

STRATEGIC DEVELOPMENT & TRAINING PLAN IMPLEMENTATION- 2014-2020



Vision Statement



- Pursuing excellence,
- Empowering people,
- Partnering in community Development & Training.

Mission Statement

To develop NMAM Institute of Technology, Nitte , as Centre of Excellence by imparting quality education to generate competent, Skilled and Humane Manpower to face emerging Scientific, Technological, Managerial and Social Challenges with Credibility, Integrity, Ethics and Social Concern.



Quality Policy

We, the members of NMAMIT continuously strive to provide the best technical education through contemporary teaching-learning practices which meet or exceed stakeholders' expectations

Core Values

- Professionalism
- Integrity
- Team Work
- Innovation



Institutional Strategic Goals

Leadership Team having brain stormed vision, mission, quality policy, core values, environmental factors and SWOT analysis. The following high level goals have been identified (HLG) which are also called Institutional Strategic Goals (ISG)

1. Best Governance & Committed Management

2. Deemed University status

3. Best administration and physical infrastructure

4. Attraction of Top talented students

5. Developing students with highly employable skills

6. Placements & internships

7. Attracting talented Faculty, Development & Training & Retention

8. Best Teaching-Learning Practices

9. Best Research & Development & Training Infrastructure

10. Institute-Industry Collaboration

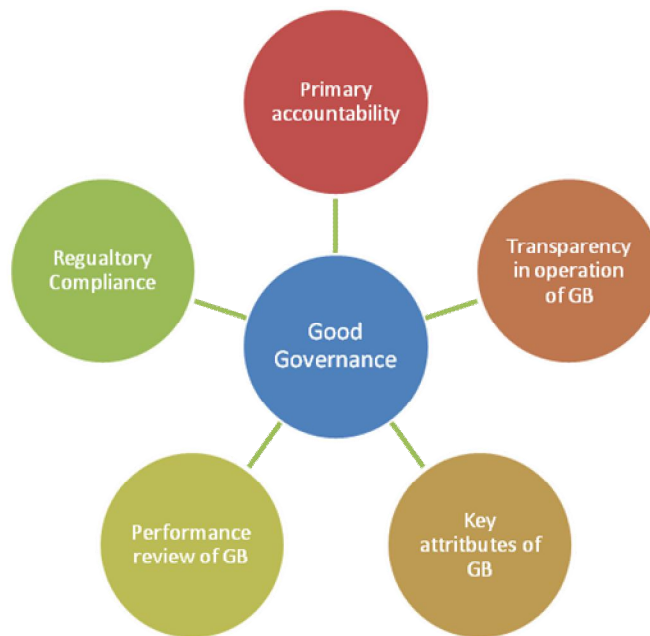
11. Global Initiatives

12. Institutional Social Responsibility & Extension activities

NMAMIT SDP IMPLEMENTATION PLAN: 2014-2020

Institutional Strategic Goals

1. Good Governance & Committed Management



(i) Primary accountabilities of Governing Body

- a. Vision, Mission and Long term strategic plan approval
- b. Financial sustainability

- c. Quality assurance
- d. Monitoring Head of institution's performance

(ii) Transparency in the operation of Governing Body

- a. Annual report
- b. Public disclosure of Members interest of Governing Board
- c. Sharing of Institutional activities & information to all Stake holders

(iii) Key attributes of Governing body

- a. GB members competent & able enough to carry out primary accountabilities
- b. Rigorous recruitment process of GB members
- c. Independent members active involvement
- d. Responsibilities of Chair and Member Secretary
- e. Appointment of Head of the institution and other key positions
- f. Performance monitoring & review of Key positions

(iv) Effectiveness and performance review of GB

- a. Performance review of GB
- b. Induction of new GB members

(v) Regulatory Compliance

- a. Regulatory compliance audit by GB
- b. Audit of Institutional social service (not for profit) by GB
- c. Accreditation from various agencies

1.1 Primary Accountabilities of Governing Body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation & implementation (Members of the team)	Time line	Measuring Indicators of success
Vision, Mission and Long term strategic plan approval	4 Lakhs	External consultants were engaged and Workshop Conducted	Principal (BOG, Deans, HODs, Section Heads)	01 Jan 2015	Vision, Mission formulated, approved, circulated .Displayed at common places
Financial sustainability		Quarterly Financial Committee meetings	Principal (Chairman, Finance Director, Registrar, Deans, HODs)	Quarterly	Minutes of the meeting and proceedings recorded with actionable points . Revenue forecast/Expense forecast
Quality assurance	1 Lakh	Internal auditor's refresher training. External audit once a year	QA-MR (I/C- HOD Mechanical) (All HODs)	Half Yearly	Internal audit report once every six months and remedial actions initiated. External audit completed, observations with actions
Monitoring Head of institution's performance		Frequent informal interactions with Chairman	Chairman (BOG)	Quarterly	Performance appraisal recorded and feedback discussions completed

