STRATEGIC PLAN

HORIZON – 3.0

(LEADING THE WOMEN TO GLOBAL FRONTIERS)

2023-2028

VIVEKANANDHA

COLLEGE OF ENGINEERING FOR WOMEN

(AUTONOMOUS)

Approved by AICTE, Affiliated to Anna University,
Accredited with NAAC A++ and NBA (CSE, IT, EEE, ECE, BT)
Tiruchengode, Namakkal, Tamilnadu, India

STRATEGIC PLAN 3.0

Strategic planning is the process by which organizations define their long-term goals and determine the best strategies to achieve them. This process involves setting priorities, allocating resources, and aligning organizational efforts to meet established objectives. Strategic planning is critical for guiding an organization's direction over the medium to long term.

Overview of how strategic planning typically unfolds:

1. Assessment of Current Situation: This step involves understanding the organization's current position by conducting a thorough analysis of internal and external environments. Tools like SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis are commonly used to assess internal capabilities and external market conditions.

2. Vision and Mission Statement: Organizations define or reevaluate their vision (what they aspire to achieve in the long-term) and mission (the core purpose and what the organization stands for). These statements provide a foundational direction and a sense of purpose.

3. Setting Goals and Objectives: Based on the vision and current assessment, specific, measurable, achievable, relevant, and time-bound (SMART) goals are set. These goals are designed to bridge the gap between the current state and the envisioned future.

4. Strategy Formulation: This involves determining the broad approaches the organization will use to achieve its objectives. Strategies might involve market expansion, new product development, partnerships, cost reduction, or technology adoption, among others.

5. **Implementation Plan:** The strategy is translated into actionable steps. This includes assigning responsibilities, setting timelines, and allocating necessary resources. Effective implementation often relies on clear communication and strong leadership to maintain alignment and momentum.

6. Monitoring and Evaluation: The final step involves regularly reviewing progress against goals, assessing performance, and making adjustments as necessary. This helps ensure that the strategic plan remains relevant and effective in an ever-changing environment.

Importance of strategic planning for HEI

Strategic planning is especially important for engineering colleges due to the dynamic nature of technology and education. It helps these institutions navigate challenges, leverage opportunities, and effectively prepare students for a rapidly evolving professional landscape. Here are several reasons why strategic planning is vital for engineering colleges:

1. Aligning with Industry Needs: The engineering sector is closely tied to technological advancements and industry demands. Strategic planning allows colleges to align their curricula and research initiatives with the latest industry trends and technologies, ensuring that students are well-prepared for the job market upon graduation.

2. Resource Allocation: Engineering programs often require significant investments in laboratories, equipment, and software. Strategic planning helps colleges prioritize and allocate resources efficiently, ensuring that funds are directed toward areas that enhance learning outcomes and research capabilities.

3. Attracting and Retaining Talent: To maintain high standards of education and research, engineering colleges must attract and retain top faculty and students. Strategic planning involves developing initiatives that make the institution more attractive, such as improving facilities, offering competitive programs, and creating a supportive academic environment.

4. Adapting to Regulatory Changes: Engineering education is subject to various accreditation and regulatory standards. Strategic planning enables colleges to proactively adjust to these changes, ensuring compliance and maintaining the quality and reputation of their programs.

5. Promoting Innovation and Research: Strategic planning helps set priorities for research areas, fostering innovation that can lead to new technologies and methodologies. This not only enhances the reputation of the college but also contributes to the broader field of engineering.

6. Building Partnerships: Collaborations with industry, other academic institutions, and government bodies are crucial for engineering colleges. Strategic planning involves identifying and cultivating these partnerships, which can provide students with internships, collaborative projects, and employment opportunities.

7. Long-Term Sustainability: For any educational institution, long-term sustainability is crucial. Strategic planning helps engineering colleges anticipate future challenges and opportunities, plan for sustainable growth, and adapt to changing educational landscapes.

8. Global Positioning and Competitiveness: In an increasingly globalized world, engineering colleges must compete not just locally but internationally. Strategic planning aids in positioning the institution on the global stage, enhancing its attractiveness to international students and researchers.

Executive Summary

The strategic plan for Vivekanandha College of Engineering for Women outlines the vision to become a leading institution in higher education, renowned for academic excellence, innovative research, and community engagement. This plan is designed to guide our institution over the next five years, focusing on key areas that will drive the growth and success.

Preamble

In an era of rapid technological advancements and global interconnectedness, Vivekanandha College of Engineering for Women stands at the forefront of educational innovation and excellence. Commitment to fostering a dynamic learning environment, promoting cutting-edge research, and engaging with the community is unwavering. This strategic plan outlines the vision for the future, guiding the efforts to adapt to the evolving educational landscape and meet the needs of the diverse student body.

As we embark on this journey, we are inspired by the principles of inclusivity, sustainability, and lifelong learning. The institution is dedicated to providing high-quality education that empowers women students to

achieve their full potential and become responsible global citizens. We recognize the importance of collaboration, both within the academic community and with external partners, to drive innovation and address the complex challenges of time.

This strategic plan is the result of extensive consultation with stakeholders, including faculty, staff, students, alumni, and industry partners. It reflects our collective aspirations and sets forth a roadmap for achieving the goals over the next five years. By focusing on key areas such as academic excellence, research and innovation, community engagement, and sustainable practices, we aim to position Vivekanandha College of Engineering for Women as a leader in higher education.

We are committed to continuous improvement and accountability. Regularly we assess the progress and adapting strategies to ensure that we remain aligned with our mission and vision. Together, we will build a brighter future for the institution and contribute to the betterment of society.

Our Vision

To impart value based education in Engineering and Technology to empower young women to meet the societal exigency with a global outlook.

Our Mission

- To provide holistic education through innovative teaching-learning practices
- To instill self confidence among rural students by supplementing with co-curricular and extra-curricular activities
- To inculcate the spirit of innovation through training, research and development
- To provide industrial exposure to meet the global challenges
- To create an environment for continual progress through lifelong learning

Quality Policy

Committed to provide excellence education with well equipped infrastructure to all the rural women within their means concerning only to attain the pinnacle of women empowerment.

Our Strategic Goals

1. **Outcome based teaching and learning process:** Improve curriculum, teaching methods, and learning outcomes to ensure students receive a world-class education.

2. **Infrastructure, Technical and Financial support:** Focus on enhancing infrastructure, technical, and financial support to upgrade facilities, invest in technology, and ensure sustainable practices to support academic and research activities.

3. **Governance and Administration:** Improve the essential elements of efficient management and governance.

4. **Faculty Resources and Contributions:** key aspects of supporting and leveraging faculty resources and contributions to achieve the institution's strategic goals.

5. **Student Support and Progression:** Concentrate on key components of student support and

progression to ensure students have the resources and assistance they need to succeed academically and personally.

6. **Research and Innovation:** Build strong, sustainable partnerships with industry, driving research, innovation and also to increase research funding, support interdisciplinary projects, and encourage innovation among faculty and students

7. **Community Outreach & Alumni Engagement:** Develop partnerships with local, national, and international organizations to address community needs and provide students with real-world experience.

8. **Extended Curriculum Engagement and Innovative Practices:** create a more dynamic and engaging learning environment that fosters student success and innovation.

9. **Impact of SDGs and Global Initiatives:** By aligning with the SDGs and participating in global initiatives, Vivekanandha College of Engineering for Women can make a significant contribution to addressing global challenges. These efforts will not only enhance the institution's reputation but also provide students with the knowledge and skills needed to become responsible global citizens

Implementation and Monitoring

To achieve these goals, we will:
- Establish clear objectives and action plans for each strategic goal.
- Allocate resources effectively and ensure financial sustainability.
- Engage stakeholders, including faculty, staff, students, and community partners, in the planning and implementation process.
- Monitor progress through regular assessments and adjust strategies as needed to stay on track.

Overall, The Strategic plan of the colleges is not just about maintaining relevance but about pushing the boundaries of what educational institutions can offer. It ensures that the college remains at the forefront in engineering education and technology development, thereby fulfilling the mission to educate and inspire the next generation of engineers.

Conclusion:

This strategic plan is a roadmap for Vivekanandha College of Engineering for Women to navigate the challenges and opportunities of the future. By focusing on academic excellence, research, community engagement, infrastructure, and inclusivity, we aim to position the institution as a leader in higher education and make a positive impact on society.

Dr.KCK.Vijayakumar

MESSAGE FROM THE PRINCIPAL ON STRATEGIC PLAN 3.0

Welcome to a defining moment as we unveil Strategic Plan 3.0 for Vivekanandha College of Engineering for Women (VCEW). This blueprint is meticulously crafted to propel our institution into a future where innovation, sustainability, and global leadership in engineering education are paramount.

We are dedicated to creating an environment where students are prepared to meet the challenges of tomorrow with Creativity, Critical thinking, and Civic responsibility (CCC).

In the following sections, we will detail the multifaceted components of this strategic vision, each designed to synergistically enhance our educational environment and empower our students, faculty, and broader community.

Teaching and Learning Process

In Strategic Plan 3.0, we reimage our teaching methodologies to incorporate interactive and collaborative learning models. The enhanced curricula will integrate real-world applications and interdisciplinary studies, ensuring that learning transcends traditional boundaries and prepares students for the complexities of the global marketplace.

Interdisciplinary Courses and Research

The commitment to interdisciplinary education will see the introduction of new courses that blend engineering with fields such as business, environmental science, and digital arts. This approach encourages innovative thinking and problem-solving. Additionally, Research initiatives will focus on collaborative projects that span multiple disciplines, fostering a rich environment of academic inquiry and innovation.

Infrastructure

We intend to modernise the campus with advanced facilities that showcase the dedication to sustainability and quality which will offer an inspirational environment for learning and exploration. It will be furnished with innovative labs and designed with green design principles.

Centre of Excellence

Developing niche areas in educational institutions can significantly enhance its offerings and reputation. Artificial Intelligence (AI), Machine Learning (ML), Sustainable Development and Green Technologies, Cyber security, Data Science and Analytics, Block chain Technology and Interdisciplinary Studies are some of the latest trends and niche areas which are gaining traction. Our plan for these niche areas not only enhance the educational experience but also prepare students for the evolving demands of the workforce.

Research and Innovation

Research and Innovation in educational institutions can address both local and global needs effectively.

Local Needs

1. Community Engagement: Collaborating with local communities to identify and address specific educational challenges.
2. Cultural Relevance: Developing curricula that reflect local cultures, languages, and histories.

