



SHRI VISHNU ENGINEERING COLLEGE FOR WOMEN

(Autonomous)

(Approved by AICTE, Permanently Affiliated to JNTUK, Kakinada)

Vishnupur - Bhimavaram - 534 202

INSTITUTIONAL DEVELOPMENT PLAN 2025 - 2035



INDEX

S. No.	Content	Page No.
1	Part – A: Institutional Profile	01-03
2	Part – B: Institutional SWOC Analysis	04-06
3	Part – C: Vision, Mission and Strategic Goals	06
4	Part – D: Strategic Plan Action (Short Term 2 Years, Medium Term 5 Years and Long Terms 10 Years)	
	A. Governance Enabler	07-14
	B. Financial Enablers and Funding Models	14-19
	C. Academic Enablers	19-23
	D. Research, and Intellectual Property Enablers	23-27
	E. Human Resources and Supportive-Facilities Enablers	28-33
	F. Networking & Collaborations Enablers	34-37
	G. Physical Enabler	37-41
	H. Digital Enabler	42-48

Part – A: Institutional Profile:

Dr. B.V. Raju foundation and Sri Vishnu Educational Society are the brain children of the founder chairman, Dr. B.V.Raju. Dr B.V.Raju firmly believed that educating women would lead to the transformation in people' lives. His vision and legacy are being carried forward by his grandson and the present chairman of Sri Vishnu Educational Society (SVES) Sri K V Vishnu Raju garu. The Chairman is ably supported by a Governing Body consisting of a group of committed individuals, who have carved a niche for themselves in their own areas, and contribute to the development in the field of education.

The Sri Vishnu Educational Society has under its umbrella a number of institutions in engineering, pharmacy, dental and life sciences. These institutions are spread across the states of Andhra Pradesh and Telangana. One of our unique initiatives is the establishment of VEDIC- Vishnu Educational Development and Innovation Center, a training institute for faculty and students for their holistic development.

Shri Vishnu Engineering College for Women (A) – SVECW was established in 2001 to cater to the needs of the aspirations of rural girl students in the field of engineering education. Since its inception with three undergraduate programs with an intake of 180 students, the college has incrementally added more programs. Presently, there are nine UG and five PG programs with an intake of 1074.

Over the years, SVECW has been recognized by various national and international bodies such as NBA – Tier I Accreditation, NAAC - A+ Grade , NIRF, ARIIA, AICTE – CII Survey, AICTE – USVA 2020, MHRD – IIC, IMC, APQO, R. World Institutional Ranking and IE (India), ISTE Best Women Engineering College as an institute of excellence.

The Industry Relations of SVECW is one of its kind with multi-layered support system. The network of offices in Hyderabad, Chennai, Bengaluru, Pune, and Vadodara will be in constant touch with diversified industries across the country to pursue placements, internships, industry - academia interaction, R&D collaborations etc. Leadership is actively involved in promoting change in education and industry collaborations by taking active role in Industry Bodies such as NASSCOM, CII etc.

SVECW also has MoUs with many companies (IT as well as core) in designing the industry specified curriculum, faculty development, certifications for students etc. These activities help students and faculty to stay ahead of their peers in acquiring the latest technologies and skills.

SVECW works with organizations such as Smart Interviews, ELEPHOS, VINEX, and Foreign Language on specific Academic Programs to help students get the skillset before they graduate and be ready to be productive for hiring organizations from Day-1. Skill promotion has helped students perform consistently, be superior in many competitions organized by Industry. The examples are Hackathons or coding or project competitions.

The college has MOUs with academia such as Central Michigan University, University of Massachusetts, Community College of Philadelphia, Purdue University, Northern Illinois University and IEG, GC German Center for Engineering and Management Studies UG Aachen and European Center for Mechatronics APS GmbH Aachen, and University of Bolton.

These initiatives consistently stand SVECW ahead of others in placements from 2015 onwards in top MNCs such as Palo Alto, Intuit, Amazon, Flipkart, Adobe, Caterpillar, ZOHO, JohnDeer, Providence, American Express etc.

The college believes that teaching and research are interlinked. In order to ably do this, the college gives financial assistance to faculty to pursue higher education through initiatives such as reimbursement of tuition and registration fee for Ph.D Programs, leave with pay for post graduate and Ph.D Programs, financial assistance to attend and conduct conferences and workshops. The college acknowledges and honors teachers with special talents and competencies with awards and monetary rewards.

The college's knowledge hub, the library houses a large number of books and journals both print and online to cater to the intellectual needs of faculty and students.

The teaching-learning is given top priority. Some of the unique features of the curriculum include:

- ✓ Open Electives
- ✓ Pre Electives
- ✓ Self-phase Learning Courses
- ✓ Art Courses
- ✓ Value Added Courses
- ✓ Internship support
- ✓ Bridge and Remedial Courses for slow learners

To cultivate research mindset in students, they are encouraged to become members of a number of professional bodies like ISTE, SAE, CSI, IETE, IEEE, IET and ICI. Some of the economically weak students are given fee waivers, opportunities to earn while they learn and financial assistance in participating at state/national level conferences/seminars etc.

SVECW is proud of its uniqueness in many ways. To mention a few:

- ✓ Radio Vishnu 90.4, the only college in A P state to have FM Radio
- ✓ Rural Women Technology Park

- ✓ FIST
- ✓ Assistive Technology Lab
- ✓ IUCEE
- ✓ Vehicle Design Lab
- ✓ IoT Lab
- ✓ TBI

Apart from the curriculum, the students are engaged in a large variety of projects. Some of which are: Visitor tracking system, Unmanned autonomous boat, E-stick, Braille Printer etc.

The students of SVECW have the advantage of pursuing their interests and hobbies through a 29 student clubs to showcase their creativity and develop their leadership skills.

To mention a few: CodeChef SVECW Chapter, Toastmasters International Club, SAHAYA, IDEA Club, Amateur Astronomy Association, Eco-friendly Club, MECOW etc.

Amenities at SVECW include 1200 capacity of a/c auditorium, Open air auditorium, electricity power backup, computing facilities, RO Plant, water sewage treatment plant, hostels, book store, Bank, post office, photo studio, tailoring shop, car driving institute, ATMs, beauty parlour, convenience store and temples, boat club, swimming pool, TV Academy, Music Club etc.

The well-equipped gymnasium and dedicated Psychology department with qualified staff provide recreation through mental and physical fitness.

The **Vishnu Student Success Centre** is dedicated to supporting and empowering students on their academic and personal journeys. The centre provide comprehensive resources and services aimed at enhancing student learning, development, and overall success. Our goal is to create an environment where every student can thrive and reach their full potential.

Part – B: Institutional SWOC Analysis

Strengths

- ✓ *Reputation and Legacy*: Established reputation with a strong legacy in women's education, particularly in engineering.
- ✓ *Visionary Management*: Proactive Management to take the institution to highest levels of quality by ensuring transparent governance and administration.
- ✓ *Accreditation and Recognition*: Accredited by prominent bodies like NAAC and NBA, with recognition for quality education.
- ✓ *Dedicated Faculty*: Experienced and qualified faculty with a strong commitment to teaching and research.
- ✓ *Hostel Accommodation Facility*: Well-maintained hostels with accommodation available for 75% of the students
- ✓ *State-of-the-Art Infrastructure*: Well-equipped laboratories, modern classrooms, and excellent residential facilities.
- ✓ *Strong Industry Linkages*: Partnerships with leading industries for internships, projects, and placements through the industry liaison officer framework.
- ✓ *VEDIC teaching learning centre*: A thinktank for learning and innovation and a residential centre serving as a holistic platform for interdisciplinary and inter-institutional collaboration and sharing of best practices in education, research and academic leadership.
- ✓ *Student Support Networks*: Provides an environment for overall development of students through Mentoring, students clubs, professional Bodies and Psychology department.
- ✓ *Sports facilities*: Facilities available for all sports and games including squash, kayaking and swimming

Weaknesses

- ✓ *Research Output*: Limited research publications and patents.
- ✓ *Global Exposure*: Need for more international collaborations and exchange programs for students and faculty.
- ✓ *Alumni Engagement*: Inadequate utilization of alumni networks for mentoring, funding, and industry connections.
- ✓ *Diversity in Student Intake*: Limited geographic diversity in student intake, predominantly from the local region.
- ✓ *Stringent rules from affiliating university*: Limited flexibility to introduce more industry relevant curriculum

- ✓ *Higher Education* : Relatively low percentage of graduates pursuing higher education.
- ✓ *Reading habits of students*: Students exhibit weaker reading habits, which could impact their overall academic performance, critical thinking, and research skills.
- ✓ *Entrepreneurship*: Limited student participation in entrepreneurship and innovative activities.

Opportunities

- ✓ *Online Education*: Growth in online education presents opportunities to expand the college's reach through distance learning and MOOC platforms.
- ✓ *Industry Collaboration*: Increased collaboration with industries for research, internships, and skill development.
- ✓ *Entrepreneurship and Innovation*: Establish incubation centers and startup ecosystems to foster innovation and entrepreneurship among students.
- ✓ *International Accreditation*: Pursue international accreditations to enhance global recognition and attract international students.
- ✓ *Improve Alumni Involvement*: Strengthen alumni engagement for mentoring, funding, and enhancing industry connections, which can significantly contribute to the college's growth and development.
- ✓ *Professional Body Activities*: Few programs conducted under the professional body chapters like CSI, ISTE, IEEE, IE etc. Limited subscription for online premium journals.
- ✓ *New PG Programs*: Start PG programs in Emerging / Interdisciplinary areas
- ✓ *Collaboration with Foreign and Premium Institutions*: Networking with premier and foreign institutes for advanced, applied research and academic interaction through MoUs.
- ✓ *Diversity*: Attract International Faculty and students to create a more diverse learning environment.

Challenges

- ✓ *Regulatory Changes*: Keeping up with frequent changes in regulations and standards by UGC, AICTE, and other bodies.

- ✓ *Technological Advancements:* Rapid technological advancements necessitate continuous updates to curriculum, infrastructure & faculty skills.
- ✓ *Funding Constraints:* Dependence on limited sources of funding, requiring diversification of revenue streams.
- ✓ *Retention of Talent:* Attracting and retaining top faculty in the face of competitive offers from other institutions.

Part – C: Vision, Mission and Strategic Goals

Vision

Transform the society through excellence in Education, Community empowerment and sustained Environmental protection.

Mission

- To achieve Academic excellence through innovative learning practices
- To instill self confidence among rural students by supplementing with co-curricular and extra-curricular activities
- To inculcate discipline and values among students
- To establish centers for Institute Industry partnership
- To extend financial assistance for the economically weaker sections
- To create self-employment opportunities and skill up gradation
- To support environment friendly Green Practices
- Creating innovation hubs

Strategic Goals

1. To create an increasingly high-quality and innovative educational experience for all students
2. To provide employment and higher education opportunities for students
3. To recruit, nurture and retain outstanding faculty and staff
4. To build culture of research among Students and Faculty
5. To promote community development and eco-friendly climate

Part – D: Strategic Plan Action (Short Term 2 Years, Medium Term 5 Years and Long Terms 10 Years):

A. Governance Enabler:

A.1: Governing Body, Academic Council, Finance Committee and Board of Studies

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	A.1.1. Optimize Meeting Efficiency	<ul style="list-style-type: none"> ✓ Review and streamline meeting protocols and formats. ✓ Review & refine decision-making processes to ensure alignment with institutional goals. ✓ Ensure timely scheduling and follow-up. 	<ul style="list-style-type: none"> ✓ Improved meeting protocols and formats. ✓ Use of meeting management tools. ✓ Timeliness of scheduling and follow-ups.
	A.1.2. Enhance Reporting and Documentation	<ul style="list-style-type: none"> ✓ Standardize reporting formats and documentation procedures for all committees. ✓ Implement a centralized system for document storage and access. ✓ Train members on effective documentation practices. 	<ul style="list-style-type: none"> ✓ Standardized reporting formats implemented. ✓ Centralized document storage system in place. ✓ Training completion rates and effectiveness.
	A.1.3. Implement Performance Monitoring Systems	<ul style="list-style-type: none"> ✓ Establish regular performance review cycles. ✓ Collect and analyze performance data to identify improvement areas. 	<ul style="list-style-type: none"> ✓ Performance metrics established. ✓ Regular performance reviews conducted. ✓ Data analysis and action plans for improvements.
	A.1.4. Strengthen Stakeholder Communication	<ul style="list-style-type: none"> ✓ Develop a communication plan to enhance engagement with stakeholders ✓ Implement regular updates and feedback mechanisms. ✓ Organize stakeholder meetings to discuss key issues and developments. 	<ul style="list-style-type: none"> ✓ Communication plan implemented. ✓ Frequency of updates and feedback collected. ✓ Stakeholder meeting outcomes and engagement levels.
Mid Term (2-5 Years)	A.1.5. Promote Academic Innovation and Excellence	<ul style="list-style-type: none"> ✓ Support initiatives that promote academic excellence and innovation through the Academic Council. 	<ul style="list-style-type: none"> ✓ Number of initiatives supported and facilitated. ✓ New collaborations and partnerships

		<ul style="list-style-type: none"> ✓ Facilitate collaborations and partnerships with other institutions. ✓ Monitor and assess the impact of academic initiatives on institutional performance. 	<ul style="list-style-type: none"> established. ✓ Impact assessments of academic initiatives.
Long Term (5-10 Years)	A.1.6. Achieve National and International Recognition	<ul style="list-style-type: none"> ✓ Benchmark governance practices against national and international standards. ✓ Seek relevant accreditations and awards for governance excellence. ✓ Share and promote successful practices within the global academic community. 	<ul style="list-style-type: none"> ✓ Benchmarking results and certifications received. ✓ Accreditations or awards achieved. ✓ Publications and presentations on governance success.