1.2 Transparency in the operation of Governing Body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Annual report			Principal (Dean Academics, COE, HODs)	March/April	Annual report prepared presented to BOG,- Approval & Annual day. Sent with University
Public disclosure of Members interest of Governing Board			Principal (Chairman, BOG)	Once in three years	BOG members details updated in Website periodically and made known to all stake holders
Sharing of Institutional activities & information to all Stake holders			Principal (OAC & HODs)	Regular	Website updating periodically

1.3 Key attributes of Governing body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
BOG members competent & able enough to carry out primary accountabilities			Chairman (Trustees of NET, Principal)	Once in three years	BOG performance review
Rigorous recruitment process of BOG members			Chairman	Once in three years	Selection as per UGC norms
Independent members active involvement			Chairman	Quarterly	Active involvement of independent members and their contribution
Responsibilities of Chair and Member Secretary			Chairman- Principal		Minutes of BOG meeting Prepared , approved and circulated to all BOG members
Appointment of Head of the			Chairman (Members of the Trust and	As and when vacancy	Competent people filled as per organisation chart

institution and other key positions			Experts)	arises	
Performance monitoring & review of Key positions			Principal (Deans)	Yearly	Performance appraisal completed , recorded and feedback provided

1.4 Effectiveness and performance review of GB

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Performance review of BOG			Chairman	Once in four months	Formal recording of each BOG members performance and quality of inputs
Induction of new BOG members		Orientation & Re-orientation training completed	Chairman	Once in three years	Orientation of new induction members completed & recorded

1.5 Regulatory Compliance

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Regulatory compliance audit by BOG			BOG (Principal /TEQIP)	During BOG meetings	Compliance and Non-compliance and remedial measures action taken report is reviewed
Audit of Institutional social service (Not for profit) by BOG			Chairman (Registrar, NET)	Quarterly	Social service projects progress review, execution and budget allocation and expenses
Accreditation from various agencies		Accreditation approval process training/ NODAL centre	Principal (Dean, HODs)	Once in three/five years	Accreditation approval /re-accreditation

2. Deemed University status

2.1 Accreditation of the institution

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identification of accreditation agency (NAAC/NBA/ABET)			Chairman /Principal	Jan 2015	Accreditation of NAAC approval
Training of staff and Applying for the Letter of interest		Training completed	Dean –Academics (HODs)	July 2014	Awareness and process of accreditation completed. Letter of interest submission
Preparation of Self assessment Report			Dean-Academics	August 2014	Self assessment is completed

2.2 Statutory bodies (UGC/AICTE/University)- Process

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Applying for Deemed University Status			Chairman (Principal, Dean, HODs)	Feb 2015	After NAAC accreditation, application process will commence
Preparing internal team for statutory body visit			Dean-Academics (Dean, HODs, Co-ordinators)	Feb 2015	Internal team identified and trained
Inspection by Expert Committee			Dean-Academics	April-June 15	Inspection successfully completed

2.3 Affiliation to Nitte University

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Management decision			Chairman	Feb 15	Decision taken by the NET
Affiliation of NMAMIT with Nitte University Completion			Chairman	June 15	Affiliation completed

3. Best administration and physical infrastructure

3.1 Budget approvals

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Budget planning and preparation (Zero based /bottom up budget)			Director- Finance	Feb every year	Budget prepared in consultation with all internal stake holders
Budget approval by BOG / Chairman			Chairman (NET)	March every year	Budget approved and circulated
Audit Committee formulation, checks and balances			Director-Finance	Regular	Internal audit committee formed, audit observations and remedial measures initiated

3.2 Budget Decentralisation

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Approved budget communication to all the departments			Principal (Dean ,HODs, Section heads)	May every year	Approved budget shared with all internal stake holders
Budget authorization / decentralization up to HOD level			Principal		HOD & Purchase committee expenditure reports

3.3 Bench mark with best institutes' facilities

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Diagnostic study of existing and other best institute facilities			Principal (Deans/HODs/Section Head)	Once a year	Successful visit with recommendations for institutions improvement
Benchmarking with best standards			Principal		Implementations of the recommendations
Management commitment towards implementation			Chairman		Actionable points every year towards improving at par with best institutes infrastructure

3.4 Township Development & Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Budget & Plan approval towards Township Development & Training			Principal & Registrar-Campus (Resident Engineer)	Annually	Separate budget for new improvement projects
Budget and execution plan			Resident Engineer	Annually	Projects completed as per budget approved

