TEQIP Phase – II

INSTITUTIONAL DEVELOPMENT PROPOSAL

for

Sub component 1.1: Strengthening Institutions
to improve learning outcomes and employability of graduates

Submitted by

GOVERNMENT ENGINEERING COLLEGE WAYANAD

Mananthavady, KERALA – Pin 670 644

September 2012

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAM

(TEQIP)

PHASE – II 2nd Cycle

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GOVERNMENT ENGINEERING COLLEGE, WAYANAD

MANANTHAVADY, KERALA – 670 644

CERTIFICATE

This is to certify that all information provided in this Institutional Development Proposal for Sub-Component 1.1 – TEQIP 2nd Cycle submitted to National Project Implementation Unit is factually correct.

PRINCIPAL

Mananthavady

5 September, 2012

Dr. Job Kurian
Professor, Dept. of Aerospace Engg.

Indian Institute of Technology Madras
Chennai - 600 036

06September2012

CERTIFICATE

This is to certify that I have gone through and am quite clear about the Institutional Development Proposal for Sub-Component 1.1 – TEQIP 2nd Cycle which is being submitted to the National Project Implementation Unit. On behalf of the Board of Governors of the TEQIP at GEC Wayanad, I endorse the proposal and am confident that the proposal will be discussed and ratified by the Board of Governors in its next meeting.

[Job Kurian]

Chairman,BOG

TEQIP,GEC Wayanad.

Contents

Abbreviations and Acronyms Used

AICTE	All India Council for Technical Education
BoG	Board of Governors
CERD	Centre for Engineering Research and Development
CET	College of Engineering Trivandrum
CGPU	Career Guidance and Placement Unit
DTE	Director of Technical Education
EFAS	External Factor Analysis Summary
GECW	Government Engineering College Wayanad
HOD	Head of Department
IDP	Institutional Development Proposal
IFAS	Internal Factor Analysis Summary
IIM	Indian Institute of Management
IISc	Indian Institute of Science
IIT	Indian Institute of Technology
KSCSTE	Kerala State Council for Science Technology and Environment
MDI	Management Development Institute
MSSRF	MS Swaminathan Research Foundation
NA	Not Applicable
NBA	National Board of Accreditation
NIT	National Institute of Technology
NITTTR	National Institute of Technical Teacher Training and Research
NPIU	National Program Implementation Unit
OBC	Other Backward Community
PG	Post-Graduate
PIP	Project Implementation Plan
QIP	Quality Improvement Programme
R&D	Research and Development
REC	Regional Engineering College
RSVY	Rashtriya Sam Vikas Yojana
SC	Scheduled Caste
SFAS	Strategic Factor Analysis Summary
SPFU	State Program Facilitation Unit
ST	Scheduled Tribe
SWOT	Strength Weakness Opportunity Threat
TEQIP	Technical Education Quality Improvement Program
TNA	Training Need Analysis
UG	Under-Graduate

1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity

- Name of the Institution : Government Engineering College, Wayanad
- Is the institution AICTE approved? : Yes
- Furnish AICTE approval No : South-West/1-721903422/2012/EOA dt 10/5/12
  (South-West/1-721903422/2012/EOA Corrigendum dt 10/5/12)
- Type of Institution : Government Institution
  Affiliated to Kannur University.
- Status of Institution : Non Autonomous
- Name of Head of the institution : Prof. (Dr.) B. ANIL, Principal

1.2 Academic Information:

Engineering UG and PG Programmes offered in Academic year 2011-12

Sl. No	Title of Programme	Level (UG, PG, PhD)	Duration (Years)	Year of starting	AICTE Sanctioned Annual intake	Total Student Strength in four years (Including lateral entry and fee waiver scheme)
1	Electronics & Communication Engineering	UG	4	1999	60	266
2	Computer Science and Engineering,	UG	4	1999	60	265
3	Electrical and Electronics Engineering	UG	4	2010	60	136
4	Communication Engineering & Signal Processing	PG	2	2011	18	18

Accreditation Status of UG Programmes:

Title of UG Programmes being offered	Whether eligible for accreditation or not	Whether accredited as on 31st July 2012	Whether "Applied for" as on 31st July 2012
Electronics & Communication Engineering	Yes	No	No
Computer Science and Engineering,	Yes	No	No
Electrical and Electronics Engineering	No	NA	No

Accreditation Status of PG Programmes:

Title of PG Programmes being offered	Whether eligible for accreditation or not	Whether accredited as on 31st July 2012	Whether "Applied for" as on 31st July 2012
Communication Engineering and Signal Processing	No	NA	NA

1.3 Faculty Status (Regular/On-Contract Faculty)

Faculty Rank	No. of Sanctioned regular posts	Number in position : number in position by highest qualifications												Total Number of regular faculty in position	Total Number of vacancies	Total Number of contract faculty in position
		Doctoral Degree				Masters Degree				Bachelors Degree						
		Engineering disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		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**	**16**	**17**
Principal	1	1												1	0	0
Professor	2	2	-	-	-	-	-	-	-	-	-	-	-	2	0	0
Associate Professor	8	1	-	-	-	4	-	-	-	-	-	-	-	5	3	0
Assistant Professor	25	-	-	1	-	13	1	3	4	4	15	-	-	20	5	20
Total	36	4	0	1	0	17	1	3	4	4	15	-	-	28	8	20*

R=Regular, C=Contract

* Faculty on Contract engaged based on Workload calculations

(Note: Vacancies include QIP vacancies also)

List of faculty attached as Annexure IV – Page 66

Mandatory disclosure given in Annexure V - Page 69

Details of faculty given in Annexure VI – Page No. 89

2. ELIGIBILITY PROPOSAL

2.1 Eligibility Criteria

Table 28 : Benchmarks for Institutions to qualify for Sub-component 1.1

Sl. No.	Attainment Parameters	Bench-mark values	Institution's response (Yes/No)
1.	Does the institution agree to implement all academic and non-academic reforms given below : • Implementation of Curricular Reforms • Exercise of autonomies • Establishment of Corpus Fund, Faculty Development Fund, Equipment Replacement Fund and Maintenance Fund • Generation, retention and utilization of revenue generated through variety of activities • Filling up all existing teaching and staff vacancies • Delegation of decision making powers to senior functionaries with accountability • Improve Student Performance Evaluation • Implement performance appraisal of faculty by students • Provide faculty incentive for continuing education (CE), consultancy and R&D • Obtaining accreditation	Yes	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
2.	Age of the Institution from the start of its first academic session (in years) a) Regular States b) New States lagging in Technical Education	6 4	13
3.	Total number of UG & PG programmes currently conducted	4	4
4.	Faculty positions filled on regular full time basis as percentage of the total faculty positions sanctioned in accordance with the AICTE prescribed student to faculty ratio	50.0%	61.7%
5.	Presence of Board of Governors (as per recommended structure given in Section-V) with an eminent academician or industrialist as the Chairperson	Yes	Yes

3. BASELINE DATA

Sl. No.	Parameters	2010-11	2011-12
1	Total strength of students in all programmes and all years of study	599	685
2	Total women students in all programmes and all years of study	269	338
3	Total SC students in all programmes and all years of study	52	65
4	Total ST students in all programmes and all years of study	10	11
5	Total OBC students in all programmes and all years of study	271	322
6	Number of fully functional P-4 and above level computers available for student	240	270
7	Total number of text books and reference books available in library for UG and PG	11104	11351
8	% of UG students placed through campus interviews	11.54	37.78
9	% of PG students placed through campus interviews	NA	NA
10	% of high quality undergraduates (>75% marks) passed out	3	4
11	% of high quality postgraduates (>75% marks) passed out	NA	NA
12	Number of research publications in Indian refereed journals	1	2
13	Number of research publications in International refereed journals	1	2
14	Number of patents obtained	Nil	Nil
15	Number of patents filed	Nil	Nil
16	Number of sponsored research projects completed	Nil	1
17	The transition rate of students in percentage from 1st year to 2nd year for (i) all students (ii) SC (iii) ST (iv) OBC	 67.20% 23.80% 0.00% 77.00%	 56.00% 6.67% 6.00% 50.31%
18	IRG from students' fee and other charges (Rs. In lakh)	31.15	35.62
19	IRG from externally funded R&D projects, consultancies (Rs. in lakh)	Nil	6
20	Total IRG (Rs. in Lakh)	31.15	41.62
21	Total annual recurring expenditure of the applicant entity (Rs. in lakh)	1000.0	1042.5

3 Note: Academic Year for Academic data: July to June

4 Financial Year for Financial data: April to March

4. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

4.1 Executive Summary of the Proposal

Government Engineering College, Wayanad started in the year 1999, is one among the prestigious institutions run by Government of Kerala. It is the most accessible institute to the relatively weaker populace in north Kerala region and the only engineering college in the backward district of Wayanad. The institute is located at Mananthavady, which is well connected by a network of roads to Kozhikkode, Kannur and Mysore. The nearest airport is Kozhikkode. The college is affiliated to Kannur University and it offers B.Tech degree courses in Electronics & Communication, Computer Science and Engineering, and Electrical & Electronics Engineering disciplines. An M.Tech degree course on Communication Engineering and Signal Processing is also offered by the institution. The admission to the institution is through common entrance examination conducted by Controller of Entrance Examinations, Government of Kerala. More than 70% of the students of the institution belong to SC/ST/OBC categories and majority of them hail from economically weaker sections from rural area. GEC Wayanad takes a lead role in promoting network programmes with other educational and research organizations in and around the District. The institution is also involved in societal intervention activities by assisting local bodies in technical matters related to planning and execution of their schemes.

This proposal for assistance under TEQIP II Sub component 1.1, has been prepared, based on a SWOT analysis and Training Need Analysis conducted in the institution. In linkage with the findings of SWOT analysis, the strategic plan was prepared with the general objective "**to accelerate the institute from emergent stage to a hub of brilliance with international acceptance".** In order to achieve this, Government Engineering College, Wayanad has given emphasis for the following objectives:

- Improve Employability and Learning Outcomes of Students
- Enhance Industry- Institute and Society-Institute Interactions
- Augment R&D and Consultancy Services
- Empower and Motivate Employees for Improved Performance
- Expand Teaching-Learning Facilities
- Implement Institutional Reforms

Specific objectives under each general objective have been set based on TOWS matrix strategies as identified in SWOT analysis. Based on TNA and the development plan, a detailed training plan also was prepared. The major training programmes planned can be broadly classified as follows:

- Trade skill training intended for lab staff.
- Training mainly for teachers in subject areas and for support staff on the basis of job requirement.
- Life skill training for all staff to improve soft skills.
- Managerial Training for administrators and senior faculty members/heads of department.

The IDP also involves schemes for ensuring equity and also societal intervention and support. Detailed action plan to achieve each of the objectives have been arrived at by the involvement of all staff of the institution. The estimated institutional budget is Rs. 10 Crore as shown below.

Institutional Project Budget (in Rs. Crores)					
Sl. No.	Activities	Project Life Allocation	Year wise budget		
			2012-13	2013-14	2014-15
1	Infrastructure improvement for teaching, Training & Learning	5.517	1.915	3.602	0.000
2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	0.783	0.123	0.350	0.310
3	Enhancement of R&D and institutional consultancy activities	0.400	0.100	0.200	0.100
4	Faculty and Staff Development (including faculty qualification up-gradation, and organising/participation of faculty in workshops, seminars and conferences) for improved competence	1.000	0.090	0.560	0.350
5	Enhanced Interaction with Industry	0.400	0.050	0.200	0.150
6	Institutional Management Capacity Enhancement	0.300	0.070	0.150	0.080
7	Implementation of Institutional Reforms	0.200	0.040	0.100	0.060
8	Academic Support for Weak Students	0.400	0.050	0.200	0.150
9	Incremental Operating Cost	1.000	0.200	0.500	0.300
	Total	**10.000**	**2.638**	**5.862**	**1.500**

Detailed action plan has been prepared for implementing the proposed activities. The project will be implemented through the Institutional TEQIP Unit. The Institutional TEQIP Executive Committee under the guidance of BoG will be responsible for the implementation and monitoring. Various committees (Academic, Procurement, Civil works, Finance and Equity assurance) have been formed and each committee is headed by a nodal officer. Plans have been chalked out for performance auditing as well as financial auditing.

The major deliverables are increased number of Post graduates (150%), increased transition rate (75%), increased high quality graduates (30% with distinction), employability (100%, 70% through campus placement), increased industry-institute interaction (minimum 6 activities/ year), Increased IRG, and more research projects (30% of faculty taking up research projects), increased academic output in the form of publications, books and IPRs and improved international visibility for the institution. It is expected that, implementation of this project will support and scale-up the ongoing efforts of Government of India, to improve the quality of Technical Education.

4.2 Summary of SWOT analysis

4.2.1 Procedure adopted:

The SWOT analysis is conducted by Department of Business Administration, College of Engineering, Trivandrum (Report given in Annexure III). Prof. (Dr.) Suresh Subramoniam, Associate Professor was the main facilitator (brief resume of Dr. Suresh Subramoniam attached as Annexure VII- Page 119). He has more than 10 years industrial experience and 12 years teaching and research experience in different Universities in India and Abroad. In this study, the brainstorming for the SWOT data generation is carried out in two levels. The data are collected during separate interactive formal brain storming sessions for different categories of stake holders. The groups were made aware of the SWOT analysis procedure and sessions were handled by the facilitator. In the second level, consolidation of factors is done with the help of 6 members from the employee category. In the final round, grouping of factors was done by the SWOT specialist in consultation with top management prior to going ahead with the analysis. Initially weightage was given for each factor in S, W, O, and T based on the importance of the factor relative to other factors in the same group. For each of the factors a rating is given on a 5 point scale (1 for poor, 5 for excellent and 3 being average) based on relative grading of GECW with other institutions. Using weighted rating, Internal Factor Analysis Summary (IFAS) and External Factor Analysis Summary(EFAS) were prepared prior to making the Strategic Factor Analysis Summary(SFAS) and TOWS matrix for strategy development. A suitable cutoff score was assumed to eliminate less important factors. S-O, S-T, W-O, and W-T strategies were formed based on TOWS matrix. The strategies so developed helped in the preparation of actions to be carried out (Report of SWOT Analysis given as Annexure VII, page No. 105).

4.2.2 Number of stakeholders:

In the appraisal procedure, participation of stakeholders is as follows:

(i) Students : 77

(ii) Faculty : 29

(iii) Technical Support staff : 16

(iv) Administrative staff : 18

4.2.3 Key findings:

Major findings from the SWOT analysis are listed below.

4.2.3.1 Strengths

S1	Meritorious students selected through state level common entrance examination.
S2	Efficient, enthusiastic, committed, congenial and qualified faculty and supporting staff with good organizational skills appointed on regular basis by Kerala PSC.
S3	Being a Government Institution, Government supported schemes, funds, and scholarships for students are available.
S4	Efficient top level management.
S5	Pristine environment with ample space for expansion.

4.2.3.2 Weaknesses

W1	Shortage of permanent staff members.
W2	Non availability of Wi-Fi and secured Intranet throughout the campus
W3	Shortage of high performance computing systems for research and advanced studies.
W4	No PG courses in CSE & EEE creates less research opportunities in these departments
W5	Insufficient text books in the department libraries
W6	Unsatisfactory placement record due to poor communication and soft skills of students.

4.2.3.3 Opportunities

O1	Being the only engineering college in the district it has good opportunities for consultancy and more government funding
O2	Opportunity for societal interventions since Wayanad is a industrially backward district and having largest tribal population in the State.
O3	Skill development programs for the general public can be arranged
O4	More chances for establishment of agriculture and crop processing based consultancy and production units in the vicinity.
O5	Possibility of MOUs with companies and institutions.
O6	Proximity to centrally funded institutions like IISc, NITC and IIMK.

4.2.3.4 Threats

T1	Shift in demand pattern from engineering sector to service sector
T2	Inability to cope up with advanced technology
T3	Upcoming new good quality self financing colleges with modern infrastructure
T4	Early retirement of qualified faculty.
T5	Frequent transfer of staff members

4.2.4 The strategies identified on the basis of SWOT analysis are summarized below

S-O Strategies	SO1 : Promote entrepreneurship ventures and consultancy projects by meritorious students under the guidance of teachers (S1, S2, S3, O1, O4). SO2 : Conduct Short term courses aimed at skill development on a regular basis (S2,S3, O3, O5, O6). SO3 : Strengthen Industry Institute Interaction Cell (S2, S3,O2, O3, O4) SO4 : Establish Entrepreneurship Development Centre (S2, S5, O3,O5) SO5 : Establish Community Development Centre(S2, S5, O4, O5) SO6 : Encourage faculty to participate in technical events and publications to improve visibility(S2,O1) SO7 : Undertake R&D in agro based industry and crop processing techniques to cater to the local needs (S2, O1, O4) SO8: Conduct remedial classes to weak students(S2,S3,T1)	**W-O Strategies**	WO1 : Hire research scholars/ Professors from NITC or IIMK and retired faculty on visiting basis that can plug the faculty shortage (W1, O6). WO2 : Increase interaction with premier institutions to increase the supply of qualified faculty (W1,O2). WO3 : Develop soft skills in students through proper training (W6,O3). WO4 : Establish Wi Fi and high-end computing facility which can be used for academic and consultancy purposes (W3, W4, O1, O4). WO5 : Strengthen libraries (W5, O1)
S-T Strategies	ST1 : Offer PG programmes or electives to suit service sector needs better (S1, T1). ST2 : Equip labs with more modern technical set-up to catch-up with rapidly changing technologies (S3, T2). ST3 : Offer scholarships to attract talented students to gain competitive advantage (S1,S3, T3). ST4 : Utilize services of retired teachers on contract basis or visiting faculty lecture scheme (S3, T4, T5). ST5 : Revise norms and give weightage for district of domicile while recruiting depending on shortage in specialisation and place of service (S4, T5). ST6 : Add more UG courses (S2, T1, T3) ST7 : Train faculty in pedagogy/ management and frontier areas of technology through STTP(S2,T2, T4) ST8 : Improve system performance by achieving autonomy, office automation, and staff training(S4,T3). ST9 : Environmental protection and green campus activities(S4,S5,T3)	**W-T Strategies**	WT1 : Initiate action to get qualified people on contract basis who have better knowledge about latest technology (W1, T1, T2). WT2 : Establish and increase research and PG in CSE and EEE (W4, T3). WT3 : Offer more PG programmes so that scholars can handle classes to plug the gap (W1, W4, T4, T5). WT4 : Strengthen Continuing Education cell and offer industry oriented add-on courses(T1, W6) WT5 : Establish Student Counseling Cell(W6, T1,T2,T3) WT6 : Strengthen Career Guidance and Placement Cell ((W6, T1,T2,T3) WT7 : Obtain ISO Certification for better credibility (W6, T3)

4.3 General objectives of the proposal and elaborated specific objectives and expected results, in terms of Institutional strengthening and improvements in employability and learning outcomes of graduates, linked with SWOT analysis

4.3.1 Vision, Mission and Values

The institute stands for the following;

VISION: *Create a better world driven by technology and rooted in values through enlightened and empowered engineers.*

MISSION: *To impart quality engineering education and develop high quality technocrats with ingenuity, creativity, innovation, leadership, ethical values and societal commitment for the integrity and prosperity of our nation.*

VALUES : *Activities of the institution will be Impartial, Transparent, Ethical, and ensuring Equity and Excellence.*

4.3.2 Objectives

The general objectives of the proposal are aligned with the institutional vision and mission. The proposal pursues a strategic planning for institutional development, keeping the design of subcomponent 1.1 and results of SWOT analysis in view. The comprehensive objective of the institute which completed its 12th year since inception is **"to develop the institution from emergent stage to a hub of excellence with societal commitment and international visibility".** As such, the general objectives are arrived at from various perspectives.

1. Improve Employability and Learning Outcomes of Students
2. Enhance Industry- Institute and Society-Institute Interactions
3. Augment R&D and Consultancy Services
4. Empower and Motivate Employees for Improved Performance
5. Expand Teaching-Learning Facilities
6. Implement Institutional Reforms

The Specific objectives under each general objective have been set based on TOWS matrix strategies as identified in SWOT analysis. The details of general objectives, specific objectives, linkage with SWOT analysis (strategy is shown in brackets) and Expected results are given in the following tables.

GENERAL OBJECTIVE – 1

IMPROVE EMPLOYABILITY AND LEARNING OUTCOMES OF STUDENTS

SPECIFIC OBJECTIVES

- Promote entrepreneurship ventures and consultancy projects by meritorious students under the guidance of teachers (SO1)
- Offer PG programmes or electives to suit service sector needs better (ST1)
- Conduct Industrial consultancy/training to students in the final year (SO4)
- Conduct remedial classes to weak students (SO8)
- Develop positive attitude in students through counseling (WT5)
- Establish an effective feedback system from the employers of alumni (WT6)
- Equip laboratories with more modern technical set-up to catch-up with rapidly changing technologies (ST2)
- Provide scholarships to attract talented students to gain competitive advantage (ST3)
- Establish Wi-Fi and high-end computing facility which can used for academic and consultancy purposes (WO4)
- Establish and increase research and PG in CSE and EEE(WT2)
- Acquire ISO certification for institution for better credentials (WT7)

Expected results:

Become a supplier of world class graduates with entrepreneurial ability. Increase number of Post-Graduates by 200%. Attain 80% transition rate (SC – 50%). 100 % placement (80% through campus placement). 35% students qualifying in GATE/CAT/AMAT and other competitive examinations. Minimum 25% PG students taking up research.

GENERAL OBJECTIVE – 2

ENHANCE INDUSTRY-INSTITUTE AND SOCIETAL-INSTITUTE INTERACTION

SPECIFIC OBJECTIVES

- Enhancing the activities of Industry Institute Interaction Cell (SO4)
- Strengthen the Entrepreneurship Development Centre (SO5)
- Promote entrepreneurship ventures and consultancy projects by meritorious students under the guidance of teachers (SO1)
- Implement combined projects by attaining MoU with industries (SO4)
- Use high-end computing facility for consultancy purposes (WO4)
- Improving the interaction through Visiting Faculty Programme by inviting experts from industry (SO4)
- Providing In-plant industrial training for students
- Combined ventures such as Workshops, Seminars, and Conferences by institute and industry (SO4)
- Provide services to Tribal community through technology enabled societal intervention activities(SO5)

Expected results:

Training to supplement teaching and learning at the institution to produce ready to employ graduates. 30% projects done in collaboration with Industry. 30% of projects with direct social impact especially for Tribal development. Nurturing Entrepreneurs from campus such that minimum 10 startup ventures from the institute by the end of project period.

GENERAL OBJECTIVE - 3

AUGMENT R&D AND CONSULTANCY SERVICES

SPECIFIC OBJECTIVES

- Equip labs with more modern technical set-up to catch-up with rapidly changing technologies (ST2)
- Establish and increase research and PG in CSE and EEE to improve research activities(WT2)
- Experimental test set-up and testing facility can be established for consultancy from private/Govt. organizations (ST2)
- Encouraging publications in conferences and journals (SO7)
- Support to participate in international events such as conferences, workshops, and seminars.(SO7)
- Meritorious students with scholarships can participate in consultancy projects under the guidance of teachers and help to establish new entrepreneurship ventures(SO1)
- Training on advanced technology areas for faculty/staff (ST7)
- Undertake R&D in agro based industry and crop processing techniques to cater to the local needs (SO7)

Expected results:

100% Increase in Consultancy projects and consultancy revenue. R&D, Publications and patents to reach top echelons in limited time. To involve 75% of faculty in R&D activities. To have minimum 8 MoUs with industry for collaborative activities, Improved Industry-Institute interactions and achieve minimum 6 industry interactions/year.

GENERAL OBJECTIVE - 4

EMPOWER AND MOTIVATE EMPLOYEES FOR IMPROVED PERFORMANCE

SPECIFIC OBJECTIVES

- Conduct short term courses by eminent Professors from NIT or IIMK aimed at knowledge and skill development for faculty(ST7)
- Pedagogical training to all faculty members (ST7)
- Training on life skills for all levels of staff (ST8)
- Training on service and purchase rules, and establishment procedure for administrative staff(ST8)
- Training on industry systems with in-plant exposure, to faculty and technical supporting staff(SO3)
- Training on Innovative content development to faculty(ST7)
- Managerial Development Programs for officials and senior faculty(ST7)
- Practical training to keep pace with advancements in information and communication technology

Expected results:

Achieve overall development of the employees by imparting life skills along with the required technical training from time to time. Impart necessary training to 100% of faculty and staff during the project period. All senior faculty trained in institutional management. 75% of faculty sponsored for conferences/workshops/seminars/academic interactions in premier institutions in India and abroad.

GENERAL OBJECTIVE - 5

EXPAND TEACHING AND LEARNING FACILITIES

SPECIFIC OBJECTIVES

- Equip labs with more modern technical set-up to catch-up with rapidly changing technologies (ST2).
- Utilize services of retired teachers on contract basis or visiting faculty lecture scheme(WO1)
- Hiring research scholars/Professors from NITC or IIMK on visiting basis that can plug the gap (WO1)
- Obtaining subscriptions for more on-line refereed journals(WO6)
- Procuring recently published books and periodicals (WO6)
- Enhancing facilities of digital library(WO6)
- Develop positive attitude in students through proper training (WT5)
- Establish Wi-Fi and high-end computing facility which can used for academic and consultancy purposes (WO4)
- Initiate action to get qualified people on contract basis who have better knowledge about latest technology (WO1)
- Offer more PG programmes so that scholars can handle classes to plug the gap
- Start more UG programmes (ST6)
- Procuring additional furniture for offering comfortable learning environment(ST2)
- Enhancement of audio-visual facility for smart class rooms(ST2).

Expected results:

Become self-reliant through improved pedagogical methods, gaining access to knowledge sources like E-library, E-journals and Webinars and by utilizing the services of experienced faculty from premier institutions. Full Wi-Fi campus. 100% smart class rooms, Live & Deferred streaming of expert lectures and Educational Resource Centre.

GENERAL OBJECTIVE - 6

IMPLEMENT INSTITUTIONAL REFORMS

SPECIFIC OBJECTIVES

- Achieving autonomous status for the institute for better flexibility especially in academic reforms(ST8)
- ISO Certification of the institution(WT7)
- NBA accreditation of all the degree programs(WT7)
- Automation of institute administration(ST8)
- Creation of facility for IT enabled course management which can be utilised by host as well as neighbouring institutions(ST8).
- Environmental protection and green campus through activities of Nature clubs(ST9)

Expected results:

Achieve an international reputation for the institution within 5 years. Attract meritorious students and staff to the institute. Offer technical education with the state of the art facilities in a green campus. Network with sister institutions for a synergistic development. Improved system to contribute substantially for the Nation building.

4. 4 Action Plan to achieve the results and to implement the proposal

The action plan is prepared keeping the general and specific objectives in view and in strict adherence to the PIP of TEQIP Phase II.

4.4. 1 Improving employability of graduates

It is proposed to tackle the employability issue of students by short-term and long-term measures. During the project period all the short-term measures will be implemented and long-term measures initiated. The short-term measures include the following;

I. Conduct remedial classes to weak students

The present transition rates of students are in the range of 50%. The result analysis of the students have been already carried out and the subjects in which the failures rates are high have been identified. It is proposed to conduct remedial classes to the weak students in such subjects during evening hours and holidays. The services of faculty, guest faculty, PG students and experts from outside the institution will be utilised for the purpose. It is expected to increase the overall transition rate above 80 %(50% in case of SC/ST) by the end of the project period

II. Develop positive attitude in students through counseling

Ninety percent of the students in the institution are hailing from other districts of the State. Most of them are at present staying in private hostels without proper care and this has led to some negative attitude in few students (one of the weaknesses identified during the SWOT analysis). The institution at present is utilizing the services of a professional counselor. It is proposed to establish a full fledged Counseling Cell in the institution and enhance the counseling activities and develop positive attitudes in students. It is also proposed to conduct regular training programmes by professionals.

III. Establish Finishing School for Communication and Soft skill development

From the feedback obtained from the recruiters, it is identified that lack of proper communication skills and soft skills are the major weaknesses of the students who hail from rural background and from economically weaker sections. It is proposed to establish a Finishing School to improve the soft skills of the students. The Language lab will be strengthened. Diagnostic test will be conducted and the students screened. It is planned to conduct intensive training programmes in communication skills on a regular basis. Soft skill development programmes also will be conducted on a regular basis.

IV. Strengthen the facilities of the Career Guidance & Placement Cell

It is proposed to strengthen the Career Guidance and Placement Cell of the institution with state of the art facilities. Group discussion facility, conference room facility, Interview rooms and a state of the art digital seminar hall with facilities for audio and video conferencing will be established for the

purpose. Steps will be taken to Improve the presentation skills and personal interview skills of students. Training on group discussions, and interviews and analytic capabilities and other interview skills will be conducted on a regular basis. Mock interviews and mock group discussions will be arranged with the assistance from industry. Professionals, especially those from the Human Resources wing of reputed industries shall be invited to conduct sessions on improving the communication skills of students. Regular examinations and review will be conducted to assess the success of such programmes.

