

**Detailed Project Report (DPR)**  
**for**  
**The Grant of Deemed to be University**  
**(General Category)**  
  
**Submitted to**  
**University Grants Commission (UGC)**  
**New Delhi**



**Submitted by,**  
**KIET GROUP OF INSTITUTIONS**  
**Delhi-NCR, Ghaziabad-Meerut Road**  
**Ghaziabad-201206, Uttar Pradesh**

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# 1. KIET GROUP OF INSTITUTIONS

KIET Group of Institutions, established in 1998 by the **Krishna Charitable Society**, has come a long way from its humble beginnings. From an initial intake of 180 students, KIET Group of Institutions has grown into a thriving institution catering to over 7500+ students across four schools: Engineering and Technology, Computer Applications, Management, and Pharmacy. It is an AICTE approved Institution and affiliated to Dr A.P.J. Abdul Kalam Technical University, Lucknow, Uttar Pradesh. KIET Group of Institution's commitment to quality education is evident in its impressive accreditations, including an 'A+' grade from NAAC and NBA accreditation for its eligible programs. The institute has also been recognized for its outstanding performance in NIRF rankings and has received prestigious SIRO recognition by DSIR and QS I-GAUGE Diamond Rating.

KIET Group of Institutions fosters a culture of innovation and entrepreneurship through its In-House Technology Business Incubator and Innovation Cell. These initiatives have given birth to various operational incubates, showcasing the institute's dedication to nurturing bright ideas and turning them into successful ventures.

## 1.1 VISION

“To become a leading institution nationally in the areas of professional education, research and innovation for serving the global community”

## 1.2 MISSION

- To impart quality professional education, skills, and values through outcome-based innovative teaching-learning processes in all spheres
- To undertake collaborative interdisciplinary research as a co-requisite for professional education and simultaneously solve problems faced by society and industry.
- To create an ambience of innovation, entrepreneurship, and consultancy for future leaders and innovators.
- To keep faculty members enthusiastic by continuous professional development and a positive working environment.

### 1.3 CORE VALUES

- Academic Excellence
- Collaborative and Interdisciplinary Research Culture
- Conducive Eco-system
- Strong Humanitarian Values and Ethics

### 1.4 EDUCATIONAL OBJECTIVES

- To provide quality education for better academic achievements.
- To provide the essential skills to meet the current and future needs of industry & society.
- To encourage the students to attain excellent professional knowledge with a holistic approach.
- To inculcate a successive learning environment that allows students to be adaptive and responsive to new avenues as well as career demands.

## 2. KRISHNA CHARITABLE SOCIETY

Progressive institutions emerge from the aspirations, innovative concepts, and dedicated leadership of certain individuals. A distinguished group of educational entrepreneurs, based in Ghaziabad, converged to embark on an ambitious philanthropic initiative. **Established in 1997**, the **Krishna Charitable Society** is a non-profit organization committed to societal service through a non-governmental educational framework. Within the auspices of this society, the Krishna Institute of Engineering and Technology (KIET) Group of Institutions was founded. KIET Group of Institutions is a self-funded educational institution devoted to providing technical, pharmaceutical, and management education. The Krishna Charitable Society is resolute in its commitment to generating, disseminating, and preserving knowledge for societal development. Moreover, the Krishna Charitable Society pledges collaboration with diverse stakeholders, to adapt and evolve in tandem with the dynamically changing world.

### 2.1 Aims and Objectives:

- **Inclusive Educational Promotion:** Foster educational opportunities for Boys, Girls, and Youth, regardless of caste, gender, financial status, and religion, with a steadfast commitment to inclusivity and equality.

- **Institutional Establishment:** Establish and oversee educational institutes aligned with the society's vision, offering distinguished learning environments and educational services.
- **Youth Empowerment Through Self-Employment:** Establish non-profit self-employment units to empower unemployed youth, providing sustainable livelihoods and fostering economic independence.
- **Environmental Protection and Sustainable Development:** Dedicate efforts towards environmental protection and contribute to sustainable development initiatives, emphasizing responsible and eco-friendly practices.
- **Research and Innovation Support:** Encourage and support research and innovation within the educational institutions under the society's purview, contributing to advancements in knowledge and technology.
- **Social Welfare and Community Development:** Engage in activities promoting social welfare and community development, addressing the unique needs of the society's beneficiaries, and contributing to overall societal well-being.
- **Gender Equality and Women Empowerment:** Work towards gender equality and empower women through educational initiatives and skill development programs, fostering an environment of equal opportunities.

### 3. The Constitution of Sponsoring Body

a) Name and address of the Society

**KRISHNA CHARITABLE SOCIETY**

Delhi -NCR, Ghaziabad-Meerut Road,  
Ghaziabad-201206, Uttar Pradesh

b) Name of the Institute:

**KIET GROUP OF INSTITUTIONS**

Delhi -NCR, Ghaziabad-Meerut Road,  
Ghaziabad-201206, Uttar Pradesh

**Phone No:** +91 8588811998, +91 9911150880

**Toll-Free No.:** 18001200106

**e-mail:** directoroffice@kiet.edu , director@kiet.edu

**website:** www.kiet.edu



### 3.1 Founders/Trustees of the Krishna Charitable Society

S.N	Name	Designation
1	Sh. Sarish Agarwal	Chairman
2	Sh. Atul Garg	Vice Chairman
3	Sh. Sunil P Gupta	General Secretary
4	Sh. Ghanshyam Das Jain	Treasurer
5	Sh. Adi Narayan Gupta	Member
6	Sh. Niraj Chaudhary	Member
7	Sh. Raghvendra Garg	Member
8	Sh. Rakesh Goel	Member
9	Sh. Joginder Pal Singla	Member
10	Sh. Surrendra Mittal	Member

### 3.2 The Composition of Governing Body

S.N	Name	Appointment	Nomination Status
1.	Shri Atul Garg	Chairperson	Nominee of Krishna Charitable Society/Industrialist
2.	Shri Sarish Agarwal	Member	Nominee of Krishna Charitable Society/Industrialist
3.	Shri Sunil P. Gupta	Member	Nominee of Krishna Charitable Society/Industrialist
4.	Shri G. D. Jain	Member	Nominee of Krishna Charitable Society/Industrialist
5.	Shri A.N Gupta	Member	Nominee of Krishna Charitable Society/Industrialist
6.	Shri Neeraj Chaudhary	Member	Nominee of Krishna Charitable Society/Industrialist
7.	Shri Rakesh Goel	Member	Nominee of Krishna Charitable Society/Industrialist
8.	Shri Mahesh Munjal Chairman & MD Majestic Auto Ltd.	Member	Industrialist
9.	Shri Bhisham Makkar	Member	Industrialist
10.	Prof. (Dr.) Vineet Kansal Director, IET, Lucknow	Member	University Nominee ( i.e. AKTU, Lucknow)
11.	Nominee of the State Govt. (U.P)	Member (Ex-officio)	Nomination of said member from State Govt. (U.P)



12.	Principal, Govt. Polytechnic, Ghaziabad	Member	State Government Nominee
13.	Dr. Sandeep Tiwari Director, Darbhanga College of Engineering, Darbhanga	Member	Educationist
14.	Dr. Shailesh Tiwari Director, Krishna Engineering College, Ghaziabad	Member	Educationist
15.	Dr. Anil K Ahlawat Prof. & Dean Academics	Member	Faculty member nominated from the regular staff
16.	Dr. Shubham Shukla Associate Professor (ECE)	Member	Faculty member nominated from the regular staff
17.	Dr. Manoj Goel Joint Director	Member	Senior Administrative Staff
18.	Director	Member Secretary	Director of the College (Nominee of Krishna Charitable Society)

#### 4. KIET Group of Institutions - Accreditations & Rankings

S.N.	Accreditation/Ranking/Recognition	Status/Rank
1	<b>NIRF 2023 Ranking</b> (NIRF-National Institutional Ranking Framework)	Engineering Rank Band (151-200) Pharmacy Rank (88) Innovation Rank Band (51-100)
2	<b>NBA Accreditation</b> (NBA- National Board of Accreditation)	All eligible programs are NBA Accredited. (B. Tech: Civil Engineering, Mechanical, CSE, IT, ECE, EN) B.Pharm, MBA, MCA)
3	<b>NAAC Accreditation</b> (NAAC - National Assessment & Accreditation Council)	'A+' Grade for a period of 5 years w.e.f. 4th January 2022 CGPA: 3.32 on four-point scale
4	<b>SIRO Recognition</b> (SIRO-Scientific and Industrial Research Organization)	Department of Scientific and Industrial Research (DSIR) (Renewal :01-04-2022 to 31-03-2025)
5	<b>IIC Annual Performance Ratings</b> MoEs Innovation Cell (AICTE)	3.5 stars rating to IIC @ KIET Group of Institutions and 4 Star rating consistently.
6	<b>QS I-GAUGE</b>	'Diamond' College Rating (February 21, 2022- February 21, 2024) Renewal Application in process. 'Institution of Happiness' Award during Academic Excellence Conclave (12 May'22)
7	<b>ISO- Management System Certificate</b>	ISO 9001:2015 Certified (December 21, 2021 - July 3, 2024)

## 4.1 Certificates/Awards of Recognition:

S.N.	Awarding Agency	Award/ Certificate of Recognition
1	National Digital Library of India (NDLI)	Certificate of Appreciation – KIET Group of Institutions adjudged as <b>‘One of the Best-performing NDLI Clubs in Uttar Pradesh’</b> in recognition of its outstanding performance in promoting learning & knowledge through NDLI (14 Sep’23)
2	NITTTR, Chandigarh	<b>‘Outstanding Institution Award’</b> presented to KIET Group of Institutions by NITTTR, Chandigarh for having been adjudged as one of the <b>Outstanding Engineering Colleges in the Northern Region for the year 2022-23</b> (7 Sep’23)
3	Indian Society for Training & Development (ISTD)	<b>Certificate of recognition</b> for attaining the <b>‘Expert Panel’</b> evaluation milestone of Innovative Training Practices Award 2021-22. This Certificate accolades the commitment towards investing in <b>‘Innovativeness in Training Practice’</b> to achieve Excellence (3 Aug’23)
4	R. World Institutional Ranking	<p><b>‘Certificate of Excellence in the pursuit of excellence towards offering Outcome Based Education, OBE Rankings 2023, Ranked in the ‘Diamond Band’ with A+ Grade.</b></p> <p><b>‘Certificate of Excellence’</b> and rated as <b>4-Star (Gold Band)</b> for delivering commitment to the Stakeholders in the ‘Stakeholders Sentiment Survey 2022’.</p> <p><b>‘A4 Band: Institution of Academic Excellence’</b> category, OBE Rankings 2021 in pursuit of ‘Excellence towards offering Outcome-Based Education’.</p>
5	ASSOCHAM National Council on Education	<p><b>Excellence in Skill Development through Higher Education</b> at 16th International Education Leadership &amp; Skill Development Summit (26 May 23).</p> <p><b>Certificate of Appreciation</b> for the sincere efforts in implementing new-age tech solutions during Edutech 100 Summit -Digital Distinction Technology Conformance to NEP (14 Dec 22).</p> <p><b>Institute of the Year - North Award</b> during its 15th International Education Leadership &amp; Skill Development Summit (13 May 22).</p> <p><b>‘Excellence in Promoting Industry-Academic Interface North’</b> during their 14<sup>th</sup> National Education Summit on NEP 2020 – Transforming Educational Landscape of the Nation and Carving a Road Map for Implementation.</p> <p>Awarded with <b>‘Excellence in Enabling Research Environment’</b> during 13<sup>th</sup> Higher Education, Skill and Livelihood Conclave, Delhi.</p>
6	Education Post India International Education Excellence Awards 2023	<b>Best Engineering Institute for Quality Placement in North India</b> held at India Exposition Mart Ltd., Greater Noida (30 Apr’23)