4. Attraction of Top talented students

4.1 Scholarships

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
At the time of admission based on entry criteria			Dean-Academics (Academic –Superintendent)	Annually	How many scholarships and how much budget has been spent
Based on their academic performance semester / yearly			Principal	Annually	How many scholarships and how much budget has been spent

4.2 Branding

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Advertisement			Director-Marketing	Annually	Budget spent, Advertisements released and impact on admissions
Website professional outlook with latest updates			Manager-Systems	Regularly	Website visitors, feedback and at par with best web- sties
Students/Alumni as brand ambassadors			I/C Alumni Association	Annually	Number of alumni interactions, national & global meets

4.3 Best Teaching-Learning

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Student centric academic ambience			Dean-Academics	Semester wise	Students and Faculty feedback reports, results
State-of-the-art Library with online access			Librarian	Quarterly	Library resources enhancement records
Outcome Based Education equipped with employable skills			Dean-Academics (HODs, Placement I/C)	Semester wise	Syllabus framed as per OBE

4.4 Best infrastructure

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Best model classrooms and laboratory facilities			Dean-Academic (Resident Engineer)	Semester wise	Successful completion of projects/ class room/lab requirements
High speed Internet facility to students			System Administrator	Annually	Up gradation as per requirement
Good hostel facility			Chief Warden	Semester wise	Upgradation as per budget approved

4.5 Extra-curricular & Sports

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Best-in-class infrastructure for indoor and outdoor games / sports			Director- Physical Edn (Coaches)	Annually	Sports/Games/Athletics achievements
Rewards / recognition for achievements			NET	Annually	Number of students received rewards
Hobby / professional clubs			Students welfare officer	Annually	Successful membership in each club
Professional associations (IEEE, CSE, IE, ISTE chapters....etc.)			Dean-Academics (HODs- Coordinators)	Annually	Successful facilitation of seminars/workshops/visits/ Expert lectures/competitions

4.6 Placements & Internships

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
History of past placements and internships database			Placement I/C	Annually	Updating website, Brochure printing, sharing with prospect students
Vibrant Alumni Association			Alumni Association Co ordinator	Annually	No of Alumni meetings conducted

5. Developing students with highly employable skills

5.1 Syllabus alignment with latest industry need

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Industry participation in curriculum design and Development & Training.			Dean –Academics (HODs)	Annually	Syllabus review completed through BOS meetings
Train the faculty in latest technological updates.			Dean-Academics/TEQIP	Regular	Number of FDP programmes conducted
Bench marking the syllabus at par with the premier institutes / international professional bodies (ABET).			Dean-Academics	Annually	Syllabus review completed with the help of Premier institutions faculty members & BOS

5.2 Domain Skills Development & Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Conceptual depth in the domain expertise		External Consultant	HODs (Dept. Placement coordinators)	Semester wise	Number of domain programmes conducted/Number of students attended
Participation in Professional Certifications		External consultant	HODs	Semester wise	Number of students obtaining certifications department wise
Industrial visits / real time projects			HODs (Dept coordinators)	Semester Wise	Successful visits conducted per semester

5.3 Soft Skills Development & Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Standardization of Soft Skills syllabus as per industry needs		External Consultant	Dean-Academics (Dept of Humanities)	Annual Review	Soft skills syllabus revised and available for implementation
Imparting soft skills training from first year onwards		External Consultant	Student Welfare Officer Dept of Humanises		

5.4 Extra Coaching for Weak & Best students

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identifying difficult courses in every semester and allocating extra hours in the time table			HODs & First year coordinator	Semester wise	Identification of difficult courses and additional hours allocated
Identifying best and weak students			HODs & First year coordinator	Semester wise	Successful identification of best and weak students
Rewards and recognition for faculty handing extra classes			Dean-academics	Semester wise	Number of faculty receiving rewards and budget allocated

5.5 Preparation for various competitive examinations

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Awareness on various career options		External Consultant	Placement I/C	Semester Wise	Successful facilitation of awareness programmes
Students career ambition and database			Placement I/C	Annually	Database completion with each student options
Identification and facilitation of various franchise coaching classes			Placement I/C	Annually	Number of external coaching franchise imparting training

6. Placements & internships

6.1 Training & Placement Department

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Good staff & infrastructure (Video conferencing facility..etc)			Placement Officer	Annual review	Dedicated placement department with good infrastructure
Industry- Institute interface			Dean-R&D	Annual Review	Number of contacts made, MOUs ,successful internships
Video recording of mock up interviews of students and feedback			Placement I/C		To be reviewed for implementation

6.2 Industry Data Base

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identification and data base of various industries/companies			Placement I/C	Regular	Number of companies details & database
MOU with potential job opportunity industries/companies					To be reviewed
Industry experts as resource persons & relationship management			Placement I/C & HODs		No of guest lecturers/Expert talks conducted

