22.02.2016 - 26.02.2016	NITTTR, Kolkata
			Exposure on MATLAB	12 days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
16	ECE	Kaushik Sarkar	Knowledge Dissemination Programme on Advanced Signal Processing	10 Days	11.7.15 to 22.7.15	IIT Kharagpur
			Signal Processing with Matlab	5 Days	20.7.15 to 24.7.15	NITTTR, Chandigarh
			Exposure on MATLAB	12 Days	28.12.2015 - 08.01.2016	NITTTR, Kolkata
			Image processing and soft computing	7 Days	December 2015 to January 2016	IIT Kharagpur, NIT Durgapur, CU, JU
17	ECE	Anilesh Dey				
18	ECE	Soumen Pal	Microcontroller & Embedded System	5 days	16.11.2015 - 20.11.2015	NITTTR, Kolkata
			Workshop On Microelectronics & VLSI Design using Advanced Simulation Tools	10 Days	29.06.2015- 10.07.2015	Narula Institute of Technology ,Kolkata

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Department of Mathematics:

Sl No.	Name of Department	Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
1	Mathematics	Dr. Raju Dutta	Wireless communication, Sensor Network, Applied Mathematics, Cloud Computing, Big-Data Networking	15 days	2015 2016	IIT, NIT,University/ Institute in India
2	Mathematics	Dr. Debjani Chakraborti	Soft Computing, OR, Application to Interdisciplinary field	15 days	2015 2016	IIT, NIT,University/ Institute in India
3	Mathematics	Dr. Pijush Basak	Interdisciplinary Mathematics, Statistics & Computational Techniques, OR, Statistical,Mathematical & interdisciplinary modelling	15 days	2015 2016	IIT, NIT,University/ Institute in India
4	Mathematics	Nikhlesh Sil	Interdisciplinary Mathematics, Statistics & Computational Techniques, OR	15 days	2015 2016	IIT, NIT,University/ Institute in India

Department of Chemistry:

SL NO	Name of faculty members for training/development	Areas of training/development	Duration (Days)	Tentative dates of training/development	Organizations for training
1	Dr. Sumit Nandi	Chemical Sciences	3-7 days	June-December, 2015	IIT's, NITs, University, Research Foundation
		Mathematical modeling for Global Warming & renewable fuels	3-7 days	January – May, 2016	Technical University
		Environmental governance	3-7 days	June-October, 2016	IIT's, NITs, University, Research Foundation
	Dr. Sarbani Ganguly	Environmental Sciences	3-7 days	June-December, 2015	Technical Institute
		Biotechnology	3-7 days	January – May,	Technical

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2				2016	University
		Chemical Sciences	3-7 days	June-October, 2016	IIT's, NITs, University, Research Foundation
3	Dr. Rupa Bhattacharyya	Chemical sciences	3-7 days	June-December, 2015	IIT's, NITs, University, Research Foundation
		Polymeric Materials	3-7 days	January – May, 2016	Technical University
		Chemical Engineering Sciences	3-7 days	June-October, 2016	IIT's, NITs, University, Research Foundation

Department of Physic:

Sl No.	Name of Department	Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
1	PHYSICS	Dr. INDRANI SARKAR	MANAGERIAL SKILL DEVELOPMENT	1 WEEK	2015	IIM, RAIPUR
2	PHYSICS	Dr. INDRANI SARKAR	REFRESHER COURSE IN PHYSICS	4 WEEKS	DEC-JAN 2015-16	CALCUTTA UNIVERSITY ASC, JADAVPUR UNIVERSITY ASC, KALYANI UNIVERSITY
3	PHYSICS	Dr SUSMITA KARAN	REFRESHER COURSE /ORIENTATION PROG IN PHYSICS	4 WEEKS	DEC-JAN 2015-16	CALCUTTA UNIVERSITY ASC, JADAVPUR UNIVERSITY ASC, KALYANI UNIVERSITY

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4	PHYSICS	Dr DHANANJAY KUMAR TRIPATHI	REFRESHER COURSE/ORIENTATION PROG IN PHYSICS	4 WEEKS	DEC-JAN 2015-16	CALCUTTA UNIVERSITY ASC, JADAVPUR UNIVERSITY ASC, KALYANI UNIVERSITY
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Department of Civil Engineering:

Serial No	Name of Faculty	Designation	Area of Training/Development	Duration Date/Month	Agency	Year
1	Abhipriya Halder	ASST PROFESSOR	QA / QC Inspector Piping	20 Days	Sanjary Educational Academy	2015
			Soil Mechanics & Engg.	15 Days	NPIU/SPFU	2016
2	Rajkumar Banerjee	ASST PROFESSOR	Hazardous Waste Management and Pollution Prevention	2 Days	IDC Technologies	2015
			Soil Mechanics & Engg.	2 Week May / Dec	IIT, Mumbai	2016
3	CHANDRASEKHR SENMAJUMDAR	PROFESSOR	Designing, Specifying and Constructing with Modern Concrete	2 Days	IDC Technologies	2015
			Soil Mechanics & Engg.	15 Days	NPIU/SPFU	2016
4	SUJOY SARKAR	ASST PROFESSOR	Soil Mechanics & Engg.	07 days	NPIU/SPFU	2015
			Professional Development of Faculty	3 days	NITTR, Chennai	2016

Department of Electrical & Instrumentation Engineering:

