



SHRI VISHNU ENGINEERING COLLEGE FOR WOMEN

(Autonomous)

(Approved by AICTE, Permanently Affiliated to JNTUK, Kakinada)
Vishnupur - Bhimavaram - 534 202

STRATEGIC PLANS (Academic Years 2020-21 to 2024-25)



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VISION, MISSION AND VALUES

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

VALUES

- We strive for excellence in all that we do in order to model success for our students
- We focus on students' success and satisfaction and meeting the needs of the community
- We take pride in the quality of our organization and work, and we value, originality, integrity, consistency, and attention to detail
- We stay abreast of ever-changing youth culture, emerging communication technologies and design trends
- We set benchmarks and model high quality standards for students, faculty, staff, and community partners
- We lay utmost importance on discipline, punctuality, personal values and healthy practices
- We create an innovative environment for students and staff to develop an integrated personality
- Inclusive community projects

Strategic Plan	Action Plan
To create an increasingly high-quality and innovative educational experience for all students	<ul style="list-style-type: none"> ➤ Systematic Study Plan and practice Scientific Educational Practices in Teaching Learning Process ➤ Motivating students for participating in certification programs ➤ Conduct Orientation Programs, Value Added Courses, Bridge Courses ➤ Segment the students based on their past performance to provide customized training ➤ Invite experts from both industry and academia ➤ Subscribe for online courses offered by organizations like IUCEE/QEEE/NPTEL/ Coursera etc.
To provide employment and higher education opportunities for students	<ul style="list-style-type: none"> ➤ Develop Industry Institute Interaction ➤ Setup Liaison offices at all metropolitan Tier-1 cities in India ➤ Appoint dedicated placement team ➤ Arrange Internal and External placement training for all eligible students ➤ Create more internships ➤ Provide more placement opportunities ➤ Conduct entrepreneurship awareness programs ➤ Arrange training on GRE / TOEFL / GATE / Civil Services to aspiring students
To recruit, nurture and retain outstanding faculty and staff	<ul style="list-style-type: none"> ➤ Develop faculty award/reward system ➤ Customization of faculty ➤ Encourage the faculty to participate in workshops and conferences ➤ Promote research culture among faculty
To build culture of research among Students and Faculty	<ul style="list-style-type: none"> ➤ Encourage and provide necessary finance support to the workforce to actively participate in the research ➤ Apply for research center ➤ Use theme/special labs to train the students in latest tools and technologies
To promote community development and eco-friendly climate	<ul style="list-style-type: none"> ➤ Continuous services to the society through student and faculty involvement ➤ Arrange awareness on technical and nutritional knowledge to rural women through Radio Vishnu ➤ Establish infrastructure to achieve zero discharge, promote green practices and alternative energy sources



Implementation of
STRATEGIC PLAN 1

Strategic Plan # 1

To create an increasing highly qualified and innovative educational experience for all students

Action Plans:

- Systematic study plan and practice Scientific Educational Practices in Teaching Learning Process
- Motivating students for participating in certification programs
- Conduct Orientation Programs, Value Added Courses, Bridge Courses
- Segment the students based on their past performance to provide customized training
- Invite experts for both industry and academia
- Subscribe for online courses offered by organizations like IUCEE, QEEE, NPTEL, and Coursera etc.

Implementation of Strategic Plan 1 :: A. Y. 2020-21

Initiatives:

- ✓ Provide professional development sessions for teachers to familiarize them with SEPs.
- ✓ Include workshops, seminars, and resources to build a solid foundation in scientific educational practices.
- ✓ Consider certifications recognized by industries and employers.
- ✓ Determine value-added course topics based on industry trends, emerging skills, and student interests.
- ✓ Develop a bridge course curriculum that reviews foundational concepts and introduces advanced topics.
- ✓ Identify key performance indicators such as grades / attendance for segmentation.
- ✓ Categorize students into performance segments
- ✓ Explore reputable online course platforms such as Coursera, Edx, IUCEE, QEEE, NPTEL, etc.

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
Professional Development Sessions, Workshops, Seminars on SEPs	8
Vendors - Certification courses	4
Value added courses	6
Topics for Bridge courses	4
Grades / Attendance (1 st Year Intake)	720
Student Segments (Course-wise groups)	6
Online course platforms	4

Implementation of Strategic Plan 1 :: A. Y. 2021-22

Initiatives:

- Integrate SEPs into the curriculum by mapping them to relevant topics and subjects.
- Develop or curate educational materials and resources that align with SEPs.
- Establish clear goals for the certification program, emphasizing the benefits and outcomes for students.
- Analyze current curriculum gaps and challenges faced by students.
- Determine value-added course topics based on industry trends, emerging skills, and student interests.
- Develop a bridge course curriculum that reviews foundational concepts and introduces advanced topics.
- Identify key performance indicators such as grades, and attendance for segmentation.
- Offer guidance on adapting teaching methods to meet the diverse needs of segmented groups.
- Explore reputable online course platforms such as Coursera, EdX, IUCEE, QEEE, NPTEL, etc.