6.3 Alumni

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Regular alumni association meetings			Alumni Association	Annually	Number of alumni participated /no of meetings
Leverage alumni for placements/ internships			Placement Department	Regular	Number of students placed for internships/placements

7. Attracting talented Faculty, Development & Training & Retention

7.1 Merit based hiring policy

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Merit based hiring policy approval			Principal	Annually	Merit based policy formulated and circulated
Merit based selections for all cadres			Principal	As per vacancy	Hiring as per Policy

7.2 UGC /AICTE scales, Rewards & Recognitions

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
UGC /AICTE scales implementation for all cadres /designations			Chairman (Principal)	Annually	Salary Records
Rewards & recognitions policy formulation & implementation			Chairman (Principal)	Annually	Number of rewards and no of faculty received rewards recognition

7.3 Conducive working environment

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Best work facilities and infrastructure			Principal (Dean, HODs)	Annually	Faculty satisfaction survey/feedback
Online access to Library- journals 24X7 hours			Librarian	Regular	Successful on line access During working hours
Model Township establishment			Registrar- Campus Resident Engineer	Annual review	Faculty satisfaction feedback

7.4 Career growth & Development & Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Sponsorship for higher education with full salary			Dean-Academics	Annually	Number of faculty deputed with full salary
Sponsorship to participate in national /international conferences			Dean-Academics/TEQIP	Regular	Number of faculty participated in conferences
Deputation to premier national /international universities/industry			Dean-Academics/TEQIP	Need basis	Number of faculty members deputed to universities /Industry

8. Best Teaching-Learning Practices

8.1 Bench mark with Premier institutes

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Constitute academic committee and visit premier institutions			Dean-Academics	Annually	Successful visit to premier institutions and report submitted
Implement best practices based on gaps			Dean-Academics (HODs)	Annually	Successful implementation of best practices

8.2 Outcome based education

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Define outcomes of each initiative (OBE)			HODs	Semester wise	Successful formulation of PEOs & POs
Assessment /evaluation methods			COE (HODs, BOS /BOE)	Semester Wise	Successful formulation of assessment and evaluation methods available for measurement as per BOS
Implementation of ' Rubrics'			NBA Coordinantor (HODs and faculty)	Semester wise	'Rubrics' guidelines and implementation

8.3 Project based learning

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Real time projects practice			HODs (Faculty, Students)	Semester Wise	Number of real time projects completed by students
Industry internships/project study			HODs, PG coordinator, Placement Department	Annually	Number of internships
Rewards & Recognition for best projects			Project Coordinator	Annually	Number of best project awards distributed

8.4 Online /e-learning

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Online /e-learning infrastructure facility			Edusat coordinator		Number of sessions arranged through edusat. Digital library resources
Students assignments evaluation			HODs		MOODLE evaluation systems

9. Best Research & Development & Training Infrastructure

9.1 R&D Infrastructure

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing R&D labs in all departments			Dean-R&D	Annually	Successful establishment of R&D labs.
Functional equipment in all labs			Dean- R&D	Annually	All R&D equipment functional through periodic-scheduled maintenance

9.2 R&D Teams

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Dedicated R&D researchers			Dean-R&D		Appointment of regular staff
Regular Research scholars			Dean-R&D		Number of scholars registered for pursuing research

9.3 Fund raising for R&D projects

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identification of potential funding agencies			Dean- R&D	Quarterly	Number of agencies identified for funding sources
Quality Project proposals submission			Dean-R&D	Regular	Number of project proposals submitted

9.4 MOU with premier institutes /R&D labs

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
MOUs with IISC, TIFR, ISRO, BARC, NAL, HAL, BEL...etc			Dean-R&D		Successful MOU with premier institutes
International MOUs with higher learning institutions			Dean-R&D		Number of MOUs with international institutions

9.5 Incubation Centre /Product Development & Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establish incubation centre			EDC-coordinator		Successful establishment of incubation centre
Focus on Product Development & Training			Dean-R&D		Number of products developed and training programmes conducted
Patent filing encouragement			Dean-R&D		Number of patents filed

10. Institute-Industry Collaboration

10.1 Identify Potential Industries

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identify branch wise preferred industries/companies			HODS (Dept. Coordinators)		Number of companies identified and database availability
Potential areas of research identification			Dean-R&D		Number of areas identified company wise for R&D work

10.2 MOU with Industries

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Enter MOU with industry department wise for research /live projects			Dean-R&D		Number of MOUs with companies
Consultancy assignments			Dean-R&D		Number of consultancy assignments and revenue amount generated
Invite Guest lecturers /talks/seminars			HODs		Number of guest lectures/talks/seminars

10.3 Setting up Centres of Excellence

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identify potential industries who can establish centres of excellence department wise			HODS		Successful identification of centres of excellence
Establish and operationalise centres of excellence			HODs		Successful establishment and running of centres of excellence