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SL N O.	Name of the Department	Names of Faculty members for training/development	Areas of training/development	Duration (Days)	Tentative dates of training/development program	Organizations for Training
1	EIE	Anilesh Dey	Digital Signal (1D & 2D) Processing and Pattern Recognition, Soft computing in communication, Bioinformatics, Video Processing	21 days	NOV-DEC2015	IIT Kharagpur
2	EIE	Bansari Deb Mazumder	Measurement and Instrumentation, Sensor technologies, Automation	15 days	NOV-DEC2016	IIT-kgp/IITDelhi
3	EIE	Sushmita Das	PLC, automation, Microcontroller	15 days	NOV-DEC2015	IIT-kgp/IITDelhi
4	EIE	Dibyendu Sur	Satellite communication, Digital communication, Microprocessor, Space Science and Space weather, DSP	15 days	NOV-DEC2015	IIT-kgp/IITDelhi/NIT rourkela
5	EIE	Arijita Das	Biomedical Engg	15 days	NOV-DEC2015	IIT KGP/IIT bombay

Department of Information Technology:

SI No.	Name of Department	Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
1	IT	Soumya Bhattacharyya	Software Engineering	14 Days	2015 , 2016	NIT
			Data Warehousing & Mining	14 Days	2015 , 2016	IIT/JU
			Soft Computing	14 Days	2015 , 2016	NITTTR
			Cloud Computing	14 Days	2015 , 2016	IEST
2	IT	Tamosree Biswas	Soft Computing	14 Days	2015 , 2016	NIT
			Networking	14 Days	2015 , 2016	IIT/JU
			Data Warehousing & Mining	14 Days	2015 , 2016	NITTTR
			Image Processing	14 Days	2015 , 2016	IEST
3	IT	Shyamapriya Chatterjee	Wireless Communication	14 Days	2015 , 2016	NIT
			Antena Modelling	14 Days	2015 , 2016	IIT/JU
			Database Security	14 Days	2015 , 2016	NITTTR
4	IT	Sujata Kundu	Soft Computing	14 Days	2015 , 2016	IEST

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			DBMS(Database Security)	14 Days	2015 , 2016	NIT
			Matlab	14 Days	2015 , 2016	IIT/JU
			Advance Java	14 Days	2015 , 2016	NITTTR
5	IT	Anirban Bhar	Distributed Computing	14 Days	2015 , 2016	IEST
			Software Engineering	14 Days	2015 , 2016	NIT
			Networking	14 Days	2015 , 2016	IIT/JU
6	IT	Soumen Ghosh	Image processing	14 Days	2015 , 2016	NITTTR
			Matlab & Simulink	14 Days	2015 , 2016	IEST
			Bio-Informatics	14 Days	2015 , 2016	NIT
			Soft Computing	14 Days	2015 , 2016	IIT/JU
7	IT	Bidyut K Medya	Management Capacity Enhancement	14 Days	2015 , 2016	IIT's/ISI's/IISc
			Information and Communications Technology	14 Days	2015 , 2016	IIT's/ISI's/IISc
			Modeling & Simulation	14 Days	2015 , 2016	IIT's/ISI's/IISc
			Cloud Computing	14 Days	2015 , 2016	IIT's/ISI's/IISc
			Management Capacity Enhancement	14 Days	2015 , 2016	IIT's/ISI's/IISc

Department of ELECTRICAL ENGINEERING:

Sl No.	Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
1	Amlan Chakrabarti	Power System Control	3 days	Nov 19-21, 2015	International Conference on Control, Communication and Computing (ICCC India 2015), College of Engineering, Trivandrum, Kerala, India
		Energy & Environment	3 days	Feb, 2016	International Conference on Energy & Environment, IIT Kharagpur
		Energy & Environment	3 days	July, 2016	International Conference on Energy & Environment, IIT Mumbai

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2	DEVRAJ ROY	ANALYSIS OF CIRCUIT & NETWORK USING SOFTWARE	1 WEEK	3.8.15 TO 7.8.15	NITTR KOLKATA
		LABORATORY INSTRUCTION	2 WEEKS	28.12.15 TO 8.1.16	NITTR KOLKATA
		ELECTRICAL MAINTENANCE & SAFETY	1 WEEK	27.07.15 TO 31.07.2015	NITTR KOLKATA
3	SUSHOVAN GOSWAMI	LABORATORY INSTRUCTION	2 WEEKS	28.12.15 TO 8.1.16	NITTR KOLKATA
		ELECTRICAL MAINTENANCE & SAFETY	1 WEEK	27.07.15 TO 31.07.2015	NITTR KOLKATA
		DCS,SCADA AND PLC	1 WEEK	22.2.16 TO 26.02.16	NITTR KOLKATA
4	Sanchari Kundu	HVDC Transmission System	1 Week	26.10.15	PSTI,Bangalore
		Microcontroller & Embedded System	5 Days	16.11.2015 - 20.11.2015	NITTTR,Kolkata
		Renewable Energy Source & Grid Integration	1 Week	21.12.15	PSTI,Bangalore
5	ARKENDU MITRA	Microcontroller & Embedded System	1 Week	16.11.2015 to 20.11.2015	NITTTR, Kolkata
		Reactive Power Management	1 Week	03.08.2015 to 07.08.2015	NITTTR, Bhopal
		Microcontroller & Applications	1 Week	04.01.2016 to 08.01.2016	NITTTR, Bhopal
6	Dipu Mistry	Electrical Maintenance And Safety	1 Week	27.7.15 to 31.7.15	NITTTR, Kolkata
		Refresher Course On Control System	1 Week	12.10.15 TO 16.10.15	NITTTR, Kolkata
7	Kamalika Banerjee	Analysis of Circuits & Networks using Software	1 Week	3.8.15 to 7.8.15	NITTTR, Kolkata
		Applications of Matlab in Electrical Engineering	2 weeks	31.8.15 to 11.9.15	NITTTR, Kolkata
		Power System Operation	2 weeks	15.2.16 to 27.2.16	NPTI,Bangalore
8	Priyanjali Mukherjee	Refresher Course On Control System	1 Week	12.10.15 TO 16.10.15	NITTTR, Kolkata
		Renewable Power Energy Technologies	3 Days	29.2.16 to 2.3.16	NPTI,Durgapur
		Applications of Matlab in Electrical Engineering	2 weeks	31.8.15 to 11.9.15	NITTTR, Kolkata
9	Subhra Mukherjee	Analysis of Circuits & Networks using Software	1 Week	3.8.15 to 7.8.15	NITTTR, Kolkata

