

Institute of Engineering & Technology, Alwar, Rajasthan (Private Unaided)

Governance Self Review (GSR) & Governance Development Plan (GDP)

Section	GSR Question Primary Accountability	Assessment	Supporting Evidence Available	Development Plan	Expected Delivery Time
A : Primary accountabilities					
A1	Has the Governing Body approved the institutional strategic vision, mission and plan – identifying a clear development path for the institution through its long-term business plans and annual budgets?	1	<ul style="list-style-type: none"> • Our vision: To transform ignited minds into technocrats and managers, globally competitive, highly skilled with positive mind-set, responsive to the societal needs, who respect human values and work as a cohesive team, through a temple of learning and knowledge, which is a center of excellence in engineering, technology and management with a distinct work culture and vibrating environment”. • Our mission : To build an institution, brick by brick, through sustainable efforts with an environment which empowers the faculty and staff to facilitate teaching learning process with active participation and encourages the students to develop competencies for lifelong learning and learning to learn with following inputs / outputs. <ul style="list-style-type: none"> • State of the art infrastructure. • Industry Academia Interface. • Faculty and staff development initiative. • Inculcating humans values and ethical behavior. • Research & Development activities. • Our business plan & annual budgets are tabled in the governing body & views of members taken. Our plans are modified based on Governing Body discussers & its 	A document translating the vision into long term organizational goals shall be placed for discussion in to Governing Body.	December, 2014

			outcome.		
A2	Has the Governing Body ensured the establishment and monitoring of proper, effective and efficient systems of control and accountability to ensure financial sustainability?	2	Control are exercised through empowered committees. The action taken report and other financial details are placed before the Governing Body periodically. The Governing Body after discussion, approves the committee report.	Systems & processes are reviewed periodically for improvements and to ensure financial sustainability.	Once in 6 months
A3	Is the Governing Body monitoring institutional performance and quality assurance arrangements?	1	The Governing Body regularly monitors the institutional performance with respect to finance, academic results, placements, appointments and other compliance etc. and recorded. The suggestions of governing body are discussed at academic council and other levels so as to enhance reputation.	At IET, Alwar, it is benchmarked against NIT's and other reputed private institutions in the Rajasthan. The bench marks used are : <ul style="list-style-type: none"> • NBA Accreditation at program level. • Independent agencies visiting institute. 	Yearly review of accreditation validity and rating
A4	Has the Governing Body put in place suitable arrangements for monitoring the head of the institution's performance?	2	The role and responsibility of the head of the Institutions is guided by the AICTE norms. Performance is monitored on an operational day to day basis and formal annual appraisal.	Vision of the institution is to be translated into measureable objectives for the Principal with timelines. Principal is also BOG member & fully knows the actions required.	Yearly appraisal in March month
B : Openness & transparency in the operation of governing bodies					
B1	Does the Governing Body publish an annual report on institutional performance?	2	Key performance reports are placed in the Governing Body meetings. Other main events of the IET are also put in the Annual report	From the FY 2014-15, IET, Alwar will published annual report on its performance, learning and training activities & other important activities.	Jan/Feb, 2015
B2	Does the Governing Body maintain, and publicly disclose, a register of interests of members of its governing body?	2	IET, Alwar is an unaided private institution running as per the guidelines of AICTE. BOG members are free to express their view point in the meeting and hence no clash of interest of members.	In the next Governing Body meeting, members would be requested to explicitly express their interest & the same would be documented & kept separately in register.	Dec, 14/ Jan, 15
B3	Is the Governing Body conducted in an open a manner, and does it provide as much information as possible to students, faculty, the general public and potential employers on all aspects of Institutional activity related to academic performance, finance and	1	All discussions are minutes which remain available with PS to Chairman & Principal' office. Certain sensitive financial & strategic information are not placed in public domain	Proposal will be put up in the next governing body to discuss on the desirability of making public the performance of the institution, to the extent possible.	Dec, 2014

