“Education is the ability to listen to almost anything without losing your temper or your self-confidence.” — Robert Frost
Sir Mokshagundam Visvesvaraya

Sir M.V.’s Ten Commandments

- Practice self help
- Know that knowledge is power
- Cultivate team work
- Practice team work
- Increase production and services
- Support Indian industries
- Restrict imports
- Maintain efficient standards
- Think and act institutionally
- Think in terms of the nation
Chairman’s Message

Nitte Education trust was formed in the year 1979 and the NMAMIT was established in the year 1986 under the Mangalore University and affiliated to VTU since 1998.

The college started with four disciplines and grew into a well-recognised institution for imparting quality technical education. The college has attained autonomous status in the year 2007 and has set its sights very high with a logical aspiration to be the best among its peers.

Towards realising this, NMAMIT has set in motion number of forward looking initiatives. The college has 07 engineering departments, more than 250 committed faculty and 10 research centres under the aegis of VTU. The institution is covered under TEQIP Phase I & II funding. One of the major focus points of TEQIP-Phase II is to develop Governance Development Plan (GDP) 2014-2020 for the institute. The Governance Development plan would act as guiding documents for the next six years to come in improving the institution towards delivering high-quality technical education thereby earning recognition of the best technical institution of repute. GDP main focus would be on good governance, best in class teaching-learning, research & innovation and highly employable students who act as brand ambassadors for the institution.

I congratulate and commend the high quality work done by the Principal, Deans, HOD’s, Faculty and staff in this regard. I would also like to place on record the professional advisory support from Prof K.Balaveera Reddy, former Vice chancellor, VTU, Belgaum and Dr.D.Vasudeva Naidu who relentlessly played pivotal role in partnering towards developing Governance Development Plan.

Wishing all the success!

Place: Nitte
Date: 01 April 2014

Vinay Hegde
Chairman
Principals Message

NMAMIT is one of the well recognised engineering college in Karnataka. Congratulations on lunching Governance Development Plan of NMAMIT. It is heartening to note that Deans, HODs, Faculty and Staff have participated in formulating well defined Governance plan 2014-2020.

NMAMIT has 07 disciplines with 3690 students in undergraduate, 990 students in PG and 48 research scholars in 10 disciplines. The institution with autonomous status under TEQIP phase –II needs a well defined Governance development plan for the institute. The theme for the Governance development plan covers all good governance aspects of the institution. NMAMIT will achieve the status of most preferred institution for pursuing technical education. The Governance development focuses in formulating institutional goals, strategies, and departmental long, mid & short term goals. The key performance indicators of GDP are its implementation and evaluation aspects.

I place on the record, committed management support, Deans, HODs, Faculty and Staff’s active participation in making this GDP possible.

With Best Wishes!

Place: Nitte

Date: 01 April 2014

Prof Niranjan Chiplunkar
Principal
TEQIP Co-ordinator Message

NMAMIT is one of the fast growing institutions. TEQIP aims to upscale and support ongoing efforts of Government of India towards improving quality of technical education. It enhances existing capacities of the institutions to become dynamic, demand-driven, quality conscious, efficient and forward looking, responsive to rapid economic and technological developments occurring both at national and international levels.

During TEQIP Phase - I Institution reached its objectives with main focus on improvement of infrastructural facilities, modernization of all undergraduate laboratories with state of art equipment and training the faculty through faculty development programmes and organizing International / National Conferences and Workshops. Faculty members were encouraged to upgrade their qualification and efforts were made to improve learning outcomes and employability of graduates. Considering the performance in TEQIP Phase I, NMAMIT, Nitte has been selected for TEQIP Phase II under sub component 1.2.

Under TEQIP Phase II one of the mandates is good governance at all levels focusing on the improvement of the quality of learning, teaching and research outcomes. Good governance focuses on effective leadership, planning, ethics, responsibilities and accountabilities, both within and outside institution. To achieve this an attempt has been made with the involvement of management, all heads of department and senior faculty members to prepare a Governance Development Plan 2014-2020.

I am sure GDP report will definitely give us direction & confidence in accomplishing vision and mission of our Institution.

Wishing all the best!

Place: Nitte
Date: 01 April 2014

Dr. I.R. Mithanthaya
TEQIP Coordinator
Vice Principal & Dean (Academic)
Acknowledgements

We place on record our deep appreciations and thanks to the Management, Deans, HODs, Faculty, Staff and students for their valuable inputs and active participation towards formulating the “Governance Development Plan”.

The institution is highly indebted to TEQIP Officers at NPIU, New Delhi and also at SPFU, Bangalore for their valuable guidance, timely funding and regulatory support.

We profusely thank Prof. K. Balaveera Reddy, former Vice Chancellor of VTU, Belgaum and TEQIP-II Mentor of our Institute and Dr. D. Vasudeva Naidu for their valuable guidance and relentless persuasion towards developing “Governance Development Plan” Document.

Place: Nitte

Prof. Niranjan Chiplunkar

Date: 01 April 2014

Principal
Overview

Governance Development planning is a continuous process with a specific focus on accomplishing short, mid and long term goals in this highly competitive world. Governance Development Plan (GDP) analyses current environment expected future scenarios and envisages the direction of the institution towards achieving its vision and mission.

The first part of GDP is revisiting vision, mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders (management, leadership, HODs, faculty, staff, industry, students and parents). Scientific scanning of internal and external environment is done through SWOT exercise. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on institutional Governance goals, departmental goals are drawn by holding brainstorming sessions with HODs. Twelve Institutional Governance goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Financial budgets and allocations are worked out along with time lines which are maintained separately by the Head of the Institution. GDP evaluation and committee to monitor the effectiveness has been clearly spelt out. The final out comes are discussed and approved by the Board of Governors (BOG).