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		Electrical Maintenance And Safety	1 Week	27.7.15 to 31.7.15	NITTTR, Kolkata
		Renewable Power Energy Technologies	3 Days	29.2.16 to 2.3.16	NPTI,Durgapur
10	Pratyusha Biswas Deb	Electrical Maintenance And Safety	1 Week	27.7.15 to 31.7.15	NITTTR, Kolkata
		Applications of Matlab in Electrical Engineering	2 weeks	31.8.15 to 11.9.15	NITTTR, Kolkata
11	SUDHANGSHU SARKAR	Applications of MATLAB in Electrical Engineering	2 WEEKS	31.08.2015 - 11.09.2015	NITTTR, KOLKATA
		DCS, SCADA & PLC	1 WEEK	22.2.2016 - 26.2.2016	NITTTR, KOLKATA
		POWER SYSTEM OPERATION & CONTROL	2 WEEKS	5.9.2016 - 16.9.2016	NITTTR, KOLKATA

Department of Mechanical Engineering:

Name of Faculty members for Training/Development	Areas of Training/ Development	Duration	Tentative dates of training /development	Organizations for Training
Amit Datta	field of Mechanical Engineering	Two weeks	2016	IIT kharagpur, IIT kanpur,Jadavpur University,IEST(Shibpur), NITTR(Kolkata)
Subhasis Mondal	field of Mechanical Engineering	Two weeks	2016	IIT kharagpur, IIT kanpur,Jadavpur University,IEST(Shibpur), NITTR (Kolkata)

Department of First Year Engineering:

Serial No	Name of Faculty	Designation	Area of Training/Development	Duration Date/Month	Agency	Year
1	BIJOY DAS	ASST PROFESSOR	Pedagogy training	15 Days	IIT KGP	2015-16
2	AINDRILA CHAKRABORTY	ASST PROFESSOR	Pedagogy training	15 Days		2015-16
3	PRASAD BASU	ASST PROFESSOR	Pedagogy training	15 Days		2015-16
4	SUBHAM SAHA	ASST PROFESSOR	Pedagogy training	15 Days		2015-16

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5	DAITA CHAKRABORTY	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
6	MAUSUMI ADHYA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
7	NIRMALENDU PAL	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
8	MADHUBANTI GUPTA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
9	TANMAY LAHA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
10	SANTANU BHATTACHERJE	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
11	ARPAN SAMANTA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
12	NIRMAL KUMAR DUARI	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
13	TAPAN KUMAR MUKHOPADHY	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
14	INDRANI SARKAR	HEAD OF DEPT	Pedagogy training	15 Days	2015-16
15	SIBATOSH BAGCHI	PROFESSOR	Pedagogy training	15 Days	2015-16
16	DHANANJAY KUMAR TRIPATHI	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
17	SUSMITA KARAN (NEE ADAK)	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
18	AMIT DATTA	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
19	SREYOSHI CHATTERJEE	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
20	SUBAL CHANDRA BERA	HEAD OF DEPT	Pedagogy training	15 Days	2015-16
21	RUPA BHATTACHARYYA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
22	SARBANI GANGULY	ASST PROFESSOR	Pedagogy training	15 Days	2015-16

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23	SUMIT NANDI	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
24	RAJU DUTTA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
25	NIKHILESH SIL	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
26	ARNAB GUPTA	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
27	DEBJANI CHAKRABORTI	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
28	PIJUSH BASAK	ASSOCIATE PROFESSOR	Pedagogy training	15 Days	2015-16
29	SHARMISTHA BASU	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
30	LEENA SARKAR BHADURY	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
31	RAJASI RAY	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
32	BIKASH KRISHNA GHOSH	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
33	SHYAMASIS GHOSH	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
34	SRIPARNA GUHA	ASST PROFESSOR	Pedagogy training	15 Days	2015-16
35	KAMAL KUMAR BARDHAN	PROFESSOR	Pedagogy training	15 Days	2015-16
36	ARINDAM CHATTERJEE	ASSISTAND REGISTRAR	Pedagogy training	15 Days	2015-16
37	SUDESHNA BANDYOPADHYAY	ADMINISTRATIVE OFFICER	Pedagogy training	15 Days	2015-16
38	ARPITA MUKHERJEE	TPO	Pedagogy training	15 Days	2015-16
39	ARPITA CHAKRABORTY	SECRETARY TO MD	Pedagogy training	15 Days	2015-16
40	LeenaGayen	Asstt. Prof.	Pedagogy training	15 Days	2015-16

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2.8 Provide an action plan for training technical and other staff in functional areas

Department of Computer Science and Engineering

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date / Month	Agency	Year
1	Ms. Joyita Basak	STA	Microsoft Office	15 days	Seed Infotech , Kolhapur	2016
			Attitudinal Change	07 days	NPIU/SPFU	2015
2	Mr. Atanu Sen	JTA	Networking in Linux	15 days	Red Hat, mumbai	2016
			Attitudinal Change	07 days	NPIU/SPFU	2015
3	Ms. Malia Dastidar	STA	Network Administration	15 Days	C- DAC Pune	2015
			Attitudinal Change	07 days	NPIU/SPFU	2016

