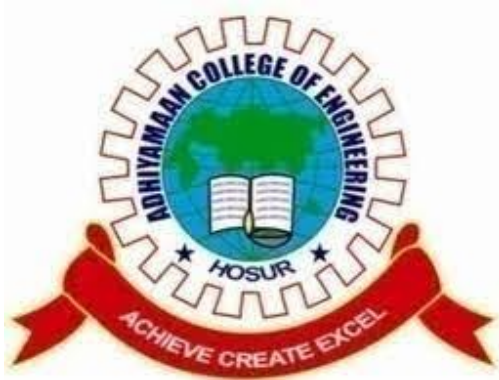


**IPSP- INSTITUTIONAL PERSPECTIVE STRATEGIC PLANNING:
ASSESSMENT AND IMPROVEMENT
FIVE YEAR PLAN (AY 2023-2028)**



**Adhiyamaan College of Engineering
(Autonomous)
Dr.M.G.R.Nagar, Hosur, Tamil Nadu: 635 130**

Preamble:

Adhiyamaan College of Engineering (ACE-Autonomous), with its focused Vision and Mission, has been attracting learners from diverse backgrounds and we have been offering them notable quality of professional education in Engineering and management.

During its second cycle of NAAC accreditation (2017-2022), out of the eleven UG Programmes offered, five were accredited by the National Board of Accreditation (NBA). The college has bagged several awards in curricular, extra-curricular, co-curricular and extension activities in the last few years. This achievement is due to

- a. the focused procedure for admission of students,
- b. the stringent process for the recruitment of faculty and
- c. the systematic management of the day-to-day activities of the college.

During this tenure, the college has successfully executed and completed a comprehensively-planned Institutional Perspective Strategic Plan (IPSP). With this an IPSP for the next five years (academic years 2023-2024 to 2027-2028) has been formulated through a systematic process of extensive consultation and consensus building, a carefully collated institutional SWOC analysis of the current status, critical analyses of the quality gaps, success factors, desired goals to achieve, and resources at our disposal, to sustain and further student-centric institutional growth and development. For ease of understanding and implementing, this IPSP is structured keeping in mind of educational quality as prescribed by the NAAC and NBA. Essential features of this IPSP are outlined in this document.

The planning and process of realizing the IPSP was initiated by the Internal Quality Assurance Cell (IQAC) of ACE, with the wholehearted participation of all stakeholders from different segments and levels, and taking into consideration the transformative and aspirational guidelines of NEP 2020 and UNSDGs 2030. The draft of Perspective Plan has been discussed, reviewed and approved by the Statutory Bodies and the Management of the institution. This IPSP is meant to drive the academic and related activities of the institution during the next five years, with a purposeful alignment of all the planned activities to the vision and mission of the institution and taking the views and opinions of all the stakeholders. The IPSP is also based on a diligently prepared institutional SWOC, to have a proper understanding of the specific and prioritized areas for further development.

Institutional SWOC analysis:

Institutional Strengths:

ACE nurtures multidisciplinary academic excellence through quality education, core values and derive maximum benefits from undergraduate, postgraduate, and research programmes.

Vision and Mission:

The institute's vision and mission envisages horizontal and vertical integration across eleven realms of knowledge:

Curricular aspects:

- Imparting Choice Based Credit System (CBCS) and Outcome Based Education (OBE) across all programmes and courses, with relevance to local, regional, national, and global developmental needs.
- Integration of cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in the curricula.
- Good number of value added and Add on courses offered beyond the mandated curricula.

Teaching and Learning:

- Opportunities provided for Peer-Learning, Intramural Hackathons and Competitions
- Planned Remedial classes for slow learners which is also identified as a good practice
- Effective implementation of ICT tools in the TL process.

Research and Extension:

- DSIR Recognition for Scientific and Research Activities
- Centralised research facilities for Faculty & Students
- Incubation Facilities and Innovation centres (ACE-TBI) to support Students and Faculty
- DST-NIDHI PRAYAS scheme implemented for the benefit of young inventors

Infrastructure:

- Adequate infrastructure with well-equipped classrooms, modern buildings, library, computer laboratory and sports, with the state of the art facilities.

Employability and Skills Training:

- Recognizing skill development as a pre-requisite to employability , ACE has been imparting a variety of soft skills like communication, interview performance, problem solving skills, business correspondence, work ethics and such others, for the benefit of the students.