V. Provide scholarships to attract talented students

It is proposed to offer more scholarships to students from economically weaker sections which in turn will attract meritorious students to prefer the institution. At present scholarships are given to GATE qualified students who undertake PG courses. Government of Kerala has initiated a scheme to provide scholarships to selected non-GATE students (based on marks). It is proposed to provide scholarships to all non-GATE students. This will attract more students to come forward for PG programmes.

VI. Improve credibility and visibility of the institution

The visibility and credibility of an institution will help attract meritorious students to prefer the institution. It is proposed to get NBA accreditation to all eligible courses and ISO certification for the institution within two years for better credibility. It is also proposed to host National Conferences, Workshops and Seminars in thrust areas to increase the visibility of the institution at the National and International level. Experts from National institutions will be invited to interact with the students and faculty. This will also provide an opportunity to showcase the activities of the institution before experts.

VII. Establish Educational Resource Centre

It is proposed to establish an Educational Resource Centre for content generation, consolidation and management. A digital media studio for content generation will be used for content generation in video and text format on various engineering topics. The content will be shared with other institutions.

VIII. Conduct coaching classes for GATE/CAT/IES and other competitive Examinations

GEC Waanand already have started giving special coaching for GATE aspirants. Government of Kerala provided funds for implementing this scheme. Under this scheme SC/ST students are given special coaching in evening hours and on holidays. During the project period it is proposed to extend the coaching classes to other competitive examinations and also to include all categories on students. Special preference will be given to girl students who constitute more than 50% of the student population. The students will be encouraged to write such competitive exams, Previous questions will be discussed, solved questions will be distributed and practice test conducted on a regular basis.

The long term measures include the following;

I. Designing of industry-oriented curriculum

On obtaining full academic autonomy, steps will be taken to design and implement a curriculum which will address the changing needs of the industry. The experts from industry will be included in academic committees. Industrial visits will be made mandatory and students will be encouraged to undertake industry related projects.

II. Ensuring fruitful industry-institute interaction

Immediate focus shall be on improving the relationship with the industry by strengthening the Industry Institute Interaction Cell. Steps will be taken to ensure that all students are aware of the needs and expectations of industries. Experts from industry will be invited to address the students on a regular basis. Steps shall be taken to set up Incubation Centre in the campus.

III. Utilising the network of alumni to bring in more companies for Recruitment

The Career Guidance and Placement Cell shall work closely with the Alumni Association of the college to get in touch with the alumni of the institution working in industry. The services of alumni will be utilised for giving employment orientation to students and also for bringing more companies for recruitment.

IV. Effective Feedback system from Employers

An effective feedback system from Employers on the performance of the graduates of the institution will be introduced. The feedback will be used for modifying the curriculum, training programmes and for introducing bridge courses.

Action Plan for Increasing Employability

Sl. No.	Activity	Project Duration (Months)															
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36	37-39	40-42	43-45	46-48
1	Conduct remedial classes to weak students																
2	Establish a full fledged counseling cell																
3	Conduct programmes for developing positive attitudes among students																
4	Strengthen the Language lab facilities																
5	Communication and Soft skill development programmes																
6	Strengthen the facilities of the Career Guidance & Placement Cell																
7	Placement training programmes																
8	Conduct of mock competitive examinations																
9	Establish Finishing school																
10	Conduct of bridge Courses																
11	Improve credibility and visibility of the institution a. NBA Accreditation of all eligible course b. ISO certification of the institution																
12	Provide scholarships to attract talented students																
13	Industrial training to students																
14	Conduct add-on courses																
15	Designing of industry-oriented curriculum																
16	Strengthening the network of alumni																
17	Training for GATE/IES and other examinations																
18	Establish Educational Resource Centre																

4. 4. 2 Increased Learning Outcome of Students

It is proposed to improve the learning outcomes of students by a set of activities as given below.

I. Modernisation of existing laboratories

The existing laboratories will be modernized by the introduction of latest equipments and machinery. The existing facilities will be enhanced so that the batch size for experiments can be reduced in lab classes and the students get more exposure to the equipment and experiments.

II. Establishment of new Laboratories

Advanced laboratories will be set up during the first 18 months so that the existing UG and PG courses will be benefitted. The new lab proposed are;

a. Research Lab for Mobile Ad-hoc and Sensor Networks (for B.Tech – Computer Science & Engg.)
b. Speech Processing Lab (M.Tech – Communication Engg. & Signal Processing)
c. VLSI and Embedded System Lab - (M.Tech – Communication Engg. & Signal Processing)

III. Enhancing Digital Classrooms and Seminar halls

Conversion of existing classrooms to fully digital ones will be undertaken on a priority basis. The seminar halls will have all facilities for easy dissemination of information and also for video conferencing with the outside world. As the institute is already Wi-Fi enabled partly, introduction of Information Communication technologies in classrooms is an easy affair. Structured delivery of lectures will be ensured through smart class rooms and digital content.

IV. Expert Lectures under Visiting Faculty Programme

The college already has a provision for inviting experts of various disciplines to give lectures to the students under the Visiting Faculty Programme of the government. This facility will be enhanced by bringing in more faculty from reputed institutions like IIT and IISc to deliver such lectures. Scientists from Research institutions and industry also will be invited for lectures in thrust areas. Arrangements also will be made for the Live and deferred streaming of lectures so that more number of students can have access to the content. The Edusat facility existing in the institution will be strengthened for receiving and telecasting espert lectures from other premier institutions.

V. Formative Evaluation : Practice tests and quizzes

A formative approach will be instituted for teaching by giving tests, assignments, quizzes, presentations etc.(conducted for practice which are not used for student evaluation). The students will be supplied with answer keys and scheme of valuation for these tests. This will help them in identifying their deficiencies. The group tutor system is to be enhanced with the scope of identifying the specific weaknesses of students through periodic discussions.

VI. Standardisation of Summative evaluation system

The evaluation system is to be standardised and modified to test not only the fundamentals but also the innovative skills of the students. Steps will be taken for promoting a healthy culture for dealing with typical challenging and industry oriented problems. Transparency, fairness, consistency and accountability in grading will be ensured. There will be a monitoring committee to evaluate the quality of the assessment methods ensuring opportunity for redressal of grievances of students.

VII. Improved Performance appraisal of instruction

At present Performance appraisal of the staff members by students are done at the end every semester. It is proposed to conduct the appraisal thrice in a semester. An early appraisal during the first month will be done for getting a macro level feedback on the basis of knowledge, skills and attitude of the teacher. A mid semester detailed feedback on the total effectiveness of the course contents, subject delivery and teaching-learning process. This will help in improving the processes by making use of the suggestions from students. The end semester feed back will focuss on the achievements of objectives, knowledge, skills, and attitude etc. The feedback forms will be standardised and it is proposed to computerise the entire system for ease in implementation and operation. This would be reviewed and the appropriate corrective action will be taken. Class committee meetings will be conducted to monitor the progress of syllabus coverage, evaluation and quality of content delivery. Since the performance appraisal system is already in practice, the proposed improvements will get acceptability by faculty.

VIII. Establishment of Collaborative Learning Assistance Cell

The Collaborative Laerning Assistanace Cell will encourage students to conduct group study. The assistance of PG students and Senior students who have a helping mentality will be identified and the peer groups will be formed. Facilities will be provided to the groups to stay back after class hours and work and learn together.

IX. Set up Educational Resource Portal

The Educational Resourse portal will be linked to a repository of previous question papers, solved problems, hand outs, study material. objective tests, link for higher studies, links to other institutions, and other related matters.

X. Introducing new curriculum in tune with the latest developments

After the achievement of full academic autonomy, bodies will be constituted to look into the introduction of curriculum in tune with the latest developments. The members of the body so constituted will make themselves aware of the curriculum adopted in leading institutes like IITs and NITs and explore the possibility of implementing such schemes in the institution.

Action Plan for Increasing Learning Outcomes

Sl. No.	Activity	Project Duration (Months)															
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36	37-39	40-42	43-45	46-48
1	Modernisation of existing laboratories.																
2	Establishment of new Laboratories																
3	Enhancing Digital Classrooms and seminar halls																
4	Structured delivery of lectures through smart class rooms																
5	Live and deferred streaming of expert lectures																
6	Expert Lectures under Visiting Faculty Programme																
7	Formative evaluation: Practice tests and quizzes																
8	Standardisation of Summative evaluation system																
9	Regular Performance appraisal of instruction																
10	Development of E-content through DSpace																
11	Introduction of M-Learning																
12	Industry oriented project work by students																
13	Awareness and training on latest software tools and Industry standards																
14	Strengthen Innovation Centre																
15	Undertake Socially relevant project work																
16	Conduct of project contests																
17	Establishment of collaborative learning assistance cell																
18	Set up Educational Resources portal																
19	Sponsor students for participation in technical events, Industrial visits																
20	Introducing new curriculum in tune with the latest developments																

4.4.3. Obtaining autonomous institution status within 2 years

The institution is already given 2(f) & 12(b) status by the UGC which makes it eligible for applying for autonomous status. As a first step towards achieving autonomy, the stake holders of the institution will be made aware of the need for having autonomy and responsibilities involved. It will be ensured that no part of the college community is found unprepared for receiving autonomy. Motivation and involvement of faculty and staff is required for the promotion of innovative reforms. Seminars, workshops and consultations will be organised to make the staff familiar with the concept, objectives and rationale of autonomy. Additionally the institution and resources may be prepared for the new responsibility which it is called upon to shoulder. These include institutional preparation, departmental preparation, faculty preparation and preparation of students and the local community.

4.4.3.1 Institutional Preparation

The institution will be prepared for effectively discharging the new responsibilities vested on it through autonomous status. The BoG will be the apex body responsible for decision making (See Annexure I, Page 58 for the composition of BoG of the institution). Various academic and administrative bodies will be constituted and be in place for effective utilisation of resources and delivery of services. The major tasks involved are;

a. Establishment of Board of Governors
b. Formation of academic, administrative, procurement and financial committees
c. Strengthening administrative office for academic activities and research.
d. Preparation of documents/manual for management procedures, accounting and auditing
e. Establishing Curriculum Development Cell
f. Strengthening Examination Cell
g. Strengthening Grievance Redressal Cell
h. Establishing Centre for Industrial Consultancy and Sponsored Research
i. Establishing Centre for Extension activities
j. Strengthening the Nature Club
k. Establishing a Legal cell
l. Collaborative arrangements with outside bodies /experts for curricula development, employment oriented value addition courses, new teaching learning methodologies and innovations
m. Establishment of Faculty and Staff Development Centre
n. Development of faculty training needs assessment scheme in line with academic requirements and institutional objectives
o. Invite Experts from reputed institutions and industry for special lectures

4.4.3.2. Departmental Preparation

Under autonomous status an important additional responsibility of the departments is designing suitable courses in the major and related subjects, introducing new courses of study, stopping obsolete courses by changing their content, updating existing courses to match the current state-of-the-art in each discipline, and preparing course materials and human resources. The tasks involved are;

a. Start new courses, new programmes and reorient and restructure or delete existing programmes as per demand
b. Preparing curricula, course content, curricula implementation and methods of training
c. Develop credit based curriculum
d. Introduce flexibility in the curriculum with sufficient choice of electives
e. Evolve new methods of summative evaluation and increase their frequency, conducting examinations and declaring results
f. Develop new methods of formative and internal evaluation as per advice from experts
g. Add value addition courses as per market demand
h. Strengthen the student feedback and evaluation of instruction of faculty.

4.4.3.3. Faculty Preparation

It is essential to get the faculty and staff of the college involved in the planning processes from the early stages. Seminars, workshops and consultations will be organized to make the staff familiar with the concept, objectives and rationale of autonomy. This will help them have a sense of participation in decision making and motivate them to get involved in the entire exercise. The accountability issues and the responsibility with which the faculty have to involve in academic activities and additional management activities will be emphasised during this orientation. The faculty of the departments will be prepared in designing suitable courses in the major and related subjects, introducing new courses of study, renaming and restructuring obsolete courses by changing their content, updating existing courses to match the current state-of-the-art in each discipline, and preparing course materials and human resources. Curriculum development workshops will be organised with the assistance of NITTTRs. The preparation of faculty will be done in following areas;

a. Academic activities
b. Research and Development activities
c. Consultancy activities
d. Student development activities
e. Extension activities for societal benefits
f. Feedback and self assessment of teacher

g. Professional networking

The faculty of the institution are already familiar with the academic bodies of Universities as many of them have worked in different capacities in such academic bodies of different Universities(Dr. B. Anil, Principal of the institution is currently the Dean, Faculty of Engineering, University of Kerala, Dr. C. Satheesh kumar, HOD ECE is the Dean Faculty of Engineering of University of Calicut, Dr. V. P. Mohandas, HOD ME was the syndicate member of University of Kannur and Dr. Anitha V. S. is the Chairman of Board of Examinations at University of Kannur). Hence institution has faculty with rich experience in the University related matters. The institution presently follows semester system and steps will be taken to introduce credit system. The continuous assessment system will be strengthened and more transparency will be introduced for credibility. GECW has been conducting all internal examinations efficiently through the examination cell. The Examination cell will be strengthened. The feedback and evaluation of faculty instruction by students is already followed by the institution. The annual self appraisal by faculty will be done in a more structured way. It is proposed to form the Academic Council and Board of Studies within first 6 months. Finance Committee formed for TEQIP can be assigned the Financial matters related to the institution. The institution already has a grievance redressal cell which can be strengthened to give more powers.

Since the Implementation and monitoring of the project is done by different committees all required bodies are in place now. A legal cell and a Centre for extension activities will be formed. Already ground work has started for Nature club and Bhoomithra sena for environmental related activities. After getting approval from the BoG, the institution will go ahead with the submission of application for obtaining autonomous status to UGC by September 2013.

The government of Kerala has already decided to establish Kerala Technological University with the nine government engineering colleges as constituent colleges including GECW. The BoG of the institution has already been constituted. At present the institutions are allowed to retain all fees other than tuition fees and the government has agreed to retain the IRG. The Finance department is already is allocating funds under plan head as Block grant to other institutions in the State which have come under TEQIP in Phase I and Phase II. Hence the obtaining similar status to Government Engineering College Wayanad will not be an issue. The institution will open separate bank accounts namely Corpus fund, Faculty Development Fund, Equipment Replacement Fund and Maintenance Fund. The government has also agreed to sanction all posts required against workload. All these will make the task of obtaining autonomy easy and the institution will be ready for autonomy by the end of 2013.

Action Plan for Obtaining Autonomies for the institution

Sl. No.	Activity	Project Duration (Months)											
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36
1	Awareness and orientation to faculty, staff and students												
2	Preparation of application for Autonomy												
3	Establishment of bank accounts namely Corpus fund, Faculty Development Fund, Equipment Replacement Fund and Maintenance Fund												
4	Preparation of a documents/manual for management procedures, accounting and auditing												
5	Strengthening Examination Cell												
6	Strengthening Grievance Redressal Cell												
7	Strengthening the system of Feedback on instruction												
8	Strengthening Purchase Cell												
9	Establishment of Curriculum development cell												
10	Strengthening administrative office and Office Automation												
11	Establishment of Centre for Industrial consultancy and sponsored research												
12	Establishing Staff and Faculty development Centre												
13	Establishing Centre for Extension activities												
14	Establishing Legal Cell												
15	Strengthening Nature club and Bhoomithra sena												

4.4.4 Achieving the targets of 50% of the eligible UG and PG programmes accredited within two years of joining the Project and 80% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programmes

The institution proposes to get accreditation of all eligible courses by the end of 2 years.

Action Plan for Obtaining Accreditation

Sl. No.	Activity	Project Duration (Months)											
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36
1	Awareness and orientation to faculty, staff and students												
2	Preparation of application for accreditation												
3	Preparation of Documentation												
4	Removal of non-compliance												
5	Internal Assessment for preparedness												
6	Monitoring and Rectification of drawbacks												
7	Accreditation												

4.4.5 Implementation of academic and non academic reforms

One of the major objectives outlined in the project implementation plan is the implementation of academic and non academic reforms such that the administration becomes transparent, efficient and accountable. The major reforms envisaged are outlined below.

4.4.5.1 Governance

The apex body as far as the administration is concerned will be the Board of Governors(BoG). The BoG of the Institute has already been proposed. The proposed list is provided in Annexure 1(Page No. 38)

4.4.5.2 Autonomy

The procedure and the preparedness of the institution for obtaining autonomy has already been outlined in section 4.4.d. The institution proposes to apply for autonomous status by September 2013. The proposal for Kerala Technological University is under consideration by the Government of Kerala. In this proposal, the Institute will get the status of a constituent college with full academic autonomy. Once full academic autonomy is achieved further academic reforms such as credit transfers, flexible timings etc. can be introduced without delay.

The faculty members of the Institution have been involving in activities such as curriculum development, syllabus preparation, conduct of examinations, etc. of Kannur University. The members of faculty usually involve in all the academic activities related to syllabus revision, question setting, valuation etc. The institution shall do the following on achievement of academic autonomy.

- Introduce credit based semester system with reforms like credit transfer, credit exemption
- Introduce Grading : Evolve a system of grading that is in consonance with international practices so that grant of equivalence could be facilitated.
- Examination reforms
- Curriculum Development : Outcome based up-gradation of curriculum to suit the global needs
- Promote E-learning and m-learning : Set up state of the art resources and facility for e-learning.
- Web based Content generation and hosting
- Web based course management (content, examinations, evaluations, submission of assignments, etc.)
- Offering value addition courses as per market demand
- Examination Question Bank for all Engineering subjects
- Development of visual and virtual lab for all laboratories
- Live and deferred streaming of expert lectures

4.4.5.3 Financial reforms

- **Block Grant :** The Finance Department is considering the proposal for granting the budget allocation under plan scheme as block grant.

- **Establishment of four funds :** The institution will be opening separate bank accounts namely Corpus fund, Faculty Development Fund, Equipment Replacement Fund and Maintenance Fund. Revenues through consultancy and continuing education programmes, a portion of the student fees, contributions from the alumni, etc. will be utilized for the above funds.

- **Revenue generation :** The centre for Continuing Education of the institution is involved in various activities such as consultancy, testing and conduct of courses which helps in generating IRG. Steps are initiated for retention of IRG. As such, the institution is allowed to retain all fees other than tuition fee.

- **Development of Corpus fund from Alumni contribution:** A corpus fund will be formed for receiving contributions from well placed Alumni of the institution. The interest from fund will be utilised for student welfare activities.

4.4.5.4 Faculty recruitment

Presently Faculty recruitment is carried out by the Kerala State Public Service Commission which conducts exams and interviews to select qualified personnel for various sanctioned job positions in the institution. The institution is empowered to recruit adjunct faculty and emeritus professors as per requirement.

4.4.5.5 Evaluation of instruction of faculty by students

At present the evaluation of instruction of faculty is done once every semester. At the end of each semester, and before the registration to the next semester, students perform the mandatory evaluation of instruction of faculty members who have engaged classes during the semester. A copy of this report countersigned by the respective heads of the departments is given to each faculty member. It is proposed to develop a software supported faculty evaluation system and conduct three evaluations every semester. The examinations will be spread in such a way that the students get an opportunity to improve the performance.

4.4.5.6 Non Academic Reforms

- Incentives for faculty for obtaining research projects, publications in journals, patents etc.
- Joint consultancy with Institution through Centre for Industrial Consultancy and sponsored research
- Offering skill development courses through Continuing Education Centre
- Strengthening of Innovation Centre

4.4.6. Improving interaction with industry

Industry-institute interaction is a much talked about topic. Interaction with industries, R&D organisations and other premier institutes will make the faculty improve their familiarity with industrial practices help to maintain their touch with the latest developments. The collaboration provides industry an opportunity to utilise the expertise of faculty and the results of academic research and grow its business. To boost industry institute interaction, it is proposed to strengthen the Industry-Institute Interaction centre of the institution. MoU will be signed with companies and which in turn will formalise the interaction with such organisations. In the industrial scenario of Kerala, especially the State owned Public Sectors and the private owned Small Scale Industry units are finding it difficult to cope with the technology advancements, owing to the lack of necessary R & D activities. Majority of the Public Sector Undertakings do not have even a Research or Testing Laboratory, both the PSUs and SSIs are approaching other agencies to get test certification for their products. Proper interaction between these Industries with the institution can make use of the testing facilities and research facilities. Since the satellite Centre of Centre for Engineering Research & Development, IIIC and CERD Innovation together can initiate proposals for

R&D relevant to such industries. The students will be encouraged to take up industry relevant projects and research work as part of their course work. This will help SSI units which are not capable to meet the financial commitment required for their R & D activities. It is also proposed to strengthen the Innovation centre of the institution which promotes innovative projects relevant to industry. Workshops and seminars will be conducted jointly by IIIC and Innovation Centre with the assistance of Industrial experts. The institution already has tie up with the Startup Village, Kochi. As part of the project, a pre-incubation incubation centre will be established in the institution with the assistance of the Startup Village.

To disseminate the results of R & D among the common public as well as to prospective entrepreneurs, it is also proposed to start research labs in each department. The GEC Wayand encourages its faculty, technicians and students to interact with industry in all possible ways with the spirit of delivering mutual benefit. The college looks forward to improve its interaction with industry through the following activities:

- Signing of MoU for R&D projects and technological transfer
- Industrial training programmes for students
- Faculty training in Industry
- Undertake industry visits by students.
- Invite industry executives to the college to deliver lectures.
- Participate of experts from industry in the curriculum development team.
- Industry support to basic research
- Industry oriented projects for student
- Academic intervention in solving specific industry problems
- Laboratory utilization by industry
- Conduct of programmes for working professionals in the industry
- Workshops, conferences and symposia with joint participation of Industry
- M.Tech. projects/dissertation work in industry under joint guidance of the faculty and industrial experts
- Establishment of pre-Incubation Centre in the campus of GEC Wayanad to improve entrepreneurial spirit of students.
- Strengthening Intellectual Property Right (IPR) Unit of the College
- Strengthening of CERD Innovation centre
- Industry Personnel as Adjunct Faculty in the college

4.4.7 Enhancement of research and consultancy activities

4.4.7.1 Action Plan for Research Enhancement

One of the main objectives is to increase the research output of the institution and involve majority of faculty into research related activities. It is proposed to quantitatively increase and qualitatively improve research by faculty individually, jointly and collaboratively. The institution at present has the satellite centre for Centre for Engineering Research and Development established by Government of Kerala for

promoting research activities. The CERD provides research seed money for initiating research, financial assistance for innovative student projects and provides incentives for research publications. At present 2 research projects and 3 student projects are underway at GEC Wayanad under CERD. The innovation centre of CERD helps in initiating innovative student projects and provides assistance to take up socially relevant projects. Already the CERD Innovation Centre have taken initiative in signing MoU with MS Swaminathan Research Foundation, Community Biodiversity Centre, Kalpetta. The Project on documenting and preparing a database and portal for the best farming practices for different crops in different regions is jointly undertaken by the institution. A project on agricultural product processing and value addition with the help of local bodies is in the anvil. The institution has taken up a collaborative activity with Coventry University, UK and students from GECW and Coventry University jointly prepared projects and made presentation at GEC Wayanad. Under the TEQIP project GECW proposes to further the R&D activities already undertaken. The following action will be taken.

- Encourage faculty to take up socially and locally relevant research
- Encourage faculty to take up inter-disciplinary research
- Encouraging faculty to publish research papers in refereed journals through provision of proper incentives.
- Starting up of collaborative research projects with other R & D institutions
- Take up industry and Government sponsored projects
- Providing opportunity for faculty for short research visits to renowned academic and research centers.
- Quality improvement may be measured and maintained by developing suitable quality metrics.
- Enhance the activities of IPR cell and promote patents from the institution
- Faculty exchange programs may be introduced with other educational institutions around the world
- Wide exposure to faculty to frontline research within India and abroad.
- Initiate steps to sign Memoranda of Understanding (MOUs) with reputed international/national universities
- Developing research interest among undergraduate students
- Provide research fellowship/scholarship to students to take up research
- Provide Financial support for taking up innovative projects.
- Provide financial assistance to students for technical paper presentations
- Provide awards to the best B.Tech. Projects
- Conduct Open house to showcase the research facilities
- Conduct project exhibition and project contests
- Documentation of projects and preparing a digital repository of reports

4.4.7.2 Consultancy

Government Engineering College Wayanad is the only Engineering College in the District of Wayanad. This offers lot of opportunities for consultancy, especially for Government agencies and local bodies. In the industrial scenario of Kerala, especially the State owned Public Sectors and in the private owned Small Scale Industry units are finding it difficult to cope up with the technology advancements, owing to the lack of necessary R & D activities. Majority of the Public Sector Undertakings do not have even a Research or Testing Laboratory, both the PSUs and SSIs are approaching other agencies to get test certification for their products. Proper interaction between these Industries and GEC Wayanad will result in consultancy jobs and utilization of the testing facilities and research facilities.
The major modes of interaction intended are;

- Providing testing facility for SSI units and local bodies for their projects
- Taking up socially relevant projects as consultancy work
- Professional consultancy to Industry by the faculty.
- Joint research programmes and field studies by faculty and people from Industries.
- Establishing network activity with other engineering Colleges and research institutions
- Participation in Industrial exhibitions and trade shows
- Visit by faculty and technical staff to major research organisations
- Discussion and delivering lectures on industrial practices, trends and experiences by experts.

4.5 Action plan for improving employability of SC/ST/OBC/academically weak students

Government College of Engineering Wayanad has above 70% of its students who belong to Other Backward Communities and another 15% belonging to Scheduled Caste and Scheduled Tribe. 90% of the students admitted are coming from economically weaker sections. Considering such a huge proportion of students belonging to these categories in the rolls, it is very important that the college caters to weaker students of these sections. Even though the students who are admitted to the college are highly meritorious, special care shall be taken to ensure that academically weak students of these categories come out successful in examinations. Staff in charges of each batches will be required to inform the concerned nodal officer of the project, the list of students who require special attention. Special classes for them will be undertaken.

4.5.1 Finishing School

The students hailing from socially and economically section has some inherent drawbacks, lot of social issues and personality traits which have to be rectified to make the weaker students employable. Communication skills improvement, additional coaching in soft skills, and personality improvement through counselling etc. can be attempted to rectify the above mentioned drawbacks and ensure equity. It is proposed to establish a finishing school and conduct programmes to fine tune the soft skills of all students with special emphasis on weaker section and SC/ST category. It is proposed to conduct special

programmes after completion of the course, during the course and during recruitment drive to enable the weak students to over come their limitations. The finishing school would ensure that the students passing out from the institution will have enough soft skills to be acceptable to the industry. It is also planned to conduct bridge courses which will bridge the gap between the knowledge gained in class rooms and skills demanded by the industry.

4.5.2 Improving the academic performance of SC/ST/OBC/academically weak students

The major problem faced by SC/ST/OBC students are the language barrier. Most of them have studied in rural area that too in Malayalam medium schools and they find it difficult to follow instruction in regular class where instruction is in English. It is proposed to strengthen Language lab facilities during the project and conduct special programmes to improve language and communication skills. It is also planned to prepare course note and other resource material exclusively for this purpose. Solved question banks will be prepared and discussed in such classes.

4.5.3 Remedial classes

Government of Kerala have initiated steps to increase transition rates by providing special coaching in subjects where failure percentage is high. In GECW, the result analysis of the students have already been carried out and subjects with high failure rates have been identified. Special coaching will be provided to students on evenings and holidays to weak students. The PTA and alumni association of the institution are also involved in activities to support meritorious students belonging to economically weaker section. Alumni association have already launched a scheme named WECARE (Wayanad Engineering College Aid for Raising Engineers). A corpus fund will be formed with the donation from Alumni, Parents, staff and well wishers and the interest accrued will be distributed as assistance to deserving students. It is planned to support 10 students annually under this scheme.

4.5.4 Skill development classes

Government of Kerala has initiated a schemed named STEP4U(Special Training and Empowerment Scheme for Under privileged) meant for supporting weaker students by remedial classes. There is also a scheme for providing assistance to SC/ST/OBC students for coaching in GATE and other competitive exams. The Additional Skill Acquisition programme of the GoK supports training programmes for acquiring additional skills to improve employability. Government Engineering College Wayanad have already implemented these schemes and during the project these schemes will be strengthened.

Sl. No.	Activity	Project Duration (Months)															
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36	37-39	40-42	43-45	46-48
1	Conduct remedial classes to weak students																
2	Establish a full fledged counseling cell																
3	Establishing Finishing school																
4	Strengthen the Language lab facilities																
5	Conduct of Communication and Soft skill development programmes																
6	Strengthen the Career Guidance & Placement Cell																
7	Placement training programmes																
8	Conduct of mock competitive examinations																
9	Scholarships/ Asistance to economically weak students																
10	Conduct add-on courses																
11	Conduct training for GATE/IES and other competitive examinations																

4.6 Action plan for strengthening of PG programmes and starting of new PG programmes

The college has, at present, one postgraduate programme on Communication Engineering and Signal Processing. It is proposed to start two more PG programmes during the project period, M Tech in Computer Science and Engineering with specialisation in Networks and Security and M.Tech in Electronics and Communication Engineering with specialisation in Electronic Systems. An M Tech course is a must for the CSE department to improve its overall quality. With the emergence of technologies such as cloud computing and the like, security has become so critical and hence the need for skilled cyber security professionals in large numbers has become essential. The course on Elecronic Systems will focus on Embedded Systems Design and Signal Processing. Embedded systems, which are combinations of hardware and software, have enormous applications in telecommunications, defense instruments, consumer electronics, and instrumentation systems. Most of these applications essentially require processing of signals, hence it is proposed to

commence an M.Tech. programme associating embedded systems and signal processing. Most of the facilities including built up area for conducting the courses are available in the institution. Four new laboratories have to be established and arrangements for faculty have to be made to start the courses. The new labs proposed are Security Engineering Lab, and Research Lab for Mobile Ad-hoc and Sensor Networks for Networks and Security course. The new labs for Electronic systems course are Speech Processing Lab and Electronic Systems Lab.

