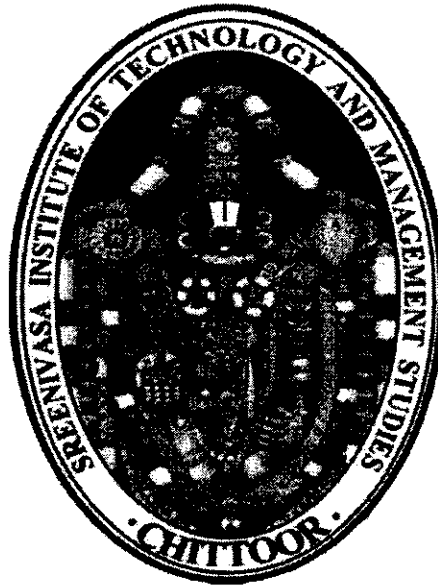


**Sreenivasa Institute of Technology and Management Studies  
(SITAMS)**

**Dr. D. K. Audikesavulu Marg, Bangalore-Tirupati Bye-pass Road,  
Murukambattu, Chittoor, Andhra Pradesh 517127**



**STRATEGIC PLAN (PHASE 2)**

**2019-20 to 2023-24**

## **VISION**

To emerge as a Center of Excellence for Learning and Research in the domains of engineering, computing and management

## **MISSION**

**IM1:** Provide congenial academic ambience with state-art of resources for learning and research.

**IM2:** Ignite the students to acquire self-reliance in the latest technologies.

**IM3:** Unleash and encourage the innate potential and creativity of students.

**IM4:** Inculcate confidence to face and experience new challenges.

**IM5:** Foster enterprising spirit among students.

**IM6:** Work collaboratively with technical Institutes / Universities / Industries of National and International repute.

## **QUALITY POLICY**

Sreenivasa Institute of Technology and Management Studies strives to establish a system of quality assurance to continuously address, monitor and evaluate the quality of education offered to students, thus promoting effective teaching processes for the benefit of students and making the College a Centre of Excellence for Engineering and Technological studies.

Sreenivasa Institute of Technology and Management Studies (SITAMS) was established in the year 1998-99 under Sreenivasa Trust by a prominent Industrialist late Dr. D. K. Audikesavulu, Ex. M.P, former TTD Chairman. Over the last 20 years, SITAMS has made remarkable progress in Teaching, Research and Consultancy in the field of Technical Education and Management Studies under the Chairpersons Late Sri.D.K.Audikesavulu, Former Lok Sabha M.P. and Smt. D.A. Sathyaprabha, MLA, Chittoor. SITAMS, a pioneer of value based education, offers both U.G. (ECE, CSE, EEE, Civil, & Mechanical) and P.G. (MBA, MCA & M.Tech.), courses under JNTUA, Ananthapuramu and is approved by AICTE, New Delhi. The college got 2(f) and 12(b) recognition by the UGC in the academic year 2011-12, Autonomous in the academic year 2013-14 and NAAC accreditation in the academic year 2014-15.

## **Strategic Goals**

1. Effective Governance
2. Leadership Development
3. Financial Management
4. Physical infrastructure
5. Teaching- Learning Infrastructure
6. Library & Information Centre
7. Attraction, strengthening and retention of Faculty
8. Teaching-Learning and Evaluation Process
9. Industry- Institute Relationships
10. Research, Development and Innovation
11. Quality Assurance Systems
12. Entrepreneurship
13. Placements, Internships & Career Guidance
14. Extra-Curricular and Co-curricular activities
15. Alumni Interaction
16. Community Service and Extension activities