7	Knowledge Review Magazine	Recognized KIET Group of Institutions as <b>The Most Dynamic Engineering Colleges of the Year, 2023</b> . This recognition has been awarded to the institute for its undying attitude to provide exposure to the students in the realm of engineering education.
8	Education Post	<b>Certificate for Academic Excellence</b> , IIRF 2022 Engineering Ranking
9	Federation for World Academics (FWA) Academic Council	<b>Certificate of Excellence</b> for ' <b>Best Educational Group</b> ' during Higher Education & Skill Conclave, Delhi (31 Jul'22)
10	Dr. A.P.J Abdul Kalam Technical University, Lucknow	' <b>Certificate of Citation</b> ' in recognition of significant rank earned by the Institute in <b>NIRF Rankings 2022</b> . (Engineering & Pharmacy category), felicitated during 'Sthapna Diwas' of University at Lucknow (26 Jul'22)
11	Dr. A.P.J Abdul Kalam Technical University, Lucknow	' <b>Certificate of Citation</b> ' for ' <b>A+</b> ' rank by <b>NAAC</b> (National Assessment & Accreditation Council) (26 Jul'22)
12	Dr. A.P.J Abdul Kalam Technical University, Lucknow	' <b>Certificate of Citation</b> ' in recognition <b>3<sup>rd</sup></b> Rank in <b>ARIIA-2021</b> . (Atal Ranking of Institutions on Innovation Achievements)
13	Dr. A.P.J Abdul Kalam Technical University, Lucknow	' <b>Certificate of Citation</b> ' in recognition of getting accreditation for the Engineering & Management and B.Pharma program by the <b>NBA</b> (National Board of Accreditation) ' <b>Certificate of Citation</b> ' in recognition of getting accreditation for the B.Pharma program by <b>NBA(National Board of Accreditation)</b> (26 Jul'22).
14	ARIIA Ranking (ARIIA- Atal Ranking of Institutions on Innovation Achievements)	<b>2021: 3<sup>rd</sup> Rank in the category "Private Institutions (Technical)"</b> <b>2020: 'Band A' Institution</b> i.e. among Top 25 Institutions in the category of 'Private/ Self-Financed College/ Institutes' in <b>ARIIA 2020</b> rankings.
15	National Institutional Ranking Framework (NIRF) - India Ranking 2021, MoE, GOI	<b>176<sup>th</sup> Rank (Engineering)</b> Rank Band : <b>76-100 (Pharmacy)</b>
16	Department of Science & Technology (DST), GOI	<b>National Award for Technology Business Incubator 2020</b> to Krishnapath Incubation Society – TBI (11 May'22)
17	Dr. A.P.J Abdul Kalam Technical University, Lucknow	' <b>Certificate of Citation</b> ' in recognition of significant rank earned by Institute in <b>NIRF Rankings 2021</b> .
18	QS I-GUAGE	' <b>GOLD</b> ' Rating - QS India University Rankings (2018-2021)
19	Mahatma Gandhi National Council of Rural Education (MGNCRE), MoE, GOI	Recognized as one of the <b>exemplary Performers in Swachhta Action Plan (SAP) Green Campus Initiative</b> and recognized for ' <b>One District One Green Champion Award</b> '.
20	Ministry of Youth Affairs and Sports, Government of India	'Certificate' for successful Conduction of <b>Azadi Ka Amrit Mahotsav - Fit India Freedom Run 2.0</b> .
21	QS I-GAUGE	' <b>E-LEAD (E-Learning Excellence Award for Academic Digitization) Certification</b> ' 2020.
22	National Institutional Ranking Framework (NIRF) - India Ranking 2020, MHRD, GOI	The institute has earned a vital position in the <b>Rank Band</b> of <b>201-250</b> for <b>Engineering discipline (NIRF-2020)</b> .
23	AICTE-CII Survey 2020	KIET Group of Institutions accorded with ' <b>GOLD</b> ' Rating
24	All India Council for Technical Education (AICTE)	<b>Certificate of Excellence- Utkrisht Sansthan Viswakarma Award (USVA)-2020</b> , awarded with second rank for Institute's significant contribution in category <b>Material/ Product manufactured/ Developed</b> against the spread of <b>COVID-19</b> across India.

25	Centre for Education Growth and Research (CEGR)	<b>'Best Engineering College in North India for Placement 2021'</b> award in recognition of Institute's <b>outstanding &amp; exemplary contribution towards Education Skill Development &amp; Research</b> in the 7th Higher Education Summit cum 14th Rashtriya Shiksha Gaurav Puraskar Ceremony 2021
26	Elets Technomedia Pvt. Ltd.	<b>'Most Promising Management Institute in India'</b> in recognition of the Institute's <b>exemplary contribution to the Education Sector</b> during 22 <sup>nd</sup> World Education Summit-2021
27	Ardor Comm Media Group	<b>Appreciation Certificate</b> in <b>'New Normal-Education Leadership Summit &amp; Awards 2021'</b> for <b>valuable &amp; exemplary contribution to the Education Community</b> .
28	National Programme on Technology Enhanced Learning (NPTEL)	<b>'Star Local Chapter'</b> based on the Institute's consistent performance for the time span (2017-2020), Only <b>16 Institutions</b> have come in this <b>Special Ratings - Local Chapter Stars</b> and <b>KIET Group of Institutions</b> being one of them - <b>only Institute from North India</b> .
29	Elets Technomedia Pvt. Ltd.	<b>'Outstanding Engineering Institute for Promoting Industry Academia Interface'</b> in recognition of Institute's <b>'Exemplary contribution to the Education Sector'</b> during 19 <sup>th</sup> World Education Summit-2021.
30	CMAI Association of India	<b>'Excellent Institute in Skill Development Programs'</b> award in recognition of <b>'Best work done in Education &amp; ICT arena'</b> announced during 16th National Education Awards 2021, World Summit on the Information Society (WSIS) - A United Nations event
31	EdTech Review	<b>'Outstanding Colleges in India'</b> during EdTech Review-Conference, Expo, Pitch & Awards 2020
32	Beginup Research Intelligence Pvt. Ltd.	<b>'Top &amp; Most Promising Engineering &amp; Technology College of the Year 2020'</b> North India Award under <b>'Quality Education, Infrastructure &amp; Placements'</b> Category for the year 2020 during <b>National Educational Excellence Awards and Conference 2020</b> .
33	MHRDs Innovation Cell (MIC)- AICTE	<b>Best Performing Institution Innovation Council</b> from North Zone for year <b>2018-19</b> and has earned <b>four-star rating</b> (out of five) to <b>promote Innovation &amp; Start Up in campus</b> .
34	Indian Institute of Remote Sensing (IIRS- ISRO)	<b>KIET Group of Institutions - Network institute of Indian Institute of Remote Sensing (IIRS- ISRO)</b> , Dehradun outreach network.
35	Imperial Society of Innovative Engineers (ISIE)	Recognized for <b>'Outstanding Career Building Support for the students'</b> Award (A.Y 2019-20).
36	All India Council for Robotics & Automation (AICRA)	India STEM Awards 2020 - Best Technical Award Fest Award & Best Technology Infrastructure Award
37	NASA Human Exploration Rover Challenge (HERC), USA	<b>Team Interstellar</b> SAE-KIET Group of Institutions conferred with Neil Armstrong <b>Best Design Award</b> College Category 2019. Team <b>felicited by Hon'ble President of India</b> at Rashtrapati Bhavan. The team was led by Mechanical Engineering students, and secured <b>first position</b> among 115 teams. Bagged <b>Phoenix Award</b> (College /University Division) in <b>recognition of the best improvements</b> that they had made in their <b>design and presentation</b> at NASA Human Exploration Rover Challenge 2021.

## 5. Milestones: KIET Group of Institutions

The detailed Milestones of the institute including the year of Introduction and the number of seats of various programs along with the NBA/NAAC accreditation status are given in the tabular form as appended below:

### 5.1 Chronological Details of Growth of the College

Academic session	Particulars	Programme	Intake
1998-99	College Started	<ul style="list-style-type: none"> <li>B.Tech in Computer Science and Engineering</li> <li>B.Tech in Electrical and Electronics Engineering</li> <li>B.Tech in Electronics and Communication Engineering</li> </ul>	60 60 60
1999-20	Introduction of New Courses	<ul style="list-style-type: none"> <li>B.Tech in Information Technology</li> <li>B.Tech in Mechanical Engineering</li> <li>MCA</li> </ul>	30 30 40
2000-01	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Computer Science and Engineering</li> <li>B.Tech in Electronics and Communication Engineering</li> <li>B.Tech in Information Technology</li> <li>MCA</li> </ul>	30 (Total 90) 30 (Total 90) 30 (Total 60) 20 (Total 60)
2001-02	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Mechanical Engineering</li> </ul>	30 (Total 60)
2002-03	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Electronics and Communication Engineering</li> <li>B.Tech in Computer Science and Engineering</li> </ul>	30 (Total 120) 30 (Total 120)
2003-04	Increase in Intake	<ul style="list-style-type: none"> <li>MCA</li> </ul>	60 (Total 120)
2004-05	Introduction of New Course	<ul style="list-style-type: none"> <li>MBA</li> </ul>	60
2005-06	NBA Accreditation Accorded	<ul style="list-style-type: none"> <li>B.Tech in Electrical and Electronics Engineering</li> <li>B.Tech in Mechanical Engineering</li> </ul>	-
	Introduction of New Course	<ul style="list-style-type: none"> <li>B.Pharm</li> </ul>	60
2006-07	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Electrical and Electronics Engineering</li> <li>B.Tech in Mechanical Engineering</li> <li>MBA</li> </ul>	60 (Total 120) 60 (Total 120) 60 (Total 120)
2007-08	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Information Technology</li> </ul>	60 (Total 120)
	Introduction of New Course	<ul style="list-style-type: none"> <li>M.Tech ME</li> <li>M.Tech EN</li> </ul>	18 18
	NBA Accreditation Accorded	<ul style="list-style-type: none"> <li>B.Tech in Electronics and Communication Engineering</li> <li>B.Tech in Computer Science and Engineering</li> <li>B.Tech in Information Technology</li> </ul>	-
2008-09	Introduction of New Course	<ul style="list-style-type: none"> <li>B.Tech in Civil Engineering</li> </ul>	60
2009-10	NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>B.Tech in Electrical and Electronics Engineering</li> <li>B.Tech in Mechanical Engineering</li> </ul>	-
	Increase in Intake	<ul style="list-style-type: none"> <li>B.Tech in Civil Engineering</li> </ul>	60 (Total 120)

	Introduction of New Course	• B.Tech in Electronics and Instrumentation Engineering	60
	NAAC Accreditation Accorded (Cycle 1)	• Accredited with A Grade • CGPA: 3.10 on four-point scale	-
2010-11	Introduction of New Course	• M.Tech in Electronics and Communication Engineering • M.Tech in Computer Science and Engineering • M.Pharm (Pharmaceutical Chemistry) • M.Pharm (Pharmaceutics)	18 18 18 18
	Increase in Intake	• B.Pharm	60 (Total 120)
2011-12	Increase in Intake	• B.Tech in Computer Science and Engineering	60 (Total 180)
	Introduction of New Course	• M.Pharm (Pharmacology)	18
2012-13	Increase in Intake	• B.Tech in Electronics and Communication Engineering • B.Tech in Electrical and Electronics Engineering • B.Tech in Mechanical Engineering	60 (Total 180) 60 (Total 180) 60 (Total 180)
	NBA Accreditation Accorded	• MCA • MBA • B.Pharm	-
	NBA Re-Accreditation Accorded	• B.Tech in Electronics and Communication Engineering • B.Tech in Computer Science and Engineering • B.Tech in Information Technology	-
2013-14	Research Centre of Uttar Pradesh Technical University	• CSE, ECE, EN, ME, Pharmacy & MBA	-
2015-16	NBA Re-Accreditation Accorded	• B.Tech in Electrical and Electronics Engineering • B.Tech in Mechanical Engineering	-
	NAAC (Cycle-2) Accreditation Accorded	• Accredited with A Grade • CGPA: 3.05 on four-point scale.	-
2016-17	Research Centre of AKTU	• CSE, EN & Pharmacy	-
	NBA Re-Accreditation Accorded	• B.Tech in Electronics and Communication Engineering • B.Tech in Computer Science and Engineering • B.Tech in Information Technology	-
2017-18	Extension of NBA Re-Accreditation Accorded	• B.Tech in Electrical and Electronics Engineering • B.Tech in Mechanical Engineering	-
2018-19	Increase in Intake	• B.Tech in Information Technology	60 (Total 180)
	Introduction of New Courses	• B.Tech in Computer Science • B.Tech in Computer Science and Information Technology	60 60
	NBA Re-Accreditation Accorded	• B.Tech in Electrical and Electronics Engineering • B.Tech in Mechanical Engineering • MCA • Pharmacy	-

	Extension of NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>• B.Tech in Electronics and Communication Engineering</li> <li>• B.Tech in Computer Science and Engineering</li> <li>• B Tech in Information Technology</li> </ul>	-
2019-20	NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>• B.Tech in Electronics and Communication Engineering</li> <li>• B.Tech in Computer Science and Engineering</li> <li>• B Tech in Information Technology</li> </ul>	-
	Increase in Intake	<ul style="list-style-type: none"> <li>• B.Tech in Computer Science</li> <li>• B.Tech in Computer Science and Information Technology</li> </ul>	60 (Total 120) 60 (Total 120)
	Introduction of New Course	<ul style="list-style-type: none"> <li>• M. Pharm (Quality Assurance)</li> </ul>	12
2020-21	NBA Accreditation Accorded	<ul style="list-style-type: none"> <li>• B.Tech in Civil Engineering</li> </ul>	-
	Extension of NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>• MCA</li> </ul>	-
	Increase in Intake	<ul style="list-style-type: none"> <li>• B.Tech in Computer Science</li> <li>• B.Tech in Computer Science and Information Technology</li> <li>• MCA</li> <li>• MBA</li> <li>• M.Tech ME</li> </ul>	60 (Total 180) 60 (Total 180) 30 (Total 150) 30 (Total 150) 9 (Total 18)
2021-22	Introduction of New Courses	<ul style="list-style-type: none"> <li>• B.Tech in Computer Science and Engineering (Artificial Engineering and Machine Learning)</li> <li>• B.Tech in Computer Science and Engineering (Artificial Engineering)</li> </ul>	60 60
	NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>• B.Tech in Electrical and Electronics Engineering</li> <li>• B.Tech in Mechanical Engineering</li> <li>• MCA</li> <li>• Pharmacy</li> <li>• MBA</li> </ul>	-
	Introduction of New Course	<ul style="list-style-type: none"> <li>• Diploma in Pharmacy</li> </ul>	60
	NAAC (Cycle-3) Accreditation Accorded	<ul style="list-style-type: none"> <li>• Accredited with A+ (CGPA: 3.32 on four-point scale)</li> </ul>	-
2022-23	NBA Re-Accreditation Accorded	<ul style="list-style-type: none"> <li>• Pharmacy</li> <li>• B.Tech in Electronics and Communication Engineering</li> <li>• B.Tech in Computer Science and Engineering</li> <li>• B Tech in Information Technology</li> <li>• B.Tech in Electrical and Electronics Engineering</li> <li>• B.Tech in Mechanical Engineering</li> <li>• MCA</li> </ul>	-
	Increase in Intake	<ul style="list-style-type: none"> <li>• B.Tech in Computer Science and Engineering (Artificial Engineering and Machine Learning)</li> <li>• B.Tech in Computer Science and Engineering (Artificial Engineering)</li> <li>• MCA</li> <li>• MBA</li> </ul>	60 (Total 120) 120 (Total 180) 30 (Total 180) 30 (Total 180)



## 6. SWOC- Strength, Weakness, Opportunity, and Challenges

A comprehensive Strength, Weakness, Opportunity, and Challenges (SWOC) analysis was undertaken with the active participation of various stakeholders representing diverse perspectives within the institution. All key aspects relevant to the analysis were meticulously evaluated, encompassing significant factors such as the teaching and learning process, human resources, services offered, physical resources, financial standing, and the organizational structure, including its formalization procedures.