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
SEPs on relevant topics and subjects	4
e-learning resources	12
Certification programs	6
Subjects for curriculum gaps identification	6
Value added courses	10
Bridge courses	6
Student Grades (Branches)	6
Adoption of teaching learning methods	6
Online course platforms student enrolments and completions (Coursera, EdX, IUCEE, QEEE, NPTEL, etc.)	360

Implementation of Strategic Plan 1 :: A. Y. 2022-23

Initiatives:

- Arrange the classroom space to accommodate hands-on experiments and group activities for SEPs.
- Leverage social media, and other online platforms to disseminate information about certification programs.
- Determine value-added course topics based on industry trends, emerging skills, and student interests.
- Analyze student performance in value-added courses, and bridge courses.
- Establish a network of contacts in both alumni, industry and academia.
- Consider a mix of virtual and in-person events
- Offer guidance on adapting teaching methods to meet the diverse needs of segmented groups.
- Launch a campaign to inform students about the availability of online courses and their benefits.

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
Accommodate hands-on experiments through SEPs (Programming Subjects)	4
Leverage social media platforms about certification programs.	4
Student performance in value-added courses, and bridge courses	20
Network of contacts with industry / academia	10
Virtual and in-person events	6
Adapting teaching methods	6
Online course platforms student enrolments and completions (Coursera, EdX, IUCEE, QEEE, NPTEL, etc.)	430

Implementation of Strategic Plan 1 :: A. Y. 2023-24

Initiatives:

- Utilize interactive simulations, virtual labs, and multimedia resources.
- Provide constructive feedback to students and teachers to facilitate continuous improvement.
- Encourage alumni who have benefited from certifications to provide testimonials.
- Analyze data on student performance, and get insights that impact of the orientation, value-added courses, and bridge courses.
- Establish a network of contacts in both alumni, industry and academia.
- Consider a mix of virtual and in-person events for accessibility.
- Continuously analyze data on student performance and adjust segmentation criteria and training plans accordingly.
- Launch a campaign to inform students about the availability of online courses and their benefits.
- Establish policies for credits in syllabus regulations for recognition of completed online courses

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
Interactive simulations & virtual labs	4
Alumni testimonials on certifications	24
Student performance - Value-added courses, and bridge courses	20
network of contacts with industry / academia	20
Virtual and in-person events	10
Online course platforms student enrolments and completions (Coursera, EdX, IUCEE, QEEE, NPTEL, etc.)	500
Establish policies for credits in syllabus regulations (R18 onwards)	1

Implementation of Strategic Plan 1 :: A. Y. 2024-25

Initiatives:

- Stay updated on advancements in scientific education and adjust the plan accordingly
- Analyze participation rates, certification success rates of students.
- Ensure bridge courses and value added courses are integrated into the academic calendar seamlessly.
- Conduct diagnostic assessments to identify specific learning needs within each segment.
- Collaborate with professional associations, alumni networks, and academic institutions.
- Tracking the progress of faculty and students in completing online courses.

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
Practicing advancements in SEPs	12
Bridge courses and value added courses	20
Diagnostic assessments (Number of Students)	720
Network connection with industry, alumni, and academic institutions.	30
Online course platforms student enrolments and completions tracking (Coursera, EdX, IUCEE, QEEE, NPTEL, etc.)	650



Implementation of
STRATEGIC PLAN 2

Strategic Plan # 2

To Provide Employment and Higher Education Opportunities for Students

Action Plans:

- Develop Industry Institute Interaction
- Setup Liaison offices at all metropolitan Tier-1 Cities in India
- Appoint Dedicated Placement Team
- Arrange Internal and External Training for all Students
- Create more Internships
- Provide more Placement Opportunities
- Conduct Entrepreneurship awareness programs
- Arrange training on GRE/TOEFL/GATE/Civil Services to aspiring Students

Implementation of Strategic Plan 2 :: A. Y. 2020-21

Initiatives:

- ✓ Organize more field visits, plant visits, and industry expos to broaden exposure.
- ✓ Collaborate with industries to develop joint certification programs.
- ✓ Implement internship programs for students in collaboration with industry partners.
- ✓ Establish industry advisory boards for all possible programs, consisting of representatives from partner industries.
- ✓ Enhance network connections with industries in the liaison office cities.
- ✓ Clearly define the roles and responsibilities of the dedicated placement team of Placement liaison offices, Institute Level and Department level.
- ✓ Introduce additional third-party vendors specializing in placement training
- ✓ Incorporate courses supported by entrepreneurship principles into the curriculum.
- ✓ Organize additional training programs to prepare aspiring students for higher studies with a focus on GRE, TOEFL, GATE, and Civil Services

Monitoring

- Industry Collaboration Activities : Director Placements & Team and Dean Placements & Team
- Incorporation of courses for entrepreneurship development : Dean Academics
- Higher Studies – Heads of the Department

