



AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, Recg. By Govt. of T.S & Affiliated to JNTUH, Hyderabad)

NAAC “B++” Accredited Institute

Gunthapally (V), Abdullapurmet(M), RR Dist, Near Ramoji Film City, Hyderabad -501512.

www.aietg.ac.in email: principal.avanthi@gmail.com

INSTITUTIONAL DEVELOPMENT PLAN

Preamble:

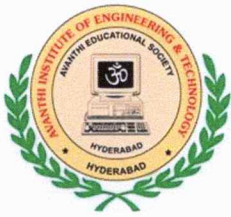
Over the past 18 years, Avanathi Institute of Engineering and Technology has been engaged in providing quality education for the future generations of engineers. AVIH was started in 2005 with four B. Tech programs (ECE, CSE, EEE, Mech) with an intake 240, today it has emerged as a leading institution in the state. With an unparalleled infrastructure and state-of-art facilities, outstanding academic results and achievements in sports and NSS, we are positioned as a college of choice for the students to weave their engineering dreams into reality. The institution is NAAC accredited with “B++ grade and affiliated to JNTUH, Hyderabad and is now one among the Best Engineering colleges in Telangana as per the survey conducted by Times of India Magazine. Our academic excellence has been the cornerstone of our reputation, our students and graduates are recognized and valued for their integrity, commitment, ethical behavior and leadership qualities.

Its In-House training and placement department (TPC) trains the students in a distinguished methodology for both on and off campus placement activities. Career Guidance Cell (CGC) Supplements information that helps and guide the students for their future careers. Entrepreneurship Development Cell (EDC) organizes activities to turn the students into successful Entrepreneurs.

Industry Institute Interaction Cell (IC) injects the practical exposure and congenial relationship with industry for which it signed more MOUs with the best institutions.

Avanathi Institute of Engineering and Technology (AVIH) have progressed so fast because of visionary patronage, committed leadership, hard work and community and Industry partnerships. These achievements are a testament to the fortitude of every faculty and staff member who enabled change at a pace never experienced before. The campus setting, learning environment and the vibrant community all contribute to an exceptional academic environment that gives the much to celebrate and build upon.

Since its inception it has been encouraging the students and faculty in their academic pursuits by imparting high quality technical education and striving hard to transform this institute into one of the best technological institutions in the country.



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Strategic Plan:

To facilitate continued excellence and leadership in our mission, this Strategic Plan has been developed as a guide envisioning our future priorities. Aligned with the Institute’s Mission, this Strategic Plan defines the objectives and strategies that will build towards the goals outlined.

Avanthi Institute of Engineering and Technology (AVIH) Planning and Development Committee prepared a draft strategy document with a vision, mission, goals and action items. The planning process started with a brainstorming session by a team of faculty members, focus group meetings with students, discussions in department faculty meetings and alumni inputs. The participants were grouped and completed an extensive SWOT analysis on the state-of-art of Avanthi Institute of Engineering and Technology. The PDC team developed ideas on the major goals, objectives and strategies. Suggestions and feedback were invited from all stakeholders: Parents, Faculty, Staff, Students, Alumni and Industry. The recommendations from all its stakeholders were consolidated as six major goals. Six groups of subcommittees reviewed the objectives and strategies and completed the draft plan. Finally, the draft plan was presented to the AVIH GB members, Chairman, Principal, and all HoDs, Professors and faculty for feedback and for fine tuning. After incorporating the suggestions and feedback, the Strategic Plan 2021-2028 has been finalized.

Our Vision, Mission and Values:

Vision:

To develop highly skilled professionals with ethics & human values.

Mission:

To provide a positive and professional learning environment where all students are inspired to strive for excellence in order to achieve their potential as dignified and competent engineers, technology innovators, managers and leaders in global society through a cohesive network for the parents, students, college staff and industry.



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Quality Policy:

- To pursue global standards of excellence in all our endeavors namely teaching, research, consultancy and continuing education and to remain accountable in our core and support functions, through processes of self-evaluation and continuous improvement.
- Technical excellence, ethics and human values are key parameters in the vision recognized by the Institution. The mission statement emphasizes the need for expertise, industry exposure, dedication and professionalism, as well as holistic personal development to achieve the vision of the institution.
- In order to realize its vision and mission, the College has a system-driven participatory governance where all stakeholders (students, staff, management, parents, alumni, employers and community representatives) are actively involved and accountable for its activities at different levels. The College's vision and mission are communicated to all stakeholders by displaying at the College's website, the Principal office, the HOD room, bulletin boards, the library, syllabus books and classrooms/laboratories.
- The Governing body, composed in accordance with the norms in vogue, oversees the management of the Institute and ensures the smooth functioning of the Institute. The Board meets regularly to review the activities of the institution and provide guidance for further improvement in relation to the vision, mission and strategic plan.