Action Plan for strengthening of PG programmes and starting of new PG programmes

Sl. No.	Activity	Project Duration (Months)											
		1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	33-36
1	Preparation of proposal and application for Approval in AICTE												
2	Preparation of proposal and application for Government Approval												
3	Preparation of proposal and application for University Approval												
4	Establishing Security Engineering Lab												
5	Establishing Research Lab for Mobile Ad-hoc and Sensor Networks												
6	Establishment of Speech Processing Lab												
7	Establishment of VLSI and Embedded System Lab												
8	Establishing Electronic Systems Lab												

4.7 Training Needs Analysis

4.7.1 Summary of Training Needs Analysis carried out

The training need analysis of the institution was carried out with the assistance of MBA department of College of Engineering Trivandrum. All faculty, technical staff and supporting staff were included in the analysis. The proforma for TNA was circulated to all and the data were collected. Based on the institutional requirements and gap areas identified a detailed training plan was prepared. The type of training and topics were identified based on the individual requirement, departmental requirement and Institutional requirements. The type of training programmes include Basic and Advanced pedagogy, Subject/domain knowledge enhancement, Attendance in activities such as workshops, seminars, Improvement in faculty qualifications, Improving research capabilities. The identified subjects were classified into four tables Trade skill training, Faculty training, Life skill training, and Managerial training. The detailed list of institutions offering courses in above areas have been collected along with the traing schedule. The institutions where custom designed course are conducted as per our requirement were also identified. In areas where large number of faculty and staff have to be trained, In-house courses are planned. The schedule is prepared in such a way that the overall activities of the institution are not affected (The report of TNA attached as Annexure IX, Page No. 121). The consolidated statement of the type of training, the place, and number of persons to be trained is shown in Table 4.1 . The summary of budget requirements for the project period for Faculty and Staff development is shown in Table 4.2. The Institutional Training Development Plan based on TNA is given in Annexure X (Page No. 133).

Table 4.1 Summary of Training activities proposed

Sl. No.	Type of Training	No. of Training programmes		Number of persons trained	
		External	In-house	External	In-house
1	Management Training	8	2	30	24
2	Training to Technical staff	9	1	21	16
3	Subject Upgradation	19	4	50	22
4	Life skills	6	2	20	43
Total		32	9	121	105

Table 4.2 Summary of the Budget Requirement (in Rs.)

Sl	Particulars	2012-13	2013-14	2014-15 (Upto Dec 2014)	Total	Remark
1	Faculty **Qualification Upgradation**	100000	350000	500000	950000	Estimate
2	In-house **Basic Pedagogical Training** of Faculty from engineering disciplines and supporting departments	--	--		--	Organized by SFPU
3	In-house **Basic Pedagogical Training** of Faculty from engineering disciplines and supporting departments	--	--		--	Organized by SFPU
4	**Subject knowledge and research competence** upgradation of Faculty from engineering disciplines and supporting departments	160000	2267000	535000	2962000	See Annex. X
5	Participation by faculty in seminars, conferences, workshops	116000	864000	1024000	2004000	Estimate
6	Training of senior nonteaching staff, administrative and finance officers, etc	330000	1478000	950000	2758000	See Annex. X
7	Training of technical support staff	150000	408000	261000	819000	See Annex. X
8	Training of administrative and general support staff in functional areas	44000	233000	230000	507000	See Annex. X
	Total	900000	5600000	3500000	10000000	

4.7. 2 Faculty Development Plan for the first 18 months based on Training Needs Analysis (TNA)

The detailed action plan is given in Annexure X (page No. 133)

4.8 Action plan for training technical and other staff in functional areas

The action plan for technical and other support staff involve training in functional areas, life skills development and management training to senior administrative staff. The training is arranged in-house as well as through external premier institutions.

The detailed action plan is given Annexure X (page No. 133)

4.9 Relevance and coherence of Institutional Development Proposal with State's Industrial/Economic Development Plan.

Kerala economy is transforming into a service economy with high inward remittance and skilled technical human resources. Development of more enterprises by fortifying the skilled human capital and promoting investments in all the sectors to entail in the total economic development of the State through employment generation and export oriented business is the major objective of the Economic policy of the State. In order to generate higher economic growth, high priority is given to creation of high quality infrastructure, skilled human capital, technology up-gradation and enterprise promotion. Highest priority is given to manpower development and skill up-gradation which helps in generation of employable manpower. The value to products and services through utilizing available resources in the State is also given priority. The Micro and Small Enterprises are given an important role in the balanced and holistic industrial development of the State. It is envisaged to revamp Kerala into an entrepreneurial State by encouraging private investment in all sectors particularly in Agro Processing, Services & Commerce and new emerging Sectors such as IT and tourism. The IDP of the institution is framed in line with the policy of the state to generate high quality employable graduates with enough skills demanded b the Industry. It also has schemes to ensure equity by giving higher priority to disadvantaged and weaker sections of the society.

The Government of India, particularly the Ministry of Human Resources Development have taken up a series of project towards improving the quality of engineering graduates and also enabling the faculty members to take research initiatives. The Development Proposal of the institute presented here is in tune with the above aim. The Government of India has also introduced Rashtriya Sam Vikas Yojana(RSVY) scheme for the upliftment of the most backward districts of India. Wayanad district is one of the districts selected under this scheme for special treatment. Schemes have been included in the IDP for societal interventions and the development of the backward area. As the only Engineering College in the district, It is also envisaged to take the lead role in technical assistance to the district administration. The IDP aims at creating graduates with better employability so that they will be able to easily adapt to changing industrial scenario. The institution is located in the most industrially backward district of the State which has agriculture as the base. Hence in the IDP higher emphasis is given to socially relevant projects for interventions into the local societal needs. It is also drafted in line with the PIP with the aim of increasing employability, increasing learning outcomes, increasing Research and development and generating highest quality trained man power for the nation building. The Government of Kerala has taken a series of steps towards the implementation of Information Communication Technologies in colleges. The development proposal will help the college achieve this in a big way. Finally, this proposal is an answer to the consistent outcry by the Indian industry that most of the students graduating from engineering colleges in the country are not employable as they fare very bad on the required attributes.

4.10 Participation of departments/faculty in the IDP preparation

The Institutional Development Proposal of GECW is a result of team work and series of sessions wherein all the faculty and staff members of the institute had a significant role. Brain storming sessions have been organised to develop the developmental needs of the institution. The SWOT analysis and Training need analysis were well received by the faculty and staff and they whole heartedly participated in the exercise. All of them were listened to, their ideas debated and accepted based on merit. The Coordinator of the programme prepared this report with the assistance from the Principal and all other staff members. There was a faculty representative from each department who ensured that the data and proposals from the respective department were prepared inline with the institutional development objectives. The procurement plan for each department/ laboratory and section was prepared and passed onto the TEQIP Coordinator l in time. The staff members in charge of the laboratories took special care to prepare and present the laboratory needs in line with the stated objectives. Care was taken at each step to ensure that all the staff members are involved in the process and all departments are well represented. The proposal has been prepared after several rounds of brain storming sessions in the departments of the institution among faculty, technical staff, students and other administrative staff. All faculty members and supporting staff have involved in the activity in one capacity or other.

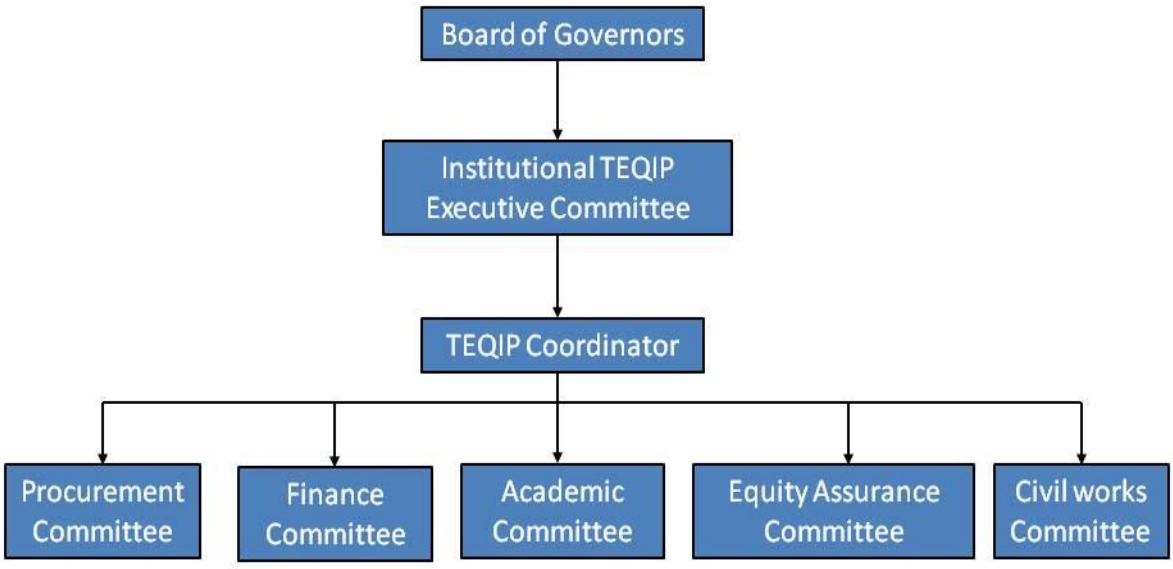
4.11 Institutional project implementation arrangements

The institute has taken all the necessary steps specified as requirements in the proposal including the constitution of board of governors, appointment of project coordinator and nodal officers. All departments were informed well in advance about the guidelines of the project as explained in the project implementation plan. The faculty and staff have been sensitized about the PIP and they are prepared to take up the project once it is approved. The project will be managed by the BoG and an institutional TEQIP Management Unit consisting members from all departments, senior administrative officers and technical and non-technical support staff. Principal will be the head of the TEQIP Executive Committee which will be responsible for implementation of the institutional sub project. TEQIP Coordinator, a senior professor, will ensure that the decisions of the Executive committee are implemented.

TEQIP Executive Committee members

1 Dr. C. Sathish Kumar (HOD, ECE)
2 Mr. Anvar A. (HOD, CSE)
3 Smt. Rathi K.(HOD, EEE)
4 Mr. C. A. Raveendran (Administrative Assistant)
5 Mr. Unnikrishnan S.(Accounts Officer)

TEQIP Coordinator Dr. V. S. Anitha(Prof. in CSE)



Institutional Project Implementation Unit

The institutional TEQIP unit will operate through committees for academic activities, procurement, civil work, equity assurance and finance plans. The nodal officers for each activity are given below.

Table 4.3 Nodal Officers for different Committees

Committee	Nodal Officer	Desination
Academic Committee	Dr. Mohandas V. P.	Prof. ME
Finance Committee	Mr. Unnikrishnan S.,	Accounts Officer
Civil Works Committee	Mr. Prajeeth Kumar K T	AP. ME
Procurement Committee	Mr. Mathew M Mecheril	AP, Applied Science
Equity assurance Committee	Mr. Subin P. Joseph	AP, Maths

The detailed list of the committees are given in Annexure II (page No. 59). The project monitoring will also be done by the Institutional TEQIP Executive Committee.

4.12 Institutional project budget for Sub- Component 1.1

Table – 29

Institutional Project Budget for Sub- Component 1.1 (in Crores)

Sl. No.	Activities		Project Life Allocation	Financial Year		
				2012 - 13	2013 - 14	2014 - 15
1	Infrastructure improvement for teaching, Training & Learning Trough		5.517	1.915	3.602	0.000
	i	Starting new PG programmes	0.660	0.150	0.530	0.000
	ii	Modernisation & Strengthening of Laboratories	1.410	0.590	0.820	0.000
	iii	Establishment of new laboratories for existing UG and PG programmes and for new PG programmes	0.224	0.025	0.199	0.000
	iv	Modernization of classroom	0.300	0.010	0.290	0.000
	v	Updation of Learning Resources	0.300	0.150	0.150	0.000
	vi	Procurement of Furniture	0.400	0.000	0.400	0.000
	vii	Establishment/Upgradation of Central and Departmental Computer Centers	0.720	0.400	0.320	0.000
	viii	Modernization/improvements of supporting departments	0.334	0.120	0.214	0.000
	ix	Modernization and strengthening of libraries and increasing access to knowledge resources	0.650	0.300	0.350	0.000
	x	Minor Civil Works	0.500	0.170	0.330	0.000
2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines		0.783	0.123	0.350	0.310
3	Enhancement of R&D and institutional consultancy activities		0.400	0.100	0.200	0.100
4	Faculty and Staff Development (including faculty qualification up-gradation, and organising/participation of faculty in workshops, seminars and conferences) for improved competence		1.000	0.090	0.560	0.350
5	Enhanced Interaction with Industry		0.400	0.050	0.200	0.150
6	Institutional Management Capacity Enhancement		0.300	0.070	0.150	0.080
7	Implementation of Institutional Reforms		0.200	0.040	0.100	0.060
8	Academic Support for Weak Students		0.400	0.050	0.200	0.150
9	Incremental Operating Cost		1.000	0.200	0.500	0.300
		Total :	**10.000**	**2.638**	**5.862**	**1.500**

4.13 Targets against the deliverables

Sl. No.	Deliverables	Baseline		Targets to be Achieved	
		2010-2011	2011-2012	At the end of 2 years of joining the Project	By project closing
1	Number of students registered for a) Masters in Engineering programme b) Doctoral programme in Engineering	 Nil Nil	 17 Nil	 54 Nil	 54 3
2	Revenue from externally funded R&D projects and consultancies in total revenue (Rs. in lakh)	3.00	5.00	45.00	60.00
3	Number of publications in refereed journals a) National b) International	 1 2	 1 6	 4 8	 6 10
4	IRG as % of total annual recurring expenditure	2%	2%	3%	5%
5	Number of co-authored publications in refereed journals a) National b) International	 1 2	 1 6	 4 8	 6 10
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	 12.5% NA 1.00 NA	 41.6% NA 1.44 NA	 60% 100% 2.40 3.00	 80% 100% 3.00 3.60
7	Number of collaborative programmes with Industry	Nil	2	8	12
8	Accreditation status (obtained plus applied for)	Nil	Nil	All eligible courses (2)	100% of eligible UG
9	Faculty position filled	52% regular + 10% Ad-hoc	61.7% regular + 38.3% Ad-hoc	70% regular + 30% Ad-hoc	75% regular + 25% Ad-hoc
10	Percentage of regular faculty having a Masters Degree or a Doctorate Degree in Engineering disciplines	Masters : 45% PhD : 11.4%	Masters : 48.5% PhD : 11.4%	Masters : 57.1% PhD : 11.4%	Masters : 71.4% PhD: 17.1%
11	Transit rate from 1st to 2nd year for the following: All Students SC and ST Students OBC Students Women Students	 67.2% 23.8% 77% 81%	 56.0% 12.67% 50.3% 70%	 65% 25% 70% 75%	 80% 35% 85% 100%
12	Autonomy status	No	No	Will be obtained	Yes
13	Enrolment of faculty with only Bachelor Degree for qualification up-gradation	2	Nil	2	2
14	Any other academic deliverables (maximum 3)				
(i)	Research Projects	Nil	2	4	6
(ii)	MoU with Industries	Nil	1	5	8
(iii)	Socially relevant Projects	Nil	1	3	5

4.14 Action plan for ensuring that the project activities would be sustained after the end of the Project.

The constitution of the Board of Governors (BoG) for Government Engineering College, Wayanad, facilitates the institution to attain autonomous status for successful implementation of TEQIP. All powers for the institutional management are vested with BoG. However, BoG will delegate the powers to Principal, Head of Departments and other appropriate functionaries of the institution for efficient and effective management of the institution. Various committees and sub-committees (as mentioned in PIP) will be formed at the institutional level to support the functioning of BoG. Hence GEC Wayanad will be able to plan its activities, allocate, spend funds and monitor its progress as planned in the proposal. Thus the institution will be able to exercise required autonomies for the successful implementation and completion of the project.

The overall control of the grant will be vested with BoG as stated above. Different committees as mentioned in PIP are formed and the proposals for the envisaged activities (such as purchase, training, refurbishment works etc.) as initiated by different departments will have to be approved by the respective committees constituted for the purpose. This will be scrutinized by the finance committee to ensure strict adherence to PIP guidelines. The expenditure for the activities will be committed only after getting authorization from respective committees. Spending activity is planned to be monitored through monthly review meetings and progress reports. The expenses and other details will be reported to the SPFU in the required format from time to time as directed in PIP. Since the Principal and HODs will be granted financial powers as envisaged in PIP for the project implementation, the block grant can be utilized in an expedited manner. Since the proposals will be scrutinized and monitored at different levels, the institution will be able to utilize block grant effectively and efficiently. Regular auditing of performance and expenditure will be conducted by audit teams appointed by BoG. This is in addition to the regular auditing by the Government and Accountant General.

Presently the institution is having a continuing Education cell. It is proposed to strengthen the cell and augment the facilities in the laboratories to provides consultancy and testing services to the industry, local bodies and government departments. One of the strengths of the institute is its talented faculty base and the locality. It is the only engineering College in the District of Wayanad. To take advantage of these, our proposal includes conduct of many essential value added short-term courses and training programs. This eventually will become a major revenue earner. Marketing of in-house products and services are also possible leading to additional revenue generation.

This proposal is aimed at acquiring more advanced and sophisticated equipment and instruments in order to improve the quality of UG level education as well as augmenting comprehensive testing and analysis facilities. This will help to improve the consultancy and testing facilities and hence the revenue generation too. It is also proposed to involve 75% faculty in research activities. The research funding from various funding agencies will be obtained and the research activities continued even after the completion of the project.

4.15 Procurement Plan for the first 18 months for Goods and Civil Works in Table-31 and Consultant Services in Table-32 with budget and timeframe

A detailed procurement plan has been prepared for the institution. Based on the action planned, various departments/labs/sections were requested to prepare a list of goods to be procured for the individual activity. Under the supervision of the procurement committee the lists were consolidated grouping similar items together and making into different packages. The packages were formed such that the purchase of that items included can be processed together. A total of 43 packages of goods have been formed for the first 18 months.

The institution require additional assistance from experts for some of the activities planned. Consultants will be engaged to professionally execute the tasks involved. The major activities for which the consultants are to be engaged are ISO Certification(for helping in preparation of documentation and making the institution ready for certification), Setting up of Incubation centre (professional assistance will be required in drafting the rules, regulations, procedures and advices in financial/legal and other related matters). Assistance is also required in professionally managing the placement cell. E-Content Development, Campus Automation are areas which require professional assistance. Consultants will be engaged for the work.

The details of procurement plans for Goods are given in Table 31 (Page No. 43) and the consultancy services are given in Table 32 (Page No.54).

Table - 31													
18 Month Procurement Plan for Works & Goods for Sub-Component 1.1													
Name of Institution with location : *Government Engineering College Wayanad, Mananthavady*													
Package No.	**Sl. No.**	**Activities**	**Description of Works/ Goods**	**Estimated Cost (Rs.)**	**Methode of Procurement**	**Design/ Investigation/ Specificaton finalisation (Date)**	**Estimate Sanctioned (Date & Value)**	**Preparation of Bid Document (Date)**	**Receipt of Bank's No Objection to Bidding Document (Date)**	**Bids**		**Contract Award (Date/ Value)**	**Date of completion of Contract**
										Invitation (Date)	**Opening (Date)**		
(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	**1**	Improvement in Teaching, Training & Learning facilities	Sunscription to Ejournals - IEEE, Springer, McgrawHill(2013)	9,00,000	DC	Oct-12	Oct-12	Oct-12		Oct-12	Oct-12	Nov-12	Dec-12
2	**2**	Improvement in Teaching, Training & Learning facilities	Software-ORCAD for 5 users	2,50,000	DC	Oct-12	Oct-12	Oct-12		Nov-12	Nov-12	Nov-12	Jan-13
3	**3**	Improvement in Teaching, Training & Learning facilities	Text books and reference books on CD, and Print for CSE, EC, EE, Maths, 1st year subjects, and for the existing PG course	30,00,000	NCB	Nov-12	Nov-12	Nov-12		Dec-12	Jan-13	Jan-13	Mar-13

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
4	**4**	Improvement in Teaching, Training & Learning facilities	Desktops(40) and Laptop Computers(10), Workstations(4), Laser Printers(2), Digital camera(1), Scanner (1)	24,00,000	**NCB**	**Oct-12**	**Oct-12**	**Nov-12**		**Dec-12**	**Jan-13**	**Jan-13**	**Mar-13**
5	**5**	Improvement in Teaching, Training & Learning facilities	Auto transformers (Single phase - 10, Three phase - 10), Single phase transformers (15),Voltage ratio box (4), Ammeters(50), Voltmeters(50), Potentiometers (Slide wire - 4, Vernier - 3)	7,50,000	NS	Nov-12	Nov-12	Nov-12		Dec-12	Jan-13	Jan-13	Mar-13
6	**6**	Improvement in Teaching, Training & Learning facilities	Multiprocessor rack server (1), 42U rack (1), Infinyband/10G switch (1), OF modules, Cables (RJ/OF), KVM Switch (1), Power Supply, Cooling Structure	35,00,000	NCB	Nov-12	Nov-12	Nov-12		Dec-12	Jan-13	Jan-13	Mar-13
7	**7**	Improvement in Teaching, Training & Learning facilities	Trainer Kits (Communication (20), Optical (20))	9,00,000	**NS**	**Nov-12**	**Nov-12**	**Dec-12**		**Dec-12**	**Jan-13**	**Jan-13**	**Mar-13**

(1)	**(2)**	(3)	(4)	(5)	**(6)**	**(7)**	**(8)**	**(9)**	**(10)**	**(11)**	**(12)**	**(13)**	**(14)**
8	**8**	Improvement in Teaching, Training & Learning facilities	TMS320C6713 based DSP starter kits(30), Audio daughter and image processing cards	9,40,000	**NS**	**Nov-12**	**Nov-12**	**Dec-12**		**Dec-12**	**Jan-13**	**Jan-13**	**Mar-13**
9	**9**	Improvement in Teaching, Training & Learning facilities	Micro Processors (50), Micro Controllers(50), Interface Boards, Motors (stepper-4, servo-1), Peripherals, Connectors	9,85,000	**NS**	**Nov-12**	**Nov-12**	**Dec-12**		**Dec-12**	**Jan-13**	**Jan-13**	**Mar-13**
10	**10**	Improvement in Teaching, Training & Learning facilities	Qualnet : Teaching Licence + Research Licence + Optional Libraries	15,00,000	NCB	Nov-12	Nov-12	Nov-12		Dec-12	Dec-12	Jan-13	Mar-13
11	**11**	Improvement in Teaching, Training & Learning facilities	Portable Generator set 2500 VA (2)	1,00,000	NS	Nov-12	Nov-12	Nov-12		Dec-12	Jan-13	Jan-13	Mar-13
12	**12**	Improvement in Teaching, Training & Learning facilities	Sunscription to Ejournals - ScienceDirect(2013)	6,00,000	DC	Nov-12	Nov-12	Nov-12		Dec-12	Dec-12	Jan-13	Mar-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
13	**13**	Improvement in Teaching, Training & Learning facilities	Facilties for Powerlifting, Judo, Chess, and other in-door activities, Materials for coaching and playing cricket, Badminton, Table Tennis, and other out-door games	5,00,000	NS	Oct-12	Oct-12	Oct-12		Nov-12	Dec-12	Dec-12	Mar-13
14	**14**	Improvement in Teaching, Training & Learning facilities	Computational Softwares MATHEMATICA, Scientific Workplace	7,00,000	NS	Oct-12	Oct-12	Oct-12		Nov-12	Dec-12	Dec-12	Mar-13
15	**15**	Improvement in Teaching, Training & Learning facilities	Refurbishing of Class rooms, Renovation of Toilets, Parking Lot Expansion, Covering Sewage channel with slabs, and other repair and refurbishing works	16,50,000	NCB	Oct-12	Oct-12	Oct-12		Nov-12	Dec-12	Dec. 2012	Mar-13
16	**16**	Improvement in Teaching, Training & Learning facilities	Wireless Access Points (10), IP Phones (5)	5,00,000	NS	Nov-12	Nov-12	Nov-12		Dec-12	Jan-13	Jan-13	Mar-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
17	**17**	Improvement in Teaching, Training & Learning facilities	10 KVA UPS systems of GE make or equivalent (2)	12,00,000	NCB	Dec-12	Dec-12	Jan-13		Feb-13	Mar-13	Mar-13	May-13
18	**18**	Improvement in Teaching, Training & Learning facilities	Projectors (20), Smart writing boards(10), Smart Panels(10)	19,60,000	NS	Jan-13	Jan-13	Feb-13		Feb-13	Mar-13	Apr-13	Jun-13
19	**19**	Improvement in Teaching, Training & Learning facilities	Text books and reference books on CD, and Print for EE, ME, ECE and CSE subjects, and for the two new PG courses	35,00,000	NCB	Jan-13	Jan-13	Feb-13		Feb-13	Mar-13	Apr-13	Jun-13
20	**20**	Improvement in Teaching, Training & Learning facilities	Computer Center renovation	8,00,000	NS	Jan-13	Jan-13	Feb-13		Feb-13	Mar-13	Apr-13	Jun-13
21	**21**	Improvement in Teaching, Training & Learning facilities	Electrical wiring for cetralised UPS support, Structured UTP cabling	4,00,000	NS	Jan-13	Jan-13	Feb-13		Feb-13	Mar-13	Apr-13	Jun-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
22	**22**	Improvement in Teaching, Training & Learning facilities	Adaptive Security Appliance (1), Intrusion Prevention System sensor(1), Web Security Appliance(1), Identity Services Engine(1), Integrated Services Router(1)	34,20,000	NCB	Mar-13	Mar-13	Mar-13		Apr-13	May-13	May-13	Jul-13
23	**23**	Improvement in Teaching, Training & Learning facilities	DG Set 30 KVA and accessories (1 set)	6,00,000	NS	Feb-13	Feb-13	Mar-13		Mar-13	Apr-13	May-13	Aug-13
24	**24**	Improvement in Teaching, Training & Learning facilities	Software - MiPOWER for 10 network users	5,00,000	DC	Feb-13	Feb-13	Mar-13		Mar-13	Apr-13	May-13	Aug-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
25	**25**	Improvement in Teaching, Training & Learning facilities	Furniture for class rooms, office rooms,seminar halls, labs and libraries - TW Desks (70), TW Benches(70), SS Jefferson chairs (100), Book shelves (30), Magazine Racks(6), Office Tables (16), Office Chairs (16), Computer Chairs (75), Computer Tables (75)	40,00,000	NCB	Jan-13	Jan-13	Jan-13		Mar-13	Apr-13	May-13	Aug-13
26	**26**	Improvement in Teaching, Training & Learning facilities	Multi trace CRO(20), Advanced digital Multimeter(20), Arbitrary Signal Generator (5), Dynamic Signal Analyzer (5)	28,00,000	**NCB**	**Mar-13**	**Mar-13**	**Apr-13**		**May-13**	**Jun-13**	**Jul-13**	**Sep-13**

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
27	**27**	Improvement in Teaching, Training & Learning facilities	Motes(10), Wi-Fi Trainer kits(10), Power supply, switches(1)	5,00,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Jul-13	Sep-13
28	**28**	Improvement in Teaching, Training & Learning facilities	Sound Level Meter, Digital Power meter, Data Acquisition Module, Arbitray Function Generator, Speech Recognition software, High speed ADC/DAC daughter cards, and other signal processing instruments	7,15,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Oct-13
29	**29**	Improvement in Teaching, Training & Learning facilities	Desktop (35) and Laptop Computers(12), Mac Mini Workstations (20), Line Printer(1)	32,00,000	**NCB**	**Jun-13**	**Jun-13**	**Jun-13**		**Jul-13**	**Aug-13**	**Aug-13**	**Oct-13**
30	**30**	Improvement in Teaching, Training & Learning facilities	Telecommunications and Signals & Systems Simulation Software - TutorTIMS-R2 Software	6,50,000	DC	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Oct-13
31	**31**	Improvement in Teaching, Training & Learning facilities	LabVIEW Full Development System/Computing Software Update, and Data Acquisition Cards	5,00,000	DC	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Oct-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
32	**32**	Improvement in Teaching, Training & Learning facilities	Video Recording Facility for Capturing Expert Lectures (2), Public Address Systems with speakers, amplifier, and other accessories (2)	9,40,000	NS	Feb-13	Feb-13	Mar-13		Mar-13	Apr-13	May-13	Oct-13
33	**33**	Improvement in Teaching, Training & Learning facilities	MATLAB with tool boxes	8,00,000	DC	Jul-13	Jul-13	Jul-13		Aug-13	Sep-13	Oct-13	Dec-13
34	**34**	Improvement in Teaching, Training & Learning facilities	Sunscription to Ejournals - IEEE, Springer, McgrawHill(2014)	9,00,000	DC	Oct-13	Oct-13	Oct-13		Oct-13	Oct-13	Nov-13	Dec-13
35	**35**	Improvement in Teaching, Training & Learning facilities	Sunscription to Ejournals - ScienceDirect(2014)	6,00,000	DC	Oct-13	Oct-13	Oct-13		Oct-13	Oct-13	Nov-13	Dec-13
36	**36**	Improvement in Teaching, Training & Learning facilities	Signal Recording Room with Acoustic Insulation (for new lab)	1,50,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Dec-13