Governance and Leadership:

- Decentralized Governance with transparency and defined roles and responsibilities to personnel.

Implementation of Good Practices:

- Gender equity, alternate sources of energy and energy conservation measures, Water conservation facilities, Green campus initiatives and Quality audits of environment and energy.

Events and programs:

- Year-wise planned programs organized by students to showcase their talents and organizational capabilities and learning events of management processes.

Institutional Weaknesses:

- Weak Socio-economic and Educational background of students: In the recent past, the admissions for most of the courses are flooded with students from backward rural areas and backward classes, which requires additional efforts by the institution.
- Down fall of admissions in core branches like Mechanical, Civil etc.,
- The institution is self-financing and unaided. The funding from Government/non-government and private agencies for research is significantly low.
- 90% of research projects are in the Civil Engineering Department only
- H-index of publications has to be improved
- The institution is low in recognition of research guideship of eligible faculty members.
- The potential of industry-sponsored research is yet to be optimised.
- Progression of students to higher education is low

Institutional Opportunities:

Developing and introducing new and emerging courses:

- The institution has to be dynamic to the changing needs of the society by introducing new emerging courses like Artificial Intelligence, Cyber Security, Machine Learning, Data Science etc. which have greater demand from and opportunities for the student community.

Developing a new student-centric pedagogy:

- As an autonomous institution there is scope for introducing newer methods of teaching which would evoke and retain student interest in learning.
- Integrating more Technology into Teaching and Learning
- Supplementing Teaching-Learning through SWAYAM, A-View, Virtual Laboratories of IIT Bombay, IIT Delhi and IIT Kharagpur and NPTEL.
- Offering more Value Added Courses in the Emerging Areas

Research and Extension:

- Promoting Intellectual Property Rights culture among students
- Institution to enhance facilities to establish more R&D laboratories
- Scope for IIPC to sign more MoU's with neighboring industries and Lead institutions.
- Opportunity to generate Revenue through consultancy and corporate training.
- Attracting more funds for widening extension activities and services

Sports:

- With good sports infrastructure facility, Institution should motivate students to excel in all sports activities

Renewable energy:

- The institution has great scope for harnessing renewable energy from all natural resources and pursuing research in the field.

Institutional Challenges:

Though ACE has made significant strides in many spheres of student development, it is still facing the following challenges:

- Increasing market competition, establishment of more centrally-funded institutions, universities (Central, Deemed-to-be and State Private) and online education portals result in shift in the admission pattern and localised concentration of students, which is a major challenge faced by the Institution.
- Tangible gaps between academic and industry practices which need to be bridged
- Overcome the declining demand trends in conventional engineering streams (Mechanical, Civil, Chemical and Electrical Engineering)
- Diminishing funding opportunities for self-financed institutions
- Rising costs of overheads and resources

Institutional Perspective Strategic Plan (2022-2027)

Goals and Targets under Ten Key Criteria:



Goal 1# Admissions

Target:

1. 100% for CSE, IT, AIDS, ECE, EEE & BT (AY 2023-24)
2. Not less than 80% for MECH, CIVIL, CHEM, BME, AERO & ARCH (Short Term: AY 2024-25)
3. 100% Admissions in all Programmes (Long Term AY 2028-29)

Action Plan for Admission Targets

1. Immediate Action Plan (AY 2023-24):

Marketing and Outreach:

- Develop targeted marketing materials highlighting the strengths and unique features of CSE, IT, AIDS, ECE, EEE, and BT programs.
- Conduct outreach activities including virtual information sessions, webinars, and social media campaigns to attract prospective students.
- Collaborate with alumni and current students to serve as ambassadors and promote the programs within their networks.

Application Process Streamlining:

- Simplify the application process for targeted programs to encourage more applicants.
- Provide dedicated support and assistance to applicants throughout the admission process.
- Financial Aid and Scholarships:
 - Offer scholarships and financial aid packages to high-performing students to incentivize applications to the targeted programs.
 - Ensure transparency and accessibility of financial aid information to prospective students.

2. Short-Term Action Plan (AY 2024-25):

Focused Recruitment Efforts:

- Design targeted recruitment campaigns tailored to MECH, CIVIL, CHEM, BME, AERO, and ARCH programs.
- Organize specialized events such as career fairs and open houses specifically for these programs.