Core Value:

Avanthi Institute of Engineering and Technology (AVIH) focused on five core values detailed below.

(i) Contributing to National Development

Contributing to National development has always been an implicit goal of AVIH. Serving the cause of social justice, ensuring equity, increasing access to higher education, human resource development and capacity building of individuals, to cater to the needs of the economy, society and the country as a whole, thereby, AVIH is contributing to the development of the Nation.



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(ii) Fostering Global Competencies among Students

With liberalization and globalization of economic activities, the need to develop skilled human resources of a high caliber is imperative. Therefore, AVIH is preparing the students to achieve core competencies, to face the global challenges successfully and be innovative, creative and entrepreneurial in their approach. Towards achieving this, AVIH established collaborations with industries, network with the neighborhood agencies/bodies and foster a closer relationship between the “world of competent-learning and the world of skilled work”.

(iii) Inculcating a Value System among Students

Although skill development is crucial to the success of students in the job market, skills are of less value in the absence of appropriate value systems. In India, with cultural pluralities and diversities, it is essential that students imbibe the appropriate values commensurate with social, cultural, economic and environmental realities, at the local and national level. AVIH takes responsibility for instilling the desired value systems among students.

(iv) Promoting the Use of Technology & Innovation

Technological advancement and innovations in educational transactions have to be undertaken by all, to make a visible impact on academic development as well as administration. To keep pace with the developments in other spheres of human endeavor, AVIH has enriched the learning experiences of their students by providing them with state-of-the-art educational technologies including Information and Communication Technologies (ICT). AVIH established Technology Incubation Hub, and Entrepreneurship Development Cell to encourage students and faculty for Innovation.

(v) Quest for Excellence

The Institute is committed to excellence in all spheres of its activities, and through internal and external reviews, and will work towards continuous improvement. The Institute will demonstrate excellence by our people, programs and outcomes, as well as by the quality of decisions and actions recognized through awards and honors. This “Quest for Excellence” started with the assessment or even earlier, by the establishment of the Internal Quality Assurance Cell (IQAC) in the campus.



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(vi) Integrity

Integrity involves honesty and fairness, consistency in instruction, ethics of scholarship, freedom of inquiry, and open and truthful engagement with the community through effective communication, policies and practices. Research and Teaching shall be carried out in an environment of academic freedom and honesty. The Institute will adhere to the standards of ethics in all its activities.

(vii) Transparency

The Institute will function according to defined procedures and rules, which will be informed to all stakeholders. The Institute will put all important information related to its functioning in college Website, <https://aietg.ac.in/>

STRATEGIC GOALS:

In order to achieve its Mission, retaining the culture and aspirations, The Avanthi Institute of Engineering and Technology has established the following

GOALS:

GOAL1: Be among the Best Technical institutions in the country in Technology.

GOAL2: Developing Excellence in Research and Consultancy.

GOAL3: Developing Excellence in Innovation and Entrepreneurship activities.

GOAL4: Recruit, reward and retain a community of dedicated faculty and staff.

GOAL5: To focus on overall development of the students through high quality academic programs, training, placement co-curricular and extra-curricular activities and community outreach programs.

GOAL6: To establish and maintain facilities and infrastructure; governance and administration that achieve the college's Vision and Mission.



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GOAL 1:

Be among the Best Technical institutions in the country in Technology.

Avanthi Institute of Engineering and Technology planned to develop the next generation of Engineers, Innovators and Entrepreneurs who will attain technical competence with leadership skills. The college will continue to strive in creating lifelong learners through the active engagement and support of its stakeholders and alumni.

Objective 1.1: Improvement in Teaching, Training and Learning Facilities cum Strategies:

- a) Modernize and Strengthen the Laboratories as per AR18 Regulations.
- b) To increase Interdisciplinary interactions among faculty and students and the outside world on the upcoming technologies and the changing needs of the society.
- c) Continuous updating of books, Learning Resources and Course specific software.
- d) Keep the Library and Digital Library Facility open to maximum time possible
- e) Encourage innovative teaching, learning and assessment methods
- f) Enhance faculty and student interaction with reputed institutions/companies through training programs, workshops and collaborative projects
- g) Increase internships and student exchange programs at reputed institutions and companies.