(1)	**(2)**	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
37	**37**	Improvement in Teaching, Training & Learning facilities	Data logger(1), data acquisition system(1), thermocouples, Wi Fi Data Acquisition system with Wi-Fi connectivity(1), USB Data Acquisition Card(1)	3,50,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Jan-14
38	**38**	Improvement in Teaching, Training & Learning facilities	Optical time domain Reflecto meter (1), Low loss fiber cables, Splicers, connectors, Light sources (Laser-1,LED-1.), Optic bench and Trainers(1)	3,35,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Jan-14
39	**39**	Establishing VLSI and Embedded Systems Lab	Xilinx System Edition Software, Spartan 3EKit(10), Spartan-6 FPGA Board(10), and other hardware, ARM9 boards(3), JTAG Emulator for ARM Processer(1), High speed ADC/DAC daughter cards(5)	9,85,000	NS	Apr-13	Apr-13	May-13		Jun-13	Jul-13	Aug-13	Jan-14

(1)	**(2)**	(3)	(4)	(5)	**(6)**	**(7)**	**(8)**	**(9)**	**(10)**	**(11)**	**(12)**	**(13)**	**(14)**
40	**40**	Improvement in Teaching, Training & Learning facilities	Multi channel DSO (20), Spectrum Analyser	20,00,000	**NCB**	**Aug-13**	**Aug-13**	**Sep-13**		**Sep-13**	**Oct-13**	**Nov-13**	**Jan-14**
41	**41**	Improvement in Teaching, Training & Learning facilities	Universal Testing Machine (1) with accessories	18,00,000	NCB	May-13	May-13	Jun-13		Jul-13	Aug-13	Sep-13	Jan-14
42	**42**	Improvement in Teaching, Training & Learning facilities	Glass Wall and Partitioning Work in laboratories, Seminar Halls and office	20,00,000	NCB	Jul-13	Aug-13	Aug-13		Sep-13	Oct-13	Oct-13	Jan-14
43	**43**	Improvement in Teaching, Training & Learning facilities	Digital Trainer Kits (20), Digital IC Testers(4), Logic Probes(3)	2,20,000	NS	Jul-13	Aug-13	Aug-13		Sep-14	Oct-14	Nov-14	Feb-14

Table – 32														
Procurement Plan for Consultant Services for Sub-Component 1.1														
Name of Institution with location : *Government Engineering College Wayanad, Mananthavady*														
Sl. No.	**Activities**	**Description of Services**	**Estimated Cost (Rs.)**	**Methods of Selection**	**TOR Finalisation (Date)**	**Advertisement (Date)**	**RFP Final Draft to be forwarded to the Bank (Date)**	**No Objection from Bank for RFP (Date)**	**RFP Issued (Date)**	**Proposals received (Date)**	**Evaluation (Date)**	**No Objection by the Bank (Date)**	**Contract Value and Date of Award**	**Contract Completion (Date)**
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**	**(7)**	**(8)**	**(9)**	**(10)**	**(11)**	**(12)**	**(13)**	**(14)**	**(15)**
1	ISO Certification	To assist GECW in obtaining ISO Certification	1.00	Single Firm	Dec 2012								Feb 13	Dec 13
2	Incubation Cell	To assist in establishing Incubation Cell	1.00	Single Firm	Dec 2012								Jan 13	Oct 13
3	Placement	To assist in strengthening placement activities	1.00	Single Firm	Dec 2012								Feb 13	Mar 14
4	Office automation	To assist in full office automation	1.00	Single Firm	Dec 2012								Mar 13	Sep 13

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
5	Campus Management Software	To assist in developing Campus Management Software	1.00	Single Firm	Dec 2012								Mar 13	Dec 13
6	E-Content development & Management	To assist in E-content development and management	1.00	Single Firm	Jan 2013								Apr 13	Jan 14

4.16 Provide any other information related to specific academic achievements of the institution

From the humble beginnings, the institution has grown over the years in intake quality and pass percentage. The overall pass percentages of the students are quite high for Computer Science and Engineering (CSE) and Electronics and Communication Engineering compared to the State average. Electrical Engineering department is yet to have their first batch to graduate. Except one, all students in M. Tech degree course are GATE qualified. The course completion status as a percentage of class strength is also remarkably high, at about 95%. The placement record of the institution is on a steady growth path. Our students have won laurels in several National/State level technical contests conducted by various institutions of repute. We are keen to make academic projects of our students directly related to societal relevance. The institution has MoU with MS Swaminathan Research Foundation Community Agro biodiversity Centre and carry out socially relevant projects for the farming community. The MoU with MSSRF has helped in taking up projects related to agriculture sector and which are highly useful to the local farmer community. The institution also has tie-up with Coventry University, UK and Startup Village, Kochi. The faculty of the institution bagged 4 research projects from Centre for Engineering Research and Development last year.

Our teaching staff have noteworthy publications in international journals in the thrust areas of engineering. Accessibility to Quality Improvement Program is well utilized by our faculty members with remarkable performances. We have faculty, who are members of governing and academic bodies of the universities in Kerala.

The campus is currently subscribing on-line journals namely IEEE, IEL and Science Direct. Campus automation is on the anvil with the introduction of KBase and CampuSoft. 50% of the classrooms are smart classrooms and with the completion of project it is envisaged to make 100% smart class rooms to deliver lectures more effectively.

The Visiting Faculty Program is conducted on a regular basis with experts from National Institutions in relevant field. Last year we could conduct 38 visiting faculty programs with faculty from National institutions such as IITs, IISc, and NITs. The institute has scheduled two Short Term Training Programs (STTP) and a national conference during the current academic year.

Over and above the team work and the commitment shown by faculty and staff of the institution are exemplary which enables the institution to take up any challenge and come out successful. In the journey towards excellence, the TEQIP project will be a lead light for the institution. It is envisaged that the experience gained through execution of the project will help the institution in scaling greater heights and achieving higher glory.

ANNEXURES

ANNEXURE I

Proposed Board of Governors for Government Engineering College Wayanad

S. No.	Name and Address	Academic Qualification	Position in BoG
1	**Prof. (Dr.) Job Kurian** Professor, IIT Madras, Chennai. Pin 600 036 Email : kurian@iitm.ac.in, Phone :044-22574004	**Ph.D.** (IIT Madras) Post doctoral research (Universities of Karlsruhe,Erlangen,Essen and Aachen, Germany)	**Chairman** Educationist, nominated by Government
2	**Mr. Gigo Joseph** CEO, Infopark, Kochi. Pin 682030 Email : gigo.joseph@gmail.com Phone : 9995841111	**B.Tech** (REC Calicut) **MS** (DePaul University Chicago – USA) **MBA** (Northern Illinois State University, DelKab – USA)	**Member** Professional, nominated by Government
3	**Mr. Sathish Babu** Director, ICFOSS Technopark, Trivandrum. Pin 695 851. Email: director@icfoss.in Phone : 09447027274 (President, Computer Society of India)	**Graduate** of Kurukshetra University (Haryana) **Post-graduate** of the Institute of Rural Management, Anand, Gujarat	**Member** Professional, nominated by Government
4	**Prof. (Dr.) Anitha V. S.** Professor (CSE), Government Engineering College Wayanad . Pin 670 644 Email : anithagecw@gmail.com, Phone : 9495318373	**PhD (**NIT Calicut) M.Tech(IIT Madras) **B.Tech** (Kerala University)	**Member** Faculty of the Institution, Nominated by the Principal
5	**Prof. (Dr.) C. Sathish kumar** Professor (ECE), Government Engineering College Wayanad, Pin 670 644 Email : kumarcsathish@gmail.com, Phone : 944767773	**PhD** (Bharathiar University, Coimbatore) M.Tech (IIT Bombay) **B.Tech** (Kerala University)	**Member** Faculty of the Institution, Nominated by the Principal
6	**Mr. P. Ganesh** CEO, GEFAB Facade Solutions P Ltd, GEMS Towers, Trivandrum. Pin 695 009. Email : pganesh@glazetemp.com, Phone : 0471-2460469, 2476469. (former Chairman CII Kerala Chapter)	**B.Tech** (Kerala University)	**Member** Industrialist, Nominated by the Principal
7	**Prof. (Dr.) M.V.L.R. Anjaneyalu** Dept of Civil Engineering NIT Calicut. Pin 673 601 Email : mvle@nitc.ac.in Phone : 9447282115	**PhD** (University of Calicut) **M.Tech** (REC Warangal) **B.Tech** (JNTU College of Engineering, Anathapur)	**Member** AICTE Nominee
8	State Government Nominee		**Member** State Government Nominee
9	University Nominee		**Member** University Nominee
10	**Prof. (Dr.) B. Anil** Principal, GEC Wayanad. Pin 670 644 Email : principal@gecwyd.ac.in, Phone : 04935-271261	**Ph.D**.(IIT Mardas) **M.Tech**(IIT Madras) **B.Sc (Engg),** Kerala University	**Ex-officio** Principal of the institution

TEQIP : IMPLEMENTATION COMMITTEES OF GEC WAYANAD

Principal		Dr. B. Anil	
TEQIP Coordinator		Dr. V. S. Anitha	Prof. in CSE
Executive members			
	1	Dr. C. Sathish Kumar	HOD, ECE
	2	Mr. Anvar A.	HOD, CSE
	3	Smt. Rathi K.	HOD, EEE
	4	Mr. C. A. Raveendran	Administrative Assistant
	5	Mr. Unnikrishnan S.	Accounts Officer
Sub committees			
Academic Committee			
Nodal Officer		Dr. Mohandas V. P.	Prof. ME
Members		Mr. Sminesh C N	AP, CSE
		Smt. Sindhu N	AP, ECE
		Smt. Sheeba Paulose	AP, EEE
		Mr. Bineesh K. B.	Comp. Programmer
Finance Committee			
Nodal Officer		Mr. Unnikrishnan S.,	AO
Members		Mr. Shabeer K. P.	AP, CSE
		Mr. Ashraf P. A.	AP, Maths
		Mr. Riyas K. K.	AP, ECE
		Mr. Sreejith V. P.	AP,CSE
Civil Works Committee			
Nodal Officer		Mr. Prajeeth Kumar K T	AP, ME
Members		Mr. Rajan T	AP,ME
		Mr. Baburaj K V	AP,CSE
		Mr. Sujaprakash K. K.	Sergeant
		Mr. Balan N.	Trade Instr. ECE
Procurement Committee			
Nodal Officer		Mr. Mathew M Mecheril	AP, Applied Science
Members		Mr. Anil Kumar C D	Assco. Prof., ECE
		Mr. Gilesh	AP, CSE
		Mr. Sivadasan	AP, EEE
		Mr. Sunil Raj T. V.	JS
Equity assurance Committee			
Nodal Officer		Mr. Subin P. Joseph	AP, Maths
Members		Smt. Joly Thomas.	AP, Phy Edn.
		Smt. Smitha Karunan	AP, CSE
		Mr. Aravindakshan V. M.	SS
		Smt. Jyothi T.	Com. Programmer

Annexure III

Copy of Extension of Approval from AICTE

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)

7th Floor, Chandralok Building, Janpath, New Delhi- 110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-India.org

F.No. South-West/1-721903422/2012/EOA

Date: 10 May 2012

To,
The Principal Secretary,
Deptt. Of education, Govt. of Kerala,
Govt. Sectt. Annexe,
Thiruvananthapuram-695001

Sub: Extension of approval for the academic year 2012-13

Ref: Application of the Institution for Extension of approval for the academic year 2012-13

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2010 notified by the Council vide notification number F-No.37-3/Legal/2010 dated 10/12/2010 and amendment vide notification number F-No.37-3/Legal/2011 dated 30/09/2011 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Regional Office	South-West	Application Id	1-721903422
		Permanent Id	1-13809617
Name of the Institute	GOVERNMENT ENGINEERING COLLEGE, WAYANAD	Institute Address	GOVERNMENT ENGINEERING COLLEGE WAYNAD, THALAPPUZHA P.O, MANATHAVADY, WAYANAD DISTRICT KERALA STATE. PIN-670644, MANANTHAVADY, WAYANAD, Kerala, 670644
Name of the Society/Trust	DIRECTORATE OF TECHNICAL EDUCATION	Society/Trust Address	DIRECTORATE OF TECHNICAL EDUCATION,PADMA VILASOM ROAD,FORT.P.O,THIRUVANANTHAPURAM,KERALA,PIN-695023,TRIVANDRUM,TRIVANDRUM,Kerala,695023
Institute Type	Government		

Opted for change from Women to Co-ed	No	Opted for change of name	No	Opted for change of site	No
Change from Women to Co-ed approved	Not Applicable	Change of name Approved	Not Applicable	Change of site Approved	Not Applicable

to conduct following courses with the intake indicated below for the academic year 2012-13

Application Id: 1-721903422	Course	Full/Part Time	Affiliating Body	Intake 2011-12	Intake Approved for 12-13	NRI	PIO	Foreign Collaboration

Note: This is a Computer generated Extension of Approval Letter. No signature is required.

Letter Printed On:18 May 2012.

Printed By : AE6861811

Program	Shift	Level								
ENGINEERING AND TECHNOLOGY	1st Shift	UNDERGRADUATE	COMPUTER SCIENCE AND ENGINEERING	FULL TIME	Kannur University, Kannur	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	UNDERGRADUATE	ELECTRONICS & COMMUNICATION ENGG	FULL TIME	Kannur University, Kannur	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	UNDERGRADUATE	ELECTRICAL AND ELECTRONICS ENGINEERING	FULL TIME	Kannur University, Kannur	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	POSTGRADUATE	SIGNAL PROCESSING AND COMMUNICATIONS	FULL TIME	Kannur University, Kannur	18	18	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	UNDERGRADUATE	MECHANICAL ENGINEERING	FULL TIME	Kannur University, Kannur	0	0	No	No	No

Application Number: 1-721903422*

Note: This is a Computer generated Extension of Approval Letter. No signature is required.

Letter Printed On:18 May 2012.

Printed By : AE6861811

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)

7th Floor, Chandralok Building, Janpath, New Delhi- 110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-India.org

Program	Shift	Level								
ENGINEERING AND TECHNOLOGY	1st Shift	UNDERGRADUATE	APPLIED ELECTRONICS AND INSTRUMENTATION ENGINEERING	FULL TIME	Kannur University, Kannur	0	0	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	POSTGRADUATE	COMPUTER SCIENCE AND ENGINEERING	FULL TIME	Kannur University, Kannur	0	0	No	No	No

The above mentioned approval is subject to the condition that GOVERNMENT ENGINEERING COLLEGE, WAYANAD shall follow and adhere to the Regulations, guidelines and directions issued by AICTE from time to time and the undertaking / affidavit given by the institution along with the application submitted by the institution on portal.

In case of any differences in content in this Computer generated Extension of Approval Letter, the content/information as approved by the Executive Council / General Council as available on the record of AICTE shall be final and binding.

Strict compliance of Anti-Ragging Regulation:- Approval is subject to strict compliance of provisions made in AICTE Regulation notified vide F. No. 37-3/Legal/AICTE/2009 dated July 1, 2009 for Prevention and Prohibition of Ragging in Technical Institutions. In case Institution fails to take adequate steps to Prevent Ragging or fails to act in accordance with AICTE Regulation or fails to punish perpetrators or incidents of Ragging, it will be liable to take any action as defined under clause 9(4) of the said Regulation.

(Dr. K P Isaac)

Member Secretary, AICTE

Copy to:

1. **The Regional Officer,**
   All India Council for Technical Education
   Health Centre Building
   Bangalore University Campus
   Bangalore - 560 009, Karnataka
2. **The Director Of Technical Education,**

15/5/12

Application Number: 1-721903422*

Note: This is a Computer generated Extension of Approval Letter. No signature is required.

Letter Printed On:18 May 2012.

Printed By : AE6861811

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)
7th Floor, Chandralok Building, Janpath, New Delhi- 110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-India.org

GEC WAYANAD
Date:10/07/2012

F.No. South-West/1-721903422/2012/EOA/Corrigendum-1

Corrigendum

To,
The Principal Secretary,
Deptt. Of education, Govt. of Kerala,
Govt. Sectt. Annexe,
Thiruvananthapuram-695001

Sub: Extension of approval for the academic year 2012-13.

Ref : Application of the Institution for Extension of Approval for the Year 2012-13

EOA Issued on	F.No. South-West/1-721903422/2012/EOA	10/05/2012
EOA Printed on	F.No. South-West/1-721903422/2012/EOA	25/06/2012
Corrigendum 1	F.No. South-West/1-721903422/2012/EOA/Corrigendum-1	10/07/2012

Sir/Madam,

In partial modification of the letter F.No. South-West/1-721903422/2012/EOA and in terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2010 notified by the Council vide notification number F-No.37-3/Legal/2010 dated 10/12/2010 and amendment vide notification number F-No.37-3/Legal/2011 dated 30/09/2011 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Region/Office	South-West	Application Id	1-721903422
		Permanent Id	1113809617
Name of the Institute	GOVERNMENT ENGINEERING COLLEGE, WAYANAD	Institute Address	GOVERNMENT ENGINEERING COLLEGE WAYNAD, THALAPPUZHA P.O, MANATHAVADY, WAYANAD DISTRICT, KERALA STATE. PIN-670644,MANANTHAVADY,WAYANAD,Kerala,670644
Name of the Society/Trust	DIRECTORATE OF TECHNICAL EDUCATION	Society/Trust Address	DIRECTORATE OF TECHNICAL EDUCATION,PADMA VILASOM ROAD,FORT.P.O,THIRUVANANTHAPURAM,KERALA,PIN-695023,TRIVANDRUM,TRIVANDRUM,Kerala,695023
Institute Type	Government		

to conduct following courses with the intake indicated below for the academic year 2012-13

Application Number: 1-721903422*

Letter Printed On:24 July 2012.

NoteThis is a Computer generated Corrigendum Letter for EoA. No signature is required.

Printed By : ae6861811

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)

7th Floor, Chandralok Building, Janpath, New Delhi- 110 001
PHONE 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-India.org

Program											
ENGINEERING AND TECHNOLOGY	1st Shift	UNDER GRADUATE	COMPUTER SCIENCE AND ENGINEERING	FULL TIME	Kannur University, Kannur	60	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	UNDER GRADUATE	ELECTRONICS & COMMUNICATION ENGG	FULL TIME	Kannur University, Kannur	60	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	UNDER GRADUATE	ELECTRICAL AND ELECTRONICS ENGINEERING	FULL TIME	Kannur University, Kannur	60	60	60	No	No	No
ENGINEERING AND TECHNOLOGY	1st Shift	POST GRADUATE	COMMUNICATION ENGINEERING AND SIGNAL PROCESSING	FULL TIME	Kannur University, Kannur	18	18	18	No	No	No

The above mentioned approval is subject to the condition that GOVERNMENT ENGINEERING COLLEGE, WAYANAD shall follow and adhere to the Regulations, guidelines and directions issued by AICTE from time to time and the undertaking / affidavit given by the institution along with the application submitted by the institution on portal.

In case of any differences in content in this Computer generated Extension of Approval Letter, the content/information as approved by the Executive Council / General Council as available on the record of AICTE shall be final and binding.

Strict compliance of Anti-Ragging Regulation:- Approval is subject to strict compliance of provisions made in AICTE Regulation notified vide F. No. 37-3/Legal/AICTE/2009 dated July 1, 2009 for Prevention and Prohibition of Ragging in Technical Institutions. In case Institution fails to take adequate steps to Prevent Ragging or fails to act in accordance with AICTE Regulation or fails to punish perpetrators or incidents of Ragging, it will be liable to take any action as defined under clause 9(4) of the said Regulation.

(Dr. K P Isaac)
Member Secretary, AICTE

Application Number: 1-721903422*

NoteThis is a Computer generated Corrigendum Letter for EoA. No signature is required.

Letter Printed On:24 July 2012.

Annexure IV

GEC Wayanad : List of Faculty members

Sl. No.	Name	Department	Designation	Qualification	Date of appointment	Status of appointment
1	Dr. B. Anil	ME	Principal	PhD	01-10-1984	Regular
2	Dr. Anitha V. S.	CSE	Prof	PhD	17-09-1993	Regular
3	Dr. Sathishkumar C	ECE	Prof& HOD	PhD	20-01-1991	Regular
4	Mr. Anvar A.	CSE	Asso Prof & HOD	M.Tech	18-09-2000	Regular
5	Mr. Sminesh C. N.	CSE	Asso Prof	M.Tech	06-01-2005	Regular
6	Mr. C. D. Anilkumar	ECE	Asso Prof	M.Tech	21-10-1999	Regular
7	Mrs. Rathi K.	EEE	Asso Prof & HOD	M.Tech	05-10-1990	Regular
8	Dr. Mohandas V. P.	ME	Asso Prof & HOD	PhD	22-02-1994	Regular
9	Mr. Somasundaram	EEE	AsstProf	ME	21-06-2003	Regular
10	Mr. Gilesh M P	CSE	Asst Prof	ME	12-07-2003	Regular
11	Mr. Shabeer K P	CSE	Asst Prof	ME	17-07-2006	Regular
12	Ms. Binatha C.	CSE	Asst Prof	B.Tech	02-02-2009	Regular
13	Mr. Sreejith V. P.	CSE	Asst Prof	B.Tech	02-03-2009	Regular
14	Mrs. Dhanya Raj P	CSE	Asst Prof	M.Tech	31-08-2009	Regular
15	Mrs. Smitha Karunan	CSE	Asst Prof	M.Tech	01-10-2010	Regular
16	Mr. Baburaj K V	CSE	Asst Prof	B.Tech	12-08-2007	Regular
17	Mr. Mohanan K P	ECE	Asst Prof	M.Tech	15-01-2001	Regular
18	Mr. Rajeev Rajan	ECE	Asst Prof	M.Tech	01-06-2005	Regular/QIP
19	Mrs. Sindhu N	ECE	Asst Prof	M.Tech	07-09-2004	Regular
20	Mr. Riyas K K	ECE	Asst Prof	M.Tech	31-01-2004	Regular
21	Mrs. Bindima T.	ECE	Asst Prof	M.Tech	11-08-2004	Regular
22	Mrs. Reeha K R	ECE	Asst Prof	B.Tech	11-02-2007	Regular
23	Mrs. Sheeba Paulose	EEE	Asst Prof	M.Tech	15-10-2001	Regular
24	Mr. Sivadasan K V	EEE	Asst Prof	B.Tech	14-12-2005	Regular
25	Mr. Prajeethkumar K P	ME	Asst Prof	M.Tech	25-11-2006	Regular
26	Mr. Rajan T	ME	Asst Prof	M.Tech	29-09-2010	Regular
27	Dr. Subin P. Joseph	Maths	Asst Prof	PhD	02-06-2004	Regular
28	Mr. Asharaf P. A.	Maths	Asst Prof	MSc	18-03-2004	Regular
29	Mr. Mathew M. Mecheril	Physics	Asst Prof	M.Sc	19.06.2008	Regular
30	Mrs. Joly Thomas	Phy. Edn	Asst Prof	M.Ped	15-07-2011	Regular
31	Ms. Bhavana Thomas	CSE	Asst Prof	M.E	15-06-2012	Contract
32	Mr. Siju	CSE	Asst Prof	B.Tech	06-08-2012	Contract
33	Ms. Rani Mathew	ECE	Asst Prof	B.Tech	19-03-2012	Contract
34	Mr. Jithinraj G L	ECE	Asst Prof	B.Tech	02-07-2012	Contract
35	Ms. Anupama C Prakash	ECE	Asst Prof	B.Tech	16-07-2012	Contract
36	Ms. Nasiyath A P	ECE	Asst Prof	B.Tech	16-07-2012	Contract
37	Ms. Nisha C	ECE	Asst Prof	BE	03-08-2012	Contract
38	Ms. Naslajisha M V	ECE	Asst Prof	B.Tech	23-08-2012	Contract
39	Mr. Anuprasad K K	EEE	Asst Prof	B.Tech	24-01-2012	Contract
40	Mrs. Aiswarya A M	EEE	Asst Prof	B.Tech	23-07-2012	Contract

Sl. No.	Name	Department	Designation	Qualification	Date of appointment	Status of appointment
41	Mr. Nidhin K P	EEE	Asst Prof	B.Tech	23-07-2012	Contract
42	Ms. Sangeetha Thomas	EEE	Asst Prof	B.Tech	03-08-2012	Contract
43	Mr. Abin K K	EEE	AsstProf	B. Tech	03-08-2012	Contract
44	Mr. Ameen Ahsan	CE	Asst Prof	B.Tech	03-08-2012	Contract
45	Ms. Remya Aravind	CE	Asst Prof	B.Tech	05-08-2012	Contract
46	Mr. Ashif V	ME	Asst Prof	B.Tech	23-08-2012	Contract
47	Ms. Salina T	Chemistry	Asst Prof	MSc	23-08-2012	Contract
48	Ms. Simi C	Maths	Asst Prof	MSc	23-08-2012	Contract
49	Mr. Anoop K Jose	Economics	Asst Prof	MA	23-08-2012	Contract
50	Mr. Afsath C	Maths	Asst Prof	MSc	23-08-2012	Contract

Prof - Professor, Asso. Prof – Associate Professor, Asst. Prof - Assistant Professor

Annexure V

Mandatory Disclosure

Mandatory Disclosure

Mandatory Disclosure: updated on 17-09-2012

AICTE File No : : F No.South-West/1-721903422/2012/EOA dt 10/5/12

F No.South-West/1-721903422/2012/EOA Corrigendum dt 10/5/12

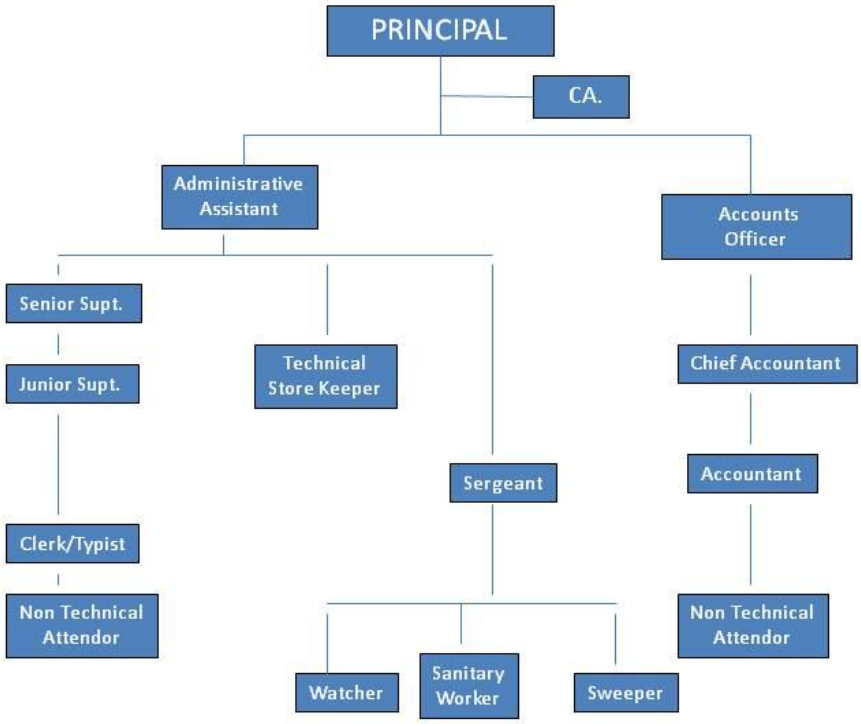
Date & Period of last approval : 10-5-2012

Name of the Institution	Government Engineering College Wayanad
Address of the Institution	Government Engineering College, Mananthavady, Wayanad District, Kerala State
Location map of the Institution	
City & Pin Code	Mananthavady, 670 644
State / UT	Kerala State
Longitude & Latitude	11.49'59.76" 75.58' 12.96"
Phone number with STD code	04935-271261
FAX number with STD code	04935-257320
Office hours at the Institution	9:00 a.m to 4:00 p.m
Academic hours at the Institution	9:30 a.m to 4:30 p.m
Email	principal@gecwyd.ac.in
Website	www.gecwyd.ac.in
Nearest Railway Station	Thalassery (70 Km)
Nearest Airport (dist in Km)	Karipoor, Kozhikode (140Km)

