



Best Practice-1: Making the rural and downtrodden students to dream big and help them to make it reality

Since its inception in 1999, AIETM has provided valuable services for the empowerment of rural and disadvantaged people. Issues such as financial problems, lack of decision-making power and pressure of social attitudes cause acute depression among rural and oppressed people. By providing quality education, students gain self-confidence and become economically independent.

Goal / Objectives of the Practice:

- Create awareness among the students and parents that Education is not expensive and students can go from kindergarten to university with little expense through state / central government scholarship programs.
- Motivate rural and backward students to get an affordable quality education and make the students aware of the power of education. □ Build trust with students and get them to dream big.

The Context:

AIET, Makavarapalem is located in the rural area of Visakhapatnam district, which is economically and educationally backward area. Because of the low income families in the neighborhood, they do not encourage their children to pursue higher education. The dropout rate after secondary school is also high, and very few students go on to university education.

Financial support of academic year 2021-22

Parameter	
Financial support – number of students	415
Financial support – INR	2015700
Socially downtrodden students %	83%
Students from families with annual income less than INR 8,00,000	462

Practice:

- Teams of senior faculty are in regular contact with Principals and directors of nearby schools and colleges, organizing motivational sessions for students. They emphasize the power of education through illustrations and vivid examples.
- Every year, the Institution organizes a two-day Technical Exhibition and invites 9th and 10th pursuing students to showcase their skills. Best models are rewarded with cash prizes. Every year around 5,000 students from nearby schools visit the campus during this event. During these two days, the college campus is open for visitors so that young and aspiring kids can walk around the entire college campus. Many students visit the entire campus including laboratories and get positive attitude for further education.
- After the 10+2 exams by the board, Institute organize career counseling sessions in neighbouring towns Narsipatnam and Anakapalle every year. AIETM invite experts from academia and industry and make them available to young minds. This helps them a lot in their decision making while deciding on a course/ specialization/ program.

The above three steps help a lot to motivate young people to pursue the field of interest. Some of them choose engineering and choose our institution as a platform for study. These students receive mentoring from our team and additional motivation for a successful career. We take into account their academic and financial level, and offer institutional financial support to those who deserve and need it as per the laid down policy.

After induction into UG program, as most of the students studied in Telugu medium, language trainings offered and also faculty uses blend of instruction in 1st year (in both telugu and English) to accommodate them into new medium of instruction.

Various efforts are made to inculcate industry-specific skills, communication skills, programming skills, and soft skills to make them employable.

Periodic meetings with parents are part of the teaching-learning process, especially for the non-performing students.

The intellectual, emotional, physical, financial, mental, spiritual, and cultural wellbeing of these students is taken care of throughout their studies.

Campus drives are regularly organized to place them in reputed international companies with attractive salary packages.

Those interested are supported to become entrepreneurs, leaders and artists.

Evidence of success:

Number of graduates produced from inception: 7800+

Alumni settled in Govt organizations: 1000+

Alumni settled in Academic institutions: 250+

Alumni settled in Private organizations: 4000+

Eminent alumni that are occupying top positions:

Sri. G Amarnath ,MLA (Anakapalle) Hon'ble Minister for Industries and Information Technology Government of Andhra Pradesh 2006 Passed out Regd No: 02811A1014	Sri K V N Chakradhara Babu IAS District Collector Nellore, Andhra Pradesh 2006 passed out Regd No: 02811A0507
Smt. G Adi Lakshmi, Muncipal Chairperson Narsipatnam Municipality, Andhra Pradesh 20005 passed out Regd No: 01811A0501	SAI CHARAN KUPPILI Technical Director- South Asia Jinko Solar Co. Ltd., Dubai 2008 Pass out, EEE
Ganesh Machavarapu ,VP- Design Engineer Intel Pvt LTd, Bangalore, Karnataka 2013 pass out ECE-13811A0445	S Hari Kiran, Manager, Ernst & Young Bangalore 2007 passed out – CSE
M Mohan Krishna, Vice President, Bank of America Hyderabad 2008 passed out – ECE	K Chaitanya CEO, SUSAG MILLETS LTD. Anakapalle 2009 passed out – CSE
Ramana Babu Polamarasetti, Vice President Cisco systems Inc., Dublin CA 94568	Ch Chellam Naidu, Scientist D Signal Processing group NSTL, Visakhapatnam
Nikhil Bharadwaj Mantha Technical Head, Infosys , Melbourne, Australia 2003 passed out - CSE	Sravani Adiraju ,Consultant, NTT Data Hyderabad 2015 passed out - ECE
D Chiranjeevi Raju, Sr. Engineer Indian Cements, Chilamakuru, Andhra Pradesh 2014 Passed out - Mechanical	B Santhosh Kumar ,Manager, State Bank of India, Visakhapatnam 2006 passed out - EEE
Kare Manoj, Manager (Production) Hindustan Shipyard Ltd. ,Visakhapatnam 2012 Passed out - Mechanical	

Considerable number of students from rural and poor financial background are guided to take up the competitive examinations, and our students have been placed in the government and the private sectors.