Objective 1.2: Institutional Brand building Strategies:

- a) To be a student centric institute, where academics is followed with utmost passion and sincerity.
 - b) Improve overall student and faculty satisfaction for word of mouth
 - c) Evolve mechanisms to attract high quality students from local, national and international
 - d) Ensure quality assurance through Annual Quality Assessment
 - e) Attain higher levels of achievements in co-curricular and extra — curricular activities
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- f) Inspire social commitment of staff and students through outreach activities
- g) Enhance the role of stakeholders in decision making
- h) Establish structured feedback system from stakeholders for curriculum enrichment activities
- i) Monitor the effective implementation of the strategic plan

Objective 1.3: Promote Alumni networking with students Strategies:

- a) Create a world-wide Avanathi Institute of Engineering and Technology Alumni network
- b) Attract alumni support in placements and internships for students
- c) Enhance the involvement of Alumni as Resource persons for technical workshops and invited talks.
- d) Strengthen Alumni involvement as Innovator or Entrepreneur in the campus start-up ecosystem—Technology Incubation Hub, Business Incubation Centre and Entrepreneurship Development Cell.

GOAL 2:

Developing excellence in Research and Consultancy

Our endeavors fostering innovation, Research, Consultancy, Internship programs and Entrepreneurship in the coming years will prepare students to be global citizens.

Objective 2.1: Strengthen research activities strategies:

- a) Increase research publications in reputed peer reviewed refereed Journals.
 - b) Encourage faculty and students to organize/ attend workshops, conferences, invited talks, seminars etc.
 - c) Increase the number of external and internal research projects. More focus on Sponsored Research projects.
 - d) Encourage faculty and students for commercialization and patenting of Research products
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- e) Continuously monitor and apply for financial aids given by central, state governments and various international organizations
- f) Become approved Research Centre for all the Departments of the college by JNTUH, Hyderabad.
- g) Develop two to four nationally recognized areas of marked distinction within the college by identifying unique research opportunities that match our faculty’s expertise, building upon the research strengths of the college and developing road maps.
- h) Establish an Interdisciplinary Research Centre in the campus.

Objective 2.2: Strengthen Industry-Institute Interaction Cell for consultancy and internships Strategies:

- a) Nurture a culture of research and innovation excellence focusing on challenges of society in the region.
- b) Strengthen consultancy cell and pursue consultancy activities for all the departments.
- c) Sign MoUs with reputed industries and organizations for productive partnership to undertake joint research projects, training and internships.

GOAL 3:

Developing Excellence in Innovation, and Entrepreneurship activities

Objective 3.1: Strengthen Entrepreneurial ecosystem in the campus Strategies:

- a) Facilitate and develop a culture of research entrepreneurship that rewards faculty & students for the development of Intellectual Property Rights (IPR).
 - b) Encourage students and Faculty (Department wise) to participate in Technology Incubation Hub that promotes entrepreneurship.
 - c) Develop Business Incubation Center and meet-up spaces focusing on MSMEs.
 - d) Conduct training programs / workshops / events /competitions focused on Innovation and Entrepreneurship.
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GOAL 4:

Recruit, Reward and retain the community of dedicated faculty and staff

- a) AVIH will recruit, reward and retain a team of dedicated and committed faculty and staff, and provide a productive work environment to achieve a bright career ahead.
- b) Improve faculty welfare
- c) Improve facilities to all staff.

Objective 4.1: Ensure quality in intake of faculty and staff Strategies:

- a) Recruit faculty and staff through a rigorous screening process evaluating their capability and interest
- b) Establish norms for career advancement in tune with AICTE & UGC guidelines
- c) Conduct compulsory induction program for newly joined faculty

Objective 4.2: Encourage and enable faculty excellence Strategies:

- a) To be a campus where 50 percent of faculty members hold a Ph.D. degree within 5 years
 - b) Review and accommodate innovative teaching methodologies
 - c) Build a team of outstanding faculty and ensure that every faculty member has a career path to academic excellence and success
 - d) Encourage the faculty and students to participate in seminars, conferences, workshops and faculty development programs at reputed National and International organizations.
 - e) Re-engage the senior faculty in a more active research role by providing incentives such as differential workload, flexible timings and a faculty evaluation system that better reward research and consultancy excellence.
 - f) Ensure continuous value addition to skill sets for all employees
 - g) Ensure training on basic pedagogy and advanced pedagogy each of one week duration including both theory and hands on learning.
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h) Ensure exclusive training on student counseling by psychologists.