3. Resource Optimization: Utilizing local resources and expertise to create sustainable educational solutions.

   Global Needs

1. Global Competencies: Preparing students with skills like critical thinking, digital literacy, and cross-cultural communication to thrive in a globalized world.
2. Collaborative Research: Partnering with international institutions to share knowledge and best practices.
3. Scalable Innovations: Developing educational technologies and methodologies that can be adapted and implemented globally.

Sustainable Environmental Initiatives

Institute's strategic commitment extends to environmental stewardship. We will implement comprehensive sustainability projects such as waste reduction programs and the use of renewable energy to ensure that the campus operations contribute positively to environmental conservation and act as a model for sustainable practices.

Global Initiatives

Expanding global footprint is a key objective. Through international collaborations, student exchange programs and active participation in global academic communities, we aim to provide a diverse and enriching educational experience that prepares the students for successful international careers.

National and International Collaborations

National and International collaborations in Education significantly enhance mobility and interaction among students, faculty, and institutions. By leveraging both national and international collaborations, our educational institution can create a dynamic and interconnected academic environment. These programs can transform lives by providing educational and research opportunities, fostering cultural exchange and enhancing career prospects.

Alumni Engagement

To harness the vast potential of the alumni network, we will initiate more engagement strategies, such as mentorship programs, guest lectures, and collaborative projects. These efforts will enrich current students' educational experiences and strengthen community ties.

Community Development and Outreach

Role in community development will expand through outreach programs that include community service projects and continuing education initiatives. These efforts will not only benefit local community but also instill a sense of social responsibility among students.

Mental Well-being

Recognizing the importance of mental health, strategic plan includes expanding mental health services and well-being programs for all students. These initiatives will ensure that the campus is a supportive and nurturing environment where every student can thrive.

Student Support and Progression

Supporting each student's unique journey is essential. Enhanced student support systems will provide comprehensive academic advising, career planning and personal development resources to help students to navigate their paths with confidence and achieve their full potential.

Sports

We are committed to the holistic development of the students, which include physical health. Our plan includes upgrading sports facilities and expanding athletic programs to foster wellness, teamwork, and leadership skills among students.

Mentoring

Formal mentoring program will connect students with mentors who can provide personalized guidance, support and professional insight by enhancing their academic and career trajectories.

Career Guidance

With the launch of a dedicated Career Guidance Center, we will provide expert advice, workshops, and personalized coaching to help students to navigate their career paths effectively.

Training and Placement

Training and Placement Cell will be revitalized to secure high-quality job placements for our graduates. By enhancing training programs and strengthening industry partnerships, we aim to ensure that our students are highly competitive in the global job market.

Entrepreneurship

To encourage entrepreneurship to boost today's economy, we will provide resources such as incubation space, seed funding and mentorship to help student entrepreneurs to transform innovative ideas into successful businesses.

Higher Studies

Students aspiring to pursue advanced degrees will include preparatory courses, competitive exam guidance and stronger partnerships with leading universities. This initiative will pave the way for our students to excel in prestigious postgraduate programs worldwide.

Financial Aid for Needy Students

We are committed to inclusivity and access to education for all. Our expanded financial aid programs will ensure that talented students from economically disadvantaged backgrounds can achieve their educational goals without financial barriers.

Library

Library will evolve into a fully integrated resource center with extensive digital and physical resources. It will support continuous learning and serve as a hub for intellectual engagement and innovation.

Conclusion

By following this strategic plan, our educational institution can leverage its strengths, address weaknesses, capitalize on opportunities, and mitigate threats to achieve long-term success. Strategic Plan 3.0 represents our vision for the future—a future where Vivekanandha College of Engineering for Women is not just a place of learning, but a beacon of innovation, inclusivity and leadership in engineering education. Together, we will turn this vision into reality, enhancing the lives of our students and making a significant impact on the world.

"Building futures, leading changes — VCEW commits to strategic growth, where women are not just learners but leaders of tomorrow."

Dr.KCK.Vijayakumar

Thank you.

1.OUTCOME BASED TEACHING AND LEARNING PROCESS

Outcome-Based Teaching and Learning (OBTL) is an educational approach that focuses on achieving specific learning outcomes. Unlike traditional education, which often emphasizes content delivery and syllabus completion, OBTL starts with defining what students should be able to do after completing a course or program. Incorporating Outcome-Based Teaching and Learning (OBTL) into our strategic plan involves aligning educational practices with institutional goals to ensure that students achieve specific, measurable outcomes. Here's a structured approach to integrate OBTL effectively:

1. **Establish Institutional Goals**:

   Define the overarching goals of your institution, such as improving student employability, enhancing research capabilities, or increasing student satisfaction.

2. **Set Intended Learning Outcomes (ILOs)**:

   Develop clear, specific, and measurable learning outcomes for each program and course. These outcomes should align with the institutional goals and reflect what students should be able to do upon completion.

3. **Design Teaching and Learning Activities (TLAs)**:

   Create activities that help students achieve the ILOs. These activities should be engaging and varied, including lectures, group work, practical exercises and projects.

4. **Develop Assessment Tasks (ATs)**:

   Design assessments that accurately measure whether students have achieved the ILOs. Use a mix of formative and summative assessments such as quizzes, exams, presentations and portfolios.

5. **Ensure Constructive Alignment**:

   Align the ILOs, TLAs, and ATs to ensure coherence. This means that the teaching methods and assessments should directly support the learning outcomes.

6. **Implement Continuous Improvement**:

   Regularly review and update the ILOs, TLAs, and ATs based on feedback from students, faculty, and industry stakeholders. Use data from assessments to identify areas for improvement.

7. **Provide Professional Development**:

   Offer training and support for faculty to help them understand and implement OBTL effectively. This could include workshops, seminars, and peer mentoring.

8. **Monitor and Evaluate**:

   Establish a system for monitoring and evaluating the effectiveness of the OBTL approach. Use metrics such as student performance, graduation rates, and employment outcomes to assess success.

   By following these steps, we can create a more focused and effective educational environment that helps students achieve meaningful and measurable outcomes

KEY INDICATOR 1 - OUTCOME BASED TEACHING AND LEARNING

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
1	CURI - Curriculum Innovation and Relevance Initiative	Collaborate with industry experts to regularly review and update the curriculum.	Currently followed but need improvement	Annually update 10% of the curriculum based on industry feedback	Curriculum that remains current with technological and market developments.
		Courses with AI, IoT and Latest Industry 4.0 needed technologies ,tools with global competencies can be included	2 courses/year	Offer industry oriented courses 3 courses/ year can be given as value added or skill development courses	
		Curriculum with multi / inter disciplinary approach	Open elective courses are introduced	Development of curriculum framework in alliance with NEP 2020 3 open elective courses to be opted by each student Creativity and innovation, project Management and Topics with Latest Technologies can be given as open elective courses	Enhanced Critical thinking, problem solving and collaborative skills among students
		Integration of Vocational Education Programme into the mainstream education as per NSQF Standards	Opted by willing students	Every student will learn at least one vocational/Skill based course	Students will be competent, versatile, and ready for the ever-changing job market to promote economic growth
2	SMART - Student Monitoring and Adaptive Resource Technology	Implement and expand the use of adaptive learning technologies.	Needs Improvement	Increase utilization of personalized learning tools by 15% each year.	Higher course completion rates and improved academic performance.
		Expanding the student learning, monitoring, assessment and grading areas using LMS like MOODLE	LMS is being utilized for Grading	100 % utilization of LMS to be ensured Upgradation of LMS Periodically.	Increased student satisfaction with personalized support services.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
3	ACTIVE - Active Collaborative Teaching and Interactive Learning Environments	Classrooms with access to the latest educational technology that enables better learning experiences	All classrooms are with LCD Projector	Upgrading ICT infrastructure with more automization technologies 1 smart classroom /department	Improved student engagement and collaboration within the classroom.
		Implementing Gamification, Kinesthetic, AR/VR based Learning and AI tools in Teaching-Learning	Currently flipped classroom has been used by faculty	Orienting the faculty members to use AI-tools and gamification method for facilitating better understanding and higher order Thinking	Enhance students learning experience and make them active and lifelong learners
		Invest in and expand digital learning platforms to accommodate more courses	e-content developed for few courses	Implementing Blended Learning by Launching E- Content (MOOCs courses) Training Faculty Members in phased manner in development of MOOCs Course Modules and Videos. One course to be developed by each faculty per year	Increased flexibility and accessibility in course delivery, enabling a broader reach to non-traditional and remote students
		Developing/Deploying Virtual Labs	New initiative	Training to be given for faculties to develop/Deploy at least one virtual lab per department	
		Project-based/Experiential Learning	Currently given as optional	Increase student participation in project-based learning activities by 10% per year across all courses. Minimum 3/yr by student Mini project can be done on SIH problem statements	Enhanced critical thinking and problem-solving skills among students, leading to better academic performance.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
4	IAL- Industry Academia Linkage	Industry Immersion Programmes	Needs improvement	Increase Student Participation in Seminars/Workshops given by Industrial Experts Teaching Industry oriented course by Industry Personnel to make learning more effective	Students will be equipped with industry relevant skills and obtain collaborative research opportunities
		Internships/Training Programmes	Internships are made mandatory	Increase Students Internship/ Training in industries by 75%	
		Industry/Field Projects	Only few Industrial/Field Projects have been carried out	Industry/Field Projects must be 20% / year across all disciplines	
		Faculty offering training to industries	New Initiative	Industries to be identified for delivering training	Industry will acquire training for continuous improvement of their Quality purpose

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	CURI - Curriculum Innovation and Relevance Initiative	Collaborate with industry experts to regularly review and update the curriculum.	10%	20%	30%	40%	50%
		Courses with AI, IoT and Latest Industry 4.0 needed technologies ,tools with global competencies can be included	3/dept.	3/dept.	4/dept.	4/dept.	4/dept.
		Curriculum with multi / inter disciplinary approach	10%	15%	20%	25%	30%
		Integration of Vocational Education Programme into the mainstream education as per NSQF Standards	1 Course / Student	2 Course / Student	3 Course / Student	3 Course / Student	3 Course / Student
2	SMART - Student Monitoring and Adaptive Resource Technology	Implement and expand the use of adaptive learning technologies.	15%	30%	45%	60%	75%
		Expanding the student learning, monitoring, assessment and grading areas using LMS like MOODLE	20%	40%	60%	80%	100%

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
3	ACTIVE - Active Collaborative Teaching and Interactive Learning Environments	Classrooms with access to the latest educational technology that enables better learning experiences	ICT Tools with Internet in all Classroom	Smart Classroom with Large TV and all Technology Component			
		Implementing Gamification, Kinesthetic, AR/VR based Learning and AI tools in Teaching-Learning	10%	15%	20%	25%	30%
		Invest in and expand digital learning platforms to accommodate more courses	1 Course / Faculty / Year	1 Course / Faculty / Year	2 Course / Faculty / Year	2 Course / Faculty / Year	3 Course / Faculty / Year
		Developing/Deploying Virtual Labs	2 Experiments / Lab	3 Experiments / Lab	3 Experiments / Lab	4 Experiments / Lab	5 Experiments / Lab
		Project-based/Experiential Learning	10%	20%	30%	40%	50%

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
4	IAL- Industry Academia Linkage	Industry Immersion Programmes	25%	30%	35%	40%	45%
		Internships/Training Programmes	75%	80%	85%	90%	95%
		Industry/Field Projects	75%	80%	85%	90%	95%
		Faculty offering training to industries	25%	30%	35%	40%	45%

2.INFRASTRUCTURE, TECHNICAL AND FINANCIAL SUPPORT

Description of the Infrastructure Enhancement Process

The infrastructure enhancement process is strategically designed to align with the evolving needs of a modern educational institution. It encompasses the systematic upgrading of physical and technological assets to support the holistic development of both students and faculty. This process integrates state-of-the-art facilities with innovative technologies, ensuring that infrastructure not only supports but also enhances the teaching and learning experience. The emphasis on sustainable and accessible designs ensures that the infrastructure meets current environmental standards and is inclusive to all users, preparing the institution to meet future challenges and changes effectively.