Name of the Student	AUGOLU NAGABABU	THOTA SURESH	BOLEM RAJA
Branch	EEE	MBA	EEE
Batch	2011-15	2018-20	2015-19
Native Place	Tamaram	Rolugunta	Dungavanipalem
Parental Back Ground	Carpenter	Sweet stall	Auto Driver
Annual Income in INR	60000/-	50000/-	55000/-
Academic Achievement	74.8%	80%	Branch Topper 84.5%
Present Position	Junior Engineer in Indian Railways	HR Manager in PWC International Corporation, Hyderabad	Software Engineer in TCS
Package in INR LPA	8.5	18	4.5

Problems Encountered and Resources Required:

- Language barrier is addressed by blended teaching in the 1st semester to get them acquainted to the English medium
- Continuous parent interactions – for counselling the academically poor performing students
- Institutional scholarships to reduce the dropouts for economically poor students

Notes :

Any other information that may be relevant and important to the reader for adopting/implementing the Best Practice in the institution (about 150 words).

• **AIET Education support Scheme**

With an intent to encourage students to make their career in the field of Engineering and Technology, the AIET has the scheme to provide financial assistance by means of concessions to the students joining in the engineering branches of Electronics & Communication Engineering, Computer Science Engineering, Electrical & Electronics Engineering, Mechanical Engineering, MBA and MTech. The scheme shall be in addition to the scholarship scheme already in vogue, and these directions will go into effect on the date they are issued. The eligible candidates will get some financial support in tuition fee. This scholarship will be awarded to the poor candidates who pass 12th class with good percentage. The annual income of the candidate's family must be below the prescribed limit decided by the institute.

CONCESSION SCHEME:

Apart from the scholarship provided by the government agencies to SC, ST, BC, OBC and Minority students, whosoever seeks to admit in the streams of Electronics & Communication Engineering, Computer Science Engineering, Electrical & Electronics Engineering, Mechanical Engineering, MBA and MTECH shall be provided certain special concession as follows.

1. Concession in hostel fee.
2. Concession in tuition fee.
3. Concession in transportation fee (whoever avails the college bus facility)

The eligibility criteria for the concession shall be that the candidate should join in either of the above-mentioned streams of Electronics & Communication Engineering, Computer Science Engineering, Electrical & Electronics Engineering, Mechanical Engineering, MBA and MTech.

DOCUMENTS REQUIRED:

1. AP EMCET /ECET/ ICET Rank Card.
2. Allotment order from counseling website.
3. Income certificate.

AMENDMENT TO THE SCHEME:

The Principal of AIET and college academic council shall have the authority to amend the aforesaid scheme.

The following table shows the Statistical data of students who have availed freeships from the institution.

Budget for value added courses

Our college is recognised as Chief Minister Centre of Excellence (CMCOE) for skill development by Andhra Pradesh State Skill Development Centre, Government of Andhra Pradesh. Various programs for Capacity building viz., , technical skills, communication skills and soft skills of the students. The courses are offered by APSSDC at nominal rate and we are utilising the services of APSSDC to the maximum extent possible for conducting value added courses. In addition to this, the institute is allotting Rs. 10 lakhs every year in its budget for conduct of training programs.

• **Schedule of orientation / counselling sessions**

The following calendar of events is followed for the successful implementation this practice in the institute.

October and November of Every year	Visits to nearby schools
December of every year	Conduct of technical exhibition and open house
April to May of every year	Conduct of career counseling sessions at Anakapalle and Narsipatnam
August of every year	Identification of deserving and needy students for financial assistance.
September of Every year	Mentor mapping for newly admitted students
Before 10 th of every month	Personal counselling by mentor
Once in 3 months	Parent counselling for non-performing students



Principal
Avanathi Institute of Engg. & Technology
Tamaram, Makavarapalem Md.,
Visakhapatnam District., Pm: 531113



AVANTHI

INSTITUTE OF ENGINEERING & TECHNOLOGY

[Approved by AICTE, Permanently Affiliated to JNTU University, Kakimara
Accredited by NBA & Recognized Under 2(f) and 12(b) by UGC, New Delhi]
Tamaram, Makavarapalem, Narsipatnam(D.O), Visakhapatnam Dist. 531113

Best Practice-II

Title: Groom faculty, retain them and focus QIP for internal stakeholders

Our College, AIETM is located in a rural part of Visakhapatnam and about 5 KM from MakavarapalemMandal headquarters. In order to provide quality education to the students we always maintain our efforts to recruit good faculty with required qualifications and skills. Despite offering attractive remuneration packages with other incentives, it could not attract top rated teachers due to its unfavourable location or could not retain them for long due to its own reasons. Observing this trend, the decision making body of the institute held a number of brainstorming meetings and came to the conclusion that for the better survival of the institute, it would look after the faculty, retain them and focus on QIP for internal stakeholders.

Objectives of the Practice:

- Identifying good local talent at entry level
- Motivating them to improve their qualifications and skills.
- Offer better salary packages, additional incentives and professional development to keep them at the institution.
- Raise the standards of the institution by increasing the number of qualified, experienced and competent staff.