Evaluation

KPIs	Target (In Number)
MoUs	03
Field Visits	10
Joint Certification Programs	05
Students in Internships	300
Industry Advisory Members	12
Recruiters on Campus	35
Placement Unique Offers	432
Recruitment Training Programs	20
Courses related to Entrepreneurship	05
Training Programs for Higher Studies	05

Implementation of Strategic Plan 2 :: A. Y. 2021-22

Initiatives:

- Organize more joint workshops and seminars featuring industry experts.
- Strengthen network connections with industries in the liaison office cities, facilitating campus recruitments for both IT and Core Branches.
- Implement an integrated platform for managing student profiles, employer relations, and placement data.
- Monitoring of placement activities by TPOs and Department Level Coordinators
- Incorporate more third-party vendors specializing in company-specific placement training.
- Implement additional awareness and motivation programs focused on entrepreneurship for students
- Conducts orientation programs for the students travelling to different countries.

Monitoring

- Industry Collaboration & Placement Activities : Director Placements & Team and Dean Placements & Team
- EDC : EDC Coordinator
- Orientation towards Higher Studies in Abroad – Third Party Vendors

Evaluation

KPIs	Target (In Number)
MoUs	03
Workshops by Industry Experts	20
Company Specific Training Programs	10
Students in Internships	430
Awareness Programs related to Entrepreneurship	04
Recruiters on Campus	40
Placement Unique Offers	435
Orientation Programs for Higher Studies	04

Implementation of Strategic Plan 2 :: A. Y. 2022-23

Initiatives:

- Broaden the involvement of alumni actively employed in the industry within the network.
- Establish partnerships through TBI with emerging industries and startups.
- Develop diverse modules for entrepreneurship awareness programs through TBI, covering topics such as ideation, business planning, funding sources, and market research.
- Direct the Placement Liaison Offices to prioritize companies offering internships.
- Establish Graduate Study Abroad Center (GSAC) for providing Counselling, Student Loans, Scholarships etc..

Monitoring

- Industry Collaboration & Placement Activities : Director Placements & Team and Dean Placements & Team
- Orientation towards Higher Studies in Abroad – Third Party Vendors
- TBI Coordinator
- EDC : EDC Coordinator
- GSAC: GSAC Cell Coordinator

Evaluation

KPIs	Target (In Number)
MoUs	03
Workshops by Industry Experts	20
Company Specific Training Programs	10
Students in Internships	435
Awareness Programs related to Entrepreneurship	04
Recruiters on Campus	40
Placement Unique Offers	500
Orientation Programs for Higher Studies	04
Alumni Connect through Mobile Application – Enrolments of Alumni	350
Alumni Connect Programms	4
Organize Student / Faculty Training Programmes via TBI Hub	6
Start-up Companies in Campus	2
Ideations / Fests / Project Expo across all departments	8
Finding exclusive Internship Offering Companies	40
Students availing services of GSAC	100

Implementation of Strategic Plan 2 :: A. Y. 2023-24

Initiatives:

- Strengthen research collaborations with industry partners.
- Placement Liaison Offices focus on securing internship opportunities from companies across various sectors for students from all branches.
- Tracking student activities towards industry requirements by placement team.
- Identify capable alumni students for coding training and provide financial assistance for their contribution.
- Extend the In-house Training activities
- Enhance the activities of Entrepreneurship development cell
- Automate the processes of GSAC through Mobile App

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
MoUs	05
Students in Internships	570
Awareness Programs related to Entrepreneurship	04
Recruiters on Campus	50
Placement Unique Offers	540
Alumni Connect through Mobile Application – Enrolments of Students	500
Research Collaborations with Industries	5
Diversified Internship Companies for Core branches / Circuit branches	50
Subscriptions to Placement Automation Software's	2
Recruitment of Alumni Students for Peer Learning & Coding Training	5
Students availing services of GSAC through Mobile App	150

Implementation of Strategic Plan 2 :: A. Y. 2024-25

Initiatives:

- Implement Industry-Integrated Capstone Projects
- Explore collaborations with a wider range of industries to diversify opportunities for students.
- Broaden the Placement Liaison offices network by incorporating a more diverse range of companies from various sectors.
- Segment students based on their career aspirations and provide tailored training accordingly.
- Infrastructure and financial support offer to young entrepreneurs
- Introduce inter-disciplinary Post Graduation programs to promote higher studies

Monitoring

- Head of the Departments / Dean Academics / Course Coordinators
- Vedic Coordinators
- Dean ICT
- Coordinators/SPoc for NPTEL, IUCEE, Coursera, EdX, QEEE

Evaluation

KPIs	Target (In Number)
MoUs	07
Students in Internships	630
Recruiters on Campus	50
Placement Unique Offers	550
Orientation Programs for Higher Studies	06
Alumni Connect through Mobile Application – Enrolments of Alumni	600
Students Capstone Projects (Branch-Wise)	5
Collaborations with companies in diverse domains	10
Establishment of new Placement Liaison offices in other locations	2
Customized training programmes for core and circuit branches	14
Young Entrepreneurs through TBI	10
Inter-disciplinary new PG programs	2