Purpose and Importance of Infrastructure Enhancement

The purpose of infrastructure enhancement is to provide a physical and technological environment that optimally supports the institution's educational objectives. Effective infrastructure is crucial as it underpins the daily operational needs of the institution, facilitates cutting-edge research, and creates an engaging and inclusive educational environment. Enhancing infrastructure is essential for accommodating growing student populations, adapting to technological advancements, and meeting the rigorous demands of modern education. It plays a pivotal role in maintaining high educational standards and supports the institution's mission to produce well-rounded, competent professionals.

Strategic Significance of Incorporating Infrastructure Enhancement

Incorporating infrastructure enhancement into the strategic plan of an educational institution is crucial for several key reasons:

Ensuring Accreditation Standards:

Up-to-date and compliant infrastructure ensures that the institution meets or exceeds the rigorous standards set by accreditation bodies, essential for maintaining accreditation status and enhancing the institution's overall reputation.

Elevating Educational Quality:

Investments in advanced facilities and state-of-the-art technologies enable significant improvements in the quality of education and research capabilities, ensuring that outputs meet both academic and industry benchmarks.

Optimizing Resource Utilization:

Strategic infrastructure planning allows for the efficient allocation of financial and human resources, ensuring that investments in physical and technological upgrades provide maximum educational value.

Securing Market Competitiveness:

Institutions with modern, high-quality infrastructure are more appealing to prospective students and faculty, helping to position them as leaders in higher education and enhancing their competitive standing.

Adapting to Future Challenges:

A focus on scalable and flexible infrastructure ensures that institutions can swiftly adapt to emerging educational demands, technological shifts, and changing student demographics, supporting long-term sustainability and relevance.

2.INFRASTRUCTURE, TECHNICAL AND FINANCIAL SUPPORT

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
1	CARE- CAmpus up gradation and REnovation	Upgrade existing buildings and infrastructure. Renovate and upgrade classrooms, laboratories, and lecture halls to modern standards. Establish Project Exhibition hall.	Eco-friendly designs have been implemented.	Conduct a comprehensive annual assessment of current facilities and implement 10% renovation and upgrades for identified areas on an annual basis.	Upgraded facilities meet modern standards.
		Divyangjan Facilities- retrofit facilities with ramps, accessible laboratories and restrooms.			Enhances inclusivity and supports diverse student needs.
		Upgrade existing athletic facilities and construct new indoor stadium to accommodate a wider range of sports.			State-of-the-art sports facilities supporting health and athletic excellence.
2	LEARN- LEARNing Resources	Library Modernization - Digitize library resources and enhance online access through integrated library systems. Linkage with other universities	The library digitization process has been initiated.	Upgrade library management software annually and digitize archived materials.	Broadened access to digital and physical academic resources.
		Smart Class Room Infrastructure	60 % class rooms are equipped with ICT facilities Media cell has been established for recording video lectures.	Conduct yearly audits in classrooms and integrate ICT tools.	Enhance learning experiences, improve teaching effectiveness, and optimize resource utilization.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
3	ITUP-IT Infrastructure & Security UPgrade	Expand Wi-Fi connectivity and network access in campus for seamless digital access in library and academic purpose.	Wi-Fi- 152 Mbps	Every year expand Wi-Fi connectivity for seamless digital access and ensure WIFI enabled campus	Enhanced digital learning experiences, research capabilities and uninterrupted, secure digital access for all campus activities
		Enhance security measures across our IT infrastructure to effectively protect data and systems.	Cybersecurity measures have been initiated.	Conduct yearly security assessments and implement firewall and intrusion detection systems.	Improved protection of institutional assets, reduced risk of unauthorized access, and enhanced data security.
4	SAFE-Comprehensive Campus SAFEty Plan	Install comprehensive surveillance and access control systems throughout the campus.	Surveillance systems are being installed.	Every year Asses the current security vulnerabilities and needs. Based on the assessment, enhance network capacity and integrate with existing systems.	A secured and monitored campus environment.
		Regularly train staff and students in emergency response and safety protocols.	Safety trainings are imparted at regular intervals	Conduct safety drills twice a year across all departments.	Enhanced readiness and effective response to emergencies.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
5	SEED – Sustainable Environmental Enhancement and Development	Evaluate the feasibility of renewable energy sources.	Solar panels totaling 120 kW have been installed.	Conduct yearly reviews to assess the performance of the renewable energy system and capitalize on advancements in renewable energy technologies	Enhance energy resilience, improve energy efficiency, and decrease carbon emissions.
		Implement energy efficient practices- Upgrade lighting and HVAC systems		Conduct a comprehensive energy audit every year to assess current energy usage patterns and identify inefficiencies.	Reduce overall energy consumption to achieve cost savings.
		Pursue Green / Environmental certification for all new constructions and major renovations.		Obtain Green/Environmental certification within Two to Three years.	Recognition as a leader in sustainable campus development.
		Generating electricity from waste- It involves assessing available waste types, developing necessary infrastructure, enforcing supportive policies, and fostering public awareness and investment.	Initiated	Conduct yearly assessments evaluate the system's performance and Adjust strategies based on evaluation results	The outcome will be increased renewable energy generation from waste, improved environmental benefits, and enhanced public involvement in sustainable waste management.
		E-waste management system: Setting clear goals and developing policies to support safe disposal and recycling. This includes enhancing collection infrastructure, raising public awareness, investing in advanced recycling technologies, and securing financial mechanisms to support the system.	E waste management cell established	Conduct yearly assessments evaluate the system's performance and Adjust strategies based on evaluation results Conduct Awareness programme on E-Waste management	It increase recycling, reduce waste, ensure safe disposal, and enhance public involvement for a sustainable and collaborative environmental solution.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
6	FIST-FInancial STability	Deploy robust financial management systems	Financial management systems are under enhancement.	Conduct a quarterly, biannual, or annual financial assessment to monitor progress, identify challenges, and adjust strategies as needed to ensure financial stability and sustainability.	Enhance the financial health and stability of the institution.

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	CARE-CAmpus up gradation and REnovation	Upgrade existing buildings and infrastructure. Renovate and upgrade classrooms, laboratories, and lecture halls to modern standards. Establish Project Exhibition hall.	Identify 20% of renovation works and communicate them to the management each year.	Identify 20% of renovation works and communicate them to the management each year.	Identify 20% of renovation works and communicate them to the management each year.	Identify 20% of renovation works and communicate them to the management each year.	Identify 20% of renovation works and communicate them to the management each year.
		Divyangjan Facilities- retrofit facilities with ramps, accessible laboratories and restrooms.	Identify 20% of Divyangjan facilities and upgrade them every year.	Identify 20% of Divyangjan facilities and upgrade them every year.	Identify 20% of Divyangjan facilities and upgrade them every year.	Identify 20% of Divyangjan facilities and upgrade them every year.	Identify 20% of Divyangjan facilities and upgrade them every year.
		Upgrade existing athletic facilities and construct new indoor stadium to accommodate a wider range of sports.	Identify 20% of athletic facilities and upgrade them every year.	Identify 20% of athletic facilities and upgrade them every year.	Identify 20% of athletic facilities and upgrade them every year.	Identify 20% of athletic facilities and upgrade them every year.	Identify 20% of athletic facilities and upgrade them every year.
2	LEARN-LEARNing Resources	Library Modernization -Digitize library resources and enhance online access through integrated library systems. Linkage with other universities	Implementation of Library management system- 20 % Establish a linkage with other universities once per year	Implementation of Library management system- 20 % Establish a linkage with other universities once per year	Implementation of Library management system- 20 % Establish a linkage with other universities once per year	Implementation of Library management system- 20 % Establish a linkage with other universities once per year	Implementation of Library management system- 20 % Establish a linkage with other universities once per year
		Smart Class Room Infrastructure	Implementation of Smart Class Room - 20 % Per Year	Implementation of Smart Class Room - 20 % Per Year	Implementation of Smart Class Room - 20 % Per Year	Implementation of Smart Class Room - 20 % Per Year	Implementation of Smart Class Room - 20 % Per Year

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
3	ITUP-IT Infrastructure & Security UPgrade	Expand Wi-Fi connectivity and network access in campus for seamless digital access in library and academic purpose.	Increase bandwidth by 20% each year	Increase bandwidth by 20% each year	Increase bandwidth by 20% each year	Increase bandwidth by 20% each year	Increase bandwidth by 20% each year
		Enhance security measures across our IT infrastructure to effectively protect data and systems.	Implement the cyber security component - 20% every year	Implement the cyber security component - 20% every year	Implement the cyber security component - 20% every year	Implement the cyber security component - 20% every year	Implement the cyber security component - 20% every year
4	SAFE-Comprehensive Campus SAFEty Plan	Install comprehensive surveillance and access control systems throughout the campus.	Implement the surveillance system throughout the campus at a rate of 20% every year	Implement the surveillance system throughout the campus at a rate of 20% every year	Implement the surveillance system throughout the campus at a rate of 20% every year	Implement the surveillance system throughout the campus at a rate of 20% every year	Implement the surveillance system throughout the campus at a rate of 20% every year
		Regularly train staff and students in emergency response and safety protocols.	Safety training will be conducted once a year	Safety training will be conducted once a year	Safety training will be conducted once a year	Safety training will be conducted once a year	Safety training will be conducted once a year