It is highly exhilarating to note that most of the inputs are drawn from stake holders through active participation and collective inputs. The GDP will enhance the capability of the NMAMIT in delivering results to all the stake holders. The institution will no doubt grow and be a torch bearer in technical education for many decades to come thereby leading to accomplishing its mission and vision.
**About the Institution:**

NMAM Institute of Technology was founded in 1986, in memory of Nitte Mahalinga Adyanthaya, a distinguished engineer of the district. The institute is located at NET Campus at Nitte, 53 kms. away from Mangalore. The campus is spread over a sprawling area of over 110 acres. Nitte is easily accessible by road, rail and air.

NMAMIT is one of the Institutions under Nitte Education Trust, Mangalore affiliated to Visvesvaraya Technological University. Nitte Education Trust founded by late Justice K. S. Hegde, a well-known judge of Supreme Court and former speaker of Lok Sabha. Nitte University, a NAAC accredited A-grade University runs about 25 Institutions in various areas of education right from primary school to post-graduation, including professional courses like Medical, Nursing, Dental, Paramedical, Engineering, Management, and others.

NMAMIT was affiliated to Mangalore University from 1986 to 1998 and was brought under the umbrella of Visvesvaraya Technological University (VTU) Belgaum 1998 onwards. In 2007 the Institution obtained the Autonomous Status under VTU Belgaum.

<table>
<thead>
<tr>
<th>Under Graduate Programmes</th>
<th>Post Graduate programmes</th>
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<tbody>
<tr>
<td>Civil engineering</td>
<td>Master of Computer Application</td>
</tr>
<tr>
<td>Mechanical engineering</td>
<td>Master of Business Administration</td>
</tr>
<tr>
<td>Electronics &amp; Communication engineering</td>
<td>M.Tech in Digital Electronics &amp; Communications</td>
</tr>
<tr>
<td>Electrical &amp; Electronics engineering</td>
<td>M.Tech in Energy Systems Engineering</td>
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<tr>
<td>Computer Science &amp; engineering</td>
<td>M.Tech in Computer Science &amp; Engineering</td>
</tr>
<tr>
<td>Information Science &amp; engineering</td>
<td>M.Tech in Construction Technology</td>
</tr>
<tr>
<td>Biotechnology Engineering</td>
<td>M.Tech in VLSI Design and Embedded systems</td>
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<td></td>
<td>M.Tech in Machine Design</td>
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<tr>
<td></td>
<td>M.Tech in Computer Network Engg.</td>
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<tr>
<td></td>
<td>M.Tech in Microelectronics &amp; Control Systems-University PG Centre</td>
</tr>
<tr>
<td></td>
<td>Part-time (QIP) M.Tech programs in E&amp;C and C.Sc</td>
</tr>
</tbody>
</table>

The annual intake of our UG programs is 1008 (including 15% PIO quota). The annual intake of PG program is 628 (MCA, MBA, regular and part time M.Techs). All our Under-
Graduate Programmes are accredited by National Board of Accreditation (NBA), New Delhi. BE (BioTech) has been accredited for 5 years and other BE programs have been accredited for 3 years. The Institute has now applied for the reaccreditation of BE(CSE) and BE(ISE) programs as per the new outcome based accreditation strategy along with M.Tech(Energy Systems Engg.). M.Tech(Digital Electronics & communication) and MBA.

Our Institution is certified to ISO-9001- 2008 standards by NVT quality Certifications(ANAB – accredited). The Institute, after successful implementation of TEQIP-I, a World Bank project, has been granted TEQIP-II funding during 2012-13.

The Institute has 254 faculty members out of which 38 are Professors, 20 are Associate Professors, 161 are Assistant Professors and remaining are lecturers. 47 Faculty members are with Ph.D. qualification. As of now 48 faculty members are doing their Ph.D. There are 330 nonteaching Technical, administration & support staff.

All departments of our institution are recognized Research Centres of VTU, Belgaum. Our staff members have published about 137 technical papers in National/International Conferences/Workshops and Journals during last 3 years. The Institute has received more than Rs1.5 crore worth funded research projects in different departments, during last 3 years. Institute has excellent infrastructural facilities which include spacious and air-conditioned class rooms, seminar halls, well equipped laboratories, auditorium, large playground, Indoor stadium, Hostel rooms with Twin sharing attached bathroom, 3 bank ATMs, Post office, emergency medical facility & Guest house. All class rooms have LCD Projectors, internet connection & access to Moodle intranet e-learning facility. Wi-Fi facility has been extended to the Hostels. The Institute has 100 Mbps Internet leased line connectivity.

Central library has been equipped with digital library features & subscribes to 500 + online journals through INDEST and DELNET. More than 1900 technical CDs and 800 learning resources (multi media CDs) have been loaded on to digital server to provide access to all students anywhere in the campus. As on date, the Library possesses 55560 volumes in total.

Governance Development Plan Process Diagram
**Governance Development Plan process methodology:**

Chairman and Board of Governors (BOG) have felt that there is a need to have Governance development plan for the institute in a formal written document format. The mandate was given to the Principal to develop Governance plan 2014-2020 for the institute. The institution leadership team was facilitated with a two days workshop on Governance development leadership for excellence. The management & top leadership team met and brain stormed on stake holders expectations. The Leadership team met many times, deliberated and arrived at vision, mission, quality policy and core values for NMAMIT. Environment scanning was done keeping vision in mind. The team also discussed about institutional Governance High Level Goals (ISG/HLG) to be achieved by 2020.

Institutional Governance goals formed main theme for arriving at strategies, sub strategies to achieve them. Each Strategy was deliberated and sub-strategies were arrived towards implementation plan. Implementation plan worked out all details such as budget, resources needed and leader responsible to implement with time lines. This implementation is separately maintained by the head of the institution.

Departments play a pivotal for the institution; hence each department worked out on their vision, mission and short, mid & long term goals. The implementation plan for the departments also reflected all details such as budget, resources needed as well as leader responsible with time lines.

