



**NATIONAL INSTITUTE OF TECHNOLOGY JAMSHEDPUR**  
**Jamshedpur-831014, Jharkhand, India**  
(An Institution of National Importance under MHRD, Government of India)

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**Director's message on the celebration of Republic Day, 26<sup>th</sup> January, 2017**

Dear Colleagues, Staff, Students, Parents and Children,

Good morning and Pranam,

On the occasion of 68th Republic Day, I extend warm greetings to all of you. I also wish all students, faculty and staff of NIT Jamshedpur "A Very Happy Republic Day".

We all have started our journey of excellence on 15<sup>th</sup> August, 2012 with a great vision and mission to achieve academic excellence and good governance by implementation of best practices. Our successful journey of excellence has four and half years old. I feel it is an occasion to recollect our journey of excellence.

It is a great honour for me to lead and serve the NIT Jamshedpur, an Institution of National importance. When I joined as a Director of NIT Jamshedpur on 3<sup>rd</sup> August, 2012 from BITS Pilani, Pilani Campus, I am very happy that NIT Jamshedpur is a promising institute where students are so brilliant, 100% campus placement as the institute is located near to industry and also happy that there are n' number of opportunities (challenges) for the development of the institute.

The challenges are:

- 50 years old dilapidated infrastructure
- Inadequate infrastructure and zero maintenance. Though the MHRD has been releasing grant for taking up new construction and maintenance work in the Institute but it is not initiated due to several reasons.
- Fear and mistrust among people for the developmental activities
- Institute is open campus and don't have the boundary wall.
- Absence of security system
- Inadequate and ineffective process and procedures/systems
- Very poor work culture

Four member high level committee, which is constituted by MHRD, Government of India in compliance of the Order No. 08 dated 7<sup>th</sup> August, 2012 of Hon'ble High Court of Jharkhand at Ranchi with respect to W.P (PIL) No 2606 of 2011 to look into overall affairs of the Institute and suggest systematic improvements, if required.

Accordingly, the committee in its findings and recommendations had clearly pointed out many factors / reasons, which were putting hindrance in the overall development of the institute. These included

- Ambient atmosphere of fear and mistrust among people
- Lack of boundary wall
- Absence of security system
- Inadequate infrastructure at the institute
- Renovation and maintenance of the infrastructure, and modernization of class rooms and lab
- Inadequate and ineffective process and procedure / systems
- Academic matters

The committee found that there are numerous problems at the Institute, which the administration had failed to address in the past many years. Thus the Institute administration is guilty mainly of committing offences of omission rather than of commission, and the committee is of the view that the same are required to be addressed under the guidance and monitoring of the Hon'ble Court.

Colleagues and students,

Quote

“Failure seems to be nature’s plan for preparing us for great responsibilities”

Unquote

No matter how difficult the past, you can always begin again today

As a Professor, I always feel a challenge as an opportunity. Therefore, to meet the challenges in NIT Jamshedpur, a vision 2022 document and a road map were developed with involvement of people to achieve academic excellence and good governance.

Academic excellence and good governance are the DNA of NIT Jamshedpur.

Now, NIT Jamshedpur is committed for academic excellence and good governance.

The NIT Jamshedpur is ranked overall 78<sup>th</sup> among the best 100 engineering institutes in the country by the National Institutional Ranking Framework (NIRF) 2016, for higher education institutions approved by the Minister of Human Resources Development, Government of India and **35<sup>th</sup> rank for the placements.**

The week Magazine ranks are: 51<sup>th</sup> rank in 2014, 36<sup>th</sup> rank in 2015 and 35<sup>th</sup> rank in 2016, 59<sup>th</sup> Rank as a new entrant in Data Quest 2013-14, 34<sup>th</sup> Rank in Data Quest 2014-15.