A.2: Quality Assurance

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	A.2.1. Revitalize IQAC Operations	<ul style="list-style-type: none"> ✓ Conduct a comprehensive review of IQAC operations within the first 6 months. ✓ Develop and implement an action plan to address gaps and enhance functionality within 12 months. ✓ Achieve a 90% effectiveness rate in key IQAC activities and processes by the end of the second year. 	<ul style="list-style-type: none"> ✓ 90% completion of IQAC review within 6 months. ✓ Implementation of improvements within 12 months. ✓ Achieve 90% effectiveness in key IQAC operations.
	A.2.2. Expand and Update IQAC Training Programs	<ul style="list-style-type: none"> ✓ Revise training programs for IQAC members to include current best practices and institutional goals. ✓ Measure training effectiveness through assessments and refine programs as needed. 	<ul style="list-style-type: none"> ✓ Conduct 2 training workshops per year, ensuring at least 80% participation from IQAC members and relevant staff. ✓ Regular assessment and refinement of training programs based on feedback.
	A.2.3. Implement Enhanced Internal Audit Procedures	<ul style="list-style-type: none"> ✓ Increase the frequency of internal audits to biannual reviews. ✓ Ensure that 85% of identified issues are resolved within 3 months of each audit. ✓ Present audit reports to the Academic Council and Governing Body for review. 	<ul style="list-style-type: none"> ✓ Conduct biannual internal audits. ✓ Resolve 85% of audit findings within 3 months. ✓ Timely presentation of audit reports to governing bodies.

	A.2.4. Strengthen and Expand Feedback Mechanism	<ul style="list-style-type: none"> ✓ Assess the current feedback mechanism and identify areas for improvement. ✓ Expand the feedback mechanism to include more comprehensive data collection from faculty, staff, and students within 6 months. ✓ Implement improvements based on feedback within 12 months and review system effectiveness biannually. 	<ul style="list-style-type: none"> ✓ Completion of feedback mechanism assessment within 6 months. ✓ Implement expanded feedback processes within 12 months. ✓ Biannual reviews of feedback system effectiveness.
Mid Term (2-5 Years)	A.2.5. Leverage IQAC for Accreditation and Recognition	<ul style="list-style-type: none"> ✓ Utilize the enhanced IQAC to drive the preparation and application for national and international accreditations. ✓ Ensure the institution meets 90% of accreditation requirements within the first 3 years. ✓ Incorporate recommendations from accreditation bodies into IQAC operations. 	<ul style="list-style-type: none"> ✓ Successful accreditation by relevant bodies. ✓ Documentation and submission deadlines met. ✓ Resolution of identified improvement areas.
	A.2.6. Strengthen Data-Driven QA Practices	<ul style="list-style-type: none"> ✓ Develop and implement data-driven approaches for assessing and improving QA practices. ✓ Ensure the use of analytics to inform decision-making and track progress towards strategic goals. ✓ Review and refine data-driven QA practices annually. 	<ul style="list-style-type: none"> ✓ Establish a centralized data management system all departments. ✓ Implement real-time analytics dashboards to monitor progress ✓ Conduct an annual QA performance audit to evaluate the effectiveness of data-driven practices and implement improvements based on findings.
Long Term (5-10 Years)	A.2.7. Institutionalize a Culture of Continuous Improvement	<ul style="list-style-type: none"> ✓ Embed a culture of continuous improvement driven by IQAC across all institutional processes. ✓ Regularly review and update QA practices to reflect ongoing changes and improvements. ✓ Promote a culture where QA is integral to achieving long-term institutional goals. 	<ul style="list-style-type: none"> ✓ Integration of quality assurance in daily operations. ✓ Evidence of continuous improvement culture. ✓ Recognition programs and impact assessments
	A.2.8. Achieve Global Recognition for QA Excellence	<ul style="list-style-type: none"> ✓ Benchmark the institution's QA practices against global standards and leaders. ✓ Pursue international quality certifications and awards 	<ul style="list-style-type: none"> ✓ Global quality benchmarking results. ✓ Participation in international forums and networks.

		<p>that highlight the institution's commitment to excellence.</p> <ul style="list-style-type: none"> ✓ Actively promote the institution's QA achievements and practices on a global platform. 	<ul style="list-style-type: none"> ✓ Publications and presentations of best practices.
--	--	--	---

A.3 Financial Autonomy

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	A.3.1. Implement Budgeting and Forecasting Tools	<ul style="list-style-type: none"> ✓ Integrate advanced budgeting and forecasting tools for accurate financial planning. ✓ Ensure that departments have access to these tools and are trained to use them effectively. ✓ Regularly review and update financial Usage. 	<ul style="list-style-type: none"> ✓ Adoption and integration of budgeting tools. ✓ Training completion rates for tool usage. ✓ Accuracy and timeliness of financial forecasts.
	A.3.2. Strengthen Internal Financial Controls	<ul style="list-style-type: none"> ✓ Establish internal financial controls and audit mechanisms to ensure compliance and financial integrity. ✓ Conduct regular internal audits and assessments on sanctioned & utilizations upto department level. ✓ Implement corrective actions based on audit findings. 	<ul style="list-style-type: none"> ✓ Internal financial controls in place. ✓ Frequency and outcomes of internal audits. ✓ Implementation of corrective actions.
Mid Term (2-5 Years)	A.3.3. Enhance Revenue Generation Mechanisms	<ul style="list-style-type: none"> ✓ Develop and implement strategies for generating additional revenue streams (e.g., industry partnerships, consultancy services). ✓ Monitor and assess the performance of revenue generation initiatives. 	<ul style="list-style-type: none"> ✓ New revenue streams identified and implemented. ✓ Revenue-sharing guidelines established. ✓ Performance reports on revenue generation initiatives.
	A.3.4. Foster Transparency and Accountability in Financial Management	<ul style="list-style-type: none"> ✓ Enhance transparency in financial reporting and accountability mechanisms. ✓ Publish regular financial reports for stakeholders. ✓ Conduct external financial audits and assessments. 	<ul style="list-style-type: none"> ✓ Improved transparency in financial reporting. ✓ Regular publication of financial reports. ✓ Results of external audits and stakeholder feedback.

	A.3.5.Strengthen Financial Oversight and Budgeting	<ul style="list-style-type: none"> ✓ Review and enhance financial oversight procedures for the Finance Committee. ✓ Develop and implement improved budgeting and financial planning practices. 	<ul style="list-style-type: none"> ✓ Conduct regular audits and establish a reporting framework. ✓ Implement annual budgeting cycles with departmental proposals and 3-year financial plans.
Long Term (5-10 Years)	A.3.6.Achieve Financial Independence	<ul style="list-style-type: none"> ✓ Develop and implement strategies for achieving financial independence, reducing reliance on external funding sources. ✓ Establish an endowment fund and other long-term financial reserves. ✓ Regularly review and adjust financial strategies to ensure sustainability. 	<ul style="list-style-type: none"> ✓ Strategies for financial independence in place. ✓ Endowment fund and reserves established. ✓ Sustainability of financial strategies over time.
	A.3.7.Obtain Recognition for Financial Excellence	<ul style="list-style-type: none"> ✓ Benchmark financial management practices against global standards. ✓ Seek certifications, awards, or recognition for excellence in financial autonomy. ✓ Share best practices in financial management with the academic and professional community. 	<ul style="list-style-type: none"> ✓ Benchmarking results and certifications obtained. ✓ Awards or recognition for financial management. ✓ Publications and presentations on financial autonomy success.

A.4 Leadership

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	A.4.1. Strengthen Strategic Management Processes	<ul style="list-style-type: none"> ✓ Review and refine existing strategic management processes to ensure alignment with institutional goals. ✓ Introduce strategic planning tools and methodologies. ✓ Conduct workshops on strategic management and leadership for senior staff. 	<ul style="list-style-type: none"> ✓ Strategic management processes reviewed and improved. ✓ Adoption of strategic planning tools. ✓ Workshop participation and feedback.
	A.4.2. Set Clear Objectives and Targets	<ul style="list-style-type: none"> ✓ Collaboratively define clear, measurable objectives and targets for the institution. ✓ Align departmental goals with institutional 	<ul style="list-style-type: none"> ✓ Objectives and targets clearly defined and communicated. ✓ Alignment of departmental goals with

		<p>objectives.</p> <ul style="list-style-type: none"> ✓ Regularly review progress toward achieving these targets. 	<p>institutional targets.</p> <ul style="list-style-type: none"> ✓ Regular progress reviews conducted.
	A.4.3. Promote Leadership Accountability	<ul style="list-style-type: none"> ✓ Establish clear accountability structures for leadership roles. ✓ Implement regular performance evaluations for leaders at all levels. ✓ Provide feedback and support for continuous leadership improvement. 	<ul style="list-style-type: none"> ✓ Accountability structures documented and communicated. ✓ Regular performance evaluations conducted. ✓ Improvement in leadership performance over time.
Mid Term (2-5 Years)	A.4.4. Foster a Culture of Strategic Leadership	<ul style="list-style-type: none"> ✓ Encourage strategic thinking and innovation across all leadership levels. ✓ Support cross-functional leadership initiatives and collaborations. ✓ Develop and implement a leadership succession plan. 	<ul style="list-style-type: none"> ✓ Increase in strategic initiatives and innovations. ✓ Success of cross-functional leadership projects. ✓ Leadership succession plan in place and operational.
	A.4.5. Institutionalize Leadership Development	<ul style="list-style-type: none"> ✓ Create a continuous leadership development program that adapts to changing institutional needs. ✓ Measure the impact of leadership development initiatives on institutional performance. 	<ul style="list-style-type: none"> ✓ Continuous leadership development program established. ✓ Leadership mentorship program launched and active. ✓ Improved institutional performance linked to leadership development.
	A.4.6. Align Strategic Goals with Long-Term Vision	<ul style="list-style-type: none"> ✓ Refine strategic goals to align with the long-term vision of the institution. ✓ Regularly revisit and adjust strategic plans based on performance data and emerging trends. 	<ul style="list-style-type: none"> ✓ Strategic goals refined and aligned with vision. ✓ Balanced scorecard implemented and in use. ✓ Strategic plans adjusted based on data-driven insights.
Long Term (5-10 Years)	A.4.7. Achieve Global Recognition for Leadership Excellence	<ul style="list-style-type: none"> ✓ Benchmark leadership practices against global best practices. ✓ Share the institution's leadership success stories with the global academic community. 	<ul style="list-style-type: none"> ✓ Global benchmarking of leadership practices. ✓ International certifications and awards achieved. ✓ Publications and presentations on

			leadership excellence.
	A.4.8. Ensure Sustainability of Strategic Leadership	<ul style="list-style-type: none"> ✓ Develop long-term strategies to ensure the sustainability of effective leadership. ✓ Embed leadership excellence into institutional road map. ✓ Regularly review and update leadership strategies to adapt to evolving challenges. 	<ul style="list-style-type: none"> ✓ Long-term leadership strategies in place. ✓ Leadership excellence embedded into institutional culture. ✓ Leadership strategies regularly reviewed and updated.