Governance Development Plan emphasises on evaluation measures, monitoring team along with deviation steps if any over a period of time. The evaluative components for each stake holder are clearly spelt out along with periodicity of performance evaluation reviews.

The final draft document was discussed with BOG and after its detailed review, the suggestions were incorporated towards its effective implementation.
Vision Statement

- Pursuing excellence,
- Empowering people,
- Partnering in community development.

Mission Statement

To develop NMAM Institute of Technology, Nitte, as Centre of Excellence by imparting quality education to generate competent, skilled, and humane manpower to face emerging scientific, technological, managerial and social challenges with credibility, integrity, ethics and social concern.
Quality Policy

We, the members of NMAMIT continuously strive to provide the best technical education through contemporary teaching-learning practices which meet or exceed stakeholders’ expectations.

Core Values

- Professionalism
- Integrity
- Team Work
- Innovation
STAKE HOLDERS EXPECTATIONS

Management
- Brand
- Profits /Expansion
- Social Service/ Responsibility

Leadership Team
- Committed Management
- Best Faculty
- State of the art Infrastructure
- Best Results

Faculty & Staff
- Good academic and work ambience
- Best compensation & benefits
- Good Students input

Students
- Best teaching- learning
- Good placements
- State of the art infrastructure

Parents
- Best teaching- learning
- Disciplined and well developed students
- Good placements

Industry
- Highly Skilled – employable students
- Character with right values

Society
- Good Citizenship
- Society builders
**External environment analysis**

**Economic Factors** are analysed, GDP is hovering around sub 5% levels. However going forward, if lower GDP continues, this will pose a challenge to job market and number of students getting placement. Placement will get affected and this will have a direct bearing on admissions, particularly management quota.

**Social Factors** are analysed and large parenting community is focussing on job oriented courses only but not on real education. This may pose great danger for pursuing quality learning on the part of the student. Only placement focussed learning may dilute academic standards.

**Technological Factors** were discussed and use of technology in teaching-learning may have to be extensively used for higher effectiveness, meeting competition and to save time. Syllabus review to match concurrent technologies needs a re-look on the curriculum revision on a periodical basis. Emerging technologies are posing challenges in training faculty with latest changes happening in the industry. E-learning/online learning/online examination may replace traditional class room teaching-learning practice in the near future.

**Political Factors** at the state level looked more stable and not many changes due to this factor. However clarity on admission policy from government could be a challenge. Higher education is getting a big priority from political decision making.

**Regulatory Factors** are more or less stable. NMAMIT is autonomous, and affiliation to Nitte University may be considered in the near future.

**Foreign Universities Entering** factors will pose a great challenge in the years to come in the form of competition. No immediate challenges seen.

**Market/Competition** Factors are posing some challenges as many Deemed/Private state universities- Industry lead universities/engineering colleges are getting started in many states. Other states inflow may be less and may affect admissions.
### Institution - Internal Environment Analysis: SWOT

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Good Brand</td>
<td>• Geographical disadvantage to attract excellent staff and students</td>
</tr>
<tr>
<td>• Committed Visionary Management</td>
<td>• No control over selection of students</td>
</tr>
<tr>
<td>• Autonomous</td>
<td>• Even though academically autonomous, No full freedom to frame Industry/research oriented curriculum right from the first year</td>
</tr>
<tr>
<td>• Best Faculty</td>
<td>• Township Development</td>
</tr>
<tr>
<td>• Decades of Expertise</td>
<td>• Located far away from industries</td>
</tr>
<tr>
<td>• Good placement</td>
<td></td>
</tr>
<tr>
<td>• Good Campus &amp; Infrastructure</td>
<td></td>
</tr>
<tr>
<td>• Recognized Research Centers</td>
<td></td>
</tr>
<tr>
<td>• Rural Location giving very good ambience for studies</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
</tr>
</thead>
<tbody>
<tr>
<td>• University Status</td>
<td>• New emerging Technologies</td>
</tr>
<tr>
<td>• New campuses / Courses in Engineering</td>
<td>• Foreign Universities entry</td>
</tr>
<tr>
<td>• Continual education with industries</td>
<td>• Competition – Admission of Quality Students</td>
</tr>
<tr>
<td>• Innovative learning &amp; teaching</td>
<td>• Faculty retention</td>
</tr>
<tr>
<td>• Global initiatives</td>
<td>• Continuation of Industry recession</td>
</tr>
<tr>
<td>• Use of latest technology (ICT-KE)</td>
<td>• Too many private universities getting started (industry lead)</td>
</tr>
<tr>
<td>• Collaborative Research &amp; Development activities with industries</td>
<td></td>
</tr>
<tr>
<td>• Developing more Centers of Excellence</td>
<td></td>
</tr>
<tr>
<td>• Consultancy Opportunities</td>
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</tbody>
</table>
Critical Success Factors analysis has been discussed at length and the following factors have been identified.

- Best quality students attraction
- Best teaching-learning practices
- Best placement opportunities
- Attraction and retention of best faculty
- State of the art infrastructure
- Industry-institute interface collaboration
- Research & Innovation
Institutional Governance Goals

Leadership Team having brainstormed vision, mission, quality policy, core values, environmental factors and SWOT analysis. The following high-level goals have been identified (HLG) which are also called Institutional Governance Goals (IGG)

1. Best Governance & Committed Management
2. Deemed University status
3. Best administration and physical infrastructure
4. Attraction of Top talented students
5. Developing students with highly employable skills
6. Placements & internships
7. Attracting talented Faculty, Development & Retention
8. Best Teaching-Learning Practices
9. Best Research & Development Infrastructure
10. Institute-Industry Collaboration
11. Global Initiatives
12. Institutional Social Responsibility & Extension activities
1. **Good Governance & Committed Management**

**Visionary Management**
- Vision, Mission articulation
- Good governance
- Institutional Governance development plan

**BOG**
1. Board of Governors – selection based on merit
- Performance management of BOG
- Managing Head of the institution performance

