



Strategic Plan 2025-2030

Institute Vision-Mission

Institute Vision

- To develop into a reputed Institution at National and International level in Engineering, Technology and Management by generation and dissemination of knowledge through intellectual, cultural and ethical efforts with human values.
- To foster scientific temper in promoting the world class professional and technical expertise.

Institute Mission

- To create state-of-the-art infrastructure facilities for optimization of knowledge acquisition.
- To nurture the students holistically and make them competent to excel in the global scenario.
- To promote R&D and consultancy through strong industry-institute interaction to address the societal problems.

Quality Policy

To ensure high standards to educate, enrich and excel in imparting professional education, by top-quality-faculty who endeavors to mould the students into socially responsible professionals through creative team-work, innovation and research.

Core Values

Our core values are:

- **Integrity:** All the activities should be conducted in an ethical manner. Research and teaching shall be carried out in an environment of academic freedom and honesty.
- **Accountability:** The roles and responsibilities are assigned and people are held accountable for their deeds. We feel our liability towards the society and our actions add values to the Institute.
- **Responsibility:** Everybody in the Institute is expected to discharge his/her duties with due responsibility.

- **Transparency:** The general records of maximum aspects of the functioning are maintained online to encourage transparency.
- **Respect of Individual:** While carrying out the interactions at all levels, the dignity and respect of an individual is observed.
- **Faculty Empowerment:** Institute promotes and encourages faculty in their individual academic development and provides scope for enhancement in their participation in general governance.
- **Service to Nation:** Institute is committed to developing the skilled manpower to serve the Nation.
- **Environmental stewardship:** Committed in practicing green technologies for sustainable development of the Nation.

Stake Holders Expectations

S. No.	Parameter	Expectations
1.	Management	<ol style="list-style-type: none"> 1. Global Brand 2. Sustainability 3. Good Governance 4. Applying for University 5. Social Responsibility
2	Leadership Team	<ol style="list-style-type: none"> 1. VJIT ranking Nationwide below 200 in NIRF 2. Competent Faculty 3. Internal Revenue growth for sustainability 4. Industry oriented/Continuing education programmes 5. Benchmarking through Accreditation of programs and institution 6. Establishment of Centres of Excellence across all departments
3	Faculty & Staff	<ol style="list-style-type: none"> 1. Good Academic & Working ambience 2. Career growth, Research facilities & Incentives 3. Academic independence with accountability 4. Transparency and uniform processes
4	Students	<ol style="list-style-type: none"> 1. Good Academic & Research ambience 2. Support for Co-Curricular & Extracurricular activities 3. State of the art infrastructure 4. Experiential learning & Opportunity for talent exposure 5. Quality Placements, Career guidance and Entrepreneurial opportunities
5	Parents	<ol style="list-style-type: none"> 1. Branding 2. Quality teaching-learning 3. Disciplined students 4. Good placements
6	Industry	<ol style="list-style-type: none"> 1. Industry ready professionals with proper attitude 2. Strong fundamentals 3. Strong Industry-Institution interaction 4. Collaborative Research, Consultancy 5. Brand and Accreditations of the Institute
7	Society & Others	<ol style="list-style-type: none"> 1. Graduates with Moral, Ethical and Responsible Citizenship

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| | | 2. Social Service activities by the Institution
3. Skill Development for needy |
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SWOC Analysis

Strengths

1. Striving towards accomplishing Vision & Mission of the Institute
2. Quality facilities, labs & infrastructure strongly focused on experiential learning complimenting all academic programs
3. Student-First Approach in all academic programs and Good Quality of students admitted
4. Qualified and Experienced faculty and staff
5. Management Support in motivating faculty for research and qualification up gradation
6. Above 40% faculty registered for Ph. D
7. Senior faculty focused on growing research footprint of VJIT, by pursuing solutions to critical research with applied patents
8. Guidance in elite research projects granted from DST, UGC, DRDO
9. Harnessed 35+ MoU's in all departments with industries
10. Highly disciplined & rewarding academic culture and working environment leading to high satisfaction for students and faculty
11. Students encouraged for meritorious achievements with awards and rewards
12. Excellent Feedback & Mentoring System
13. Regular monitoring of attendance, academic performance and overall holistic development of students
14. Good Record in Placements and Students pursuing Higher Education
15. Good Sports facilities and well planned and executed extra-curricular Activities
16. Active Alumni Association with many alumni in coveted positions both in India & Abroad
17. Standard Procedures, Policies and Practices in place
18. Institute location easily accessible to all Stakeholders

Weaknesses

1. Getting good senior professors with research aptitude
2. MoU's with core companies
3. Sanctioning of grants from DST/UGC and other agencies
4. Less number of faculty with Ph.D.
5. R & D and consultancy activities are limited, and research culture needs to be strengthened.

Opportunities

1. Eligibility for University status

2. Continuous efforts from departments in applying for Research Projects from various agencies.
3. VJIT plans to collaborate and interact with Research Laboratories, Institutes and Industry for research activities to enter formal MoUs.
4. Establishment of Research Centers in emerging areas in all departments
5. Offering Ph.D Programmes through JNTUH Research Centers
6. To provide seed-money to faculty for research in all departments of the institute to undertake inter-disciplinary research, the e-library facility available serves the cause.
7. Institution facilitates conducive environment for smooth progress & implementation of research schemes & projects providing support in terms of technology and information.
8. Prioritized Efforts for Consultancy Projects leading to vigorously improve Technical Skills and Re-sharpening Knowledge.
9. Having faculty members registered for Ph.D increased scope for research activity.
10. Autonomy enabled the Institute to address the shortcomings under affiliation system
11. Leveraging locational advantage to network with institutes of higher learning, industry and research organizations for consultancy, collaborative R & D Projects, sponsored research, academic interaction, student internships etc.
12. Strong Alumni Network engaged for Institutional growth.
13. Global initiatives through foreign university tie-ups.