No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
5	SEED – Sustainable Environmental Enhancement and Development	Evaluate the feasibility of renewable energy sources.	Review the feasibility of renewable energy sources once a year. Implement solar panels to generate renewable energy at a rate of 20% each year.	Review the feasibility of renewable energy sources once a year. Implement solar panels to generate renewable energy at a rate of 20% each year.	Review the feasibility of renewable energy sources once a year. Implement solar panels to generate renewable energy at a rate of 20% each year.	Review the feasibility of renewable energy sources once a year. Implement solar panels to generate renewable energy at a rate of 20% each year.	Review the feasibility of renewable energy sources once a year. Implement solar panels to generate renewable energy at a rate of 20% each year.
		Implement energy efficient practices- Upgrade lighting and HVAC systems	Conduct a comprehensive energy audit each year	Conduct a comprehensive energy audit each year	Conduct a comprehensive energy audit each year	Conduct a comprehensive energy audit each year	Conduct a comprehensive energy audit each year
		Pursue Green / Environmental certification for all new constructions and major renovations.	Obtain green / environmental certification within one year.	Renew the green / environmental certification annually	Renew the green / environmental certification annually	Renew the green / environmental certification annually	Renew the green / environmental certification annually
		Generating electricity from waste- It involves assessing available waste types, developing necessary infrastructure, enforcing supportive policies, and fostering public awareness and investment.	Implement energy generation through waste at a rate of 20% per year	Implement energy generation through waste at a rate of 20% per year	Implement energy generation through waste at a rate of 20% per year	Implement energy generation through waste at a rate of 20% per year	Implement energy generation through waste at a rate of 20% per year
		E-waste management system: Setting clear goals and developing policies to support safe disposal and recycling. This includes enhancing collection infrastructure, raising public awareness, investing in advanced recycling technologies, and securing financial mechanisms to support the system.	Recycle, reduce, and dispose of e-waste at a rate of 20% per year	Recycle, reduce, and dispose of e-waste at a rate of 20% per year	Recycle, reduce, and dispose of e-waste at a rate of 20% per year	Recycle, reduce, and dispose of e-waste at a rate of 20% per year	Recycle, reduce, and dispose of e-waste at a rate of 20% per year

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
6	FIST-FInancial STability	Deploy robust financial management systems	Implement a financial management system through ERP	Implement a financial management system through ERP	Implement a financial management system through ERP	Implement a financial management system through ERP	Implement a financial management system through ERP

3.GOVERNANCE AND ADMINISTRATION

Description of Governance and Administration

The framework of governance and administration is designed to enhance the effectiveness, transparency, and accountability of institutional management. By strengthening governance structures and administrative processes, the institution aims to foster an environment of excellence, innovation, and inclusivity that aligns with its mission and strategic objectives. This plan also focuses on cultivating strong leadership and promoting a culture of continuous improvement.

Purpose and Importance of Governance and Administration

Governance and administration are essential for managing institutions effectively. They provide the structure and rules needed for making decisions, ensuring accountability, and following ethical standards. By organizing processes and promoting transparency, governance and administration help institutions run smoothly and build trust. Additionally, administration ensures that day-to-day operations are managed efficiently, contributing to the institution's overall success, sustainability, and achieving the mission. In short, governance and administration are vital for keeping institutions on track and achieving their goals.

Strategic Significance of Incorporating Governance and Administration

1. Alignment with Strategic Objectives:

Governance and administration ensure that decisions and actions match the institution's goals. This helps allocate resources effectively and stay focused on the mission.

2. Effective Risk Management:

Governance frameworks enable institutions to identify, assess and mitigate risks proactively. Clear policies, procedures and oversight mechanisms minimize potential disruptions, safeguard against reputational and financial harm and ensure resilience in the face of uncertainties.

3. Enhancement of Stakeholder Confidence:

Transparent governance practices and accountable administrative processes instill confidence among stakeholders, including students, faculty, staff, alumni, employers and statutory bodies. This trust encourages teamwork, backing and continued involvement, which are vital for long-term success.

KEY INDICATOR 03 – GOVERNANCE AND ADMINISTRATION

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
1	ALIGN-Strategic ALIGNment	Develop and implement strategic initiatives into operational action plans by identifying outputs, outcomes, targets, responsibilities, time frames, and critical issues to address during implementation.	Strategic plan is framed and reviews are conducted	Conduct biannual strategic reviews and updates to ensure alignment of all activities with institutional goals.	Increased operational efficiency, enhanced decision-making capabilities, and overall progress towards achieving long-term goals and objectives.
2	STATCOM – STATutory COMPliance	Refine and expand policies, and anticipate upcoming regulatory changes to integrate them into the compliance framework.	Statutory bodies are established	Review and update policies annually based on audit findings and regulatory changes by the statutory compliance committee	Fosters a structured environment that supports sustainable growth and enhances overall operational effectiveness.
3	EGOV – e Governance	Plan and implement e-governance systems for administration, admission processes, financial management, accounting, and teacher-student interactions.	Data is managed by the Software Development Cell within the institution. College Management System is available for use across various Academic and administrative functions.	Data management System - A separate ERP team for the Data Management System will be established within a year. Data collection and maintenance will be centrally managed. It will be reviewed annually.	Increased efficiency, transparency, accountability, enhanced data security and stakeholder empowerment.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
4	QMS - Quality management system	Develop a comprehensive quality assurance framework that outlines the college's goals, objectives, and performance indicators	The IQAC (Internal Quality Assurance Cell) has been established. NAAC , NBA, and ISO are key bodies and standards for ensuring quality management and accreditation in our institution.	Every year, conduct an audit to review academic activities, ensuring alignment with industry needs, accreditation standards and the overall mission of the college.	Excellence in Technical Education
5	Risk Management	Continuous identification, assessment /and mitigation of potential risks across all organizational aspects.	Initiated	Establish mechanisms for ongoing monitoring and conduct annual reviews of risks, which include regular assessments and updates to risk registers.	Institute can enhance its resilience, protect its stakeholders' interests and improve overall decision-making processes

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	ALIGN- Strategic ALIGNment	Develop and implement strategic initiatives into operational action plans by identifying outputs, outcomes, targets, responsibilities, time frames and critical issues to address during implementation.	Review of Strategic Implementation twice a year	Review of Strategic Implementation twice a year	Review of Strategic Implementation twice a year	Review of Strategic Implementation twice a year	Review of Strategic Implementation twice a year
2	STATCOM – STATutory COMPliance	Refine and expand policies and anticipate upcoming regulatory changes to integrate them into the compliance framework.	The review of policy and regulatory changes will be conducted once a year	The review of policy and regulatory changes will be conducted once a year	The review of policy and regulatory changes will be conducted once a year	The review of policy and regulatory changes will be conducted once a year	The review of policy and regulatory changes will be conducted once a year
3	EGOV – e Governance	Plan and implement e-governance systems for administration, admission processes, financial management, accounting and teacher-student interactions.	The review of the e-governance system will be conducted once a year	The review of the e-governance system will be conducted once a year	The review of the e-governance system will be conducted once a year	The review of the e-governance system will be conducted once a year	The review of the e-governance system will be conducted once a year

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
4	QMS - Quality management system	Develop a comprehensive quality assurance framework that outlines the college's goals, objectives and performance indicators	The ISO audit, AQAR audit, and AAA audit conducted once every year	The ISO audit, AQAR audit, and AAA audit will be conducted once every year	The ISO audit, AQAR audit, and AAA audit will be conducted once every year	The ISO audit, AQAR audit, and AAA audit will be conducted once every year	The ISO audit, AQAR audit, and AAA audit will be conducted once every year
5	Risk Management	Continuous identification, assessment and mitigation of potential risks across all organizational aspects.	Identification of risks and the development of a mitigation plan conducted annually	Identification of risks and the development of a mitigation plan will be conducted annually	Identification of risks and the development of a mitigation plan will be conducted annually	Identification of risks and the development of a mitigation plan will be conducted annually	Identification of risks and the development of a mitigation plan will be conducted annually

4. FACULTYRESOURCES AND CONTRIBUTIONS

Description of Faculty Development

Faculty development encompasses a range of activities aimed at renewing and enhancing the skills, knowledge, and effectiveness of faculty members in higher education. These activities include structured training sessions, workshops, sabbaticals, research support, and opportunities for further education. The development programs are designed not only to enhance teaching and research capabilities but also to address administrative and leadership skills, fostering a well-rounded academic professional. Faculty development programs are systematically aligned with the institution's strategic goals, ensuring that faculty growth directly contributes to the broader objectives of educational quality and institutional success.

Purpose and Importance of Faculty development

The purpose of faculty development is to empower faculty members to excel both personally and professionally, ensuring their capabilities are aligned with the strategic needs of their institutions. This is crucial as faculty are central to delivering quality education and advancing research. Continuous professional development updates faculty with the latest pedagogical strategies, enhancing student learning outcomes and ensuring the institution can effectively respond to changing educational demands and market conditions. Additionally, support for research excellence not only bolsters the institution's reputation and attracts funding but also enriches the academic environment. Well-designed faculty development programs increase job satisfaction, aid in retention, and prepare faculty for leadership roles, facilitating effective succession planning. Ultimately, these efforts ensure that the institution remains competitive, adaptable, and capable of achieving its educational mission.

Strategic Significance of Incorporating Faculty Development

Incorporating faculty development into the strategic plan of an educational institution is critical for several essential reasons:

Promoting Academic Excellence:

Continual professional development ensures that faculty remain at the forefront of their disciplines, enhancing teaching quality and research output. This commitment to excellence helps maintain high educational standards and fosters a vibrant academic environment.

Enhancing Institutional Reputation:

Well-trained, highly competent faculty contribute to the institution's reputation by delivering superior education and producing influential research. This reputation attracts not only potential students but also partnerships and funding opportunities.

Facilitating Career Advancement:

Providing opportunities for professional growth and leadership development helps retain top faculty and prepares them for higher administrative and academic roles within the institution.

Encouraging Innovation and Adaptability:

Support for faculty in adopting new pedagogical techniques and technologies ensures that the institution remains adaptable and responsive to changes in the educational landscape and student needs.

Building a Supportive Community:

Investing in faculty development fosters a supportive academic community that values continuous learning, collaboration, and mutual support among staff. This culture enhances job satisfaction and faculty retention.