A.5 Close Monitoring by IT/Web-based Management Information System

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	A.4.1. Establish a Comprehensive Web-based Management Information System (MIS)	<ul style="list-style-type: none"> ✓ Develop and implement a web-based MIS for real-time data collection and monitoring. ✓ Ensure that the MIS is compliant with AICTE and UGC guidelines. ✓ Train staff and faculty on the effective use of the system. 	<ul style="list-style-type: none"> ✓ MIS developed and operational. ✓ Compliance with AICTE and UGC guidelines. ✓ Number of training sessions conducted and user proficiency levels.
	A.4.2. Integrate IT Tools for Data-Driven Decision Making	<ul style="list-style-type: none"> ✓ Integrate advanced IT tools for data analytics and reporting into the MIS. ✓ Ensure data accuracy and security within the system. ✓ Regularly update the system based on feedback and evolving requirements. 	<ul style="list-style-type: none"> ✓ IT tools integrated and functional within the MIS. ✓ Data accuracy and security measures implemented. ✓ Frequency of system updates and improvements.
	A.4.3. Monitor Compliance and Accreditation Requirements	<ul style="list-style-type: none"> ✓ Use the MIS to track compliance with AICTE and UGC accreditation requirements. ✓ Set up automated alerts and notifications for critical compliance deadlines. ✓ Conduct regular audits using the MIS to ensure adherence to guidelines. 	<ul style="list-style-type: none"> ✓ Compliance tracking module in place within the MIS. ✓ Automated alerts set up and functioning. ✓ Regular compliance audits conducted and documented.
Mid Term (2-5 Years)	A.4.4. Enhance System Capabilities for Performance	<ul style="list-style-type: none"> ✓ Expand the MIS to include modules for performance monitoring of faculty, students, and institutional processes. 	<ul style="list-style-type: none"> ✓ Additional modules for performance monitoring integrated into the MIS. ✓ AI-based analytics implemented and

	Monitoring	<ul style="list-style-type: none"> ✓ Implement AI-based analytics for predictive insights and decision-making support. 	generating actionable insights.
	A.4.5. Improve User Experience and Accessibility	<ul style="list-style-type: none"> ✓ Continuously improve the user interface and experience of the MIS to ensure high adoption rates. ✓ Enhance accessibility features to cater to diverse user needs, including mobile access. 	<ul style="list-style-type: none"> ✓ User experience enhancements implemented. ✓ Increase in user adoption rates and accessibility metrics.
Long Term (5-10 Years)	A.4.6. Achieve Full Integration with National Education Frameworks	<ul style="list-style-type: none"> ✓ Ensure that the MIS is fully integrated with national education frameworks and databases (e.g., AICTE, UGC, NIRF). ✓ Collaborate with other institutions to share best practices and data. 	<ul style="list-style-type: none"> ✓ Full integration with national frameworks achieved. ✓ Collaborative initiatives with other institutions established.
	A.4.7. Establish a Continuous Improvement Loop	<ul style="list-style-type: none"> ✓ Create a feedback loop within the MIS for continuous improvement of institutional processes. ✓ Regularly review and update the system to adapt to emerging educational trends and regulations. 	<ul style="list-style-type: none"> ✓ Feedback loop operational within the MIS. ✓ Regular updates and improvements to the system based on feedback and trends.

B. Financial Enablers and Funding Models

B.1. Financial Policies

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	B.1.1. Develop Comprehensive Financial Policies	<ul style="list-style-type: none"> ✓ Conduct a thorough review of existing financial policies within the first 6 months. ✓ Identify gaps and areas for improvement based on institutional needs and best practices. ✓ Develop and formalize new financial policies and procedures to address these gaps. ✓ 	<ul style="list-style-type: none"> ✓ Completed review and identification of gaps within 6 months. ✓ New policies approved and communicated to departments. ✓ Departments report 100% awareness and understanding of new policies. ✓ Ensure approval and dissemination of policies across all departments within 12 months.
	B.1.2. Implement	<ul style="list-style-type: none"> ✓ Design training modules for faculty, staff, and 	<ul style="list-style-type: none"> ✓ 100% participation in quarterly

	Awareness Programs on Financial Policies	<p>administrative personnel on new and updated financial policies.</p> <ul style="list-style-type: none"> ✓ Conduct training sessions quarterly, targeting 100% participation from relevant stakeholders. 	<p>training sessions.</p> <ul style="list-style-type: none"> ✓ Pre and post-training surveys showing improvement in understanding. ✓ Feedback from stakeholders indicating clarity on policy updates.
	B.1.3. Establish a Financial Policy Compliance Monitoring System	<ul style="list-style-type: none"> ✓ Develop a system for monitoring and ensuring compliance with new financial policies within 12 months. ✓ Assign responsibility for compliance checks to a dedicated team or committee. ✓ Conduct quarterly reviews to identify non-compliance issues and take corrective actions promptly. 	<ul style="list-style-type: none"> ✓ Monitoring system in place within 12 months. ✓ Quarterly reviews show 90% compliance. ✓ Timely corrective actions reducing non-compliance cases by 25%.
	B.1.4. Integrate Financial Policies with IT Systems	<ul style="list-style-type: none"> ✓ Collaborate with IT departments to integrate financial policies into existing management information systems (MIS) within the first year. ✓ Conduct biannual audits to verify system alignment with financial policies. 	<ul style="list-style-type: none"> ✓ 100% integration of policies into MIS within the first year. ✓ Biannual audits showing system alignment. ✓ Reduced manual errors in financial reporting.
Mid Term (2-5 Years)	B.1.5. Regular Review and Update of Financial Policies	<ul style="list-style-type: none"> ✓ Establish a policy review committee to oversee the periodic review of financial policies every 2 years. ✓ Ensure that updated policies are communicated and implemented across all departments promptly. 	<ul style="list-style-type: none"> ✓ Committee established and reviews conducted every 2 years. ✓ 100% communication of policy updates across departments within 1 month.
	B.1.6. Strengthen Financial Risk Management Framework	<ul style="list-style-type: none"> ✓ Develop and implement a robust financial risk management framework, including risk assessment, mitigation strategies, and contingency planning. ✓ Conduct annual risk assessments and update the framework based on emerging risks. ✓ Involve key stakeholders in risk management workshops and decision-making processes. 	<ul style="list-style-type: none"> ✓ Risk management framework developed and in use. ✓ Annual risk assessments completed and framework updated. ✓ Stakeholder workshops held annually with 80% participation.
	B.1.7. Enhance Financial Transparency and	<ul style="list-style-type: none"> ✓ Increase transparency in financial operations by publishing annual financial reports and audits. 	<ul style="list-style-type: none"> ✓ Annual financial reports and audits published on time.

	Accountability	<ul style="list-style-type: none"> ✓ Establish a clear accountability framework for financial decision-making processes. ✓ Encourage stakeholder engagement and feedback on financial matters to ensure continuous improvement. 	<ul style="list-style-type: none"> ✓ Accountability framework established and adhered to. ✓ Stakeholder feedback reviewed annually with actionable insights.
Long Term (5-10 Years)	B.1.8. Achieve International Standards in Financial Management	<ul style="list-style-type: none"> ✓ Benchmark the institution's financial policies and practices against international standards and best practices. ✓ Continuously refine financial policies to maintain compliance with international standards and practices. 	<ul style="list-style-type: none"> ✓ Financial policies benchmarked and gaps identified. ✓ Policies revised to align with international standards. ✓ Regular audits confirming compliance with international standards.
	B.1.9. Establish a Legacy of Financial Sustainability	<ul style="list-style-type: none"> ✓ Develop and implement long-term financial planning strategies to ensure institutional sustainability. ✓ Regularly review and adjust financial policies to align with the institution's long-term vision and mission. 	<ul style="list-style-type: none"> ✓ Long-term financial plans developed and integrated. ✓ Annual reviews ensuring alignment with institutional vision and mission. ✓ Financial sustainability metrics showing progress year-over-year.

B.2 Action Plan and Budgets

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	B.2.1. Develop a Comprehensive Budgeting Framework	<ul style="list-style-type: none"> ✓ Design a budgeting framework aligned with institutional priorities and goals. ✓ Ensure the budget aligns with the strategic plan. ✓ Review and approve the budgeting framework. 	<ul style="list-style-type: none"> ✓ Budgeting framework designed and approved within the first year. ✓ Alignment with strategic plan confirmed by finance and strategic planning committees.
	B.2.2. Implement Departmental Budgeting	<ul style="list-style-type: none"> ✓ Collaborate with departments to develop budgets that reflect operational needs. ✓ Submit budget proposals with justifications. ✓ Evaluate and approve departmental budgets. 	<ul style="list-style-type: none"> ✓ 100% of departments submit budgets with justifications. ✓ Departmental budgets evaluated and approved within established timeframes. ✓ Feedback from departments indicating satisfaction with the process.

	B.2.3. Establish Budget Monitoring and Reporting Mechanisms	<ul style="list-style-type: none"> ✓ Implement tools for continuous budget tracking and variance analysis. ✓ Integrate budget monitoring tools into the MIS for real-time reporting. ✓ Review budget reports and recommend corrective actions. 	<ul style="list-style-type: none"> ✓ Budget tracking tools implemented and operational. ✓ Integration with MIS completed, enabling real-time budget tracking. ✓ Quarterly reports reviewed with corrective actions taken for significant variances.
Mid Term (2-5 Years)	B.2.4. Strengthen Alignment Between Budgeting and Strategic Goals	<ul style="list-style-type: none"> ✓ Continuously refine the budgeting process to ensure alignment with evolving strategic priorities. ✓ Incorporate feedback from previous budget cycles to enhance accuracy. ✓ Regularly review and adjust budget allocations to reflect long-term institutional objectives. 	<ul style="list-style-type: none"> ✓ Budgeting process reviewed and refined annually. ✓ Feedback from previous budget cycles leads to more accurate forecasting. ✓ Strategic alignment confirmed by annual reviews showing 90% correlation with institutional goals.
Long Term (5-10 Years)	B.2.5. Achieve Financial Stability through Sustainable Budgeting	<ul style="list-style-type: none"> ✓ Ensure the budget supports long-term financial sustainability. ✓ Develop and implement strategies to optimize resource allocation and expenditure. ✓ Review and endorse sustainability-focused budgeting practices. 	<ul style="list-style-type: none"> ✓ Financial sustainability metrics showing improved resource allocation efficiency. ✓ Strategies implemented to reduce expenditure by 10% over five years. ✓ Annual reviews endorsing sustainability-focused budgeting practices.