Institutional challenge

Challenges

1. Effective implementation of the National Education Policy (NEP)
2. Preparing and applying for Deemed University status
3. Establishing high-end laboratories for various courses with industry collaboration
4. Recruiting competent faculty members with Ph.D. qualifications across all departments
5. Developing industry-ready courses within the curriculum
6. Promoting a robust and effective research ecosystem within the institute.
7. Improving the quality of student intake in specific departments due to changing preferences.
8. Attracting major and core companies for campus recruitment drives
9. Ensuring paid internship opportunities for all students
10. Expanding student activities in professional bodies and student-run clubs.

Strategic Goals

VJIT Leadership Team after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals (HLG) which are also called Institution Strategic Goals (ISG)

A. Governance Enablers

- 1 • Good Governance
- 2 • Parameters of applying for the University
- 3 • Leadership Development
- 4 • Quality assurance systems
- 5 • Financial Management

B. Academic Enablers

- 6 • Teaching, Learning and Evaluation
- 7 • Attraction, Development, Retention
- 8 • Extra-curricular and co-curricular

C. Research and Intellectual Property Enablers

- 9 • Research, Development & Innovation
- 10 • Entrepreneurship & Incubation Centers
- 11 • IPR

D. Enablers for Networking Collaborations

12

- Industry-Institute relationships

13

- Global/International Collaborations

14

- Alumni Engagement and Interaction

E. Physical/Digital Enablers

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- Physical Infrastructure

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- Library & Information centre

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- Teaching Learning Infrastructure

F. Other Enablers

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- Placement, Internships & Career

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- Community Service and Extension

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- NEP-2020 Implementation

A. Governance Enablers

1. Good Governance

<p style="text-align: center;">Governing Body</p>	<ul style="list-style-type: none"> ▪ Evaluation of institutions performance and bench marking ▪ Guiding and approving policy matters ▪ Financial approvals aligned with strategic goals ▪ Monitoring Academic and Administrative Quality ▪ Approving and Monitoring Institutional Budgets ▪ Sustainability and Social Responsibility ▪ Promoting Equity, Diversity, and Inclusion ▪ Strategic Planning and Oversight
<p style="text-align: center;">Vision, Mission and Institution Goals</p>	<ul style="list-style-type: none"> • Development and articulation of Vision and Mission • Redefining of short-term and long-term institutional goals • Institutional Strategic development plan • Institutional Strategic goals setting
<p style="text-align: center;">Transparency & Leadership</p>	<ul style="list-style-type: none"> • Ensuring transparency in leadership and key appointments • Formulation, approval, and implementation of service conduct rules and policies • Establishment of a robust Grievance Redressal Mechanism • Promoting leadership development through decentralization • Implementation of E-Governance systems
<p style="text-align: center;">Internal Quality Assurance Cell & Accreditation</p>	<ul style="list-style-type: none"> • Establishment of Quality Benchmarks and Best Practices • Continuous Academic and Administrative Audit • Promotion of a Quality Culture • Feedback Mechanisms from Stakeholders • Development of systems, checks, and balances with appropriate remedial measures
<p style="text-align: center;">Students Participation</p>	<ul style="list-style-type: none"> • Students nomination to Governing Body • Encouraging student suggestions in academic and administrative matters • Structured Student Feedback Mechanisms • Promotion of Student Clubs and Forums • Transparent Grievance Redressal System • Recognition of Student Contributions • Encouragement of Student-Led Quality Initiatives (Projects towards Sustainable Goals)

2 Goals to meet the parameters of applying for the University

Accreditation Requirements:	<p>NAAC Accreditation: A minimum Cumulative Grade Point Average (CGPA) of 3.01 on a 4-point scale for three consecutive cycles.</p> <p>NBA Accreditation: Accreditation for at least two-thirds of eligible programs for three consecutive cycles.</p> <p>NIRF Ranking: Placement within the top 50 in any specific category or within the top 100 overall for the last three consecutive years.</p>
Multidisciplinary Focus:	Offer programs across multiple disciplines, aligning with the multidisciplinary approach advocated by the National Education Policy (NEP) 2020.
Distinct Institution Category:	Institutions focusing on unique disciplines—such as Indian heritage, environmental studies, skill development, sports, or languages—may be exempted from some eligibility criteria, subject to approval by the UGC's Expert Committee.
Submission of a Detailed Project Report (DPR)	Submission of a Detailed Project Report (DPR) outlining a 15-year strategic vision and a 5-year implementation plan.

