

**STRATEGIC PLAN FOR 2023-2028**

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The institution Strategic Plan for 2018-2023 was intended to methodically evolve the institute's excellence in academic, research, and industrial collaboration, student’s outreach, administration and infrastructure development goals. In spite of pandemic lock-downs, we were able to achieve most of the targets set except a few.

After a thorough analysis and review, the strategic plan for 2023-28 has been laid with,

* Improved targets on the achieved KPIs
* Revised strategies for the KPIs in which we were able to perform well but could not achieve the target
* Refined the KPIs and target where we are lagging

# Long term Goals

* Among the top 50 in NIRF by 2028, and one of the best in the state.
* Establishing a Centre of Excellence in all disciplines of the institute
* Creating a world-class teaching-learning environment includes education, research, development, and extension.
* Develop a collaborative relationship with leading institutions in India and abroad to

 accomplish mutual goals.

# Short term Goals

* To be in the top 50 in NIRF by 2028 and the best in the region.
* To ensure higher quality teaching, research, and extension services
* To systematize the academic process in curriculum design, content delivery, assessment, and evaluation.
* To introduce industry-relevant elective courses based on emerging needs.
* To nurture industrial collaboration to disseminate technical knowledge.
* To uplift society by addressing the local and regional technical needs.

# Focus Areas

## Academic Excellence

**Objective: We will achieve academic excellence through recruiting, retaining, and supporting innovative faculty and through continuous assessment and strengthening of academic programs.**

## Research and Innovation

**Objective: Organize & Support the research activities with all means to solve problem industrial and societal relevance.**

## Infrastructure Development

**Objective: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.**

## Industry Institute Interaction

**Objective: To evolve educational programmes which are consistent with the broad requirements of the industry and which can give rise to engineering personnel capable of coping-up with the accelerating pace of the technological development and to enrich the Consultancy activities and industry interactions and collaborations**

## Student Support

**Objective: To develop and maintain high quality facilities that supports student engagement, retention, placement and aid well rounded growth before they graduate.**

## Institutional Excellence

**Objective: To provide ongoing and sustained professional development opportunities designed to improve the student experience, expand scholarly work, and develop leadership behaviors across campus and Integrating and supporting the best practices in development and constituent engagement across the breadth of the institution.**