**Integrity & Ethics**
- Integrity & Ethics policy articulation
- Control & accountability
- Zero- tolerance policy for violations

**Identification of Good Leadership**
- Identification & Merit based hiring for senior leadership
- Succession – leadership pipe line planning
- Senior Leadership performance review – critical people retention plans

**Policies, procedures formulation**
- One time diagnostic study of all existing polices
- Service conduct rules and new polices formulation & approval
- New polices circulation, implementation & review every year
2. **Deemed University status**

Accreditation of the institution

- Identification of accreditation agency (NAAC/NBA/ABET)
- Training of staff and Applying for the Letter of interest
- Preparation of Self assessment Report

Statutory bodies (UGC/AICTE/University) - Process

- Applying for Deemed University Status
- Preparing internal team for statutory body visit
- Inspection by Expert Committee

Affiliation to Nitte University

- Management decision
- Affiliation of NMAMIT with Nitte University
- Establishing a separate Technical University.
3. **Best administration and physical infrastructure**

- **Budget approvals**
  - Budget planning and preparation (Zero based /bottom up budget)
  - Budget approval by BOG / Chairman
  - Audit Committee formulation, checks and balances

- **Budget decentralisation**
  - Approved budget communication to all the departments
  - Budget authorization / decentralization up to HoD level

- **Bench mark with best institutes’ facilities**
  - Diagnostic study of existing and other best institute facilities
  - Benchmarking with best standards
  - Management commitment towards implementation

- **Township Development**
  - Budget approval towards Township Development
  - Budget and execution plan
4. **Attraction of Top talented students**

- **Scholarships**
  - At the time of admission based on entry criteria
  - Based on their academic performance semester / yearly
  - Based on best placements / internships

- **Branding**
  - Advertisement
  - Website professional outlook with latest updates
  - Students/Alumni as brand ambassadors

- **Best Teaching-Learning**
  - Student centric academic ambience
  - State-of-the-art Library with online access
  - Outcome Based Education equipped with employable skills

- **Best infrastructure**
  - Best model classrooms and laboratory facilities
• High speed Internet facility to students
• Good hostel facility

Extra-curricular & Sports
• Best-in-class infrastructure for indoor and outdoor games / sports
• Rewards / recognition for achievements
• Hobby / professional clubs
• Professional associations (IEEE, CSE, IE, ISTE chapters....etc.)

Placements & Internships
• History of past placements and internships database
• Vibrant Alumni Association

5. Developing students with highly employable skills

Syllabus alignment with latest industry need
• Industry participation in curriculum design and development.
• Train the faculty in latest technological updates.
• Benchmarking the syllabus at par with the premier institutes / international professional bodies (ABET).

**Domain Skills Development**

• Conceptual depth in the domain expertise
• Participation in Professional Certifications
• Industrial visits / real time projects

**Soft Skills Development**

• Standardization of Soft Skills syllabus as per industry needs
• Imparting soft skills training from first year onwards

**Extra Coaching for Weak & Best students**

• Identifying difficult courses in every semester and allocating extra hours in the time table
• Identifying best and weak students
• Rewards and recognition for faculty handing extra classes

**Preparation for various competitive examinations**

• Awareness on various career options
• Students career ambition and database
• Identification and facilitation of various franchise coaching classes
6. **Placements & internships**

**Training & Placement Department**
- Good staff & infrastructure (Video conferencing)
- Industry- Institute interface
- Video recording of mock up interviews of students and feedback

**Industry Data Base**
- Identification and data base of various industries/companies
- MOU with potential job opportunity industries/companies
- Industry experts as resource persons & relationship management

**Alumni**
- Regular alumni association meetings
- Leverage alumni for placements/ internships
7. Attracting talented Faculty, Development & Retention

- Merit based hiring policy
  - Merit based hiring policy approval
  - Merit based selections for all cadres

- UGC /AICTE scales, Rewards & Recognitions
  - UGC /AICTE scales implementation for all cadres /designations
  - Rewards & recognitions policy formulation & implementation

- Conducive working environment
  - Best work facilities and infrastructure
  - Online access to Library- journals 24X7 hours
  - Model Township establishment

- Career growth & Development
  - Sponsorship for higher education with full salary
  - Sponsorship to participate in national /international conferences
  - Deputation to premier national /international universities/industry
8. **Best Teaching-Learning Practices**

- **Benchmark with Premier institutes**
  - Constitute academic committee and visit premier institutions
  - Implement best practices based on gaps

- **Outcome based education**
  - Define outcomes of each initiative
  - Assessment/evaluation methods
  - Implementation of 'Rubrics'

- **Project based learning**
  - Real time projects practice
  - Industry internships/project study
  - Rewards & Recognition for best projects

- **Online/e-learning**
  - Online/e-learning infrastructure facility
  - Students assignments – evaluation
9. **Best Research & Development Infrastructure**

- Establishing R&D labs in all departments
- Functional equipment in all labs

**R&D Teams**

- Dedicated R&D researchers
- Regular Research scholars

**Fund raising for R&D projects**

- Identification of potential funding agencies
- Quality Project proposals submission

**MOU with premier institutes /R&D labs**

- MOS with IISC, TIFR, ISRO, BARC, NAL, HAL, BEL...etc
- International MOUs with higher learning institutions

**Incubation Centre /Product Development**

- Establish incubation centre in each department
- Focus on Product development
- Patent filing encouragement
10. **Institute-Industry Collaboration**

- Identify Potential Industries
  - Identify branch wise preferred industries/companies
  - Potential areas of research identification
- MOU with Industries
  - Enter MOU with industry department wise for research/live projects
  - Consultancy assignments
- Leverage Industry Resources
  - Invite Guest lecturers/talks/seminars
  - Partner for syllabus reviews
- Setting up Centres of Excellence
  - Identify potential industries who can establish centres of excellence department wise
  - Establish and operationalise centres of excellence
11. Global Initiatives