**During the last four and half years (from 3<sup>rd</sup> August 2012), the following best practices have been implemented in NIT Jamshedpur to achieve the academic excellence and good governance.**

Colleagues and students,

**Change and Success comes through continuous struggle**

**1. Best Practices for Good Governance**

- Institute is having its vision 2022 document and predefined long term plans and goals
- Institute is having well defined mission, core values, objectives and philosophy
- The minutes of BOG, FC, BWC, Annual Reports and Audited Accounts are kept available on the institute website
- Clear communication and transparent process & procedures
- Well defined organization structure based on NIT Act, and First Statutes
- Decentralized academic Departments / Divisions and centralized administrative sections / service units / cells / centres
- People involvement and supportive work culture & values
- Strong leadership and leadership at all levels
- Initiated for the development of digital Institute: File Tracking System (FST), Document Management System (DMS), Management Information System (MIS), Bio-Metric System (BMS) and Digital Technology (DT) for good and governance of the institute
- Initiated stock verification, write off of the obsolete goods/equipment/facilities/assets of the institute and preparation of assets register
- Development of digital campus
- LIC, Group Insurance Scheme has been introduced for the faculty and non-faculty cadre

- Online fee payment through SBI collect
- "One bank-one account' for all students, faculty and staff for good financial management
- Up-gradation of institute website for more user friendly usage and notifying the updated news/notifications and office circulars in the institute website for the immediate information to the faculty, staff, students and other stake holders
- Constitution of Committees for various academic, administrative and developmental activities
- The procurement of goods and services above 5 lakhs is done through the Central Public Procurement Portal ([www.eprocure.gov.in](http://www.eprocure.gov.in)) and procurement manual for the procurement of goods and services
- Appointment of Chartered Accountant Firm and Audit firm for the development of good financial management system of the Institute
- All Institute financial transactions are made online (NIFT/RGTS)
- Initiated for the preparation of Administrative Manual
- Recruiting / Hiring the best people and Online portal for recruitment process
- Development of benchmarking process for the good governance of the institute
- The detailed information and data is available on the Institute website to facilitate all the stake holders of the Institute
- Recruitment of Adhoc faculty, Visiting professors, Adjunct Faculty, Officers and Non-faculty Cadre (Technical Assistants, Assistant Executive Engineers, Assistant Engineers, Junior Engineers and Security Personnel)
- Deployment of 137 security personnel (Home Guards and Ex-army personnel) for the safety and security of the campus
- A notable resolution is made by solving 18 daily wage workers problem, which was kept pending for the last 20 years in the institute
- Implementation of Triple Benefit Scheme to the employees of the erstwhile Regional Institute of Technology, Jamshedpur (presently NIT Jamshedpur), who retired between 01/04/1992 to 06/09/1999
- Restructuring of Non-faculty cadre of the Institute
- Campus residents satisfaction survey
- Involvement of people through moral development cycle
- Students satisfaction survey at exit level

Colleagues and students,

Quote

“Change is the law of life. And those who look only to the past or present are certain to miss the future”

Unquote

## 2. Best Practices for Academic Excellence

- During the academic year 2015, all existing eight M.Tech Programmes were reviewed and revised the curriculum. In addition, 8 new M.Tech Programmes are introduced from academic year 2015-16 onwards. At present the total number of M.Tech Programmes in the institute are 16

Department	Programme
Civil Engineering	M.Tech in Structural Engineering M.Tech in Geotechnical Engineering M.Tech in Water Resources Engineering
Electrical and Electronics Engineering	M.Tech in Power Systems Engineering M.Tech in Power Electronics and Drives
Electronics and Communication Engineering	M.Tech in Embedded Systems Engineering M.Tech in Communication Systems Engineering
Computer Science and Engineering	M.Tech in Computer Science and Engineering
Mechanical Engineering	M.Tech in Thermal Engineering M.Tech in Energy Systems Engineering M.Tech in Computer Integrated Design and Manufacturing
Manufacturing Engineering	M.Tech in Manufacturing Systems Engineering
Metallurgical and Materials Engineering	M.Tech in Foundry Technology M.Tech in Materials Technology
Computer Applications	M.Tech in Information Systems Security Engineering
Chemistry	M.Tech in Surface Science and Engineering

Academic Programmes are flexible, student centered learning, project-based learning pedagogy and industrial practice / project in the curriculum.