# Focus Areas - Goals, Targets and KPIs

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Focus Areas** |  **Goals** | **Sub Goals** | **Key Performance Indicators**  | **Target**  |
| Academic Excellence  | * Comprehensive Curriculum Development for various UG & PG programmes
* Effective Teaching Learning processes
* Systematic Continuous Assessment and End semester Evaluation
* Improvement of knowledge and qualification of faculty and their exposure and experience in the emerging areas
 | * To frame well defined structure to revise the curriculum after regular interaction with stake holders for revision which aim at making the students readily employable,
* To ensure effective Teaching Learning by preparing comprehensive course material and using modern pedagogical tools.
* To ensure effective assessment patterns by adopting Blooms taxonomy in setting question papers and project-based learning and evaluation.
* PhD guidance by faculty and faculty obtaining /pursuing PhD
* Faculty taking up and completing NPTEL/MOOC courses
* To improve the subject knowledge and quality of the teachers through upskilling by certification programs, FDP and sabbatical training in emerging technologies in their main and allied field of specialization.
 | Number of* + Industry oriented electives
* Students pass percentage
	+ Teachers upskilling programmes
	+ Value added programs
	+ Certifications
	+ Awards and recognitions
 | * To design and offer two courses in collaboration with industry for a minimum of 3 credits in all the disciplines
* 30% of credit with more options for students such as PE / OE / EEC / Industry Internship / Online Courses etc.
* To ensure at least 90% of students pass at the end of fourth year with at least 60% of them completing the program without history of arrears.
* Every faculty to undergo 1 in every Year with minimum 5 days
 |
| Research and Innovation | * Setting up of Center of Excellence
* Promotion of Research and Publication of technical papers
* Preparing sponsored Research proposals
* Innovative projects on social relevance
* Formulation and filing of Patents
 | * To establish centre of excellence in emerging areas by building modern facilities with necessary equipment and project development activities.
* To promote research in recent developments such as Electric Vehicle, Materials technology, IoT, renewable energy, cognitive vision etc., which requires interdisciplinary knowledge.
* To enhance the number of publications by the faculty members in the reputed journals and awarding suitable incentives for the authors.
* To plan and prepare project proposals seeking funds from various agencies in niche areas.
* To motivate and guide students to come out with innovative projects including area of social relevance.
* To create an avenue for possible conversion of suitable projects to patents by faculty and students.
 | Number of* Centres of Excellence
* Sponsored Funded projects
* Paper publications in Scopus / SCIE journals
* Patent filed.
* Students innovative projects
 | * To increase the number of faculty members involved in sponsored research to 80 at the end of 2023.
* To secure a total funding for sponsored research approximately 15 crores in five years.
* Per year 2N no. of papers from every department of N faculty in Scopus/SCI journals.
* 30 Number of patents applied annually.
* At least 50% of the student projects, culminates into publication in journal / conferences.
 |
| Industry-Institute interaction  | * Including industry relevant courses in the curriculum.
* Training the students for industry readiness
* Promoting entrepreneurial initiatives.
* Creating Incubation facilities.
 | * In consultation with the relevant industry, identify certain courses relevant to industries which can be offered as an Elective course.
* Offering programmed training in aptitude and other placement related courses to the students
* Promote Faculty and Student Linkages between REC and other institutions and industries for joint collaborative projects and knowledge sharing.
* To appoint adjunct faculty with industry exposure to offer courses for our students.
* Incubation support for start-up activities in the campus.
* To extend proper support to connect interested faculty members with external opportunities.
* Faculty to pursue and successfully complete industry-offered courses and to bring into effect in the curriculum
 | Number of * MoU’s signed
* Consultancy projects
* Students undergoing internship in industries
* Startups
* Incubation setups
* Industrial Visits
* Guest Lectures
* Workshops by industry experts
* In-plant trainings
* Faculty undergoing Sabbaticals in relevant industries.
* Students Industry projects
* Courses designed and offered in collaboration with industries.
* Industry –offered programmes successfully completed by faculty
 | * Two Active MoUs/year/dept with min 2 activities/MoU
* To increase the participation of faculty members involved in consultancy work to 20 percent.
* To ensure atleast 2% of students undergo internship through exchange programs in every two years.
* 2 per yr – a minimum 10
* To conduct 2 pre-incubation activity per year to facilitate the "concept to product" cycle in order to cater the industrial needs.
* To ensure atleast 3 industrial visit every Academic Year for each class.
* Increase number of core companies and target 3 / year/ class
* To ensure that all the students undergo 1 internship of 1 or 2 weeks at the end of every academic year.
* To arrange atleast 2 workshop every semester relevant to the programme by each department.
* 100% of faculty undergoing sabbatical in relevant industries with min 5 days in 5 years
* The number of industry-oriented projects by students should be 10 percent in each batch.
* 25 % of the faculty of CS Stream to complete a minimum of one industry – offered course in the specialization applicable. For others 25% undergo a sabbatical with min of 5 days in their relevant industry per annum.
* To establish a dedicated Industry Institute Interaction Cell for strengthening the inter-disciplinary consultancy activities
* 25 % of the faculty completed a minimum of one industry offered course in the specialization applicable.
 |
| Student support  | * Efforts to raise the success index (graduations)
* Programmes for enhancing the students’ placement
* Preparing students for Higher Education
* Providing opportunities for launching on Entrepreneurship
* Involving students in Co-Curricular and Extra-Curricular activities
* Providing additional support for Slow learners
* Students’ Talent enhancement and special coaching for Competitive Exams
* Obtaining students’ Feedback
 | * Increased participations in co-curricular activities as well as to create an environment that fosters leadership characteristics, teamwork, and professional ethics.
* Special programmes focusing on underprivileged and differently abled sections of the society
* To provide value added training programs in niche areas.
* To provide internship opportunities and training for placement and coaching for competitive exams.
* To evolve a standard procedure for students undergoing special courses in other reputed universities in India or abroad.
* To produce industry ready graduates