## 1. EFFECTIVE GOVERNANCE

<b>Governing Body</b>	<ul style="list-style-type: none"><li>▪ <b>Experienced and qualified Governing Body appointment</b></li><li>▪ <b>Guiding and approving refined policies</b></li><li>▪ <b>Evaluation of institution's performance for every year and setting the goals to the next year</b></li><li>▪ <b>Performance management of GB members through specific responsibilities</b></li></ul>
<b>Vision, Mission and Institution Goals</b>	<ul style="list-style-type: none"><li>▪ <b>Vision, Mission development &amp; their articulation</b></li><li>▪ <b>Setting short term and long term goals</b></li><li>▪ <b>Institutional Strategic development plan</b></li><li>▪ <b>Institutional strategic goals setting</b></li></ul>
<b>Transparency &amp; Leadership</b>	<ul style="list-style-type: none"><li>▪ <b>Transparency in Leadership &amp; appointment of Key positions</b></li><li>▪ <b>Service conduct rules and polices formulation, approval &amp; implementation</b></li><li>▪ <b>Grievance Redressal mechanism</b></li><li>▪ <b>Leadership Development through decentralization</b></li><li>▪ <b>Establishing E-Governance- MIS- Data analysis</b></li></ul>
<b>Internal Quality Assurance Cell &amp; Accreditation</b>	<ul style="list-style-type: none"><li>▪ <b>Setting up of IQAC with internal &amp; external members to audit processes</b></li><li>▪ <b>Establishing internal audit committee for regulatory compliance</b></li><li>▪ <b>Systems, checks and balances- Remedial measures.</b></li><li>▪ <b>ISO certification</b></li></ul>
<b>Students Participation</b>	<ul style="list-style-type: none"><li>▪ <b>Students nomination to academic committee</b></li><li>▪ <b>Their suggestions in various academic and student affairs</b></li></ul>

## 2. LEADERSHIP DEVELOPMENT

<b>Developing Ownership</b>	<ul style="list-style-type: none"><li>▪ <b>Motivating through interactions</b></li><li>▪ <b>Partnership incentive plans</b></li><li>▪ <b>Freedom to share the development views</b></li></ul>
<b>Assessment &amp; Identification</b>	<ul style="list-style-type: none"><li>▪ <b>Expert committee to assess all existing leaders potential</b></li><li>▪ <b>Find gaps and structure changing</b></li><li>▪ <b>Identify positions for external</b></li></ul>
<b>Decentralization</b>	<ul style="list-style-type: none"><li>▪ <b>Decentralize the academic, administration and student related issues</b></li><li>▪ <b>Prescribe duties , responsibilities and accountability</b></li><li>▪ <b>Rotation of key positions to build leadership</b></li></ul>
<b>Development &amp; Job Rotation</b>	<ul style="list-style-type: none"><li>▪ <b>Develop Leadership competencies</b></li><li>▪ <b>Plan for Job rotation /enlargement /enrichment assignments</b></li><li>▪ <b>Plan for new /crisis assignments</b></li></ul>
<b>Retention Measures</b>	<ul style="list-style-type: none"><li>▪ <b>Growth retention plans through Career advancement.</b></li><li>▪ <b>Golden handcuffs through (monetary /welfare )</b></li></ul>

### 3. FINANCIAL MANAGEMENT

<b>Budgeting</b>	<ul style="list-style-type: none"><li>▪ <b>Budget formulation &amp; approval through Finance committee</b></li><li>▪ <b>Department wise Budget planning of all heads of accounts</b></li><li>▪ <b>Forecast &amp; estimation of revenue (Both IRG and ERG)</b></li><li>▪ <b>Forecast &amp; estimation of expenditure</b></li></ul>
<b>Financial Governance (HODs)</b>	<ul style="list-style-type: none"><li>▪ <b>Planned expenditure management</b></li><li>▪ <b>Procurement and Financial policies implementation</b></li><li>▪ <b>Monthly Audit ( internal /External ) checks- balances</b></li><li>▪ <b>Support through research, consultancy and training</b></li></ul>
<b>Outflow Management &amp; Growth plans</b>	<ul style="list-style-type: none"><li>▪ <b>Monitoring expenses as per budget planning</b></li><li>▪ <b>Predicting internal revenue generation</b></li><li>▪ <b>Treasury (surplus funds ) management</b></li><li>▪ <b>Growth- Expansion plans</b></li></ul>