	management?				
C : Key attribute of governing bodies					
C1	Are the size, skills, competences and experiences of the Governing Body, such that it is able to carry out its primary accountabilities effectively and efficiently, and ensure the confidence of its stakeholders and constituents?	2	The composition of the Governing Body is such that it fulfills the responsibility, it's expected to discharge. It's based on the AICTE guidelines and includes persons from industry, academia & management.	The composition of the Governing Body is reviewed annually & changes are made with respect to expectation.	Review once in a Year
C2	Are the recruitment processes and procedures for governing body members rigorous and transparent?	2	The composition of the Governing Bodies as per AICTE norms. All recruitments are done by empowered committee and later on approved by Chairman/ Executive Director of Governing Body & placed in record.	<ul style="list-style-type: none"> The nominations from government agencies are sought as per prescribed procedures. A nomination committee to screen and decide members for Governing Body will be constituted on a need basis. 	Board composition is reviewed every 2 year
C3	Does the Governing Body have actively involved independent members and is the institution free from direct political interference to ensure academic freedom and focus on long term educational objectives?	1	The Governing Body list is placed on IET website, which clearly shows that independent members are from industry & proactive. Their suggestions are taken from time to time. The institute is free from any political interference.	Current practices will be maintained.	Reviewed once in 2 years
C4	Are the role and responsibilities of the Chair of the institution and the Member Secretary serving the governing body clearly stated?	1	The roles & responsibilities of chair/ head of institute of Governing Body are guided by affiliating university, RTU, Kota. The institute's mandatory disclosure mentions the power and functions of the board, its Chairman & member secretary.	The existing practices will be reviewed on need basis & changes will be affected without compromising the broader governance objectives.	Reviewed once in 2 years
C5	Does the Governing Body meet regularly? Is there clear evidence that members of the governing body attend regularly and participate actively?	2	The governing body meets at least 3/4 time per year. So far between years 1998 to 2014 meeting 50 times. There is clear evidence of participation through attendance minuetts of Governing Body	Now onward Annual report shall include Governing Body attendance details and participation by members.	Half yearly meeting taking needs
D: Effectiveness and performance review of governing bodies					

D1	Does the Governing Body keep their effectiveness under regular review and in reviewing its performance, reflect on the performance of the institution as a whole in meeting its long-term strategic objectives and its short-term indicators of performance/success?	2	Many a time, deficiencies in the performance are there because of external factors like slow economy, low industry intake etc. However, the deficiencies are discussed in governing body & processer are modified to the extent possible. So far system to pin-point the accountabilities is not there and so could not be documented.	The documentation of accountabilities will be gradually introduced and put up to Governing Body. It will also enable change of setting Governing Body goals and monitoring.	Need based, say yearly
D2	Does the Governing Body ensure that new members are properly inducted, and existing members receive opportunities for further development as deemed necessary?	2	The new members are briefed by the chairman on their role and responsibility informally.	Documented accountability & goals will lead to smoother induction of board members and development opportunities of governing body can be evaluated.	Induction & rotation will be done as per AICTE/ RTU norms.
E : Regulatory Compliance					
E1	Does the Governing ensure regulatory compliance* and, subject to this, take all final decisions on fundamental matters of the institution.	1	All regulatory compliances are followed.	All regulatory compliances are followed.	Checks as per AICTE/ RTU norms
E2	Does the regulatory compliance include demonstrating compliance with the 'not-for-profit' purpose of education institutions?	1	The budget clearly shows the not for profit purposes & evidence. Clearly agreed in our Rules & Regulations of Society, AISAER.	The budget clearly shows the not for profit purposes & evidence will be maintained.	Checks as per AICTE/ RTU norms
E3	Has there been accreditation and/or external quality assurance by a national or professional body? If so, give name, current status of accreditation etc.	2	The accredited was done by NBA & balance 4 courses of UG are under process.	Shall bench the institute under national/ global level of accreditation schemes.	As and when applicable