Implementation of
STRATEGIC PLAN 3

Strategic Plan # 3

To recruit, nurture and retain outstanding faculty and staff

Action Plans:

- Develop faculty awards / reward system
- Customization of faculty
- Encourage the faculty to participate in workshops and conferences
- Promote research culture among faculty

Implementation of Strategic Plan 3 :: A. Y. 2020-21

Initiatives:

- ✓ Implement effective recruitment strategies - advertising and online platforms.
- ✓ Establish competitive compensation and benefits packages to attract top-tier candidates.
- ✓ Celebrate 10 year of service, Birthday & Marriage day OD / Foreign trips, that contributions to reinforce a culture of appreciation.
- ✓ Identify different categories for recognition (e.g., teaching excellence, research contributions, Teaching Learning activities)
- ✓ Thoroughly study and understand the UGC guidelines regarding faculty pay scales, qualifications, and other related aspects.
- ✓ Implementing the faculty handbooks and ensuring compliance with UGC norms.
- ✓ Clearly communicate the importance of workshops and conferences in enhancing professional growth.
- ✓ Maintain a list of relevant workshops, conferences, and professional development opportunities.
- ✓ Allocate dedicated resources for research, including funding, research facilities, and administrative support.
- ✓ Create a competitive research grant program to provide financial incentives.
- ✓ Form research groups based on common research interests.

Monitoring

- Principal
- Head of the Departments
- Dean-Academics

Evaluation

KPIs	Target (In Number)
Recruitment Notifications per semester	01
Faculty completed 10 years of service	20
Department-wise faculty recognitions	12
Offering UGC pay Scales to Faculty	Yes
Faculty Handbook Availability	1
Circulations of Workshop / Conference brochures in online/offline (Minimum)	50
Circulations of Research notifications in online/offline (Minimum)	20
Customized Research groups	6

Implementation of Strategic Plan 3 :: A. Y. 2021-22

Initiatives:

- Design a fair selection process that identifies candidates with the right skills, experience, and cultural fit.
- Involve current faculty as subject expert in the interview process to ensure alignment with organizational values and goals.
- Offer continuous training and development opportunities to enhance the skills and knowledge of faculty
- Determine the budget available for the award system.
- Develop a comprehensive faculty handbook that aligns with UGC norms and includes all relevant policies and procedures.
- Clearly outline faculty roles and responsibilities, promotion criteria, grievance procedures, and other essential information in the faculty handbook
- Clearly articulate the organization's leave policies, including types of leave (sick leave, vacation, personal leave, special leave, on-duty, maternity leave), and approval processes, and authorities,
- Utilize multiple channels, such as emails, Social Media, Whatsapp groups, interet, and faculty meetings, to share information about upcoming events and their benefits.
- Determine the budget available for supporting faculty attendance at workshops and conferences.
- Utilize various channels, including emails, Whatsapp groups, and faculty meetings, to disseminate information about research opportunities and successes.
- Organize workshops and training programs to enhance research skills.
- Implement a system for monitoring faculty research productivity.

Monitoring

- Principal
- Head of the Departments
- Dean-Academics, Dean – R&D

Evaluation

KPIs	Target (In Number)
Subject Experts in Recruitment drives	06
No of Faculty Orientation Programmes	14
Faculty Handbook Availability	1
Customized Research groups	8
Workshops and Training programs	20
No. of Faculty Training Participations – Workshops / Conferences	70

Implementation of Strategic Plan 3 :: A. Y. 2022-23

Initiatives:

- Support reimbursement for attending conferences, workshops, and other relevant events
- Foster a positive and inclusive work environment that encourages collaboration, innovation, and research
- Establish a system for recognizing and rewarding outstanding performance, through monetary incentives, promotions, and public acknowledgment.
- Celebrate 10 year of service, Birthday / Marriage day OD / foreign trips, that contributions to reinforce a culture of appreciation.
- Design a fair and transparent nomination process for faculty and supporting staff.
- Make adjustments based on feedback, changing circumstances, or evolving priorities.
- Publicly celebrate award recipients through announcements, notices, and events.
- Continuously seek ways to enhance the award system based on feedback and evolving needs.
- Align existing or proposed pay scales with UGC guidelines to ensure consistency and compliance and clearly communicate the pay structure to faculty members.
- Conduct workshops or training sessions to educate faculty and staff about the new faculty handbook and pay scales.
- Establish clear guidelines for financial support, including provisions for registration fees, travel expenses, and accommodations.
- Consider offering incentives such as certificates, awards, for active participation.
- Invite external experts to conduct sessions on research methodologies, proposal writing, and publication strategies.
- Establish a R&D Cell and R&D personnels to provide support for researchers.
- Track faculty publications, citations, and successful grant applications etc.