Partnerships and Collaborations:

- Forge partnerships with industry stakeholders, professional associations, and community organizations to create internship and job placement opportunities for students in targeted programs.
- Collaborate with local high schools and community colleges to establish articulation

agreements and pathways for students interested in these programs.

Retention Strategies:

- Implement retention initiatives to ensure enrolled students remain engaged and successful throughout their academic journey.
- Provide academic advising, mentorship programs, and student support services tailored to the needs of students in targeted programs.

3. Long-Term Action Plan (AY 2028-29):

Comprehensive Enrollment Strategy:

- Develop a comprehensive enrollment management strategy to achieve 100% admissions in all programs by AY 2028-29.
- Continuously monitor enrollment trends and adjust recruitment strategies as needed to meet long-term goals.

Infrastructure and Resources:

- Invest in infrastructure development and academic resources to support increased enrollment across all programs.
- Ensure adequate faculty, staff, and facilities to accommodate the growing student population.

Diversity and Inclusion:

- Promote diversity and inclusion initiatives to attract students from diverse backgrounds to all programs.
- Implement outreach programs targeting underrepresented groups to increase access to higher education opportunities.

By implementing this action plan, the institution aims to meet the specified admission targets for each program within the designated time frames. Through strategic marketing, streamlined application processes, targeted recruitment efforts, and retention initiatives, the institution will work towards achieving full enrollment and ensuring equitable access to higher education for all students.

Goal 2# Curricular Aspects

Target:

1. 90% of courses in Employability, Entrepreneurship and Skill development basket
2. Introduction of Foreign Languages from AY 2024-25
3. Market Research for Each Programme
4. Align with NEP 2020
5. One Student One NPTEL/VAC per Semester

Action Plan for Curricular Targets:

1. 90% of Courses in Employability, Entrepreneurship, and Skill Development Basket:

Curriculum Review:

- Conduct a comprehensive review of existing courses to identify gaps and opportunities for integration of employability, entrepreneurship, and skill development components.
- Revise course syllabi to incorporate relevant topics and learning objectives related to employability, entrepreneurship, and skill development.

Faculty Training:

- Provide training and professional development opportunities for faculty members to equip them with the knowledge and skills necessary to integrate employability, entrepreneurship, and skill development elements into their courses.
- Encourage faculty to incorporate experiential learning activities, case studies, and industry projects into the curriculum to enhance practical skills development.

Partnerships and Collaborations:

- Establish partnerships with industry stakeholders, business incubators, and entrepreneurship networks to facilitate hands-on learning experiences and internship opportunities for students.
- Collaborate with relevant organizations to develop and deliver specialized workshops, seminars, and training programs focused on employability and entrepreneurship skills.

2. Introduction of Foreign Languages from AY 2024-25:

Curriculum Development:

- Develop a curriculum framework for the introduction of foreign language courses, considering factors such as student interest, market demand, and institutional resources.
- Identify appropriate foreign languages based on their relevance to global communication and career opportunities.

Faculty Recruitment and Training:

- Recruit qualified faculty members with expertise in teaching foreign languages and cross-cultural communication.

- Provide training and professional development opportunities for faculty to enhance their proficiency in teaching foreign languages effectively.

Infrastructure and Resources:

- Allocate resources for the development of language labs, multimedia facilities, and instructional materials to support foreign language instruction.
- Ensure access to online resources, language learning software, and cultural exchange programs to supplement classroom instruction.

3. Market Research for Each Programme:

Market Analysis:

- Conduct market research to identify industry trends, employer needs, and job market demands for each program offered by the institution.
- Gather feedback from alumni, industry partners, and stakeholders to assess the relevance and effectiveness of existing curricula.

Curriculum Alignment:

- Align program curricula with market demands and emerging industry sectors by introducing new courses, updating existing ones, and integrating industry-relevant projects and internships.
- Establish advisory boards comprising industry experts to provide guidance and feedback on curriculum development and program enhancements.

4. Align with NEP 2020:

NEP Compliance Review:

- Conduct a thorough review of the National Education Policy (NEP) 2020 to understand its key principles, objectives, and implications for higher education.
- Identify areas where the institution's existing policies, practices, and curricula need to be aligned with NEP 2020 guidelines.

Policy Development:

- Develop and implement policies and procedures to ensure compliance with NEP 2020 requirements, including those related to curriculum design, assessment practices, and student support services.
- Establish mechanisms for monitoring and evaluating progress towards NEP 2020 implementation goals and objectives.