**New Campuses / Courses**
- Explore opportunities in establishing new campuses in developing countries
- Explore the possibilities of having MoUs with the governments of developing countries

**Twinning Programmes**
- Twinning programmes with leading universities of developed countries

**Foreign Students**
- Attracting foreign students from under developed countries
12. Institutional Social Responsibility & Extension activities

- **Village adoption**
  - Identify nearby villages for adoption
  - Explore areas of support

- **Vocational training**
  - Identify the job oriented courses as per local needs
  - Provide vocational training at our institute

- **Health and hygiene support**
  - Conducting health awareness camps
  - Providing free health care to the needy
  - Psychological and psychiatric support

- **Rural projects**
  - Identify societal problems and projects
  - Project execution and support services
Department of Biotechnology Engineering

About the Department: The department was started in the year 2002 currently with 13 teaching faculty and 05 staff. There are 05 faculty with Ph.D qualification and 03 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 60 students. The faculty student ratio is 1:15. It has an established research centre under Visvesvaraya Technological University with 03 research guides and presently guiding research scholars. The total funding/grants from the research projects under progress is Rs. 91 Lakhs. During the last five years the department has published 22 papers in international and 02 papers in national journals. The department’s prides itself in hosting 02 international and 03 national conferences.

Vision: Accomplishing excellence in Biotechnology to develop competent manpower to meet present and future global needs.

Mission: Nurturing the Biotechnology Engineering students to be competent professionals by Providing academic, technical training, professional leadership in research, academia and industry.

Short Term Goal:

1. Starting PG programme in Industrial Bio-technology
2. Establishment of independent lab for postgraduate and Ph. D research work
3. Hands on instrumentation training (finishing school) to students
4. Industrial visits to students

Mid Term Goal:

1. Instrumentation facility leasing / contracting to outside clients
2. Generating funds for maintenance of instruments
3. Industry-Institute collaboration for R & D work

Long Term goal:

1. Entrepreneurship development-incubation centre
2. Establishing MoUs with industry and R & D
3. Establishing high-tech research labs with Centers of Excellence
Department of Civil Engineering

About the Department: The department was started in the year 1987 currently with 20 teaching faculty and 6 staff. There are 05 faculty with Ph.D qualification and 03 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 120 students and the intake for PG programme 18. The faculty student ratio is 1:14. It has an established research centre under Visvesvaraya Technological University with 02 research guides and presently guiding 02 research scholars. The total funding /grants from the research and consultancy projects in last 3 years is Rs.44 Lakhs. During the last five years the department has published two papers in journals and 11 in Conferences. The department's prides itself in hosting 06 workshops during last 3 years. One International Post doctoral fellow is working in the area of “Environmental Waste Management”

Vision:- Leader in innovation and excellence in the field of Civil Engineering to develop students by offering best teaching-learning and research to meet the global challenges.

Mission:- The Department of Civil Engineering will strive hard to

- Develop students by Imparting the Civil Engineering concepts and applications.
- Prepare the students to face the scholastic competitions with highest professional and ethical standards.

Short term Goals:
1. Starting M.Tech., course in Structural Engineering
2. Training students for competitive exams (GATE, GRE, UPSC etc.,)
3. Relocation of Material Testing & Fluid Mechanics labs

Midterm Goals:
1. Starting M.Tech. in Water Resource Engineering
2. Establishing Research Labs
3. Conducting international /national conference

Long term Goals:
1. Starting Architecture UG Course
2. Starting PG course in Geo-Technical & Transportation Engineering.
3. Creating Centre of Excellence in RS & GIS
4. Faculty acquiring higher qualifications/ Ph.D.
Department of Computer Science and Engineering

About the Department:- The department was started in the year 1987 currently with 36 teaching faculty and 10 staff. There are 02 faculty with Ph.D qualification and 06 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 180 students and the intake for PG programme 25 . There is one PG programme. The faculty student ratio is 1:13. It has an established research centre under Visvesvaraya Technological University with 01 research guides and presently guiding 07 research scholars. The total funding /grants received from the research projects is Rs.23 Lakhs. During the last five years the department has published 11 papers in international journals. The department’s prides itself in hosting 03 international, 02 national conferences, 34 Faculty development workshops in last 5 years. Department has excellent and very active Industry Institute Interactions with Infosys, EMC, Intel, IBM, Nvidia, Microsoft, SpanInfotech and Robosoft technologies.

Vision: Centre of Excellence in developing Computer Science and Engineering graduates by using cutting edge tools & technologies.

Mission:- Dynamic and competent faculty leveraging state of art infrastructure partnering to develop well knowledgeable, industry and society ready engineers.

Short term Goals:

1. NBA Re-Accreditation as per outcome based strategy
2. Enhancing research outputs
3. Develop new curriculum as per industry trends

Midterm Goals:

1. Establishing Cloud Computing Infrastructure
2. Establishing Parallel Algorithms lab
3. Industry supported projects for UG students

Long term Goals:

1. Establishing Incubation Centre
2. Establishing Centres of Excellence- in grid computing
3. Publishing Text Books
Department of Electrical & Electronics

About the Department:- The department was started in the year 1987 currently with 19 teaching faculty and 05 staff. There are 02 faculty with Ph.D qualification and 03 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 60 students and the intake for PG programme (VTU PG Centre) 25. The faculty student ratio is 1:12. It has an established research centre under Visvesvaraya Technological University with 01 research guide and presently guiding 02 research scholars. During the last five years the department has published 12 papers in international and national journals. The department’s prides itself in hosting 06 national level conferences /workshops and 3 faculty development programmes in last 5 years.

Vision:- Eminence in Electrical & Electronics Engineering discipline, creating greater value for students to lead research, innovation and to solve energy related challenges.

Mission:- Partnering to unleash and realize students full potential towards developing highly competent engineers to address multi-disciplinary challenges with right values.

Short term Goals:

2. To update the curriculum at par with industrial needs.
3. Training students on trouble shooting and domestic wiring during vacations.