11. Global Initiatives

11.1 New Campuses / Courses

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Explore opportunities in establishing new campuses in developing countries			Chairman Director-Global initiatives		Successful global initiatives explored
Explore the possibilities of having MOUs with the governments of developing countries			Chairman Director-Global initiatives		Successful MOUs with developing countries

11.2 Twinning Programmes

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Twinning programmes with leading universities of developed countries					To be reviewed

11.3 Foreign Students

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Attracting foreign students from under developed countries			Director-Admissions		Number of foreign students admitted

12. Institutional Social Responsibility & Extension activities

12..1 Village adoption

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identify nearby villages for adoption			Chairman Special officer		Number of villages identified
Explore areas of support			Chairman Special officer		Number of beneficiaries /areas explored for support

12.2 Vocational training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identify the job oriented courses as per local needs			EDC coordinator		Number of vocational courses selected for providing for training
Provide vocational training at our institute			EDc coordinator		Number of vocational programmes facilitated

12.3 Health and hygiene support

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Conducting health awareness camps			Special Officer		Number of free health camps conducted
Providing free health care to the needy			Special officer		Number of patients provided health care
Psychological and psychiatric support			Special officer		Number of patients supported with Psychological and Psychiatric support

12.4 Rural projects

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Identify societal problems and projects			HODS- Dean R&D		Identification of social projects
Social Project execution and support services			Special Officer		Number of social projects executed

Department of Biotechnology Engineering

Short Term Goal:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Starting PG programme in Industrial Bio-technology	Rs.3,00,000		HOD- Faculty (Principal)	June 2015	Industrial Biotechnology course commenced and students admitted for 15-16
Upgradation of labs for PG and research work	Rs.4,50,000	External Consultants	HOD- Faculty	June 2015	All labs upgraded and functional for ready research projects
Industrial visits to students	Rs.20,000		HOD-Faculty	Regular	02 visits each for third and fourth year students

Mid Term Goal:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Instrumentation facility leasing / contracting to outside clients			HOD-Faculty	Regular	Revenue generation of Rs.20,000/- year
Industry-Institute collaboration for R & D work	Rs.25,000	Industry support	HOD-Faculty	June 2016	02 MOUs signed and collaborations established

Long Term goal:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Entrepreneurship Development & Training among students	Rs. 1,00,000	External Consultant	HOD Faculty	Every year	04 Final year students taking up entrepreneurship after their graduation
Establishing high-tech research labs with Centers of Excellence	Rs. 1,00,00,000	External Consultant	HOD Faculty, Principal	June 2017	Successful hi tech labs with centres of excellence established and operational

Department of Civil Engineering

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Starting M.Tech., course in Structural Engineering	Rs.20,00,000	03 faculty + 01 Lab assistant recruitment	HOD Faculty, Lab I/C	Jul 2015	Approval and successful starting of course in Structural engineering
Training of students for competitive exams (GATE, GRE, UPSC etc.,)	Rs.20,000	External trainer/Franchise	HOD-Faculty Students	April 2015	Successful coaching classes conducted for GATE 2015.
Relocation of Material Testing & Fluid Mechanics labs	Rs.8,00,000		HOD-Faculty Lab I/C	Dec 2014	Successful relocation of labs and operationalised
FDP	Rs.8,00,000	External Consultant	HOD-Faculty	July 2015	02 Domain +01 soft skill FDP successfully conducted
Value added courses		External consultant	HOD +Staff advisors	July 2015	Introducing 02 value added courses to enhancement of skills & increase placement

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing cost effective/alternative building material research lab	Rs.15,00,000	External consultant	HOD (research coordinator, Lab assistants)	April 2016	Cost effective/alternative building material research lab established and operationalised
Conducting international /national conference	Rs.8,00,000	Resource persons	HOD-Faculty	July 2016	01 international +02 national conferences conducted with 40 participants

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Starting PG course in Transportation Engineering.	Rs. 30,00,000	Faculty- Staff- Instructors recruitment	HOD PG coordinator (Principal +NET)	July 2017	PG course in Transportation Engineering started
Starting Architecture UG Course	Rs.30,00,000	External Consultant Faculty-Staff -instructors recruitment	HOD-Faculty Laboratory I/C	July 2020	Starting Architecture course
Creating Centre of Excellence in RS & GIS	Rs.50,00,000	External consultant	HOD-Faculty Laboratory I/C, PG coordinator	June 2020	Centre of excellence is successfully established in RS& GIS
Faculty acquiring higher qualifications/ Ph.D.			HOD-Faculty	June 2020	12 faculty members with Ph.D