5. One Student One NPTEL/VAC per Semester:

Student Engagement:

- Promote awareness and participation in NPTEL (National Programme on Technology Enhanced Learning) and VAC (Value Added Courses) initiatives among students.
- Encourage students to enroll in NPTEL online courses and utilize VAC to enhance their learning experiences and practical skills development.

Support and Guidance:

- Provide guidance and support to students in selecting NPTEL courses and utilizing VAC effectively.
- Establish mentoring programs and peer support networks to facilitate collaboration and knowledge sharing among students participating in NPTEL and VAC.

Recognition and Incentives:

- Recognize and reward students who successfully complete NPTEL courses
- Offer incentives such as certificates, scholarships, or academic credits to encourage participation and achievement in NPTEL.

By implementing this action plan, the institution aims to achieve the specified curricular targets and enhance the quality and relevance of education provided to students. Through curriculum review, faculty training, partnerships, market research, alignment with NEP 2020, and promotion of NPTEL/VAC initiatives, the institution will prepare students with the necessary skills and competencies to succeed in the rapidly evolving global landscape.

Goal 3# Teaching Learning Process

Target:

1. 100% utilization of ICT in TLP by 2028
2. 50% Smart Classrooms by 2028
3. 50% of Teachers as Ph.D. holders by 2028
4. Department Newsletter to disseminate the latest technological and processes developments (by 2025)

Action Plan for Teaching and Learning Process Targets

1. 100% Utilization of ICT in TLP by 2028:

ICT Integration Strategy:

- Develop a comprehensive strategy for integrating Information and Communication Technology (ICT) into the teaching and learning process.
- Provide training and professional development opportunities for faculty to enhance their ICT skills and proficiency.

Infrastructure Development:

- Upgrade and expand ICT infrastructure including computer labs, internet connectivity, and multimedia facilities.
- Ensure accessibility and availability of ICT resources for both faculty and students across all departments and campuses.

Curriculum Enhancement:

- Revise curriculum to incorporate ICT-enabled teaching methodologies, online learning platforms, and digital resources.
- Encourage the development of multimedia-rich course materials, virtual labs, and interactive learning modules.

2. 50% Smart Classrooms by 2028:

Smart Classroom Implementation Plan:

- Develop a phased implementation plan to upgrade existing classrooms to smart classrooms.
- Identify priority areas and departments for initial implementation based on teaching and learning needs and resource availability.

Technology Procurement:

- Procure necessary hardware and software components for smart classroom setup including interactive whiteboards, projectors, audio-visual systems, and collaborative learning tools.
- Ensure compatibility and interoperability of technology solutions to maximize usability and effectiveness.

Faculty Training and Support:

- Provide training and technical support to faculty members to effectively utilize smart classroom technologies in their teaching practices.
- Offer ongoing professional development opportunities to enhance faculty skills and confidence in using smart classroom tools.

3. 50% of Teachers as Ph.D. Holders by 2028:

Faculty Development Programs:

- Implement faculty development programs to support and encourage teachers to pursue Ph.D. studies.
- Provide financial assistance, study leave, and mentoring support to facilitate Ph.D. enrollment and completion.

Partnerships with Universities and Research Institutions:

- Establish partnerships with universities and research institutions offering Ph.D. programs in relevant fields.
- Facilitate collaboration and exchange programs for faculty members to engage in research activities and pursue doctoral studies.

Recognition and Incentives:

- Recognize and reward faculty members who obtain Ph.D. degrees through incentives such as salary increments, career advancement opportunities, and special recognition.

4. Department Newsletter to Disseminate Latest Technological and Process Developments (by 2025):

Newsletter Development and Publication:

- Establish a dedicated team responsible for creating and publishing department newsletters.
- Develop a content plan and editorial calendar to ensure regular publication of newsletters featuring updates on technological advancements, research findings, and best practices.

Collaboration and Contribution:

- Encourage faculty, staff, and students to contribute articles, research papers, and project updates for inclusion in the newsletter.
- Foster collaboration and knowledge sharing among departments by highlighting innovative initiatives and successful projects.

Distribution and Promotion:

- Distribute department newsletters electronically and/or in print to faculty, staff, students, alumni, and external stakeholders.
- Promote the newsletter through various channels including email newsletters, department websites, social media platforms, and campus bulletin boards.