Department of Mechanical Engineering

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date / Month	Agency	Year
1	Mr. Amitava Sanfui	Jr. Tech Asstt	3D Co-ordiante Measuring Machine	7 Days	JU	2015
2	Mr. Pran Krishna Kumar	Lab Attendant	Upright Optical Microscope	7 Days	JU	2016
3	Mr. Soumen Roy	STA	Attitude Building	7days	The Center For Personal Transformation	2015
			Machine Maintenance	7days	JU	2015
4	Mr. Partha Bhattacharya	STA	Universal Testing Machine	7 Days	JU	2016
5	JhiliHalder	JTA	3D Laser Scanner	7 Days	JU	2015
6	ShubhankarBhadra	JTA	Micro Hardness Tester M/C	7 Days	JU	2016

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Department of Information Technology

SL No	Name of the Department	Names of faculty members for training/development	Areas of training/development	Duration (Days)	Tentative dates of training/development program	Organisations for Training
1	IT	Mr. Chiradeep Ghose	Information Technology Infrastructure Library Windows Server Administration Linux Administration	7 / 10 / 14	Nov-Dec, 2015 May-June, 2016	Training Center Supplier/provider based
2	IT	Mr. Partha Pratim Basu	1. Mobile & Personal Area Networking 2. Linux 3. DBMS	7 / 10 / 14	Nov-Dec, 2015 May-June, 2016	Training Center Supplier/provider based
3	IT	Ms. Haimanti Tarafder	1. Elementary Soft Computing Techniques 2. Intelligent Search Technique	7 / 10 / 14	Nov-Dec, 2015 May-June, 2016	Training Center Supplier/provider based
4	IT	Mr. Prosenjit Guha	1. DBMS 2. LINUX 3. Algorithm	7 / 10 / 14	Nov-Dec, 2015 May-June, 2016	Training Center Supplier/provider based

Department of Civil Engineering

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date / Month	Agency	Year
1	Mr.NarayanchMaji	Junior Technical Assistant	Attitudinal Change	07 days	NPIU/SPFU	2015
2	Ms. MoumitaSarkar(Pal)	Junior Technical Assistant	Attitudinal Change	07 days	NPIU/SPFU	2016
3	Mr.Saktipada Bhattacharyya	Junior Technical Assistant	Attitudinal Change	07 days	NPIU/SPFU	2016

Department of Electronics and Communication Engineering

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date /	Agency	Year
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				Month		
1	Mr. SunirmalBhaduri	Sr.Tech. Asstt	Arm Controller	15 days May / June	IIT, Kharagpur	2015
2	Mrs. AnusreeMondal	Sr.Tech. Asstt	Mobile & Communication Engineering	2 Week May / Dec	IIT, Kharagpur	2016
3	Ms. Srabani Roy(Das)	JTA	CCNA	30 days May/Dec	Zoom, Hyderabad	2015
4	Mr. AtanuWadadar	JTA	Communication Engineering	15 days May / June	IIT, Mankapur	2016
5	Mr. Sudip Pal	JTA	Mobile & Communication Engineering	2 Week May / Dec	IIT, Kharagpur	2015
6	Mr. BholaNath Pal	STA	Arm Controller	15 days May / June	Keil, Germany	2015
7	Ms. SumanGiri (Sharma)	JTA	Advanced image processing & pattern recognition	7days May/June	IIT, Mumbai	2016
8	Ms.RekhaMajumder	JTA	Arm Controller	15 days May / June	Keil, Germany	2015
9	Ms.Sarbani Mukherjee	JTA	Communication Engineering	15 days May / June	IIT, Mankapur	2016
10	MsShrabanti Das	JTA	Mobile & Communication Engineering	2 Week May / Dec	IIT, Kharagpur	2016

Department of Electrical Engineering

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration	Agency	Year
1	Mr.SudhamayBhattacharjee	JTA	Attitudinal Change	07 days	NPIU/SPFU	2015
2	Mr.Milan Banerjee	STA	Attitudinal Change	07 days	NPIU/SPFU	2015
3	Mr.AmitMitra	STA	Attitudinal Change	07 days	NPIU/SPFU	2016
4	Mr.Sasthi Kr Maitra	Lab Technician	Attitudinal Change	07 days	NPIU/SPFU	2016
5	Ms.Rupa Das Gupta(Guha)	JTA	Attitudinal Change	07 days	NPIU/SPFU	2016

Department of Physics

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Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date / Month	Agency	Year
1	Mr. Debtosh panda	JTA	Attitudinal Change	07 days	NPIU/SPFU	2015

Department of Chemistry

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration Date / Month	Agency	Year
1	PampiMajumder	JTA	Attitudinal Change	07 days	NPIU/SPFU	2016

Administrative & Finance Staff:

Sr. No.	Name of Technical Staff	Designation	Area of Training	Duration	Agency	Year
1	Mr. Kallol Paul	Accounts officer	Audit of public Private Partnership	7 days	National Academy of Audit &Accounts	2016
			Attitudinal Change	3 days	NPIU/SPFU	2015
2	Mrs. SubhraChakrabarty	Office Asstt.	Project Management	7 days	PMA	2015
			Attitudinal Change	3 days	NPIU/SPFU	2015
3	Mr. NirupamSarkar	Office Asstt.	Orientation program	3 days	NPIU/SPFU	2015
			Attitudinal Change	3 days	NPIU/SPFU	2016
4	Mr. KrishanuGanguly	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2016
5	MRS. Nidhi Singh	Register	Management Development Programme	4 Days	NPIU/SPFU	2015
6	Mr. Ratan Das	Site Supervisor	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
7	Mr. Karamdeo Prasad	Accounts Asstt	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
8	Mr. DebasishDebnath	Accounts Asstt	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
9	Mrs. ArpitaBasu	LibraryAsstt.	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2015
10	Mr. Samaresh Das	LibraryAsstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
11	Mr. Souren Banerjee	Assistant to Library	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2016