3 Leadership Development

Developing Ownership	<ul style="list-style-type: none"> • Capacity Building through Training and Mentorship • Motivating individuals through continuous engagement and meaningful interactions • Introducing partnership incentive plans to encourage responsibility and involvement • Feedback-Driven Improvement Culture • Fostering a Culture of Transparency and Inclusion • Providing Opportunities for Leadership at All Levels • Celebrating Contributions and Successes
Assessment & Identification	<ul style="list-style-type: none"> • Expert committee to assess all existing leaders potential • Find gaps and structure changing • Identify positions for external recruitment • Evaluation Based on Performance Metrics

	<ul style="list-style-type: none"> • Review of Roles and Responsibilities • Benchmarking with Peer Institutions
Decentralization	<ul style="list-style-type: none"> • Formation of expert committees to assess the potential of existing leaders • Identifying leadership gaps and recommending structural changes • Decentralizing academic, administrative, and student-related responsibilities • Clearly prescribing duties, responsibilities, and accountability for each role • Implementing rotation of key positions to nurture and build leadership capacity • Facilitating Curriculum Development and Innovation • Monitoring Outcome-Based Education (OBE) • Capacity Building and Faculty Development Initiatives • Use of ICT for Quality Improvement • Documentation and Dissemination of Institutional Activities
Development & Job Rotation	<ul style="list-style-type: none"> • Developing leadership competencies through training and exposure • Planning for job rotation, enlargement, and enrichment assignments • Assigning new or crisis roles to develop adaptive leadership skills
Retention Measures	<ul style="list-style-type: none"> • Implementing career advancement opportunities to retain high-potential leaders • Additional Incentives through attractive monetary and welfare benefits

4. Quality Assurance Systems

Internal Quality Assurance & Assessment cell	<ul style="list-style-type: none"> • Setting up of IQAC team • Periodic checks and guidance
Accreditation & Certifications	<ul style="list-style-type: none"> • NBA/NAAC • Audit and certifications
Audit Internal Controls	<ul style="list-style-type: none"> • Establish audit process & audit teams • Train internal audit or teams • Audit and remedial measures

<p>Continual improvement, Rewards & Recognitions</p>	<ul style="list-style-type: none"> • Identifying achievements & best practices • Quality circle competitions & rewards • Annual competitions
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5. Financial Management

<p>Budgeting</p>	<ul style="list-style-type: none"> • Department-wise budget planning across all heads of accounts • Forecasting and estimation of revenue (both Internal Revenue Generation and External Revenue Generation) • Forecasting and estimation of expenditures • Preparation of contingency and emergency financial plans • Budget formulation and approval through the Finance Committee
<p>Financial Governance (HoDs)</p>	<ul style="list-style-type: none"> • Planned expenditure management • Procurement and Financial policies implementation • Monthly Audit (Internal/External) checks-balances • Support through research, consultancy and training
<p>Outflow Management & Growth plans</p>	<ul style="list-style-type: none"> • Monitoring expenses as per budget planning • Predicting internal revenue generation • Treasury (surplus funds) management • Growth-Expansion plans

B. Academic Enablers

6. Teaching-Learning and Evaluation Process

<p>Benchmark with Premier Institutes</p>	<ul style="list-style-type: none"> • Constitute academic teams and visit premier institutions • Customize & Implement best practices
<p>Curriculum Design & Lesson plan</p>	<ul style="list-style-type: none"> • Design curriculum as per all graduate attributes and expectations of stake holders • Develop lesson plan as per OBE & academic calendar • Develop e-learning content • Benchmark with industry requirements • Use of LMS to support students
<p>Upgrading faculty & staff competencies</p>	<ul style="list-style-type: none"> • Conduct training need analysis every two years • Conduct/depute faculty and staff for competence development • Support paper publications and presentations • Provide opportunities for networking • Train faculty to use LMS effectively • Professional Chapter membership for faculty • Faculty as resource persons in STTP'S/FDP'S

	<ul style="list-style-type: none"> • Faculty participation in STTP’S/FDP’S • Faculty contribution in development of SWAYAM MOOCS and other E-Content • Faculty certification of MOOC’S through SWAYAM • FDP/STTP Organized by the department • Faculty support in student innovative projects • Faculty Internship/Training/collaboration with Industry
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7. Attraction, strengthening and retention of Faculty

Talent Hiring& Retention policy	<ul style="list-style-type: none"> • Merit based hiring policy formulation & implementation • Career advancement Schemes • Induction Programs/orientation of new talent • Critical talent identification & retention measures
UGC/AICTE Scales, Rewards &Recognitions	<ul style="list-style-type: none"> • UGC/AICTE scales implementation for all cadres/ designations • Additional cadres to be created for deserving staff • Rewards–recognitions & incentives • Welfare policy formulation & implementation
Conducive working environment	<ul style="list-style-type: none"> • Best work facilities and infrastructure • Role & responsibilities clarity and empowerment • Online access to Library-journals
Career growth & Development	<ul style="list-style-type: none"> • Sponsorship/Deputation for higher education& Exchange programmes • Sponsorship to participate in national/international conferences • Deputation to premier National/International universities/Industry

8. Extra-Curricular and Co-curricular activities

State of the art infrastructure	<ul style="list-style-type: none"> • Budget allocation • Establish state of the art infrastructure(indoor/outdoor) • Formation of clubs
Coaching, training & competitions	<ul style="list-style-type: none"> • Dedicated coaches/trainers recruitment • Regular training/coaching classes • Participation in tournaments/competitions

	<ul style="list-style-type: none"> • Hosting competitions/tournaments
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C. Research Enablers

9. Research, Development and Innovation

R&D Infrastructure & Teams	<ul style="list-style-type: none"> • Enhancing R&D laboratories in all departments • Modernisation and removal of obsolescence of laboratories • Dedicated R&D facilitation & documentation centre • Competent technical staff for R&D labs • Start new Journals with scopus indexing.
Establishing Centres of competence	<ul style="list-style-type: none"> • Fundraising through Project proposals • Apply for TEQIP/Government/other funding • Establishing centre's of excellences • Establishing Consultancy cell
MOU with premier Institutes/ R&D labs	<ul style="list-style-type: none"> • MoUs with higher learning institutions in India & abroad. • Collaborations with IITs,IIIT,BIT'S TIFR, ISRO and DRDO • Multi & Interdisciplinary Research and Product Development