By implementing this action plan, the institution aims to achieve the specified targets in teaching and learning processes, including ICT utilization, smart classroom implementation, faculty development, and knowledge dissemination. Through strategic planning, infrastructure development, faculty support, and collaborative efforts, the institution will enhance the quality and effectiveness of education delivery, preparing students for success in the digital age.

Goal 4# Research & Development

Target:

1. Seed Money Provision for >10 faculty every year from 2024
2. Increase the publications by 20% every year
3. h-index to 50 by 2028.
4. Minimum one funded project in every department by 2028
5. Consultancy revenue at the level of each department to the extent upto 10% of their annual required budget

Action Plan for Research and Development Targets

1. Seed Money Provision for >10 Faculty Every Year from 2024:

Seed Funding Program:

- Establish a seed funding program to provide financial support to faculty members for initiating research projects.
- Allocate a dedicated budget for seed money grants and establish clear eligibility criteria and application guidelines.

Faculty Awareness and Support:

- Promote awareness of the seed funding program among faculty members through information sessions, workshops, and email communications.
- Provide assistance and guidance to faculty members in preparing grant proposals and securing seed money funding.

2. Increase Publications by 20% Every Year:

Publication Support Services:

- Provide faculty members with access to resources and support services to facilitate research publication.
- Offer assistance with manuscript preparation, journal selection, and submission processes.

Research Collaboration:

- Encourage interdisciplinary research collaborations and partnerships to foster research productivity and increase publication output.
- Facilitate networking opportunities and collaboration platforms for faculty members to connect with potential collaborators.

3. Achieve h-index of 50 by 2028:

Research Quality Improvement:

- Focus on enhancing the quality and impact of research outputs to improve citation metrics and increase the institution's h-index.
- Promote rigorous research methodologies, reproducibility, and transparency in reporting findings.

Publication in High-Impact Journals:

- Encourage faculty members to publish their research in high-impact journals and conferences relevant to their fields of study.
- Provide support and incentives for publishing in journals with high citation metrics and impact factors.

4. Ensure Minimum One Funded Project in Every Department by 2028:

Grant Writing Support:

- Offer training and support to faculty members in grant writing and proposal development to increase success rates in securing funded projects.
- Provide assistance with identifying funding opportunities, preparing grant proposals, and managing awarded projects.

Interdepartmental Collaboration:

- Encourage collaboration between departments to leverage expertise and resources for multidisciplinary research projects.
- Facilitate joint grant applications and research initiatives across departments to maximize funding opportunities.

5. Achieve Consultancy Revenue at the Level of Each Department to the Extent up to 10% of Their Annual Required Budget:

Consultancy Services Promotion:

- Promote consultancy services offered by each department to external stakeholders including industry partners, government agencies, and non-profit organizations.
- Showcase departmental expertise, capabilities, and successful consultancy projects through marketing materials, website content, and outreach activities.

Partnerships and Client Engagement:

- Establish partnerships and collaborations with external organizations to identify consultancy opportunities and secure contracts.
- Cultivate strong relationships with clients and stakeholders to understand their needs and deliver tailored consultancy services.

By implementing this action plan, the institution aims to achieve the specified targets in research and development, including seed funding provision, publication increase, h-index improvement, funded project attainment, and consultancy revenue generation. Through strategic planning, faculty support, interdisciplinary collaboration, and external partnerships, the institution will enhance its research productivity, impact, and revenue generation capabilities.

Goal 5# Extension Activities

Target:

- **Effective Participation UBA activities to secure one award every year**

Action Plan for Extension Activity Target

1. Establishing a Dedicated Committee:

- **Formation:** Form a committee responsible for coordinating and overseeing Unnat Bharat Abhiyan (UBA) activities.
- **Roles and Responsibilities:** Define the roles and responsibilities of committee members, including faculty representatives, administrative staff, and student volunteers.

2. Identification of Potential Projects:

- **Assessment:** Assess community needs and priorities through surveys, consultations, and collaboration with local authorities.
- **Selection:** Identify potential projects aligned with the objectives of Unnat Bharat Abhiyan and the institution's expertise and resources.

3. Collaboration and Partnership:

- **Engagement:** Establish partnerships with local communities, NGOs, government agencies, and other stakeholders involved in rural development.
- **Collaboration:** Foster collaboration with other educational institutions and organizations participating in Unnat Bharat Abhiyan activities.