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12	Mr. AbhijitBhaowal	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2016
13	Ms.Suvra Chandra	LibraryAsstt.	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016
14	Ms.Soma Bhattacharay	Hostel Warden	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2015
15	Mr.Subrata Biswas	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2015
16	Mr.Kalipada Naskar	Peon	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016
17	Mr.Yudhisthir Sardar	Assistant to Library	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
18	Mr.Ramdew Mandal	Peon	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
19	Mr.Sandip Pramanik	Electrician	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
20	Mr.Kashinath Ganguly	Electrician	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
21	Mr.GaurSankar Saha	Maintanance	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
22	Mr.Ashis Datta	Maintanance	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
23	Ms.Sandhya Kumari Singh	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
24	Mr.Mukesh Hela	Maintanance	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
25	Mr. Dharmdeo Prasad	Maintanance	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
26	Mr.Ram Ch .Sarkar	LibraryAsstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2016
27	Mr. Tarak Ch. Basu	Peon	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016
28	Mr.Sajal Mahata	Asstt. to TPO	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2015
29	Mr. Sanjib Kr Saha	Electrician	Attitudinal Change	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2015
30	Ms. Anindita Das Gupta	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
31	Ms. Mahua Chattapadhyay	Office Asstt.	Attitudinal Change	3 days	NPIU/SPFU	2016
			Orientation program	3 days	NPIU/SPFU	2015
32	Mr. DebasisSaha	LibraryAsstt.	Attitudinal Change	3 days	NPIU/SPFU	2015

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			Orientation program	3 days	NPIU/SPFU	2015
33	Mr. Neelanjan Mitra	Accounts Exe.	E-FMR Training	1 days	NPIU MUMBAI	2015
			Orientation program	3 days	NPIU/SPFU	2016
34	Ekta Singha Roy	Accounts Exe.	Training Accounts	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016
35	Srijita Chakraborty	Accounts Exe.	Training Accounts	3 days	NPIU/SPFU	2015
			Orientation program	3 days	NPIU/SPFU	2016

2.9 Describe the relevance and coherence of Institutional Development Proposal with State's/National (in case of CFIs) Industrial/Economic Development Plan. (to be completed)

Enclosed here under is West Bengals industrial & Economic policy & key policy objective of the state for higher technical education:

The State Govt. has announced a new industrial policy in September 1994. The main salient feather of the State Govt.'s policy (GP) industrial promotion and economic development are as under:-

1. The State Govt. welcomes foreign technology and investment as may be appropriate, or mutually advantageous.
2. The Govt. recognizes the importance and key role of the Private Sector in providing accelerated growth. The State Govt. would welcome private sector investment in power generation.
3. Improvement and upgradation of industrial infrastructure is indispensable for accelerated growth of industries. The Govt. recognizes the need in improvement in roads, communication and development of Growth Centres. Since these programmes require massive investment, the Govt. proposes to undertake projects for development of industrial infrastructure through the Private Joint Sector also, whenever feasible.
4. The Govt. has already taken the initiative in substantially improving the social infrastructure facilities like development of satellite township, housing, health, education, water supply, hotels, etc. a major thrust has been given to technical education and training through polytechnics and it is. In the sphere of health, improvement and expansion of hospital facilities in and around Calcutta and Growth Centres through Private & Joint Sector efforts is being explored.
5. Along with the Public & Privates, the State Govt. looks upon the joint and assisted sectors as effective instrument for mobilizing necessary resources and expertise in important areas of economic activities.
6. based upon the available opportunities and the potential of this region, the State Govt. has identified certain segments of industries as thrust areas for special attention viz.
 - a. Petro-Chemicals & Downstream Industries
 - b. Electronics & Information Technology
 - c. Iron & Steel, Metallurgical and Engineering
 - d. Textiles
 - e. Leather and Leather Products
 - f. Food Processing, Edible Oil, Vegetable Processing and aquaculture
 - g. Medicinal Plant, Rubber, Palm Oil and Tea
 - h. Manufacture of Basic Drugs Chemical and Pharmaceuticals
 - i. Optimal utilization of Minerals and Development of mine based industries
 - j. Gems and Jewellery and
 - k. Promotion of Tourism and Tourism related activities.

Key Policy Objective of the State of West Bengal for Higher Technical Education

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- ❖ Quality and Excellence in Education
- ❖ Academic and Administrative Reforms
- ❖ Equity and Inclusion
- ❖ Expansion of access to Higher Technical Education
- ❖ Public Private Partnership
- ❖ Research-centered education
- ❖ Network cluster among institutions for resource sharing
- ❖ Autonomy and Accountability

The vision, mission & strategic objectives of NIT is enclosed hereunder

VISION OF THE INSTITUTE:

To develop responsible citizens who would 'think global and act local' and become the change agents of society to meet the challenges of future.

MISSION OF THE INSTITUTE:

To impart high quality Engineering and Management education to the budding professionals and provide the ambience needed for developing requisite skills to make a mark of excellence in Education, Business and Industry.

STRATEGIC OBJECTIVES OF THE INSTITUTE

- Produce high quality graduates
- Improve employability of the graduates
- Recruit, nurture and retain outstanding faculty and staff
- Promote a strong sense of community and collegiality among the students, faculty, staff and alumni.
- Improve teaching and learning through continuous assessment
- Develop strong entrepreneurship spirit among the students.
- Promote research and consultation that address the immediate and long-term needs of the society
- Create a strong relationship with society in particular with industry to cooperate in the advancement of the country's economy.