To facilitate a thorough and inclusive examination, brainstorming sessions were convened within different groups. These sessions provided a platform for in-depth deliberation on the various parameters crucial to the SWOC analysis.

The analysis itself was conducted with extensive stakeholder involvement. All critical points pertaining to the SWOC framework were duly considered. Key parameters incorporated into the analysis included the teaching and learning process, human resources, services offered, physical resources, financial standing, and the organizational structure, along with its formalization procedures. Additionally, brainstorming sessions were conducted within various groups to ensure a comprehensive discussion of all relevant parameters.

### 6.1 STRENGTHS

The major strengths of the institution include the following:

#### **Institutional Strength**

- Equal emphasis on co-curricular and value-added programs on Emerging Technology.
- High focus on building entrepreneurship development and employability skills (Soft & Hard Skills).
- 100% ICT-enabled classrooms.
- Knowledge Resource Center (Library) equipped with books and journals as per AICTE/UGC norms.
- Strong student feedback system.
- Quality of work life leading to high faculty retention.
- Encouragement of faculty for research, advancement of qualification through liberal incentive policies.
- Strong Intellectual Capital base.
- High and consistent academic achievements of students' university rank holders.
- Strong Industrial linkage by having active MoU's with the Industry
- State of Art computing facilities/ lab infrastructure/ Internet Connectivity.
- Active clubs of students.
- Skill development training from the first year.
- Career Counselling Centre.

- Foreign Languages & International Internships.
- Student Mentoring/ Counselling System
- Technology Business Incubator (TBI-KIET Group of Institutions)
- ATM (ICICI Bank) within the campus.
- Possesses a highly experienced and well-qualified faculty.
- In House faculty development programs.
- Provides an aesthetically pleasing and environmentally conscious campus equipped with excellent academic and non-academic infrastructure.
- Eco-friendly campus with separate hostels, in-house canteen, solar power generation, and RO water system.
- E-Surveillance system backed by 24x7 security.
- Dedicated training and placement cell.
- Visionary and enterprising management focused on a quality educational and research environment.
- On-campus health care facilities, including free medical check-ups and an ambulance.
- Fire safety and Food safety certificates.
- Maintains a strong and extensive alumni network.

## 6.2 WEAKNESSES

**The major weaknesses of the institution include the following:**

- Location of Campus and Limited Space for future Expansion.
- Limited collaborative research efforts.
- Faculty/Student exchange programs at the international level.
- Limited consultancy service delivery to neighborhood communities.
- Low visibility outside Uttar Pradesh.

## 6.3 OPPORTUNITIES

**The Opportunities that exist for the institution include:**

**Capitalize on:**

- Industry growth - Align curriculum/research with demand.
- Demographic dividend - Expand skill development programs.
- Student entrepreneurship - Foster innovation ecosystem.

**Enhance Academic & Research:**

- Offer challenging research opportunities.
- Address societal needs with tailored programs.
- Utilize SWAYAM for wider academic engagement.
- Facilitate research-to- Intellectual Property Rights (IPR) transition and incubation.

- Strengthen ties with R&D organizations.

**Build Strategic Partnerships & Engagement:**

- Enhance alumni engagement for industry connections.
- Introduce cutting-edge professional degree programs.
- Aim for top 100 NIRF ranking for national recognition.

**Expand International Collaborations:**

- Partner for student/faculty exchange programs.
- Increase international research collaborations.
- Offer student internship programs at foreign universities.

## 6.4 CHALLENGES:

The threats or challenges to the institution include:

**Curriculum Misalignment:**

- Major gap between curriculum and industry standards.
- Difficulty modifying curriculum to adapt to market needs.
- Lagging pace with technological advancements.

**Internal Resource Management:**

- To motivate faculty members for New Product Development, Research & Innovation.
- Enhancing employee productivity and motivation.
- Balancing research publication output with quality teaching.

**External Environment:**

- Waning interest among top-tier engineering talent in research and teaching careers.
- Fluctuating global economic trends impacting student placement opportunities.
- To make 100% of students Quality Employable for the Repute Industry.

## 7. KIET - A Journey Towards Deemed-to-be University

Under the Deemed-to-be University status, the KIET Group of Institutions aims to become a leading University in professional education, research & innovation for serving the global community. Giving opportunities to the teachers and motivating them to make innovations by utilizing technology and their creative talents in improving the standards of teaching, evaluation, and research being in pace with industrial and social needs.

***Embracing Transformation: Charting a Path to Excellence:***

In the dynamic realm of higher education, institutions must constantly evolve, refine their goals,

and redefine their aspirations. KIET Group of Institutions, Delhi NCR, stands at a pivotal juncture, embarking on a transformative journey towards Deemed to be University (DTBU) status. This pursuit demands a well-defined roadmap, a blueprint for growth etched with unwavering commitment to academic excellence, groundbreaking research, and impactful community engagement.

This Institution Development Plan serves as a comprehensive compass, guiding the KIET Group of Institutions trajectory over the next five years. It encapsulates our vision, outlining strategic initiatives across academics, research, infrastructure, finance, and governance. Each element serves as a guiding beacon, propelling us toward our overarching goal: to elevate the KIET Group of Institutions to new heights of global recognition, impact, and service.

***Laying the Foundation for Sustainable Growth:***

This five-year rolling plan marks the initial phase of our Deemed to be University (DTBU) vision, a period dedicated to capacity building. It is the fertile ground where we propagate the seeds for future achievements, solidifying the foundation upon which the 15-year strategic vision will flourish.

***Transcending Boundaries, Unifying Strengths:***

This plan transcends departmental silos and administrative compartments, embracing a holistic approach. Its core principle lies in leveraging the collective strengths of diverse academic departments and centers, transforming their distributed potential into a unified force for progress.

***Actionable Objectives, Measurable Milestones:***

Each element of this plan is meticulously crafted, detailing activities and resource requirements to translate aspirations into tangible outcomes. It defines a clear pathway, punctuated by milestones that serve as markers of our success. Through meticulous monitoring and evaluation, we ensure that our journey remains on track, propelled by the collective efforts of our dedicated faculty, staff, and students.

***Autonomy as a Catalyst for Growth:***

KIET Group of Institutions' recent acquisition of autonomous status from the batch 2024-25 empowers us to tailor our academic programs and research endeavors to meet the demands of the 21st century. This autonomy fuels our ambition to become a leading institution in professional education, research, and innovation, serving the global community with solutions that are sustainable and inclusive.

***Technology as a Partner in Progress:***

We recognize the transformative power of technology, and its potential to empower educators, inspire students, and drive groundbreaking research. By employing technology in innovative ways, we aim to revolutionize teaching, evaluation, and research methodologies, ensuring that the KIET Group of Institutions remains at the forefront of academic progress.

**Learner-Centricity:** Foster joyful and diverse learning through technology-enabled, multidisciplinary curricula, pedagogy, and resources.

**Multidisciplinary Research:** Promote impactful collaborative research across disciplines.

**Community & Industry Engagement:** Deliver consultancy and extension services to support local and regional development.

**Employability & Skill Development:** Offer demand-driven programs to enhance graduate skills and employability.

**Global Collaborations:** Explore international opportunities for stakeholders through strategic partnerships.

**Global Context:** The University operates within a dynamic global landscape characterized by diverse socio-economic, political, and cultural contexts. Recognizing the impact of information technology, democratization of education, diversification of higher education, and evolving aspirations of youth, we strive to foster creativity, innovation, and research to address contemporary global challenges.

***Taking the Next Step Together:***

As we embark on this momentous journey towards obtaining Deemed-to-be University status, we envision a collaborative endeavor, where we traverse this path together, propelled by a collective commitment to excellence and a shared dedication to the transformation of lives through the pillars of education, research, and service.

We encourage you to delve into the comprehensive details regarding the Institute's distinguished credentials and its various Centers of Excellence by visiting our official website: <https://www.kiet.edu/>. Together, let us script a new chapter in the chronicles of the KIET Group of Institutions – a chapter characterized by innovation, impact, and enduring success.

Your support and involvement are pivotal as we strive towards achieving this significant milestone. Your visit to our website will provide a more in-depth understanding of the Institute's accomplishments and aspirations.

## 8. THE STRATEGIC PLAN

### 8.1 PLANNING PROCESS

The University is firmly committed to achieving excellence, as evidenced by its clearly articulated Vision, Mission, Core Values, Objectives, and Strategic Plan. Recognizing the diversity of voices that contribute to a thriving university community, we believe in aligning everyone towards shared goals and aspirations. With this inclusive approach in mind, a dedicated Strategic Planning Steering Committee, comprised of faculty members, was formed. This committee undertook the crucial task of developing a forward-looking academic blueprint, capturing the essence of our Core Values, Vision, Mission, and overall Strategic Plan. This comprehensive process was further enriched by consultations with distinguished scholars, industry experts, students, alumni, and other key stakeholders. Through collaborative brainstorming sessions, we identified core focus areas while also shaping our global outlook for the next fifteen years. This document serves not only to delineate our objectives but also to illuminate our concentrated efforts in specific areas of excellence. Ultimately, it aims to equip both the functionaries and beneficiaries of our institution with clear answers to the fundamental question: **What are the aspirations of the University, and how do we intend to achieve them?**

### 8.2 FIFTEEN YEARS STRATEGIC VISION PLAN

In a technology-driven era demanding a dynamic educational landscape, the University leadership has charted a strategic course focused on achieving unparalleled excellence. This plan seamlessly integrates key facets of the "National Education Policy (NEP 2020)," aiming to empower students with employable skills and deliver an impactful education that transcends traditional frameworks. This ambitious vision will propel the University forward, solidifying its position as a leader in educational innovation and societal impact.

**In the next 15 years, the Institute plans to align its activities to achieve the following:**

- Deliver industry-aligned, demand-driven, and need-based training programs utilizing advanced pedagogical practices to award specific degrees/diplomas.
- Implement training programs aligned with the latest technologies, fostering the development of industry-ready faculty and students.
- Evolve as a globally recognized institute offering diverse offline and online degree/diploma programs.
- Provide programs with multi-entry and multi-exit options, enhancing accessibility and flexibility.
- Become a one-stop center of excellence offering multi-disciplinary education, training, and research.
- Establish leadership in offering doctoral, post-doctoral, master's, and bachelor's programs in cutting-edge technologies, producing graduates with advanced complex problem-solving skills.

- Develop flexible and credit-mapped degrees and diplomas in diverse fields, complying with NEP 2020's ABC framework.
- Serve as a repository of digital resources for the technical education system, promoting accessibility and knowledge sharing.
- Provide expert services in designing and reviewing OBE-based NSQF-compliant curriculum for engineering and professional programs.
- Foster global exposure and world-class manpower development through collaborations with national/international organizations and universities, promoting faculty, staff, and student exchange.
- Secure funding for sponsored research and development projects, contributing to advancements in technology and addressing industrial challenges.
- Establish centers of excellence in collaboration with industry in selected areas of engineering and technology, focusing on the latest technological advancements and interdisciplinary approaches.
- Contribute to industrial problem-solving and faculty expertise development through undertaking industry projects, generating revenue for reinvestment in academic excellence.
- Design and deliver programs catering to international students, faculty, and staff, promoting cultural exchange and global understanding.
- Offer diverse programs tailored to the needs of working professionals, enhancing their skills and employability.
- Conduct programs that address community and societal needs, promoting development and inclusivity.
- Develop and implement technology-focused solutions for rural communities, bridging the digital divide and fostering sustainable development.
- Implement a robust academic and administrative audit system to ensure institutional quality and continuous improvement.
- Facilitate patenting and intellectual property awareness within the institute, encouraging innovation and knowledge transfer.
- Act as an incubator and accelerator for start-ups, fostering entrepreneurship and economic growth.
- Develop educational products for technology integration into teaching and learning, enhancing student engagement and learning outcomes.



To achieve the above broad targets and to break into the top 300 world university rankings in the next 15 years, the Strategic Plan of the proposed Deemed to be University has been drawn to serve as a guiding light to the institution, to bring in efficiency in operation, assist in deciding between competing priorities, take decisions and actions which lead the institution towards a path of sustainability.

**The following are identified as major key pillars of the proposed Deemed to be University's strategic plan:**

- Pursuit of Academic Preeminence
- Groundbreaking Research and Innovation
- Strategic Collaborations and Networks
- Nurturing Entrepreneurial and Consultancy Ventures
- Attracting and Retaining Top Talent
- Investing in Faculty, Staff, and Student Wellbeing
- Rigorous and Inclusive Admissions Process
- Embracing Global Diversity and Exchange
- Effective Governance and Administration
- Modernized Infrastructure and Resources
- Active Alumni Engagement and Support
- Seamless Campus Information and Communication Technology
- Sound Financial Management and Growth
- Continuous Capacity Building and Development
- Cultivating Self-Sufficiency and Resilience
- Promoting Environmental and Social Sustainability
- Engaging Outreach Programs and Community Impact
- Strategic Branding and Effective Communication
- Pursuing Acclaim and Recognition
- Fostering Holistic Personal and Professional Growth

These foundational pillars constitute the bedrock upon which the University's future growth and development will be built. Defined and refined under the umbrella of "University Priorities," these critical areas will serve as the compass for our strategic planning. The aim is to establish the proposed Deemed-to-be-University as a beacon of academic excellence, distinguished by its outstanding teaching, multi-disciplinary research, and unwavering commitment to social responsibility and accountability, both nationally and internationally. This framework ensures the University's ascent to a position of preeminence and impact.