Type of Institution	Government
Category (1) of the Institution	Non Minority
Category (2) of the Institution	Co-Ed
Name of the organization running the Institution	Not Applicable
Type of the organization Society / Trust / PPP	Not Applicable
Address of the organization	Not Applicable
Registered with	Not Applicable
Registration date	Not Applicable
Website of the organization	Not Applicable
Name of the affiliating University	Kannur University
Address	Kannur University, Kalliyassery P.O, Mangattuparambu, Kannur District, Kerala State PIN-670 562
Website	www.kannuruniversity.ac.in
Latest affiliation period	Permanent Affiliation
Name of Principal / Director	Dr. B Anil
Exact Designation	Principal
Phone number with STD code	04935-271261
FAX number with STD code	04935-257320
Email	anilb.cet@gmail.com
Highest Degree	PhD
Field of specialization	Mechanical Engg
Governing Board Members	Constituted. (List attached in Annexure I)
Frequency of meetings & date of last meeting	Minimum twice in an year
Academic Advisory Body	Not Applicable
Frequency of meetings & date of last meeting	Not Applicable

Student feedback mechanism on Institutional Governance/faculty performance	Regular student feedbacks are taken for assessing faculty performance.
Grievance redressal mechanism for faculty, staff and students	>Student grievances addressed through staff advisory system and student advisor to college union. >Staff grievances addressed by representation to Principal or to higher authorities/Government
Admission quota	Merit
Entrance test / admission criteria	Govt. Institution. Admission done through Common Entrance Test (CET)
Cut off / last candidate admitted	2011-12 2010-11 2009-10 Decided through Centralized Counseling conducted by Commisionarate of Entrance Examination, Govt of Kerala
Fees in rupees	2011-12 2010-11 2009-10 Rs.6645 Rs.6645 Rs.6645
Number of Fee Waivers offered	2011-12 2010-11 2009-10 9 18 12
Admission Calendar	Decided by Commissioner of Entrance Examination, Govt of Kerala (mostly in June)
PIO quota Yes / No	No

ORGANISATION CHART



Infrastructural information

Built up area for Academic Purpose (Class rooms/Seminar Halls etc.)	: 5985 sq.m
Built up area for Academic Purpose (Lasboratories.)	: 5470 sq.m
Built up area for Administrative Purpose	: 120 sq.m
Built up area for Support Services	: 720 sq.m
Total	: 12295 sq.m

Classroom/Tutorial Room facilities

➢ First year class Rooms – 3 Nos ➢ Second year class Rooms – 3 Nos ➢ Third year class Rooms – 3 Nos ➢ Fourth year class Rooms – 2 Nos ➢ PG class rooms – 2 Nos ➢ All class rooms are having LCD projectors ➢ Both black and white boards are provided in the class rooms ➢ 5 rooms with Interactive boards ➢	 

Laboratory details

SL.No	Name of the laboratory/ workshop	Photograph and major equipment
1.	Central Computing Facility /Internet Lab 	Computers - 60[Core2Duo-45, others-15], LCD Projectors - 1, Air Conditioners - 4, LaserJet Printers -2, InkJet Printer - 1, Switch (24 port) - 5, 16-port - 2, Scanner - 1, UPS - 10, web camera - 1, External HDD -1, DVD Writer-1
2	Hardware Lab	Computers - 7, Microprocessor Kit - 30, Printers-2 Online UPS (2 KVA) - 2, 5 KVA – 1, ADC Interface Cards – 10, DAC interface cards – 10, Stepper motor – 10, Logic Control Interface – 10, LCD Projector – 1, Modem – 4 [Internal – 2, External – 2]

3	EDUSAT(functioning in seminar hall)	Computer-1, LCD Projector - 1, Online UPS - 2 [2 KVA -1 & 1 KVA – 1], Video Handycam - 1, Public Addressing System – 1 
4	Multimedia Lab	Computers – 10[PIV-6, others-4], Laptop – 2, LCD Projectors - 2, LaserJet Printers -1, Multi function printer - 2, Scanner – 2, OHP – 2, Webcam – 2, DVD Player – 1, Speaker – 3, Video Camera – 1 
5	Software Lab	Computers - 80, Laptop - 5, LaserJet Printers -1, dot matrix printer-1, UPS- 1,16 port hub - 2,24 port hub - 1

6	Project Lab	Computers - 25, UPS - 2, Printer - 1 
7	Electronics Circuits Lab	CRO-13 ..Function Generator-8, Digital Multimeter-5, Analog Multimeter - 1, Freq. Counter - 1, DC Voltmeter -40, DC Ammeter - 125, DC Power Supply-21, Rheostat-20, Dimmerstat-2, UPS 5KVA-1, InkJet Printer-1 
8	Linear Integrated Circuits Lab	CRO-10, Function Generator-8, Analog IC Tester–3, DC Power supply – 25, Digital Multimeter – 7,Analog Multimeter-1, LCR Meter -1, Linear IC Trainer -15, Freq. Counter -1

9	Communication Lab	Analog Commn. Trainer kit- 3, Fibre Optic Commn. Trainer kit –2, Digital Commn. Trainer kit – 16, Digital Multimeter – 8, Dish Antenna Set - 1, Freq. Counter – 2, Audio O/P power meter– 2, CRO –10, Function Generator- 14, AM/FM Signal Generator- 2, Power Supply 0-30V – 8, Colour TV – 2, Colour Tv Trainer Kit – 1, Satellite Radio Reciever – 1 
10	Microprocessor Lab	VMC 6803 kit-1 8085 Trainer Kit – 10, 8086 Trainer Kit – 60, 8603 Trainer Kit – 8, 8279 Interface Card – 5, 0808 DAC Interface Card – 5, 0800 ADC Interface Card – 5, 8259 Study Card – 5, 8255 Study Card – 5, 8257 Study Card – 5, Stepper Motor Controller Card – 5, CRO – 3, Function Generator – 2. 
11	Digital Signal Processing Lab	Computers [PIV-10, PIII-19, others-25] Inkjet Printer – 1,DSP Trainer Kit – 4, Softwares-3, CRO – 2

12	Microwave Lab	CR0-2, Microwave trainer kit-2, Spectrum analyser-1 
13	Digital Electronics Lab	Digital IC Trainer kit - 30, CRO - 7, Function Generator - 2, Pulse Signal Generator - 2, Digital IC Tester - 5, DC Power supply – 5, P 3 computer - 1, Digital copier with printer - 1, Digital Multimeters – 8, Analog Multimeters – 1, Freq. Counters – 1 
14	NOC Lab	Server computer - 2, laptop - 2, laser printer - 1, modem dlink - 8, digital camera - 1, hub - 6, Ethernet card - 40, scanner - 2, UPS - 3, router-1 

15	VLSI Lab	Computers [core2duo - 5] 
16	Mechanical Workshop	All the equipments and tools required for conducting Mechanical workshop for 1st year students available 
17	Electrical Machines Lab 	Single Phase Transformers-3, 3-Phase Auto Transformers-2, 1-Phase Auto Transformers-5, 3-Phase Energy Meters-3, Single Phase Energy Meters-5 , 3-Phase Slip Ring Induction Motor-1, 3-Phase Squirrel Cage Induction Motors-2, DC Motor-Alternator Set-1, DC Motor-DC Generator Set-2, Rectifier Unit-2 , Rheostats-22, Stabilizers-2, and other measuring instruments(Stopwatches, Voltmeters, Ammeters, Wattmeters, Tachometers)

18	Electrical Workshop	All the equipments and tools required for conducting Electrical Workshop as per syllabus available. 
19	Survey Lab	All the equipments and tools required for conducting Survey Lab as per syllabus available.
	Computer Centre facilities Number and Configuration of Systems: Major software packages available:	 Total Systems - 206 Nos, Core2Duo - 105, P4 - 27 nos., P3 - 9 nos., Celeron - 59 nos., AMD - 3 nos., Xeon-3 nos. Total number of systems connected by LAN : 124 Total number of systems connected to WAN: Nil Internet bandwidth-2Mbps broadband Matlab, Labview,MS Office 2007, Autocad 2004AE, Macromedia FlashMX, MS Office Professional AE 2003, Adobe Photoshop, CorelDraw, Macromedia web design studio, Visual Studio, Turbo C, Turbo C++, Oracle 9i. Special purpose facilities available - EDUSAT, Whole campus connected through Wi-Fi System

Library facilities

- 12,000 volumes of books, periodicals, CD ROMs and reports
- College library consists of reference and lending sections
- Library is fully computerized with KOHA ILS
- Digital library is provided
- IEEE ASPP, Springer, Sciencedirect, McGraw Hill e-journal subscription.
- Book bank is functioning in the library exclusively for SC/ST students
- A heavy duty photocopier machine is present in the library for the benefit of students and staff

Number of Library books/Titles/Journals available (programme-wise):

S.No	Course(s)	Number of titles	Number	Print Journals	
				National	International
1	B. Tech CSE	2000	5300	2	0
2	B. Tech ECE	1800	5000	1	0
3	B. Tech EEE	200	1500		
4	M. Tech CSP	150	200		

Seminar Hall

A seminar hall with all modern facilities like public address system, projector, speakers and podium is present in the college main building block

<table>
<tr><td><u>Cafeteria</u>

A canteen is functioning in the college which provides tea, coffee, snacks and meals at subsidized rates to the students and staff. The canteen is managed by a committee headed by the College Principal</td><td>  </td></tr>
<tr><td>Indoor Sports facilities

➢ Table tennis board
➢ Chess boards
➢ Carom boards</td><td>  </td></tr>
<tr><td>Outdoor Sports facilities

Play ground suitable for playing football and cricket. Also used for conducting track and field events

  </td><td>Badminton Court, Volleyball Court, Basket ball Court

Gymnasium facilities

  </td></tr>
<tr><td>Facilities for disabled</td><td>Presently not available</td></tr>
<tr><td>Any Other facilities</td><td>> College bus is provided to meet the transportation needs of the students > A public telephone (Coin box) is available in the college > A 96 line Electronic Private Automatic Branch Exchange (EPABX) facility connecting all staff rooms, labs and other places in the college > A co-operative store is functioning in the college which provides books and stationeries at a subsidized rate to students and staff. > A blood donor's forum is functioning</td></tr>
</table>

Boys Hostel	Under construction
Girls Hostel	Under construction
Medical & other Facilities at Hostel	NA
Academic Sessions	Semester wise
Examination system, Year / Sem	Semester
Period of declaration of results	Semesterwise
Counseling / Mentoring	Student advisory system in place for counselling the students, (academic as well as personal). A Full time counselor is engaged by the PTA of the institution.
Career Counseling	> Career Guidance and Placement cell (CGPC) is functioning in the college from 2003 > The objectives of CGPU are o To place all the final year students through campus through campus interviews. o To organize lectures, seminars, group discussions, and mock interviews. o To provide information and assistance to students regarding opportunities for higher studies and jobs in India and abroad, opportunities for self employment, preparing for competitive exams like GRE, GMAT, TOEFL, GATE, CAT etc. > Organizes classes for Business English Certificate (BEC), offered by Cambridge University, UK
Medical facilities	Sick room with first aid and retiring room for girls provided in the campus. Primary Health Center within 2Km & District
Student Insurance	NIL
Students Activity Body	An active unit of National Service Scheme (N.S.S) Unit is functioning in the college. The N.S.S student volunteers engage in developmental activities in and out the college.
Cultural activities	Students participated in arts festival conducted at University level (Kannur University) Conducted Arts Day named "Sargam'10" in February,2010

Sports activities	Cricket matches between classes were conducted and college cricket team was formed in February,2011 College football team participated in the Kannur University intercollegiate football tournament and reached the quarter final stage in January,2011. Hosted Kannur University Ball Badminton Tournament in December,2010. The college team was placed in third position in this intercollegiate tournament.
Literary activities	College Magazine "Mozhi", Mathrubhazha Day
Magazine / Newsletter	College Magazine College Newsletter available
Technical activities / TechFest	College has been made the Satellite centre of Centre for Engineering Research and Development(CERD). A three day workshop named "CONJECT-2011" was conducted in Feb,2011 to promote research and development among faculty and students Conducted 4 days Technical Symposium and Exhibition named "Darpan'10" as a part of 10th anniversary celebration of the college
Industrial Visits/Tours	An Industry Institution Cell is working in the college to promote closer interaction between the academia and industry. The Industry Institution Cell organizes seminars, workshops and industrial training programmes. Conducted yearly
Alumni activities	> The Alumni association named "GECWAA" was started in the college in 2003 > Former students can join the association by paying a life member fee of Rs.500/-> The members are in constant contact through two e-mail groups, senior@YahooarouDS.com and theseniors@arouDS.msn.com > An alumni meet was conducted recently as a part of tenth anniversary celebrations of the college.

Name of the Information Officer for RTI	Dr. Anitha V. S.
Designation	Professor in Computer Science & Engg
Phone number with STD code	04935-271261
FAX number with STD code	04935-257320
Email	anithavs@gecwyd.ac.in

Name of the Department	Computer Science and Engineering
Course	B.Tech - Computer Science and Engineering
Level UG / PG	UG
1 st Year of approval by the Council	2003
Year wise Sanctioned Intake	2011-12 2010-11 2009-10 60 60 60
Year wise Actual Admissions	2011-12 2010-11 2009-10 63 64 63
Cut off marks - General quota	2011-12 2010-11 2009-10 Decided by Commissioner of Entrance Examinations, Govt. of Kerala
% Students passed with Distinction	2011-12 2010-11 2009-10 5 2 2
% Students passed with First Class	2011-12 2010-11 2009-10 30 26 11
Students Placed	2011-12 2010-11 2009-10 22 10 1
Average Pay package, Rs./Year	2011-12 2010-11 2009-10 3 lakh 3 Lakh 1.5 Lakh
Students opted for Higher Studies	2011-12 2010-11 2009-10 2 NIL NIL
Accreditation Status of the course Accredited / Provisionally Accredited / Not Accredited / Not eligible yet	Not Accredited
Doctoral Courses Yes / No	No
Foreign Collaborations, if any	No
Professional Society Memberships	ISTE, IEEE, CSI
Professional activities	Faculty members are associated with professional societies.
Consultancy activities	3
Grants fetched	2.4 lakh
Departmental Achievements	Signing of MoU with MSSRF
Distinguished Alumni	Deepu George.V 2003 Batch Working in "First Advantage Corp.", Bangalore

Name of the Department	Electronics & Communication Engineering
Course	B. Tech Electronics & Communication Engineering
Level UG / PG	UG
1 st Year of approval by the Council	2003
Year wise Sanctioned Intake	2011-12 2010-11 2009-10 60 60 60
Year wise Actual Admissions	2011-12 2010-11 2009-10 66 65 64
Cut off marks - General quota	2011-12 2010-11 2009-10 Decided by Commissioner of Entrance Examinations, Govt. of Kerala
% Students passed with Distinction	2011-12 2010-11 2009-10 10 8 2
% Students passed with First Class	2011-12 2010-11 2009-10 60 57 14
Students Placed	2011-12 2010-11 2009-10 25 10 4
Average Pay package, Rs./Year	2011-12 2010-11 2009-10 4 lakh 3 Lakh 1.5 Lakh
Students opted for Higher Studies	2011-12 2010-11 2009-10 1 10 NIL
Accreditation Status of the course Accredited / Provisionally Accredited / Not Accredited / Not eligible yet	Not Accredited
Doctoral Courses Yes / No	No
Foreign Collaborations, if any	No
Professional Society Memberships	IEEE, ISTE
Professional activities	Faculty members are associated with professional societies
Consultancy activities	NIL
Grants fetched	Research Seed Money Project from CERD – 1 No. (2 lakh) Innovative student project – 2 Nos (Rs. 50,000 each)
Departmental Achievements	Coordinates the Innovation Centre
Distinguished Alumni	Arun Kumar Anand, 2007 Batch, Working in ARS Software Engineering, Nila,TechnoparkTrivandrum, Kerala

Name of the Department	Electrical & Electronics Engineering
Course	B. Tech Electrical & Electronics Engineering
Level UG / PG	UG
1 st Year of approval by the Council	2010
Year wise Sanctioned Intake	2011-12 2010-11 2009-10 60 60 NA
Year wise Actual Admissions	2011-12 2010-11 2009-10 64 66 NA
Cut off marks - General quota	2011-12 2010-11 2009-10 Decided by Commissioner of Entrance Examinations, Govt. of Kerala
% Students passed with Distinction	2011-12 2010-11 2009-10 NA NA NA
% Students passed with First Class	2011-12 2010-11 2009-10 NA NA NA
Students Placed	2011-12 2010-11 2009-10 NA NA NA
Average Pay package, Rs./Year	2011-12 2010-11 2009-10 NA NA NA
Students opted for Higher Studies	2011-12 2010-11 2009-10 NA NA NA
Accreditation Status of the course Accredited / Provisionally Accredited / Not Accredited / Not eligible yet	Not Accredited
Doctoral Courses Yes / No	No
Professional Society Memberships	IEEE
Professional activities	Faculty of the department involved in Professional society activities
Consultancy activities	Testing of electrical gadgets to various agencies
Grants fetched	NIL
Departmental Achievements	NIL
Distinguished Alumni	NA

Name of the Department	Electronics & Communication Engineering
Course	M. Tech, Communication Engineering & Signal Processing
Level UG / PG	PG
1 st Year of approval by the Council	2011
Year wise Sanctioned Intake	2011-12 2010-11 2009-10 18 NA NA
Year wise Actual Admissions	2011-12 2010-11 2009-10 17 NA NA
Cut off marks - General quota	2011-12 2010-11 2009-10 Decided by Director of Technical Education Kerala
% Students passed with Distinction	2011-12 2010-11 2009-10 NA NA NA
% Students passed with First Class	2011-12 2010-11 2009-10 NA NA NA
Students Placed	2011-12 2010-11 2009-10 NA NA NA
Average Pay package, Rs./Year	2011-12 2010-11 2009-10 NA NA NA
Students opted for Higher Studies	2011-12 2010-11 2009-10 NA NA NA
Accreditation Status of the course Accredited / Provisionally Accredited / Not Accredited / Not eligible yet	Not Accredited
Doctoral Courses Yes / No	No
Professional Society Memberships	IEEE, ISTE
Professional activities	Faculty of the department involved in Professional society activities
Consultancy activities	Faculty involved in consultancy to government departments
Grants fetched	NIL
Departmental Achievements	NIL
Distinguished Alumni	NA

Faculty details

1. Name of Teaching Staff	B. ANIL				
2. Designation	Principal				
3. Department					
4. Date of Joining the Institution	22 July 2012, Date of entry in service : 1/10/1984				
5. Qualifications with Class/Grade	UG	B.Sc (Engg)	I Class with Distinction		
	PG	M.Tech	IIT M, CGPA - 8.9		
	PhD	IIT M			
6.Total Experience in Years Teaching	32 yrs	Industry	1.5 yrs	Research	32 yrs
7. Papers Published	National: 2		International : 3		
8. Papers Presented in Conferences	National: 37		International : 6		
9. PhD Guide? : Yes	University: Kerala		Field: Mechanical Engg		
10. Projects Guided	Masters level : 32		PhD Level : Nil		
11. Books Published Nil	12. IPRs	Nil	13. Patents	Nil	
14. Consultancy Activities : 8 Nos	15. Grants fetched : Rs. 200 lakh		16. Professional Society membership: 6 Nos		
17. Awards : 1. VKM John National Award for Best Engg College Teacher 2009, 2. CET-ISTE Best Researcher Award 2009					

18. Interaction with Professional Institution :

- Dean, Faculty of Engineering & Technology, University of Kerala(Mar 2011 – till date)
- Chairman, ISTE Kerala Section (Also won best Emerging Section award on all India basis consecutively for 2009 and 2010)
- Member, Ex. Committee, State Inter University Centre for Bio Informatics, Trivandrum
- Consultant to various organizations (Travancore Devaswaom Board, Metal Industries, FIT, DHS, Legal metrology, Dept of Police, Lotteries dept etc.)
- Member, Lions Club, Trivandrum Space City
- Member, Governing body, Centre for Continuing Education, Govt. of Kerala
- Member, Governing body, Energy Management Centre, Govt. of Kerala
- Member, Board of Governance, College of Engg., Perumon
- Member, Educational Advisory Board, Heera College of Engg and Tech., Trivandrum
- Member, Research Advisory Committee of Centre for Disability Studies, Kerala
- Member, State Steering Committee, TEQIP Phase-II, Kerala
- Member, Screening Committee, T-BIC of Technopark, Trivandrum
- Technology Angel, Tepp, Technology Business Incubator, Technopark
- Member, Governing Council, Startup Village, Kochi.
- Member DPC of ISRO & CSIR
- Member Expert Committee NBA, AICTE
- Member, Academic Committee for Technical Education, Govt. of Kerala
- Member, Executive committee, IIIE Trivandrum Chapter
- Member, Executive Committee, AeSI Trivandrum Chapter
- Member, Executive Committee, STEP4U Implementation, DTE, Kerala
- Founder Director of Centre for Engineering Research and Development, Government of Kerala(2009-2011)

1. Name of Teaching Staff	Anvar A					
2. Designation	Associate Professor					
3. Department	CSE					
4. Date of Joining the Institution	July 2011					
5. Qualifications with Class/Grade	UG	B.Tech	First			
	PG	M E	First			
	PhD	N				
6.Total Experience in Years Teaching	14	Industry	0	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:IEEE,ACM		

1. Name of Teaching Staff	Sreejith V P					
2. Designation	Asst Professor					
3. Department	CSE					
4. Date of Joining the Institution	02-03-2009					
5. Qualifications with Class/Grade	UG	Btech				
	PG	N				
	PhD	N				
6.Total Experience in Years Teaching	2	Industry	4	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership: CSI		

1. Name of Teaching Staff	BINATHA C					
2. Designation	Asst Professor					
3. Department	CSE					
4. Date of Joining the Institution	02-02-2009					
5. Qualifications with Class/Grade	UG	Btech				
	PG	N				
	PhD	N				
6.Total Experience in Years Teaching	2	Industry	2	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Baburaj K V						
2. Designation	Asst Professor						
3. Department	CSE						
4. Date of Joining the Institution	12-08-2011						
5. Qualifications with Class/Grade	UG	Btech					
	PG	N					
	PhD	N					
6.Total Experience in Years Teaching	4	Industry	0	Research	0		
7. Papers Published	National:0			International :0			
8. Papers Presented in Conferences	National:			International :			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level :0			PhD Level :			
11. Books Published 0	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:			

1. Name of Teaching Staff	Smitha Karunan						
2. Designation	Asst Professor						
3. Department	CSE						
4. Date of Joining the Institution	Sept 2010						
5. Qualifications with Class/Grade	UG	AMIE	First				
	PG	MTech	First				
	PhD	N					
6.Total Experience in Years Teaching	6	Industry	6	Research	0		
7. Papers Published	National:0			International :0			
8. Papers Presented in Conferences	National:			International :			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level :0			PhD Level :			
11. Books Published 0	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership: CSI			

1. Name of Teaching Staff	Anitha V S						
2. Designation	Professor						
3. Department	CSE						
4. Date of Joining the Institution							
5. Qualifications with Class/Grade	UG	B. Tech.	First				
	PG	M Tech	First				
	PhD	Yes					
6.Total Experience in Years Teaching	21	Industry	0	Research	6		
7. Papers Published	National:0			International :7			
8. Papers Presented in Conferences	National:			International :			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level :0			PhD Level :			
11. Books Published 1 (Book Chapter)	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:			

1. Name of Teaching Staff	Gilesh M P					
2. Designation	Asst. Professor					
3. Department	CSE					
4. Date of Joining the Institution	12-07-2010					
5. Qualifications with Class/Grade	UG	B. Tech	First			
	PG	M E	First			
	PhD	N				
6.Total Experience in Years Teaching	9	Industry	0	Research	0	
7. Papers Published	National: --		International :--			
8. Papers Presented in Conferences	National: --		International : 1			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level : 2		PhD Level :			
11. Books Published 0	12. IPRs :		13. Patents :			
14. Consultancy Activities : 5	15. Grants fetched : 1.9 lakh		16. Professional Society membership : IEEE,ACM,ISTE			
17. Interaction with Professional Institution : MSSRF, Kalpetta						

1. Name of Teaching Staff	SHABEER K P					
2. Designation	Assistant Professor					
3. Department	Computer Science & Engineering					
4. Date of Joining the Institution	17/7/2006					
5. Qualifications with Class/Grade	UG	B Tech	First			
	PG	M E	First			
	PhD					
6.Total Experience in Years Teaching	6	Industry	2	Research	Nil	
7. Papers Published	National:- Nil		International :-		Nil	
8. Papers Presented in Conferences	National: - Nil		International :- NIL			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level :		PhD Level :			
11. Books Published	12. IPRs		13. Patents			
14. Consultancy Activities : 0	15. Grants fetched :		16. Professional Society membership:			

1. Name of Teaching Staff	Sminesh C N					
2. Designation	Asst. Professor					
3. Department	CSE					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B.Tech	First			
	PG	MTech	First			
	PhD	N				
6.Total Experience in Years Teaching	11	Industry	0	Research	0	
7. Papers Published	National:		International :			
8. Papers Presented in Conferences	National:		International :			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level :		PhD Level :			
11. Books Published	12. IPRs		13. Patents			
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:			

1. Name of Teaching Staff	Sivadasan K V					
2. Designation	Asst Professor					
3. Department	ELECTRICAL AND ELECTRONICS ENGG					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	Btech				
	PG	N				
	PhD	N				
6.Total Experience in Years Teaching	6	Industry	0	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Sheeba Paulose					
2. Designation	Asst Professor					
3. Department	ELECTRICAL AND ELECTRONICS ENGINEERING					
4. Date of Joining the Institution	15-10-2004					
5. Qualifications with Class/Grade	UG	Btech				
	PG	M Tech				
	PhD	N				
6.Total Experience in Years Teaching	11	Industry		Research	0	
7. Papers Published	National:1			International :		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

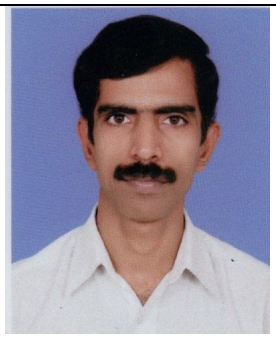
1. Name of Teaching Staff	Rathi K					
2. Designation	Associate Professor					
3. Department	EEE					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B. Sc. Engg.				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	21	Industry	0	Research		
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :1			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Sindhu N					
2. Designation	Asst Professor					
3. Department	ELECTRONICS & COMMUNICATION ENGG					
4. Date of Joining the Institution	Sept 2010					
5. Qualifications with Class/Grade	UG	B.Tech	First			
	PG	M Tech	First			
	PhD	N				
6.Total Experience in Years Teaching	12	Industry	0	Research	0	
7. Papers Published	National:0			International :		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published		12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched : 0.9 lakh			16. Professional Society membership: ISTE		

1. Name of Teaching Staff	Rajeev Rajan					
2. Designation	Assistant Professor					
3. Department	Electronics and Communication Engg					
4. Date of Joining the Institution	01/06/2005					
5. Qualifications with Class/Grade	UG	B Tech	First with distinction			
	PG	M Tech	First with distinction			
	PhD	-	Doing			
6.Total Experience in Years Teaching	5	Industry	-	Research	5	
7. Papers Published	National:-			International :-		
8. Papers Presented in Conferences	National: - 5			International :-		
9. PhD Guide? : Yes/ No	University: Nil			Field: Nil		
10. Projects Guided	Masters level : Nil			PhD Level : Nil		
11. Books Published	12. IPRs	Nil		13. Patents	Nil	
14. Consultancy Activities : Nil	15. Grants fetched : Nil			16. Professional Society membership: Nil		

1. Name of Teaching Staff	Bindima T					
2. Designation	Asst. Professor					
3. Department	ECE					
4. Date of Joining the Institution	11-08-2008					
5. Qualifications with Class/Grade	UG	B. Tech	First with Honours			
	PG	M Tech	First with Distinction			
	PhD	N				
6.Total Experience in Years Teaching	7	Industry	0	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level : 1			PhD Level :		
11. Books Published	0	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:IEEE,ISTE		

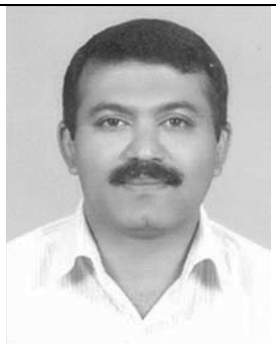
1. Name of Teaching Staff	Reeha K R						
2. Designation	Asst. Professor						
3. Department	ECE						
4. Date of Joining the Institution	11-02-2009						
5. Qualifications with Class/Grade	UG	B. Tech	First				
	PG	N					
	PhD	N					
6.Total Experience in Years Teaching	5	Industry	0	Research	0		
7. Papers Published	National:0			International :0			
8. Papers Presented in Conferences	National:			International :			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level : 0			PhD Level :			
11. Books Published 0	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership: IEEE			

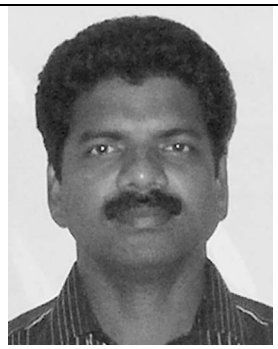
1. Name of Teaching Staff	MOHANAN K P						
2. Designation	Assistant Professor						
3. Department	Electronics & Communication Engineering						
4. Date of Joining the Institution	15-01-2001						
5. Qualifications with Class/Grade	UG	B.Tech	First				
	PG	M.Tech	Second				
	PhD						
6.Total Experience in Years Teaching	10	Industry	1	Research	3		
7. Papers Published	National:-			International :- 1			
8. Papers Presented in Conferences	National: -			International :-			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level :			PhD Level :			
11. Books Published	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:			