 * Student support through constant mentoring and counseling activities for toppers to achieve much beyond curriculum and slow learners to improve their academic performance.
* Additional support to the students based on their feedback obtained from them in a specific format.
 | Number of * Percentage of Students graduated with first class and first class with distinction.
* Placements with average CTC of 5 Lakhs minimum
* students offered with higher packages of more than 10L
* Students got admitted for higher studies
* Value added courses
* Participations’ in co-curricular and extra-curricular activities at national and international level.
* Membership in professional bodies
* Students cleared GATE and other Competitive exams
 | * At least one technical project competitions should be conducted by the departments
* To encourage and support students so that at least 2% of them enroll for higher education in national and international universities and at least 50 students venture on entrepreneurship in 5 Years.
 |
| Infrastructure Development | * Maintaining state-of-art Laboratories for all the programmes
* Ensuring Wi-Fi facilities in the entire campus
* Expanding Computing Facilities and e-learning resources
* Arranging Smart Class Rooms
* Providing residential Accommodations
* Augmenting Library facilities
* Maintaining Green Campus
* Amenities for Disabled persons.
 | * To Set-up a new state-of-the art academic laboratories and expanding the IT infrastructure facilities.
* To setup a Wi-Fi enabled campus for students to access the learning resources from anywhere.
* To establish smart class room facility.
* To develop or promote the use of e-learning facilities such as virtual labs, software tools etc.,
* To provide accommodations facilities for students taking residential training.
* To add the recent text and reference books and also e- journal facility in the library.
* To maintain an environmental - friendly campus that effectively manages water, waste, sanitation and maintains hygiene.
 | * Campus facilities
* Lab facilities at 24 x 7 ( Idea and Build lab)
* E journal access at Library
* Computing facilities
* Extended Central library access
* Number of seminar halls and central auditorium
 | * All classes to be equipped with ICT Facilities and Lecture Capturing System.
* To build up the hostel sector's capacity so that it can comfortably house all students and scholars.
* To expand the laboratories and classrooms to accommodate the increase in number of students and research scholars.
* Creation of an alumni centre at the institute to support alumni visits, activities and engagement.
* Aiming to increase number of e-journals and e-books by 10 percent.
* Establishment and effective functioning of TBI Centre in REC Campus.
 |
| Institutional Excellence | * Securing higher ranking / grades in NIRF / NAAC / NBA / CII / Industry Accreditations
* Participation in National and International Level Competitions
* Achievements of Student/Faculty/ Department/College
* Signing MoU with International universities
* Strengthening National and International Alumni Chapters
 | * Fostering Global Competencies.
* Services of the faculty to be extended to other institutions in a faculty exchange program
* To ensure research publications by all the faculty members of the institute.
* To encourage faculty members and students in national and international level events and awards.
* To actively engage the faculty members in sponsored research and consultancy activities.
* The establishment of an alumni centre at the institute to facilitate alumni visits, events, and participation.
* To offer modules on recent developments to alumni to support Lifelong learning.
 | * Accreditations rating
* Paper publications
* Patent filing
* Number of MoU’s with leading Institutes and MNC’s of relevance
* Awards in national and international level competitions

Number of alumni chapters and activities  | * To be known as one of the best institutions in academic excellence.
* To produce graduates with high employer reputation and Higher Average Pay Package
* To make significant contributions to the technology needs of the nation through Consultancy,Patents & Products development
* To raise h-index closer to 100 through publication of quality research articles in journals of high repute and indexing in Scopus/ SCI etc
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