KEY INDICATOR 4 - FACULTY RESOURCES AND CONTRIBUTIONS

S.No	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
1	CFD-Centre for Faculty Development	Establish Faculty Development Centre	Faculty development strategy is existing. But there is no separate centre to monitor.	Ensure the enhancement of faculty skills, support professional growth and align with institutional overall goals.	Accelerated faculty resources and contributions.
		Assessment and goal setting	Mission 10X model FDP is need to be conducted.	Conduct surveysand interviews with faculty to determine their professional development needs.	Empowered Faculty with Clear Goals and achievements
2	ENGAGE - Enhanced Global and Growth Experiences	Staff Skill-Up and Training Programs.	Faculty are attending skill development and training programs.	Ensure 10% of faculty participate in at least one National / international up-skilltraining session annually.	Enhanced Global Competencies.
		Create a leadership academy for potential faculty administrators.	Administrative responsibilities are being given to senior faculty.	Graduate 10 faculty from the leadership academy annually.	Strengthened administrative skills among faculty.
		Professional Development Opportunities.	Faculty are attending national/international conferences.	Facilitate participation in international / regional engagement workshops for at least 10faculty each year.	Elevated Professional Development Impact.
3	HARMONY - Holistic Approach to Resilience and Mental Wellness for Faculty	Implement flexible work policies and mental health days.	New initiative.	Access the faculty trough counseling and peer support.	Improved faculty work-life balance and job satisfaction.
		Offer regular wellness workshops and free counseling services.	Yoga and meditation classes are being organized. Health insurance and free medical checkup facilities are available.	Organize one wellness program for faculty every year.	Enhanced faculty health and productivity

S.No	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	
4	PATHWAY- Professional Advancement Through Mentorways for Faculty	Launch a formal mentoring program linking junior faculty with senior mentors.	Mentor-mentee system is implemented for research work.	Enroll all new faculty in the mentorship program within their first six months every year.	Accelerated professional growth and career progression for junior faculty.
		Provide leadership training and career development workshops.	Need improvement.	Develop 10 faculty leaders through specialized training programs each year.	Enhanced leadership capacity within the faculty body.
5	INCLUSION - Integrating Cultures and Unlocking New Ideas for Sustainable Growth	Conduct diversity training and workshops.	New initiative.	Conduct 1 diversity training forfaculty every year.	A more inclusive and supportive academic environment.
		Implement recruitment strategies targeted at increasing faculty diversity.	Faculty from various districts are available. Need improvement for other state faculty.	Increase the diversity of the faculty by 2% every year.	Enhanced cultural richness and diversity of perspectives in academia.
6	REFINE - REview and Feedback for INnovative Education	Revamp the current faculty evaluation system to include peer and student feedback.	Faculty appraisal system and student feedback mechanism are existing.	Implement 360° feedback system and evaluate the faculty based on the feedback.	More dynamic and responsive educational practices.
		Implement regular review cycles with actionable feedback for continuous improvement.	Regular review and action for feedback mechanism are existing.	Conduct annual review sessions for all faculty and necessary actions to be taken for non-performer.	Increased faculty engagement and adaptation to feedback for improvement.

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	CFD-Centre for Faculty Development	Establish Faculty Development Centre	-	✓	-	-	-
		Assessment and goal setting	-	01	01	01	01
2	ENGAGE - Enhanced Global and Growth Experiences	Staff Skill-Up and Training Programs.	5% of Faculty	10% of Faculty	12% of Faculty	15% of Faculty	20% of Faculty
		Create a leadership academy for potential faculty administrators.	-	10 Faculty	10 Faculty	10 Faculty	10 Faculty
		Professional Development Opportunities.	5 Faculty	10 Faculty	12 Faculty	15 Faculty	20 Faculty
3	HARMONY - Holistic Approach to Resilience and Mental Wellness for Faculty	Implement flexible work policies and mental health days.	-				
		Offer regular wellness workshops and free counseling services.	1 Program	1 Program	1 Program	1 Program	1 Program

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
4	PATHWAY- Professional Advancement Through Mentorways for Faculty	Launch a formal mentoring program linking junior faculty with senior mentors.	1:20	1:20	1:18	1:18	1:15
		Provide leadership training and career development workshops.	-	10 Faculty	10 Faculty	10 Faculty	10 Faculty
5	INCLUSION - Integrating Cultures and Unlocking New Ideas for Sustainable Growth	Conduct diversity training and workshops.	-	1 /Year	1 /Year	1 /Year	1 /Year
		Implement recruitment strategies targeted at increasing faculty diversity.	1%	2%	2%	3%	3%
6	REFINE - REview and Feedback for INnovative Education	Revamp the current faculty evaluation system to include peer and student feedback.	Our own feedback system	360 ° feedback	360 ° feedback	360 ° feedback	360 ° feedback
		Implement regular review cycles with actionable feedback for continuous improvement.	Exist	Exist	Exist	Exist	Exist

5. Student Support and Progression

Student support and progression are critical components of the educational journey, ensuring that students not only succeed academically but also develop holistically. Educational institutions play a pivotal role in providing the necessary resources and interventions to help students thrive. This article explores various strategies and best practices for student support and progression.

Academic Support

1. **Supplemental Instruction Programs**: These programs offer structured opportunities for students to practice learning strategies with course material. Peer-led sessions encourage collaboration and active learning, helping students improve their understanding and performance throughout the semester.

2. **Personalized Tutoring**: Providing one-on-one tutoring tailored to individual student needs can address specific academic challenges. This personalized approach helps students grasp difficult concepts and improve their grades.

3. **Study Skills Workshops**: Workshops focused on time management, note-taking, and exam preparation equip students with essential skills for academic success. These sessions can be particularly beneficial for first-year students adjusting to the demands of higher education.

Holistic Support

1. **Mental Health Services**: Offering counseling and mental health resources is crucial for student well-being. Institutions can provide on-campus counseling centers, mental health workshops, and online resources to support students' emotional and psychological health.

2. **Financial Aid and Scholarships**: Financial support is vital for many students. Institutions can offer scholarships, grants, and emergency funds to help students manage their finances and reduce stress related to tuition and living expenses.

3. **Career Services**: Career counseling, resume workshops, and job placement services help students prepare for life after graduation. These services can include internships, co-op programs, and networking events with potential employers.

Progression Strategies

1. **Advising and Mentorship Programs**: Academic advising and mentorship programs guide students through their educational journey. Advisors and mentors can help students set academic goals, choose courses, and navigate challenges.

2. **Early Alert Systems**: Implementing early alert systems to identify students at risk of falling behind allows institutions to intervene promptly. These systems can track attendance, grades, and other indicators to provide timely support.

3. **Holistic Student Support Models**: Adopting a holistic approach to student support involves integrating academic, social, and financial services. This model ensures that all aspects of a student's life are considered, promoting overall success and retention.

Case Studies and Best Practices

1. **Achieving the Dream (ATD)**: This initiative helps colleges build capacity to ensure student success. ATD emphasizes the importance of integrated student support services, addressing financial challenges, family responsibilities, and academic needs holistically.

2. **Effective Students Programs**: Programs like Supplemental Instruction and personalized tutoring have proven effective in enhancing student performance and retention. These initiatives focus on active learning and personalized support to bridge the gap between potential and performance.

Conclusion

Student support and progression are essential for ensuring that students achieve their educational and career goals. By implementing comprehensive support services and innovative strategies, our institution can create an environment where all students have the opportunity to succeed. Holistic approaches that address academic, emotional, and financial needs are key to fostering a supportive and thriving educational community.

KEY INDICATOR 5 - STUDENT SUPPORT AND PROGRESSION

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
1	TUTOR-UP - Tutoring and Academic UPlift	Implement peer tutoring programs and collaborative study groups.	Tutorial hours are allotted to students to practicing analytical subjects	Allocation of Tutorial (15 hours) for analytical subjects in each semester and ensure the understanding level.	Improved academic performance and reduced course withdrawal rates.
		Categorizing advanced learners and slow learners by the scheme Super learners 20% and V- Grow 30%	Internships and summer projects are made mandatory for students to enhance the industrial exposure. Remedial classes for slow learners.	Atleast one industry Oriented Courses per year to be taught by industry experts. Implement special courses like honors with specialization, major & minor degree, Internship projects for advanced learners Conduct special coaching classes for slow learners based on Performance analysis One cocurricular & extracurricular participation per semester is mandatory. Conduct Performance analysis after each CA Test	To enhance the practical knowledge of the students To improve academic performance for slow learners
2	MENTAL WELLness Framework	The MENTAL WELLness Framework addresses the comprehensive needs of individuals, promoting a balanced and healthy mental state in the face of contemporary challenges.	Mentor is allotted for every 15 –20 students. Exclusively separate counsellor is available.	Separate mentor hour is allocated to students every week. Conduct Parents meeting per semester	Improved mental health and well-being across the student body.
			Implement proactive mental health awareness and education campaigns.	**Conduct atleast 2 mental health workshops for students every year. Conduct Yoga Sessions**	Greater awareness and reduction in the stigma associated with seeking mental health support.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
3	CAREER PATH - Career Preparation And Holistic Mentoring	Organize regular career development workshops and seminars to prepare students for professional success.	Placement training and alumni interaction program are regularly conducted to students regarding their career growth	Allot alumni as a mentor for our students each year.	Students receive personalized career guidance, improving their employability and career readiness.
		Career Guidance Cell provides guidance for applying competitive examinations and Higher education.	Awareness program was conducted for the guidance of higher education and competitive examination.	Host at least 2 career development program such as placement training, GATE, UPSC, TNPSC coaching classes every year Achieve 5% of progression in higher education through GATE exam,15% of progression in competitive examination & 10% of progression in GATE exam.	Enhanced opportunities for students, leading to higher employment rates after graduation.
4	CAREER-LINK - CAREER Launch and INdustry Connected	Enhance career services through placement programs and industry partnerships.	MOU with reputed companies and industry collaboration is made. Placement programs are conducted every year.	Increase the number of industry partners by 10% annually. Atleast 2 industrial projects (real time) to be completed every year.	Graduates secure relevant job placements swiftly post-graduation.
				Achieve a 100% placement rate.	Stronger relationships with industry leaders and increased opportunities for students.