1. Name of Teaching Staff	Rajan T						
2. Designation	Asst Professor						
3. Department	MECHANICAL ENGINEERING						
4. Date of Joining the Institution	29/09/2010						
5. Qualifications with Class/Grade	UG	B.Tech					
	PG	Y					
	PhD	N					
6.Total Experience in Years Teaching	1	Industry	7	Research	0		
7. Papers Published	National:0			International :			
8. Papers Presented in Conferences	National:			International :			
9. PhD Guide? : Yes/ No	University:			Field:			
10. Projects Guided	Masters level :0			PhD Level :			
11. Books Published	12. IPRs			13. Patents			
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:			

1. Name of Teaching Staff	Asharaf P A					
2. Designation	Asst Professor					
3. Department						
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	MSc.				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	3	Industry	5	Research	0	
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	RIYAS K K					
2. Designation	Asst Professor					
3. Department	ECE					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B.Tech				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	15	Industry	15	Research	0	
7. Papers Published	National:			International :		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Mathew Mecheril					
2. Designation	Asst Professor					
3. Department	PHYSICS					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	BSc.				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	10	Industry	0	Research	0	
7. Papers Published	National:			International :		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Mohandas V P					
2. Designation	Associate Professor					
3. Department	MECHANICAL ENGINEERING					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B.Tech.				
	PG	Y				
	PhD	Y				
6.Total Experience in Years Teaching	0	Industry	0	Research	4	
7. Papers Published	National:1			International :5		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :3			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		
17. Awards						
18. Interaction with Professional Institution :						

1. Name of Teaching Staff	Sathish Kumar C					
2. Designation	Professor					
3. Department	ECE					
4. Date of Joining the Institution	16-08-2011					
5. Qualifications with Class/Grade	UG	B.Tech.				
	PG	Y				
	PhD	Y				
6.Total Experience in Years Teaching	20	Industry	21	Research	3	
7. Papers Published	National:3			International :4		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :2			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Anilkumar C D					
2. Designation	Associate Professor					
3. Department	ECE					
4. Date of Joining the Institution	21-10-1999					
5. Qualifications with Class/Grade	UG	B.Tech				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	17	Industry	17	Research	3	
7. Papers Published	National:1			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Subin P Joseph					
2. Designation	Asst Professor					
3. Department	Mathematics					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B.Sc	First			
	PG	MSc	First			
	PhD	Y				
6.Total Experience in Years Teaching	9	Industry	9	Research	3	
7. Papers Published	National:0			International :1		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	Joly Thomas					
2. Designation	Assistant Professor					
3. Department	Physical Education					
4. Date of Joining the Institution						
5. Qualifications with Class/Grade	UG	B.P.E				
	PG	Y				
	PhD	N				
6.Total Experience in Years Teaching	12	Industry	12	Research		
7. Papers Published	National:0			International :0		
8. Papers Presented in Conferences	National:			International :		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :0			PhD Level :		
11. Books Published 0	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	JITHIN RAJ G L					
2. Designation	Assistant Professor (on contract)					
3. Department	ELECTRONICS AND COMMUNICATION					
4. Date of Joining the Institution	02-07-2012					
5. Qualifications with Class/Grade	UG	B.Tech	FIRST CLASS			
	PG					
	PhD					
6.Total Experience in Years Teaching		Industry		Research		
7. Papers Published	National:-			International :-		
8. Papers Presented in Conferences	National: -			International :-		
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	ANUPAMA C PRAKASH					
2. Designation	Assistant Professor (on contract)					
3. Department	ELECTRONICS AND COMMUNICATION					
4. Date of Joining the Institution	16-07-2012					
5. Qualifications with Class/Grade	UG	B Tech	FIRST CLASS			
	PG					
	PhD					
6.Total Experience in Years Teaching		Industry		Research		
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	RANI MATHEW					
2. Designation	Assistant Professor (on contract)					
3. Department	ELECTRONICS AND COMMUNICATION					
4. Date of Joining the Institution	19-03-2012					
5. Qualifications with Class/Grade	UG	B Tech	FIRST CLASS			
	PG					
	PhD					
6.Total Experience in Years Teaching	0	Industry	0	Research	0	
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	ANUPRASAD P					
2. Designation	Assistant Professor(on Contract)					
3. Department	Electrical & Electronics Engineering					
4. Date of Joining the Institution	24/01/12					
5. Qualifications with Class/Grade	UG	B Tech	First			
	PG		---			
	PhD		--			
6.Total Experience in Years Teaching	1	Industry	2.5	Research		
7. Papers Published	National:- Nil		International :- Nil			
8. Papers Presented in Conferences	National: - Nil		International :- Nil			
9. PhD Guide? : Yes/ No	University: Nil			Field:		
10. Projects Guided	Masters level : Nil			PhD Level : Nil		
11. Books Published	12. IPRs	Nil		13. Patents	Nil	
14. Consultancy Activities :	15. Grants fetched : Nil			16. Professional Society membership: Nil		

1. Name of Teaching Staff	SANGEETHA THOMAS				
2. Designation	Assistant Professor(on Contract)				
3. Department	Electrical & Electronics Engineering				
4. Date of Joining the Institution	03/08/2012				
5. Qualifications with Class/Grade	UG	B Tech	First		
	PG		---		
	PhD		--		
6.Total Experience in Years Teaching		Industry		Research	
7. Papers Published	National:- Nil		International :- Nil		
8. Papers Presented in Conferences	National: - Nil		International :- Nil		
9. PhD Guide? : Yes/ No	University: Nil		Field:		
10. Projects Guided	Masters level : Nil		PhD Level : Nil		
11. Books Published	12. IPRs	Nil	13. Patents	Nil	
14. Consultancy Activities :	15. Grants fetched : Nil		16. Professional Society membership: Nil		

1. Name of Teaching Staff	AISWARYA A. M.				
2. Designation	Assistant Professor(on Contract)				
3. Department	Electrical & Electronics Engineering				
4. Date of Joining the Institution	23/07/2012				
5. Qualifications with Class/Grade	UG	B Tech	First		
	PG		---		
	PhD		--		
6.Total Experience in Years Teaching	0	Industry	0	Research	0
7. Papers Published	National:- Nil		International :- Nil		
8. Papers Presented in Conferences	National: - Nil		International :- Nil		
9. PhD Guide? : Yes/ No	University: Nil		Field:		
10. Projects Guided	Masters level : Nil		PhD Level : Nil		
11. Books Published	12. IPRs	Nil	13. Patents	Nil	
14. Consultancy Activities :	15. Grants fetched : Nil		16. Professional Society membership: Nil		

1. Name of Teaching Staff	NIDHIN K P				
2. Designation	Assistant Professor(on Contract)				
3. Department	Electrical & Electronics Engineering				
4. Date of Joining the Institution	23/07/2012				
5. Qualifications with Class/Grade	UG	B Tech	First		
	PG		---		
	PhD		--		
6.Total Experience in Years Teaching	0	Industry	0	Research	0
7. Papers Published	National:- Nil		International :- Nil		
8. Papers Presented in Conferences	National: - Nil		International :- Nil		
9. PhD Guide? : Yes/ No	University: Nil		Field:		
10. Projects Guided	Masters level : Nil		PhD Level : Nil		
11. Books Published	12. IPRs	Nil	13. Patents	Nil	
14. Consultancy Activities :	15. Grants fetched : Nil		16. Professional Society membership: Nil		

1. Name of Teaching Staff	REMYA ARAVIND				
2. Designation	Assistant Professor (on contract)				
3. Department	CIVIL ENGINEERING				
4. Date of Joining the Institution	23-08-2012				
5. Qualifications with Class/Grade	UG	B-Tech	First Class		
	PG				
	PhD				
6.Total Experience in Years Teaching	1	Industry	3 years	Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	NASIYATH A P				
2. Designation	Assistant Professor (on contract)				
3. Department	ELECTRONICS AND COMMUNICATION				
4. Date of Joining the Institution	16-07-2012				
5. Qualifications with Class/Grade	UG	B Tech	FIRST CLASS		
	PG				
	PhD				
6.Total Experience in Years Teaching		Industry		Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	NISHA C				
2. Designation	Assistant Professor (on contract)				
3. Department	ELECTRONICS AND COMMUNICATION				
4. Date of Joining the Institution	03-AUG-2012				
5. Qualifications with Class/Grade	UG	BE	FCD		
	PG				
	PhD				
6.Total Experience in Years Teaching		Industry		Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	NASLAJISHA M U					
2. Designation	Assistant Professor (on contract)					
3. Department	ELECTRONICS AND COMMUNICATION					
4. Date of Joining the Institution	23-08-2012					
5. Qualifications with Class/Grade	UG	B Tech	FIRST CLASS			
	PG					
	PhD					
6.Total Experience in Years Teaching	0	Industry	0	Research	0	
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	SIJU K A					
2. Designation	ASSISTANT PROFESSOR(AD-HOC)					
3. Department	COMPUTER SCIENCE AND ENGINEERING					
4. Date of Joining the Institution	06-08-2012					
5. Qualifications with Class/Grade	UG	B.Tech	First class			
	PG	--				
	PhD	--				
6.Total Experience in Years Teaching	0	Industry	0	Research	0	
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		
11. Books Published	12. IPRs			13. Patents		
14. Consultancy Activities :	15. Grants fetched :			16. Professional Society membership:		

1. Name of Teaching Staff	BHAVANA THOMAS					
2. Designation	ASSISTANT PROFESSOR(on contract)					
3. Department	COMPUTER SCIENCE AND ENGINEERING					
4. Date of Joining the Institution	15-06-2012					
5. Qualifications with Class/Grade	UG	B.Tech	First class			
	PG	M.E	First Class			
	PhD					
6.Total Experience in Years Teaching	0	Industry	10 month	Research	0	
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: - 3		International :-			
9. PhD Guide? : Yes/ No No	University:			Field:		
10. Projects Guided	Masters level :			PhD Level :		

11. Books Published		12. IPRs		13. Patents	
14. Consultancy Activities :		15. Grants fetched :		16. Professional Society membership:	

1. Name of Teaching Staff	AMEEN AHSAN N				
2. Designation	ASSISTANT PROFESSOR(on contract)				
3. Department	CIVIL ENGINEERING				
4. Date of Joining the Institution	23-08-2012				
5. Qualifications with Class/Grade	UG	B-Tech	First Class		
	PG				
	PhD				
6.Total Experience in Years Teaching	1	Industry	3 Years	Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	ASHIF V P				
2. Designation	ASSISTANT PROFESSOR(on contract)				
3. Department	MECHANICAL ENGINEERING				
4. Date of Joining the Institution	23-08-012				
5. Qualifications with Class/Grade	UG	B-TECH	FIRST CLASS		
	PG				
	PhD				
6.Total Experience in Years Teaching		Industry		Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	SALINA T				
2. Designation	ASSISTANT PROFESSOR(on contract)				
3. Department	Chemistry				
4. Date of Joining the Institution	23-08-2012				
5. Qualifications with Class/Grade	UG	BSc	FIRST CLASS		
	PG	MSc, MPhil			
	PhD				
6.Total Experience in Years Teaching		Industry		Research	
7. Papers Published	National:-		International :-		
8. Papers Presented in Conferences	National: -		International :-		
9. PhD Guide? : Yes/ No	University:		Field:		
10. Projects Guided	Masters level :		PhD Level :		
11. Books Published	12. IPRs		13. Patents		
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:		

1. Name of Teaching Staff	AFSATH C					
2. Designation	ASSISTANT PROFESSOR(on contract)					
3. Department	Mathematics					
4. Date of Joining the Institution	23-08-2012					
5. Qualifications with Class/Grade	UG	BSc	FIRST CLASS			
	PG	MSc,BEd				
	PhD					
6.Total Experience in Years Teaching	NIL	Industry		Research		
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level :		PhD Level :			
11. Books Published	12. IPRs		13. Patents			
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:			

1. Name of Teaching Staff	ANOOP K JOSE					
2. Designation	ASSISTANT PROFESSOR(on contract)					
3. Department	Economics					
4. Date of Joining the Institution	23-08-2012					
5. Qualifications with Class/Grade	UG	BA	FIRST CLASS			
	PG	MA, NET				
	PhD					
6.Total Experience in Years Teaching	NIL	Industry		Research		
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level :		PhD Level :			
11. Books Published	12. IPRs		13. Patents			
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:			

1. Name of Teaching Staff	SIMI C.					
2. Designation	ASSISTANT PROFESSOR(on contract)					
3. Department	Mathematics					
4. Date of Joining the Institution	23-08-2012					
5. Qualifications with Class/Grade	UG	BA	FIRST			
	PG	MA, NET				
	PhD					
6.Total Experience in Years Teaching		Industry		Research		
7. Papers Published	National:-		International :-			
8. Papers Presented in Conferences	National: -		International :-			
9. PhD Guide? : Yes/ No	University:		Field:			
10. Projects Guided	Masters level :		PhD Level :			
11. Books Published	12. IPRs		13. Patents			
14. Consultancy Activities :	15. Grants fetched :		16. Professional Society membership:			

SWOT Analysis on Government Engineering College, Wayanad

Prepared by
Department of Business Administration
College of Engineering Trivandrum 695016

August 2012

Introduction

The Government Engineering College Wayanad (GECW) is located in the hilly district of Wayanad, an elevated picturesque plateau on the crest of the Western Ghats which was formerly called `Wayalnadu` of Kerala. The college is located 6 km from Mananthavady and the nearest airport and railway station are in Kozhikode. The serene campus with its pristine environment can be reached by taking the Mananthavady-Kannur State highway. This college is one among the four new engineering colleges in the state established in 1999 and affiliated to Kannur University. The college took its present shape in November 1999 with a total intake of 120 students in two branches, namely, Computer Science & Engineering (CSE) and Electronics & Communication Engineering (ECE). Later on, GECW also started offering B.Tech in Electrical and Electronics Engineering (EEE) and M.Tech in Communication Engineering and Signal Processing courses.

The purpose of this SWOT analysis is to develop strategies based on TOWS Matrix to chart out the future strategies or plans of this college which will take the same to more deserving heights in the shortest time possible, thereby serving the community better.

SWOT Analysis

SWOT analysis (alternately known as SLOT analysis) is a strategic planning technique invented by Albert Humphrey which was demonstrated at the convention at the Stanford Research Institute (now SRI International) in the 1960s and 1970s using data from Fortune 500 companies. SWOT is used to evaluate the Strengths, Weaknesses/ Limitations, Opportunities, and Threats involved in a project or in a business venture or institution as the case may be. It involves specifying the objective of the business venture or project and identifying the internal and external factors that are favourable and unfavourable to achieve that objective. This would allow achievable goals or objectives to be set for the organization. The characteristic features of an objective are that they must be Specific, Measurable, Attainable, Realistic and Time-bound.

- **S**trengths: characteristics that give it an advantage over others
- **W**eaknesses (or Limitations): characteristics that are disadvantageous
- **O**pportunities: *external* chances to improve performance
- **T**hreats: *external* elements in the environment that are detrimental

The broad objective of GECW is set as follows while collecting the SWOTs:

> "To become a sub-centre for leading other technical institutions in terms of quality technical higher education, consultancy and training in the northern part of Kerala in the next five years."

The objective is planned to be achieved by maximising gains from the existing strengths; reducing/ removing current weaknesses; exploiting the available opportunities to the best possible extent; and minimising threats to achievement of the same.

Identification of SWOT is essential because subsequent steps in the process of planning for achievement of the selected objective are to be derived from the SWOT. The users of SWOT analysis need to ask and answer questions that generate meaningful input for strengths, opportunities, weaknesses, and threats in order to maximize the benefits of this evaluation and find their competitive advantage.

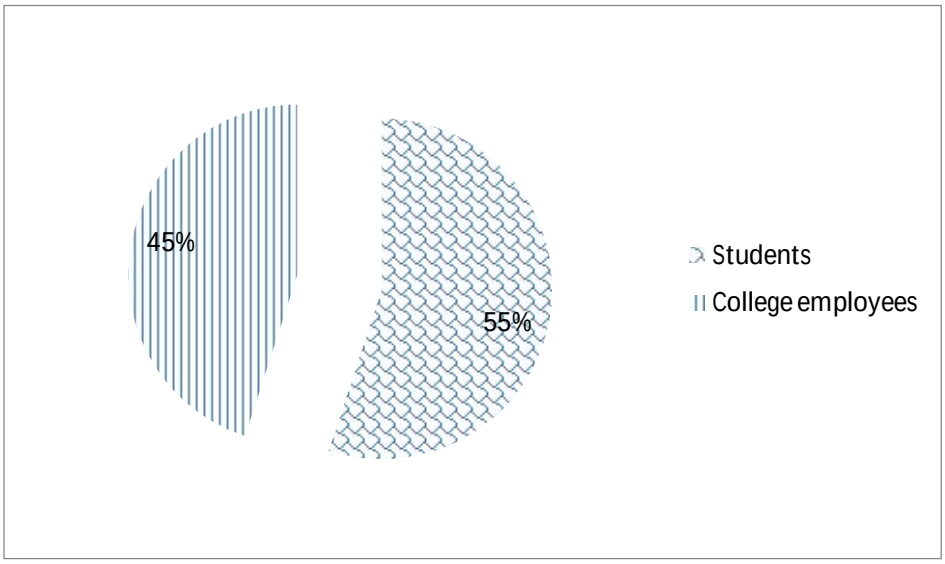


Figure 1 Percentage of students and employees in the first level brainstorming session

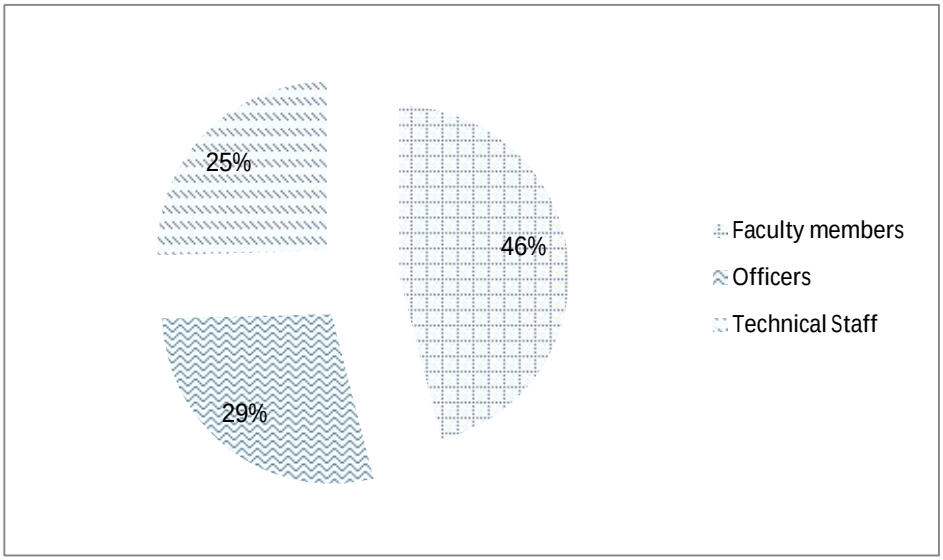


Figure 2 Composition of Employees in the First level Brainstorming

In this study, the brainstorming for the SWOT data generation is carried out in two levels. In the first level, 77 students comprising of 28 from CSE, 34 from ECE and 15 from EEE departments took part in addition to 63 employees comprising of 29 teachers, 18 Officers and 16 technical staff. In the second level, consolidation of data SWOT has been done with the help of 6 members from the employee category. In the final round, some clubbing of items has been done by the SWOT specialist in consultation with top management prior to going ahead with the analysis. Figure 1, Figure 2 and Figure 3 depict the composition of participants in the first level brainstorming session.

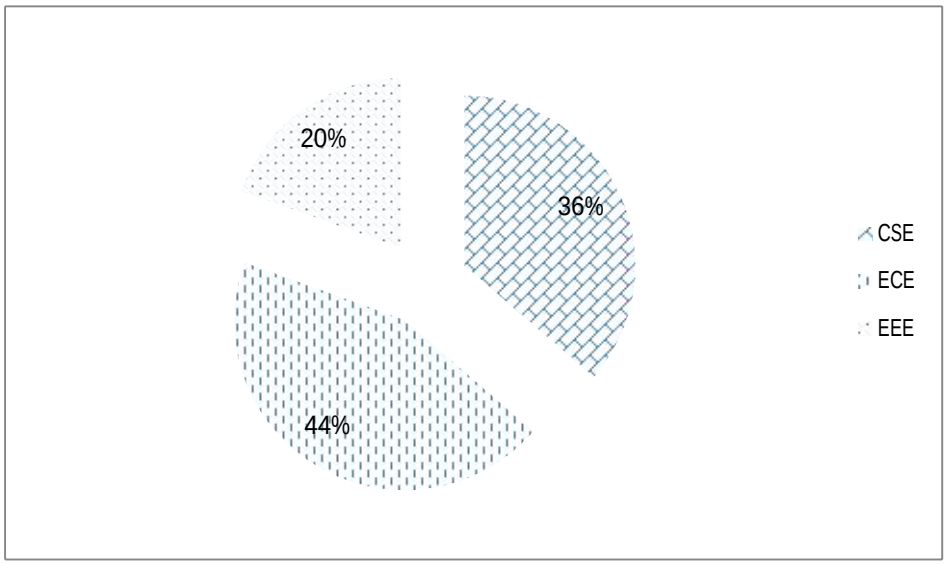


Figure 3 Composition of Students in the First level Brainstorming session

Table 1 to Table 4 depicts the finalised elements for S, W, O and T based on brainstorming sessions, respectively. Subsequent sections, provide the data for Internal Factor Analysis Summary (IFAS) and External Factor Analysis Summary (EFAS) to arrive at Strategic Factor Analysis Summary(SFAS). Rating of 1.0 denotes “Poor” and 5.0 for “Outstanding” and other ratings between these two extremes. Total weight for each IFAS and EFAS should not exceed one. The sum of the weighted score as shown in the analysis tables (Table 5 and Table 6) denotes the position of the college in the country or state as viewed while giving rating for the factors. Here, these values are 3.695 and 3.696 which denotes that these are just above average value of 3.0. A weighted score of 0.160 or above roughly helps pickup around top 5 factors or so in S, W, O and T categories ss shown in Table 7 for SFAS. Table 8 shows the strategies or action plans developed.

Table 1 Finalized Strengths based on two levels of brainstorming sessions

Sl. No.	Strengths
1	Being a Govt Institution, Government supported schemes, funds and scholarships for students are available.
2	Efficient, enthusiastic, committed, congenial and qualified faculty and supporting staff with good organizational skills appointed on regular basis by Kerala PSC.
3	Meritorious students selected through state level common entrance examination.
4	Pristine environment with ample space for expansion.
5	Efficient top level management.
6	Visiting Faculty Scheme enables student s /staff to listen to the eminent academicians /industrialists.
7	Regular on-campus counselling to the students of the college.
8	Availability of smart class rooms for effective delivery of lectures
9	Efficient conduct and timely evaluation of university examination.
10.	Well equipped & efficient physical education department.
11.	Effective PTA and Cooperative societies.
12.	Availability of PG program in ECE.

Table 2 Finalized Weaknesses based on two levels of brainstorming sessions

Sl. No.	Weaknesses
1	Shortage of permanent staff members.
2	Inadequate amenities like ATM, Bank counter etc. inside the campus.
3	Non-Residential Campus
4	Non availability of WiFi and secured intranet throughout the campus
5	Shortage of high performance computing systems for research and advanced studies.
6	Unsatisfactory placement record due to poor communication and soft skills of students.
7	Insufficient text books in the department libraries
8	Inadequate orientation and motivational classes to improve employability
9	Under developed digital library.
10	Negative attitude of few students.
11.	No PG courses in CSE & EEE creates less research opportunities in these departments.
12.	Maintenance cell is not fully functional.
13.	No motivation for research.

Table 3 Finalized Opportunities based on two levels of brainstorming sessions

Sl. No.	Opportunities
1	Being the only engineering college in the district it has good opportunities for consultancy, more government funding and exposure to
2	Establishment of QIP Centre
3	Proximity to Mysore & Bangalore give more placement opportunities.
4	Proximity to centrally funded institutions like NITC, IIMK.
5	More chances for establishment of agriculture and crop processing based consultancy and production units in the vicinity.
6	Skill development programs for the general public can be arranged
7	Possibility of MOUs with companies and institutions.
8	Opportunity for societal interventions since Wayanad is a industrially backward district and having largest tribal population in the State.

Table 4 Finalized Threats based on two levels of brainstorming sessions

Sl. No.	Threats
1	Early retirement of qualified faculty.
2	Vulnerable to bad publicity being government institution.
3	Inability to cope up with advanced technology
4	Frequent transfer of staff members
5	Upcoming new self financing colleges with modern infrastructure
6	Shift in demand pattern from engineering sector to service sector

Table 5 Internal Factor Analysis Summary

	Internal Factor Analysis Summary					
Sl. No.	**ID**	**Strengths**	**Weight**	**Rating**	**Weighted Score**	**Rank**
3	**S1**	Meritorious students selected through state level common entrance examination.	0.060	4.250	0.255	1
2	**S2**	Efficient, enthusiastic, committed, congenial and qualified faculty and supporting staff with good organizational skills appointed on regular basis by Kerala PSC.	0.060	4.000	0.240	2
1	**S3**	Being a Govt Institution, government supported schemes, funds and scholarships for students are available.	0.050	4.250	0.213	3
5	**S4**	Efficient top level management.	0.050	4.000	0.200	4
4	**S5**	Pristine environment with ample space for expansion.	0.050	3.250	0.163	5
8	**S6**	Availability of smart class rooms for effective deliv ery of lectures	0.050	3.000	0.150	6
12	**S7**	Availability of PG program in ECE.	0.035	4.000	0.140	7
7	**S8**	Regular on-campus counselling to the students of the college	0.035	4.000	0.140	8
6	**S9**	Visiting Faculty Scheme enables students / staff to listen to the eminent academicians / industrialists.	0.040	3.000	0.120	9
11	**S10**	Effective PTA and Cooperative societies.	0.025	4.250	0.106	10
9	**S11**	Efficient conduct and timely evaluation of university examination.	0.025	2.500	0.063	11
10	**S12**	Well equipped & efficient physical education department.	0.020	2.000	0.040	12
		Total	**0.500**		**1.829**	

Sl. No.	ID	Weaknesses	Weight	Rating	Weighted Score	Rank
1	**W1**	Shortage of permanent staff members.	0.065	4.5	0.2925	1
4	**W2**	Non availability of WiFi and secured intranet throu ghout the campus	0.06	4.25	0.255	2
5	**W3**	Shortage of high performance computing systems for research and advanced studies.	0.05	4	0.2	3
11	**W4**	No PG courses in CSE & EEE creates less resear ch opportunities in these departments	0.04	4.25	0.17	4
7	**W5**	Insufficient text books in the department library	0.04	4	0.16	5
6	**W6**	Unsatisfactory placement record due to poor communication and soft skills of students.	0.045	3.5	0.1575	6
10	**W7**	Negative attitude of few students	0.035	3.5	0.1225	7
9	**W8**	Under developed digital library	0.025	4.25	0.10625	8
13	**W9**	No motivation for research	0.035	3	0.105	9
8	**W10**	Inadequate orientation and motivational classes to improve employability	0.03	3.5	0.105	10
3	**W11**	Non Residential Campus	0.035	2.5	0.0875	11
2	**W12**	Inadequate amenities like ATM, Bank counter etc. inside the campus.	0.02	3	0.06	12
12	**W13**	Maintenance cell is not fully functional.	0.02	2.5	0.05	13
		Total	0.5		1.871	
		IFAS Total	**1.000**		**3.70**	

Table 6 External Factor Analysis Summary

Sl. No.	ID	Opportunities	Weight	Rating	Weighted Score	Rank
1	**O1**	Being the only engineering college in the district it has good opportunities for consultancy and more government funding	0.090	4.500	0.405	1
2	**O2**	Opportunity for societal interventions since Wayanad is a industrially backward district and having largest tribal population in the State.	0.090	4.000	0.360	2
6	**O3**	Skill development programs for the general public can be arranged	0.070	4.000	0.280	3
5	**O4**	More chances for establishment of agriculture and crop processing based consultancy and production units in the vicinity.	0.080	3.000	0.240	4
8	**O5**	Possibility of MOUs with companies and institutions.	0.070	3.000	0.210	5
4	**O6**	Proximity to centrally funded institutions like NITC, IIMK.	0.050	3.500	0.175	6
3	**O7**	Proximity to Mysore & Bangalore give more plac ement opportunities.	0.025	4.000	0.100	7
7	**O8**	Establishment of QIP Centre	0.025	4.000	0.100	8
		Total	**0.500**		**1.870**	
Sl. No.	**ID**	**Threats**	**Weight**	**Rating**	**Weighted Score**	**Rank**
6	**T1**	Shift in demand pattern from engineering sector to service sector	0.140	4.250	0.595	1
3	**T2**	Inability to cope up with advanced technology	0.110	4.250	0.468	2
5	**T3**	Upcoming new self financing colleges with modern infrastructure	0.110	4.000	0.440	3
1	**T4**	Early retirement of qualified faculty.	0.070	3.800	0.266	4
4	**T5**	Frequent transfer of staff members	0.070	3.000	0.210	5
		Total	**0.500**		**1.979**	
		EFAS Total	**1.000**		**3.849**	