10. EDC/Incubation Centers

EDC/IIC Cell	<ul style="list-style-type: none"> • Budget/seed funding for funding initial projects • Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	<ul style="list-style-type: none"> • Identify interested students for entrepreneurship • Identify mentors from successful entrepreneurs from Alumni/others • Formal training on entrepreneurship
Incubation Centre/Product Development	<ul style="list-style-type: none"> • Encourage "idea to product" pre-incubation activities • Establishing incubation centres • Focus on Product development • Startup of maker Space (Fab Lab) • Product and development • Provide incubation support for students • Encouraging for students startups

11.IPR

Setting up of Patent cell	<ul style="list-style-type: none"> • Patent filing, Scaling up& Commercialisation • Patent filing awareness sessions
	<ul style="list-style-type: none"> •

D. Enablers for Networking Collaborations

12.Industry-Institute Relationships

Industry Database	<ul style="list-style-type: none"> • Strengthen placement, training and industry institute interaction cell • Identify branch wise preferred industries & companies • Identification of potential areas of research • MoUs & NDA with potential industries/companies • Professional bodies membership
Leverage Industry Resources	<ul style="list-style-type: none"> • Invite industry experts for guest lecturers/talks/seminars • Partner with industry for syllabus reviews/advisory roles • Deputation of faculty to Industry on sabbatical • Leverage for internships, research projects, consultancy & placements • Scholarships
Leverage Institutional Resources for Industry	<ul style="list-style-type: none"> • Training and talks by faculty • Consultancy and testing to industry • Starting of post graduate programs for industry personal • Enrolling industry personnel for Ph.D.
Setting up Centres of Excellence	<ul style="list-style-type: none"> • Identify potential industries who can establish centres of excellence department wise • Establish and operationalize centres of excellence • Setting up of chairs in specific domains by industry

13.Global Initiatives

Sustainability Goals Implementation	<ul style="list-style-type: none"> • Global SDG-Aligned Curriculum Integration (SDG themes into academic Curriculum) • Hosting National, International Conferences and Webinars on SDGs • Conducting SDG Hackathons across all departments • Sustainable Campus Practices • (green campus initiatives that align with
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	global sustainability)
Establishing International Academic and Research Collaborations	<ul style="list-style-type: none"> • Identify foreign higher level learning institutions • MOUs with potential partner institutions MOUs with governments for education & projects
Faculty and Students Participation in International Events	<ul style="list-style-type: none"> • Encouraging students and faculty to participate in global events • To enhance academic exposure, collaboration, and alignment with SDG-related goals.

14. Alumni Interaction

Alumni Association	<ul style="list-style-type: none"> • Strengthen Alumni association and engagement • Establish alumni association of fice on campus, engage students • Database updation and interactive alumni website • Establish global chapters and networking
Relationships & Leveraging	<ul style="list-style-type: none"> • Regular interactions/invitations • Recognise successful alumni • Leverage for guest lecturers/internships/placements • Academic advisors/Board of governors

E. Physical/Digital Enablers

15. Physical infrastructure

<p>Green Campus (Keeping with the Vision & Mission)</p>	<ul style="list-style-type: none"> • Plantation, Rain water harvesting and green cover • Energy harvesting & management • Hygiene, Solid waste management(zero plastic usage) • Reuse of waste • Efficient • Number of trees planted annually. • Volume of rainwater harvested. • Volume of water recycled daily. • Usage of recycled waste water from STIP
<p>Academic infrastructure</p>	<ul style="list-style-type: none"> • Aesthetic Classrooms, Tutorials, Seminar halls • State of the art Laboratory & equipment
<p>Library</p>	<ul style="list-style-type: none"> • Library infrastructure up gradation • Functional Furniture and fittings fore-learning
<p>Sports, Hostel & Canteen</p>	<ul style="list-style-type: none"> • Developing sports(indoor/outdoor)facilities • Hobby clubs, Canteen & community centre • Hostel facility for boys & Girls with in the campus

16. Library & Information Centre

<p>Infrastructure enhancement</p>	<ul style="list-style-type: none"> • Budget allocation • Infrastructure (Buildings & Furniture) • CCTV and Lockers facility
<p>Removal of obsolescence in Books & Resources</p>	<ul style="list-style-type: none"> • Books, journals procurement, storage and retrieval • Resources automation & Access
<p>Digital & E-Library</p>	<ul style="list-style-type: none"> • Digitization of Library resources • Establishing cloud based e-library & online access

17. Teaching-Learning Infrastructure

<p>Smart Classrooms</p>	<ul style="list-style-type: none"> • Smart boards • Multimedia and support equipment • E-Learning facilities
<p>Laboratory-R&D Equipment</p>	<ul style="list-style-type: none"> • R&D Laboratory and its maintenance • Simulators • Industry equipment (centres of competence)for consultancy

ICT	<ul style="list-style-type: none"> • Licensed software's • Hardware(Servers, Computers...etc) • Pedagogy tools • Online learning tools • Evaluation & assessment tools • Learning Management System
Books & E-Learning	<ul style="list-style-type: none"> • Books, Journals, Periodicals, Magazines • Online access to E-media • Departmental library books

F Other Enablers

Placements, Internships & Career Guidance

Placement & Career guidance Department	<ul style="list-style-type: none"> • Dedicated team • Modernisation of infrastructure (Video conferencing, interview & conference rooms) • Video recording of mock up interviews of students and feedback
Industry MOUs- Intelligence	<ul style="list-style-type: none"> • Database of various potential industries/companies • MOUs and relationship management • Industry experts as resource persons
Training & Development	<ul style="list-style-type: none"> • Awareness programmes • Value added programmes (soft skills & domain expertise) • Preplacement training schedules
Internships, Placement process & Success stories	<ul style="list-style-type: none"> • Internships planning and execution • Placement process coordination • Success stories celebration-Brand building