## 9. ACADEMIC DEVELOPMENT PLAN

### 9.1 Strategic Vision

To ascend to the pinnacle of academic excellence as a leading Deemed-to-be-University, renowned for its commitment to transformative education, cutting-edge research, and unwavering dedication to societal progress.

The objective is to elevate the KIET Group of Institutions to a prominent status within the academic sphere, acknowledging the swift transformations in the educational milieu. This endeavor involves a dedicated emphasis on interdisciplinary education, research, and innovation, aligning with the principles delineated in the National Education Policy of 2020.

### 9.2 Strategic Mission

- **Strengthen Existing Academic Programs:** Enhance curriculum relevance, update course content, and integrate cutting-edge technologies into teaching and learning.
- **Develop New Academic Offerings:** Introduce niche programs and specializations aligned with emerging industry trends and societal needs.
- **Foster a Vibrant Research Culture:** Encourage faculty and student research, establish interdisciplinary research centers, and secure external funding for impactful projects.
- **Embrace internationalization:** Expand international collaborations, student exchange programs, and dual-degree opportunities to broaden students' perspectives and enhance global employability.
- **Promote Student-centered Learning:** Implement active learning strategies, personalized learning pathways, and mentorship programs to nurture critical thinking, problem-solving, and communication skills.
- **Leverage Technology:** Utilize digital platforms, learning management systems, and online resources to enhance accessibility, personalize learning, and promote collaboration.
- **Invest in Faculty Development:** Provide faculty with opportunities for professional development, research training, and exposure to global best practices.
- **Ensure Quality Assurance:** Implement robust assessment mechanisms, conduct regular program reviews, and strive for continuous improvement.

### 9.3 Objectives:

- **Delivering Educational Excellence across all Levels:** This objective emphasizes the commitment to providing superior educational experiences at all academic stages, fostering intellectual growth and development.

- **Curating Multidisciplinary Programs for Dynamic Stakeholder Needs:** This objective highlights the institution's responsiveness to the evolving demands of industries, research institutions, government agencies, and broader society, fostering relevant and impactful knowledge generation.
- **Innovating Pedagogical Approaches for Immersive Learning:** This objective underscores the dedication to implementing cutting-edge educational methods that captivate students and promote active engagement across the curriculum.
- **Establishing a Center for Teaching and Learning Excellence:** This objective underscores the creation of a dedicated department that nurtures teaching and learning expertise, providing pedagogical tools, and fostering a vibrant learning environment.
- **Expanding Experiential Learning and Refining Career Support:** This objective emphasizes the intention to significantly enhance opportunities for practical learning within all disciplines, coupled with streamlined and effective academic and career guidance, empowering students to achieve their life goals.

#### 9.4 Action Plan:

- Providing academic freedom and flexibility in the design of innovative course curricula and teaching-learning processes.
- Bringing rigor to teaching-learning processes through carefully designed and implemented multidisciplinary course curriculum, session plans, student assignments, regularity, participation, and involvement.
- Introducing new academic programs with National Skills Qualifications Framework NSQF-compliant curriculum design in the light of global standards, theoretical advancements, and industry requirements.
- Designing and launching one Job-oriented certificate course of 3-6 months duration as value addition in each school/department.
- The NEP 2020's Academic Bank of Credit (ABC) offers students the flexibility to determine their study pace, switch between institutions, customize their degrees and avail multiple entry-exit points to complete their degrees based on their timing preferences. In alignment with this, THE PROPOSED DEEMED TO BE UNIVERSITY plans to introduce flexible credit-mapped degrees and diplomas across diverse fields, fully adapting the ABC model.
- Well-designed examination systems with transparent evaluation processes.
- Evolving & implementing Good Academic Practices (GAP) through an outcome-based approach that addresses regional, national & global requirements.
- Facilitating expert groups of competent faculty members in specialized areas to develop teaching methodologies aligned with emerging trends.
- Designing evaluation methodologies to assess the knowledge acquired and the extent of higher-order thinking that enriches the critical, logical, reflective, and creative thinking of students and increases their capabilities to survive the rigors of the world of work.
- Interfacing with the global teaching-learning Centres to share the best practices.
- Enhancing the intellectual productivity of the teaching-learning process through digital initiatives.
- Obtaining feedback from students to enhance the teaching, learning & assessment process.

- Performing data analytics with respect to heterogeneity of student learning styles, assessing the impact of technology adoption, alternative teaching methodologies on student learning, etc.
- Assessing outcomes of programs through periodic academic audits.
- Developing quality study material available as e-content on the website as well as hard copy in the libraries.
- Encouraging ICT-enabled teaching and use of multimedia virtual classrooms.
- Regular student feedback on the teaching-learning process, curriculum, and administrative facilities to ensure quality control and regular updating.
- Promote increased faculty-student and student-student interaction (e.g., instructor-student feedback cycle, peer assessment/review).
- Students will be exposed to industrial training-cum-projects based on the applications of the course considered. The design of short-term courses will be based on industry requirements. So that, the students of the proposed deemed to be university would receive first-hand experience in a professional environment.
- Emphasize internships and experiential learning opportunities through knowledgeable advisors and a strong collaboration between the University and Industries
- Online Programs: Online courses are needed at present. The PROPOSED DEEMED TO BE UNIVERSITY intends to strengthen its faculty resources and infrastructure for offering online programs, to enhance its outreach to students and working professionals, who are not able to attend its on-campus programs. Some of these courses can also be offered to regular students as value-added courses.

### **Pedagogical Innovations:**

- Open Educational Resources (OERs), Massive Open Online Courses (MOOCs), and resources under the 'Creative Commons' license will be integrated to offer a rich reservoir of supplementary material to students. The development of MOOCs on the SWAYAM platform will be prioritized, with an emphasis on encouraging faculty to enroll. This effort aligns with the PROPOSED DEEMED TO BE UNIVERSITY's forward-looking initiatives for the coming years. Furthermore, MOOCs will provide students with a flexible learning environment, accessible anytime and anywhere. This approach is rapidly gaining traction as a powerful tool for knowledge dissemination.
- Classrooms powered by technology will be developed, paving the way for innovative pedagogical strategies, such as flipped classrooms, MOOCs, and collaborative learning. Emphasis will be placed on maximizing students' experiential learning outcomes. Over the next five years, we also project the effective implementation of multimodal learning packages and software to deepen the understanding of concepts.

## 9.5 Strategic Academic Development Framework:

**KIET Group of Institutions on the Path to Get Deemed-to-be-University Status:** Grounded in our steadfast commitment to academic leadership, both nationally and internationally, this Academic Development Plan charts the course for KIET Group of Institutions' sustained excellence in the years to come. Through meticulously crafted strategic action points, an unwavering focus on quality, and an unyielding pursuit of innovation, KIET Group of Institutions aspires not only to empower its students with the tools necessary to thrive in a globalized world but also to leave an indelible mark on the wider academic landscape.

### Curriculum Development:

- Conduct comprehensive industry-academia gap analyses to discern skill deficiencies and contemporaneously revise academic curricula.
- Incorporate experiential learning modules, internships, and industry-oriented projects across academic programs.
- Formulate interdisciplinary courses and programs to cultivate collaboration and address intricate societal challenges.
- Embrace academic autonomy to formulate inventive curricula spanning both traditional and emerging disciplines.
- Regularly revise academic programs to adhere to the National Skills Qualifications Framework (NSQF) - Outcome and competency-based framework, aligning with international standards, theoretical advancements, and industry requisites.
- Introduce Multidisciplinary and Interdisciplinary courses in nascent fields such as Artificial Intelligence, Quantum Computing, and Sustainable Engineering.
- Periodically overhaul curricula every biennial cycle, collaborating with industry experts to ensure contemporaneity with global requirements.
- Institute self-financing programs across diverse disciplines, encompassing both fundamental and applied areas of study.
- Establish concise, vocationally oriented certificate courses within each department to augment value and cultivate practical expertise.

### Teaching and Learning Strategies:

- Deploy active learning methodologies, including problem-based learning, project-based learning, and flipped classrooms, to foster an engaging and participatory educational environment.
- Harness technology to individualize learning experiences, offer timely feedback, and augment overall accessibility to educational resources.
- Conduct faculty training programs aimed at enhancing proficiency in effective teaching methods and seamlessly integrating technology into their instructional practices.
- Embrace the Academic Bank of Credit (ABC) model outlined in the National Education Policy of 2020, providing students with a bespoke and adaptable learning trajectory.

- Strengthen infrastructure to facilitate online program delivery, accommodating the educational needs of off-campus students and working professionals.
- Incorporate a diverse range of educational resources, including Open Educational Resources (OERs), Massive Open Online Courses (MOOCs), and materials under 'Creative Commons' licensing, to enrich the learning landscape.
- Prioritize the creation and adoption of MOOCs on the NPTEL and SWAYAM platforms, ensuring ubiquitous access to educational content for learners at any time and from any location.
- Institute International student and faculty exchange programs to broaden the global perspectives of both students and faculty members within the institution.

### **Pedagogical Excellence:**

- Leverage technology to personalize learning, furnish timely feedback, and augment accessibility.
- Conduct faculty training sessions to refine teaching methodologies and seamlessly integrate technology into instructional practices.
- Create Innovative methodologies, including problem-based learning, project-based learning, and flipped classrooms, and more.
- Institute a specialized Teaching-Learning Centre (TLC) devoted to the development of pioneering pedagogical tools and methodologies.
- Implement technologically advanced classrooms to facilitate contemporary teaching strategies, including the adoption of flipped classrooms and collaborative learning approaches.
- Prioritize the achievement of experiential learning outcomes by incorporating multimodal learning packages and leveraging advanced software tools.
- Regularly update and enhance teaching methodologies, ensuring alignment with emerging global trends through the active involvement of expert faculty groups.

### **Holistic Student Development:**

- Institute mentorship programs aimed at guiding students in academic pursuits, career planning, and personal growth.
- Provide avenues for leadership development, impart soft skills training, and encourage participation in extracurricular activities.
- Establish robust career counseling and placement services to facilitate students in securing coveted positions.

### **Industry Engagement and Experiential Learning Initiatives:**

- Introduce industry-aligned certificate programs across diverse departments, emphasizing skill development for professional and technical proficiency.
- Facilitate hands-on experience for students through industrial training-cum-projects, offering practical insights into real-world applications.

- Give precedence to internships and practical learning experiences by cultivating partnerships with industries, supported by a robust advisory system to guide students in their professional development.

### **Research and Innovation:**

- The Institute has various Centres of Excellence, we will be establishing more Centres of Excellence in nascent domains. The KIET Group of Institutions already has a Centre for Space Technologies (SAC-ISRO), Centre for Drone Technology, Centre for Robotics and Mechatronics, an MBS Centre of Excellence for Biomedical Instruments & Research, Herbal Product Development Centre, an E-mobility, etc. Recently we have Super Computing COE for Artificial Intelligence & Machine Learning equipped with NVIDIA.
- Facilitate collaborative research endeavors between faculty and students through initiatives like seed funding, research grants, and mentorship programs.
- Forge partnerships with industrial entities and research institutions to engender joint research initiatives.

### **Global Engagement:**

- Forge collaborations with international universities for reciprocal student exchange programs, faculty exchanges, and collaborative research ventures.
- Offer opportunities for international internships and study abroad experiences to enrich students' cultural acumen and global perspectives.
- Develop English language proficiency programs to prepare students for international academic and professional pursuits.

### **Technology Integration:**

- Leverage learning management systems and online resources to augment the accessibility and flexibility of educational delivery.
- Promote the creation of electronic content to ensure the accessibility of study materials through both online platforms and hard copies available in the library.
- Incorporate virtual reality and augmented reality technologies to create immersive learning experiences.
- Invest in digital infrastructure to ensure seamless access to technology for all stakeholders.
- Encourage the adoption of Information and Communication Technology (ICT)-enabled teaching methodologies, incorporating multimedia resources and virtual classrooms.
- Elevate the intellectual productivity of teaching-learning processes through digital interventions, including the implementation of data analytics to discern student learning styles and assess the impact of technology adoption.



**Faculty Advancement:**

- Facilitate faculty participation in professional development workshops, conferences, and specialized research training programs.
- Encourage faculty attendance at international conferences and foster collaborations with scholars from across the globe.
- Implement a system for recognizing and rewarding faculty excellence in teaching, research, and service.

**Continuous Evolution and Advancement:**

- Cultivate partnerships with international teaching-learning centers, fostering the exchange and assimilation of best practices to enhance academic methodologies.
- Ensure the consistent and active participation of students in the teaching-learning continuum, promoting their engagement and involvement in academic processes.
- Facilitate meaningful interactions, including structured instructor-student feedback cycles and peer assessments, to cultivate a cohesive and collaborative academic environment.
- Prioritize ongoing faculty development initiatives to keep the teaching staff well-informed about the latest trends in pedagogy and advancements within their respective fields.

**Quality Assurance Mechanisms:**

- Implement a robust quality assurance framework encompassing periodic program reviews, solicitation of student feedback, and faculty peer evaluations.
- Conduct periodic self-assessments and engage in external audits to identify areas for improvement, ensuring a trajectory of continuous enhancement.

**Assessment and Feedback Mechanisms:**

- Introduce transparent evaluation processes embedded within a resilient examination system to ensure fairness and accountability in academic assessments.
- Conduct regular academic audits to systematically assess program outcomes, ensuring alignment with predefined educational objectives.
- Systematically collect and analyze comprehensive student feedback encompassing teaching methodologies, learning experiences, and administrative aspects, utilizing this input for continuous enhancement and refinement of academic processes.

Furthermore, the NEP-2020 places significant emphasis on a multidisciplinary approach. This makes it essential for the institution to champion academic excellence through a multifaceted course curriculum, a mix of teaching methodologies, and a technology-driven, engaging learning environment. Beyond acquiring subject knowledge and skills, students will be nurtured to think, act, and communicate critically, creatively, and effectively.