Midterm Goals:

1. Publication of papers in high impact journals
2. Revenue generation though consultancy
3. Upgrade the Power Electronics and Control System Lab.

Long term Goals:

1. Faculty acquiring higher qualification/ Ph.D.
2. Set up Advance Power Electronics Lab (PG Project / Electromagnetic / Renewable energy)
3. Establishing MoUs with industry for Projects and R&D.
Department of Electronics & Communication

**About the Department:** The department was started in the year 1986 currently with 36 teaching faculty and 10 staff. There are 04 faculty with Ph.D qualification and 04 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 180 students and the intake for PG programmes 43. There are 02 PG programmes. The faculty student ratio is 1:15. It has an established research centre under Visvesvaraya Technological University with 02 research guides and presently guiding 04 research scholars. During the last five years the department has published 11 papers in international and national journals. The department’s prides itself in hosting 14 national level workshops and faculty development programs.

**Vision:** Pursuing excellence, expertise in teaching-learning and research in the field of electronics and communication engineering to develop best engineers of tomorrow.

**Mission:** Imparting specialized education through latest technologies in developing all round engineers with right value system.

**Short term Goals:**
1. Recruitment of new faculty members with Ph.D. qualification
2. Additional new labs
3. To make faculty members to enrol for research studies

**Midterm Goals:**
1. Establishing PG Project Lab
2. Conducting more International/national conference
3. Strengthening Industry Interactions

**Long term Goals:**
1. Centre of Excellence in Wireless Communication
2. To have majority of faculty members with Ph.D. qualification
3. To get patents
Department of Mechanical Engineering

About the Department: The department was started in the year 1986 currently with 40 teaching faculty and 17 staff. There are 08 faculty with Ph.D qualification and 18 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 180 students and the intake for PG programmes 36. There are 02 PG programmes. The faculty student ratio is 1:14. It has an established research centre under Visvesvaraya Technological University with 06 research guides and presently guiding 18 research scholars. The total funding /grants from the research projects under progress is Rs.53Lakhs. During the last five years the department has published 27 papers in international journals. The department prides itself in hosting 01 international and 05 national conferences. The department has a very strong research culture and has established couple of research laboratories.

Vision: Develop professionally competent Mechanical Engineers to meet the needs of industry & society by promoting excellence in teaching, learning and research.

Mission: The department is committed to provide high quality education to the students by constantly striving to improve the teaching-learning methods, delivering good academic programmes and responding to fast evolving scientific & technological challenges while inculcating right values with environmental consciousness.

Short term Goals:
1. Develop new curriculum as per latest industry trends
2. Faculty training and development
3. To setup a Automobile workshop

Midterm Goals:
1. To strengthen Industry Interaction
2. Starting new PG courses
3. Developing few more research labs

Long term Goals:
1. Establishing Centres of Excellences in selected areas of Mechanical Engineering
2. To have good number of Post doctoral Fellows
3. All Faculty acquiring higher qualification/ Ph.D.
Department of Information Science Engineering

**About the Department:** The department was started in the year 1999 currently with 16 teaching faculty and 4 staff. There is 1 faculty with Ph.D qualification and 2 faculty have registered for pursuing Ph.D. The intake for the undergraduate course is 60 students and the intake for PG programme 18. The faculty student ratio is 1:16. During the last five years the department has published 14 papers in international and national journals. The department’s prides itself in hosting 01 International Conference and 12 national level conferences and workshops.

**Vision:** Excellence in Information Science through education, research and innovation towards developing competent engineers.

**Mission:** Moulding Information Science & Engineering students to meet the ever changing needs of the society through multi-disciplinary approach by promoting active learning, critical thinking and engineering judgment coupled with entrepreneurial skills.

**Short term Goals:**
1. To have few more faculty registered for Ph.D. studies
2. Establishing alliance with "M/S Business Fundamentals" to impart Industry oriented training to the students
3. To enhance research culture in the department

**Midterm Goals:**
1. Establishing a “Natural User Interface lab”
2. Starting a PG programme in Software Engineering
3. Conducting more Technical conferences

**Long term Goals**
1. Establishing a Research Centre in Information Technology area
2. Establishing Centres of Excellence in the area of “Networking”
3. To have all faculty members with Ph.D. qualification
Department of Master of Computer Applications

About the Department:- The department was started in the year 1993 currently with 17 teaching faculty and 09 staff. There are 03 faculty with Ph.D qualification and 04 faculty have registered for pursuing Ph.D. The intake for the MCA course is 120 students. The faculty student ratio is 1:18. During the last five years the department has published 10 papers in international/national journals. The department’s prides itself in hosting 01 international conference and 06 national level conferences/workshops. The department has 2 Industry software development centres. Department has excellent industry interaction. Right from its inception, all the seats are getting filled and all the eligible students are getting placed in the campus interviews.

Vision:- Equipping students with computing & programming domain expertise with the state of the art technology solutions to enable them to meet global professional challenges.

Mission:- The department strives to create conducive learning environment with sound technical knowledge, professionalism and ethical values to manage challenges of information technology industry.

Short term Goals:

1. Introducing new subjects related to Mobile Operating System and Application Development.
2. To start 2 year Masters in Computer Application Program
3. Focused in-house training in domain and employability skills.

Midterm Goals:

1. To start at least 6 to 8 Industry Incubation centres
2. To have more faculty members with Ph.D. qualification
3. Modern teaching learning facilities in all class rooms

Long term Goals:

1. To enhance the research culture
2. To establish University research Centre in the department.
3. Motivating students for entrepreneurship.
Department of Humanities

About the Department:- The department was started in the year 2013 currently with 05 teaching faculty and 01 staff. 03 faculty have registered for pursuing Ph.D. It is a supporting department. English laboratory caters to the need of the students and staff. Online examination and evaluation has been started as a pilot in the subject “Constitution of India and Professional Ethics”. Open elective titled “Value Education” is offered to the 8th semester students.