Objective 4.3: Facilitate welfare measures for a rewarding career Strategies:

- a) Implement performance-based incentives, rewards and recognition
- b) Conduct skill development programs in advanced technology areas for faculty and technical staff
- c) Encourage faculty and staff towards entrepreneurship
- d) Implement attractive pay and other benefits for personal/professional development
- e) Organize at least one family-based activity such as picnic, yoga & meditation, food & nutrition once in a year.

GOAL 5:

Focus on holistic development of the students through high quality academic programs, training and placement, co-curricular and extracurricular activities and community outreach programs.

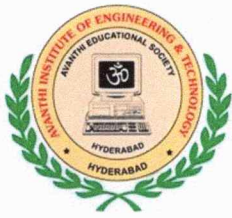
Objective 5.1: Ensure quality teaching and learning Strategies:

- a) Introduce and implement the use of ICT for teaching and learning
- b) Empower students’ personal and professional development through academic and professional advising, peer-to-peer mentoring etc.
- c) Regular audit on effectiveness of both UG & PG curriculum
- d) Strengthen the quality and impact of the M.Tech program.

Objective 5.2: To prepare students for successful placements and/or higher studies

Strategies:

- a) Enhance career guidance and placement activities to attract core companies
 - b) Offer skill based and industry relevant training programs
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- c) Train students to get admissions in top ranking institutions in India & abroad.
- d) Take measures including academic support to weak students to improve the student pass percentage by appropriately addressing the related issues
- e) Special focus on communication skills with special care on disadvantaged groups.

Objective 5.3: Develop a culture to serve the society Strategies:

- a) Motivate student projects relevant to society and to provide solutions to regional problems.
- b) Encourage students for community service through NSS activities.
- c) Encourage support for NGOs engaged in Social Service Activities

Objective 5.4: Provide an environment for the holistic development of students Strategies:

- a) Enhance extra-curricular, co-curricular activities and Hobby Clubs
- b) Enhance department association and professional society activities and ensure mass participation of students
- c) Develop counseling Centre to address students’ psychological and emotional issues
- d) Empower the student Activity Centre to discuss common problems of students and ensure its solution.
- e) Effective Grievances Redressal Mechanism to address grievances.

GOAL 6:

Maintain facilities and infrastructure; governance and administration that support the achievement of the college’s Vision, Mission and Values

Objective 6.1: Achieve excellence in governance and administration through transparency, accountability, and quality and trust Strategies:

- a) Establish well defined rules, policies and simple procedures.
 - b) Decentralization of powers and all-inclusive well defined organizational charts
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- c) Provide financial powers to departments and manage its utilization with accountability and transparency
- d) Celebrate and reward excellence in innovation, leadership and initiative.
- e) Streamline the process of budgeting and financial auditing.

Objective 6.2: Develop world class infrastructural facilities for undergraduate and postgraduate education, and research Strategies:

- a) Develop a master plan that addresses the need for the present and the future.
- b) A full-fledged maintenance cell to undertake the maintenance of infrastructure and other facilities.
- c) Continuous up-gradation of lab/workshop requirements at par with reputed National /International institutions
- d) Improve library facilities- print and digital resources, both at central and department libraries. Improve medical facilities in the campus including ambulance
- e) Enhance facilities for sports, arts and recreation, with time extension beyond regular working hours.

Steps for Effective Implementation and Monitoring:

1. Identify leaders from AVIH Planning and Development Committee for the five strategic goals who will develop appropriate targets and assessment plans.
 2. Communicate this College Strategic Plan to all Stakeholders in general and Head of Departments (HoDs) in particular.
 3. Encourage Head of Departments to align their Departmental plan with the College Strategic Plan.
 4. Encourage a college culture that will give true feedback and suggestions from Stakeholders.
 5. Schedule Bi-Annual reviews Chaired by the Chairman assisted by Principal who is also Coordinator of this Strategic Plan to assess progress on Strategic Goals, Objectives supported by
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appropriate targets and to revise this Strategic Plan where necessary after discussion with GB members.