Our 15-year academic plan is designed to address national requirements and extend the proposed Deemed-to-be-University's influence beyond national borders by offering specialized academic and training expertise.

## 9.6 Five Years Academic Implementation Plan

In a strategic move that empowers us to tailor education to the needs of today and tomorrow, the KIET Group of Institutions has proudly secured **academic autonomy** from both Dr. APJ Abdul Kalam Technical University (AKTU) and the University Grants Commission (UGC), commencing from the academic year 2024-25. This autonomy grants us the flexibility to refine and update our curriculum, ensuring it remains relevant, dynamic, and aligned with local, regional, national, and global demands.

***Evolving with Industry and Innovation:*** Our curriculum development process is a collaborative endeavor, actively seeking feedback from diverse stakeholders, including industry experts, alumni, and faculty. This ensures that our courses are constantly refreshed and in sync with current market and industry needs.

**Flexible Curriculum**, modeled after AICTE guidelines, empowering students to personalize their learning journeys through elective courses and specialized tracks.

***Embracing the National Education Policy 2020:*** Recognizing the transformative potential of the National Education Policy 2020, KIET Group of Institutions has diligently crafted an action plan for its effective integration. This plan emphasizes skill development, fostering creativity and innovation, and nurturing holistic individual growth. Our curriculum reflects this dedication, offering opportunities for students to explore interdisciplinary areas and acquire marketable skills.

***Enriching Your Academic Journey:*** The KIET Group of Institutions curriculum goes beyond traditional textbook learning. We offer the unique option of pursuing **Minor Degrees** by completing additional credits through the SWAYAM/NPTEL online platform. These courses, curated by renowned academics and vetted by our Board of Studies, allow students to broaden their knowledge base and delve deeper into specialized fields. Additionally, we recognize and reward participation in co-curricular activities by awarding credits under our "Self-Growth" component, acknowledging the valuable skills and experiences gained beyond the classroom.

***A Future-Focused Curriculum:*** At KIET Group of Institutions, we believe in empowering our students to be not just academic achievers, but well-rounded individuals prepared to thrive in a dynamic world. Our curriculum reflects this commitment, constantly evolving to equip graduates with the knowledge, skills, and adaptability needed to navigate the challenges and opportunities of the future.

## 9.7 Programs to be offered in the Deemed to be University:

***Curriculum of Cutting-Edge, Industry-Aligned Programs:***

The proposed Deemed-to-be University will offer a diverse and dynamic curriculum comprised of rigorous, up-to-date programs. Each program will be carefully designed to align with the current and emerging needs of various industries while reflecting the latest advancements in relevant fields. This ensures our graduates possess the critical skills and knowledge sought by leading employers across various sectors.

**Key highlights of our program offerings:**

- Focus on industry relevance: Courses will be developed in close collaboration with industry experts, ensuring curriculum alignment with real-world demands.
- Cutting-edge knowledge: Programs will be regularly updated to reflect the latest advancements in their respective fields.
- Skill development: Curricula will emphasize hands-on experiences, internships, and other practical learning opportunities to equip students with the necessary skills for career success.
- Diverse program options: Students will have access to a wide range of programs across various disciplines, allowing them to find their academic and professional calling.

## 9.8 List of Programs, to be Offered during the First Five Years (2024-29)

S. No	Program Name	Student Intake	Year of Starting
<b>KIET School of Engineering &amp; Technology</b>			
1	Bachelor of Technology - Computer Science and Engineering	300	2024-25
2	Bachelor of Technology - Electronics & Communication Engineering	180	2024-25
3	Bachelor of Technology - Electrical and Electronics Engineering	60	2024-25
4	Bachelor of Technology - Information Technology	180	2024-25
5	Bachelor of Technology - Mechanical Engineering	60	2024-25
6	Bachelor of Technology - Computer Science	240	2024-25
7	Bachelor of Technology - Computer Science and Information Technology	180	2024-25
8	Bachelor of Technology - Computer Science and Engineering (Artificial Intelligence and Machine Learning)	180	2024-25
9	Bachelor of Technology - Computer Science and Engineering (Artificial Intelligence)	240	2024-25
10	Bachelor of Technology – Electrical and Computer Engineering	60	2024-25
11	Master of Technology - Computer Science and Engineering	18	2024-25
12	Bachelor of Technology - Computer Science and Engineering (Data Science)	60	2025-26
13	Bachelor of Technology – Electronics and Computer Engineering	60	2025-26

14	Master of Technology – VLSI and Embedded Systems (Electronics & Communication Engineering)	18	2025-26
15	Master of Technology – Artificial Intelligence	18	2025-26
16	Doctoral in Computer Science Engineering	20	2025-26
17	Doctoral in - Electronics & Communication Engineering	20	2025-26
18	Master of Technology – Electric Vehicle Technology	18	2026-27
19	Master of Technology – Machine Learning	18	2027-28
20	Master of Technology- Data Science	18	2027-28
21	Integrated B. Tech (Computer Science and Engineering)- MBA	60	2028-29
<b>KIET School of Management</b>			
22	Master of Business Administration	240	2024-25
23	Doctoral in Management	10	2025-26
24	Integrated BBA - MBA	60	2026-27
25	Master of Business Administration- Business Analytics	60	2026-27
<b>KIET School of Computer Applications</b>			
26	Masters in Computer application	240	2024-25
27	Doctoral in Computer Application	10	2025-26
28	Integrated BCA-MCA	60	2027-28
<b>KIET School of Science</b>			
29	B. Sc (Computer Science)	60	2027-28
30	M. Sc (Statistics)	10	2027-28
31	B. Sc (IT)	60	2027-28
32	B. Sc (Statistics)	60	2028-29
33	M. Sc (Computer Science)	10	2028-29
<b>KIET School of Pharmacy</b>			
34	B. Pharm	100	2024-25
35	M.Pharm (Pharmaceutics)	15	2024-25
36	M.Pharm (Pharmacology)	15	2024-25
37	M.Pharm (Pharmaceutical Quality Assurance)	12	2024-25
38	B. Pharm (Diploma)	60	2024-25
39	M. Pharm (Drug Regulatory Affairs)	15	2025-26

## 9.9 Fifteen Years Academic Implementation Plan

The academic plan for the next fifteen years has been meticulously developed, taking into account the SWOC analysis, the requisites of Quality Assurance agencies, and the recommendations of NEP-2020. This plan is designed to align with the principles of Holistic, Multidisciplinary, Value- based education, and provides flexibility to learners.

- Reforms in Curriculum
- Teaching Learning & Evaluation Process
- Examination Reform & Evaluation process

## 9.10 Reforms In Curriculum

S.No	Academic Year			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Curriculum Design & Development			Yes	Yearly
2	Introduction of new courses focused on employability/entrepreneurship/skill development			Introduced as open electives	Technology-Based
3	Revision of Syllabus as per current Societal & Industrial Need			Twice/Year by conducting syllabus revision. workshops	Continuous Improvement
4	Industry & alumni involvement in the program			Direct & Indirect	Continuous
5	A Balanced Structured Curriculum for attaining the Program Outcomes (POs) & Program Specific Outcomes (PSOs)			Implemented from 2014-15	Continuous Improvement
6	Implementation of Academic Flexibility through Flexible Curriculum System			Implemented from 2011-12	To be continued
7	Curriculum Enrichment via audit courses			Implemented from 2018-19	Dynamically
8	Implementation of Feedback System to collect feedback from Students, Teachers, Employer & Parents for Curriculum Development			Through Online feedback mechanism	To be continued
9	Conduct of Value-added courses to impart. transferable and life skills			Implemented from 2015-16	To be continued
	Review & Corrective measures on			The COs, POs, and PSOs are prepared and revised as per NBA guidelines. The attainment level of each Cos is evaluated and corrective measures are taken for improvement in attainment levels.	Continuous Improvement
10	Implementation of OBE: Mapping courses and the POs & PSOs. Framing COs for every course.				
	Availability of COs embedded in the syllabi				
	Course Articulation Matrix (Mapping Of CLOs with COs) table.				
	Program Articulation Matrix (Mapping Of CLOs with POs) tables.				
	Development of assessment tools and processes used to gather the data upon which the evaluation of Course Outcome based - Attainment of Course Outcomes of all courses with respect to set attainment levels.				

Development of assessment tools and processes used for assessing the attainment of each of the POs & PSOs.		
Evaluation of each PO & PSO. Review and improvement in attainment levels of Cos, Pos & PEOs.		

## 9.11 Teaching Learning & Evaluation Process

Sl.No	Year			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Adherence to academic Calendar			100% adherence to academic calendar	To be continued
2	Learning Management System: Effective teaching with the use of e-learning resources, ICT tools & Institute MOODLE, MOOCS, SWAYAM			Up to 100%	To be continued
3	Teaching-learning through ICT-enabled classrooms & Smart classrooms			100% classrooms are effective	To be continued
4	Pedagogical initiatives (real-life examples, collaborative learning, ICT-supported learning, interactive classrooms, e-resources & latest techniques)			In practice	Enhance Effectiveness
5	Effective Students mentoring system			In practice	Enhance Effectiveness
6	Implementation of effective support system for weak students & to encourage bright students (identification, action taken, impact observed)			In practice	Enhance Effectiveness
7	Student's feedback on teaching process and Corrective measures.			Online feedback system & actions taken accordingly	Enhance Effectiveness
8	Assuring Quality of assignment and its relevance to COs (to promote self-learning, survey of contents from multiple sources, assignment evaluation and feedback to the students, mapping with the COs)			Implemented	To be continued
9	Question paper preparation based on BLOOMS			Implemented	To be continued
10	Mechanism for students grievances			Implemented	To be continued
11	Digitization of Evaluation Process			Implemented	To be continued
12	Digital Examination Process			Objective & Subjective	To be Continued
13	Innovative practices for Identification of students projects and allocation			Implemented	Shall be Continued / Enhance the effectiveness
14	Classification and relevance of the projects and their contribution towards attainment of POs and PSOs			Implemented	Enhance Effectiveness
15	Establishing Industry supported laboratories			Available	01/ Program



## 9.12 Examination Reform & Evaluation Process

S. No	Year			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Implementing effective Process of internal semester question paper setting and evaluation (effective process of question paper setting, model answers, evaluation and its compliance)			Implemented	To be continued
2	Implementing effective system to ensure the questions from outcome/learning levels Perspective			Implemented	To be continued
3	Implementing effective system to ensure evidence of COs coverage in class test/mid-term test.			Implemented	To be continued

## 10. Research Development Plan

### 10.1 Strategic Vision:

To achieve excellence in research and create an outstanding climate of support for researchers, broadly enabling research advances to meet National and International needs.

### 10.2 Strategic Mission:

- To motivate faculty members to concentrate on research-related activities, in addition to teaching, so as to publish research articles in reputed journals.
- To pursue efforts to write books and monographs for publication by – International and National publishers of repute.
- To evince interest among the faculty members so that they take efforts to establish collaborative research projects with their counterparts in reputed National and International Universities.
- To encourage faculty members to submit proposals and secure funded research projects from various funding agencies in India and Abroad.
- To undertake consultancy projects sponsored by the Government as well as the Private, Industrial and other organizations.

- To encourage creativity in the minds of the faculty members, so that they make original contributions by way of products, concepts, etc., and obtain patents.
- To collaborate with to National and International professional societies.

### 10.3 Objectives:

- To promote multidisciplinary and collaborative research in new, emerging and thrust areas.
- To attract, retain, reward and encourage quality minds to pursue research and thereby become a favored research destination.
- To maintain highest ethical standards, provide honest, open and transparent environment by maximizing opportunities for discoveries & inventions.
- To encourage student's entrepreneurship skills.
- To create awareness and protect Intellectual Property Rights (IPR) on new ideas and to identify venture capitalists' / angel networks to commercialize IPRs/fund start up initiatives.
- To evolve as a consultancy hub by providing competitive solutions to industrial beneficiaries.
- To establish dedicated doctoral research centers within each department or school, fostering a culture of advanced research and academic excellence.
- To achieve regional/local prosperity through development of innovative technologies and solutions for social challenges by an active alliance with stakeholder groups.
- To emerge as think-tank for addressing socio-economic and cultural issues.
- To encourage students to work in groups to address novel scientific questions aimed at generating and testing new hypotheses.
- To establish active collaborations with leading scientists and experts to enhance the research potentials.
- It promotes innovation and the creation of new knowledge.
- To create a research-friendly culture by facilitating the students research experience.

## Policy and Implementation:

- **Revise and finalize the comprehensive Research Policy:** Enhance the document's clarity, accessibility, and alignment with Deemed to be University guidelines.
- **Implement a robust communication strategy:** Effectively disseminate the Research Policy through workshops, online resources, and regular faculty/student interactions.
- **Establish a Research Development Committee:** To strengthen and expand the research activities in the institute, a well-organized R&D committee has been functioning actively for the last several years. To oversee the policy's implementation, provide strategic guidance, and monitor progress towards research goals.