B.3 Main Sources of Revenue to be Developed

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	B.3.1. Enhance Tuition Fee Collection	<ul style="list-style-type: none"> ✓ Implement an efficient fee collection system, including online payment options. ✓ Ensure timely fee payment reminders and follow-up mechanisms. ✓ Offer flexible payment plans for students in need. 	<ul style="list-style-type: none"> ✓ Online payment system fully operational within 6 months. ✓ 90% of students using the online system for fee payments. ✓ Reduction in overdue payments by

			20% with the introduction of payment plans.
	B.3.2. Enhance Research Grants	<ul style="list-style-type: none"> ✓ Identify potential funding agencies and apply for research grants. ✓ Encourage faculty to pursue collaborative research projects. ✓ Offer training on grant writing and proposal development. 	<ul style="list-style-type: none"> ✓ Number of research grant applications increased by 30% annually. ✓ Faculty participation in collaborative projects increased by 25%. ✓ 80% of faculty trained in grant writing.
Mid Term (2-5 Years)	B.3.3. Establish Industry Partnerships for Sponsored Projects	<ul style="list-style-type: none"> ✓ Develop partnerships with industries to sponsor research and development projects. ✓ Promote internships and consultancy opportunities for students and faculty. ✓ Create a framework for revenue-sharing from sponsored projects. 	<ul style="list-style-type: none"> ✓ At least 3 new industry partnerships established each year. ✓ 50% of students involved in internships or industry consultancy. ✓ Revenue-sharing framework implemented and generating returns within 2 years.
	B.3.4. Develop Continuing Education and Certification Programs	<ul style="list-style-type: none"> ✓ Design and offer certification courses and continuing education programs. ✓ Partner with industries to provide training that meets current market demands. ✓ Market these programs to working professionals and recent graduates. 	<ul style="list-style-type: none"> ✓ 5 new certification programs launched within the first 3 years. ✓ 100% industry partnership for relevant training programs. ✓ Enrolment of 200+ working professionals and graduates in the first year of each program.
	B.3.5. Establish an Alumni Fund Initiative	<ul style="list-style-type: none"> ✓ Create a database of alumni and implement regular communication through newsletters, events, and social media to encourage contributions. ✓ Set up a dedicated alumni fund committee to oversee fundraising efforts and engagement with alumni. 	<ul style="list-style-type: none"> ✓ Alumni database completed within 12 months. ✓ Alumni engagement increased by 50% via newsletters, events, and social media interactions. ✓ Fundraising target of 1 crore in contributions within the first 3 years.
Long Term (5-10 Years)	B.3.6. Expand Revenue through Intellectual Property (IP)	<ul style="list-style-type: none"> ✓ Encourage faculty and students to innovate and patent their ideas. ✓ Set up a technology transfer office to facilitate IP 	<ul style="list-style-type: none"> ✓ 1000 new patents filed annually. ✓ Technology transfer office operational within 5 years.

	Commercialization	commercialization. ✓ Develop policies to share revenue generated from IP with inventors and the institution.	✓ IP commercialization policies in place with revenue shared 50:50 between inventors and the institution.
--	-------------------	---	---

C. Academic Enablers:

C.1 Achieving excellence in Teaching & Learning process

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	C.1.1. Improve the pedagogy	<ul style="list-style-type: none"> ✓ Using blended mode of learning ✓ Using experimental/project-based learning ✓ Maintaining an LMS(MOOCs) for providing relevant course material as per the syllabus of the subject, conducting assessments, etc ✓ Conducting relevant assignments of varying types and nature ✓ Maintaining the required Faculty-Student Ratio for various forms of learning & assessment. ✓ Session wise teaching plan and following such teaching plan. 	<ul style="list-style-type: none"> ✓ Increase in student engagement and performance ✓ LMS usage statistics and feedback ✓ Improved student feedback on assignments and pedagogy methods
	C.1.2. Upgrading the faculty skills	<ul style="list-style-type: none"> ✓ Regular and continuous capacity building of faculty through refresher programs and training of trainers 	<ul style="list-style-type: none"> ✓ Number of faculty participating in training ✓ Post-training feedback and impact assessment ✓ Increased use of new teaching techniques
	C.1.3. Provide better understanding on advanced subjects	<ul style="list-style-type: none"> ✓ Organising guest lectures and training programs with faculty from IITs/NITs experts 	<ul style="list-style-type: none"> ✓ Number of guest lectures and workshops held ✓ Student and faculty feedback ✓ Improvements in course comprehension
	C.1.4. Improve teamwork and good character	<ul style="list-style-type: none"> ✓ Activities in teams or groups related to social work and social contribution for incorporating collective responsibility in them. 	<ul style="list-style-type: none"> ✓ Number of group activities conducted ✓ Student reflections and feedback on teamwork skills

	C.1.5. Mental and Physical well-being of students	<ul style="list-style-type: none"> ✓ Assigning Mentors/Counsellors to the students to provide appropriate guidance. ✓ Allocating sufficient periods in the class timetable for mentoring/counselling and sports 	<ul style="list-style-type: none"> ✓ Number of counselling/mentoring sessions held ✓ Student satisfaction and well-being survey results
Mid Term (2-5 Years)	C.1.6. Provide exposure on latest trends in industry	<ul style="list-style-type: none"> ✓ Organising guest lectures and training programs with industry experts 	<ul style="list-style-type: none"> ✓ Number of industry expert sessions held ✓ Student involvement and feedback ✓ Internships and industry projects assigned
	C.1.7. Usage of latest technology for pedagogy	<ul style="list-style-type: none"> ✓ Using the latest technologies, i.e. AR, VR, AI/ML to deliver content for better understanding 	<ul style="list-style-type: none"> ✓ Implementation of new technologies in the curriculum ✓ Student feedback on tech-based learning experiences
Long Term (5-10 Years)	C.1.8. Promote Research Aligned with SDGs	<ul style="list-style-type: none"> ✓ Provide workshops and training sessions on integrating SDGs into research topics and proposals. 	<ul style="list-style-type: none"> ✓ Number of workshops and training sessions conducted ✓ Percentage of faculty incorporating SDGs into research proposals ✓ Number of research projects aligned with SDGs
	C.1.9. Increase Visibility and Citations in SDG-Related Journals	<ul style="list-style-type: none"> ✓ Establish partnerships with journals and publishers focusing on SDG-related research to publish high-quality papers. 	<ul style="list-style-type: none"> ✓ Number of papers published in SDG-related journals ✓ Citation index increase for published papers ✓ Number of collaborations with journals and publishers
	C.1.10. Provide international exposure to students	<ul style="list-style-type: none"> ✓ Appointing visiting faculty from foreign universities. ✓ MOUs with Foreign Universities for faculty/student exchange programs 	<ul style="list-style-type: none"> ✓ Number of visiting faculty appointed ✓ Number of MOUs signed with foreign institutions ✓ Student participation rates in exchange programs ✓ Student feedback on international experiences

C.2 Updating the curriculum regularly to cater to the changing employment landscape

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	C.2.1. Offer the curriculum as per industry requirements	<ul style="list-style-type: none"> ✓ Involving appropriate industry experts and alumni in curriculum design 	<ul style="list-style-type: none"> ✓ Number of industry experts and alumni involved ✓ Frequency of curriculum updates based on industry feedback ✓ Employer and alumni feedback
	C.2.2. Offer flexible curriculum	<ul style="list-style-type: none"> ✓ Introducing multidisciplinary courses into the curriculum ✓ To offer Honor degree courses for in-depth learning in advanced subjects as per student interest for future growth of the student. ✓ To offer Minor degree courses for getting knowledge in other disciplines (Interdisciplinary courses) 	<ul style="list-style-type: none"> ✓ Enrolment rates in multidisciplinary, Honor, and Minor degree courses ✓ Student feedback on course flexibility ✓ Number of interdisciplinary projects completed
	C.2.3. Offer Skill enhancement & Emerging technology courses	<ul style="list-style-type: none"> ✓ Including the courses that are used in the era of digitization and automation like AI, Blockchain, RPA, Data Analytics, IoT, Cyber Security, Cloud Computing, Social & Mobile, 3D Printing, AR&VR, etc. 	<ul style="list-style-type: none"> ✓ Number of emerging technology courses introduced ✓ Student enrolment in these courses ✓ Student skill development outcomes and feedback
	C.2.4. Inculcate ethical values & life skills	<ul style="list-style-type: none"> ✓ Adding appropriate courses including Universal Human Values, Constitutional values, Career Development & Goal Setting, Communication Skills, Inclusivity and Diversity including Gender sensitization, Digital Literacy, Financial & Legal Literacy, environmental understanding, and Sports into the curriculum 	<ul style="list-style-type: none"> ✓ Number of courses added for ethical and life skills ✓ Student satisfaction surveys ✓ Student improvement in ethics and life skills
Mid Term (2-5 Years)	C.2.5. Introduce Multiple Entry - Multiple Exit options in the	<ul style="list-style-type: none"> ✓ Maintaining Academic Bank of credits for each student to enable the student to exit from the program at any year and to join in any program later. 	<ul style="list-style-type: none"> ✓ Creation and management of Academic Bank of Credits ✓ Student usage and participation in

	curriculum		multiple entry/exit system
Long Term (5-10 Years)	C.2.6. Offer the curriculum as per global standards for attracting foreign students for various programs.	✓ Involving foreign university professors & experts from MNCs in curriculum design	<ul style="list-style-type: none"> ✓ Number of international collaborations and partnerships ✓ Participation of foreign experts in curriculum development ✓ Enrolment of foreign students in programs

C.3 Providing better employment opportunities to students

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	C.3.1. Teach employability skills in every semester	<ul style="list-style-type: none"> ✓ Appointing faculty with required industry expertise. ✓ Embedding soft skills, critical thinking and problem solving; design thinking and innovation into learning. ✓ Inviting Industry or professional experts in the field to teach the skill courses and advanced courses 	<ul style="list-style-type: none"> ✓ Number of industry experts appointed ✓ Student feedback on employability skills ✓ Increased job placement rates linked to soft skills
	C.3.2. Making internships mandatory for students	<ul style="list-style-type: none"> ✓ MOUs with industries for internship programs ✓ Identifying the faculty mentors for guiding the students in internships 	<ul style="list-style-type: none"> ✓ Number of MOUs signed ✓ Percentage of students completing internships ✓ Industry and mentor feedback on student performance
	C.3.3. Provide exposure on Hackathons and other similar competitions	<ul style="list-style-type: none"> ✓ Organizing Hackathons and other coding competitions in college ✓ Encouraging the students to participate in state/national level competitions. 	<ul style="list-style-type: none"> ✓ Number of Hackathons organized ✓ Student participation rates in external competitions ✓ Success rate in competitions
	C.3.4. Improve the	<ul style="list-style-type: none"> ✓ Arranging the training programs with industry experts. ✓ Encouraging the students to make use of various 	<ul style="list-style-type: none"> ✓ Number of coding training sessions held ✓ Participation rates on coding platforms

	coding skills	coding platforms like HackerRank, CodeChef, etc	✓ Improved student performance in coding assessments
Mid Term (2-5 Years)	C.3.5. Offer certification programs	✓ MoUs with industries, reputed international organisations for offering certification programs	✓ Number of certification programs offered ✓ Student enrolment and completion rates ✓ Industry recognition and validation of certifications
	C.3.6. Offer foreign languages training	✓ Identifying the professional experts and arranging training programs.	✓ Number of language training sessions held ✓ Student participation rates ✓ Feedback on language skills improvement
Long Term (5-10 Years)	C.3.7. Offer overseas exchange programs	✓ To get international accreditation ✓ Offering dual degree programs by collaborating with foreign universities to provide placements opportunities in foreign countries.	✓ Number of international accreditations obtained ✓ Number of students participating in exchange programs ✓ Job offers in foreign countries

D. Research, and Intellectual Property Enablers:

D.1 : Strengthening Multidisciplinary Research and Innovation

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	D.1.1 Establish and strengthen CoEs for multidisciplinary research.	✓ Establish key multidisciplinary CoEs & Strengthening existing COEs. ✓ Allocate budget and resources for CoEs. ✓ Induction of domain experts to lead the CoEs.	✓ Number of CoEs established and strengthened. ✓ Budget allocation and utilization. ✓ Number of experts inducted and their contributions to the CoEs.
	D.1.2 Promote faculty and student engagement in multidisciplinary	✓ Organize workshops, seminars and Trainings on multidisciplinary research to increase competency of faculty. ✓ Offer seed funding for interdisciplinary projects.	✓ Number of workshops, seminars, and training sessions. ✓ Number of funded projects. ✓ Faculty and student participation in

	research.	<ul style="list-style-type: none"> ✓ Create platforms for faculty and students to collaborate. 	collaboration initiatives.
	D.1.3 Increase the involvement of UG, PG & Ph.D. scholars focusing on multidisciplinary research areas.	<ul style="list-style-type: none"> ✓ Provide scholarships and funding opportunities. ✓ Partner with research institutions for joint projects. ✓ Promote Ph.D. opportunities through Recognized Research Centres. 	<ul style="list-style-type: none"> ✓ Number of scholarships and funding provided. ✓ Number of partnerships formed. ✓ Number of Ph.D. enrolments in multidisciplinary areas.
Mid Term (2-5 Years)	D.1.4 Be recognised as a centre in specific multidisciplinary research areas	<ul style="list-style-type: none"> ✓ Establish multidisciplinary clusters ✓ Identify national multidisciplinary research institutions for collaboration and obtain mentorship from these institutions to develop expertise ✓ Participate in national conferences & seminars and present findings. 	<ul style="list-style-type: none"> ✓ Recognition as a multidisciplinary research centre. ✓ Number of national collaborations and mentorship initiatives. ✓ Number of national conference presentations.
	D.1.5 Establish industry-sponsored research labs.	<ul style="list-style-type: none"> ✓ Identify industry partners. ✓ Draft proposals for industry collaboration. ✓ Set up research labs with industry funding and guidance. 	<ul style="list-style-type: none"> ✓ Number of industry partners identified. ✓ Number of research labs established. ✓ Funding received from industry and research outputs produced.
	D.1.6 Formulate research and innovation councils.	<ul style="list-style-type: none"> ✓ Establish a committee to develop research strategy. ✓ Invite experts from academia and industry to join the council. ✓ Regularly review and update research policies and goals. 	<ul style="list-style-type: none"> ✓ Research council formation and strategy development. ✓ Number of expert collaborations. ✓ Frequency and effectiveness of policy reviews and updates.
Long Term (5-10 Years)	D.1.7 Establish SVECW as a nodal center for multidisciplinary research solutions.	<ul style="list-style-type: none"> ✓ Foster long-term partnerships with national research bodies. ✓ Create a repository of research solutions for industry and academia. ✓ Expand CoEs to include emerging areas of research. 	<ul style="list-style-type: none"> ✓ Number of partnerships with national research bodies. ✓ Creation and accessibility of research solution repositories. ✓ Number of emerging areas added to CoEs.