#### 4. PHYSICAL INFRASTRUCTURE

<p><b>Eco-friendly Campus</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Plantation, Rain water harvesting and green cover</b></li> <li>▪ <b>Energy harvesting &amp; management</b></li> <li>▪ <b>Hygiene, solid waste management (zero plastic usage)</b></li> <li>▪ <b>Reuse of wastage</b></li> <li>▪ <b>Utilization of solar energy</b></li> <li>▪ <b>Efficient usage of recycled waste water</b></li> </ul>
<p><b>Academic infrastructure</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Aesthetic Class rooms, Tutorials, Seminar halls</b></li> <li>▪ <b>State of the art Laboratory &amp; equipment</b></li> <li>▪ <b>Classrooms with ICT tools</b></li> </ul>
<p><b>Library</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Library infrastructure up gradation</b></li> <li>▪ <b>Functional Furniture and fittings for e-learning</b></li> <li>▪ <b>Maintain the separate boys and girls reading rooms</b></li> </ul>
<p><b>Auditorium/ Sports</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Construction of auditorium with state-of-art facilities</b></li> <li>▪ <b>Develop the grounds for various sports &amp; games</b></li> <li>▪ <b>Develop the sports (indoor/outdoor) facilities</b></li> </ul>
<p><b>Residential Quarters</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Staff quarters facilities</b></li> <li>▪ <b>Safety, Security management</b></li> <li>▪ <b>Water facility and health centre</b></li> <li>▪ <b>Gym/yoga facility</b></li> </ul>
<p><b>Hostel &amp; Canteen</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Hobby clubs, Canteen &amp; community centre</b></li> <li>▪ <b>Additional Hostels facility for boys &amp; Girls within the campus</b></li> <li>▪ <b>International Hostel</b></li> <li>▪ <b>Maintain the delicious &amp; hygienic food</b></li> <li>▪ <b>Provide RO water in the college premises</b></li> </ul>



## 5. TEACHING- LEARNING INFRASTRUCTURE

<b>Smart Class rooms</b>	<ul style="list-style-type: none"><li>▪ <b>Smart boards</b></li><li>▪ <b>Multi-room instructional facility</b></li><li>▪ <b>Multi media and support equipment</b></li><li>▪ <b>E-Learning facilities</b></li></ul>
<b>Laboratory- R&amp;D Equipment</b>	<ul style="list-style-type: none"><li>▪ <b>R&amp;D Laboratory and its maintenance</b></li><li>▪ <b>Simulators</b></li><li>▪ <b>Industry equipment (centers of competence) for consultancy</b></li><li>▪ <b>State-of-art equipment for doing latest experiments</b></li></ul>
<b>ICT tools</b>	<ul style="list-style-type: none"><li>▪ <b>Licensed softwares- Higher BW</b></li><li>▪ <b>Hardware (Servers, Computers...etc)</b></li><li>▪ <b>Pedagogy tools</b></li><li>▪ <b>Online learning tools</b></li><li>▪ <b>Evaluation &amp; assessment tools</b></li><li>▪ <b>Learning Management System</b></li><li>▪ <b>ICT for 360 deg. Feedback.</b></li></ul>
<b>Books &amp; E-Learning</b>	<ul style="list-style-type: none"><li>▪ <b>Books, Journals, Periodicals, Magazines</b></li><li>▪ <b>Online access to E-media</b></li><li>▪ <b>Departmental library books</b></li><li>▪ <b>NPTEL lecture hall</b></li></ul>

## 6. LIBRARY & INFORMATION CENTRE

<b>Infrastructure enhancement</b>	<ul style="list-style-type: none"><li>▪ <b>Budget allocation</b></li><li>▪ <b>Infrastructure (Buildings &amp; Furniture)</b></li><li>▪ <b>CCTV and Lockers facility</b></li></ul>
<b>Removal of obsolescence in Books &amp; Resources</b>	<ul style="list-style-type: none"><li>▪ <b>Books, journals procurement, storage and retrieval</b></li><li>▪ <b>Resources automation &amp; Access (24X 7)</b></li></ul>
<b>Digital &amp; E-Library</b>	<ul style="list-style-type: none"><li>▪ <b>Digitization of Library resources</b></li><li>▪ <b>Establishing cloud based e-library &amp; online access</b></li></ul>
<b>Quality improvement</b>	<ul style="list-style-type: none"><li>▪ <b>Rare book and old collection</b></li><li>▪ <b>Costly book collection</b></li></ul>