18. Alumni Interaction

Alumni Association	<ul style="list-style-type: none"> • Strengthen Alumni association and engagement • Establish alumni association of fice on campus, engage students • Database updation and interactive alumni website • Establish global chapters and networking
Relationships & Leveraging	<ul style="list-style-type: none"> • Regular interactions/invitations • Recognise successful alumni • Leverage for guest lecturers/internships/placements • Academic advisors/Board of governors

19. Community Service and Extension activities

Budget and Resources	<ul style="list-style-type: none"> • Budget from institution resources • Budget from other donors
Village adoption & Rural Projects	<ul style="list-style-type: none"> • Identify nearby villages for adoption • Study rural projects and challenges • Explore & provide support to the execution of projects
Vocational training	<ul style="list-style-type: none"> • Identify the job oriented courses as per local needs • Provide vocational training at the institute • Educational tuitions/support to village students
Health and hygiene support	<ul style="list-style-type: none"> • Conducting health awareness camps • Providing free medicines to the needy • Psychological and psychiatric support

Strategy Implementation and Monitoring

Once the Strategic Development Plan is approved by the Governing Body, the immediate next step is its implementation in true spirit. During implementation, progress shall be periodically monitored and measured through the Internal Quality Assurance Cell (IQAC).

The **SMART** (Specific, Measurable, Attainable, Realistic, and Time-bound) framework is utilized in formulating the implementation plans. All success indicators are clearly defined in the implementation document.

The **Head of the Institution**, along with the **leadership team**, serves as the custodian of the plan's execution and overall success.

Implementation Plan at Institution Level

<p>Governance Enablers</p> <ul style="list-style-type: none"> • Good Governance & Administration • Branding /Expansion <p>Finance Enablers</p> <ul style="list-style-type: none"> • Finance Management 	<p>GB, Chairman, Members of GB</p> <p>GB members, Leadership team & Public Relations team</p> <p>Finance Committee and Accounts Manager</p>
<p>Academic Enablers</p> <ul style="list-style-type: none"> • Teaching- Learning & Evaluation • Attraction, Development, Retention • Extra-curricular and Co-curricular 	<ul style="list-style-type: none"> • Principal, Director -Academics, HODs, Faculty and Staff • Principal, Director-Academics, SAO • Coordinator, Dept wise club incharges
<p>Research & Intellectual Property Enablers</p> <ul style="list-style-type: none"> • Research, Development & Innovation • Entrepreneurship & Incubation centers • IPR 	<ul style="list-style-type: none"> • Principal, Leadership team, Research Head & Research Coordinators • Principal, Core team, EDC Coordinator, Dept wise EDC Coordinators • Principal, Core team, IPR Coordinator, Dept. wise IPR Coordinators
<p>Enablers for Networking & Collaborations</p> <ul style="list-style-type: none"> • Industry-Institute relationships • Global/International Collaborations • Alumni Engagement 	<ul style="list-style-type: none"> • Principal, IIC coordinator, Dept wise coordinators • All heads of departments • Alumni Coordinator & Dept wise coordinators
<p>Physical/Digital Enablers</p> <ul style="list-style-type: none"> • Infrastructure (physical) • Teaching Learning Infrastructure • Library Information center 	<p>GB, Chairman, SAO Infrastructure & team Principal, Dean, Director's, and HODs</p>
<p>Other Enablers</p> <ul style="list-style-type: none"> • Placement & Training • Community service and Extension • NEP-2020 Implementation • Student affairs 	<ul style="list-style-type: none"> • Principal, Director, Head Placement & Training and HoDS • Principal, NSS Coordinator, Dept wise coordinators • All HoD's • Student affairs Head

<ul style="list-style-type: none"> • Student admissions • Departmental activities 	<ul style="list-style-type: none"> • Admissions Head • HODs, Faculty and coordinators of professional body initiatives
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Measurable during Implementation

S.No	Parameter	Knowledge Parameter indicators
Governance Enablers		
1.	Good Governance	<ul style="list-style-type: none"> • Good Governance initiatives • Vision-Mission reviews • Number of Meetings conducted, • Decisions made • Committees appointment • Academic Performance • Policies implementation, • Grievance Procedures • Enhancement of Digital resources
2.	Accreditations Rankings, Autonomous and NEP 2020 Implementation	<ul style="list-style-type: none"> • NBA • NAAC • NIRF Raking • Autonomous 3rd Cycle • NEP2020 Implementation
3.	National and International Visibility	<ul style="list-style-type: none"> • No. of students getting ranks in GRE,CAT,GATE • Students participation in National & International Events • Joint Research Proposal collaborations • Faculty visiting foreign institutes • Number of Collaborative activities with National & International Universities
4.	Sustainable Development Goals	<ul style="list-style-type: none"> • SDG3 Good Health & Well Being • SDG4 Quality Education • SDG5 Gender Equality • SDG7 Affordable & Clean Energy • SDG9 Industry Innovation & Infrastructure • SDG11 Sustainable cities & Communities • SDG16 Peace Justice and Strong Institutions • SDG17 Partnerships for the Goals