Fig 10.1 : KIET Research & Development Committees

## Research Environment and Recognition:

- **SIRO Certification:** KIET Group of Institutions is recognized as the Scientific and Industrial Research Organization (SIROs) by the Department of Scientific and Industrial Research (DSIR), Department of Science and Technology, Government of India.
- **Research Centre:** KIET Group of Institutions is recognized as Research Centre for Ph.D., duly approved by AKTU, Lucknow since 2010 in Pharmacy, CSE, EN and ME Departments.
- **NIRF Ranking:** Transcending towards excellence, KIET Group of Institutions attains NIRF Ranking 2023 as
  - Engineering Category: Rank Band 151-200
  - Pharmacy Category: 88

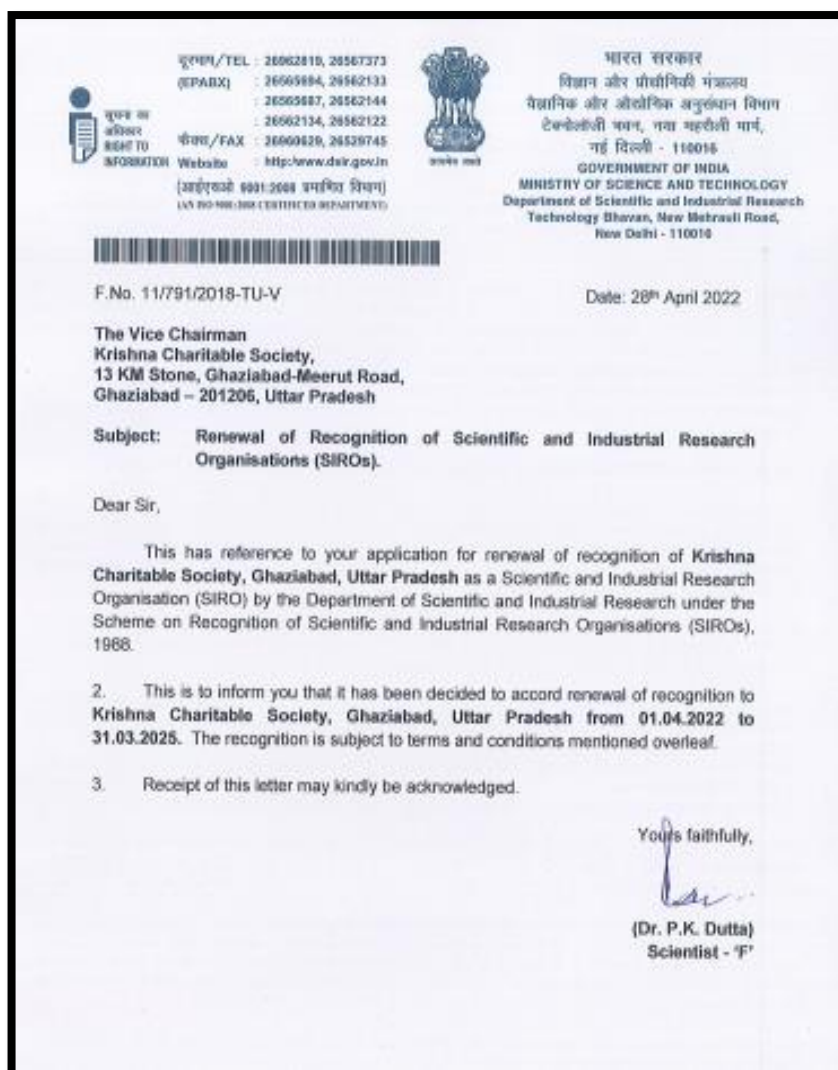
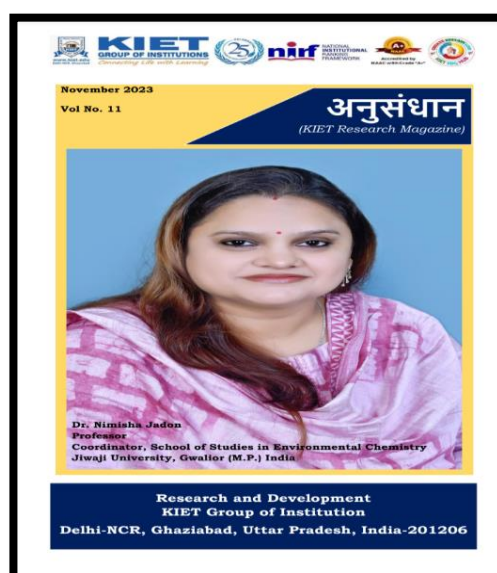
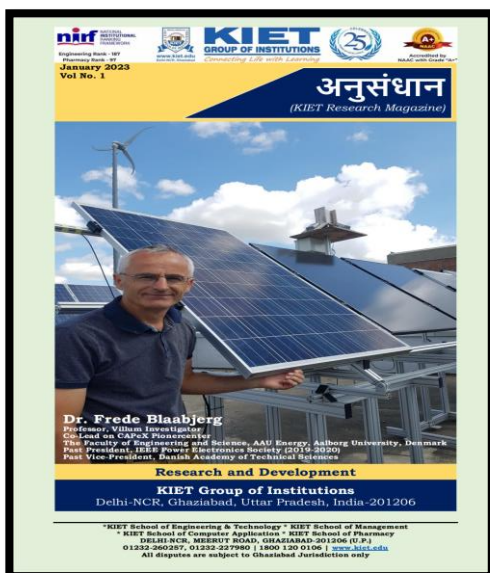


Fig 10.2: SIRO Certificate

➤ Innovation: Rank Band 51-100

- **NAAC A+:** The institute has been accredited by NAAC with Grade 'A+' and its programs CSE, ECE, EEE, IT, CE, ME, MCA, MBA and Pharmacy are NBA accredited.
- **Allocate dedicated funding:** Increase research funding by 20% annually over the next five years, offering research incentives, seed grants, competitive internal grants, and support for external grant applications.
- **Implement recognition programs:** Award faculty and students for high-quality publications, patents, and research contributions. Award for Best Supervisor/Co-supervisor every year. Also, Dr. CV Raman Awards to 10 best Researchers every year.
- **Organize research-focused events:** Host conferences, workshops, seminars, and Distinguished Speaker Series to engage students and faculty in cutting-edge research discussions.

- **Develop faculty research mentorship programs:** Foster senior faculty's role in guiding and supporting junior colleagues' research efforts.
- **KIET Group of Institutions Research Magazine:** Exploring Research, Innovations, Patents, and Pioneering Works in Engineering and Technology.



#### Industry Collaboration:

- **Establish an Industry Partnership Cell:** Facilitate partnerships with industries for joint research projects, sponsored research collaborations, and student internships.
- **Host industry R&D units and workshops:** Dedicate space and resources within KIET Group of Institutions for industry-driven research activities and knowledge exchange.
- **Develop consultancy services:** Enable faculty expertise to address industry challenges through contract research and technological consultations.

#### Academic Collaboration:

- **Strengthen collaborations with National research institutions:** Participate in joint research initiatives, doctoral programs, and knowledge-sharing platforms.
- **Forge strategic partnerships with International universities:** Promote joint research projects, faculty exchange programs, and student research exchange opportunities.

- **Develop visiting Scholar programs:** Invite eminent researchers from other universities to collaborate with KIET Group of Institutions faculty and students.

#### **Infrastructure and Support:**

- **Invest in state-of-the-art research facilities:** Upgrade laboratories, procure critical equipment, and establish specialized research centers tailored to departmental strengths.
- **Develop advanced computational resources:** Provide access to high-performance computing facilities and software tools to support data analysis and complex modeling.
- **Strengthen research support services:** Enhance library resources, offer research ethics training, and establish a centralized grant proposal writing assistance unit.

#### **Intellectual Property and Innovation:**

- **Implement a robust Intellectual Property policy:** Clearly define ownership rights, encourage faculty and students to file patents, and provide legal and administrative support for IP protection.
- **Establish an Innovation Cell:** Promote entrepreneurship among students and faculty, provide incubation space and resources, and connect with venture capitalists and angel investors.
- **Organize innovation and entrepreneurship competitions:** Motivate students to develop creative solutions to real-world problems and translate research findings into commercially viable products.

#### **Outreach and Dissemination:**

- **Publish a Research Magazine:** Showcase faculty and student research achievements, highlight ongoing projects, and promote research collaborations.
- **Organize Public lectures and science cafes:** Share research findings with the broader community, spark public interest in science and technology, and raise awareness of KIET Group of Institution's research contributions.
- **Actively engage in national and international research conferences:** Present research findings, network with leading scholars, and establish KIET Group of Institutions as a reputable research institution.

#### **Evaluation and Monitoring:**

- Regular review of research progress through annual reports and performance evaluations.
- Establishment of key performance indicators (KPIs) to track progress towards achieving strategic objectives.
- Periodic surveys and feedback mechanisms to assess the effectiveness of research initiatives and gather input for continuous improvement.



The University is committed to high quality research and innovation. In order to facilitate research activities, the University will develop a well drafted Research Policy to guide, encourage, fund, support and monitor core and interdisciplinary research. Institutions and individuals are encouraged to achieve and sustain research excellence.

KIET Group of Institutions Research Development Plan outlines a comprehensive strategy to propel the institution towards becoming a nationally and internationally recognized Deemed to be University known for its research excellence and impactful contributions to knowledge creation and innovation. By focusing on a balanced approach encompassing policy implementation, research environment building, collaborative partnerships, infrastructure development, and knowledge dissemination, KIET Group of Institution aims to foster a vibrant research culture and establish itself as a leading light in the academic landscape.

This plan serves as a roadmap for KIET Group of Institution's Research future endeavors, open to continuous adaptation and improvement based on emerging trends, opportunities, and challenges in the area of research and innovation.

#### **10.4 Five Years Rolling Research Implementation Plan**

As KIET Group of Institutions progresses toward the prestigious status of Deemed-to-be University, it upholds a meticulously crafted Research Promotion Policy, readily accessible through its official website. The institution boasts an established Research Committee dedicated to fostering and nurturing research endeavors among both students and faculty members. Active support is extended to faculty members in navigating the application processes for research projects offered by various funding agencies.

The institution has successfully cultivated an ecosystem conducive to innovation, knowledge creation, and transfer by instituting a Research and Development (R&D) Committee and forging a Memoranda of Understanding (MOUs) with industries. Technical events, including quizzes, project exhibitions, paper presentations, and posters, are regularly organized to showcase the exemplary talents of our students. Additionally, the institute conducts Faculty Development Programs (FDPs), Short Term Training Programs (STTPs), Technical Workshops, Seminars, and National and International Conferences as integral components of its academic calendar.

The faculty at KIET Group of Institutions possesses commendable qualifications, with many having garnered substantial exposure and engaging in research collaborations with reputed institutes. Over the past five years,



faculty members have made significant contributions, publishing a substantial number of research articles in various esteemed journals and conference publications. In a concerted effort to instill a research-centric culture, the institution has fostered collaborations with a diverse array of industries and organizations.

Research grants from various agencies have been secured to support numerous research projects, accompanied by a series of workshops and awareness programs focusing on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship, Skill Development, and the Latest Technologies in the Industry. A noteworthy volume of books and chapters in edited volumes/books have been published, and an equivalent number of papers have been presented in national and international conference proceedings.

The institution actively engages in a substantial number of Consultancy Projects, complemented by various outreach activities facilitated through the National Service Scheme (NSS) and National Cadet Corps (NCC). The forthcoming strategic trajectory is meticulously outlined in the ensuing table, aligning with the institution's long-term perspective plan, grounded in the baseline data of the past five years.

As the KIET Group of Institutions advances toward Deemed-to-be University status, these collective initiatives underscore our unwavering commitment to fostering a vibrant culture of research, innovation, and academic excellence. The specific long-term objectives outlined in the perspective plan are derived from the baseline data of the past Three years, as depicted in the subsequent tables:

Category	Average of Last Three Academic Session
<b>Journal Publications</b>	<b>331</b>
<b>Conference Publications</b>	<b>152</b>
<b>Books</b>	<b>20</b>
<b>Book Chapters</b>	<b>46</b>
<b>Patents Published</b>	<b>132</b>
<b>Patents Granted</b>	<b>23</b>

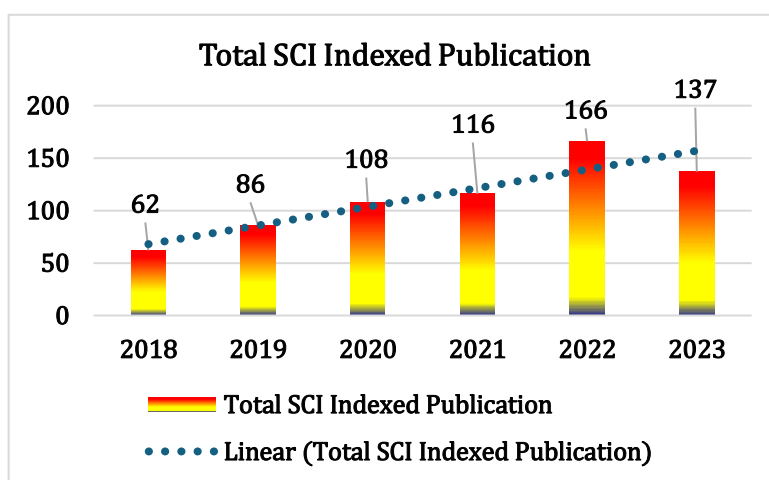
### Collaborative Research Project

S. N	Name of the Project	Name of the Person (with affiliation)
1	JREDA Project, "Deployment of Smart Portable Off-Grid Hybrid Combined Heat & Power Unit based on Hybrid Energy (Solar and Biomass) for Micro Farming and Small Food Processing Industries Located in Rural Areas of Jharkhand"	Prof. (Dr.) Nitai Pal (PI), IIT(ISM) Dhanbad Dr. Brijesh Singh (Co-PI), KIET Group of Institutions, Ghaziabad Mr. Mukesh Prasad, (Support Engineer) Jharkhand Renewable Energy Development Agency (JREDA), Ranchi
2	CST-UP (Council of Science & Technology) Student Project Development	Mr S P Singh (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
3	CST-UP (Council of Science & Technology) Student Project Development	Dr Anurag Gupta (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
4	IFFCO Conference Grant	Dr Parvin Kumar (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
5	DST- Indo-UK Scheme	Dr. K.L.A. Khan (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
6	AICTE Institute level Skill and Personality Development Program Centre for SC/ST Students (SPDC)	Dr. Adesh K Pandey (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
7	AICTE MODROB	Dr Surendra Kumar Tripathi (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
8	Review/ Research article in field of analytical method development and validation for determination of drugs (Consultancy Project)	Dr. Alankar Shrivastava (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
9	Research work on impact of fasting on peridontal and systemic inflammation (Consultancy Project)	Dr. Vinay Kumar (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
10	AICTE YUVAK	Mr. Siddharth Jain and Dr. Shailendra Kumar Tiwary (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
11	AICTE SPICES	Mr Raghavender Dwivedi, Mr Dinesh Kumar (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
12	AICTE STTP	Dr. Sangeeta Arora (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
13	Pre formulations of new drugs in Indian Systems of Medicine (Consultancy Project)	Dr. M. A. Sheela (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
14	Development of Preformulation & Docking (Consultancy Project)	Dr. Parul Grover (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
15	Formation of animation video on the topic 2D animation for bioanalytical techniques (Consultancy Project)	Dr. Puspendra Kumar (KIET Group of Institutions, Delhi-NCR, Ghaziabad)
16	IFFCO Conference Grant	Dr Parvin Kumar (KIET Group of Institutions, Delhi-NCR, Ghaziabad)