4. Project Planning and Implementation:

- **Project Design:** Develop detailed project plans outlining objectives, activities, timelines, and resource requirements.
- **Implementation:** Execute project activities efficiently, ensuring active participation of faculty, students, and community members.

5. Monitoring and Evaluation:

- **Progress Tracking:** Monitor project progress regularly, tracking key performance indicators and milestones.
- **Evaluation:** Conduct periodic evaluations to assess the impact and effectiveness of UBA activities, soliciting feedback from stakeholders.

6. Documentation and Reporting:

- **Documentation:** Maintain comprehensive records of UBA activities, including project documentation, reports, photographs, and testimonials.
- **Reporting:** Prepare annual reports highlighting achievements, challenges, and lessons learned from UBA initiatives.

7. Capacity Building and Training:

- **Training Programs:** Organize training programs and workshops for faculty, students, and community members to build their skills and capacities in rural development.
- **Awareness Campaigns:** Conduct awareness campaigns to promote the importance of community engagement and sustainable development.

8. Recognition and Awards:

- **Award Applications:** Submit applications for Unnat Bharat Abhiyan awards, highlighting the institution's impactful contributions to rural development.
- **Showcasing Achievements:** Showcase achievements and best practices through presentations, case studies, and publications.

9. Continuous Improvement:

- Feedback Mechanism: Establish a feedback mechanism to gather input from stakeholders and identify areas for improvement.
- Adaptation: Continuously adapt and refine UBA activities based on feedback, changing community needs, and emerging opportunities.

10. Networking and Collaboration:

- Networking: Build networks and partnerships with other institutions and organizations involved in Unnat Bharat Abhiyan activities.
- Sharing Knowledge: Share knowledge, experiences, and best practices with peers through conferences, seminars, and collaborative projects.

By implementing this action plan, the institution aims to effectively participate in Unnat Bharat Abhiyan activities and secure one award every year. Through strategic planning, collaboration, community engagement, and continuous improvement, the institution will contribute meaningfully to rural development and sustainable growth, while also enhancing its reputation and recognition in the field.

Goal 6# Skill Development and placements

Target:

- To Establish Skill Center by 2025
- To Achieve 90% Placements in all Programmes

Action Plan for Establishing a Skill Center and Achieving 90% Placements

1. Establishing the Skill Center:

- Needs Assessment: Conduct a comprehensive assessment of the skill requirements in the industry and the local job market.
- Infrastructure Planning: Determine the infrastructure needs for the Skill Center, including space, equipment, and technology.
- Curriculum Development: Develop a curriculum tailored to the needs of the industry, focusing on practical skills and hands-on training.
- Staff Recruitment: Hire qualified instructors and trainers with expertise in various skill areas.

2. Skill Center Operations:

- Program Implementation: Launch skill development programs in areas such as technical skills, soft skills, and industry-specific certifications.
- Training Delivery: Deliver training through a combination of classroom instruction, workshops, simulations, and practical exercises.
- Monitoring and Evaluation: Implement a system for monitoring student progress and evaluating the effectiveness of training programs.
- Industry Partnerships: Forge partnerships with industry organizations, businesses, and employers to ensure the relevance and quality of training programs.

3. Placement Enhancement Strategies:

- Career Counseling: Provide career counseling services to students to help them identify their strengths, interests, and career goals.
- Skill Enhancement: Offer additional skill enhancement programs, workshops, and certification courses to increase students' employability.
- Internship Opportunities: Facilitate internships and experiential learning opportunities with industry partners to provide real-world experience.
- Placement Assistance: Establish a dedicated placement cell to assist students with job search, resume building, interview preparation, and placement opportunities.

4. Industry Collaboration:

- Industry Engagement: Engage with industry stakeholders through guest lectures, seminars, industry visits, and networking events.
- Industry Projects: Collaborate with industry partners on research projects, consulting assignments, and industry-sponsored projects.
- Employer Feedback: Seek feedback from employers on the skills and competencies they look for in potential candidates to tailor training programs accordingly.

5. Monitoring and Evaluation:

- Placement Data Tracking: Track placement data regularly to monitor progress towards

the 90% placement target.

- **Student Feedback:** Solicit feedback from students on their learning experiences, skill development, and job placement outcomes.
- **Continuous Improvement:** Use feedback and performance data to identify areas for improvement and make necessary adjustments to training and placement strategies.