	D.1.8 Support creation of spin-off companies.	<ul style="list-style-type: none"> ✓ Provide incubation facilities for research-based start-ups. ✓ Offer mentorship and seed funding for spin-offs. ✓ Create a network of investors and industry partners. 	<ul style="list-style-type: none"> ✓ Number of start-ups incubated. ✓ Amount of mentorship and funding provided. ✓ Development of an investor network and industry collaborations for spin-offs.
--	---	---	---

D.2 : Enhancing Collaboration with Industries and Institutions

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	D.2.1 Strengthen partnerships with research organizations and industries	<ul style="list-style-type: none"> ✓ Identify potential research and industry partners. ✓ Establish MoUs with selected organizations. ✓ Facilitate joint research projects and internships. ✓ Organize Workshops and Training Programs 	<ul style="list-style-type: none"> ✓ Number of MoUs signed. ✓ Number of joint research projects initiated. ✓ Number of internships facilitated. ✓ Number of workshops/training programs organized.
	D.2.2 Expand consultancy services provided to service sectors and industries.	<ul style="list-style-type: none"> ✓ Establish a consultancy framework and pricing model. ✓ Market consultancy services to industries and organizations. ✓ Train faculty in consultancy skills. 	<ul style="list-style-type: none"> ✓ Number of consultancy projects secured. ✓ Revenue generated from consultancy services. ✓ Number of faculty trained in consultancy skills.
	D.2.3 Promote entrepreneurial culture.	<ul style="list-style-type: none"> ✓ Conduct workshops and training on entrepreneurship & IP. ✓ Strengthen Entrepreneurship cell/IP Cell within SVECW ✓ Organize various Hackathons, Ideathons and Business Model Canvas Competitions etc. ✓ Provide access to funding and mentorship for start-ups. 	<ul style="list-style-type: none"> ✓ Number of workshops, Hackathons, and Ideathons conducted. ✓ Number of startups mentored. ✓ Amount of funding provided to start-ups.
Mid Term (2-5 Years)	D.2.4 Strengthen international collaboration with global universities.	<ul style="list-style-type: none"> ✓ Identify top global universities for collaboration. ✓ Establish joint research programs and exchange initiatives. ✓ Regularly host international conferences and 	<ul style="list-style-type: none"> ✓ Number of collaborations with global universities. ✓ Number of joint research programs and exchanges.

		workshops.	✓ Number of international conferences/workshops organized.
Long Term (5-10 Years)	D.2.5 Establish a research and innovation park.	<ul style="list-style-type: none"> ✓ Strengthen the SVECW Technical Research and Innovation Council towards establishment of a research park. ✓ Partner with industry and government bodies for development. ✓ Attract start-ups and research labs to the park. 	<ul style="list-style-type: none"> ✓ Establishment of the research park. ✓ Number of partnerships with industry/government bodies. ✓ Number of start-ups/research labs attracted.
	D.2.6 Commercialize research products with industry support.	<ul style="list-style-type: none"> ✓ Organize awareness programs in increasing IP, Licensing and Technology Transfer ✓ Develop a commercialization strategy for research outputs. ✓ Establish a Technology Transfer Cell ✓ Partner with industry for product development and scaling. 	<ul style="list-style-type: none"> ✓ Number of IP awareness programs conducted. ✓ Commercialization strategy implemented. ✓ Number of products developed and scaled in partnership with industry.

D.3 Enhancing Research Publications and Expansion of Research Funding and Intellectual Property

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	D.3.1 Increase faculty involvement in sponsored research & Publications	<ul style="list-style-type: none"> ✓ Recruit faculty with good research experience from premium Institutes/Industries ✓ Offer training on writing grant proposals. ✓ Identify and circulate relevant grant opportunities. ✓ Provide administrative support for grant applications. ✓ Provide Seed Funding for doing initial research ✓ Providing the Incentives for publications/Patents/Sponsored Research ✓ Provide Access to IEEE/Springer/Elsevier/T&F/IET/ACM and Other standard Journals 	<ul style="list-style-type: none"> ✓ Number of faculty recruited with research experience. ✓ Number of grant proposals submitted and funded. ✓ Number of publications and patents filed by faculty. ✓ Usage statistics for journal access.
	D.3.2 Facilitate open	<ul style="list-style-type: none"> ✓ Develop an open access policy for the institution. 	<ul style="list-style-type: none"> ✓ Implementation of open access policy.

	access to research among SVECW and collaborative institutions	<ul style="list-style-type: none"> ✓ Decimate research outputs and make them available online. ✓ Encourage faculty and students to publish in open access journals 	<ul style="list-style-type: none"> ✓ Number of research outputs available online. ✓ Number of publications in open access journals.
	D.3.3 Improve acceptance rate of externally funded project applications	<ul style="list-style-type: none"> ✓ Provide workshops on proposal writing and submission. ✓ Form a review committee to assist with applications. ✓ Monitor and provide feedback on application processes. ✓ Increase Seed fund support for preliminary Research leading to external funding opportunity. 	<ul style="list-style-type: none"> ✓ Acceptance rate of externally funded applications. ✓ Number of workshops conducted. ✓ Feedback from participants on workshop effectiveness.
	D.3.4 Increase the number of patents filed and granted	<ul style="list-style-type: none"> ✓ Conduct IP awareness workshops. ✓ Provide legal and financial support for patent filing. ✓ Strengthen IPR cell for patent management. 	<ul style="list-style-type: none"> ✓ Number of patents filed and granted. ✓ Participation in IP awareness workshops. ✓ Effectiveness of IPR cell in managing patents.
Mid Term (2-5 Years)	D.3.5 Enhance research output through international collaborations	<ul style="list-style-type: none"> ✓ Build a network with international institutions. ✓ Facilitate joint publications and projects. ✓ Provide a 'Semester abroad' program, Dual Degree Program 	<ul style="list-style-type: none"> ✓ Number of international collaborations established. ✓ Number of joint publications. ✓ Participation in 'Semester Abroad' and Dual Degree Programs.
Long Term (5-10 Years)	D.3.6 Position SVECW as a research-intensive Institution.	<ul style="list-style-type: none"> ✓ Continuously improve research infrastructure and resources. ✓ Increase the volume and quality of research publications. ✓ Foster a culture of research excellence across all departments. 	<ul style="list-style-type: none"> ✓ Recognition in national and international research rankings. ✓ Number of high-impact publications. ✓ Faculty and student feedback on research culture.
	D.3.7 Establish a strong IPR portfolio	<ul style="list-style-type: none"> ✓ Encourage faculty and students to file patents. ✓ Facilitate the commercialization of patents. ✓ Create a database of all IP assets owned by the institution. 	<ul style="list-style-type: none"> ✓ Number of patents filed and commercialized. ✓ Revenue generated from commercialized patents. ✓ Completion of IP asset database.

E. Human Resources and Supportive-Facilities Enablers:

E.1 : Student and Learner Enablers: Student Support Frameworks

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.1.1 Streamline the admission process.	<ul style="list-style-type: none"> ✓ Strengthen a single window framework for Student admission and Hostel accommodation ✓ Implement an online portal for easy submission of certificates and Allotment Order. ✓ Strengthen the online fee Payment. ✓ Set up a centralized database for tracking hostel accommodation availability. 	<ul style="list-style-type: none"> ✓ Reduction in admission processing time. ✓ Percentage of students utilizing the online portal for admissions. ✓ Feedback from students on ease of process. ✓ Increase in digital fee payments.
	E.1.2 Enhance the efficiency of the evaluation process.	<ul style="list-style-type: none"> ✓ Digitize the evaluation system with an online exam platform. ✓ Strengthen the guidelines for grading and assessment. 	<ul style="list-style-type: none"> ✓ Number of courses evaluated through the online platform. ✓ 90% reduction in manual grading errors. ✓ Compliance audit score for grading guidelines.
Mid Term (2-5 Years)	E.1.3 Improvement of AHA.	<ul style="list-style-type: none"> ✓ Integrate Apps usage for making the framework more flexible 	<ul style="list-style-type: none"> ✓ Increase in student engagement through apps. ✓ Number of students using the apps regularly. ✓ Feedback on the effectiveness of the apps.
	E.1.4 Ensure accurate and transparent attendance records.	<ul style="list-style-type: none"> ✓ Implement real-time attendance monitoring and reporting. ✓ Set up an automated alert system for low attendance. 	<ul style="list-style-type: none"> ✓ 100% adoption of tools for attendance capturing and generating reports. ✓ Number of automated low-attendance alerts sent. ✓ Attendance improvement rate post-alerts.
	E.1.5 Improve the fairness and accuracy of assessments.	<ul style="list-style-type: none"> ✓ Introduce anonymous grading to reduce bias. ✓ Regularly update evaluation criteria to align with industry standards. 	<ul style="list-style-type: none"> ✓ 50% of assessments completed with anonymous grading. ✓ Reduction in complaints regarding

			<ul style="list-style-type: none"> unfair grading by 100%. ✓ Annual update report for evaluation criteria aligned with industry standards.
Long Term (5-10 Years)	E.1.6 Fully automated, adaptive admission system to enhance the overall student experience.	<ul style="list-style-type: none"> ✓ Upgrade hostel facilities based on student feedback. ✓ Implement a digital key and room management system. ✓ Use AI-driven tools to create a dynamic framework responsive for changing education trends 	<ul style="list-style-type: none"> ✓ Percentage of facilities upgraded. ✓ Student satisfaction with hostel improvements. ✓ AI-driven tools implemented for student feedback.
	E.1.7 Integrate attendance with academic performance.	<ul style="list-style-type: none"> ✓ Develop an AI-based tool to analyse the correlation between attendance and grades. ✓ Offer personalized interventions for students with low attendance. 	<ul style="list-style-type: none"> ✓ 90% accuracy in predicting academic performance based on attendance. ✓ Number of students receiving personalized interventions. ✓ 80% improvement in grades of students who received interventions.
	E.1.8 Integrate continuous assessment with final evaluations.	<ul style="list-style-type: none"> ✓ Create a thorough assessment system that incorporates tests, quizzes, and Activities. ✓ Use analytics to provide personalized feedback and support. 	<ul style="list-style-type: none"> ✓ % of courses using continuous assessment methods. ✓ Student performance improvement (target 80%). ✓ Student satisfaction with personalized feedback based on analytics.