KIET Group of Institutions has a strong research focus, as evidenced by its impressive research credentials mentioned below-

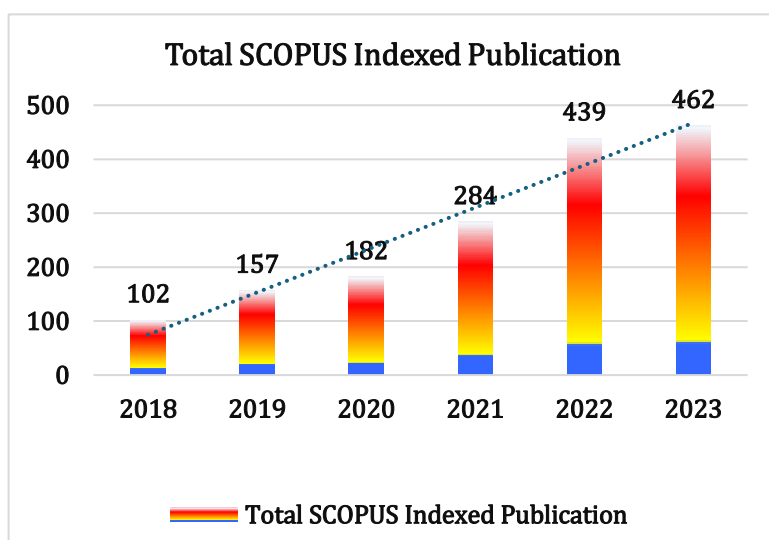
#### Research Publication from “Web of Science” Database

Year	Research SCI Indexed Publication
2018	62
2019	86
2020	108
2021	116
2022	166
2023	137
<b>Total</b>	<b>675</b>



#### Research Publication from “SCOPUS” Database

Year	Total SCOPUS Indexed Publication
2018	102
2019	157
2020	182
2021	284
2022	439
2023	465
<b>Total</b>	<b>1629</b>

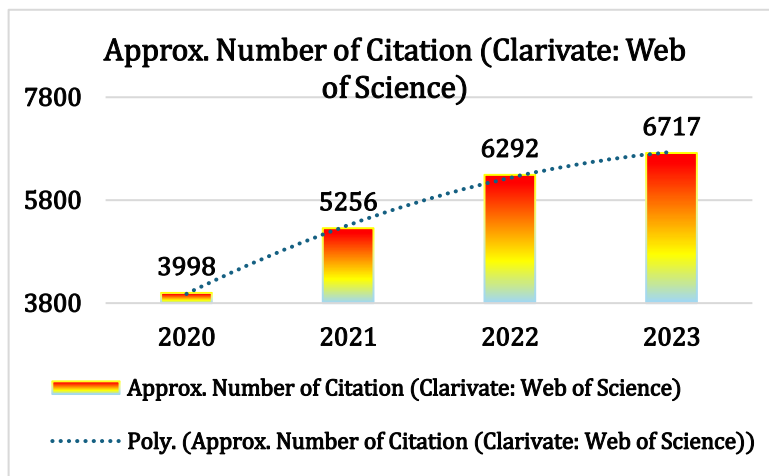


#### Research Publication Summary

Category	Web of Science with the affiliation of KIET Group of Institutions, Delhi-NCR, Ghaziabad	SCOPUS with the affiliation of KIET Group of Institutions, Delhi-NCR, Ghaziabad	Total Publication with the affiliation of KIET Group of Institutions, Delhi-NCR, Ghaziabad
<b>Total Publication</b>	<b>675</b>	<b>1629</b>	<b>2304</b>

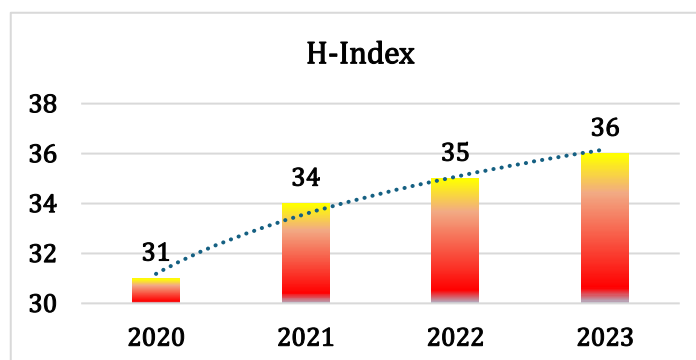
## Overall Citation data for KIET Group of Institutions, Delhi-NCR, Ghaziabad

Year	Approx. Number of Citation (Clarivate: Web of Science)
2020	3998
2021	5256
2022	6292
2023	6717



## H-Index data for KIET Group of Institutions, Delhi-NCR, Ghaziabad

Year	H-Index
2020	31
2021	34
2022	35
2023	36



## Patent Data

Type	July'23-Dec'23	Jul'22-Jun'23	Jul'21-Jun'22	Jul'20-Jun'21	Jul'19-Jun'20	Jul'18-Jun'19	Jul'17-Jun'18
GRANTED/ REGISTERED	KIET Group of Institutions as Applicant	7	1	-	1	-	-
	KIET Group of Institutions as Affiliation	13	26	22	20	3	-
	TOTAL	20	27	22	21	3	-
PUBLISHED	KIET Group of	20	12	47	6	1	-

Institutions as Applicant								
KIET Group of Institutions as Affiliation	49	138	148	45	14	2	1	
<b>TOTAL</b>	<b>69</b>	<b>150</b>	<b>195</b>	<b>51</b>	<b>15</b>	<b>2</b>	<b>1</b>	

### Overall Summary of Patents

<b>Granted / Registered</b>	<b>93</b>
<b>Published</b>	<b>483</b>

Category	Last Three Academic Session
<b>MOUs</b>	<ul style="list-style-type: none"> <li>• MOU with Space Application Centre, Indian Space Research Organization (ISRO), Ahmedabad</li> <li>• MOU with NOKIA</li> <li>• MOU with National Institute of Technology, Delhi</li> <li>• MOU with Motilal Nehru National Institute of Technology, Allahabad, Prayagraj.</li> <li>• MOU with SPANDA</li> <li>• MOU with Darbhanga College of Engineering, Darbhanga</li> <li>• MOU with Mitsubishi India Pvt. Ltd., India</li> <li>• MOU with Tata Power Delhi Distribution Limited, Delhi</li> <li>• MOU between Indian Pharmaceutical Association - Delhi State Branch (IPA-DSB) and KIET School of Pharmacy</li> <li>• MOU between Lozenges Healthcare Pvt Ltd, Ghaziabad and Krishnapath Industrial Research &amp; Consultancy Foundation</li> <li>• MOU between Vitamunch Lifesciences Pvt Ltd and Krishnapath Industrial Research &amp; Consultancy Foundation</li> </ul>
<b>Category</b>	<b>Average of Last Three Academic Session</b>
<b>Collaborative research Publication (Co-Author)</b>	No. of conferences with outside collaboration - 119 No. of journals with outside collaborations- 230

Category	Last Three Academic Session
Establishment of Industry Supported Laboratories	<ul style="list-style-type: none"> <li>Bio-Medical Instrumentation MBS</li> <li>Space Technologies (SAC, ISRO, Ahmedabad)</li> <li>Maker's Space Innovation Lab</li> <li>Centre for Power and Energy Systems (TATA Power)</li> <li>Cyber Peace Centre (CyberSec Consulting, Dubai)</li> <li>Power Semiconductor Devices Lab with MITSUBISHI Electric</li> <li>Krismatic Natural Product Development &amp; Training Centre</li> </ul>

**The 5-years research implementation plan is projected from the above existing data.**

#### Research Publication Plan (2024-29)

Category		Year of Publication				
		2024-25	2025-26	2026-27	2027-28	2028-29
Research Publications	Journal	400	450	500	550	600
	Conference	200	250	300	350	400
	Books	30	40	50	60	70
	Book Chapters	60	70	80	90	100
	Patents	200	250	300	350	400

#### Academic & Industrial Collaboration Plan (2024-29)

Year of Collaboration					
Category	2024-25	2025-26	2026-27	2027-28	2028-29
MoU	10	15	20	25	30
External Experts in BOS/Curriculum Development	50	50	60	60	70
External Experts for Seminar/Workshop/FDP	50	60	70	80	100
Collaborative Research Projects	5	5	10	15	20
Collaborative Research Publications (Co-Authors)	100	150	200	250	300
Faculty/Student Exchange Programs	10	20	25	30	35

## 10.5 Fifteen Years Rolling Plans for Publications/Consultancy/Funding

Year	Publications per Faculty					Consultancy	Funding
	Journal	Conference	Book Chapters	Books	Patent	No. of Consultancy projects	External Funding Agencies
2024-2029	2500	1500	400	250	1500	100	100
2029-2034	4000	2500	3000	200	1500	150	150
2034-2039	5000	3000	3500	300	2000	200	250

## 10.6 Action Plans

- Drafting, Popularizing and implementing University's research policy.
- Creating and supporting a research environment for high quality research by students and faculty.
- Host industry R&D units/office to promote Industry-Academia collaborations
- Undertaking research with industry collaboration focusing on practical problems and applications in real life situations.
- Identifying thrust areas and issues as "Institute Thrust Research Areas (ITRAs)" for fundamental and applied research with interdisciplinary approach.
- Promoting highest ethical standards in research practices aligned with global researchers community requirements.
- Facilitating and supporting research funding processes at departmental and University level.
- Creating and promoting research funding to support non-funded research projects of university faculty through Seed Money/ research grant up to INR 50 Lakhs as R&D initiatives.
- Supporting faculty and student participation in research related events such as paper presentation in seminars, conferences, workshops, training programmes, and faculty development programmes.
- Encouraging faculty and scholars to publish in high quality peer reviewed journals with impact factor and high indexing.
- Encouraging faculty and scholars to produce more applied and industry/society relevant research outcomes and publish in quality reputed journals to improve the citations.
- Recognizing and rewarding Quality publications and contributions of faculty members and scholars in academic publications and events.
- Sharing research funding, collaboration, scholarships, and fellowships related information to all concerned on regular basis through emails and departmental/institute level minutes of Meetings.



- Facilitating faculty publications as books, monographs, working papers, case studies, study material and other academic literature through in house publication facilities.
- Arranging infrastructural support including buildings, equipment, databases, books, journals and other facilities as required for pursuing research on campus.
- To evolve into Centres of Excellence with thematic coherence aimed at addressing emerging & pertinent research questions and offering affordable & accessible solutions through key contributions from interdisciplinary research groups.
- Conduct frequent joint workshops with Industries to identify high-priority challenges.
- Compile and update database linking experts & expertise.
- Create an e-portal for Innovation Centre to periodically post R&D challenges and Industry requirements
- Invite & peer-review research proposals from faculty based on specific requirements.
- Institute a corpus to promote and award technology development initiatives & innovations
- Increase partnership with research labs and industry centres and work on industry defined problems
- In addition to routine purchase, efforts would be made to purchase at least one major equipment per laboratory every year taking into consideration the needs of the Departments/Institutes and to further update the labs with modern facilities.
- **Establishment of Research and Development Council:** This council will comprise domain experts from reputed institutions with diverse expertise in fields such as Science, Technology, Computer Applications, Engineering, Management, Environmental Sciences, and Social Sciences, among others.
- **Doctoral research centres** are vital in the development of research output in organizations of higher learning. The Proposed Deemed to Be University will encourage every school to become an approved research centre for universities. To establish doctoral research centers for each department/school, we'll initiate with a detailed needs assessment, evaluating specific requirements and gathering faculty and student input. Adequate budgeting and resource allocation will follow, with a focus on setting up the necessary infrastructure, from physical spaces to technology. We'll embark on a targeted recruitment drive, bolstering our team with specialized staff, while developing a rigorous doctoral program tailored to each department's unique needs. Emphasizing collaboration, we'll forge partnerships with external entities and foster a vibrant research environment with seminars and workshops. Continuous monitoring, feedback mechanisms, and periodic reviews will ensure the centers' alignment with our university's standards and goals, coupled with strategic publicity efforts to attract top-tier doctoral candidates.
- Provide opportunities for qualified working professionals with an identified aptitude for research to enroll for Ph. D. programme.
- The institution would encourage the faculty members who are doctorate to enrol themselves as research guides at affiliated universities.