6. Promotional Activities:

- **Marketing and Promotion:** Promote the Skill Center and its programs through various marketing channels such as social media, website, brochures, and campus events.
- **Alumni Engagement:** Engage with alumni networks to showcase success stories of graduates placed in industry roles and encourage alumni participation in mentoring and placement activities.
- **Collaboration with Government Initiatives:** Leverage government initiatives and schemes related to skill development and placement to enhance support and resources for the Skill Center.

By implementing this action plan, the institution aims to establish a Skill Center by 2025 and achieve 90% placements in all programs. Through strategic planning, industry collaboration, placement enhancement strategies, and continuous monitoring and evaluation, the institution will equip students with the necessary skills and competencies to succeed in the job market and contribute to their professional growth and success.

Goal 7# Accreditation and Ranking

Target:

- To get NBA Accreditation for all programmes by 2028.
- To improve NIRF ranking with a target to reach among top 150 institutions in all categories.
- To prepare for NAAC re-accreditation with a target of A++ Grade.
- To get ABET Accreditation by 2028

Action Plan for Target Achievements

1. NBA Accreditation for All Programs by 2028:

- Gap Analysis: Conduct a thorough gap analysis to identify areas where improvements are needed to meet NBA accreditation standards for all programs.
- Resource Allocation: Allocate resources for faculty development, infrastructure upgrades, and curriculum enhancements to align with NBA accreditation criteria.
- Documentation Preparation: Compile necessary documentation, including program outcomes, curriculum maps, faculty qualifications, and infrastructure facilities, as per NBA requirements.
- Mock Assessments: Conduct mock assessments and internal reviews to identify and address any deficiencies before the actual NBA accreditation visits.
- Continuous Improvement: Implement a system for continuous monitoring and improvement to ensure ongoing compliance with NBA accreditation standards.

2. Improvement in NIRF Ranking:

- Benchmarking: Benchmark the institution's performance against top-ranked institutions in various categories covered by NIRF rankings.
- Strategic Initiatives: Develop and implement strategic initiatives to enhance performance indicators such as teaching, learning, research, outreach, and infrastructure.
- Quality Enhancement: Emphasize quality improvement measures in teaching, research, and infrastructure development to enhance the institution's overall standing.
- Stakeholder Engagement: Engage with stakeholders including faculty, students, alumni, and industry partners to garner support and participation in initiatives aimed at improving NIRF ranking.
- Data Management: Ensure accurate and timely data submission for NIRF ranking parameters and actively participate in data validation processes.

3. Preparation for NAAC Re-accreditation:

- Self-Study Report (SSR) Preparation: Initiate the preparation of the Self-Study Report (SSR) by forming committees and task forces responsible for compiling evidence and documentation.
- Quality Assurance Mechanisms: Strengthen existing quality assurance mechanisms and internal review processes to ensure compliance with NAAC accreditation criteria.
- Faculty Development: Provide faculty development programs focusing on outcome-based education, research, and innovation to enhance institutional quality and performance.
- Infrastructure Enhancement: Invest in infrastructure upgrades and facilities improvement to meet NAAC standards for physical resources and support services.
- Stakeholder Feedback: Gather feedback from stakeholders including students, faculty, alumni, and employers to identify areas for improvement and address concerns.

proactively.

4. ABET Accreditation by 2028:

- Preparation Committee: Form a dedicated committee tasked with overseeing the preparation for ABET accreditation.
- Curriculum Alignment: Ensure alignment of curriculum with ABET accreditation standards, focusing on program outcomes, assessment methods, and continuous improvement processes.
- Faculty Training: Provide faculty training on ABET accreditation criteria, assessment techniques, and curriculum development strategies.
- Infrastructure Upgrades: Invest in infrastructure upgrades and laboratory facilities to meet ABET requirements for hands-on learning and practical experience.
- Documentation Review: Review and update documentation including program educational objectives, student outcomes, and assessment plans to align with ABET criteria.

By implementing the action plan outlined above, the institution can effectively work towards achieving its targets including NBA accreditation for all programs, improvement in NIRF ranking, preparation for NAAC re-accreditation, and obtaining ABET accreditation by 2028. Through strategic planning, stakeholder engagement, quality enhancement measures, and continuous improvement initiatives, the institution can enhance its overall quality and standing in the higher education landscape.