Monitoring

- Principal
- Head of the Departments
- Dean-Academics, Dean R & D

Evaluation

KPIs	Target (In Number)
Support reimbursement for attending conferences, workshops etc (Minimum)	120
Implementing monetary incentives, promotions etc (Minimum)	100
Invite external experts on research	4
No. of Faculty Training Participations – Workshops / Conferences	70

Implementation of Strategic Plan 3 :: A. Y. 2023-24

Initiatives:

- Promote a healthy work-life balance by offering flexible work timings, wellness programs etc.
- Utilize various channels (email, college magazine groups and social media) to raise awareness and encourage participation.
- Publicly celebrate award recipients through announcements, notices, and events.
- Continuously seek ways to enhance the award system based on feedback and evolving needs.
- Provide Faculty Handbooks and resources to support understanding.
- Verify payroll systems process, acquittance registers, staff service registers configured to process payments according to the updated scales.
- Clearly articulate the organization's leave policies, including types of leave (sick leave, vacation, personal leave, special leave, on-duty, maternity leave), and approval processes, and authorities
- Organize internal workshops for both faculty and supporting staff on the importance of professional development and how to maximize the benefits of workshops and conferences.
- Offer assistance in grant applications, ethical considerations, and collaboration opportunities.
- Encourage interdisciplinary collaboration by initiating joint research projects between departments.

Monitoring

- Principal
- Head of the Departments
- Dean-Academics, Dean R&D

Evaluation

KPIs	Target (In Number)
Invite external experts on research	4
Providing Faculty Handbooks	1
Internal workshops	10
Interdisciplinary collaboration	6
No. of Faculty Training Participations – Workshops / Conferences	80

Implementation of Strategic Plan 3 :: A. Y. 2024-25

Initiatives:

- Establish open communication between leadership and faculty to ensure transparency.
- Publicly celebrate award recipients through announcements, notices, and events.
- Regularly audit and monitor faculty appointments, promotions, and salary payments to ensure ongoing compliance with UGC norms and internal policies.
- Schedule periodic reviews of the faculty handbook and pay scales to ensure continued relevance and compliance with any updates to UGC norms.
- Gather input from faculty members on their preferences regarding the types of workshops and conferences they find most beneficial.
- Measure changes in faculty skills, knowledge, and contributions to the institution as a result of participating in workshops and conferences.
- Introduce a system for recognizing and rewarding faculty for research achievements.
- Recognize publications, presentations at conferences, and successful grant acquisitions.
- Invest in research infrastructure, including laboratories, libraries, and online resources.

Monitoring

- Principal
- Head of the Departments
- Dean-Academics

Evaluation

KPIs	Target (In Number)
Audit and monitor faculty appointments	Yes
Circulation of updated faculty handbook	1
No. of Faculty Training Participations – Workshops / Conferences	100
Faculty Research Publications	50
Faculty Citations	100
Research Center	1



Implementation of
STRATEGIC PLAN 4

Strategic Plan # 4

To build culture of research among Students and Faculty

Action Plans:

- Encourage and provide necessary finance support to the workforce to actively participate in the research
- Apply for research center
- Use theme / special labs to train the students in latest tools and technologies

Implementation of Strategic Plan 4 :: A. Y. 2020-21

Initiatives:

- ✓ Form a dedicated committee comprised of enthusiastic and experienced faculty members for establishment of research cell.
 - ✓ Include representatives as Deans / Research Coordinators
 - ✓ Create a clear and concise research policy that outlines the institution's commitment to fostering research.
 - ✓ Allocate sufficient resources, including funding, lab facilities, and research materials.
 - ✓ Allocate budgetary resources specifically for supporting research activities.
 - ✓ Establish a clear policy outlining the types of research activities eligible for financial support.
 - ✓ Identify the specific research needs and areas of focus that the research center will address.
 - ✓ Clearly define the objectives of the theme/special labs/COEs, including the skills and knowledge students should gain.
- Ensure that the labs are well-equipped with the latest tools and technologies.

Monitoring

- Head of the Departments
- Dean R&D, Research Cell
- Research Coordinators

Evaluation

KPIs	Target (In Number)
Meetings towards establishment of Research Activities	4
Representatives in Research Cell	2
Research Guidelines Book	1
Exclusive Labs towards Research	4
Budget for Research & Development	
Proposal for Research Center	1
COEs / thematic labs	4
Research Tools – Anti- plagiarism software (Minimum User Subscriptions)	2
Circulations of External Agencies SERB, DST, ATAL etc notifications to departments (minimum)	2

Implementation of Strategic Plan 4 :: A. Y. 2021-22

Initiatives:

- Establish a research grant program to encourage faculty and students to pursue research projects.
- Conduct regular workshops on research, and publication processes.
- Invite experienced researchers and retired IIT professors as guest speakers to share their insights.
- Encourage collaborative research projects to enhance knowledge transfer.
- Provide guidelines on how to prepare a compelling proposal and the required documentation.
- Establish a dedicated fund to cover expenses such as travel, conferences, research materials, and equipment.
- Offer financial support for faculty members attending conferences, workshops, and seminars.
- Create a detailed timeline outlining key milestones and deadlines for the research center application process.
- Seek formal support from institutional leadership, deans, and head of the departments.
- Choose specific themes (cybersecurity, data analytics, artificial intelligence, Internet of Things (IoT)) or focus areas for the labs based on industry trends and emerging technologies.
- Procure the necessary hardware, software, and equipment to support the selected themes.