5.	Faculty Management	<ul style="list-style-type: none"> • Recruitment of good faculty members • Salary, attrition rate, benefits as per UGC/AICTE norms • Track Faculty and staff performance
Academic Enablers		
6.	Faculty Contributions	<ul style="list-style-type: none"> • Conduct/depute faculty and staff for competence development • Support paper publications and presentations • Provide opportunities for networking • Train faculty to use LMS effectively • Professional Chapter membership for faculty
7.	Curriculum Improvement	<ul style="list-style-type: none"> • Curriculum review & design • Industry partnerships • Faculty training on new areas • Introduction of new courses, new courses/electives offered in emerging areas. • SDG mapping to curriculum
8.	Extra Curricular Activities	<ul style="list-style-type: none"> • Number of student participants • Number of tournaments won • Number of sports events organized • Techno-cultural events organized • Regional, National & International Recognitions received • Competitions participated.
9.	Audits	<ul style="list-style-type: none"> • Internal & External Academic audit • Green Audit • Energy Audit
Research and Intellectual Property Enablers		
10.	Research & Collaborations Consultancy	<ul style="list-style-type: none"> • Publications in National/International journals and conference proceedings • Patents Published and Granted • Conferences & Workshops organized • New MOUs signed with academic and industrial organizations, • Centers of Excellence established • Dept wise identifying the companies for consultancy
11.	EDC/IIC	<ul style="list-style-type: none"> • Enhance the activities of EDC • Establish clearly defined roles for EDC/IIC coordinators and committees. • Organize regular Entrepreneurship

		<p>Awareness Camps (EACs) and bootcamps.</p> <ul style="list-style-type: none"> • Integrate innovation and entrepreneurship modules in curriculum (via AICTE/IIC model). • Conduct expert talks, case study sessions, and founder stories. • Launch ideation and innovation challenges at the department/institute level. • Provide mini-grants (₹5,000–₹50,000) for idea validation and prototyping. • Establish a mentor pool from industry, academia, and successful startups.
12.	Incubation Centers & Startups	<ul style="list-style-type: none"> • Augment incubation centers to promote startup culture • Department wise innovation charges and entrepreneurship facilitator • Set up dedicated pre-incubation spaces with access to design and fabrication tools. • Number of ideas submitted annually. • Number of ideas converted to working prototypes. • Number of prototypes transitioned into startups or patent filings. • Number of startups incubated per year. • Revenue generated/funding raised by startups. • Number of patents/IPs filed. • Jobs created through startups. • Sign MoUs with industry bodies (CII, FICCI, NASSCOM) and startup networks. • Conduct IPR awareness workshops and patent filing assistance. • Showcase institutional success stories through websites, events, and media.
Enablers for Networking & Collaborations		
13.	Industry Institute Cell	<ul style="list-style-type: none"> • Industry Internships for faculty and students • MoU's with Industries • Industry Supported laboratories
14.	Alumni Engagement	<ul style="list-style-type: none"> • Alumni data base • Official Website • Enhance a system to build a bridge between alumni & Institute • Number of interactions

		<ul style="list-style-type: none"> • Support for internships • Placements, projects, scholarships, consultancy and contribution towards infrastructure development. • Creating public perception/brand image of the Institute • Curriculum enrichment (Involving in BoS/IQAC/AC/BoG • Establishing Alumni Chapters nationally/Globally
Physical/Digital Enablers		
15.	Physical Infrastructure	<ul style="list-style-type: none"> • Number of buildings, • Class rooms/Laboratories added • Removal of obsolescence equipment • Annual budget allocated & utilized.
Other Enablers		
16.	Placements and Higher Studies	<ul style="list-style-type: none"> • Year wise no. of offers made through placement department • Average Salary Package • Companies visiting the campus • No. of Core Company recruiters • Number of graduates pursuing higher education • Number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT...etc, Public sector and other Government jobs, • Percentage of graduates becoming Entrepreneurs.
17.	Student Intake Quality	<ul style="list-style-type: none"> • EAPCET ranking • Students profile department wise
18.	Student Academic Performance	<ul style="list-style-type: none"> • Pass percentage • Number of distinctions & first classes • Graduate attribute attainment levels • Alumni feedback.
19.	Student Innovations	<ul style="list-style-type: none"> • Conduct IPR awareness workshops and patent filing assistance. • Create and implement an Institutional Startup & Innovation Policy. • Showcase institutional success stories through websites, events, and media.

20.	Professional Bodies	<ul style="list-style-type: none">• Professional Body Memberships faculty• Professional Body Membership for students• Activities under Professional Bodies (Webinars/Industry activities/Hackathons on SDG• Ensure student access to at least one relevant professional body by the second year of study.
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Target Values for Key Parameter Indicators

S.No	Strategic Goal	KPI	2025-26	2026-27	2027-28	2028-29	2029-30	
1. Governance Enablers								
1	Institute Policies	All policies of Institute 1. Research Policy 2. Consultancy Policy 3. Financial Aid support policy 4. Maintenance Policy 5. Green Campus Policy 6. IT Policy	Implementation of policies as per the norms					
2	NBA	Applying for accreditation to the eligible departments	Initiation of work as per the new format across all departments	CSE(DS) Civil Engg: Applying for Compliance in December 2026	CSE(AI&ML)	CSE,IT,ECE, EEE and Mech. Engg	--	
3.	NAAC	A+ Grade in July 12 th 2022 with CGPA 3.33 Valid upto July 11 th 2027 To get A++ Grade or Increased CGPA >3.33	AQAR submission	AQAR submission Applying for NAAC 3 rd Cycle	AQAR submission	AQAR submission	AQAR submission	
4	Autonomous Status	Second Cycle of autonomous upto: 2025-26 Annual Reports: 2020-21, 2021-22 and 2023-24 prepared. 2024-25 yet to be prepared	Applying for autonomous	Annual report	Annual report	Annual report	Annual report	