E.2 : Staff Empowerment Enablers: Competency-Based Recruitment

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.2.1 Redefine job descriptions to focus on competencies of various positions	<ul style="list-style-type: none"> ✓ Review and update existing job descriptions. ✓ Establish competency frameworks for key roles. 	<ul style="list-style-type: none"> ✓ Percentage of job descriptions updated (target 40% in 1 year, 80% in 2 years). ✓ 80% of roles with established competency frameworks. ✓ Feedback from staff and In-charges on clarity of updated roles (target satisfaction score 8/10).

Mid Term (2-5 Years)	E.2.2 Implement competency-based interviews & assessments and Implement retention strategies for key faculty members.	<ul style="list-style-type: none"> ✓ Develop assessment tools based on competency frameworks. ✓ Train HR personnel on competency-based hiring practices. ✓ Offer career development opportunities. ✓ Foster a positive and inclusive work environment. ✓ Identify and develop potential leaders within the institution. 	<ul style="list-style-type: none"> ✓ 50% of interview processes using competency-based assessments. ✓ Number of HR personnel trained in competency-based hiring (target 75%). ✓ Faculty retention rate (improvement by 20%). ✓ Increase in career development participation by staff (target 90%). ✓ 10% of key faculty identified for leadership development.
Long Term (5-10 Years)	E.2.3 Continuous improvement of recruitment strategies	<ul style="list-style-type: none"> ✓ Regularly revise competencies in response to changing educational needs. ✓ Use data analytics to refine recruitment strategies. 	<ul style="list-style-type: none"> ✓ 30% of competencies revised annually based on educational trends. ✓ Data analytics-driven recruitment improvements. ✓ Increase in quality of hire (measured by performance evaluations, target 50%).

E.3 Professional Development and Growth

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.3.1 Introduce in-house professional development programs through VEDIC	<ul style="list-style-type: none"> ✓ Provide various Training programs based on their job roles 	<ul style="list-style-type: none"> ✓ Number of in-house training programs conducted (target 6 per year). ✓ Participation rate of staff in training programs (target 80% covered). ✓ Improvement in skills as measured by post-training assessments (target 70%). ✓ Employee feedback on program effectiveness (target satisfaction score 8/10).
Mid Term (2-5 Years)	E.3.2 Establish partnerships with external training providers	<ul style="list-style-type: none"> ✓ Collaborate with Premium training institutions and Industries. ✓ Offer certification courses and workshops based on 	<ul style="list-style-type: none"> ✓ Number of partnerships with external providers (target 4). ✓ Number of certification courses and

		job roles.	workshops offered (target 10). ✓ 60% of staff completing certifications or workshops. ✓ Staff performance improvement as tracked by annual reviews (target 80%).
Long Term (5-10 Years)	E.3.3 Create a culture of continuous learning	<ul style="list-style-type: none"> ✓ Establish a learning management system (LMS) for ongoing professional development. ✓ Encourage staff to pursue advanced degrees and certifications on cutting edge technologies. 	<ul style="list-style-type: none"> ✓ LMS usage rate (target 90% of staff regularly engaging). ✓ Number of staff pursuing advanced degrees or certifications (target 60). ✓ Increase in internal promotions and leadership development opportunities.

E.4 Inclusive Induction Protocols

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.4.1 Develop an inclusive induction program	<ul style="list-style-type: none"> ✓ Design a comprehensive induction program with modules on institutional values, diversity, and inclusivity. ✓ Pilot the program with new hires. 	<ul style="list-style-type: none"> ✓ Percentage of students participating in the induction program (target 90%). ✓ Satisfaction score from participants on program effectiveness (target score 8/10).
Mid Term (2-5 Years)	E.4.2 Evaluate and refine the induction program	<ul style="list-style-type: none"> ✓ Collect feedback from participants and adjust the program accordingly. ✓ Integrate mentorship as part of the induction process. 	<ul style="list-style-type: none"> ✓ Number of feedback cycles completed per year (target 2). ✓ 100% of participants providing feedback on program quality. ✓ Improvement in new hire satisfaction based on program revisions (target 80%).
Long Term (5-10 Years)	E.4.3 Establish an ongoing support system for new staff	<ul style="list-style-type: none"> ✓ Create a formalized mentoring and support network for staff ✓ Ensure continuous improvement of induction practices based on institutional needs. ✓ Establish partnerships for faculty exchange. 	<ul style="list-style-type: none"> ✓ Number of staff participating in mentoring networks (target 50%). ✓ Number of faculty exchange partnerships established (target 4). ✓ Regularly updated induction content based on feedback (target 2 times/year).

E.5 Faculty Well-being and Work-Life Balance

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.5.1 Assess current well-being initiatives and identify gaps.	<ul style="list-style-type: none"> ✓ Conduct a faculty well-being survey and Provide immediate support where necessary. ✓ Launch awareness campaigns on work-life balance. 	<ul style="list-style-type: none"> ✓ Completion rate of the well-being survey (target 90%). ✓ Number of immediate interventions provided ✓ Faculty feedback on awareness campaigns (target satisfaction score 8/10). ✓ 80% increase in faculty awareness of available well-being resources.
Mid Term (2-5 Years)	E.5.2 Develop comprehensive well-being programs.	<ul style="list-style-type: none"> ✓ Introduce flexible work arrangements and offer mental health & wellness programs. ✓ Regularly evaluate the effectiveness of well-being initiatives. 	<ul style="list-style-type: none"> ✓ Percentage of faculty using flexible work arrangements (target 20%). ✓ Participation rate in mental health and wellness programs (target 80%). ✓ 60% improvement in faculty well-being as measured by follow-up surveys. ✓ Number of evaluations conducted and program adjustments made (target 2 per year).
Long Term (5-10 Years)	E.5.3 Foster a supportive and balanced work environment.	<ul style="list-style-type: none"> ✓ Embed well-being into the institution's culture ✓ Regularly update well-being policies to reflect changing needs. ✓ Encourage a work-life balance ethos. 	<ul style="list-style-type: none"> ✓ Number of well-being initiatives embedded into institutional policies (target 2/year). ✓ Percentage of faculty reporting improved work-life balance (target 90%). ✓ Reduction in faculty turnover related to work-life balance issues. ✓ Frequency of policy updates and evaluations (target 1 time per year).

E.6 Stakeholders Communication & Trust Building

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	E.6.1 Establish Clear Communication Channels.	<ul style="list-style-type: none"> ✓ Develop a comprehensive communication procedure outlining methods (Messages, emails, newsletters, meetings) ✓ Develop software/Apps for news, updates, and feedback. ✓ Design and distribute newsletters highlighting key developments, upcoming events, and institutional achievements ✓ Provide easy-to-access feedback forms for stakeholders to voice their opinions and suggestions. ✓ Regularly review and address feedback 	<ul style="list-style-type: none"> ✓ Completion of communication procedure development (target by end of year 1). ✓ Number of newsletters distributed quarterly (target 1 newsletter). ✓ User engagement metrics for software/apps (target 80% active users). ✓ Percentage of stakeholders submitting feedback (target 75%). ✓ Improvement in feedback resolution time (target 30 days).
Mid Term (2-5 Years)	E.6.2 Build Collaborative Decision-Making Processes	<ul style="list-style-type: none"> ✓ Establish committees with representatives from various stakeholder groups (students, faculty, alumni, and industry partners). ✓ Organize periodic meetings to gather insights on key issues ✓ Document and analyse suggestions. ✓ Develop a structured approach to incorporate stakeholder feedback into strategic decisions ✓ Promote a Culture of Transparency 	<ul style="list-style-type: none"> ✓ Number of committees established (target 4). ✓ Frequency of meetings held (target 2/year) ✓ Percentage of suggestions documented and analysed. ✓ Number of strategic decisions influenced by stakeholder feedback. ✓ Stakeholder perception of transparency (target score 8/10).
Long Term (5-10 Years)	E.6.3 Foster a Culture of Continuous Improvement and Trust	<ul style="list-style-type: none"> ✓ Develop and formalize policies that ensure ongoing stakeholder engagement and input. ✓ Implement systems to track and report on the impact of stakeholder engagement initiatives. ✓ Organize events to recognize and celebrate milestones and contributions from stakeholders. ✓ Continue to uphold high standards of transparency in all institutional operations and decisions to enhance the trust on the Institution. 	<ul style="list-style-type: none"> ✓ Number of formalized engagement policies implemented (target 4/year). ✓ Frequency of impact reports generated (target 5 per year). ✓ Number of recognition events organized (target 1 per year). ✓ Stakeholder feedback on the effectiveness of transparency measures (target score 8/10).

F. Networking & Collaborations Enablers:

F. 1. Establishing partnerships with reputed Academic Institutions and Research Organizations

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	F.1.1 Establish partnerships with IITs/NITs/Reputed Universities	<ul style="list-style-type: none"> ✓ Signing MOUs with Institutions ✓ Collaborating for curriculum development, improving teaching-learning process, content development, book publishing, training, evaluation, and community development activities. ✓ Establishing advanced technology labs with their support ✓ Faculty exchange programs ✓ Inviting the experts as visiting faculty to the institution ✓ Sharing of labs for faculty research 	<ul style="list-style-type: none"> ✓ Number of MOUs signed with IITs, NITs, and reputed universities ✓ Number of collaborative curriculum and content development initiatives ✓ Number of advanced labs established ✓ Number of faculty exchanges conducted ✓ Number of expert faculty invited ✓ Utilization rate of shared labs for research
Mid Term (2-5 Years)	F.1.2 Establish partnerships with Research Organizations like CSIR, DRDO, ISRO and TIFR	<ul style="list-style-type: none"> ✓ Signing MOUs with Research Organizations ✓ Collaborating for research projects, patents and publications ✓ Establishing research labs with their support ✓ Inviting the experts as visiting faculty to the institution ✓ Internships for students 	<ul style="list-style-type: none"> ✓ Number of MOUs signed with IITs, NITs, and reputed universities ✓ Number of collaborative curriculum and content development initiatives ✓ Number of advanced labs established ✓ Number of faculty exchanges conducted ✓ Number of expert visiting faculty invited ✓ Utilization rate of shared labs for research
Long Term (5-10 Years)	F.1.3 Establish partnerships with Foreign Universities	<ul style="list-style-type: none"> ✓ Signing MOUs with Foreign Universities ✓ Collaborating for curriculum development, improving teaching-learning process, content development, book publishing, and training. ✓ Offering dual degree programs to provide placements opportunities to students in foreign countries. 	<ul style="list-style-type: none"> ✓ Number of MOUs signed with foreign universities ✓ Number of joint curriculum and content development projects with foreign institutions ✓ Number of dual degree programs initiated and student placements

		<ul style="list-style-type: none"> ✓ Collaborating for research projects, patents and publications ✓ Faculty and student exchange programs to provide international exposure ✓ Establishing advanced technology labs with their support ✓ Inviting the experts as visiting faculty to the institution 	<p>achieved abroad</p> <ul style="list-style-type: none"> ✓ Number of joint research projects, patents, and publications ✓ Number of faculty and student exchanges ✓ Number of advanced technology labs established ✓ Number of expert visiting faculty from foreign universities
--	--	---	---

F.2. Collaborating with Industries to promote Industry-Institute interaction

Term	Goals	Strategies	Key Measures
Short Term (0-2 Years)	F.2.1 Signing MOUs with Industries	<ul style="list-style-type: none"> ✓ Identifying the relevant industries for collaboration ✓ Assigning the faculty for collaboration activities ✓ Preparing the MOU for collaboration 	<ul style="list-style-type: none"> ✓ Number of relevant industries identified ✓ Number of faculty assigned to collaboration activities ✓ Number of MOUs signed with industries
	F.2.2 Enhancing academic support activities	<ul style="list-style-type: none"> ✓ Involving the industry experts in Curriculum development ✓ Providing Internships and Employment opportunities to students ✓ Arranging Industrial visits to students for better practical exposure 	<ul style="list-style-type: none"> ✓ Number of industry experts involved in curriculum development ✓ Number of internships and job opportunities provided to students ✓ Number of industrial visits arranged for students
Mid Term (2-5 Years)	F.2.3 Infrastructure support activities	<ul style="list-style-type: none"> ✓ Sharing of resources ✓ Establishing labs with industry collaboration 	<ul style="list-style-type: none"> ✓ Number of shared resources agreements ✓ Number of labs established with industry collaboration
	F.2.4 Enhancing research activities	<ul style="list-style-type: none"> ✓ Collaborating for joint research projects ✓ Collaborating for Patents and Product development ✓ Getting consultancy projects from Industry 	<ul style="list-style-type: none"> ✓ Number of joint research projects ✓ Number of patents and product developments ✓ Number of consultancy projects secured from industries

