GMR Institute of Technology
An Autonomous Institute Affiliated to JNTUK, Kakinada

Seven UG Programs accredited by National Board of Accreditation (Tier-1) *
Institute Accredited by NAAC with "A" Grade and ISO 9001-2008 Certified

GMRIT
Training Tomorrow's
Engineers Today

GMR Nagar, Rajam-532 127
Srikakulam (Dist.)
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Criterion VII – Institutional Values and Best Practices (100)

7.3 Institutional Distinctiveness

7.3.1. Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

The Institute strongly believes that the "Quality of Education can never be Better than the Quality of Teachers" in an academic eco-system. With this spirit of ensuring the quality of the faculty, the institution has a robust selection process for identifying the best of the teaching faculty with real passion towards teaching. This creates and enables the system to realize the vision of the institution i.e., to be among the most preferred institutions offering quality technical education. In line with this the mission statements are conceived keeping in complete concurrence with the core values of NAAC upon which the entire accreditation process is built-in for quality assurance.

NAAC Core Values	Mission Statements
Contributing to National Development	To turnout disciplined and competent engineers with sound work and life ethics.
Inculcating Value System among Students	
Fostering Global Competencies among Students	To develop teaching, research and consulting environment in collaboration with industry and other institutions.
Promoting use of Technology	To implement outcome based education in an IT-enabled environment.
Quest for Excellence	To encourage all-round rigor and instill a spirit of enquiry and critical thinking among students, faculty and staff.

To keep up in pace with the technology development and various innovative teaching and learning pedagogies, continuous faculty capacity building programs play a vital role to maintain the reputation of the institution. Having said that the Institute has started introducing several best practices to enhance the quality of education offered and creating an enabling environment for both teachers and students for their holistic growth. Having all these challenges in mind in the last decade, several initiatives were introduced to motivate faculty members and promote philosophy of continuous professional development. A policy document with the well-defined SOP has been brought into existence enabling all the faculty members to get aligned with the system. This process driven approach for ensuring the quality of the faculty and faculty continuous development has shown the impact in terms of

❖ Attracting senior faculty members PAN India with good academic credentials, research and professional competencies leading to a heterogeneous group
❖ Increased motivational levels of existing faculty for continuous development of professional competencies through participation in conferences, seminars and workshops

A Division of the GMR Varalakshmi Foundation

ISO 9001:2008

* Chemical Engineering (CHE), Civil Engineering (CE), Computer Science and Engineering (CSE), Electrical & Electronics Engineering (EEE), Electronics & Communication Engineering (ECE), Mechanical Engineering (ME) & Information Technology (IT)

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❖ Building and enhancing the research profile leading to success in getting research grants from various funding agencies, quality publications in Scopus and SCI indexed journals and acquiring Ph.D. qualification for career enhancement

Over the last few years, the system which was in place got modified year on year and finally in line with the Academic Performance Indicator (API) evolved into a very comprehensive policy by name **"Faculty Assessment and Development Scheme(FADS)"** during year 2017-18**.**
FADS came out as very high enabling policy covering all the aspects of the development of the faculty with a proper balance between academics, research, and professional development.
Apart from the above, the policy also has scope to incentivize the faculty members with monitory benefits based on the score that the faculty acquired under various attributes of the policy which has flexibility to tradeoff. Compared among the equals, this initiative has turned into a distinct practice contributing to the realization of the vision of the institution.
The following statistics illustrates the evidence of success since 2015 – 2016 (Post Accreditation of Second Cycle)

No.	Success Evidence	2019 - 2020	2018 - 2019	2017 – 2018	2016 - 2017	2015 - 2016
1	Total strength of faculty	234	223	234	228	222
2	No. of members of faculty with Ph.D. qualification	116	79	67	51	48
3	No. of faculty from outside AP	23	14	11	08	01
4	No. of professional development activities	403	357	314	167	141
5	Total no. of publications in peer reviewed journals	268	251	222	238	153
6	Total no. of publications in Scopus/SCI indexed journals	234	166	121	89	48
7	Total no. of papers presented in conferences	46	57	79	98	98

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