5.	NEP Implementation	Digital Learning and Indian Knowledge System Dissemination workshops and Campaigns	2	3	4	5	6
		Adoption of Academic Bank of Credits	As per the University guidelines				
		Adoption of Multiple Entry and Exit survey					
		Provision to use of indigenous language in examinations					
		No. of ODL Courses	-	1	2	3	4
6.	NIRF Ranking	Ranking below 200	190-200	180	170	160	150
7.	Improve National and International Visibility	No. of students getting ranks in GRE, CAT, GATE and other exams	170	180	185	190	195
		Students participation in National & International Events	200	250	300	350	400
		Joint Research Proposal collaborations	2	5	7	9	10
		Faculty visiting foreign institutes	1	2	3	4	5
		Number of Collaborative activities with National & International Universities	2	4	6	8	10
8.	Sustainable Goals	Policy Framework and	Workshops /awareness				

	Implementation	Institutional Commitment	sessions/Mapping of 2024-25 student projects to SDG/Hackathons on SDG's				
		Research and Innovation	Publications mapping to SDG's				
		Industry and Government Collaboration	MoU's on SDG's				

2. Academic Enablers

9	Faculty Management	Recruitment of good faculty members with research/Industry Exposure	3	4	5	6	7
		To increase the number of faculty with Ph.D qualification	+10	+15	+20	+30	+40
		Pursue post-doctoral fellowship programs Currently 3 faculty pursuing PDF	Minimum 1 faculty to pursue PDF every year in a department	Minimum 1 faculty to pursue PDF every year in a department	Minimum 1 faculty to pursue PDF every year in a department	Minimum 1 faculty to pursue PDF every year in a department	Minimum 1 faculty to pursue PDF every year in a department
		Number of adjunct faculty /PIP	2	3	4	5	6
		Faculty Retention	>85%	>90%	>90%	>90%	>90%
		Faculty as resource persons in STTP'S/FDP'S	4 faculty from department per year	4 faculty from department per year	5 faculty from department per year	6 faculty from department per year	7 faculty from department per year

		Faculty participation in STTP'S/FDP's	All faculty members one FDP (5days)	All faculty members one FDP (5days)	All faculty members one FDP (5days)	All faculty members one FDP (5days)	All faculty members one FDP (5days)
		Faculty contribution in development of SWAYAM MOOCS and other E-Content/Videos A repository for every subject must be created in each department You Tube channel for best lecture sessions	E Content 50% faculty Lecture Notes 10% faculty members each department (Lecture videos)	E Content 55% faculty 20% faculty members each department (Lecture videos)	E Content 60% faculty 30% faculty members each department (Lecture videos)	E Content 65% faculty 40% faculty members each department (Lecture videos)	E Content 65% faculty 50% faculty members each department (Lecture videos)
		FDP/STTP Organized by the department	1 per one semester	1 per one semester	1 per one semester	1 per one semester	1 per one semester
		Faculty support in student innovative projects	30% of faculty members	35% of faculty members	40% of faculty members	45% of faculty members	50% of faculty members
		Faculty Internship/Training/collaboration with Industry	30% of faculty members	35% of faculty members	40% of faculty members	45% of faculty members	50% of faculty members
10		Number of NPTEL Certifications of faculty	20% of faculty members	25% of faculty members	30% of faculty members	40% of faculty members	50% of faculty members
11.	Curriculum Improvement	Curriculum review & design	As per the emerging areas				
		Introduction of new courses, new courses/ electives offered in emerging areas.	As per the emerging areas				

		SDG mapping to curriculum/Identifying the SDG to be added to the curriculum	Dept wise mapping the existing curriculum to SDG & Identifying the domains that can added	Introducing the relevant chapters to curriculum	Gradual up gradation of curriculum		
		Value added courses VAC / Industry one credit courses OCC for students	Min 2 VAC in a department every year.	Min 2 VAC in a department every year. Industry one credit courses OCC	Min 2 VAC in a department every year. Industry one credit courses OCC	Min 2 VAC in a department every year. Industry one credit courses OCC	Min 2 VAC in a department every year. Industry one credit courses OCC
12	Internal & External Academic Audit	As per the format	Annually	Annually	Annually	Annually	Annually
12A	Green Audit	External Agency	Annually	Annually	Annually	Annually	Annually
12B	Energy Audit	External Agency	Annually	Annually	Annually	Annually	Annually
3. Research Intellectual Property Enablers							
13A	Research Projects	Applying for Projects DST/AICTE/M SME/DRDO/CSIR and other agencies Faculty seed Projects	Min one research project grant per department 1 Project per department	Min one research project grant per department 2 Projects per department	Min one research project grant per department 3 Projects per department	2 research projects grant per department 4 Projects per department	2 research projects grant per department 5 Projects per department
13B	Sponsored Seminars /FDP grants	ATAL FDP/CSIR/DST /ICSSR	1grant per department	1grant per department	1grant per department	1grant per department	1grant per department
13C	Research	Professors	3 per	4 per year	4 per year	5 per year	5 per year