## 7. ATTRACTION, STRENGTHENING AND RETENTION OF FACULTY

<b>Talent Hiring &amp; Retention policy</b>	<ul style="list-style-type: none"><li>▪ <b>Merit based hiring policy formulation &amp; implementation</b></li><li>▪ <b>Career advancement Schemes</b></li><li>▪ <b>Scientific induction/ orientation of new talent</b></li><li>▪ <b>Critical talent identification &amp; retention measures</b></li><li>▪ <b>Residential accommodation and free transport</b></li></ul>
<b>UGC /AICTE Scales, Rewards &amp; Recognitions</b>	<ul style="list-style-type: none"><li>▪ <b>UGC /AICTE scales implementation for all cadres / designations</b></li><li>▪ <b>Additional cadres to be created for deserving staff</b></li><li>▪ <b>Rewards - recognitions &amp; incentives</b></li><li>▪ <b>Welfare policy formulation &amp; implementation</b></li></ul>
<b>Conducive working environment</b>	<ul style="list-style-type: none"><li>▪ <b>Best work facilities and infrastructure</b></li><li>▪ <b>Role &amp; responsibilities clarity and empowerment</b></li><li>▪ <b>Online access to Library- journals 24X7 hours</b></li><li>▪ <b>Township /quarters facility</b></li></ul>
<b>Career growth &amp; Development</b>	<ul style="list-style-type: none"><li>▪ <b>Sponsorship/ Deputation, sabbaticals for higher education &amp; Exchange programmes</b></li><li>▪ <b>Sponsorship to participate in national /international conferences</b></li><li>▪ <b>Deputation to premier national /international universities/industry</b></li></ul>

## 8. TEACHING-LEARNING AND EVALUATION PROCESS

<b>Bench mark with Premier institutes</b>	<ul style="list-style-type: none"><li>▪ <b>Constitute academic teams and visit premier institutions</b></li><li>▪ <b>Customize &amp; Implement best practices</b></li></ul>
<b>Curriculum Design &amp; Lesson plan</b>	<ul style="list-style-type: none"><li>▪ <b>Design curriculum as per all graduate attributes and expectations of stake holders</b></li><li>▪ <b>Develop lesson plan as per OBE &amp; academic calendar</b></li><li>▪ <b>Develop e-learning content</b></li><li>▪ <b>Benchmark with industry requirements</b></li><li>▪ <b>Use of LMS to support students</b></li></ul>
<b>TNA and upgrading faculty &amp; staff competence</b>	<ul style="list-style-type: none"><li>▪ <b>Conduct training need analysis every two years</b></li><li>▪ <b>Conduct / depute faculty and staff for competence development</b></li><li>▪ <b>Support paper publications and presentations</b></li><li>▪ <b>Provide opportunities for networking</b></li><li>▪ <b>Train faculty to use LMS effectively</b></li></ul>
<b>Knowledge Delivery &amp; Outcome based education</b>	<ul style="list-style-type: none"><li>▪ <b>Define outcomes of each teaching learning initiative</b></li><li>▪ <b>Continuous Assessment and evaluation to measure outcomes</b></li><li>▪ <b>Establish Research Culture</b></li><li>▪ <b>Access to online learning</b></li><li>▪ <b>Mentor on academic, career &amp; higher educational opportunities</b></li></ul>
<b>Evaluation &amp; Assessment</b>	<ul style="list-style-type: none"><li>▪ <b>Create proper feedback system</b></li><li>▪ <b>Continuous progress assessment</b></li><li>▪ <b>Question bank development &amp; Term end examinations</b></li><li>▪ <b>Credit transfers and performance development</b></li></ul>