Monitoring

- Head of the Departments
- Dean R&D, Research Cell
- Research Coordinators

Evaluation

KPIs	Target (In Number)
Research Grant Applications from each department	12
Applications to conduct ATAL Workshops from each department	12
Workshops to Faculty towards Research	4
Collaborative research projects	6
Guidelines for compelling proposal yearly (minimum num. of times)	1
Supporting Conference with Incentives (All Faculty) Approx.	200
Research Incentives for Journal publications (All Faculty) Approx.	200
Research center application process initiation	1

	Establishment of COEs on industry trends	2	
	Budget for Procurement for Hardware and Software equipment		
	Journal Subscriptions (Minimum)	50	
	IEEE Faculty Memberships (Minimum)	60	

Implementation of Strategic Plan 4 :: A. Y. 2022-23

Initiatives:

- Encourage collaboration between different departments and disciplines for interdisciplinary research
- Facilitate networking opportunities for researchers to share ideas and build collaborations.
- Encourage faculty to submit articles to reputable conferences and journals.
- Ensure that researchers have access to the necessary tools and resources.
- Establish a committee responsible for reviewing and approving research support requests.
- Clearly define the objectives and scope of the proposed research center.
- Provide training for instructors who will be leading the theme/special labs.
- Incorporate hands-on projects, case studies, and real-world applications into the COEs.
- Integrate the theme/special labs into the academic time-tables.

Monitoring

- Head of the Departments
- Dean R&D, Research Cell
- Research Coordinators

Evaluation

KPIs	Target (In Number)
Research Grant Applications from each department	3
Applications to conduct ATAL Workshops	10
Workshops to Faculty towards Research	4
Research promotion in Social Media (Google Scholar, Research Scholar, Vidwan etc.) – Approximate No, of Faculty	150
ORCID / Research Profile to Faculty – Approximate No, of Faculty	150
Publications in Journals (National/International)	40
Publications in Conferences (National/International)	40
Organizations of International / National Conference	1
Renewal subscriptions of Research Related Software (Anti- Plagiarism etc.) (Minimum User Subscriptions)	4
Extending subscriptions to Online Reputed Journals (Minimum)	60

Procurement of Hardware equipment in research labs (Minimum Amount INR)	
Research Incentives for Journal Publications/Conference Publications (All Faculty) Approx.	150

Implementation of Strategic Plan 4 :: A. Y. 2023-24

Initiatives:

- Establish a centralized research center to coordinate and support research activities.
- Recognition Faculty for outstanding research contributions.
- Encourage student achievements in research.
- Regularly inform the staff and students about available research support opportunities via meetings, emails, WhatsApp groups, notices.
- Explore partnerships with external funding agencies to supplement internal research support.
- Develop a detailed budget that covers initial setup costs and ongoing operational expenses.
- Once approved, launch the research center and promote its activities.
- Provide opportunities for students to showcase their lab projects through exhibitions, presentations, or competitions.

Monitoring

- Head of the Departments
- Dean R&D, Research Cell
- Research Coordinators

Evaluation

KPIs	Target (In Number)
Accepting Research Grant Applications from SERB, DST and other external agencies from each department	3
Applications to conduct ATAL Workshops from each department	2
Workshops to Faculty towards Research	4
Research public ting in Social Media (Google Scholar, Research Scholar, Vidwan, Linked Profile, CNN etc.) - Approximate No, of Faculty	150
ORCID / Research Profile to Faculty - Approximate No, of Faculty	150
Publications in Journals (National/International)	40
Publications in Conferences (National/International)	50
Organizations of International / National Conference	2

Renewal subscriptions of Research Related Software (Anti- Plagiarism etc.) (Minimum User Subscriptions)	4
Extending subscriptions to Online Reputed Journals	20
Procurement of Hardware equipment in research labs (Tentative Budget Allotment in INR)	
Research Incentives for Journal Publications / Conference Publications - Approximate No. of Faculty	150
Organizing FDPs - 1 per department	8
Establishing Research Center	1
Internal SEED money grants -- Approximate No. of Faculty benefitted	50
Consultancy Projects – Minimum number from each department	3
Conversion of Students Projects to Publications (Minimum)	150

Implementation of Strategic Plan 4 :: A. Y. 2024-25

Initiatives:

- Provide a physical space for researchers to collaborate and work on projects.
- Offer prizes for outstanding student research projects.
- Create internship programs that involve research in collaboration with external organizations.
- Facilitate workshops on applying for external grants and funding opportunities.
- Acknowledge the outcomes of supported research projects.
- Identify potential collaborators and partners within the institution and external organizations.
- Develop a communication plan to raise awareness of research center among faculty, students.
- Implement assessments to evaluate students' learning outcomes in the theme/special labs.
- Regularly update lab content to stay current with technological advancements.