Long Term (5-10 Years)	F.2.5 Promoting Startups for the benefit of students	<ul style="list-style-type: none"> ✓ Establishing incubation canterers with the help of industries ✓ Inviting the alumni and others to establish startups in incubation centers. ✓ Improving the entrepreneurship skills of students with the help of startups ✓ Providing Internships and Jobs in startups 	<ul style="list-style-type: none"> ✓ Number of incubation centers established ✓ Number of alumni/startups involved ✓ Number of entrepreneurship training sessions for students ✓ Number of internships and jobs provided in startups
	F.2.6 Enhancing community development activities.	<ul style="list-style-type: none"> ✓ Identifying the communities that require support ✓ Finding solutions to the societal problems with the help of industry experts. ✓ Involving the students and faculty in implementing the solutions. 	<ul style="list-style-type: none"> ✓ Number of communities identified ✓ Number of solutions proposed for societal problems ✓ Number of students and faculty involved in solution implementation

F.3 Maintaining strong alumni network

Term	Goals	Strategies	Key Measures
Short Term (0-2 Years)	F.3.1 Create the alumni database	<ul style="list-style-type: none"> ✓ To create an alumni portal ✓ Inviting all the alumni to register in the portal 	<ul style="list-style-type: none"> ✓ Alumni portal created and operational ✓ Number of alumni registrations on the portal
	F.3.2 Engage the alumni	<ul style="list-style-type: none"> ✓ Organizing alumni meetings in different locations every year ✓ Appreciating the alumni in their achievements ✓ Sharing the achievements of college regularly with alumni 	<ul style="list-style-type: none"> ✓ Number of alumni meetings organized ✓ Number of alumni recognized for their achievements ✓ Frequency of college updates shared with alumni
Mid Term (2-5 Years)	F.3.3 Utilise the alumni services for institution development	<ul style="list-style-type: none"> ✓ Mentoring the students and organizing the guest lectures ✓ Involving in curriculum development ✓ Internships and Placements support to students 	<ul style="list-style-type: none"> ✓ Number of alumni-led mentoring sessions and guest lectures ✓ Number of alumni involved in curriculum development ✓ Number of internships and placements facilitated by alumni
Long Term	F.3.4 Enhance research activities with the	<ul style="list-style-type: none"> ✓ Collaborating with alumni in research projects, publications and patents based on their expertise 	<ul style="list-style-type: none"> ✓ Number of research projects, publications, and patents with alumni collaboration

(5-10 Years)	support of alumni	✓ Involving in consultancy projects	✓ Number of consultancy projects involving alumni
--------------	-------------------	-------------------------------------	---

G. Physical Enabler:

G.1 : Infrastructure and Facilities

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	G.1.1 Ensure adequate number of classrooms and lecture halls equipped with modern teaching aids	<ul style="list-style-type: none"> ✓ Conduct a comprehensive needs assessment to identify current gaps in infrastructure and facilities. ✓ Develop a detailed infrastructure plan, including layout designs, budget estimates, and timelines. 	<ul style="list-style-type: none"> ✓ 100% needs assessment completed in 1 year. ✓ 80% of planned construction/renovations completed within 2 years. ✓ Maintain quality monitoring reports quarterly.
	G.1.2 Include safety measures, sufficient equipment, and regular maintenance schedules in labs and workshops	<ul style="list-style-type: none"> ✓ Begin phased construction or renovation of classrooms, labs, libraries, and other facilities. ✓ Regularly monitor construction progress, ensuring adherence to quality standards. 	<ul style="list-style-type: none"> ✓ 100% labs and workshops compliant with safety standards. ✓ Maintenance schedule implemented for all labs within 2 years.
	G.1.3 Improve or expand hostel facilities, focusing on safety, hygiene, and comfort.		<ul style="list-style-type: none"> ✓ Increase hostel capacity by 15% in 2 years. ✓ Conduct student satisfaction surveys with at least 80% positive feedback on safety and hygiene.
	G.1.4 Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled		<ul style="list-style-type: none"> ✓ 100% of key areas compliant with accessibility standards. ✓ Install at least 10 new accessibility signs and commute spaces within 2 years.
Mid Term (2-5 Years)	G.1.5 Flexible seating arrangements in class rooms to support various	<ul style="list-style-type: none"> ✓ Procure and install modern teaching aids, lab equipment, and library resources. ✓ Conduct an evaluation of the completed 	<ul style="list-style-type: none"> ✓ 50% of classrooms equipped with flexible seating within 5 years. ✓ 100% feedback collected from

	teaching methods	projects, gathering feedback from stakeholders.	stakeholders on infrastructure effectiveness.
	G.1.6 Expand the library's physical and digital resources, ensuring access to a wide range of academic journals, books, and e-learning resources.	<ul style="list-style-type: none"> ✓ Adjust as needed based on the evaluation results. ✓ Develop a maintenance schedule for all facilities to ensure their longevity and functionality. 	<ul style="list-style-type: none"> ✓ Library resource expansion by 25% within 5 years. ✓ At least 80% of academic resources available in digital formats.
	G.1.7 Upgrade computer centres with high-speed internet, modern hardware, and necessary software for students and faculty.		<ul style="list-style-type: none"> ✓ 100% of computer centers upgraded with high-speed internet and modern hardware within 5 years.
	G.1.8 Build or upgrade large spaces for events, seminars, and workshops, equipped with modern AV systems.		<ul style="list-style-type: none"> ✓ 100% of large spaces upgraded with modern AV systems within 5 years. ✓ Increase event capacity by 50% with new/upgraded spaces.
Long Term (5-10 Years)	G.1.9 Provide reading spaces, individual study rooms and collaborative spaces that encourage interaction between students, faculty, industry experts, and the community	<ul style="list-style-type: none"> ✓ Develop a detailed infrastructure plan, including layout designs, budget estimates, and timelines. ✓ Begin phased construction or renovation of facilities. 	<ul style="list-style-type: none"> ✓ Establish at least 5 new study rooms and collaborative spaces by year 10. ✓ 30% increase in student usage of study spaces based on surveys.

G.2: Environmental Sustainability

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	G.2.1 Implement energy-efficient systems, such as solar panels and LED lighting	<ul style="list-style-type: none"> ✓ Perform an environmental audit of the campus to identify areas for improvement. ✓ Develop a sustainability plan focusing on energy efficiency, water management, and waste reduction. ✓ Organize workshops and campaigns to educate students and staff on sustainable practices. 	<ul style="list-style-type: none"> ✓ Solar panels installed on key buildings within 2 years. ✓ 50% of campus lighting replaced with LED lights. ✓ Workshops held biannually on energy efficiency.
	G.2.2 Promote water conservation through rainwater harvesting and efficient water management systems.		<ul style="list-style-type: none"> ✓ Rainwater harvesting implemented in 75% of campus within 2 years. ✓ 20% reduction in campus water usage by year 2.
	G.2.3 Include awareness programs on sustainable practices for students and staff.		<ul style="list-style-type: none"> ✓ 4 awareness campaigns organized annually. ✓ 60% of campus population engaged in sustainability workshops by year 2.
Mid Term (2-5 Years)	G.2.4 Implement comprehensive waste management practices, including segregation, recycling, and composting, to minimize landfill waste and promote a circular economy.	<ul style="list-style-type: none"> ✓ Organize workshops and campaigns to educate students and staff on waste management. ✓ Establish green spaces and gardens, and initiate waste management programs. 	<ul style="list-style-type: none"> ✓ 50% waste reduction by year 5. ✓ 100% campus coverage with waste segregation bins. ✓ Composting facilities implemented in key areas by year 5.

G.3: Safety and Security

Term	Goals	Action Plan	Key Measures
Short Term	G.3.1 Install CCTV cameras	<ul style="list-style-type: none"> ✓ Conduct a security audit to identify 	<ul style="list-style-type: none"> ✓ 100% coverage of key locations with

(0-2 Years)	and ensure round-the-clock security personnel at key locations across the campus.	<p>potential vulnerabilities.</p> <ul style="list-style-type: none"> ✓ Develop a comprehensive security plan, including CCTV installation, security personnel deployment, and emergency response systems. 	<p>CCTV cameras by year 2.</p> <ul style="list-style-type: none"> ✓ Round-the-clock security personnel deployed at all critical locations.
Mid Term (2-5 Years)	G.3.2 Implement emergency response systems, including fire alarms, evacuation plans, and first-aid facilities.	<ul style="list-style-type: none"> ✓ Install security systems, including CCTV, alarms, and secure access controls. ✓ Train security personnel and conduct emergency drills with students and staff. ✓ Regularly review and update the security plan to address new challenges and incorporate best practices. 	<ul style="list-style-type: none"> ✓ Emergency response systems fully implemented in all buildings. ✓ Security drills conducted bi-annually. ✓ Annual reviews of the security plan.
Long Term (5-10 Years)	G.3.3 Invest in cutting-edge security technologies and infrastructure to safeguard the campus.	<ul style="list-style-type: none"> ✓ Upgrade surveillance systems with high-definition cameras, facial recognition, and automated alerts. ✓ Implement smart access control systems, including biometric scanners and RFID-enabled ID cards. ✓ Upgrade the centralized security operations center (SOC) for real-time monitoring and coordination. 	<ul style="list-style-type: none"> ✓ High-definition cameras and facial recognition tech in use at all major entry points. ✓ SOC operating 24/7 with real-time monitoring.
	G.3.4 Ensure cybersecurity measures are in place to protect data and privacy.	<ul style="list-style-type: none"> ✓ Involve Cyber Security professions to develop a framework 	<ul style="list-style-type: none"> ✓ Cybersecurity framework developed by year 5. ✓ Cyber threat response team in place. ✓ 100% of sensitive data encrypted and secured.

G.4: Technology and Innovation Support

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	G.4.1 Upgrade the campus network with high-	<ul style="list-style-type: none"> ✓ Identify gaps in the current digital infrastructure and innovation support systems. 	<ul style="list-style-type: none"> ✓ Full campus Wi-Fi coverage achieved. ✓ Internet speed and reliability improved to

	speed internet and Wi-Fi access across the campus.	<ul style="list-style-type: none"> ✓ Develop a technology upgrade plan, focusing on high-speed internet, LMS, and innovation centers. 	<ul style="list-style-type: none"> meet academic and administrative needs. ✓ LMS deployed successfully.
	G.4.2 Implement a robust Learning Management System to support online learning and administrative tasks.		<ul style="list-style-type: none"> ✓ 100% LMS integration with administrative and academic functions. ✓ Faculty and student training programs completed. ✓ System fully functional.
Mid Term (2-5 Years)	G.4.3 Establish centres for innovation and entrepreneurship, providing resources with the latest technology and industry connections for startups and research projects.	<ul style="list-style-type: none"> ✓ Upgrade the campus network, install LMS, and equip innovation centers with necessary technology. ✓ Establish partnerships with industry and research organizations to support innovation. 	<ul style="list-style-type: none"> ✓ Innovation and entrepreneurship centers set up with modern resources. ✓ At least 3 partnerships with industry for research and innovation.
Long Term (5-10 Years)	G.4.4 Multimedia Studios for creation of digital contents with optimum sound control & recording facilities.	<ul style="list-style-type: none"> ✓ Identify the specific requirements for the multimedia studios. ✓ Develop a detailed budget for the creation of the studios. ✓ Design a studio layout that maximizes sound control and recording quality. ✓ Choose equipment that meets the needs of high-quality digital content creation. ✓ Set up the studio according to the design and equipment plans. ✓ Equip faculty and students with the skills to effectively use the multimedia studio. ✓ Begin producing digital content and evaluate the studio's effectiveness. 	<ul style="list-style-type: none"> ✓ Multimedia studios operational. ✓ Increase in digital content production for educational and promotional purposes. ✓ High-quality recording facilities.