The Context:

The problem of faculty shortage is observed at all levels in the country and has existed for years. The acute shortage of qualified and competent faculty is currently the major problem facing by higher education institutions in India. No institution is an exception in this regard. In technical institutes, the shortage of qualified teachers is even greater. With the number of students and engineering colleges in India increasing every year, a shortage of teachers is looming on the horizon.

As a rural institution, this problem is even more significant in our case. It is increasingly difficult to find qualified, experienced and competent teachers. Recruitment of faculty at higher cadre has become difficult, which affects the quality of instruction.

Principal

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Practice:

Recruit more entry-level faculty and seek out good local talent with dedication, integrity and a passion for teaching.

Encourage them to choose the teaching profession.

Motivate them to acquire higher qualifications for professional development.

Provide financial support, study leave, etc. for higher education.

Encourage them to participate in the activities of the national institutes of prominence to make them more visible.

Involve them in the administration of the college for the smooth functioning of the institute.

Offer better salary packages at par with other competitive institutions to retain them.

Provide them with additional incentives and professional development to retain them in the institution.

Raise the standard of the institution by increasing the number of qualified, experienced and competent teachers.

Evidence of success:

1. Dr. T Srinivasa Rao

Qualification, cadre and date of joining as on first appointment *B. Tech (EEE), Asst. Professor, 2002*

qualifications acquired subsequently as faculty member of AIETM *M.Tech. (PowerSystems) in 2007 from JNTU, Hyderabad
Ph.D. in Electrical Engineering from Andhra University*

Present Cadre *Professor, Department of EEE, AIETM*

Other Administrative responsibilities *Head of the Department, Department of EEE*

Native place and distance to the college *Gajuwaka, Visakhapatnam
About 40 KM from the college*



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2. Dr. R Prasada Rao


Qualification, cadre and date of joining as on first appointment	B.E(ECE) from Andhra University , Assistant Professor 2003
qualifications acquired subsequently as faculty member of AIETM	<i>M.Tech. (Digital System and Power Electronics) in 2012 from JNTU, Hyderabad Ph.D. in Antennas from GITAM University, Visakhapatnam in 2022</i>
Present Cadre	<i>Professor, Department of ECE, AIETM</i>
Other Administrative responsibilities	<i>IQAC Coordinator, AIETM</i>
Native place and distance to the college	<i>Gajuwaka, Visakhapatnam About 40 KM from the college</i>

3. Dr. E Govinda

Qualification, cadre and date of joining as on first appointment	<i>B. Tech (ECE), Lecturer, 2003</i>
qualifications acquired subsequently as faculty member of AIETM	<i>M.Tech. (Digital System and Power Electronics) in 2012 from JNTU, Hyderabad Ph.D.in Medical Image Process from GITAM University, Visakhapatnam</i>
Present Cadre	<i>Associate Professor, Department of ECE, AIETM</i>
Other Administrative responsibilities	<i>Head of the Department, Department of ECE</i>
Native place and distance to the college	<i>Annaram, Narsipatnam About 15 KM from the college</i>

4. Dr. V Hari Kiran

Qualification, cadre and date of joining as on first appointment	<i>M. Tech (Mechanical Engineering), Lecturer, 2015</i>
qualifications acquired subsequently as faculty member of AIETM	<i>Ph.D. in Mechanical Engineering from GITAM University, Visakhapatnam in 2022</i>
Present Cadre	<i>Associate Professor, Department of Mechanical Engineering, AIETM</i>
Other Administrative responsibilities	<i>Head of the Department, Department of Mechanical Engineering</i>
Native place and distance to the college	<i>Narsipatnam About 15 KM from the college</i>


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5. Dr. M Santhosh Kumar

Qualification, cadre and date of joining as on first appointment *M.Sc (Pure Mathematics), Assistant Professor, 2015*

qualifications acquired subsequently as faculty member of AIETM *Ph.D in Applied Mathematics from Andhra University, Visakhapatnam in 2022*

Present Cadre *Assistant Professor , Department of Humanity and Basic Sciences, AIETM*

Other Administrative responsibilities *Head of the Diploma Courses*

Native place and distance to the college *Narsipatnam About 15 KM from the college*

These are only a few and several such cases are there in the institute. Good number of faculty on rolls are pursuing part-time Ph.Ds in various reputed institutions with the institutional support and shortly receiving their degrees.

S.No.	Name of the Faculty	Department	Date of Appointment in AIETM	Institution pursuing Ph.D.
1	T.PATTALU NAIDU	ECE	Feb- 2012	Andhra University
2	T.GOPI	MBA	July -2010	Andhra University
3	K. NARAYANA RAO	EEE	July-2014	GITAM University
4	S.RISHIKESH	EEE	June-2017	GITAM University
5	P.VARAHALA DORA	EEE	June-2014	Andhra University
6	G. SIVARAM	ECE	June-2019	GITAM University
7	S.VENKATA ANAND	ECE	August-2020	GITAM University
8	P V PRABHAKAR	CSE	Dec 2019	Andhra University
9	S SARIKA	CSE	June 2020	Andhra University



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