Department of Computer Science and Engineering

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
NBA Re-Accreditation as per outcome based strategy	Rs.25,000	External mock auditor	HOD (Faculty, Principal)	Dec 14	NBA accreditation visit successfully completed. Accreditation status approved
Enhancing research outputs	Rs.1,00,000		HOD Faculty	Aug 2015	03 national publications, 04 international publications, 05 conference participation
Develop new curriculum as per industry trends	Rs.30,000	External Industry Experts	HOD Faculty, Dean-Academics	June 15	Total syllabus is reviewed and ready for implementation

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing Cloud Computing Infrastructure	Rs.6,00,000	External Consultant support	HOD Faculty	April 16	Cloud set up completed and operational
Establishing Parallel Algorithms lab	Rs.2,00,000	Industry visit needed	HOD Research staff/Faculty	Dec 15	Parallel algorithms lab and operational
Industry supported projects for UG students	Rs.30,000	Staff visits to Industry	HOD Staff	Dec 15	100 students doing projects with Industry

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Patent filing	Rs.3,00,000	External Consultant support	HOD, Faculty	July 2018	03 Minimum patents filed
Establishing Centres of Excellence- in grid computing	Rs.5,00,000	External Consultant, Visit to Industry	HOD Faculty	July 2018	Grid computing centre established and operational
Publishing Text Books	Rs.50,000	Publishers support	HOD Faculty	Dec 2018	03 books published

Department of Electrical & Electronics

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Starting M.Tech course in Power Electronics.	Training: Rs.40000 (Three weeks)	Training is needed for Power Electronics Faculty in Domain of Development of Voltage source convertors	HOD Dean-Academic	Sep 14	Successful starting of the MTech course in Power Electronics
To update the curriculum at par with industrial needs.	Rs.10,000	Industry contacts (ABB)	HOD Dean Academic ,BOS	May 2015	Successful revision of syllabus as per latest industry needs
Training students on trouble shooting and domestic wiring during vacations.	Rs.50,000 /year		HOD, Faculty	June 15	Successful completion of one batch per year
FDP in Power Electronics	Rs.1,50,000	External Resource Person	HOD	June 15	Successful facilitation of FDP in Power Electronics

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Publication of papers in high impact journals	100000		HOD, Faculty	June 2016	Successful publication in High impact journal (02)
Revenue generation through consultancy	Rs.20,000		HOD, Faculty	June 2017	To be explored. Rs.1,00,000
Upgrade the Power Electronics and Control System Lab. Hard ware+ software)	50,00,000	External consultant	HOD, Faculty	June 2015	Establishment of lab (hard ware + software) and operational

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty acquiring higher qualification/ Ph.D.			HOD, Faculty	June 2018	04 faculty completing Ph.D
Set up Advance Power Electronics Lab (PG Project / Electromagnetic / Renewable energy)		External Consultant	HOD, Faculty	June 2015	Already covered in mid term goals
Establishing MoUs with industry for Projects and R&D.	Rs.25,000/-		HOD	June 2018	Completing 03 MOUs with Industry
Establishing centre of excellence in the area of Power Electronics	Rs.	External Consultant	HOD, Faculty	June 2018	Successfully establishing Centre of Excellence and operationalised

Department of Electronics & Communication

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Recruitment of new faculty members with Ph.D. qualification			HOD Principal ,Dean-Academics, NET	July 2015	05 faculty members with Ph.D are recruited
Adding VLSI, ARM, MSP 430 labs	Rs.5,00,000	External consultant Vendors/suppliers	HOD-Faculty (Lab I/C, Purchase Committee)	Aug 2015	All labs Successfully established and operationalisation
Faculty registering for Ph.D			HOD-Faculty	July 2015	07 Faculty members registered for Ph.D
FDP	Rs.4,00,000	External consultant	HOD TEQIP	Aug 2015	One Domain training and one soft skills FDP completed

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing PG Communication Lab	Rs.40,00,000	External Consultant Vendors	HOD (Faculty, Lab I/C, Purchase Committee, PG coordinators)	July 2016	PG communication lab is successfully established and operationalised
Conducting International/national conference	Rs. 15,00,000	External resource persons	HOD (Faculty, students)	July 2016	02 international and 02 national conferences successfully conducted
Strengthening Industry Interactions with core companies	Rs.2,00,000		HOD-Faculty	July 2016	80 % internships for P.G students in core companies

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Centre of Excellence in Wireless Communication (study of radiation effect on human being, plant, animals from cell phone towers)	Rs.2,00,00,000	External consultant Vendors support	HOD	July 2017	Successful establishment of centre of excellence. Research study findings on radiation effect are published with remedial measures
Faculty obtaining Ph.D			HOD	July 2020	20 faculty members with Ph.D