Sr.No	Strategic Objectives of the Institute	Coherence with the State's Policy Objectives
1.	Produce high quality graduates	This will help the state to enhance quality and excellence in higher education and also help develop a captive base of highly employable graduates who would be ready to contribute in the various identified industry segments. Some part of the students can also be catalytic in enhancing research centered education.
2.	Improve employability of the graduates	This will help the state captive base of highly employable graduates who would be ready to contribute in the various identified industry segments.
3.	Recruit, nurture and retain outstanding faculty and staff	This will not only result in state maintaining quality and excellence but also help in implementing academic and administrative reforms, enhance research centered education, enhance networking.
4.	Promote a strong sense of community	This will help bring in accountability and expansion of access to higher

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	and collegiality among the students, faculty, staff and alumni.	technical education .
5.	Improve teaching and learning through continuous assessment	This will most certainly sustain quality and excellence which again will develop great employability amongst students.
6.	Develop strong entrepreneurship spirit among the students.	This will most certainly accelerate industrial growth in the state
7.	Promote research and consultation that address the immediate and long-term needs of the society	This will help in research centered education, enhance networking among institutions.
8.	Create a strong relationship with society in particular with industry to cooperate in the advancement of the country's economy.	This will help expansion of access to higher education and address the spirit of equity and inclusion. This will also encourage public – private partnership.

It is therefore evident that the IDP of NIT is in complete coherence with the State's Policy Objectives.

The relevance of our IDP with respect to the state's Industrial / economic plan is also very evident from NIT's vision & strategic objectives In addition, ambitious yet specific time bound action plans have been chalked out with respect to the following areas.

2.10 Describe briefly the participation of departments/faculty in the IDP preparation.

All faculty and staff of the institute have participated with a lot of enthusiasm and dedication while preparing the IDP. For attaining a detailed coverage of topics while preparing the IDP, ideas as well as participation was also invited from Parents, Staff, Alumni & Employers. Details of the participation are given hereunder:

The demography and numbers of participants

Participant Demography	Nos.
Governing Body members, Principal, Vice Principal, Registrar	10
Deans, HoD	5
Faculty from all departments	85
Staff	15
Parents	100
Alumni	30
Employers	20
Students	500

Preparation of the IDP

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- At the beginning of the process a detailed schedule pertaining to the process and the participation of various departments was drawn up & according to the scheduled date and time, the departmental members were addressed in presence of HODs, Principal and Vice Principal as per the specified module
- A brief about TEQIP-II – its scope and its objectives, its eligibility criteria etc. were discussed along with details w.r.t. subcomponent 1.1 and the detailed road-map on how we would arrive at the IDP was discussed.
- The SWOT process and methodology, TNA process and methodology were discussed in details.
- A time bound schedule was made again w.r.t. completion of the various activities – The deadline for the first and 2nd draft of IDP and the date of completion was drawn up
- The different departmental committees were made w.r.t. completion of the exercise.
- The various questionnaire and formats were designed and distributed to the respective incumbents
- The SWOT & TNA process was initiated, facilitated and completed.
- The strategic plan was completed; general objectives and specific objectives were identified.
- The departmental action plans were completed along with the specific departmental budgets.
- On completion of the above a core committee comprising all HODs, Principal, Vice Principal sat and collectively scrutinized above and arrived at the institutional SWOT, institutional action plans and the institutional budget
- A check list of all the annexures was made and the documents were organized and examined in detail.
- The final IDP along with annexures was then compiled and scrutinized by the core committee again and the IDP was finally made ready for submission
- The head of the institution along with the core committee was deeply involved in every step of the process.
- Another objective was to ensure process sensitization, clarity & process ownership among the participants such that when the TEQIP project starts, the level of preparedness of the Institute is at its best

Signature

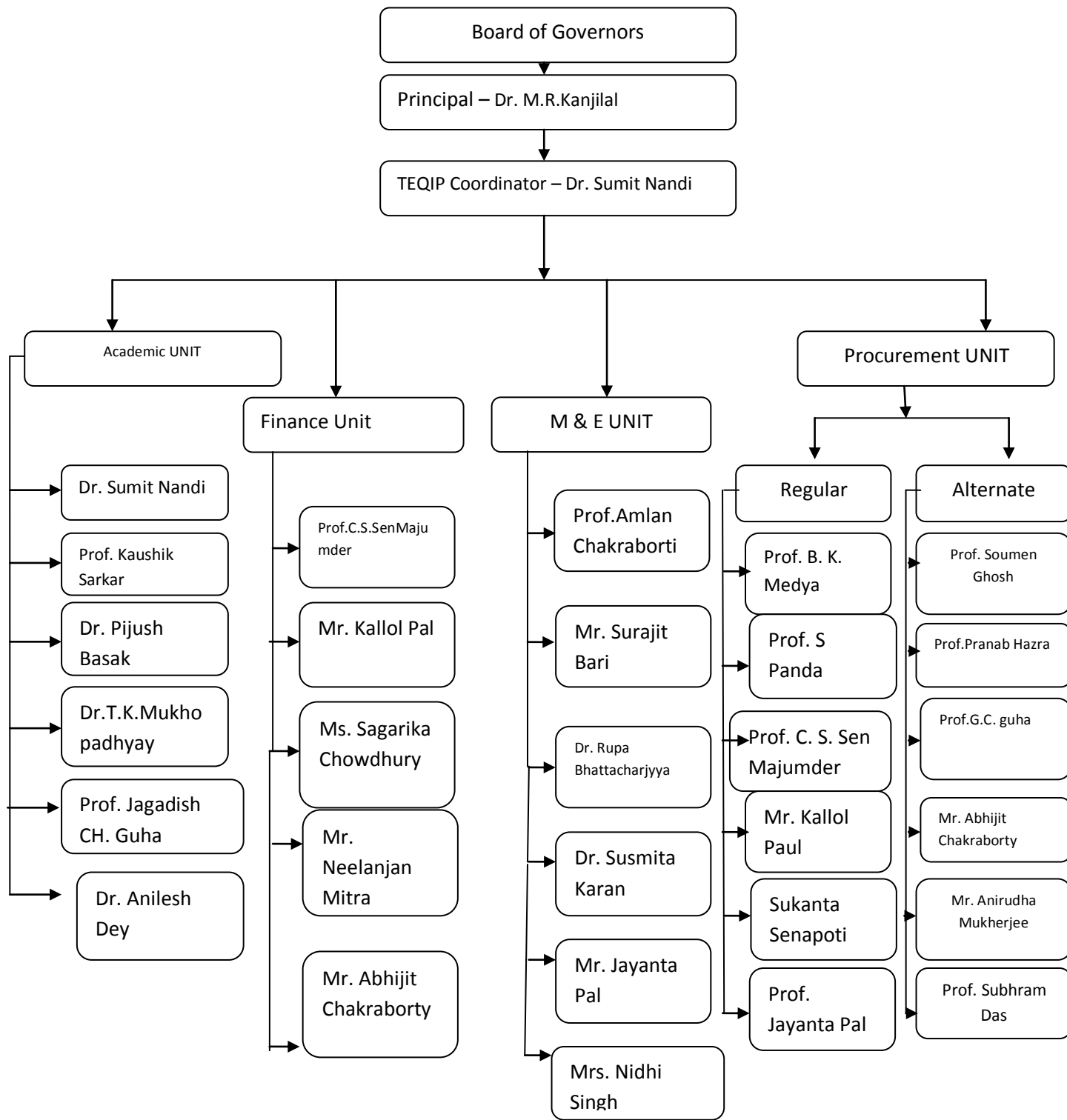
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2.11 Describe the Institutional project implementation arrangements with participation of faculty and staff.