## 9. INDUSTRY- INSTITUTE RELATIONSHIPS

<b>Industry Data base &amp; Intelligence</b>	<ul style="list-style-type: none"><li>▪ <b>Strengthen placement, training and industry institute interaction cell</b></li><li>▪ <b>Identify branch wise preferred industries &amp; companies</b></li><li>▪ <b>Identification of potential areas of research</b></li><li>▪ <b>MOUs &amp; NDA with potential industries/companies</b></li><li>▪ <b>Professional bodies membership</b></li></ul>
<b>Leverage Industry Resources</b>	<ul style="list-style-type: none"><li>▪ <b>Invite industry experts for guest lecturers /talks/seminars</b></li><li>▪ <b>Partner with industry for syllabus reviews/advisory roles</b></li><li>▪ <b>Deputation of faculty to Industry on sabbatical</b></li><li>▪ <b>Leverage for internships, research projects, consultancy &amp; placements</b></li><li>▪ <b>Scholarships</b></li></ul>
<b>Leverage Institutional Resources for Industry</b>	<ul style="list-style-type: none"><li>▪ <b>Training and talks by faculty</b></li><li>▪ <b>Consultancy and testing to industry</b></li><li>▪ <b>Tie-up with industry for doing research projects</b></li></ul>
<b>Setting up Centers of Excellence</b>	<ul style="list-style-type: none"><li>▪ <b>Identify potential industries who can establish centers of excellence department wise</b></li><li>▪ <b>Establish and operationalize centers of excellence</b></li><li>▪ <b>Setting up of chairs in specific domains by industry</b></li></ul>

## 10. RESEARCH, DEVELOPMENT AND INNOVATION

<p><b>R&amp;D Infrastructure &amp; Teams</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Enhancing R&amp;D laboratories in all departments</b></li> <li>▪ <b>Modernization and removal of obsolescence of laboratories</b></li> <li>▪ <b>Dedicated R&amp;D facilitation &amp; documentation centre</b></li> <li>▪ <b>Competent technical staff for R&amp;D labs</b></li> <li>▪ <b>Start new Journals with Scopus indexing.</b></li> </ul>
<p><b>Establishing Centres of competence</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Fund raising through Project proposals</b></li> <li>▪ <b>Apply for TEQIP/Government/ other funding</b></li> <li>▪ <b>Establishing centers of excellences</b></li> <li>▪ <b>Establishing Consultancy cell</b></li> </ul>
<p><b>MOU with premier institutes/ R&amp;D labs</b></p>	<ul style="list-style-type: none"> <li>▪ <b>MOUs with higher learning institutions in India &amp; abroad.</b></li> <li>▪ <b>Collaborations with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL, etc</b></li> <li>▪ <b>Multi &amp; inter disciplinary research and product development</b></li> </ul>
<p><b>Incubation Centre /Product Development</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Encourage “idea to product” pre-incubation activities</b></li> <li>▪ <b>Establishing incubation centers</b></li> <li>▪ <b>Focus on Product development</b></li> <li>▪ <b>Startup of maker Space (Fab Lab) – Product and development</b></li> <li>▪ <b>Establishing research centers</b></li> </ul>
<p><b>Setting up of IPR cell</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Patent filing, Scaling up &amp; commercialization</b></li> <li>▪ <b>Starting of patent cell</b></li> <li>▪ <b>Appointment of search and Patent Attorney</b></li> <li>▪ <b>IPR awareness to enter into the market</b></li> </ul>