Department of Mechanical Engineering

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Develop new curriculum as per latest industry trends		Industry Experts	HOD BOS	May 2015	All subjects syllabus are successfully revised and implemented
FDP	Rs.2,00,000	External Consultant	HOD-Faculty	June 2015	Two Domain skills FDP successfully completed
Setting up of Automobile workshop	Rs.1,50,000		HOD- PG coordinator Faculty	Dec 2014	Automobile garage ready for demonstration

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Introducing value added course in advanced measurements & control lab	Rs.3,00,000		HOD Faculty	Dec 2015	Value added course in advanced measurements & control lab is introduced
Industry collaboration –MOU with automobile companies	Rs.25,00,000	External consulting company	HOD	July 2017	Successful MOU with automobile companies
Starting new PG course in Mechatronics / Robotics	Rs.15,00,000	External Consultant	HOD (Staff	July 2017	New course in Mechatronics/Robotics started
Strengthening existing research labs IC engine & Micro machining	Rs.2,50,000 Rs.5,00,000	External Consultant	HOD (Dean-R&D)	June 2017	IC engine & Micro machining labs fully upgraded

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Starting new UG course in Mechatronics	Rs.50,00,000	External Consultant	HOD Faculty	July 2018	New UG course in Mechatronics started
Establishing Centres of Excellences in Micro Machining	Rs.20,00,000	External consultant	HOD Faculty	July 2020	Successfully establishing centres of excellence in Micro Machining
Establishing Centres of Excellences in Advanced Machining and condition monitoring	Rs.20,00,000	External consultant	HOD Faculty	July 2020	Successfully establishing centres of excellence in Advanced Machining and condition monitoring
Faculty acquiring higher qualification/ Ph.D.			HOD Faculty	July 2018	25 faculty members with Ph.D completion

Department of Information Science Engineering

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Ph.D Registrations by Faculty members			HOD & Faculty	July 2015	6 faculty registering for Ph.D
Establishing full fledged P.G Lab	Rs. 8,00,000	Vendor support	HOD (Faculty)	July 2015	Successful operation of the P.G lab
Starting a PG programme in Software Engineering	Rs.5,00,000	Faculty recruitment Domain Training	HOD (Faculty)	July 2015	Starting of P.G course
Conducting more Technical workshops/FDP	Rs.3,00,000	External Consultant	HOD (Faculty- Students)	Aug 2015	05 workshops & FDPs

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
International Conference	Rs.3,00,000	External participants	HOD, Faculty	July 2016	International conference with 40 participants
Internship to U.G+ P.G students in companies			HOD, Faculty' (Placement dept)	July 2016	50 % of students successfully getting internships in Industry
Value added courses offering		External consultants	HOD, Faculty Students	July 2016	05 new value added courses offered to increase placement

Long term Goals

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing a Research Centre in Information Technology area	Rs.7,00,000		HOD	July 2017	Successful establishment of Research centre and Ph.D registrations
Establishing Centres of Excellence in the area of "Networking"	Rs.8,00,000	External Companies support	HOD	July 2017	Successfully establishing centre of excellence with external company support
Faculty obtaining higher qualification/ Ph.D			HOD-Faculty	July 2020	08 Faculty members with Ph.D qualification

Department of Master of Computer Applications

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Introducing new subjects related to Mobile Operating System and Application Development & Training.	Rs.2,00,000	Faculty in place	HOD (Faculty)	Started	Successful introduction of the subject
Focused in-house training in domain and employability skills for students	Rs.2,00,000	External Industry Experts	Director- MCA/ HOD (Faculty)	Every semester	Successful training completed and number of students trained. Number of students got placement

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To start at least 3 new Industry Incubation centres	Rs.10,00,000	External IT industry	Director-MCA (HOD, Faculty, Principal)	Dec 2015	Incubational centres established and operational. Students employability enhanced
Faculty members acquiring Ph.D. qualification			HOD	April 2017	06 Ph.Ds in the department
All class rooms with Smart boards &internet connection in class rooms	Rs.5,00,000		HOD	Dec 2015	All class rooms with Smart boards fitted , provided with functional internet connection in all class rooms

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To enhance the research culture through enhanced publications & conferences	Rs.6,00,000	External subject matter experts	Director-MCA- HOD (Faculty)	July 2017	Two national and one international conference successfully conducted with 40 participants
To establish University research Centre in the department.	Rs.5,00,000	External consultant for lab establishment	Director-MCA HOD-Faculty	June 2016	VTU research centre established and ready for research scholars registration
Motivating students for entrepreneurship.	Rs.1,00,000	External consultant	HOD	Continuous	Minimum 10 students taking up incubation/ entrepreneurship at the end of third year

Department of Humanities

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Develop new curriculum as per the needs			HOD Faculty	June 15	All subjects syllabus is revised and ready for implementation
To start additional course in "Professional English" for the needy students			HOD Faculty	Sep 15	Professional English course is introduced. Students communication, presentations skills enhanced. Academic performance improved