Vision:- Centre of learning imparting concurrent language skills in humanities to develop globally competent engineers.

Mission:- Empowering the students with personal and professional skills in humanities to excel in life endeavours by focusing on core values.

Short term Goals:

1. Develop new curriculum as per the needs
2. To start additional course in “Professional English” for the needy students
3. Strengthening the faculty resources in the department

Midterm Goals:

1. Modernize language laboratory
2. Establish career path centre
3. Use of ICT in teaching learning and evaluation system

Long term Goals:

1. Create facilities for higher research in Humanities related subjects
2. Introduce few more new electives in the higher semesters
3. Have all faculty members with Ph.D. qualification
Department Of Mathematics

About the Department: Department came into existence in 1986. At present, department has fourteen faculty members with three Ph.D’s. One is deputed for Ph.D programme on full time. There are two Professors and twelve Assistant Professors. Department offers courses in different streams of mathematics as required by the respective branches of engineering upto 4th semester compulsorily and two open electives for all branches in the 8th semester. Also it caters the needs of Post Graduate programmes by offering courses on Applied Mathematics for some M. Tech programmes. Department is recognized as a research centre by VTU in the year 2008 with two research guides. Mathematics Department has around 20 publications in reputed National and International journals. Department has organized three National level workshops and two staff development programmes. Faculty-student interaction is very constructive and the result is consistently good.

Vision:
Centre of excellence in Mathematics committed to develop quality engineers by developing passion towards mathematics and its application.

Mission:
Develop students with reasoning ability, analytical and application skill, awareness of logic and instigate research culture in them.

Short term Goals:
1. Nurturing constructive faculty-student interaction.
2. To arrange Faculty training in teaching methodologies.
3. Recruit faculty who have proven ability for research.

Midterm Goals:
1. Establishing mathematics laboratory
2. Publishing research articles in peer reviewed journals.
3. Organizing more national level workshops & conferences

Long term Goals:
1. To have all faculty members with Ph.D.
3. Starting a PG programme in computational mathematics.
Department of Physics

About the Department: The department was started in the year 1986 currently with 05 teaching faculty and 03 staff. There are 02 faculty with Ph.D qualification and 03 faculty have registered for pursuing Ph.D. It is a supporting department. It has an established research centre under Visvesraya Technological University with 02 research guides and presently guiding 05 research scholars. The department faculty has completed one University funded project.

Vision: Aspiring the highest standards of excellence in all aspects of teaching, research and service to develop engineers with strong science acumen.

Mission: Partnering to develop competent engineers with right academic, practical solutions of Physics with right values.

Short term Goals:
1. Faculty development through attending workshops in new fields
3. Upgrading lab facilities

Midterm Goals:
1. Establishing a good research Laboratory
2. Encourging faculty to take up research activity

Long term Goals:
1. Publishing research Papers
2. Conducting workshops in advanced topics
Department of Chemistry

About the Department: The department was started in the year 1986 and currently has 5 teaching staff and 4 non-teaching staff. There are 3 faculties with PhD qualification and one of the faculties has registered for PhD. The department has an established research centre under Visvesvaraya Technological University with 3 research guides, presently guiding 6 research scholars. The department is also very supportive in interdisciplinary research with other departments.

Vision: Partnering with core disciplines of engineering to develop competent engineers with inquisitiveness towards science research and its applications.

Mission: Department committed to nurture students to achieve their academic potential, independent thought, high ethical standards and innovative inter-disciplinary research programmes.

Short term Goals:

1. Establishment of new state of art chemistry laboratory.
2. Establishment of Research centre.

Midterm Goals:

1. Infrastructure up gradation
2. Research grants from funding agencies.

Long term Goals:

1. All Faculty acquiring higher qualification/Ph.D.
2. Establishing centre of excellence.
Department of Student Welfare, Placement & Training

About the Department: The department was started in the year 1990 currently with 05 staff. The department shoulders the responsibility of equipping students with soft skills, personality development, value added courses and domain skills training from the first year onwards. The main aim of the department is to prepare the students industry ready and achieve 100% placements for students. The department has modern meeting, group discussion, interview rooms and testing facility. Students are also prepared towards appearing for various competitive examinations like GATE/GRE/TOEFL.....etc.

Vision: Committed to develop students towards accomplishing their ambition successfully with right placement opportunity.

Mission: Partnering to develop students towards
- Domain expertise and employable skills
- Special attention towards personality development
- Ethical, moral and value systems

Short term Goals:
1. Placement to start by July every year with maximum companies on the campus
2. Expert/Guest lectures by Industry experts
3. Regular facilitation of soft skills and domain training programmes
4. Companies database department wise updated

Midterm Goals:
1. Focus on Value added courses
2. Industrial visits
3. Arranging competitive examination franchise coaching classes

Long term Goals:
1. Establishing finishing school
2. Incubation centre to be strengthened
3. Higher education coaching initiatives (GRE/GATE/TOEFL/CAT)
Department of Physical Education

About the Department: The department was started in the year 1987 and currently with 04 staff. A Sports Ground Consists of 400 mts. Standard track, facilities for all types of track and field events and Pavilion with fitness centre. B.C.Alva Memorial Indoor Stadium which has multipurpose games facilities with a Basket Ball Court, Badminton Courts (03 NOS), a Volley Ball Court, and facilities to play Table Tennis, Chess and Carom. A Full fledged Gymnasium with multi Gymnasium and Individual Exercise Stadium. The Campus has the Outdoor Basket Ball Court, Volley Ball Courts (03 NOS), Tennis Court, a Foot Ball and a Hockey field and has provisions to play Throw Ball, Hand Ball and Net Ball Events.