6. Encourage a College Culture that will enthusiastically promote continuous planning and support new ways of doing by empowering all departments.

SHORT-TERM OBJECTIVES:

- Achieve 100% results in university exams and flourish academically.
- To create a lively learning environment in the classroom.
- To carry out research and development in order to advance staff and student professional development.
- Equip students with the communication and business skills they need to succeed.
- To Inspire students to acquire the problem-solving, leadership, and interpersonal skills necessary to overcome obstacles in both their personal and professional lives.
- To inculcate values like loyalty, honesty, integrity, and patriotism.
- To motivate faculty and staff to use their skills and abilities to the fullest extent possible in order to benefit society and the country.
- To maintain amicable and peaceful relationships and foster a welcoming academic environment on campus for the individual growth of administration, professors, and students.
- Maximizing students Employability Ratio.

LONG-TERM OBJECTIVES

- Relationships with Important National and International Academic Institutions.
 - To grow into an Autonomous organization
 - to become a Center for Excellence in Engineering and Technology by carrying out recognized research and development projects on a national and worldwide scale.
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Strength, Weakness, Opportunity and Challenges (SWOC) Analysis:

Strength

- Reputable organization with eighteen years of track record
 - Visionary leadership
 - Gained NBA accreditation for three undergraduate engineering programs twice, from 2013 to 2017 and from 2017 to 2021.
 - 'B++' accredited by NAAC for a period of five years in 2018.
 - Recipient of Swachh Bharat Award
 - Two Students received Gold medals for achieving academic excellence among affiliated colleges
 - Institution certified to ISO 9001:2015 quality management system. Valid till 2026
 - Involvement of students in all administrative, academic, and decision-making organizations.
 - A culture of participation in the workplace & Delnet/JGate facilities
 - Knowledgeable and skilled Staff with a high retention rate
 - Extension initiatives via the NSS
 - Alumni who have settled down all across the world
 - Robust brand recognition in two Telugu states with a 14-institute network
 - Robust placement cell having a stellar placement history
 - Facilities with ICT-enabled classrooms
 - Accommodations for Staff and Students
 - The Institute runs student branches that are actively involved in carrying out the activities of the various professional bodies, including the Institution of Engineers (IEI), Computer Society of India (CSI), Institution of Electronics and Telecommunication Engineers (IETE), and Institute of Electrical and Electronics Engineers (IEEE). The Institute is also a life member of these professional bodies.
 - Partnered with Telangana Academy of Skill & Knowledge
 - Associated with Edunet supported by Microsoft & SAP in the execution of CSR initiatives
 - Teamed up with Pega Academy and Talentsprint to provide students with Future Skills training.
 - Possessed a membership in the Cisco Academy to provide instruction and credentials
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Weakness

- Being an affiliated institution, it limits academic flexibility.
- Limited financing is available for sponsored research and development.
- There aren't many postgraduate programs, and the number of PG students admitted is rather low.
- Challenges to draw big MNCs for campus postings of Packages more than 10 LPA.
- While overcoming linguistic hurdles, students from rural areas are working hard to meet national and international standards in technical education.

Opportunities

- Startups and tech-driven businesses can emerge from the establishment of an ecosystem that fosters student creativity and entrepreneurship.
- Seeking autonomy as an institution under the auspices of JNTU Hyderabad and UGC New Delhi.
- To engage in cooperative and connecting efforts with the public and private sectors
- To increase the Innovation Cell's and EDC's activities
- The college's location will maximize the chance to serve a greater number of students with rural backgrounds.
- Fostering an entrepreneurial culture among students by putting awareness-raising, capacity-building, and sensitization programs into practice.

Challenges

- Attract and hold onto highly skilled teachers.
 - Excessively long wait times for government student fee receipts for scholarship recipients there by limiting the institution's expansion.
 - Creating an environment that supports creativity, research, and start-ups.
 - Keeping the admissions rate at predetermined levels despite rising competition
 - Drawing students from other states and high rankers in order to foster a culture of competition.
 - Teaching rural kids in accordance with business requirements.
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- Enhancing the caliber of student work
- Admissions to core engineering disciplines, including the electrical, mechanical, and civil departments, are trending downward.
- The rapid advancement of technology may require more personnel and equipment.