## 11. QUALITY ASSURANCE SYSTEMS

<b>Establishing Quality Systems</b>	<ul style="list-style-type: none"><li>▪ <b>Setting up bench marks &amp; system flow</b></li><li>▪ <b>Quality Policy steering committee</b></li><li>▪ <b>Publishing Quality system design &amp; culture</b></li><li>▪ <b>Educating &amp; Training of all employees</b></li><li>▪ <b>Setting up ISO auditing team</b></li></ul>
<b>Internal Quality Assurance &amp; Assessment cell</b>	<ul style="list-style-type: none"><li>▪ <b>Setting up of IQAC team</b></li><li>▪ <b>Periodic checks and guidance</b></li></ul>
<b>Accreditation &amp; Certifications</b>	<ul style="list-style-type: none"><li>▪ <b>Internalize the process based on choose accreditation/certification agency</b></li><li>▪ <b>Audit and certifications</b></li></ul>
<b>Audit Internal Controls</b>	<ul style="list-style-type: none"><li>▪ <b>Establish audit process &amp; audit teams</b></li><li>▪ <b>Train internal auditor teams</b></li><li>▪ <b>Audit and remedial measures</b></li></ul>
<b>Continual improvement, Rewards &amp; Recognitions</b>	<ul style="list-style-type: none"><li>▪ <b>Setting up of Quality assurance cell</b></li><li>▪ <b>Identifying achievements &amp; best practices</b></li><li>▪ <b>Quality circle competitions &amp; rewards</b></li><li>▪ <b>Annual competitions</b></li></ul>

## 12. ENTREPRENEURSHIP

<b>EDP Cell</b>	<ul style="list-style-type: none"><li>▪ <b>Establishment of dedicated EDP cell</b></li><li>▪ <b>Budget /seed funding for funding initial projects</b></li><li>▪ <b>Identification of emerging areas of entrepreneurship</b></li></ul>
<b>Identification of students, mentors &amp; Training</b>	<ul style="list-style-type: none"><li>▪ <b>Identify interested students for entrepreneurship</b></li><li>▪ <b>Identify mentors from successful entrepreneurs from Alumni/others</b></li><li>▪ <b>Formal training on entrepreneurship</b></li></ul>
<b>Leverage Promotion agencies</b>	<ul style="list-style-type: none"><li>▪ <b>EDP agencies and networking</b></li><li>▪ <b>Competitions participation</b></li><li>▪ <b>Leverage for funding &amp; support</b></li></ul>
<b>Incubation &amp; Pilot projects</b>	<ul style="list-style-type: none"><li>▪ <b>Establish incubation centre for prototypes</b></li><li>▪ <b>Provide incubation support for students</b></li><li>▪ <b>Incubation support for outside SMEs</b></li></ul>



### 13. PLACEMENTS, INTERNSHIPS & CAREER GUIDANCE

<b>Placement &amp; Career guidance Department</b>	<ul style="list-style-type: none"><li>▪ <b>Dedicated team</b></li><li>▪ <b>Modernization of infrastructure (Video conferencing, interview &amp; conference rooms)</b></li><li>▪ <b>Video recording of mock up interviews of students and feedback</b></li></ul>
<b>Industry MOUs- Intelligence</b>	<ul style="list-style-type: none"><li>▪ <b>Data base of various potential industries/companies</b></li><li>▪ <b>MOU s and relationship management</b></li><li>▪ <b>Industry experts as resource persons</b></li></ul>
<b>Training &amp; Development</b>	<ul style="list-style-type: none"><li>▪ <b>Awareness programmes</b></li><li>▪ <b>Value added programmes (soft skills &amp; domain expertise)</b></li><li>▪ <b>Competency enhancement centre</b></li></ul>
<b>Internships, Placement process &amp; Success stories</b>	<ul style="list-style-type: none"><li>▪ <b>Internships planning and execution</b></li><li>▪ <b>Placement process coordination</b></li><li>▪ <b>Success stories celebration- Brand building</b></li></ul>

#### 14. EXTRA-CURRICULAR AND CO-CURRICULAR ACTIVITIES

<b>State of the art infrastructure</b>	<ul style="list-style-type: none"><li>▪ <b>Budget allocation</b></li><li>▪ <b>Establish state of the art infrastructure ( indoor/outdoor)</b></li><li>▪ <b>Formation of hobby clubs</b></li></ul>
<b>Coaching, training &amp; competitions</b>	<ul style="list-style-type: none"><li>▪ <b>Dedicated coaches /trainers recruitment</b></li><li>▪ <b>Regular training /coaching classes</b></li><li>▪ <b>Participation in tournaments/competitions</b></li><li>▪ <b>Hosting competitions/ tournaments</b></li></ul>
<b>Credit transfer, Rewards &amp; Recognition</b>	<ul style="list-style-type: none"><li>▪ <b>Admission priority for state/national achievers</b></li><li>▪ <b>Academic credits transfer</b></li><li>▪ <b>Attendance compensation</b></li><li>▪ <b>Reward &amp; Recognise achievers</b></li></ul>