INSTITUTIONAL IMPLEMENTATION ARRANGEMENTS FOR TEQIP PHASE II



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2.12 Provide an Institutional project budget in Table-29.

Table-29 :Institutional Project Budget for Sub-Component 1.1

[Note: For details of permissible and non-permissible expenditures, please see Table-18 (for Government funded and aided institutions) and Table-19 (for private unaided institutions)]

(RS.InCrores)

S. No.	Activities	Project Life Allocation	Financial Year					2016 - 17 (upto 31 st Oct 2016)
			2011-12	2012-13	2013-14	2014-15	2015-16	
1.	Infrastructure improvements for teaching, training and learning through:							
	(i) Modernization and strengthening of laboratories	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
	(ii) Establishment of new laboratories for existing UG and PG programmes and for new PG programmes	1.6	1.0	.6	Nil	Nil	Nil	Nil
	(iii) Modernization of classrooms*	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
	(iv) Updation of Learning Resources	0.08	0.02	0.04	0.01	0.01	Nil	Nil
	(v) Procurement of furniture	0.08	0.02	0.04	0.01	0.01	Nil	Nil
	(vi) Establishment / Upgradation of Central and Departmental Computer Centers*	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
	(vii) Modernization / improvements of supporting departments*	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
	(viii) Modernization and strengthening of libraries and increasing access to knowledge resources	0.16	0.03	0.09	0.02	0.02	Nil	Nil

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	(ix) Refurbishment (Minor Civil Works)*	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	
2.	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	0.48	0.12	0.12	0.12	0.12	.34	.14
3.	Enhancement of R&D and institutional consultancy activities*							
4.	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	0.6	0.15	0.15	0.15	0.15	.22	.16
5.	Enhanced Interaction with Industry	0.16	0.02	0.06	0.04	0.04	.17	.12
6.	Institutional management capacity enhancement	0.12	0.02	0.06	0.02	0.02	.15	Nil
7.	Implementation of institutional reforms	0.08	0.01	0.04	0.02	0.01	Nil	Nil
8.	Academic support for weak students under the aegis of Finishing School	0.16	0.04	0.04	0.04	0.04	.68	.12
9.	Technical assistance for procurement and academic Activities	0.08	0.005	0.03	0.03	0.015	Nil	Nil
10.	Incremental Operating Cost	0.4	0.05	0.08	0.12	0.15	.24	.16
	TOTAL	4	1.485	1.35	0.58	0.585	1.8	.7

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2.13 Provide the targets against the deliverables listed in Table-30.

Table-30

Project Targets for Institutions under Sub-component 1.1

S. No.	Deliverables	Baseline (13-14)	Targets to be achieved at the end of the project
1.	Number of students registered for a. Masters in Engineering programme b. Doctoral programme in Engineering	113 0	125 15
2.	Revenue from externally funded R&D projects and consultancies in total revenue (Rs. in lakh)	16.26L	20L
3.	Number of publications in refereed journals a. National b. International	36 40	56 80
4.	IRG as % of total annual recurring expenditure	181%	185%
5.	Number of co-authored publications in refereed journals a. National b. International	36 40	56 80
6.	Student credentials (a) campus placement rate of • UG students • PG students (b) average salary of placement package for (Rs. in lakh) • UG students • PG students	63.92% 25.25%	85% 55% 3.5 L / A 3.8 L / A
7.	Number of collaborative programmes with Industry	2	10
8.	Accreditation status (obtained and applied for)	(72%age, No.4)+(60% age No.3)	100%
9.	Vacancy position for faculty and staff	F – 24 S - 11	Vacancy reduced to 10% or less

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10.	Percentage of regular faculty having a Masters Degree or a Doctorate Degree in Engineering disciplines	PhD – 19 % M. Tech – 68%	PhD – 30% M.Tech – 70%
11.	Transit rate from 1st to 2nd year for the following: <ul style="list-style-type: none"> • All Students • SC and ST Students • OBC Students • Women Student 	586 510 (87.03%) 15 (68.18%) 59 (74.68%)	600 90% 70% 80%
12.	Autonomy status Autonomous Status	Nil	To be sustained
13.	Enrolment of faculty with only Bachelor Degree for qualification upgradation	Nil	Nil
14.	Any other academic deliverables (maximum 3)		
(i)			
(ii)			
(iii)			

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2.14 Give an action plan for ensuring that the project activities would be sustained after the end of the project.