Table 7 Strategic Factor Analysis Summary

ID	Strengths	Duration			Comment
		Short	Inter-mediate	Long	
S1	Meritorious students selected through state level common entrance examination.			**X**	**Sustained Input Quality to ensure success**
S2	Efficient , enthusiastic, committed, congenial and qualified faculty and supporting staff with good organizational skills appointed on regular basis b y Kerala PSC.		**X**	**X**	**Steadily improving transformational resource**
S3	Being a Govt Institution Fund, government supported schemes, scholarships for students are available.			**X**	**Strong Stability parameter**
S4	Efficient top level manageme nt.		**X**	**X**	**Good Leadership**
S5	Pristine environment with ample space for expansion.		**X**	**X**	**Scope for expansion**
	Weaknesses				
W1	Shortage of permanent staff members.			**X**	**Affects quality**
W2	Non availability of WiFi and s ecured intranet throughout th e campus	**X**	**X**		**Low Connectivity affects knowledge transfer**
W3	Shortage of high performanc e computing systems for rese arch and advanced studies.		**X**	**X**	**Research & computational courses are affected**
W4	No PG courses in CSE & EE E creates less research oppo rtunities in these department	**X**	**X**		**More the delay, lesser the visibility of the college**
W5	Insufficient text books in the department library	**X**			**Knowledge drought**
W6	Unsatisfactory placement record due to poor communication and soft skills of students.		**X**	**X**	**Early care prevents bleak future for students**

	Opportunities				
O1	Being the only engineering c ollege in the district it has good opportunities for consultancy and more government funding			**X**	**If not properly tapped, leads to Lost opportunity**
O2	Opportunity for societal interventions since Wayanad is a industrially backward district and having largest tribal population in the State.		**X**	**X**	**Opportunity for social interventions**
O3	Skill development programs for the general public can be arranged		**X**	**X**	**HR development for the state as two pronged strategy**
O4	More chances for establishment of agriculture and crop processing based consultancy and production units in the vicinity.		**X**	**X**	**Promotes industrial growth**
O5	Possibility of MOUs with companies and institutions.		**X**	**X**	
O6	Proximity to centrally funded institutions like NITC, IIMK		**X**	**X**	**Promotes possibilities for advanced research**
	Threats				
T1	Shift in demand pattern from engineering sector to service sector			**X**	**Graduates find it difficult to get offers**
T2	Inability to cope up with advanced technology		**X**	**X**	**Never rises to top tier institution**
T3	Upcoming new good quality self financing colleges with modern infrastructure		**X**	**X**	**Government colleges can even face extinction in the long run**
T4	Early retirement of qualified faculty.	**X**	**X**		**Difficulty faced till new recruits gain experience**
T5	Frequent transfer of staff me mbers	**X**			**R&D and Research output is affected**

Table 8. DEVELOPED STRATEGIES BASED ON TOWS MATRIX

EFAS / IFAS	**Strengths** S1: Meritorious students selected through state level common entrance examination S2 : Efficient, enthusiastic, committed, congenial and qualified faculty and supporting staff with good organizational skills appointed regularly by PSC. S3 : Being a Govt Institution, fund, government supported schemes, scholarships for students are available. S4 : Efficient top level management. S5 : Pristine environment with ample space for expansion.	**Weaknesses** W1 : Shortage of permanent staff members. W2 : Non availability of WiFi and secured intranet throughout the campus. W3 : Shortage of high performance computing systems for research and advanced studies. W4 : No PG courses in CSE & EEE creates less research opportunities in these departments. W5 : Insufficient text books in the department library W6 : Unsatisfactory placement record due to poor communication and soft skills of students.
Opportunities O1 : Being the only engineering college in the district it has goo d opportunities for consultancy ,more government funding . O2 : Opportunity for societal interventions since Wayanad is a industrially backward district and having largest tribal population in the State. O3 : Skill development programs for the general public can be arranged. O4 : More chances for establishment of agriculture and crop processing based consultancy and production units in the vicinity. O5 : Possibility of MOUs with companies and institutions. O6 : Proximity to centrally funded institutions like NITC, IIMK.	• Promote entrepreneurship ventures and consultancy projects by Meritorious students under the guidance of teachers (S1, S2, S3, O1, O4). • Conduct Short term courses aimed at skill development on a regular basis (S5, O3, O5, O6). • Strengthen IIIC (S2, S3,O3, O4) • Establish EDC (S2, S5, O3, O5) • Establish Community Development Centre(S2, S5, O2, O4, O5) • Encourage publication by faculty to improve visibility(S2, O1)	• Hire research scholars/ Professors from NITC or IIMK on visiting basis that can plug the gap (W1, O1). • Have more interaction with premier institutions (W1,O6). • Develop soft skills in students through proper training (W6,O3). • Establish Wi Fi and high-end computing facility which can be used for academic and consultancy purposes (W3, W4, O1, O4). • Offer PG courses under QIP (W4, O2, O6). • Strengthen Department libraries (W5, O1)

Threats T1 : Shift in demand pattern from engineering sector to service sector. T2 : Inability to cope up with advanced technology. T3 : Upcoming new self financing colleges with modern infrastructure. T4 : Early retirement of qualified faculty. T5 : Frequent transfer of staff members.	• Offer PG programmes or electives to suit service sector needs better (S1, T1). • Equip labs with more modern technical set-up to catch-up with rapidly changing technologies (S3, T2). • Offer scholarships to attract talented students to gain competitive advantage (S1,S3, T3). • Utilize services of retired teachers on contract basis or visiting faculty lecture scheme (S5, T4, T5). • Revise norms and give weightage for district of domicile while recruiting depending on shortage in specialisation and place of service (S4, T5). • Add more UG courses (S2, T3). • Train faculty in frontier areas of technology through STTP(S2,T2)	• Initiate action to get qualified people on contract basis who have better knowledge about latest technology (W1, T1, T2). • Establish and increase research and PG in CSE and EEE (W4, T3). • Offer more PG programmes so that scholars can handle classes to plug the gap (W1, W4, T4, T5). • Strengthen Continuing Education cell and offer industry oriented add-on courses(T1, W6) • Establish Student Counselling Cell(T1,T2,T3,W6) • Obtain ISO Certification for better credibility (T3,W6)

Action Plan

Table 8 shows the strategies based on which detailed action plans can be developed. The most important factors from IFAS and EFAS are considered based on weighted rating. Except in the case of Opportunities where six factors were selected, all the others have only five each above the arbitrarily chosen weighted cut off rating of 0.160 or above. Suitable combinations of SO, ST, WO and WT strategies are developed as shown in Table 8. These give broad direction on long range development plan for the college, say for 10 years. Detailed yearly plan can be prepared in alignment with the above long range plan with corresponding financial allocations to carry out the plan from year to year.

S-O Strategies

- Promote entrepreneurship ventures and consultancy projects by meritorious students under the guidance of teachers (S1, S2, S3, O1, O4).
- Conduct Short term courses aimed at skill development on a regular basis (S2, S3, O3, O5, O6).
- Strengthen Industry Institute Interaction Cell (S2, S3,O3, O4, O5)
- Establish Entrepreneurship Development Centre (S2, S5, O3,O5)
- Establish Community Development Centre(S2, S5, O2, O4, O5)
- Encourage faculty to participate in technical events and publications to improve visibility (S2, O1)

S-T Strategies

- Offer PG programmes or electives to suit service sector needs better (S1, T1).
- Equip labs with more modern technical set-up to catch-up with rapidly changing technologies (S3, T2).
- Offer scholarships to attract talented students to gain competitive advantage (S1,S3, T3).
- Utilize services of retired teachers on contract basis or visiting faculty lecture scheme (S5, T4, T5).
- Revise norms and give weightage for district of domicile while recruiting depending on shortage in specialisation and place of service (S4, T5).
- Add more UG courses (S2, T1, T3)
- Train faculty/staff in pedagogy/ management and frontier areas of technology through STTP
- Improve system performance by achieving autonomy, office automation, and staff training.

W-O Strategies

- Hire research scholars/ Professors from NITC or IIMK on visiting basis that can plug the gap (W1, O6).
- More interaction with premier institutions to increase the supply of qualified faculty (W1,O2).
- Develop soft skills in students through proper training (W6,O3).
- Establish Wi Fi and high-end computing facility which can be used for academic and consultancy purposes (W3, W4, O1, O4).
- Strengthen library facilities (W5, O1)

W-T Strategies

- Initiate action to get qualified people on contract basis who have better knowledge about latest technology (W1, T1, T2).
- Establish and increase research and PG in CSE and EEE (W4, T3).
- Offer more PG programmes so that scholars can handle classes to plug the gap (W1, W4, T4, T5).
- Strengthen Continuing Education cell and offer industry oriented add-on courses(T1, W6)
- Establish Student Counseling Cell(W6, T1,T2,T3)
- Obtain ISO Certification for better credibility (W6, T3)

Suggested actions

- Promote entrepreneurial thinking among students and staff
- Add more PG courses, especially in CSE and EEE in the short run
- Implement schemes for scholarships to meritorious students
- Regularly conduct visiting faculty programmes by eminent persons
- Implement WiFi and high-end computing in the campus immediately.
- Regularly run positive attitude training and counselling for students
- Start an official counselling centre
- Add more UG courses.
- Utilize services of PG scholars to plug shortage in faculty
- Hire the services of retired teachers on contract basis for retaining experienced teachers
- Modernize labs in line with development in technology
- Recommend weightage for domicile factor while recruiting depending on projected needs

Conclusions

The SWOT analysis carried out here is done on a scientific basis involving all major stakeholder categories as some of the employees have worked in government and private firms prior to taking up teaching career. A total of sixteen strategies have been churned out based on the factors got as a result of brainstorming sessions at two levels. Plans to float Post Graduate courses in CSE and EEE must be implemented on a war-foot basis for aiding the research activities to thrive in these departments. Subsequently, start PhD in later years so that the college can be named as a research centre under the University. These are the actions which can attract more funding from the various bodies like AICTE on a recursive basis.

Annexure VIII

Brief resume of Dr.Suresh Subramoniam, Associate Professor, Department of Business Administration, College of Engineering, Trivandrum 695016

Dr. SURESH SUBRAMONIAM

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9496749099 (Mobile)

Education

- B.Tech in Mechanical Engineering with First class & distinction (Kerala University)- 1985 August
- MS in Industrial Engineering –Thesis titled "Subjective and Biomechanical estimates of stress at the lower back"- from Louisiana State University (CGPA 3.33/4.0)-1988 May
- Ph. D Thesis titled "Expert Database application in Business Process Reengineering" under faculty of Management studies from Kerala University- 2005 March

Teaching experience (in three different countries)

- Taught prerequisite courses and assisted labs as a part of teaching assistantship at Louisiana State University, Baton Rouge and also as a part of University Grants Commission Fellowship at the Department of Industrial Engineering and Entrepreneurship, Anna University Guindy Engineering College, Madras for two semesters during 1989-1990
- Taught M.Tech (Industrial Engineering) & B.Tech students from December 1999 to March 2001 at the Government College of Engineering under the Department of Technical Education, Kerala State for 3 semesters **(Approx 1.5 years)**.
- Taught MBA Part Time and Full Time programmes from April 2001 to February 2006 at the Department of Business Administration. Also was in-charge of Professor and Head of the Department of Business Administration from November 2004 to June 2005 **(6 months)** during the period April 2001 to February 2006 **(5 years)**.
- Taught at the College of Business, Prince Sultan University from February 2006 onwards till September 2009 **(3.5 years)** as Assistant Professor and was also deeply involved in MBA course start–up and AACSB accreditation process.
- Taught at the Faculty of Business, Sohar University, Sultanate of Oman as Associate Professor till September 2010 (**1 year**). Also a core member in the submission of the preliminary report for the start-up of MBA programme at Sohar University
- Joined back Mechanical Engineering Department at CET after availing LWA in September 2010 and continued till July 2011 **(10 Months).**
- Presently, Associate Professor, Department of Business Administration, College of Engineering, Trivandrum since July 2011 **(1 year and 2 months)**.
- **Total teaching experience is 13 years excluding teaching experience as a part of assistantship at LSU, USA and fellowship at Anna University, Guindy Engineering College, Madras.**

Work experience

- Management Trainee at the Passenger Car Division of M/s Hindustan Motors at Hooghly, West Bengal. The recruitment was for ISUZU collaboration for making engines in India. Got selected through campus interview and worked from August 1985 till December 1985 **(Approximately 0.5 year)** prior to leaving for higher studies.
- Worked at the Programme Management Office for various divisions of the Indian Space Research Organization, Government of India. Also coordinated quality control related activities for different space vehicle related components. January 1990 till December 1999 **(10 years)**. Left to take up teaching job through proper channel.
- **Total industry/research experience is 10.5 years.**

Journal Publications

More than 60 publications in leading journals and conferences, of which 34 (15 Journals and 19 Conference papers) are post Ph D publications.

- Vipin Kumar KU and Suresh Subramoniam, Usability of an Indian e-governance software, **Electronic Government: An international Journal,** Inderscience, UK (Accepted for publication in 2013).
- Subramoniam, Ramesh, Huisingh, Donald, Chinnam, Ratna Babu, **Subramoniam, Suresh**, Remanufacturing Decision Making Framework (RDMF): Research Validation Using The Analytical Hierarchical Process, Paper in press for publication in **Journal of Cleaner Production, Elsevier, 2012.**
- Sinhu R Babu and Suresh Subramoniam, Expert System for rating ecotourism destinations, **Journal of Tourism: an International Journal**, **University of Mississippi, USA and Garhwal University, India, Vol. 12, No. 2, December 2011**.
- Suresh Subramoniam and Saifullah Sadi, Healthcare 2.0, **IT Professional, IEEE, USA, Vol. 12, No. 1, Jan-Feb, 2010.**
- Suresh Subramoniam and Sindhu R Babu, Mass customizing the tourism sector in Kerala, **International Journal of Leisure and Tourism Marketing, Inderscience, UK, Vol. 1, No. 4, 2010.**
- Suresh Subramoniam, Mohamad Tounsi and Krishnankutty K V, Role of BPR in the implementation of ERP systems, **Business Process Management Journal, Emerald, UK. Vol. 15, No. 5, 2009.**
- Suresh Subramoniam and Mohamad Tounsi, An Object Oriented intelligent tool for ERP systems, **Business Process Management Journal, Emerald**, **UK**, **Vol 15, No. 1, 2009**.
- Suresh Subramoniam, Commanding the Internet era: Technology defines new industrial engineering**, Industrial Engineer, Institute of Industrial Engineering, Atlanta, USA, Vol. 40, No. 10, October, 2008**.
- Suresh Subramoniam, Mohamad Tounsi and Krishnankutty, K V., "Development of intelligent agent prototype for mutual fund investment", **International Journal of Electronic Finance, Inderscience, UK**, **Vol. 2, No. 3, 2008**.
- Suresh Subramoniam and Krishnankutty KV, Fuzzy logic approach to static inventory problems under risk, Applied Computing and Informatics, **Saudi Computer Journal**, **Vol. 6, No. 2, 2008**.
- Suresh Subramoniam, Shehzad Ghani and Krishnankutty KV, Current trends in enterprise information system, Applied Computing and Informatics, **Saudi Computer Journal, Volume 5, Issue 2, 2006, pp 33-46.**
- Suresh Subramoniam and Krishnankutty, K V (2005) . EDSIM: Expert Database System for Inventory Management**, Kybernetes, International Journal of Systems & Cybernetics, Emerald, UK, Vol. 34, No. 5, pp. 721- 733.**
- Suresh Subramoniam and Krishnankutty, K V (2002). An expert system for the selection of strategic planning technique, **Kybernetes, International Journal of Systems & Cybernetics, Emerald, UK, Vol. 31, No. 3 / 4, pp.550-560.**
- Suresh Subramoniam, 'Expert Systems: Guidelines for Managers', **Industrial & Management Data Systems, Emerald, UK, Vol. 92, No. 4, l992.**

ANNEXURE IX

Training Need Analysis
on
Government Engineering College, Wayanad

Prepared by
Department of Business Administration
College of Engineering Trivandrum 695016

September 2012

Introduction

Training is a transformation process which help acquire required skills to perform a job better. Training modifies the behavior of the person undergoing the same which will help achieve objectives of the organization better. Training must be an ongoing process in any modern organization which will help employees update their knowledge and skill levels. This has become inevitable in an era where proliferation of knowledge is taking place at extraordinary pace due to the presence of the Internet. A training calendar is to be prepared to impart the same regularly based on need. The purpose of this report is to identify areas and bring out the training need at Government Engineering College, Wayanad. The training calendar discussed here must address areas where such a training programme in level and kind are usually not found in the training conducted at nearby institutions like NITs, IIMs or IITs. The theme of the in-house training programmes must uniquely meet the needs of GEC, Wayanad in plugging such gaps. SWOT analysis conducted at GEC, Wayanad is a forerunner for jotting down the training agenda at GECW.

There is always a difference between expected level of performance and actual level of performance which can be mainly attributed to knowledge gaps or skill gaps. The training need analysis addresses the identification of training needs at the organizational level, group level or individual level resulting in curriculum development.

Usually, induction training, on-the-job training, refresher training and career development training only are seen commonly among Government Engineering College Systems across the country. The effectiveness of such programmes must be assessed to act as feed back for the improvement process.

Rapidly changing technologies and promotions in career make every smart employee take stock of his/her changing training need from time to time. Training discussed in this context is something over and above their regular prescribed academic qualification by KPSC for the post held.

Training programme planned at GECW can be broadly classified as follows:

i. Trade skill training intended for lab staff.
ii. Faculty training mainly for teachers in corresponding areas and others on the basis of need aspect approval.
iii. Life skill training for all to improve soft skills.
iv. Managerial Training for administrators and senior faculty members/heads of department.

Based on the requirements, and availability list of courses available at different institutions have been identified. Some of the programmes are proposed to be custom designed and some of them done in-house. The topics of training programmes are listed in the Table 1 to Table 4.

TOPICS OF TRAINING

Table 1. Trade skill training				
Sl. No.	**Topic**	**No. of days**	**Place**	**Estimated Cost/Head**
TS1	MATLAB software	10	NITTTR-Bhopal	30000
TS2	Networking	3	NITTTR-Bhopal	18000
TS3	LINUX Server Administration	3	NITTTR-Bhopal	18000
TS4	Internet Technologies and Web Designing Methods	5	ESCI Hyderabad	30000
TS5	E library management	5	IIMK	20000
TS6	Desktop Publishing	5	GTTC Bangalore	30000
TS7	Computer Hardware Assembly	5	GTTC Bangalore	30000
TS8	Maintenance of Electrical & Electronics Equipment	5	NITTR Bhopal	25000
TS9	Analog & digital circuit design & Test using MULTISIM	5	NITTTR Bhopal	25000
TS10	Application of SCADA and EMS to Power Utilities	5	ESCI Hyderabad	40000

Table 2. Faculty training				
Sl. No.	**Topic**	**No. of days**	**Place**	**Estimated Cost/Head**
SU1	Parallel and Distributed Algorithms	5	IIIT-H	40000
SU2	Advanced Computing Paradigms (customized)	5	CDAC BGLR	20000
SU3	Information Security (Customized)	5	CDAC HDBD	30000
SU4	Data Mining	5	IIT Hyderabad	30000
SU5	Digital Signal Processing Techniques	5	IIITB	30000
SU6	Simulation & Modelling	3	IISc	30000
SU7	Solar Energy and Photovoltaics	3	IITD	20000

SU8	Programming Languages	5	IITKGP	40000
SU9	Cloud Computing	2	IEEE, Los Alamitos, California	500000
SU10	Software Project Risk Management	5	IEEE, Los Alamitos, California	500000
SU11	FACTS	3	NITC	2000
SU12	Recent applications of power electronics in Power Systems	3	IISc	30000
SU13	Special Electrical Machines	2	IITD	40000
SU14	VLSI design	3	IITD	40000
SU15	Communication Switching and Networking	3	IITM	15000
SU16	Advances in Digital Communication	3	IISc	15000
SU17	Advances in Control System Engineering	3	NITC	8000
SU18	Embedded systems	5	IIIT Banglore	30000
SU19	Mathematics for Engineers (Customized)	5	In-House	5000
SU20	Networks Management	5	In-House	100000
SU21	Automatic Control Engineering	5	IITB	30000
SU22	CSDA	5	In-House	30000
SU23	CSDP	5	In House	35000

Table 3. Life skill training				
Sl. No.	**Topic**	**No. of days**	**Place**	**Estimated Cost/Head**
LS1	Communication Effectiveness Lab	5	IIM Kozhikode	32000
LS2	The Leadership Clinic	5	IIM Kozhikode	30000
LS3	Counselling	3	NIMHANS-BLR	15000
LS4	Transaction Analysis (Customized)	3	Spanda / RID (ITAA Centres)	40000
LS5	FIRO-B and Interpersonal relations	2	IMG-TVM	5000
LS6	Neuro Linguistic Programming	7	NLPINDIA, Bangalore	20000
LS7	Yoga and Stress Management	10	IN-HOUSE	2000
LS8	Professional Ethics (Customized)	5	IIT Kharagpur	50000

Table 4. Managerial training				
Sl. No.	**Topic**	**No. of days**	**Place**	**Estimated Cost/Head**
MT1	Managerial Skills for Technical Personnel	5	NITIE Mumbai	50000
MT 2	Stores and Purchase procedures & guidelines	5	IMG-CLT	2000
MT 3	Finance for Non-finance executives	3	IIM Kozhikode	35000
MT 4	IT Management (Customized)	5	IIM Bangalore	10000
MT 5	Surviving in Cyberspace: An Information Security Primer	3	MDI Gurgaon	60000
MT 6	Human Resource Management: An International Perspective	13	MDI Gurgaon	550000
MT 7	Project Management	5	MDI Gurgaon	70000
MT 8	Effective Communication for Mangers and Leaders	5	MDI Gurgaon	80000
MT 9	Working knowledge on KSR	5	IMG-TVM	5000
MT10	Advanced Management Programme	28	MDI Gurgaon	670000

Schedule of training

The schedule for training has been arrived at considering the semester schedule and availability of courses. The schedule is so prepared such that the regular functioning of the institution is not affected by the absence of the participants attending the course. It is also planned in such a way that all expenditure related to training activity will be incurring during 2012-13, 2013-14 and 2014-15. Separate schedule for faculty, technical staff and support staff have been prepared. The Training schedules are given in Table 5, Table 6 and Table 7. The budgetary requirements have been arrived at by considering the per head cost of each course(training fee, TA/DA and accommodation of participants), number of participants for each course and the training schedule. The budget requirement is given in Table 8.

Table 5. Training Schedule of Faculty

Sl	Name	Designation	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
1	Dr. B. Anil	Principal				MT10					MT1
2	Dr. Anitha V. S.	Professor				SU3		MT6		SU1	
3	Anvar A.	Assoc. Professor & HOD		MT5	SU20	SU3		SU4		SU1	
4	Sminesh C. N.	Associate Professor			SU10			LS8		SU2	MT1
5	Gilesh M P	Assistant Professor		MT5		SU3	SU9				MT1
6	Shabeer K P	Assistant Professor	MT7		SU22				SU23	SU1	
7	Binatha C.	Assistant Professor			SU22	LS3			SU23		
8	Sreejith V. P.	Assistant Professor			SU20			SU4	MT8		
9	Dhanya Raj P	Assistant Professor			SU20					SU2	
10	Smitha Karunan	Assistant Professor			SU20	MT3		SU4			
11	Baburaj K V	Assistant Professor			SU22	MT4			SU23		
12	Bhavana Thomas	Adhoc			SU22				SU23	SU8	
13	Siju	Adhoc			SU22				SU23	SU8	
14	Dr. Sathishkumar C	Professor & HOD	MT7						MT8		MT1
15	C. D. Anilkumar	Associate Professor	MT7			SU16					MT1
16	Mohanan K P	Assistant Professor			SU14		SU17				

17	Rajeev Rajan	Assistant Professor			SU14					SU15	
18	Sindhu N	Assistant Professor		SU5				SU18	MT8		
19	Riyas K K	Assistant Professor			SU6		SU17				
20	Mrs. Bindima T.	Assistant Professor		SU5		MT3		SU18			
21	Reeha K R	Assistant Professor				MT3		SU18		SU15	
22	Rani Mathew	Adhoc			SU6						
23	Jithinraj G L	Adhoc			SU6					SU15	
24	Anupama C Prakash	Adhoc			SU6					SU15	
25	Nasiyath A P	Adhoc				SU16					
26	Nisha C	Adhoc				SU16					
27	Naslajisha M V	Adhoc					SU17				
28	Mrs. Rathi K.	Assoc. Professor & HOD			SU11	LS3		SU13			MT1
29	Mrs. Sheeba Paulose	Asst. Professor				MT3		SU13		SU21	
30	Mr. Sivadasan K V	Asst. Professor	SU7		SU11				MT7	SU21	
31	Anuprasad K K	Adhoc			SU11						
32	Aiswarya A M	Adhoc			SU11						
33	Nidhin K P	Adhoc					SU12				
34	Sangeetha Thomas	Adhoc					SU12				
35	Dr. Mohandas V. P.	Assoc Professor & HOD		SU19					MT8		MT1
36	Prajeeth kumar K P	Assistant Professor	SU7	SU19							
37	Rajan T	Assistant Professor		SU19							
38	Kripesh M	Mech - Adhoc		SU19							
39	Ameen Ahsan	Civil - Adhoc		SU19							
40	Remya Aravind	Civil - Adhoc		SU19							
41	Dr. Subin P. Joseph	Asst. Professor		SU19	SU6				MT8		

42	Asharaf P. A.	Asst. Professor		SU19							
43	Mathew M. Mecheril	Asst. Professor	SU7								MT1
44	Joly Thomas	Asst. Professor							MT8		
45	Salina T	Chemistry – Adhoc									LS7
46	Simi C	Maths –Adhoc									LS7
47	Anoop K Jose	Economics – Adhoc									LS7

Table 6. Technical Staff

Sl	Name	Designation	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
1	Jyothi.T	Computer Programmer				TS3		LS8			
2	Bineesh K.	Computer Programmer				TS3		LS8			
3	Sabumon M. S.	Instructor Grade II				TS5				TS2	
4	Rajeswary V P	Trade Instructor			TS4				TS7		
5	Sujithkumar K. B.	Tradesman				TS5				TS2	
6	Mr. Prabhakaran P	Tradesman					TS6		TS7		
7	Mr. Pavithran	Tradesman					TS6		TS7		
8	Asharaf K	Instructor Grade		TS9					TS1		
9	Balan N	Trade Instructor		TS9					TS8		
10	Sunilkumar	Trade Instructor		TS9							
11	Rajeev B	Trade Instructor					TS6				
12	Smitha C	Tradesman		TS9							
13	Mahesh C	Tradesman							TS8		
14	Chandran P V	Tradesman		TS9							
15	Rijesh V R	Tradesman							TS7		
16	Abdul Kareem Padippura	Tradesman		TS9							

17	Mr. Subhash P. T.	Trade Instructor			TS10						
18	Mr. Jithesh P T K	Tradesman			TS10		TS6		TS8		
19	Bobby P S	Tradesman					LS7				

Table 7. Training Schedule for Supporting Staff

Sl	Name	Designation	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
1	C. A. Raveendran	Administrative Assistant			MT9						LS1
2	S. Unnikrishnan	Accounts Officer				MT2					LS1
3	V. M. Aravindakshan	Senior Superintendent			MT9	MT2			LS2		
4	Muhammed Arengoth	Chief Accountant			LS4						
5	Balan P C	Head Accountant		LS7						LS6	
6	T. V. Sunil Raj	Junior Superintendent				MT2			LS2		
7	A. Thamban Nair	Technical Store Keeper			LS4						
8	K. S. Prathibha	Confidential Assistant		LS7						LS6	
9	K. K. Sujaprakash	Sergeant				LS3					
10	K. V. Chandran	Librarian Grade IV		LS7					LS2		
11	Shijil Stephen P	L D C					LS5				
12	Anilkumar V	L D C			MT9						
13	Wilma K M	L D C					LS5				
14	Rajesh A	L D C						LS8			
15	Bijesh K	L D C				MT2		LS8			
16	Prasad N T	L D C		LS7							

17	Santhosh S	L D C		LS7							
18	Jamsheer K. E.	L D C					LS5				
19	Sainava Karakkandy	Typist Sr. Grade		LS7						LS6	
20	Muneera H	L D Typist		LS7							
21	Asokan T K	Driver GrI HDV		LS7							
22	Prakashan P K	Driver GrI HDV		LS7							
23	Chandrasekharan	Driver		LS7							
24	Thomas M U	Non Technical Attender					LS5				
25	Varghese V P	Non Technical Attender					LS5				
26	Moideenkutty M	Gardener HG		LS7							
27	Raghavan Ayodan	Peon HG		LS7							
28	Balan N M	Peon HG		LS7							
29	Jayadevan K K	Peon		LS7							
30	Anand T P	Peon		LS7							
31	Vinod kumar M K	Peon		LS7							
32	Rijesh K	Peon		LS7							
33	Leneesh P S	Peon		LS7							
34	Sunesh C	Watchman		LS7							
35	Krishna Das P B	Watchman					LS7				
36	Prabhakaran P S	Watchman					LS7				
37	Balan K	Watchman					LS7				
38	Lakshmi Kutty C N	Full Time Sanitary Worker					LS7				
39	Balakrishnan K T	Full Time Sanitary Worker					LS7				
40	Vijayalakshmi K K	Full Time Sweeper					LS7				

