Potti Sriramulu Chalavadi Mallikarjuna Rao College of Engineering & Technology

INSTITUTIONAL DEVELOPMENT PLAN (IDP)
2017-2020
INSTITUTIONAL DEVELOPMENT PROPOSAL

With the excellent growth over the seven years and its over reaching performance the college is now in a vantage position to expand its gamut of operations in global technical education with demand driven research, development and innovation, and the college presents the Institutional Development Plan (IDP) with the following agenda for the next three years (2017-2020):

Objectives of the IDP:

In light of the mission, we carried out a needs assessment based on wide consultations to identify the goals, priorities and commitments of the institution. We quantified the institution’s goals using indicators and time-bound targets. Based on goals and priorities we identified the capacity (human and financial) and organizational gaps and steps to bridge these gaps. We developed annual activity plans which result, sequentially, in achieving the institution’s goals. These activity plans will also serve as a tool for monitoring the implementation of the IDP. The IDP has been prepared for a period of three years, contain a description of measures for sustainably beyond this period. The IDP serves as a living document for our institution and evolving as the strategic planning capacity of the institution increases.

Initially we carried out SWOC analysis and needs assessment, documenting the consultations held and the conclusions and recommendations reached. Based on the needs assessment, we identified the goals, priorities and commitments of the institution. We draft an initial version of the IDP including indicators and time-bound targets and shared for consultations with all stakeholders. Then we finalised the IDP, based on the comments received.

We identified the activities required to achieve the goals stated in the IDP and incorporate the following into our annual activity plans.

a) Strengthen the teaching-learning processes and enhance the research culture
b) Faculty Development Plans through seminars/ workshops/ symposiums/ conferences/ skill
c) enhancement programs.
d) Increase faculty Ph.D qualification to 20%, number of technical publications by 300 and external research grants to 2 Crores.
e) Staff development plans through computer/communication/attitudinal/laboratory equipment maintenance skill enhancement training programs
f) Strengthen industry-institute collaborative activities through 20 MoUs
g) Increase campus placement to 90%
Vision, Mission, Values and Quality Policy

Vision

To make a significant contribution to the evolution of a highly advanced technological society with profound human values by delivering students with unparalleled expertise and a high sense of ethics.

Mission

To make a significant contribution to the evolution of a highly advanced technological society with profound human values by delivering students with unparalleled expertise and a high sense of ethics.

Values

We value excellence, innovation, being genuine, diversity, respect for others, integrity, trusting, and being trustworthy. The following qualities define us

Respect: The members of our community value, respect and trust one another, as evidenced by what we say and, more importantly, by what we do. Our people are our greatest asset.

Honesty and Integrity: Our stakeholders expect us to act with integrity. They trust us and expect us to trust them. They rely upon us to seek excellence, be collegial and collaborative and be focused on achieving mutual success.

Commitment: Our peers and evaluators know that what we say and do is grounded and accurate and they are justified in expecting excellence from us. They also know that we innovate as we seek to continuously improve.

Freedom of thought and Expression: We employ and educate smart and creative people to do great things. We give them the resources to investigate, the freedom to experiment and the encouragement to excel.

Diversity: We believe that the answers to global challenges often lie among multiple disciplines. We commit to exploration that embraces diverse perspectives.

Quality policy

The Institution believes in providing High Quality Education to the Students using necessary quality benchmarks in the area of Teaching and Learning process through sustained efforts emphasized with continuous improvements in the following areas:

a) Continuous upgradation, of qualification/skills of faculty/staff and infrastructure
b) Teaching-learning, assessment, and mentoring with enhanced quality management system
c) Providing a perfect blend of academic flexibility and research emphasis
Key activities and Action Plan for Institutional Development

Many key activities and action plans are devised to quantitatively enhance the teaching and learning, research, placements, Industry-Institute-Interaction, linkages with higher learning institutes, achieving NAAC and NBA, and enhancement of skills of faculty.