## 15. ALUMNI INTERACTION

<b>Alumni Association</b>	<ul style="list-style-type: none"><li>▪ <b>Strengthen Alumni association and engagement</b></li><li>▪ <b>Establish alumni association office on campus, engage students</b></li><li>▪ <b>Data base updation and interactive alumni website</b></li><li>▪ <b>Establish global chapters and networking</b></li></ul>
<b>Relationships &amp; Leveraging</b>	<ul style="list-style-type: none"><li>▪ <b>Regular interactions /invitations</b></li><li>▪ <b>Recognise successful alumni</b></li><li>▪ <b>Leverage for guest lecturers/internships/placements</b></li><li>▪ <b>Academic advisors/ Board of governors</b></li></ul>
<b>Endowments</b>	<ul style="list-style-type: none"><li>▪ <b>Explore Contributions / endowment partnering</b></li><li>▪ <b>Brand ambassadors</b></li><li>▪ <b>Sponsorships/scholarships</b></li></ul>

## 16. COMMUNITY SERVICE AND EXTENSION ACTIVITIES

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

## Conclusion

<b>Student Academic Performance</b>	<b>Pass percentage, number of distinctions &amp; first classes, Graduate attribute attainment levels and alumni feedback.</b>
<b>Placement</b>	<b>Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT...etc, Public sector and other Government jobs, percentage of graduates becoming Entrepreneurs.</b>
<b>Curriculum</b>	<b>Curriculum review &amp; design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.</b>
<b>Alumni</b>	<b>Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.</b>
<b>Research and Consultancy</b>	<b>Publications in national/international journals and conference proceedings, Patents filed, conferences &amp; workshops</b>

	organised, New MOUs signed with academic and industrial organizations, Centres of competence established.
<b>Physical Infrastructure</b>	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
<b>Social Responsibility</b>	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.
<b>Extra Curricular Activities</b>	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International recognitions received and competitions participated.
<b>Sources of Funding</b>	Students - Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy/Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income

## **SWOT Analysis**

### **Strengths:**

1. Committed Management
2. 20 years of standing
3. Brand Name and most preferred institution
4. Excellent Infrastructure
5. Quality & Competent Faculty
6. Retention of employees
7. Research Publications
8. Excellent internships & placements
9. Disciplined campus

### **Weaknesses:**

1. Existing policy limits attracting top quality faculty
2. Lack of dissemination and understanding of HR policies, incentives, Grievance redressal mechanism & transparency
3. Lack of clarity of Role-responsibility and accountability.
4. Skilled Staff shortage
5. Poor Alumni engagements
6. Strengthening of professional bodies
7. Strengthening PG programs towards autonomy
8. Institution- Industry interaction
9. Industrial consultancy & applied research.

### **Opportunities:**

1. Starting new cutting edge post graduate programs
2. Eligibility for Deemed to be University status
3. Enhance research activities through sponsored R&D projects.
4. Establishing the centre of excellence in emerging areas.
5. Starting Integrated programmes
6. Strengthening collaboration with industry in research, consultancy, training & internships.
7. Global initiatives through foreign university tie-ups.
8. Enhanced community engagement
9. Establishing a continuing education cell.

### **Threats:**

1. Possibility of declining quality of students admitted because of the extremely large.
2. Number of institutes that are being setup.
3. Inadequate Library Finance.
4. High Subscription rates of e-consortia.
5. Increasing costs of publications.
6. Decrease in availability of quality faculty with passion for teaching
7. Lack of interest among the students due to unawareness of importance of the department.
8. Decrease in quality of student intake.