41	Dominic Benjamin	Full Time Sweeper					LS7				
42	Babu P K	Full Time Sweeper					LS7				
43	Girija Rosalind E M	Full Time Sweeper					LS7				
44	Marry M O	Part Time Sweeper									LS7
45	Theresa P J	Part Time Sweeper									LS7
46	Pankajakshy K	Part Time Sweeper									LS7
47	Biju M T	Part Time Sweeper									LS7
48	Julimol Sebastian	Part Time Sweeper									LS7
49	Babu N	Part Time Sanitary Worker									LS7
50	Babu T	Part Time Sanitary Worker									LS7
51	Telma J	Part Time Sanitary Worker									LS7
52	Kunhammed A	Part Time Sanitary Worker		LS7							
53	Moyi T	Bus Cleaner		LS7							
54	Joseph Antony	Bus Cleaner		LS7							

Table 8. BUDGTARY REQUIREMENT FOR STAFF TRAINING

Training Code	2012-13	2013-14	Upto Dec 2014	Total nos/per course	Per head Cost	Place of Training	2012-13	2013-14	Upto Dec 2014
SU1	**0**	**0**	**3**	3	40000	IIIT-H	0	0	120000
SU2	**0**	**0**	**2**	2	20000	CDAC BGLR	0	0	40000
SU3	**0**	**3**	**0**	3	30000	CDAC HDBD	0	90000	0
SU4	**0**	**3**	**0**	3	30000	IIT Hyderabad	0	90000	0
SU5	**2**	**0**	**0**	2	30000	IIITB	60000	0	0
SU6	**0**	**5**	**0**	5	30000	IISc	0	150000	0
SU7	**3**	**0**	**0**	3	20000	IITD	60000	0	0
SU8	**0**	**0**	**2**	2	40000	IITKGP	0	0	80000
SU9	**0**	**1**	**0**	1	500000	IEEE, Los Alamitos, California	0	500000	0
SU10	**0**	**1**	**0**	1	500000	IEEE, Los Alamitos, California	0	500000	0

SU11	**0**	**4**	**0**	4	2000	NITC	0	8000	0
SU12	**0**	**2**	**0**	2	30000	IISc	0	60000	0
SU13	**0**	**2**	**0**	2	40000	IITD	0	80000	0
SU14	**0**	**2**	**0**	2	40000	IITD	0	80000	0
SU15	**0**	**0**	**4**	4	15000	IITM	0	0	60000
SU16	**0**	**3**	**0**	3	15000	IISc	0	45000	0
SU17	**0**	**3**	**0**	3	8000	NITC	0	24000	0
SU18	**0**	**3**	**0**	3	30000	IIIT Banglore	0	90000	0
SU19	**8**	**0**	**0**	8	5000	In-House	40000	0	0
SU20	**0**	**4**	**0**	4	100000	In-House	0	400000	0
SU21	**0**	**0**	**2**	2	30000	IITB	0	0	60000
SU22	**0**	**5**	**0**	5	30000	In-House	0	150000	0
SU23	**0**	**0**	**5**	5	35000	In House	0	0	175000
TS1	**0**	**0**	**1**	1	30000	NITC	0	0	30000
TS2	**0**	**0**	**2**	2	18000	CET	0	0	36000
TS3	**0**	**2**	**0**	2	18000	CET	0	36000	0
TS4	**0**	**1**	**0**	1	30000	RIT	0	30000	0
TS5	**0**	**2**	**0**	2	20000	IIMK	0	40000	0
TS6	**0**	**4**	**0**	4	30000	CET	0	120000	0
TS7	**0**	**0**	**4**	4	30000	GECTCR	0	0	120000
TS8	**0**	**0**	**3**	3	25000	IITM	0	0	75000
TS9	**6**	**0**	**0**	6	25000	In-house	150000	0	0
TS10	**0**	**2**	**0**	2	40000	GECTCR	0	80000	0
MT1	**0**	**0**	**8**	8	50000	IIMA	0	0	400000
MT2	**0**	**4**	**0**	4	2000	IIMK	0	8000	0
MT3	**0**	**4**	**0**	4	35000	IMG-CLT	0	140000	0
MT4	**0**	**1**	**0**	1	10000	IN-HOUSE	0	10000	0
MT5	**2**	**0**	**0**	2	60000	CDAC-BLR	120000	0	0
MT6	**0**	**1**	**0**	1	550000	IIMK	0	550000	0
MT7	**3**	**0**	**1**	4	70000	IIMK	210000	0	70000
MT8	**0**	**0**	**6**	6	80000	IMG-TVM	0	0	480000
MT9	**0**	**3**	**0**	3	5000	IN-HOUSE	0	15000	0
MT10	**0**	**1**	**0**	1	670000	MDI	0	670000	0
LS1	**0**	**0**	**2**	2	32000	IIMK	0	0	64000
LS2	**0**	**0**	**3**	3	30000	IIMK	0	0	90000
LS3	**0**	**3**	**0**	3	15000	IN-HOUSE	0	45000	0
LS4	**0**	**2**	**0**	2	40000	IIMA	0	80000	0
LS5	**0**	**5**	**0**	5	5000	IMG-TVM	0	25000	0
LS6	**0**	**0**	**3**	3	20000	NIMHANS-BLR	0	0	60000
LS7	**22**	**10**	**8**	40	2000	IN-HOUSE	44000	20000	16000
LS8	**0**	**5**	**0**	5	50000	NITT	0	250000	0
							684000	4386000	1976000

Annexure X

INSTITUTIONAL TRAINING/DEVELOPMENT PLAN

Name of Principal : Prof. (Dr.) B. ANIL

A. Department/ Section wise details of previous trainings

i) Previous trainings the support staff has undergone in the last two years:

Nil

ii) Previous trainings the technical staff has undergone in the last two years:

Sl	Name of staff Member	Area of Training / development	No of Days	When (Date)
1	Bineesh K B	DDFS	2	1-2 Mar 2012

i) Previous trainings the administrative/finance staff has undergone in the last two years:

Sl	Name of staff Member	Area of Training / development	No of Days	When (Date)
1	Bijesh K	Personality Development	3	12-14 Dec 2011
2	Shijil Stephen	DDFS	2	1-2 Mar 2012
3	Prasad N T	Communication Skills	5	10-15 Sept 2012

i) Previous trainings the faculty has undergone in the last two years:

Sl	Name of faculty Member	Area of Training / development	No of Days	When (Date)
1	Gilesh M P	Parallel Programming	10	12-22 Jun 2012
2	Gilesh M P	Network Security & Malware Analysis	10	14-25 May 2012
3	Baburaj K V	Network Programming & Security Engg	10	11-22 Jun 2012
4	Baburaj K V	Programming Methodology	3	20-22 Jan 2011
5	Sreejith V P	Network Programming & Security Engg	10	11-22 Jun 2012

6	Sreejith V P	Open Source framework for Advanced Technology Development	6	17-22 Jan 2011
7	Smitha Karunan	Bioinformatics algorithms Databases and Tools	5	11-15 Jun 2012
8	Smitha Karunan	Softcomputing Theory & Techniques	5	21-25 May 2012
9	Sminesh C N	Introduction To Research Methodologies	10	25 Jun – 4 Jul 2012
10	Sindhu N	Signal Processing for Communication	5	9-13 Jul 2012
11	Sindhu N	Embedded System	5	11-15 Oct 2011
12	Bindima T	Embedded System Design using Microcontrollers & FPGA	6	6-12 Aug 2012
13	Bindima T	Signal Processing for Communication	5	9-13 Jul 2012
14	Reeha K R	Signal Processing for Communication	5	9-13 Jul 2012
15	Reeha K R	Embedded System Programming	5	11-15 Oct 2011
16	Rani Mathew	PIC Microcontroller Programming	7	Jun 2011
17	Sheeba Paulose	Signal Processing for Communications	5	9-13 Jul 2012
18	Sheeba Paulose	Power quality and renewable energy sources	6	28 Feb – 5 Mar 2011
19	Sivadasan K V	Life Skill Development	3	17 -19 Oct 2011
20	Prajeeth Kumar	Education Technology and Teaching Skills	5	30 Jul- 03 Aug 2012
21	Rajan T	Training on presentation Skills	5	6-10 Feb 2012
22	Joly Thomas	Physical Education (Refresher)	21	8-28 Nov 2011
23	Joly Thomas	Health & Physical education	5	13-17 Jun 2011

ii) Previous trainings the HoD/Dean has undergone in the last two years:

Sl. No.	Name of the HoD/ Dean	Area of training/ development	Duration (Days)	When (date)
1	Anvar A	Signal Processing for Communication	5	9-13 Jul 2012
2	Rathi K	Advanced Strategies in Control Systems & Instrumentation	6	1-7 Aug 2012

3	Rathi K	Technical Writing & Communication	6	Nov 2011
4	Dr. Mohandas V. P.	Management Training	5	Feb 2011
5	Mathew Mecheril	Photonics	5	5-9 Dec 2011
6	Dr. B. Anil	DDFS	2	1-2 Mar 2012

B. Objectives / Priorities of the Institution

1. To Empower faculty by providing training in frontier areas of technology

2.To Motivate faculty by providing life skills training to all faculty and staff

3. To provide training to faculty in pedagogy

4. To provide managerial training to senior officers

5.To provide training in Office automation to the staff

C. Aligning with institutions vision and mission, objectives and priorities please list department/ section wise areas wherein staff and faculty need training development.

i) Short term (upto three months) training/ development plan for Class IV Staff, Support/ Technical/ Administrative/ Finance Staff:

ADMINISTRATIVE STAFF

Sl	Name of staff member	Area of training/ development	No of Days	When (Date)	Trainer Organization
1	A. Thamban Nair	Transaction Analysis (Customized)	3	Apr-13	ITAA Centres
2	Anand T P	Yoga and Stress Management	10	Jan-13	In-House
3	Asokan T K	Yoga and Stress Management	10	Jan-13	In-House
4	Babu P K	Yoga and Stress Management	10	Oct-13	In-House
5	Balakrishnan K T	Yoga and Stress Management	10	Oct-13	In-House
6	Balan K	Yoga and Stress Management	10	Oct-13	In-House
7	Balan N M	Yoga and Stress Management	10	Jan-13	In-House
8	Balan P C	Yoga and Stress Management	10	Jan-13	In-House
9	Bijesh K	Professional Ethics (Customized)	5	Jan-14	IIT Kharagpur
10	C. A. Raveendran	Working knowledge on KSR	5	Apr-13	IMG-CLT

11	Chandrasekharan	Yoga and Stress Management	10	Jan-13	In-House
12	Dominic Benjamin	Yoga and Stress Management	10	Oct-13	In-House
13	Girija Rosalind E M	Yoga and Stress Management	10	Oct-13	In-House
14	Jamsheer K. E.	FIRO-B and Interpersonal relations	2	Dec-13	IMG-TVM
15	Jayadevan K K	Yoga and Stress Management	10	Jan-13	In-House
16	Joseph Antony	Yoga and Stress Management	10	Oct-13	In-House
17	K. K. Sujaprakash	Counselling	3	Jul-13	NIMHANS-BLR
18	K. S. Prathibha	Yoga and Stress Management	10	Jan-13	In-House
19	K. V. Chandran	Yoga and Stress Management	10	Jan-13	In-House
20	Krishna Das P B	Yoga and Stress Management	10	Oct-13	In-House
21	Kunhammed A	Yoga and Stress Management	10	Oct-13	In-House
22	Lakshmi Kutty C N	Yoga and Stress Management	10	Oct-13	In-House
23	Leneesh P S	Yoga and Stress Management	10	Jan-13	In-House
24	Moideenkutty M	Yoga and Stress Management	10	Jan-13	In-House
25	Moyi T	Yoga and Stress Management	10	Oct-13	In-House
26	Muhammed Arengoth	Transaction Analysis (Customized)	3	Apr-13	ITAA Centres
27	Muneera H	Yoga and Stress Management	10	Jan-13	In-House
28	Prabhakaran P S	Yoga and Stress Management	10	Oct-13	In-House
29	Prakashan P K	Yoga and Stress Management	10	Jan-13	In-House
30	Prasad N T	Yoga and Stress Management	10	Jan-13	In-House
31	Raghavan Ayodan	Yoga and Stress Management	10	Jan-13	In-House
32	Rajesh A	Professional Ethics (Customized)	5	Jan-14	IIT Kharagpur
33	Rijesh K	Yoga and Stress Management	10	Jan-13	In-House
34	Sainava Karakkandy	Yoga and Stress Management	10	Jan-13	In-House
35	Santhosh S	Yoga and Stress Management	10	Jan-13	In-House
36	Shijil Stephen P	FIRO-B and Interpersonal relations	2	Dec-13	IMG-TVM
37	Sunesh C	Yoga and Stress Management	10	Jan-13	In-House

38	Thomas M U	FIRO-B and Interpersonal relations	2	Dec-13	IMG-TVM
39	Varghese V P	FIRO-B and Interpersonal relations	2	Dec-13	IMG-TVM
40	Vijayalakshmi K K	Yoga and Stress Management	10	Oct-13	In-House
41	Vinod kumar M K	Yoga and Stress Management	10	Jan-13	In-House
42	Wilma K M	FIRO-B and Interpersonal relations	2	Dec-13	IMG-TVM

TEACHING STAFF

Sl	Name of staff member	Area of training/ development	No of Days	When (Date)	Trainer Organization
1	Anvar A.	Information Security (Customized)	5	Sep-13	CDAC HDBD
2	Anvar A.	Data Mining	5	Jan-14	IIT Hyderabad
3	Anvar A.	Networks Management	5	Apr-13	In-House
4	Gilesh M P	Information Security (Customized)	5	Sep-13	CDAC HDBD
5	Gilesh M P	Cloud Computing	2	Oct-13	IEEE, California
6	Sminesh C. N.	Professional Ethics (Customized)	5	Jan-14	IIT Kharagpur
7	Sminesh C. N.	Software Project Risk Management	5	Sep-13	IEEE, California
8	Aiswarya A M	FACTS	3	Jun-13	NITC
9	Ameen Ahsan	Mathematics for Engineers (Customized)	5	Jan-13	In-House
10	Anupama C Prakash	Simulation & Modelling	3	May-13	IISc
11	Anuprasad K K	FACTS	3	Jun-13	NITC
12	Asharaf P. A.	Mathematics for Engineers (Customized)	5	Jan-13	In-House
13	Baburaj K V	CSDA	5	May-13	In-House
14	Bhavana Thomas	CSDA	5	May-13	In-House
15	Binatha C.	Counselling	3	Jul-13	NIMHANS-BLR
16	Binatha C.	CSDA	5	May-13	In-House
17	Bindima T.	Digital Signal Processing Techniques	5	Mar-13	IIITB
18	Bindima T.	Embedded systems	5	Feb-14	IIIT Banglore
19	C. D. Anilkumar	Advances in Digital Communication	3	Aug-13	IISc
20	Dhanya Raj P	Networks Management	5	Apr-13	In-House
21	Dr. Anitha V. S.	Information Security (Customized)	5	Sep-13	CDAC HDBD
22	Dr. Mohandas V. P.	Mathematics for Engineers (Customized)	5	Jan-13	In-House
23	Dr. Subin P. Joseph	Simulation & Modelling	3	May-13	IISc
24	Dr. Subin P. Joseph	Mathematics for Engineers (Customized)	5	Jan-13	In-House
25	Jithinraj G L	Simulation & Modelling	3	May-13	IISc

26	Kripesh M	Mathematics for Engineers (Customized)	5	Jan-13	In-House
27	Mathew M. Mecheril	Solar Energy and Photovoltaics	3	Dec-12	IIT Delhi
28	Mohanan K P	VLSI design	3	Apr-13	IITD
29	Mohanan K P	Advances in Control System Engineering	3	Nov-13	NITC
30	Nasiyath A P	Advances in Digital Communication	3	Aug-13	IISc
31	Naslajisha M V	Advances in Control System Engineering	3	Nov-13	NITC
32	Nidhin K P	Recent applications of power electronics in Power Systems	3	Nov-13	IISc
33	Nisha C	Advances in Digital Communication	3	Aug-13	IISc
34	Prajeethkumar K P	Solar Energy and Photovoltaics	3	Dec-12	IIT Delhi
35	Prajeethkumar K P	Mathematics for Engineers (Customized)	5	Jan-13	In-House
36	Rajan T	Mathematics for Engineers (Customized)	5	Jan-13	In-House
37	Rajeev Rajan	VLSI design	3	Apr-13	IITD
38	Rani Mathew	Simulation & Modelling	3	May-13	IISc
39	Rathi K.	Counselling	3	Jul-13	NIMHANS-BLR
40	Rathi K.	FACTS	3	Jun-13	NITC
41	Rathi K.	Special Electrical Machines	2	Mar-14	IITD
42	Reeha K R	Embedded systems	5	Feb-14	IIIT Banglore
43	Remya Aravind	Mathematics for Engineers (Customized)	5	Jan-13	In-House
44	Riyas K K	Simulation & Modelling	3	May-13	IISc
45	Riyas K K	Advances in Control System Engineering	3	Nov-13	NITC
46	Sangeetha Thomas	Recent applications of power electronics in Power Systems	3	Nov-13	IISc
47	Shabeer K P	CSDA	5	May-13	In-House
48	Sheeba Paulose	Special Electrical Machines	2	Mar-14	IITD
49	Siju	CSDA	5	May-13	In-House
50	Sindhu N	Digital Signal Processing Techniques	5	Mar-13	IIITB
51	Sindhu N	Embedded systems	5	Feb-14	IIIT Banglore
52	Sivadasan K V	Solar Energy and Photovoltaics	3	Dec-12	IIT Delhi
53	Sivadasan K V	FACTS	3	Jun-13	NITC
54	Smitha Karunan	Data Mining	5	Jan-14	IIT Hyderabad
55	Smitha Karunan	Networks Management	5	Apr-13	In-House
56	Sreejith V. P.	Data Mining	5	Jan-14	IIT Hyderabad
57	Sreejith V. P.	Networks Management	5	Apr-13	In-House

TECHNICAL SUPPORT STAFF

Sl	Name of staff member	Area of training/ development	No of Days	When (Date)	Trainer Organization
1	Abdul Kareem P	Analog & digital circuit design & Test using MULTISIM	5	Mar-13	NITTTR Bhopal
2	Asharaf K	Analog & digital circuit design & Test using MULTISIM	5	Jan-13	NITTTR Bhopal
3	Balan N	Analog & digital circuit design & Test using MULTISIM	5	Jan-13	NITTTR Bhopal
4	Bineesh K.	LINUX Server Administration	3	Sep-13	NITTTR-Bhopal
5	Bineesh K.	Professional Ethics (Customized)	5	Jan-14	IIT Kharagpur
6	Bobby P S	Yoga and Stress Management	10	Oct-13	In-House
7	Chandran P V	Analog & digital circuit design & Test using MULTISIM	5	Jan-13	NITTTR Bhopal
8	Jithesh P T K	Desktop Publishing	5	Nov-13	GTTC Bangalore
9	Jithesh P T K	Application of SCADA and EMS to Power Utilities	5	Mar-13	ESCI Hyderabad
10	Jyothi.T	LINUX Server Administration	3	Sep-13	NITTTR-Bhopal
11	Jyothi.T	Professional Ethics (Customized)	5	Jan-14	IIT Kharagpur
12	Pavithran	Desktop Publishing	5	Nov-13	GTTC Bangalore
13	Prabhakaran P	Desktop Publishing	5	Nov-13	GTTC Bangalore
14	Rajeev B	Desktop Publishing	5	Nov-13	GTTC Bangalore
15	Rajeswary V P	Internet Technologies and Web Designing Methods	5	Jun-13	ESCI Hyderabad
16	Sabumon M. S.	E library management	5	Aug-13	IIMK
17	Smitha C	Analog & digital circuit design & Test using MULTISIM	5	Jan-13	NITTTR Bhopal
18	Subhash P. T.	Application of SCADA and EMS to Power Utilities	5	Mar-13	ESCI Hyderabad
19	Sujithkumar K. B.	E library management	5	Aug-13	IIMK
20	Sunilkumar	Analog & digital circuit design & Test using MULTISIM	5	Jan-13	NITTTR Bhopal

MANAGEMENT TRAINING

Sl	Name of staff member	Area of training/ development	No of Days	When (Date)	Trainer Organization
1	Anvar A.	Surviving in Cyberspace: An Information Security Primer	3	Feb-13	MDI Gurgaon
2	Gilesh M P	Surviving in Cyberspace: An Information Security Primer	3	Feb-13	MDI Gurgaon
3	Anilkumar V	Working knowledge on KSR	5	Apr-13	IMG-CLT
4	Baburaj K V	IT Management (Customized)	5	Sep-13	IIM Bangalore
5	Bijesh K	Stores and Purchase procedures & guidelines	5	Aug-13	IMG-CLT

6	C. A. Raveendran	Working knowledge on KSR	5	Apr-13	IMG-CLT
7	C. D. Anilkumar	Project Management	5	Dec-12	MDI Gurgaon
8	Dr. Anitha V. S.	Human Resource Management: An International Perspective	13	Jan-13	MDI Gurgaon
9	Dr. B. Anil	Advanced Management Programme	28	Aug-13	MDI Gurgaon
10	Dr. Sathishkumar C	Project Management	5	Dec-12	MDI Gurgaon
11	Mrs. Bindima T.	Finance for Non-finance executives	3	Jul-13	IIM Kozhikode
12	Mrs. Sheeba Paulose	Finance for Non-finance executives	3	Jul-13	IIM Kozhikode
13	Reeha K R	Finance for Non-finance executives	3	Jul-13	IIM Kozhikode
14	S. Unnikrishnan	Stores and Purchase procedures & guidelines	5	Aug-13	IMG-CLT
15	Shabeer K P	Project Management	5	Dec-12	MDI Gurgaon
16	Smitha Karunan	Finance for Non-finance executives	3	Jul-13	IIM Kozhikode
17	T. V. Sunil Raj	Stores and Purchase procedures & guidelines	5	Aug-13	IMG-CLT
18	V. M. Aravindakshan	Stores and Purchase procedures & guidelines	5	Aug-13	IMG-CLT
19	V. M. Aravindakshan	Working knowledge on KSR	5	Apr-13	IMG-CLT

Sl. No.	Tyoe of Training	No. of Training programmes		Number of persons trained	
		External	In-house	External	In-house
1	Management Training	8	2	30	24
2	Training to Technical staff	9	1	21	16
3	Subject Upgradation	19	4	50	22
4	Life skills	6	2	20	43
Total		32	9	121	105

Summary of the Budget Requirement

Sl	Particulars	2012-13	2013-14	Dec 2014	Total	Remark
1	Faculty **Qualification Upgradation**	100000	350000	500000	950000	Estimate
2	In-house **Basic Pedagogical Training** of Faculty from engineering disciplines and supporting departments	--	--		--	Organized by SFPU
3	In-house **Basic Pedagogical Training** of Faculty from engineering disciplines and supporting departments	--	--		--	Organized by SFPU
4	**Subject knowledge and research competence** upgradation of Faculty from engineering disciplines and supporting departments	160000	2267000	535000	2962000	See Annex
5	Participation by faculty in seminars, conferences, workshops	116000	864000	1024000	2004000	Estimate
6	Training of senior nonteaching staff, administrative and finance officers, etc	330000	1478000	950000	2758000	See Annex
7	Training of technical support staff	150000	408000	261000	819000	See Annex
8	Training of administrative and general support staff in functional areas	44000	233000	230000	507000	See Annex
	Total	900000	5600000	3500000	10000000	

Memorandum of Understanding Between M.S. Swaminathan Research Foundation Community Agrobiodiversity Centre, Kalpetta and Government Engineering College Wayanad

This Memorandum of Understanding (herein referred to as MoU) is made on the Twenty Seventh January, Two Thousand and Twelve (27/01/2012) between M.S. Swaminathan Research Foundation CAbC, Kalpetta (MSSRF) on one part and Government Engineering College, Wayanad (GECW) on the other part as partners for promoting the inter-institute interaction activities and to help achieve academic excellence of Government Engineering College Wayanad.

Whereas both M.S. Swaminathan Research Foundation CAbC, Kalpetta and Government Engineering College Wayanad, have agreed to carry out programmes for promoting inter-institute interaction programmes herein referred to as Programmes jointly with the diligence and efficiency as desired within this MoU in conformity with appropriate administrative, financial and educational practices and implement all such plans and activities and reforms as required for the Programme.

Now therefore the M.S. Swaminathan Research Foundation CAbC, Kalpetta and Government Engineering College, Wayanad agree to enter into inter-institute interaction programmes, the terms of this Memorandum of Understading is formulated as follows.

OBJECTIVES FOR INTER-INSTITUTE INTERACTION PROGRAMME

The major objectives for which the two parties network with each other are:

a. To effectively share the facilities and expertise for improving the capabilities for advanced education and research.

b. To facilitate academic and research interactions among employees of both Institutions.

c. To initiate joint research in the frontier areas of Agricultural Engineering and practices, Computer Science, Electronics & Communication Engineering and Management & related fields and to establish advanced research facilities in selected areas.

d. To jointly develop IT systems, learning resources, teaching/ training aids, experimental set up etc. for the benefit of farming community, educational and research purposes.

e. To enable the use of laboratory and test facilities in GECW and MSSRF on a preferential basis by both parties for mutual benefit.

f. To provide opportunity for students of GECW to undertake projects in collaboration with MSSRF for mutual benefit.

g. To encourage training of employees of MSSRF and GECW in Continuing Education, Skill development and Subject upgradation using the facilities of both the institutions.

h. To share faculty and staff from GECW and MSSRF for developmental and research projects.

i. To undertake joint/collaborative research and consultancy projects.

IMPLEMENTATION AND MONITORING

For implementing and monitoring of the programme, MSSRF CAbC Kalpetta and Government Engineering College, Wayanad, also agree that:

a. The interaction between MSSRF CAbC Kalpetta and Government Engineering College, Wayanad will be implemented by creating a Coordination Cell both at MSSRF and Government Engineering College Wayanad.

b. Each such cell will be headed by a Programme Coordinator nominated by the Head of institution concerned. The Programme Coordinator will coordinate and execute all activities envisaged under this MoU.

c. A Bilateral Coordination Committee (BCC) consisting of experts from MSSRF and GECW will be constituted for regular monitoring of the activities and achieving the set targets. The Committee will meet at least once in every six months and review the progress.

d. For specific consultancy projects, coordinators from both sides will jointly prepare a working paper and will get it approved by the BCC, based on which the revenue/expenses will be shared.

e. For the research outcomes of the joint activities (publications, patent, IPR etc.) both the institutions will be acknowledged and have due percentage share agreed upon.

FINANCE

Regarding the financial arrangements during the period of MoU, MSSRF CAbC, Kalpetta and Government Engineering College Wayanad further agree that:

a. Both the institutions will engage services of the existing faculty and staff for networking arrangement and no additional staff will be provided.

b. Both the partners will utilize existing infrastructure for inter-institute interaction arrangement.

c. All expenses in connection with implementation and monitoring of coordination activities such as TA/DA, boarding/lodging and conveyance of members will be borne by the respective institutions unless otherwise agreed upon.

d. For specific projects the expenses of employees of GECW and MSSRF will be met from the respective projects.

INDEMNITY

Both parties hereby indemnify and shall keep indemnified and protected the other party and their respective officers and employees from and against any claims or actions arising out of or in any way relating to the provision and implementation of the Programme as per this MoU.

DURATION

This MoU will be active initially for a period of two years from the date of this MoU, which may be extended to a maximum of six months on mutual agreement.

SETTLEMENT OF DISPUTES

The two parties of this MoU agree to act in good faith and in a spirit of mutual understanding and accommodation to facilitate the achievement of goals set under the Programme.

WITHDRAWAL FROM MoU

Both the parties also agree that due to any dispute or unpleasant situation which cannot be resolved by the BCC, both the parties will be at the liberty to withdraw from the MoU before completion of the period of MoU. However every effort will be taken by both the parties at the highest level to see that the spirit of the MoU is protected.

In witness whereof the parties here to have caused this MoU to be signed in their respective names as of the day and year.

Dr. B. Anil
Principal,
Government Engineering College Wayanad

For and on behalf of
Government Engineering College Wayanad
Thalappuzha, Mananthavady – 670644

GOVT. ENGINEERING COLLEGE WAYANAD

Dr. N. Anil Kumar
Director,
M.S Swaminathan Research Foundation -
Community Agrobiodivesity Centre,

COMMUNITY AGROBIODIVERSITY CENTRE MSSRF

For And On Behalf of
M. S. Swaminathan Research Foundation,
Community Agrobiodivesity Centre, Puthoorvayal, Kalpetta,
Wayanad Kerala, India - 673121

WITNESS:

1. A. RATNAM

2. K. T. George
Head District Manager, Wayanad.