Activity chart of Action Plans

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<td>Improving Employability of Graduates</td>
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<td>Increased Learning Outcomes of the Students</td>
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<td>Finishing School and for improving the Performance of Academically Weak Students</td>
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Enhancement of Skills of faculty

Training Need Analysis (TNA) was carried out in the institution and all faculty and porting staff was included in the process. The Performa of TNA was circulated to all through department heads and data was collected. The training programmes were devised based on individual requirement, departmental requirement and institutional requirement. The training programmes include subject domain training, training in pedagogy, soft-skills.

a) Identify and depute faculty for need based training programmes
b) Encourage faculty to enhance their communication skills
c) Provide recognition/ incentives to faculty/ staff for qualification and skill enhancement
d) Involve industry personnel for in house skill enhancement training

Promote High Quality Research amongst Faculty

The institution started chalking out an action plan for Quantitatively increasing and qualitatively improving research by their faculty individually, jointly and collaboratively through following key activities and action plans.

a) Encourage faculty to engage in high quality research through performance linked incentives
b) Support faculty for publishing the research outcomes in international refereed journals/conferences
c) Identify thrust areas of research in each department
d) Involve industry experts in identifying and supervising research problems
e) Establish Incubation Centre
f) Create awareness about research schemes among the faculty
g) Establish centralized research facility
h) To motivate faculty to take up R&D projects from industries
i) Providing space for setting up of laboratories to industries and introduce value added courses
j) Research oriented projects to be introduced at UG level
k) Arrange visits for UG students to advanced research laboratories and institutions
l) Invite renowned S & T professionals to inspire students
m) Organize project contests for UG students
n) Establish knowledge sharing networks with reputed institutions and research labs
o) Take up need based projects from industry and community
p) Form inter & intra department research groups

Enhance Industry-Institute Collaboration

As today’s engineering education system stresses upon collaboration with industry as an essential component, the institution has started taking steps to achieve synergy between industry and academic institute for enhanced knowledge assimilation on par with latest technological developments. To foster and nurture active collaboration with industries, the following key activity and action plans have been envisaged.

a) Establishing Industry-Institute-Interaction Cell
b) Enter into MoUs for excellence in education, training, research, consultancy and community development
c) Match the core research areas with Industries in the region
d) Specialized subject teaching by industry experts
e) Faculty deputations to industry for research/training
f) To organize executive meets regularly and nourish good relationship with industrialists
g) To involve industry, institute and alumni personnel in academic bodies
h) To motivate faculty to take up industry sponsored R&D projects
i) Reconstitute and rejuvenate the Industrial Institute Interaction Cell (I-I-I) and formulate the guidelines to channelise all consultancy services through the cell

Linkages with Higher Learning institutes

Collaboration in academic and research activities among peers with novel ideas in various Indian and Foreign Institutions will lead to enhanced knowledge generation and quality research. Towards this end the institution proposes to pursue the action plans listed below.

a) Action plans for establishing MoUs with Institutions of Higher Learning in India and Foreign Universities
b) Identify and Establish links in specialized areas in each discipline.
c) Define modalities for establishing the collaboration.

Improving Employability of Graduates

For improving the employability of graduates plans such as conduct of Expert sessions on different subjects, enhancement of English communication and presentation skills by setting a Language Learning Lounge. Towards this end the institution proposes to pursue the action plans listed below.

a) Implementation of effective teaching learning process
b) Invited expert Lectures from industrialists
c) Organize programmes to inculcate managerial skills to students
d) Implementation of Language Learning Lounge with audio visual equipments to improve the soft skills
e) Industrial training to students

Increased Learning Outcomes of the Students

The quality action plan has been prepared to achieve the increased learning outcomes through student centric approach to learning well supported with well equipped laboratories and experienced and well qualified faculty with the following activities. For improving the employability of graduates plans such as conduct of Expert sessions on different subjects, enhancement of English communication and presentation skills by setting Language Learning Lounge, and imparting GATE related content during classroom sessions are devised.

a) Continuous student performance assessment and feedback to students
b) Organization of remedial measures
c) E-learning techniques
d) Invited expert Lectures
e) Industrial training and tour
f) Guidance/counselling to students
g) Establishing of Language Learning Lounge

Achieving Accreditation (Both NAAC and NBA) of the Eligible UG Programs

The institution has come out with a Time Frame Action Plan to overcome the hurdles that can be faced in the process of NAAC and NBA for achieving the targets of 60% of the eligible UG programmes accredited for NBA and NAAC for the institution.
a) Establishing IQAC Cell
b) Enhancement of quality of teaching
c) Enhancement of infrastructure available in the institution
d) Visit to nearby accredited colleges by the college Accreditation team
e) Attending workshops on accreditation by faculty and staff and organising in house workshops
f) Apply to NBA and NAAC

Finishing School and for improving the Performance of Academically Weak Students

Equity Action Plan (EAP) has been devised is to ensure that the academically weak students also have opportunity to improve in the performance. The action plan for improving the academic performances of students includes conduct of Remedial classes during evening hours and holidays and also conducting finishing school to make them ready for employment.

a) Conducting of remedial classes & expert sessions
b) Establishing Finishing School
c) Intensive Training programme for final year/pass out students

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