S.No	Key Performance Indicators	Strategy	Present Status	Functional Target	Expected Outcome
5	**START-UP Support and SCALE-up Initiatives for Innovation**	**Develop an on-campus incubator and accelerator program to support student and alumni startups.**	**Through IIC and EDC cell startups are encouraged and students are developing their innovative ideas in AICTE Idea lab and participating in hackathon**	**Launch 1 new student startups from the incubator program each year. Setting up a section of Incubation centre at VCEW**	Increased number of successful student- Entrepreneur.
		Provide resources like seed funding, mentorship, and office space to nurture entrepreneurial ventures.		Complete minimum 1 course related to EDC per sem. Host 2 EDC Awareness program/semester. Organize One Hackathon Per year	Enhanced entrepreneurial ecosystem fostering innovation and practical business skills.
		Entrepreneurship club was established to encourage student volunteers.			
6	SKILL-BOOST - Skills, Certification, and Value- Added Learning	Collaborating with professional certification bodies to offer value-added courses and certifications, including MOOCs	Students are getting certification course in NPTEL through self learning.	Introduce new value added courses/certification programs collaboration with certification body every year.	Enhanced employability of students with certifications and specialized skills in addition to their degree.
		Student Leadership for Management Development Program aims to develop students' leadership skills, knowledge and capacity	Spoken tutorial, Value added courses are conducted.	One value-added course/certification program per semester is mandatory.	Increased student engagement and satisfaction with practical, skills-based learning opportunities that directly enhance their career prospects.

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	TUTOR-UP - Tutoring and Academic UPlift	Implement peer tutoring programs and collaborative study groups.	15 Hrs. / Sem. for Analytical Subjects				
		Categorizing advanced learners and slow learners by the scheme Super learners 20% and V- Grow 30%					
2	MENTAL WELLness Framework	The MENTAL WELLness Framework addresses the comprehensive needs of individuals, promoting a balanced and healthy mental state in the face of contemporary challenges.	4 / Year	4 / Year	4 / Year	4 / Year	4 / Year

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
3	CAREER PATH - Career Preparation And Holistic Mentoring	Organize regular career development workshops and seminars to prepare students for professional success.	2	4	4	6	8
		Career Guidance Cell provides guidance for applying competitive examinations and Higher education.					
4	CAREER-LINK - CAREER Launch and INdustry Connected	Enhance career services through placement programs and industry partnerships.	3	3	4	4	5

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
5	START-UP Support and SCALE-up Initiatives for Innovation	Develop an on-campus incubator and accelerator program to support student and alumni startups.	4	4	4	5	5
		Provide resources like seed funding, mentorship, and office space to nurture entrepreneurial ventures.					
		Entrepreneurship club was established to encourage student volunteers.					
6	SKILL-BOOST - Skills, Certification, and Value-Added Learning	Collaborating with professional certification bodies to offer value-added courses and certifications, including MOOCs	8	8	10	10	10
		Student Leadership for Management Development Program aims to develop students' leadership skills, knowledge and capacity					

6. RESEARCH & INNOVATION

Description of Research and Innovation

Research and innovation within higher education institutions encompass a broad range of activities aimed at expanding knowledge, developing new technologies, and improving existing processes. This includes scientific research, scholarly publications, patent development, technological advancements, and creative endeavors across all academic disciplines. Institutions often collaborate with industry partners, government agencies and other educational organizations to push the boundaries of what is known and achievable.

Purpose and Importance of Research and Innovation

The purpose of research and innovation in higher education is to foster an environment of continuous learning and discovery that not only advances academic knowledge but also contributes to societal progress. These activities are essential for developing critical thinking and problem-solving skills among students and faculty. Moreover, they drive economic growth and societal development by creating new industries, improving existing ones, and addressing complex global challenges through groundbreaking solutions.Strategic Significance of Incorporating Research and Innovation

Strategic Significance of Incorporating Research and Innovation:

- ❖ **Enhancing Institutional Reputation and Attractiveness:**
  Research and innovation bolster a university's prestige, attracting elite scholars and partnerships. This can enhance the institution's global standing and appeal to prospective students.

- ❖ **Securing Funding and Resources:**
  Engagement in cutting-edge research opens doors to grants and investments. This financial support enables the expansion of facilities and acquisition of advanced technologies, enriching the academic environment.

- ❖ **Driving Economic Development and Commercialization:**
  Research outputs can lead to new products and start-ups, boosting local and national economies. This also facilitates job creation and promotes a culture of entrepreneurship among students and faculty.

- ❖ **Preparing Future-Ready Graduates:**
  Focusing on research and innovation equips students with necessary skills for the modern workforce, such as problem-solving and adaptability, making them highly competitive in their respective fields.

KEY INDICATOR 6 - RESEARCH AND INNOVATION

S.NO	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
1	Increase number of doctoral faculty and Guideship	Motivate the faculty to enroll Ph.D program. Only Ph.D candidate will be recruited in future.	Last 1 year 20% of the total faculty have enrolled for Ph.D program.	Enrollment 20% from non-registered faculty every year.	Enhanced research culture among faculty.
		Guide Ph.D pursing faculty to get degree in time.	Mentoring system is implemented.	Doctorate 5% from Ph.D pursuing faculty every year.	Increased number of doctoral degree faculty.
		Support Ph.D faculty to get guideship.	Steps have been taken towards guideship.	New guideship5% every year.	Increased number of scholars and publications.
2	Enhance Research Quality and Output	Increase the number of high-impact publications.	Plan of awards for publications with a high impact factor.	Either 1 SCI/SCOPUS /WoSpublications per faculty per year. 10 faculty have to present/publish paper in conference.	Enhanced academic visibility and reputation through increased publications.
		Encourage participation in national and international conferences.	Registration fee is given for the participants.	Participate 50% of the faculty to international or national conference every year.	Improved research communication skills among faculty and students.
3	Foster Interdisciplinary Research	Promote collaborative projects across different engineering disciplines.	Only few collaborative projects are existing.	Launch 7 new interdisciplinary research projects annually. (Minimum one per department per year)	Diverse research topics that merge multiple disciplines.
		Develop joint project with other colleges and Universities.	New initiative.	Create 2 joint research projects by every year (institute level).	Enhanced problem-solving capabilities with broader academic input.

S.NO	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
4	Increase Funding and Resources	Secure funding from government agencies, industry, and international bodies.	Practice is already existing.	Achieve 50 lakhs in external research funding annually.	Enhanced funding allows for broader and more in-depth research projects.
		Establish an internal grant system to support preliminary research.	New initiative.	Allocate Rs.5,00,000 annually for internal research grants.	Increased practical applications of research and student job prospects.
5	Protection of Intellectual Property and product development	Organize IPR workshop/ seminar/conference.	1 IPR program per year.	Conduct 1 IPR program per year.	Created awareness about protection of intellectual property.
		Filing/Publishing/Grant.	15 design patens have been granted.	Convert 10% of student projects into patent.	Increased number of patents granted.
		Product development. Book writing and IPR by students.	3 products have been developed.	Develop 10% of student projects into product.	Accelerated learning and development of new products.
6	Enhance Research Culture and Capacity	Conduct national/ international conference.	1 National conference has been organized.	Organize 1 national and 1 international conference annually.	Expanded national/global perspectives and collaboration opportunities.
		Foster a research-oriented curriculum for undergraduate and postgraduate students.	Research methodology subject is existing for PG students.	Integrate research projects into 50% of the courses by 2025.	Accelerated the students to stay with the latest research trends and methods.
		Implement a recognition and rewards system for research excellence.	Award is given for best research faculty.	Award 10 faculty and 10 student researchers annually for outstanding contributions.	Created healthy competitions among faculty and students.
7	Research centre recognition and Consultancy	Encourage departments to take necessary actions to get research centre recognition.	Institute level research centre recognition application has been sent.	At least one recognized supervisor should be available in the department.	Increased scholar and publications.
		Contact industries for consultancy work.	New initiative.	Generate minimum of Rs.50,000/- per department per semester.	Enhanced revenue from commercialized research and stronger ties with industry through technology transfer.

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	Increase number of doctoral faculty and Guideship	Motivate the faculty to enroll Ph.D program. Only Ph.D candidate will be recruited in future.	20% of Non – PhD registered faculty	-do-	-do-	-do-	-do-
		Guide Ph.D pursing faculty to get degree in time.	5% of PhD pursuing faculty	-do-	-do-	-do-	-do-
		Support Ph.D faculty to get guideship.	5%	5%	5%	5%	5%
2	Enhance Research Quality and Output	Increase the number of high-impact publications.	1/ faculty	1/ faculty	1/ faculty	1/ faculty	1/ faculty
		Encourage participation in national and international conferences.	20% of faculty	25% of faculty	35% of faculty	40% of faculty	50% of faculty
3	Foster Interdisciplinary Research	Promote collaborative projects across different engineering disciplines.	2	5	7	10	10
		Develop joint project with other colleges and Universities.	2	3	5	6	7

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
4	Increase Funding and Resources	Secure funding from government agencies, industry, and international bodies.	50L	60L	75L	1C	1C
		Establish an internal grant system to support preliminary research.	5L	6L	7L	8L	10L
5	Protection of Intellectual Property and product development	Organize IPR workshop/ seminar/conference.	1	1	1	1	2
		Filing/Publishing/Grant.	5% of student project	10% of student project	12% of student project	15% of student project	20% of student project
		Product development. Book writing and IPR by students.	5%	5%	6%	6%	7%
6	Enhance Research Culture and Capacity	Conduct national/ international conference.	1 National	1National & 1 International	-do-	-do-	-do-
		Foster a research-oriented curriculum for undergraduate and postgraduate students.	-	-	50% of course	-do-	-do-
		Implement a recognition and rewards system for research excellence.	5 rewards	5 rewards	6 rewards	7 rewards	10 rewards

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
7	Research centre recognition and Consultancy	Encourage departments to take necessary actions to get research centre recognition.	4	Research Institute	-do-	-do-	-do-
		Contact industries for consultancy work.	20,000/-	50,000/-	1,00,000/-	1,00,000/-	1,50,000/-

7. Community Outreach and Alumni Engagement

Community Outreach

Community outreach is a vital aspect of any institution's mission, aiming to foster a positive relationship with the local community. Effective community outreach can lead to mutual growth and support, benefiting both the institution and the community. Here are some key strategies:

1. **Educational Programs**: Institutions can offer workshops, seminars, and classes that address the needs and interests of the community. These programs can enhance local skills and knowledge, contributing to community development.

2. **Volunteer Initiatives**: Encouraging students and staff to participate in local volunteer projects helps build a sense of community and social responsibility. These initiatives can range from environmental clean-ups to tutoring programs.

3. **Partnerships**: Collaborating with local businesses and organizations can support community projects and provide practical benefits for both parties. These partnerships can lead to joint ventures that address community challenges.

4. **Health and Wellness Programs**: Providing free health screenings, fitness classes, and mental health resources can improve community well-being. These programs demonstrate the institution's commitment to the health of its community.

5. **Cultural Events**: Hosting cultural festivals, art exhibitions, and performances celebrates diversity and brings the community together. These events can foster a sense of unity and shared cultural appreciation.