- The following M.Sc Programmes were reintroduced after 20 years

Department	Programme
Mathematics	M.Sc. in Mathematics
Physics	M.Sc. in Physics
Chemistry	M.Sc. in Chemistry

- The number of Research Scholars are increased from single digit to 154 during last four years
- Modernization of Labs and Capacity building through TEQIP –II
- Automated UG, PG and PhD admission process has been introduced since the year 2013. In this admission process the complete details/database including bio-metrics of the student will be captured on the first day of his/her admission. RFID multipurpose ID cards will be issued to each student on the spot. The OBC, SC and ST certificates will be scanned and are send for further verification at their respective offices. The whole admission process is recorded by surveillance system
- All academic programmes are scheduled as per the academic calendar. Academic calendar is distributed to all students during first week of both Autumn and Spring semesters
- Academic registration process is made online through MIS
- The detailed course handout which includes course description, scope, objectives, text & reference books, course plan, evaluation scheme, and chamber consultation hour and details of notice board
- Introduced internal and continuous evaluation scheme:

Sl. No.	Evaluation Component	Duration	Weightage	Nature of Component
1.	Test-I	60 min	20%	Closed Book
2.	Test-II	60 min	20%	Closed Book
3.	End Sem. Exam	3 hrs	40%	Closed Book
4.	Assignment/Tutorial	---	10%	Take Home
5.	Surprise Quiz (7 Nos.)	10 min	10%	Closed Book

Test-I and Test-II are scheduled on Friday, Saturday and Sunday only

- Solutions are displayed in the notice boards of the respective departments
- Answer books are shown to the students
- Code of conduct for the students during examination circulated among all students and instructions to invigilators during examinations circulated to all faculty
- Class room attendance is made compulsory
- Entry of daily class attendance and regular marks assessment details in MIS by faculty members
- The academic division coordinates the overall examination system and the declared results are available online and send SMS to students

- Summer quarter classes (6/7 weeks duration) for the backlog courses
- Digital library (with e-text books, e- journals and e-learning resources) services
- Visiting faculty / Adjunct faculty recruitments from industry for teaching assignment
- Equal importance to teaching and research
- Flexibility in the academic programmes
- Usage of e-learning resources and MOOCs
- "Centre for Innovation and Incubation Entrepreneurship" to promote innovative projects among faculty and students
- Online student feedback for various aspects of the course and its teaching. The results of the feedback would be shared with teachers after grade submission for the course or next semester.

Colleagues and students,

We have to win the hearts and minds of the people. It is the combination of thoughts and actions

### **3. Best Practices for Students Welfare**

- Life cum medical insurance scheme to all students for the good hospital facilities (cash less) and insurance coverage for students and parents
- Emergency medical services in the Tata Main Hospital, Jamshedpur and 24x7 Ambulance service is made available
- The Institute has started the "Finishing School" programme in the year 2013 for academic support to the students. It will provide extra training classes from 5:30 PM to 8:30 PM to enhance the academic learning skills and subject domain through remedial classes, group discussions, soft skills and GATE/IES coaching
- The Student Wellness Centre (SWC) started functioning from Jan, 2013. SWC is implementing report/recommendations of the TASK FORCE constituted by the MHRD for preventing incidents of suicide and promotion of wellness in the CFTIs. "Art of living" workshops organized for wellness of the students. Counselors are available for counseling the students for their wellness
- Financial support of Rs. 30,000 to physically challenged students to purchase motor vehicle
- Financial support to the needy students related to their medical expenses which are more than the medical insurance limit from the students welfare fund
- Deployment of security personnel (Ex-army and Home Guards) round the clock