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Strengthening the support staff resources in the department		Two support staff	HOD Principal	June 2017	Two staff are recruited
Modernize language laboratory	Rs.25,00,000	External Consultant	HOD-Faculty Principal	June 2017	Language lab is modernised
Establish career path centre			HOD-Faculty	June 2018	Three courses are introduced GRE,TOEFL, BEC
Use of ICT in teaching learning and evaluation system	Rs.2,50,000		HOD-staff Principal	June 2017	Audio, Visual facility is established and operational

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing research centre	Rs.5,00,000		HOD-Faculty Principal	July 2019	Research centre approved and research scholars registered
Introduce more new electives in the higher semesters			HOD-Faculty Dean –Academics	July 2019	Three new electives to be introduced
All Faculty members with Ph.D. qualification			HOD-Faculty Principal	July 2020	05 faculty members with Ph.D

Department Of Mathematics

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty development training in teaching methodologies.	Rs.2,00,000	External resource person	HOD	Aug 2015	Two faculty development programmes conducted and teachers teaching methodologies competencies are enhanced
Recruit faculty who have proven ability for research.			HOD	Aug 2015	01 faculty with Ph.D in applied mathematics recruited

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing mathematics laboratory (space& Computers+ softwares)	Rs.25,00,000	External consultant	HOD (Principal, Director-Admin)	July 2017	Lab is established and operational
Publishing research articles in peer reviewed journals.			HOD Faculty	July 2017	05 reviewed papers are published
Organizing more national level workshops & conferences	Rs.5,00,000		HOD Faculty	July 2017	Two national conferences are successfully conducted with 50 participants

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty members with Ph.D.		Additional faculty needed	HOD Faculty	July 2019	08 members with Ph.D
Publishing text books in mathematics	Rs.25,000	External publishers support	HOD Faculty	Aug 2018	03 books published
Starting a PG programme in computational /industrial mathematics		One faculty recruitment	HOD-Faculty (Principal- Dean academics)	July 2018	Computational/Industrial mathematics course started in 18-19

Department of Physics

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty Development in new subjects	Rs.1,00,000	External consultant/resource person	HOD Faculty	July 2015	Successfully conducted 01 FDP and faculty competencies enhanced in new subject
Upgrading lab facilities	Rs.2,00,000		HOD Faculty	June 2015	All existing labs are upgraded and ready for use

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing a good research on Non-linear optics Laboratory	Rs. 10,00,000	External consultant	HOD Faculty	July 2017	Non-linear optics lab is established and operational
National conference	Rs. 3,00,000	Resource persons	HOD Faculty	July 2017	One national conference is successfully conducted with 40 participants

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Publishing research Papers	Rs.50,000		HOD Faculty	July 2019	05 papers published in international journals
Ph.D completion			HOD Research Guides	July 2019	02 research scholars Ph.D completion

Department of Chemistry

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Lab modernisation and upgradation	Rs.2,00,000		HOD Faculty	Aug 2015	Labs are upgraded and operational
FDP	Rs.1,00,000		HOD Faculty	July 2015	One FDP conducted

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Research grants from funding agencies			HOD	June 2017	Project proposals submitted and funding is sanctioned (30 lakhs)
Starting M.Sc in Chemistry		Additional faculty are needed	HOD Principal	July 2017	M.Sc, Chemistry course started and students admitted

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty acquiring higher qualification/Ph.D.			HOD Faculty	July 2019	05 faculty members with Ph.D
Establishing centre of excellence in Corrosion Control	Rs. 50,00,000	External Consultant	HOD Faculty	July 2019	Successfully Corrosion control centre of excellence is established and operational
International conference	Rs. 4,00,000	External resource persons	HOD Faculty	July 2018	One international conference is successfully conducted with 40 participants

Department of Student Counselling, Welfare , Placement & Training

Short term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Placement to start by Mid August every year with maximum companies on the campus			Head- CWTP		
Expert/Guest lectures by Industry experts					
Regular facilitation of soft skills and domain training programmes					
Companies database department wise updated					

Midterm Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Focus on Value added courses					
Industrial visits					
Arranging competitive examination franchise coaching classes					

Long term Goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing finishing school					
Incubation centre to be strengthened					
Higher education coaching initiatives (GRE/GATE/TOEFL/CAT)					

Department of Physical Education

Short term goals:

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Sports and games infrastructure up gradation					
Strengthening Participation in college / inter university competitions					
Taking students under sports quota for the engineering studies					

Midterm goals

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Taking part in national level open Sports and Games competitions					
To have wooden court for Basket ball and badminton					

Long term goals

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing swimming pool facility					
Starting value add course in sports					
Starting compulsory Training in Yoga for students					