Alumni Engagement

Alumni engagement focuses on maintaining strong, lasting relationships between institutions and their former students. Engaged alumni can significantly contribute to the institution's success through various means. Effective strategies include:

1. **Regular Communication**: Keeping alumni informed about campus news and events through newsletters, emails, and social media helps maintain a connection. Regular updates ensure alumni feel valued and involved.

2. **Networking Events**: Organizing reunions, career fairs, and industry-specific meetups helps alumni connect with each other and current students. These events can facilitate professional networking and mentorship opportunities.

3. **Mentorship Programs**: Pairing alumni with current students for career guidance and support can be highly beneficial. Mentorship programs help students navigate their career paths while allowing alumni to give back to their alma mater.

4. **Volunteer Opportunities**: Inviting alumni to volunteer for events, guest lectures, and advisory boards keeps them engaged and involved in the institution's activities. Their expertise and experience can be invaluable.

5. **Exclusive Benefits**: Offering alumni access to campus facilities, discounts on courses, and special events can incentivize continued engagement. These benefits show appreciation for their ongoing support.

Innovative Ideas

- **Virtual Meet-ups**: Hosting webinars, virtual reunions, and online networking events can engage alumni globally[1]. These virtual events make it easier for alumni to participate regardless of their location.

- **Online Communities**: Creating LinkedIn or Facebook groups for alumni to share updates and opportunities can foster a sense of community[2]. These platforms allow for continuous interaction and networking.

- **Alumni Happy Hours**: Organizing virtual happy hours can foster informal connections and strengthen alumni bonds[2]. These casual events can be a fun way to keep alumni engaged.

By implementing these strategies, our institution can create a vibrant, supportive community that benefits both the institution and its alumni. Engaging with the community and alumni not only strengthens the institution's network but also enhances its reputation and support base.

KEY INDICATO R 7- COMMUNITY OUTREACH & ALUMNI ENGAGEMENT

S.NO	KPI	STRATEGY	PresentStatus	FUNCTIONALTARGET	EXPECTEDOUTCOME
1	COMLINK- Community Linkages	Establish partnerships with local businesses and community organizations.	NSS,YRC, Bhumi club and Green club are established. Many awareness programme are conducted in nearby villages.	Form 05 new community partnerships each year.	Strengthened link with local stake holders.
			Under Unnat Bharat Abhiya scheme five villages are adopted and service is provided.	Launch 3 joint community development projects annually. Conducting 12 programs per year	Enhanced public perception and engagement with the institution.
2	SERVPRO- Service Projects	Develop and implement service-learning projects that integrate with academic programs.	Identification of societal issues, projects have been done	Increase student participation in community service projects by 20% annually.	Enhanced student civic and social responsibilities.
		Implement real time projects like biogas plant, renewable Energy			One project per department per year
3	ALUMAC T-Alumni Activity	Develop an active alumni network through social media and targeted communications.	Alumni chapter established. Alumni chapter events are organized in Chennai, Bangalore, and Cochin	Host 4 networking events per year.	Greater alumni involvement in institutional activities.
		Organize annual reunion events that are Engaging and cater to diverse alumni groups.			Strengthened connection with their alma mater.

S.NO	KPI	STRATEGY	PresentStatus	FUNCTIONALTARGET	EXPECTEDOUTCOME
4	ALUMGIFT-Alumni Gift Contributions	Develop fund raising campaigns that align with alumni interest sand legacies.	Alumni contribution was initiated.	Increase number of alumni contributions by 25% annually.	Increased financial support for scholarships, facilities, and programs.
		Offer naming opportunities and other incentives for significant donations.			Strengthened sense of alumni investment in the institution's future.
5	ALUMGUIDE-Alumni Guidance Involvement	Promote alumni involvement in career services, including guest lectures workshops	Through alumni association more number of alumni interaction is organised to students	Conduct 10 Alumni interaction program every year.	Enhanced career support and guidance for students.

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	COMLINK-Community Linkages	Establish partnerships with local businesses and community organizations.	2	2	3	3	3
2	SERVPRO-Service Projects	Develop and implement service-learning projects that integrate with academic programs.	2 / Year	2 / Year	2 / Year	2 / Year	2 / Year
		Implement real time projects like biogas plant, renewable Energy					
3	ALUMACT-Alumni Activity	Develop an active alumni network through social media and targeted communications.	2 / Year	2 / Year	2 / Year	2 / Year	2 / Year
		Organize annual reunion events that are Engaging and cater to diverse alumni groups.					

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
4	ALUMGIFT-Alumni Gift Contributions	Develop fund raising campaigns that align with alumni interests and legacies.	1 Campaign	1 Campaign	1 Campaign	2 Campaign	2 Campaign
		Offer naming opportunities and other incentives for significant donations.	Minimum 1 Scholarship	Minimum 1 Scholarship	Minimum 1 Scholarship	Minimum 2 Scholarship	Minimum 2 Scholarship
5	ALUMGUIDE-Alumni Guidance Involvement	Promote alumni involvement in career services, including guest lectures workshops	5 / Dept.	5 / Dept.	5 / Dept.	5 / Dept.	5 / Dept.

8. Extended Curriculum Engagement and Innovative Practices

Description of Extended curriculum and innovation practices:

An extended curriculum and innovative practices for students include STEM subjects, digital skills, emotional learning, global awareness, career training, health and mental wellness, alongside club activities and hackathons. These practices feature personalized learning, blending online and in-person lessons, hands-on projects, flipped classrooms, and using games for learning. They emphasize teamwork, inquiry-based learning, real-world experiences, and extracurricular activities like coding hackathons to boost creativity and problem-solving. Health and mental wellness programs support students' overall well-being. Successful implementation requires ongoing faculty training, good resources, partnerships with the industry, and regular evaluation to keep improving education.

Purpose and importance of extended curriculum and innovation practices:

The purpose and importance of an extended curriculum and innovation practices in education lie in their ability to provide a holistic, personalized, and future-oriented education. An extended curriculum broadens the scope of learning by incorporating diverse subjects and essential 21st-century skills, fostering global citizenship, and promoting equity and inclusion. Innovation practices enhance teaching and learning through active engagement, technology integration, and adaptability to changing needs. Together, these approaches prepare students for the modern workforce, cultivate informed and responsible citizens, support continuous professional development for educators, and ensure the education system remains resilient and relevant in an ever-evolving world.

Strategic significance of incorporating Extended curriculum and innovation practices:

Preparation for the Modern World:

Incorporating an extended curriculum and innovation practices equips students with essential skills such as critical thinking, problem-solving, and digital literacy, ensuring they are prepared for the complexities of the 21st century.

Enhanced Student Well-being:

Integrating health and mental wellness programs into education promotes overall student well-being, fostering resilience and enabling students to thrive academically and personally.

Fostering Creativity and Adaptability:

Extracurricular activities like clubs and hackathons encourage creativity, collaboration, and real-world application of knowledge, preparing students to adapt to diverse challenges and opportunities in their future careers.

Strong Industry Partnerships:

Collaborating with industry and community partners enhances practical learning experiences and provides students with valuable insights and opportunities, ensuring they are well-prepared for the demands of the workforce.

KEY INDICATOR 8 -Extended Curriculum Engagement and Innovative Practices

S.NO	KPI	PRESENT STATUS	STRATEGY	FUNCTIONAL TARGET	EXPECTED OUTCOME
1	TDAF Club (Technical/Domain related clubs activities and technical festival)	Various technical and domain clubs initiated activities in which students participated and benefited.	Engaging in technical or domain-related clubs and activities, as well as participating in technical festivals, can significantly enhance knowledge, skills, and networking.	Conduct Minimum 02 events through clubs per semester	These initiatives enhance networking opportunities, encourage project-based learning, and often result in significant projects, research contributions, and career advancements.
			Increase the Technical festivals are larger events, often involving multiple clubs, industry partners, and educational institutions.	Conduct 01 technical symposium and 01 Techno-expo per year	
2	H&I Club (Hackathon and Ideathon)	Through the Institution's Innovation Cell, interested students attended the Hackathon and Ideathon.	Hackathons and Ideathons foster innovation and problem-solving by uniting diverse teams to tackle real-world challenges, enhancing creativity and practical skills.	Minimum 01 Hackathon and Ideathon per year per student (Professional Body, Govt. Sectors, Educational Institutions, etc.) mandatory.	The expected outcomes include viable prototypes, novel concepts, and potential startup ideas, fostering a culture of innovation and entrepreneurship within the community.

KEY INDICATOR 8 -Extended Curriculum Engagement and Innovative Practices

S.NO	KPI	PRESENT STATUS	STRATEGY	FUNCTIONAL TARGET	EXPECTED OUTCOME
3	Cultural club activities	Through the cultural club, various intra-college competitions were initiated.	Cultural club activities enrich student life by promoting cultural awareness and inclusivity, fostering a vibrant and diverse campus community.	30% of the students engaged to participate in various cultural events	These activities enhance students' cultural competencies and interpersonal skills through various events and performances.
4	SCAT (Sports club / Team activities)	Through the sports club, various intra- and inter-college competitions were initiated, encouraging participation in various state and district-level competitions.	Sports club and team activities promote physical health and teamwork, enhancing students' overall well-being and leadership skills	30% of the students engaged to participate in various sports events	These activities foster a sense of community and school spirit through regular practice, competitions, and events.
5	STEM (Science, Technology, Engineering, Mathematics) Activities	Every year, a Science Expo is conducted	Science Expo/Technology integration/Interdisciplinary STEM projects	2 activities/Year	Builds a competent, innovative, and diverse future workforce

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	TDAF Club (Technical/Domain related clubs activities and technical festival)	Various technical and domain clubs initiated activities in which students participated and benefited.	Conduct Minimum 02 events through clubs per semester	Conduct Minimum 02 events through clubs per semester	Conduct Minimum 03 events through clubs per semester	Conduct Minimum 03 events through clubs per semester	Conduct Minimum 03 events through clubs per semester
			Conduct 01 technical symposium and 01 Techno-expo per year	Conduct 01 technical symposium and 02 Techno-expo per year	Conduct 01 technical symposium and 02 Techno-expo per year	Conduct 01 technical symposium and 02 Techno-expo per year	Conduct 01 technical symposium and 02 Techno-expo per year
2	H&I Club (Hackathon and Ideathon)	Through the Institution's Innovation Cell, interested students attended the Hackathon and Ideathon.	Mandatory for Minimum 01 Hackathon and Ideathon per year per student (Professionl Body, Govt Sectors, Educational Institutions, etc..,)	Mandatory for Minimum 01 or 02 Hackathon and Ideathon per year per student (Professionl Body, Govt Sectors, Educational Institutions, etc..,)	Mandatory for Minimum 02 Hackathon and Ideathon per year per student (Professionl Body, Govt Sectors, Educational Institutions, etc..,)	Mandatory for Minimum 02 Hackathon and Ideathon per year per student (Professionl Body, Govt Sectors, Educational Institutions, etc..,)	Mandatory for Minimum 03 or 04 Hackathon and Ideathon per year per student (Professionl Body, Govt Sectors, Educational Institutions, etc..,)