- Institute hosts OJASS (annual techno-management fest), CULFEST (annual cultural fest) and Annual Athletics and Sports Meet to enhance the personality development of the students. Thousands of students from various Institutes/colleges all over India are participating in the CULFEST and OJASS
- Students are participating in the activities of the various Clubs and Societies of the Departments
- Innovation club to promote critical thinking and innovative projects
- Seed grant/financial support to the students for the innovative projects and presentation of papers in conferences
- Earn-N-Learn scheme (Teach and earn while you learn) is introduced to support economically poor students of the Institute who are capable of teaching basic courses like Maths, Physics and Chemistry, English etc. to the school going children of surrounding villages of the Institute
- Bank loan facility is made available to the students
- Student Welfare Division is coordinating all the activities regarding social welfare scholarships, state scholarships, merit scholarships and education loans
- Grievance Redressal Committee to address the grievances of the faculty, staff and students
- Student feedback system for student satisfaction, student learning outcomes, programme evaluation
- Transportation facility (Buses) is made available to visit the local markets
- Students Council and Hostel Management committees for the effective management of various students' activities of the Institute and management of hostels respectively
- Internal Complaints Committee (ICC) for the complaints of sexual harassment of female employees and female students of the Institute

Colleagues and students,

Quote

“Willing cooperation produces enduring power, while forced cooperation ends in failure”

Unquote

It is golden rule for the success.



#### 4. Best Practices for Faculty Welfare

- CPDA to all regular faculty members
- 4-tier flexible faculty structure
- TEQIP-II funds are made available for the capacity building of faculty and staff, organizing the conferences/short term courses and attending conferences/workshops
- Medical services at TATA Main Hospital (TMH) Jamshedpur and CGHS recognized listed hospitals
- LIC Group Insurance Scheme to the employees of the Institute
- Implementation of Kakodkar Committee recommendations:
  - Institute is engaging the faculty in the following four major activities with indicative percentage time allotment for each activity:
    - Teaching (UG/PG and B.Tech Projects) 35-40%
    - Academic research (PG/PhD Guidance) 15-30%
    - Industrial Consultancy and Research 10-35%
    - Administration and Outreach 15-20%
- Hiring Adjunct Faculty (Assistant Professor / Associate Professor / Professor) on tenure basis in NIT Jamshedpur from the reputed practitioners/engineers (from Industry), academicians, scholars, policymakers and other professionals both serving and retired to enhance the academic excellence of the institute
- Academic work culture and creation of right culture
- SOP for research and consultancy
- Learning from each other
- Sabbatical at industry
- Above 90% faculty, some research scholars and M.Tech scholars have attended various national and international conferences/workshops across the India and abroad through TEQIP-II. Also, few faculty and students have attended Global Initiative of Academic Networks (GIAN) programmes

Colleagues and students,

Quote

“Success attracts success and failure attracts failure because of the law of harmonious attraction”

Unquote

Continuously, Institute is moving towards success.

## **5. Best Practices for Institute and Industry linkages**

- "Industry and Alumni Relations" division was established on 9<sup>th</sup> January 2013 headed by the Dean to strengthen the linkages between the Industry and Alumni relations
- NIT Jamshedpur is located in the central part of the industrial belt of Jamshedpur city. The institute has location advantages and is having MoU with TATA Motors. The institute is offering Continuing Education Programme to TATA Steel employees.
- Invitation to Industry and R & D labs to establish centre of excellences/labs at the institute and to provide internship for one or two semesters duration at Industry
- Support facilities / services to Industry and R & D labs
- "Continuing Education Programme" for the development of human resources of the Industry
- Promoting industry and academia interaction
- MOU with Industry for a period of 11 months / one Semester internship at industry / R&D labs to the PG and UG students
- Annual Alumni meet is organizing during last week of the January month of every year
- The bank account of "Endowment Fund" has been opened for contributions from alumni

Colleagues and students,

Quote

"Most failures could have been converted into success if someone had held on another minute or made more effort".