H. Digital Enabler:

H.1 : Digital Infrastructure

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	H.1.1 Ensure robust, high-speed Wi-Fi coverage across the entire campus, including classrooms, hostels, libraries, and common areas.	<ul style="list-style-type: none"> ✓ Conduct a campus-wide assessment to identify current digital infrastructure gaps. ✓ Develop a detailed plan for upgrading Wi-Fi, smart classrooms, LMS, and cloud infrastructure, including budget and timelines. 	<ul style="list-style-type: none"> ✓ Achieve 100% campus-wide Wi-Fi coverage by a set deadline. ✓ Ensure minimum internet bandwidth of 1 Gbps across campus.
	H.1.2 Equip classrooms with interactive smart boards, projectors, and audio-visual systems to enhance teaching and learning experiences.	<ul style="list-style-type: none"> ✓ Equip classrooms with smart boards, projectors, and audio-visual systems. 	<ul style="list-style-type: none"> ✓ Ensure 70% smart classroom deployment in all departments. (target 50% within a year, 75% within 2 years) ✓ Monitor usage frequency by faculty and students.
Mid Term (2-5 Years)	H.1.3 Ensure the LMS is accessible to all students and faculty, with features such as discussion forums, grading systems, and real-time feedback mechanisms.	<ul style="list-style-type: none"> ✓ Upgrade Wi-Fi infrastructure across the campus, ensuring high-speed internet access in all areas. ✓ Implement the Learning Management System (LMS) and train faculty and students on its usage. 	<ul style="list-style-type: none"> ✓ Track adoption rate by faculty and students (target 70% within a year, 80% within 2 years, 90% within 4 years). ✓ Ensure 24/7 accessibility of the LMS.
	H.1.4 Develop virtual laboratories that allow students to perform experiments/ simulations online, enhancing access to	<ul style="list-style-type: none"> ✓ Explore the availability of Virtual labs and map them to the curriculum 	<ul style="list-style-type: none"> ✓ 100% course integration with virtual labs in relevant subjects. ✓ Measure student usage and satisfaction rates.

	practical learning experiences.		
Long Term (5-10 Years)	H.1.5 Integrate digital teaching aids, such as document cameras and video conferencing tools, to support hybrid learning models.	<ul style="list-style-type: none"> ✓ Establish cloud computing infrastructure for data storage and collaboration. ✓ Regularly monitor internet speed, LMS usage, and classroom technology to ensure optimal performance. 	<ul style="list-style-type: none"> ✓ 100% hybrid learning capability in all classrooms. ✓ Perform cloud storage audits and LMS usage reports annually.
	H.1.6 Ensure virtual labs are integrated with the LMS for seamless access and monitoring.	<ul style="list-style-type: none"> ✓ Integrate the virtual labs with the LMS ✓ 	<ul style="list-style-type: none"> ✓ 100% seamless LMS and virtual lab integration. ✓ Conduct virtual lab usage tracking and academic outcome assessments.
	H.1.7 Establish cloud-based infrastructure for data storage, processing, and access to shared resources, ensuring scalability and security.	<ul style="list-style-type: none"> ✓ Schedule routine maintenance and updates to digital infrastructure to keep it current. 	<ul style="list-style-type: none"> ✓ 100% cloud integration for key data systems. ✓ Regular data security audits and cloud system performance evaluations.

H.2: Digital Learning Resources

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	H.2.1 Expand digital library collections to include e-books, journals, research papers, and multimedia resources accessible 24/7.	<ul style="list-style-type: none"> ✓ Review the current availability of digital learning resources, including e-books, journals, and multimedia content. 	<ul style="list-style-type: none"> ✓ 100% access to e-books, journals, and multimedia resources for students.
	H.2.2 Integrate Massive Open Online Courses (MOOCs) into the	<ul style="list-style-type: none"> ✓ Promote the use of MOOCs and other e-learning platforms by integrating them into the curriculum. 	<ul style="list-style-type: none"> ✓ Map theory courses I each semester with available MOOC courses which qualify to award credits.

	curriculum, offering students access to courses from top universities globally.		✓ Ensure that 1 MOOC course is offered I each semester
	H.2.3 Provide support for students to enroll in and complete online certifications, enhancing their skills and employability.		<ul style="list-style-type: none"> ✓ 70% of students to enroll in at least one certification. ✓ Track completion rates and impact on employability.
Mid Term (2-5 Years)	H.2.4 Integrate the digital library with the LMS, enabling easy access to academic resources directly from course modules.	<ul style="list-style-type: none"> ✓ Conduct workshops for students and faculty on accessing and utilizing digital resources effectively. ✓ Expand digital library collections and integrate them with the LMS for easy access. ✓ Regularly update and expand digital content based on feedback and emerging academic needs. 	<ul style="list-style-type: none"> ✓ 100% of LMS-integrated library resources. ✓ Increase in LMS usage by 40%. ✓ Conduct at least 3 digital resource workshops annually.
	H.2.5 Incorporate Open Educational Resources into the curriculum, providing students with access to high-quality, freely available educational materials.	<ul style="list-style-type: none"> ✓ Identify and subscribe to additional digital libraries, databases, and Open Educational Resources (OER). 	<ul style="list-style-type: none"> ✓ 50% of core courses to incorporate OER. ✓ Ensure 100% of the OER content is reviewed and updated annually.
	H.2.6 Encourage faculty to contribute to and utilize OERs for course development and enrichment.	<ul style="list-style-type: none"> ✓ Create an institutional platform for faculty to share and contribute OER materials. ✓ Reward faculty who actively participate in OER development and usage. 	<ul style="list-style-type: none"> ✓ 60% faculty contribution to OER platform. ✓ Establish an annual OER faculty award or recognition.
Long Term	H.2.7 Implement adaptive	<ul style="list-style-type: none"> ✓ Develop or adopt platforms that use AI to 	<ul style="list-style-type: none"> ✓ 100% implementation of adaptive learning

(5-10 Years)	learning technologies that tailor educational experiences to individual student needs, learning styles, and progress.	<p>analyse student performance and provide customized learning pathways.</p> <ul style="list-style-type: none"> ✓ Integrate adaptive quizzes, assessments, and feedback mechanisms that adjust to the learner’s proficiency level. ✓ Regularly update these systems to include the latest educational methodologies and technologies 	<p>systems in core subjects.</p> <ul style="list-style-type: none"> ✓ Monitor and improve student performance using adaptive systems by 20%.
--------------	---	--	---

H.3: Digital Administration and Governance

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	H.3.1 Implement a digital Student Information System(SIS) to manage student records, including admissions, grades, attendance, and personal information.	<ul style="list-style-type: none"> ✓ Evaluate current administrative processes and identify areas that can be digitized. ✓ Develop a plan to implement a Student Information System (SIS), online admission, and examination platforms. ✓ Identify a ERP solution which provides end to end solution from Admission to graduation and alumni engagement. 	<ul style="list-style-type: none"> ✓ Achieve 80% digitization of student records within 2 years. ✓ Select and implement ERP within 18 months.
	H.3.2 Ensure the SIS is integrated with other digital platforms, such as the LMS and financial systems, for streamlined operations.	<ul style="list-style-type: none"> ✓ Ensure seamless integration between SIS, LMS, and financial systems to enable efficient operations. 	<ul style="list-style-type: none"> ✓ 100% integration of SIS with LMS and financial systems within 2 years. ✓ Reduce administrative processing time by 30%.
	H.3.3 Develop an online admission system that handles	<ul style="list-style-type: none"> ✓ Implement an online admission system with features for handling application submissions, payments, and communications. 	<ul style="list-style-type: none"> ✓ 100% of admissions handled digitally. ✓ Track satisfaction of applicants and staff (target: 85%+ satisfaction rate).

	application submissions, payments, and communication with prospective students.	<ul style="list-style-type: none"> ✓ Train staff and stakeholders on the system's usage. 	
Mid Term (2-5 Years)	H.3.4 Implement online examination platforms with secure proctoring systems to conduct assessments remotely while ensuring academic integrity.	<ul style="list-style-type: none"> ✓ Deploy the SIS, ensuring integration with the LMS and financial systems. ✓ Launch online admission and examination systems, providing training to relevant staff. 	<ul style="list-style-type: none"> ✓ Implement online examination platforms for 100% of remote assessments. ✓ Track integrity violations and maintain at <2%.
Long Term (5-10 Years)	H.3.5 Utilize digital tools for governance and decision-making processes, such as virtual meetings, e-signature systems, and document management.	<ul style="list-style-type: none"> ✓ Implement digital governance tools, such as virtual meeting platforms and e-signature systems. ✓ Regularly review the effectiveness of digital administration tools and processes. ✓ Update systems based on user feedback and technological advancements. 	<ul style="list-style-type: none"> ✓ 100% adoption of virtual meeting tools and e-signature systems by all key departments. ✓ Regular review and update of systems (annually).
	H.3.6 Implement data analytics tools to monitor institutional performance, identify trends, and inform strategic planning.	<ul style="list-style-type: none"> ✓ Use data analytics tools to monitor key performance indicators, identify trends, and guide strategic planning decisions. ✓ Generate actionable insights to enhance institutional performance. 	<ul style="list-style-type: none"> ✓ 100% implementation of data analytics tools in strategic planning. ✓ Achieve 20% improvement in data-driven decision-making over 5 years.

H.4: Digital Skills Development

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	H.4.1 Organize regular workshops and training programs for faculty on using digital tools, online teaching methods, and creating digital content.	<ul style="list-style-type: none"> ✓ Identify key digital skills needed for faculty and students, focusing on emerging technologies and online teaching methods. ✓ Allocate resources for training programs, workshops, and certifications. ✓ Conduct faculty development programs focused on digital pedagogy, content creation, and online teaching methods. 	<ul style="list-style-type: none"> ✓ 100% faculty participation in digital skills workshops. ✓ Track improvement in faculty digital teaching skills (target: 70%+). ✓
	H.4.2 Offer courses and workshops to enhance students' digital literacy, covering topics like cybersecurity, digital collaboration tools, and online research methods.	<ul style="list-style-type: none"> ✓ Organize digital literacy workshops for students covering topics like cybersecurity, digital collaboration, and research tools. ✓ 	<ul style="list-style-type: none"> ✓ 80% of students to complete basic digital literacy courses within 2 years. ✓ Measure cybersecurity awareness improvement by 50% among students.
Mid Term (2-5 Years)	H.4.3 Provide continuous professional development opportunities focused on emerging educational technologies and digital best practices.	<ul style="list-style-type: none"> ✓ Establish a digital learning support center to assist with technical issues and provide continuous learning opportunities. ✓ Regularly update training materials and offer advanced courses as technology evolves. 	<ul style="list-style-type: none"> ✓ 100% establishment of digital learning support center. ✓ 100% of faculty to undergo professional development every 2 years. ✓ Increase faculty satisfaction with tech support by 20%.

H.5: Innovation and Research Support

Term	Goals	Action Plan	Key Measures
Short Term (0-2 Years)	H.5.1 Provide access to digital research databases, tools for data analysis, and collaborative research platforms.	✓ Assess the current state of research support tools and innovation hubs on campus.	<ul style="list-style-type: none"> ✓ 100% assessment of current research tools completed within 1 year. ✓ Increase access to digital research databases for all faculty and students.
	H.5.2 Encourage the use of digital tools for research publication, data sharing, and peer review processes.	✓ Develop a plan to establish digital research platforms and innovation centers.	<ul style="list-style-type: none"> ✓ 80% of research projects to use digital tools for publication and peer review within 2 years. ✓ At least 3 workshops conducted annually on digital research tools.
Mid Term (2-5 Years)	H.5.3 Create digital innovation hubs where students and faculty can collaborate on projects, startups, and research initiatives.	✓ Provide access to digital research databases, data analysis tools, and collaborative platforms.	<ul style="list-style-type: none"> ✓ Set up at least 2 digital innovation hubs within 5 years. ✓ 100% of faculty and students have access to collaborative platforms and data analysis tools.
Long Term (5-10 Years)	H.5.4 Offer digital tools and resources for prototyping, project management, and product development.	✓ Establish or upgrade innovation hubs with the latest technology for prototyping and project management.	<ul style="list-style-type: none"> ✓ 100% of innovation hubs equipped with the latest prototyping tools by year 10. ✓ At least 3 major product development projects completed annually.