3	Cultural club activities	Through the cultural club, various intra-college competitions were initiated.	30% percent of the students engaging to participate in various cultural events	40% percent of the students engaging to participate in various cultural events	45% percent of the students engaging to participate in various cultural events	45% percent of the students engaging to participate in various cultural events	50% percent of the students engaging to participate in various cultural events
4	SCAT (Sports club / Team activities)	Through the sports club, various intra- and inter-college competitions were initiated, encouraging participation in various state and district-level competitions.	30% percent of the students engaging to participate in various sports events	40% percent of the students engaging to participate in various sports events	45% percent of the students engaging to participate in various sports events	45% percent of the students engaging to participate in various sports events	45% percent of the students engaging to participate in various sports events
5	STEM (Science, Technology, Engineering, Mathematics) Activities	Every year, a Science Expo is conducted	2 activities/Year	2 activities/Year	2 activities/Year	2 activities/Year	2 activities/Year

9. The Impact of the Sustainable Development Goals (SDGs) and Global Initiatives

Introduction

Educational institutions play a pivotal role in achieving the Sustainable Development Goals (SDGs) and supporting global initiatives aimed at fostering sustainable development. By integrating these goals into their curricula, research, and community engagement activities, educational institutions can drive significant progress towards a more sustainable and equitable world.

<u>Impact on Curriculum and Education</u>

1. **Incorporating SDGs into Curriculum**: Many educational institutions have begun integrating the SDGs into their curricula. This includes offering courses specifically focused on sustainability, climate change, and social justice. Such integration helps students understand global challenges and equips them with the knowledge and skills needed to address these issues.

2. **Promoting Lifelong Learning**: SDG 4 emphasizes the importance of inclusive and equitable quality education and promotes lifelong learning opportunities for all. Educational institutions are expanding their reach through online courses, workshops, and community education programs, making education accessible to a broader audience.

<u>Research and Innovation</u>

1. **Driving Sustainable Research**: Educational Institutions are at the forefront of research on sustainable development. They conduct studies on renewable energy, sustainable agriculture, and climate resilience, contributing valuable knowledge and innovative solutions to global challenges.

2. **Collaborative Projects**: Educational institutions often collaborate with international organizations, governments, and the private sector on projects that support the SDGs. These collaborations can lead to groundbreaking research and practical applications that benefit society.

Community Engagement and Social Responsibility

1. **Local and Global Initiatives**: Institutions engage in various local and global initiatives that support the SDGs. This includes community service projects, sustainability campaigns, and partnerships with non-profits. Such initiatives not only benefit the community but also provide students with hands-on experience in addressing real-world problems.

2. **Empowering Students**: By involving students in sustainability initiatives, educational institutions empower them to become active participants in the global effort to achieve the SDGs. This can include activities like creating community gardens, organizing recycling programs, and participating in environmental advocacy.

Global Development Initiative (GDI)

The Global Development Initiative (GDI) complements the SDGs by promoting international cooperation and mobilizing resources to support sustainable development. Educational institutions play a crucial role in this initiative by:

1. **Fostering International Collaboration**: Institutions participate in international networks and partnerships that promote sustainable development. These collaborations enhance the exchange of knowledge and best practices across borders.

2. **Enhancing Digital Connectivity**: The GDI emphasizes the importance of digital connectivity in achieving sustainable development. Educational institutions are leveraging technology to provide remote learning opportunities and bridge the digital divide.

Conclusion

The integration of the SDGs and global initiatives like the GDI into our institution will have a profound impact on both the institution and society at large. By embedding sustainability into the core activities, educational institution not only contributes to the achievement of the SDGs but also prepare future generations to continue this vital work. Through education, research, and community engagement, the institution is driving the global movement towards a more sustainable and equitable future.

9. IMPACT OF SDG & GLOBAL INITIATIVES

3 GOOD HEALTH AND WELL-BEING	**Ensure healthy lives and promote well-being for all at all ages**
4 QUALITY EDUCATION	**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**
5 GENDER EQUALITY	**Achieve gender equality and empower all women and girls**
6 CLEAN WATER AND SANITATION	**Ensure access to water and sanitation for all**
7 AFFORDABLE AND CLEAN ENERGY	**Ensure access to affordable, reliable, sustainable and modern energy for all**
17 PARTNERSHIPS FOR THE GOALS	**Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development**

S.NO	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
1	**3 GOOD HEALTH AND WELL-BEING** **Health Education and Promotion Programs**	Access to Healthcare Services		Organize 2 medical consultations and mental health support camps in every year for students and staff	Community Health Impact, Well-being & Enhanced performance
		Promote Physical Activity and Sports		1 Campus recreation program for staffs. 1 Intramural sports leagues for students. - Involve students and staffs in fitness classes every week.	
		Healthy Campus Environment		- Organize 1 rally/human chain awareness programs for creating smoke/alcohol/drug-free society - Establish open fitness/relaxation space in campus	
		Promote Healthy Eating Habits		- Implement nutritious food based on dietary requirements and promote plant-based diets for hostel students and create awareness among dayscholars. - Reducing food waste by instilling awareness amongst students.	
2	**4 QUALITY EDUCATION** **Access to Education**	Institutional services accessible to public		Opening the facilities in the institution accessible to public (labs, library, media center etc..)	Connected Learning Environment
		Public Participation Programs		Conducting minimum of 10 programs with open participation	
		Global Citizenship		Promote awareness by organizing 1 program for the understanding of

3	5 GENDER EQUALITY **Gender-Responsive Policies and Practices**	Education		diverse cultures, perspectives, and global issues.	
		Promote Women's Participation, Leadership, and Empowerment Programs		• Encourage women's leadership and participation in decision-making processes at all levels of the institution. • Support women's representation in student government, faculty committees, academic leadership positions, and governing boards. • Implement 4 empowerment programs that provide student and staff with the skills, resources, and opportunities they need to succeed academically, professionally, and personally.	Equal access to all genders in terms of education & resources
		Provide Gender Responsive Facilities and Resources		Establish gender-neutral restrooms, lactation rooms and accessible accommodations that meet the diverse needs of students and staff.	
		Gender-Based Violence Prevention and Response		• Conduct 2 training programs for staffs and students on recognizing and responding to gender-based violence and promote a culture of respect and consent. • Establish reporting mechanisms and support services for survivors.	

S.NO	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
4	**6 CLEAN WATER AND SANITATION** **7 AFFORDABLE AND CLEAN ENERGY** **Campus Sustainability Initiatives**	Energy Efficiency Measures, Energy Audits and Monitoring		• Conduct energy audits every year and monitor the energy usage patterns, identify opportunities for improvement and track progress towards energy goals. • Use data analytics and building automation systems to optimize energy performance and identify areas for efficiency gains. • Establish retrofitting buildings with energy-efficient lighting, heating, and cooling systems, installing energy-efficient appliances, and improving insulation and weatherization.	Resource conservation, Sustainability Planning and Economic benefits
		Water Management Systems		Ensure installation of • Water-saving fixtures • Rainwater harvesting systems • Efficient irrigation practices in campus landscaping.	
		Sanitation Facilities		Upgrade and maintain • Sanitary facilities to ensure they meet health and hygiene standards • Wastewater treatment systems	
		Campaigns, Workshops & Behavioral Initiatives		Encourage sustainable behavior through promoting use of reusable materials and organize campus clean-up events monthly	
		Sustainable Procurement & Waste Management		Source environmentally friendly products and implement effective waste management practices to prevent water pollution from campus activities and facilities.	

S.NO	KPI	STRATEGY	PRESENT STATUS	FUNCTIONAL TARGET	EXPECTED OUTCOME
5	**17 PARTNERSHIPS FOR THE GOALS** **Institutional Commitment and Leadership**	Partnership Development		Establish formal partnerships, joint initiatives and collaborations that leverage the expertise, resources, and networks of diverse stakeholders.	Facilitates a holistic approach and influences to drive positive change towards achieving the SDGs
		Engagement with Local Communities		Collaborate on 1 community-based projects that empower communities every year.	
		Global Engagement and Exchange Programs		• Collaborate with 1 international partner and learn from diverse perspectives every year • Facilitate study abroad programs, research partnerships, and cultural exchanges that promote cross-cultural understanding and global citizenship every year.	

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
1	**3 GOOD HEALTH AND WELL-BEING** **Health Education and Promotion Programs**	Access to Healthcare Services	2	2	2	2	2
		Promote Physical Activity and Sports	2	2	2	2	2
		Healthy Campus Environment	1	1	1	1	1
		Promote Healthy Eating Habits	2	2	2	2	2
2	**4 QUALITY EDUCATION** **Access to Education**	Institutional services accessible to public	Open	Open	Open	Open	Open
		Public Participation Programs	3	4	5	6	7
		Global Citizenship Education	1	1	1	1	1

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
3	**5 GENDER EQUALITY** **Gender-Responsive Policies and Practices**	Promote Women's Participation, Leadership, and Empowerment Programs	2	2	2	2	2
		Provide Gender Responsive Facilities and Resources	25%	50%	75%	90%	100%
		Gender-Based Violence Prevention and Response	4	4	4	4	4
4	**6 CLEAN WATER AND SANITATION** **7 AFFORDABLE AND CLEAN ENERGY** **Campus Sustainability Initiatives**	Energy Efficiency Measures, Energy Audits and Monitoring	2	2	2	2	2
		Water Management Systems	25%	50%	75%	90%	100%
		Sanitation Facilities	25%	50%	75%	90%	100%
		Campaigns, Workshops & Behavioral Initiatives	2	2	2	2	2
		Sustainable Procurement & Waste Management	25%	50%	75%	90%	100%

S.No	Key Performance Indicators	Strategy	Progressive Enhancement Targets (PET) - Year-Wise				
			2023-'24	2024-'25	2025-'26	2026-'27	2027-'28
5	17 PARTNERSHIPS FOR THE GOALS Institutional Commitment and Leadership	Partnership Development	2	2	3	4	5
		Engagement with Local Communities	25%	50%	75%	90%	100%
		Global Engagement and Exchange Programs	25%	50%	75%	90%	100%