Vision: Moulding youngsters with Discipline, team work, leadership, sportsman’s spirit through games and sports

Mission: Committed to provide state of the art facilities and coaching towards

- Realising students full potential in sports & games
- Developing Morale, leadership and comradeire
- Building physical and mental stamina

Short term goals:

1. Sports and games infrastructure up gradation
2. Strengthening Participation in college / inter university competitions
3. Taking students under sports quota for the engineering studies

Midterm goals

1. Taking part in national level open Sports and Games competitions
2. To have wooden court for Basket ball and badminton

Long term goals

1. Establishing swimming pool facility
2. Starting value add course in sports
3. Starting compulsory Training in Yoga for students
**Strategy Implementation Evaluation**

Strategy when implemented the progress is measured from time to time. SMART (specific, Measurable, Attainable, Realistic and Time bound concept is made use of while arriving at implementation. All the measures of success are clearly spelt out in the implementation document and Principal is the custodian for implementation.

**Implementation Plan @ Institution Level**

<table>
<thead>
<tr>
<th>Area</th>
<th>Custodian/Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good Governance &amp; Administration</td>
<td>BOG, GC, Chairman</td>
</tr>
<tr>
<td>Finance Management</td>
<td>CFO, GC and Chairman</td>
</tr>
<tr>
<td>Institution Statutory Compliance</td>
<td>Principal &amp; Vice Principal</td>
</tr>
<tr>
<td>Talent Management</td>
<td>GC, Chairman and Principal</td>
</tr>
<tr>
<td>TEQIP</td>
<td>BOG, TEQIP coordinator and Principal</td>
</tr>
<tr>
<td>Infrastructure (physical)</td>
<td>GC, Chairman, Admin Department</td>
</tr>
<tr>
<td>Infrastructure-Academics</td>
<td>Principal, HODs, Deans</td>
</tr>
<tr>
<td>Teaching-Learning</td>
<td>Principal, Dean-academic, HODs, Faculty and Staff</td>
</tr>
<tr>
<td>Research</td>
<td>Dean Research</td>
</tr>
<tr>
<td>Student affairs</td>
<td>Dean Student affairs</td>
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<tr>
<td>Student admissions</td>
<td>Dean Admissions, Principal</td>
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<tr>
<td>Accreditation Process</td>
<td>Principal, Accreditation coordinator</td>
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<tr>
<td>Faculty Development programmes</td>
<td>Principal, TEQIP coordinator, HODs</td>
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<tr>
<td>Departmental activities</td>
<td>HODs and Faculty</td>
</tr>
<tr>
<td>Placement &amp; Training</td>
<td>Director, Placement &amp; Training and HODS</td>
</tr>
</tbody>
</table>

**Measurables during Implementation**

1. **Good Governance**
   
   GC, BOG selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment,
performance, Polices implementation, grievance procedures, Educational ERP implementation...etc.

2. **Talent Management**
   Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC/AICTE, Faculty performance

3. **Students intake Quality**
   CET ranking, Students profile, PUC marks scored

4. **Students academic performance**
   Pass percentage, number of distinctions & first classes

5. **Placement**
   Number of students got placement, average salaries offered, Companies visiting the campus, Number got seats in higher education (GRE/GATE/CAT/GMAT...etc), Government jobs, Entrepreneurships

6. **Curriculum**
   Curriculum review, Industry partnering, Faculty training on new syllabi, Introduction of new subjects, new optional offered

7. **Research & Consultancy**
   Publications in national/international, Patents filed, conferences conducted, New MOUs signed, Centres of excellence established

8. **Alumni**
   Alumni data base, number of interactions, internships, placements, projects, consultancy and donations

9. **Physical infrastructure**
   Number of buildings, class rooms added, equipment added, new budget allocated & spent

10. **Social responsibility**
    Number of villages adopted, vocational trainings provided, social projects undertaken

11. **Sports & Extracurricular activities**
    Participants, number of tournaments won, fests conducted, recognitions, competitions participated

The committee, auditors will be formed for review from time to time. The following leadership team will monitor the time to time implementation scheme against the measurables and do prepare detailed MIS for BOG review.

- Chairman, GC, BOG
- Principal, Deans/HODs
- Professors, Faculty & Staff
- Student representatives
• Industry representatives
• Parent nominees

Conclusion

NMAMIT has started with humble beginnings in 1986 and completed its silver jubilee celebrations in 2011. The institute has progressively grown and achieved many milestones. The economic recession for the last 05 years has thrown up many challenges in terms of intake quality, faculty quality, competition and placements. The institute has autonomous status and is revising syllabus as per industry requirements. TEQIP Phase-II lead to the development of Governance Development Plan (GDP) for the institute 2014-2020.

The GDP is an outcome of detailed deliberations with all the stakeholders. This collective wisdom ensures owning up of the plan from specially Leadership and Management team. The high level goals have strategies, Strategies have sub strategies with detailed implementation plan to ensure success and sustainability. The execution and operational implementation is monitored by evaluation and speaks the quality of the strategy itself. The word of caution is that Strategy itself can do nothing but its implementation in true spirit can. The strategy is not static but dynamic due to changing environment and it is an ongoing process........

Key Achievements

Appreciations, Awards & Recognitions -1986-2013

• Institute has won Best college Award from Karnataka State Council for Science and Technology in 2004, 2007 and 2009

• Institute has won “GurukulJyothi” National Award for the Best Engineering College

• ISTE has given Best Engineering College Principal Award to the college during 2010

Memorandum of Understanding (MOUs) with Industry /Institutions

• Institute has Active MoUs with following Universities and Institutes for Research collaboration, faculty training etc.
  1. Pennsylvania State University, Harrisburg, USA
  2. National University of Singapore
3. Ritsumeikan University, Japan

4. National Institute of Technology, Surathkal

- Institute has MoUs with following Industries for student training.
  1. Intel
  2. IBM
  3. Microsoft
  4. NVidia
  5. EMC
  6. Infosys
  7. Wipro
  8. Robosoft
  9. Span Infotech

Human Resources Management
## Student Admission Details for last 4 years

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<thead>
<tr>
<th>Branch</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14</th>
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