13D	Publications	Associate Professors	year 3 per year	3 per year	3 per year	4 per year	4 per year
		Assistant Professors	2 per year	2 per year	2 per year	2 per year	2 per year
13E	No. of Books/Book Chapters		1 per department	1 per department	1 per department	1 per department	1 per department
13F	Research Guidance	Faculty guiding research	1 per department	2 per department	2 per department	3 per department	3 per department
13G	Faculty Registered for Ph.D	Ph.D Registration in reputed institutes	50% of faculty	70% of faculty	80% of faculty	90% of faculty	100% of faculty
13H	Research Centers/Collaboration with Research Institutes	JNTUH Research Centre Collaboration with Research Institutes/ Academic reputed Institutes	All eligible departments 1 per department	All eligible departments 1 per department	All eligible departments 1 per department	All departments 1 per department	All departments 1 per department
13I	Applying for patents/ Published	Innovative Projects for patents/ department	10% of faculty	15% of faculty	20% of faculty	25% of faculty	30% of faculty
13J	Consultancy	Identification of companies Start identifying the companies where we can do consultancy	1-2 lakhs per department	2 lakhs per department	3 lakhs per department	3 lakhs per department	4 lakhs per department
13K	EDC/IIC	No. of projects moving to product development	2 projects per department	4 projects per department	6 projects per department	6 projects per department	8 projects per department
		Number of Innovation prototype	2 prototypes per	2 prototypes per	2 prototypes per department	4 prototypes per department	4 prototypes per department

		products (Scalable to start-ups)	department	department			
		No. of EDC programs in association with other institutions	1	2	2	3	3
		IIC Events as per the 2 semesters calendar	Annually	Annually	Annually	Annually	Annually
		Applying for funding DST/AICTE	Min 5 lakhs	10 lakhs	15 lakhs	15 lakhs	20 lakhs
13L	Incubation Centers & Startups	No. of startups	1 per department	1 per department	1 per department	2 per department	2 per department
		Applying for funding DST Incubation Center/ACIC	Target to establish DST supported Incubation Center				
		Applying for innovation grants MSME/AICTE/DST/Industry	15 Lakhs	20 lakhs	25 lakhs	30 lakhs	50 lakhs
4. Enablers for Networking & Collaborations							
14	Alumni Engagement	No. of lectures by alumni	2 per department	2 per department	3 per department	4 per department	4 per department
		Alumni meets	Annually	Annually	Annually	Annually	Annually
		No. of Alumni in BoS	1 per department	1 per department	1 per department	1 per department	1 per department
		Alumni Industry Visits	1 annually	2 annually	3 annually	4 annually	5 annually
		No. of alumni registered in the portal	9000+	10000	11000	12000	13000
14A	Industry Institute Cell	Active MoU's	1/Per department	2/Per department	3/Per department	4/Per department	5/Per department

		Internships					
		Industry supported Student Projects					
		Expert lectures by industry personnel	2 per semester/ department	2 per semester/ department	2 per semester/ department	2 per semester/ department	2 per semester / department

5. Physical/Digital Enablers

15	Physical Infrastructure	1. As per the norms of JNTUH/AICTE 2. Every department one smart class room 3 Studio to record lectures 4. Additional laboratories in each department	1 smart class room	2 smart class rooms	3 smart class rooms	4 smart class rooms	5 smart class rooms
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6. Placement & Higher Studies/Internships/Career Guidance(Other Enablers)

16	Placement & Higher Studies/ Internships/ Career Guidance	No. of Placements	550	575	600	625	650
		Average Salary Package	4.8	5.0	5.0	5.2	5.2
		Placement Activities/ Collaborations/ CoE	3	3	4	4	5
		No. of students going for higher studies (MS/GATE/MB A)	180	190-200	220	230	250
		Internships	100	100	120	150	160
		Career Guidance activities by placements cell	5	5	6	6	6
		Career Guidance activities by Department	2	3	3	4	4

Student Development/Other Enablers

16A	Student Academic Performance	Incremental improvement	2-5%	2-5%	2-5%	2-5%	2-5%
		Action plan					

		based on the earlier academic year results					
16B	Hackathons/ Project Expos	Hackathons mapping to SDG Number of Interdisciplinary Projects to be completed	1 per department 10 projects annually	1 per department 20 projects annually	1 per department 30 projects annually	1 per department 40 projects annually	1 per department 50 projects annually
16C	Students achievements in Competitions (Major and award winning)	International level: 1% National level: 8% State level: 10%	International level: 1% National level: 10% State level: 15%	International level: 1% National level: 12% State level: 18%	International level: 1% National level: 10% State level: 20%	International level: 2% National level: 12% State level: 25%	International level: 4% National level: 15% State level: 30%
16D	Students to complete the NPTEL / MOOC / Industry courses etc.	Current status 1-2%	5%	10%	20%	25%	50%
Professional Chapter							
16E	Professional Chapter Membership Faculty/ Student	CSI ASME ISTE IEEE Membership	Min one professional chapter per department 10% of faculty members	Min one active professional chapter per department 15%	Min one professional chapter per department 25%	Min one professional chapter per department 35%	Min one professional chapter per department 50%
16F	Professional Chapter Activities		Min 2 per semester	Min 2 per semester	Min 2 per semester	Min 3 per semester	Min 3 per semester
16G	Student Clubs		Min 2 per semester	Min 2 per semester	Min 2 per semester	Min 3 per semester	Min 3 per semester
16H	Extracurricular Activities	Institutional Level clubs (8)	10 -12 Semester	12-14 Semester	12-14 Semester	14-16 Semester	14-16 Semester
16I	Social Responsibility/ NSS	Activities	14	14	15	16	18
		Awards	3	4	5	5	6

The Core Committee will conduct an annual review of the progress made toward achieving the strategic goals outlined in this plan. Based on the findings, appropriate actions and adjustments will be made to ensure continued alignment with the organization's vision and evolving priorities. This ongoing process will help ensure steady progress, clear responsibility, and the

ability to adjust to future needs.

Prepared by

Dr A Padmaja
Dean Accreditations & Rankings

Date : 1st August 2025