The institution is determined to emerge as a true centre of excellence in research and higher learning within the next 10 years. In view of the above it is therefore determined to sustain the momentum of growth and progress and hence make a detailed sustainability action plan that will include academic, economic, social and environmental dimensions.

The institute is expected to reap the following benefits from the project:-

- Accreditation of all programs
- Networking with eminent national and International institutes will take place
- The finishing school for the SC/ST/OBCs/ academically weak student
- Establishment of new laboratories and modernizing of the existing ones
- New faculty shall be recruited
- The faculty and staff shall be intensely trained
- Management capacity development shall result in better autonomy and accountability which will result in excellence overall
- Research culture shall develop momentum
- Industry -institute synergy shall get huge boost
- Academic reforms shall bring in excellence
- We shall see high quality academic results, more paper publications, patents, high quality consultancy projects
- Internal revenue generation shall get tremendous rejuvenation
- In view of the above the Institute shall in all likelihood be eligible for more similar grants
- Institute's internal systems shall be strengthened, performance management shall be stronger and the institute shall be more result oriented
- Student development shall be higher - we shall see better academic performance, better employment, higher transition rate and more entrepreneurs

The signatory institution therefore agrees to undertake the following:

9. Establish a sustainability policy
10. Incorporate the principles and best practices of sustainability in corporate documents and reports such as mission statements, strategic plans, annual reports, and policies;
11. Develop an institutional sustainability plan that includes mechanisms for tracking progress;
12. Integrate the principles of sustainability within curriculum to enable students and communities to develop competencies and commitment to contribute to a sustainable future;
13. Incorporate sustainability practices in procedures and operations such as green standards for buildings, alternate energy sources, Energy Star certification for products, and energy efficient transportation;
14. Integrate sustainability principles in cultural, sports, recreational and other activities;
15. Participate in sustainability networks and consortia, sharing exemplary practices, research, and models; and,
16. Work collaboratively with government, business and the community to develop and implement joint strategies to move society towards sustainability.
17. Continue generating IRG from consultancy, research, developing new products, patents, starting new certified programs.
18. Commence and nurture an Incubation Centre

Action Plan for sustenance of the activity

Narula Institute of Technology is confident enough that the sustenance of the above mentioned outcomes from the key activities should prevail long after the TEQIP project is over. To make it a reality the Institute is ready to take all possible measures & make

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the above activities part &^ parcel of the Institutional performance culture to comply to the set procedures & policies. The institute thus proposes to

- Deploy a very stringent sustainability policy addressing all developmental aspects in details & continuous monitoring of the same
- Formulate different committees for each verticals of Institutional development to monitor the sustenance of the progress of their verticals & design new developmental plans
- Document every member’s job responsibilities, KRAs, KPIs, to ensure deeper clarity and better results oriented performance from the members of the Institute.
- Design proper channels for timely generation of Institutional management information & time to time analysis of the information to reconstruct the institutional strategic plans or introduce new ones whenever felt necessary addressing to the need of the time
- Conduct quarterly performance appraisals & introduce a proper 360 degree feed-back mechanism for better all round institutional performance evaluation
- Conduct the TNA every year and implement it accordingly
- Identify best practices other eminent institutes and put them in place
- Focus on building institutional pride and a culture of excellence
- Focus on faculty and staff retention and effective attrition management
- Continue generating IRG from consultancy, research, developing new products, patents, starting new certified programs
- Commence and nurture an incubation centre.
- Work jointly with government, business and the community to develop and implement joint strategies to move society towards sustainability
- Integrate sustainability principles in cultural, sports, recreational and other activities as well.

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2.15 Provide a Procurement Plan for the first 18 months for Goods and Civil Works in Table-31 and Consultant Services in Table-32 with budget and time frame.

Table-31

18-month Procurement Plan for Works and Goods* for Sub-Component 1.1
Name of the institution with location: Narula Institute of Technology, Kolkata

Package No.	SI No.	Activities	Description of Works/Goods	Estimated cost(Rs)	Method of Procurement	Design/Investigation/Completion/ Specification Finalization Date	Estimate Sanctioned (Date & Value)	Preparation of Bid Documents(Date)	Receipt of Bank's No Objection to banking Document(Date)**	Bid		Contract Award (Date/Value)	Date of Completion of Contract
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	1	Library i.e. Books,	Library i.e. Books,	5,00,000	Shopping	0-3 months	4-5 months and Rs,5,00,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 months
2	2	Library i.e. Books,	Library i.e. Books,	5,00,000	Shopping	0-3 months	4-5 months and Rs,5,00,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 months
3	3	Library i.e. Books,	Library i.e. Books,	5,00,000	Shopping	0-3 month	4-5 month	N.A.					4-5 mon

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						s	s and Rs,5,00 ,000.		N.A.	N.A.	N.A.	N.A.	ths
4	4	Library i.e. Books,	Library i.e. Books,	5,00,000	Shop ping	0-3 month s	4-5 month s and Rs,5,00 ,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 mon ths
5	5	E-journals	E-journals	775000	DC	0-3 month s	4-5 month s and Rs,7,75 ,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 mon ths
6	6	E-journals	E-journals	700000	DC	0-3 month s	4-5 month s and Rs,7,00 ,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 mon ths
7	7	E-journals	E-journals	5,25,000	DC	0-3 month s	4-5 month s and Rs,5,25 ,000.	N.A.	N.A.	N.A.	N.A.	N.A.	4-5 mon ths

Signature

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Head of the Institution

TEQIP
Institutional Development Proposal
Under Sub Component 1.1

31st March,2015