Monitoring

- Head of the Departments
- Dean R&D, Research Cell
- Research Coordinators

Evaluation

KPIs	Target (In Number)
Research Grant Applications from SERB, DST and other external agencies (Minimum from each department)	3
Applications to conduct ATAL Workshops (Minimum from each department)	5
Workshops to Faculty towards Research	4
Research public ting in Social Media (Google Scholar, Research Scholar, Vidwan, Linked Profile, CNN etc.) - Minimum of Faculty	150
ORCID / Research Profile to Faculty - Minimum of Faculty	150
Publications in Scopus/ ESI/ WOS Journals (National/International)	10
Publications in Scopus/ ESI/ WOS Conferences (National/International)	20
Organizations of International / National Conference	2

Renewal subscriptions of Research Related Software (Anti- Plagiarism etc.) (Minimum User Subscriptions)	6
Extending subscriptions to Online Reputed Journals	20
Procurement of Hardware equipment in research labs (Approx. Budget Allocation in INR)	
Research Incentives for Journal Publications/Conference Publications - Approximate No. of Faculty	150
Organizing FDPs	8
Establishing Research Center	1
Internal SEED money grants - Approximate No. of Faculty	60
Consultancy Projects – Minimum number from each department	6
Conversion of Students Projects to Publications (Minimum)	300



Implementation of
STRATEGIC PLAN 5

Strategic Plan # 5

To promote community development and eco-friendly climate

Action Plans:

- Continuous services to the society through students and faculty involvement
- Arrange awareness on technical and nutritional knowledge to rural women through Radio Vishnu
- Establish infrastructure to achieve zero discharge, promote green practices and alternative energy sources

Implementation of Strategic Plan 5 :: A. Y. 2020-21

Initiatives:

- ✓ Engage students and faculty with meetings, interaction, and workshops to understand concerns of continuous services.
- ✓ Involve key stakeholders including local panchayats members, and environmental organizations.
- ✓ Identify the social/community needs and map students and faculty for community service by assessing their skills and expertise.
- ✓ Engage with local panchayat leaders, NSS volunteers, to understand community priorities and initiate community services.
- ✓ Create a dedicated team responsible for coordinating service initiatives and attach PD/NSS coordinator to liaise between the institution, students, faculty, and the community.
- ✓ Conduct a needs assessment to identify the specific technical and nutritional knowledge gaps within the target rural communities.
- ✓ Use the services of Radio Vishnu, including on airtime, program scheduling, and collaboration etc.
- ✓ Conduct Audits for Green, Energy and environmental assessment to identify current infrastructure, discharge practices, and energy consumption patterns.
- ✓ Establish partnerships with government agencies, environmental third party organizations in the implementation process.

Monitoring

- Community Services : NSS Coordinator / Physical Director
- Vishnu TV / FM Coordinator
- Alternative energy sources – HOD-EEE
- Green practices – HOD- Civil
- Awareness Programmes – Senior staff

Evaluation

KPIs	Target (In Number)
Continuous services meeting with Staff	4
Continuous services meeting with Students	4
Continuous services meeting with local people	2
Survey on Community Needs	2
Events Types	10
Students Participants	150
Faculty Participants	80
No. of Programs on Radio Vishnu	5
Environmental Audit	1
Green Audit	1

	Energy Audit	1	
	Other Renewable Audits	1	
	Audit on Water Bodies	1	

Implementation of Strategic Plan 5 :: A. Y. 2021-22

Initiatives:

- Conduct workshops, seminars, and awareness campaigns to educate nearby village people on eco-friendly practices and their benefits.
- Development of essential infrastructure that aligns with eco-friendly practices, such as renewable energy sources, waste management systems, and green building initiatives.
- Provide student and faculty with training and resources to incorporate community service projects
- Regularly update the data regarding service projects and opportunities.
- Collaborate with sister college’s experts staff, and educators to develop informative content tailored to the needs of rural women.
- Provide training for students to be Radio Vishnu FM hosts on the technical and nutritional content to ensure accurate and engaging delivery.
- Ensure compliance with environmental regulations bodies (Power, Water Recycling STPs, RO water plants etc.)
- Obtain permits and approvals for the establishment of new infrastructure and the implementation of green practices. (Power Grid)

Monitoring

- Community Services : NSS Coordinator / Physical Director
- Vishnu TV / FM Coordinator
- Alternative energy sources – HOD-EEE
- Green practices – HOD- Civil
- Awareness Programmes – Senior staff

Evaluation

KPIs	Target (In Number)
Workshops, Seminars on Eco-friendly Practices	03
Procurement of infrastructure for eco-friendly practices – Approx. Budget allotment in INR	
Student and Faculty training	6
Identification of Expert Staff on information regarding rural women needs.	6
Students training on hosting programs on Radio Vishnu	10
Environmental Audit	1
Green Audit	1
Energy Audit	1
Audit on Water Bodies	1
Events Types	15
Students Participants	200

Implementation of Strategic Plan 5 :: A. Y. 2022-23

Initiatives:

- Develop and implement educational programs to raise awareness on community development and environmental sustainability.
- Encourage the use of renewable energy sources like using Solar power, LEDs etc.
- Actively encourage students and faculty to participate in community service activities.
- Award course credits or Volunteer certificates to faculty and students in service initiatives.
- Design a Vishnu FM program format that includes a mix of informational segments, interviews, success stories, and interactive sessions for rural women
- Use of local languages for effective communication.
- Implement a monitoring and evaluation system to assess the impact of the radio program.
- Procure infrastructure to achieve zero discharge (Sewage Water Treatment Plan), RO drinking wastewater treatment facilities, and renewable energy installations (Solar Panels, Weeding to Grid)
- Implement Zero Discharge Systems wastewater treatment systems to minimize or eliminate discharge into water bodies.
- Provide training for employees / students to encourage adherence to green practices.

Monitoring

- Community Services : NSS Coordinator / Physical Director
- Vishnu TV / FM Coordinator
- Awareness Programmes – Senior staff
- Green practices – HOD- Civil
- Alternative energy sources – HOD-EEE

Evaluation

KPIs	Target (In Number)
Educational programs on community development and environmental sustainability	4
Infrastructure procurement for Solar & LEDs or energy efficient equipment's – Approx. Budget allotment in INR	
Events Types	15
Students Participants / Volunteers	250
Faculty Participants	60
FM program	6
Assess the impact of the radio program (No. of times per year)	2

Infrastructure procurement for RO Water Bodies, distribution, Sewage Water Treatment Plants – Approx. Budget allotment in INR	
Environmental Audit	1
Green Audit	1
Energy Audit	1
Other Renewable Audits	1
Audit on Water Bodies	1
Infrastructure procurement for E-conservative vehicles, Battery Charging stations – Approx. Budget allotment in INR	
Water Quality Reports	1
Trainings for employees / students on green practices.	6

Implementation of Strategic Plan 5 :: A. Y. 2023-24

Initiatives:

- Implement comprehensive waste management programs, including recycling initiatives and the reduction of single-use plastics.
- Enhance and create green spaces within the college and community to improve air quality.
- Organize regular meetings / workshops to enhance the skills of students and faculty, ensuring they are well-prepared for community service.
- Maintain records of community service activities, including the number of participants, hours contributed, and outcomes achieved.
- Evaluate the impact of community service initiatives.
- Utilize influencer faculty and students to wide spread awareness about the program.
- Establish women feedback mechanisms, via live discussions and interactions to share their experiences, and suggest topics
- Implement a monitoring and evaluation system to assess the impact of the radio program.
- Conduct training programs for students and staff to raise awareness about the importance of zero discharge, green practices, and alternative energy.
- Integrate Green Practices and eco-friendly practices into daily operations
- Evaluate and implement alternative energy sources, such as solar, water etc, to minimize overall energy consumption.

Monitoring

- Community Services : NSS Coordinator / Physical Director
- Vishnu TV / FM Course-wise groups Coordinator
- Alternative energy sources – HOD-EEE
- Green practices – HOD- Civil
- Awareness Programmes – Senior staff

Evaluation

KPIs	Target (In Number)
Comprehensive workshops on green and alternative energy sources	7
Creating Green Spaces in Campus (No. of locations)	6
Maintain records of community service activities (Automation Software)	1
Students to organize events on FM Radio	12
Evaluation to assess the impact of the radio program. (No. of Times per Semester)	2
Budget allocation on green and alternative energy sources. (Approx. Amount in INR)	

Implementation of Strategic Plan 5 :: A. Y. 2024-25

Initiatives:

- Implement energy-efficient practices like LED usage in new constructing blocks, street lighting, and common areas.
- Develop recreational areas for healthier lifestyle and community interaction.
- Maintain records of community service activities, including the number of participants, hours contributed, and outcomes achieved.
- Collect feedback from staff, students and the community to assess the effectiveness of community services
- Highlight activities through website, WhatsApp groups, press releases, and college magazine to inspire others and build a culture of service within the institution.
- Timely funding resources for the sustainability of the program, including production costs, promotional materials, and potential community events.
- Prepare reports summarizing key achievements, and recommendations for continuous improvement.
- Implement monitoring systems to track the usage of green initiatives in the campus by energy audits, green audits, environmental audits etc
- Explore government schemes in DST, SERB agencies and subsidies for green initiatives.

Monitoring

- Community Services : NSS Coordinator / Physical Director
- Vishnu TV / FM Coordinator
- Alternative energy sources – HOD-EEE
- Green practices – HOD- Civil
- Awareness Programmes – Senior staff

Evaluation

KPIs	Target (In Number)
Implement energy-efficient practices (No. of Models)	12
Maintain records of community service activities (Automation Software)	1
Feedback on Community services from rural women (No. of times per Sem)	2
Funding budget for maintenance / renewals – Approx. Budget allotment in INR	
Generating energy audits, green audits, environmental audits (No. per Year)	1
Applying for Government Schemes towards green practices and renewal energies (No. per Year)	1