Unquote

Last four and half years, we are working more time and made more efforts to achieve the academic excellence, good governance and development of Infrastructure.

## **6. Best Practices and Milestones of development of Infrastructure**

- Detailed Project Report (DPR) for infrastructure requirement in the next 10 years (2012-22)
- MoU signed between NIT Jamshedpur and Central Public Work Department (CPWD) for Construction, Renovation, Maintenance of Civil and Electrical works. CPWD opened project division at NIT Jamshedpur for execution of works
- Clean and Green Campus
- Housekeeping of the Hostel and Institute buildings

#### Completed Projects:

- Roof treatment of all institute Buildings
- Complete renovation of all 11 hostels of the institute simultaneously during summer vacation 2014
- Renovation of Cafeteria
- Renovation of toilets in the Administrative and Academic Buildings
- Construction of Bituminous roads (all) in the institute Campus
- Construction of (G+6) mega Hostel-J with capacity of 756 single seated rooms
- Construction of (G+6) mega Hostel-K with capacity of 756 single seated rooms
- Construction of boundary wall for all the Hostels
- Demarcation of the Institute land

#### On-going projects:

- Construction of Mega Mess (capacity of 850 seated)
- Construction of RCC Boundary wall with External driveway, storm water drain and street lights
- Construction of (G+3) "Lecture Hall Complex" consisting of 36 Nos. 120 seated Class Rooms and 120 nos. of Faculty Chambers
- Renovation of Administrative Block and Academic Blocks
- Construction of play fields
- 33 kv dedicated feeder and underground power distribution system in the campus
- Street lights in the Campus
- Civil and electrical Maintenance works

BOG deeply appreciated the efforts taken by the Institute for the ongoing construction of two mega hostels J & K and also for the complete renovation of all 11 hostels of the Institute simultaneously during summer vacation 2014. Quality of renovation works of all hostels is excellent which is completed during stipulated time.

#### **7. Best Practices for Community Welfare / Outreach**

- Community welfare is an activity for providing services to nearby community. Community Welfare Cell is headed by the Professor-in-Charge to develop the nearby community

- Providing remedial classes for Class 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> students of community
- Faculty, staff and students collaborate with external people to address the needs and opportunities of society
- Critical societal issues are embedded in the research and educational missions of the Institute

Colleagues and Students,

Great Achievement is born out of struggle

During last four and half year's Institute was moved from poor to good.

It is a great achievement and reflects for your great involvement and commitment towards the Institute.

I want to thank you for your contributions during last four and half years. I am proud of what we collectively achieved even as we drove significant changes in our Institute.

It's stimulating to feel the momentum and intensity building to move from Good to Great.

Academic excellence and good governance are the brand image of NIT Jamshedpur. We have to work collectively to build brand image of the Institute for the academic excellence and good governance.

We are also building, IIIT Ranchi. There are lot challenges because it is PPP mode.

We made our path to achieve the Vision and mission of the Institute.

We empower the people of the Institute to do more and achieve more.

I believe servant leadership model – leadership in the service of the nation, society and NIT Jamshedpur.

I am discharging my duties and responsibilities with great integrity and without fear or favor.

Dear Colleagues and students,

Every day, I learned from you and you made me a better Director. Thank you very much for that.

Finally, I seek your active involvement and cooperation in all activities of the Institute to transform our Institute from "Good to Great".

Remember, the work culture of Institute is Continuous improvement and mutual respect.

Let us build “World-class Institute” collectively.

We are grateful to all stakeholders of the Institute for their commitment towards the development of the Institute.

Jai Hind

Prof. Rambabu Kodali  
Director  
NIT Jamshedpur  
26<sup>th</sup> January, 2017