- All the research centres would be directed to conduct training programs to encourage the scholars to pursue excellent research.
- **Research Promotion:** The institution will ensure to conduct one National Level conferences per year per school and one international conference per two years. The university would also plan to conduct two numbers of FDPs, Workshops (WS) and four Seminars (Sem) per year per school on the latest research methods and simulation tools. Institution envisages 90-100% of the faculty to be involved in research.
- **Publications:** The institution would like to increase its publication outcome per faculty member to 02 publications per faculty per year in the coming five years and to reach up to 03 publications per faculty per year during the next 10-15 years. It will be made mandatory for each and every faculty member to publish research papers only in SCI/SCOPUS/WOS/Peer reviewed Journals.
- **Books/Book chapter:** In terms of Books/Book chapter publications also, we intend to achieve the faculty: Books/Book Chapters ratio as 1:1 ratio during the initial years five years. The focus will be on publication of such books/book chapters which are research based or original text books.
- **H-Index:** Necessary steps will be taken to improve h-Index year on year. Faculty engaged in research would be given more incentives depending upon their output in terms of research outcome; which will enhance the research ambience of the institution.
- **Funding from Extramural Agencies:** Research ambience and research facilities would be strengthened in order to fetch grants to the tune of Rs. 3-6 crores in the first 5 years and 10- 15 crores in the next 10 years. The university aims to encourage faculty to apply against various “call for proposals” under different schemes, announced by different funding agencies DST, MHRD, AICTE, DRDO and DBT etc. A separate Cell will be established in every department to share the opportunities and to help in preparing the proposal. More workshop on how to write good proposals holding merit for extramural funding will be organized.
- Strong **Intellectual Property Policy** to drive innovation in ideas, research process and output- within 5 years

### 10.7 Patenting of products/technology and Commercialization:

The **IPR cell** will coordinate the initiative to promote the filing of patents by guiding the innovators, hand-holding them in the completion of paperwork, and networking with different agencies related to patent case preparation and filing. The cell will also facilitate the researchers to file their patents and a Sponsored Research cell to inspire the faculty by providing seed funds to kick start their ideas to products and publications will be introduced.

Some of the activities proposed include but are not limited to the following.

- To ensure identification, protection, and commercialization of innovations arising out of research work carried out in the Institute.
- To sensitize faculty members and students about various patent-related issues by conducting workshops/seminars.

- Faculty would be encouraged to **file patents and copyrights** and protect their inventions. Appropriate incentives to the innovators/inventors are in place as provided in the **Research Promotion Policy** of the university. The IPR Cell of the university will maintain a database of patents granted and widely publicize them to identify potential beneficiaries.
- Conduct **national-level innovation contests** to recognize and encourage innovators.

## 10.8 Fifteen Years Rolling Implementation Plan for Research and Development

S. N	Year			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Providing research grant/ Seed money to faculty for innovative research			Implemented	Enhancement
2	Recognition & support to faculty for national/international fellowship for advanced studies/ research			Implemented	Enhancement
3	Recognition & support to faculty for receiving Research & development funds from various agencies, industries and other organizations			Implemented	Enhancement
4	Support for Innovative Students projects			Implemented	Enhancement
5	Conduction of Workshop and seminar on IPR & Industry-Academia Innovative Practices			Implemented	Enhancement
6	Recognition & Awards for innovation by faculty/research scholars/students			Yes	To be continued
7	Promotion for Start-up incubated on campus to commercialize research innovations annually			Yes	To be continued
8	Increase in Books and Chapters in Edited Volumes			1 Per Faculty	To be continued
9	Increase in Publication of research papers in national and international Journals & conference proceedings/Year			2 Per Faculty	03 Per Faculty
10	Increase in Patents awarded/published			1 Per Faculty 1 per Dept.	2 Per Faculty 1 per Dept.
11	Support for Faculty Participating in Seminar / Conferences			100% Support	To be continued
12	Increase in Revenue generation through Consultancy & Industrial training			Initiated	To be Enhanced

13	Linkage with Institutes/industries for internship, on-the job training, project work, sharing of research facilities along with Faculty & Students exchange program	Yes	To be continued
14	Signing MoUs with institutions of national, international importance, other institutions, industries, and corporate houses.	Initiated	To be Enhanced
15	Motivating research and development leading to technologies with immediate societal value (water, energy, housing, healthcare, education, etc.)	Yes	To be continued
16	Establishment of Research and Development Council	Yes	To be continued
17	Establishing approved research centres	Yes	1 per eligible departments
18	Encourage formation of multi-disciplinary research centres in high potential areas.	Initiatives taken through Centre of Excellences	To be continued
19	Create research groups to attract students for PhD programme.	Yes	Increase in numbers
20	Encourage and support advanced research conferences at the Institute.	01/02 Year	Increase in numbers
21	Enable PhD student exchanges with partner international universities.	Yes	Effective Implementation
22	Enhance facilities and working environment for PhDs and post-doctoral researchers.	Yes	As per Global Standard
23	Enhancing Placement activities and dedicated Placement Cell to promote and enhance placements.	Yes	Effectiveness Enhancement
24	Increased publications per faculty, citations per faculty, citations per paper	Initiated	As per NIRF

## 11. Collaborations & MoUs

### 11.1 Research projects funded by Government and Non-Government agencies

Name of the Project/ Endowments, Chairs	Year of Award	Amount Sanctioned	Duration of the project	Name of the Funding Agency	Type (Government/ non-Government)
Skill and Personality Development Program-Centre for SC/ST students (SPDC)	2022-23	Rs. 1.55 Lakhs	1 Year	AICTE: Skill and Personality Development Program-Centre for SC/ST students (SPDC)	Government
MODROB on Advanced Control Techniques for Power Converters	2022-23	Rs 0.75150 Lakhs	1 Year	AICTE	Government
ATAL FDP	2022-23	Rs 4.90 Lakhs	1 Year	DST-Indo-UK Scheme	Government
Product Engineering Internship Program	2022-23	Rs 17.00 Lakhs	1 Year	Rapipay	Non-Government
Product Engineering Internship Program	2022-23	Rs 17.00 Lakhs	1 Year	Rapipay	Non-Government

### 11.2 Some of the MoUs with institutions, other Universities, Industries, etc.

Organisation with which MoU is signed	Year of signing MoU	Duration	List the actual activities under each MOU year-wise
GAURI COMPONENTS PVT.LTD. MEERUT	2023	3 Years	Industrial Visit
			Internship
			CAM Industrial Training
SWOSU, USA	2017 (extension in 2023)	5 Years	7 <sup>th</sup> International Conference on Advance in global business, economics, finance & social sciences

Bundelkhand University, Jhansi	2022	5 Years	7 <sup>th</sup> International Conference on Advance in global business, economics, finance & social sciences
Network Bullstudy Pvt. Ltd., Gurugram	2023	One year	CCNA Networking Course
			Expert talk
			Industrial visit
YBI Foundation	2021	3 Years	Internship
Tata Power DDL (TPDDL)	2023	05 Years	Two days Boot Camp Program on New Generation Digital Substation dated 18-19 May 2023
SARACA Solutions (Noida)	2020	03 Years	We are developing QTST for SARACA Solutions at the EEE Department of the KIET Group of Institutions, with Mr. Devershi Prakash (EEE Dept.), Dr. Neeraj Gupta (HOD EEE Dept.), Mr Salim (Industry Faculty), and Mr. Praveen Tyagi. (Lab InCharge EEE Dept.). We got consultancy of worth Rs 112099/- as tuition fee

## 12. INFRASTRUCTURE DEVELOPMENT PLAN

### 12.1 Strategic Vision:

The University envisions becoming a 'Centre of Excellence' for higher learning, underlined by its commitment to Research, Green Policy, and global infrastructure development trends.

The University's Pursuit of Excellence in Higher Learning: Balancing Infrastructure Development with Sustainability

The University is firmly committed to achieving and maintaining the esteemed status of a "Centre of Excellence" for higher learning. This ambitious goal necessitates a meticulous focus on the development and upkeep of instructional and research facilities, ensuring they not only contribute to academic excellence but also adhere to the established Research and Green Policy.

To achieve this dual objective, the University shall undertake a comprehensive strategy addressing both infrastructure development and ongoing maintenance. This strategy will be meticulously aligned with all other thematic priorities of the University, fostering a holistic approach to institutional advancement. Furthermore, the University acknowledges the significance of global trends and philosophies in infrastructure development

and maintenance. These international best practices will be actively incorporated into our initiatives, ensuring our facilities remain at the forefront of excellence while adhering to responsible and sustainable practices.

Through this focused approach, the University strives to create an environment that empowers faculty, researchers, and students to consistently achieve exceptional outcomes. The dedication to both academic excellence and environmental responsibility will solidify the University's position as a true "Centre of Excellence" for higher learning, setting a new standard for responsible and progressive educational institutions.

## 12.2 Objectives

University infrastructure development is a strategic process that uses a healthy planning framework designed to deliver the University's strategic outcomes. The University's **infrastructure development policy** should be prepared which supports infrastructure developments in the University premises while adhering to the University's Mission and Vision.

**The policy will cover the following domains.**

- General Infrastructure
- Infrastructure for teaching, learning and evaluation
- Infrastructure for research, consultancy and extension
- IT Infrastructure
- Hostel Infrastructure

Our goal is to ensure top-tier infrastructure for both undergraduate and postgraduate programs across diverse disciplines, including Engineering, Science, Technology, Management, Social Sciences, and Languages. We aim to further fortify our campus to meet the specific needs of students and faculty from various fields. This includes state-of-the-art projection equipment, audio-video systems, and internet facilities, as well as ensuring uninterrupted power and water supply, efficient air conditioning, and more.

To provide much emphasis on various Government of India initiatives such as **Swachh Bharath Abhiyan**, for a clean campus, solid waste recycling and disposal, and sanitation. To achieve this, a Green Skill Development Program will also be created. The institution will implement various digital platforms to reduce the use of paper and will further strengthen the effective use of digital platforms for various activities encompassing teaching and learning experiences, the conduct of examinations through digital platforms, and administrative activities. The prime motive is, to serve and nurture newer generation students, faculty members, and workforce to adapt the "Digital India" initiative which will usher a new era of efficiency in knowledge and technological development of our country.

Introducing effective campus management measures in line with the University's commitment to the environment & **reduction of carbon footprint**.

To provide an **aesthetic & serene library environment** for progressive scholarly engagement in individual as well as collaborative modes.

To develop **aesthetically appealing clean and green campus**.

To adopt **regular and preventive maintenance practices** for civil, electrical and mechanical utilities.



## 12.3 Action Plans

Since institutions envisaged under **NEP 2020** will be accommodating a large number of students, all the infrastructural facilities etc will be created as per the regulations of the UGC or relevant authority as per NEP.

**Pedagogy enhancement infrastructure:** Today, learning happens everywhere: in and out of the classroom, on and off campus, in formal and informal settings. The institution's academic infrastructure will be evolved to foster a new culture of learning that is increasingly multi- dimensional, global, social, experiential, and interactive. In line with the changing pedagogy that will incorporate the concepts of active and blended learning, flipped classrooms, and technology enabled classrooms, etc., the conceptual design of the interiors of the buildings will change.

**Infrastructure to promote inter-disciplinary learning and experience:** Knowledge creation, knowledge dissemination, and community engagement will be the heart of the institution. Colleges and universities are essential environments that bring together faculty, staff, researchers, and students both formally, in traditional learning environments, and informally, outside of the classroom. The academic infrastructure in the institution will be designed in such a manner that not only facilitate formal collaboration but also frame informal casual engagement in dynamic, flexible, and effective "non-classroom" environments across the campus, both inside and out. To practice this culture, the concept called knowledge hub will be conceptualized and developed which will be the center for all interdisciplinary activity in the university.

**Library Facilities:** The Institution is equipped with a comprehensive fully air-conditioned Library (KIET Group of Institutions-Knowledge Resource Centre) that caters to the requirements of all the proposed courses. Our Library has a collection of 1.85 lac books that cover domains including engineering, management, pharmacy, science, humanities, and motivational books. The library has access to reputed journals including IEEE, Bentham Science, and EBSCO. The library provided a seamless RFID system for ease of issue and return to the users along with the KOHA library management system that supports web OPAC. The Knowledge Resource Centre also gives access to students to various digital resources including the video lectures developed by our faculty members. KIET Group of Institutions - Knowledge Resource Centre is a member NDLI club through which students have access to all the NDLI platform resources. Also, we are having access to the developing library network (DELNET). KIET Group of Institutions -Knowledge Resource Centre provides a conducive ecosystem to our faculty and young learners to foster their research and academic pursuits.



**Research Infrastructure:** Over the next fifteen years, we envision the establishment of nearly 10 units of the Centre of Excellence (CoE). These CoEs will be equipped with state-of-the-art machinery and technology, fostering world-class research and innovation. Designed with an emphasis on functionality and flexibility, the interior of each CoE will be versatile. Classrooms and project spaces within the CoE will feature demountable partitions, enabling quick reconfiguration to meet the specific needs of various project teams. Such adaptability ensures that our facilities remain responsive to the ever-changing landscape of research. Furthermore, our plug-and-play utilities will streamline the process of space adjustments. While the design prioritizes transparency, expansive views, and optimal lighting, the inclusion of solid modular panels ensures privacy, while also providing space for essential technology and displays.

**Sustainable Infrastructure Strategy:** Embracing adaptive re-use stands as a pinnacle of sustainable strategies in the realm of higher education infrastructure development. When appropriately planned, the physical infrastructure can support a university's sustainability goals and reduce capital costs. The institution will develop its infrastructure in such a way that the new buildings can be rejuvenated by integrating modern technology, repurposed to include efficient use of space, harnessing solar energy and rejuvenated with flexible interior environments at a later point in time. Establishment of various facilities to use renewable energy sources will also be considered.

**Medical facilities:** University shall establish a fully functional medical center with qualified doctors on service.

**Residential facilities:** The university is committed to providing comprehensive hostel facilities for all its students. Additionally, we will offer residential support for faculty members and research scholars hailing from different regions of the country. Specialized hostel accommodation will be established exclusively for international students. Moreover, to cater to the needs of visitors, guests, and other affiliates, we will consider setting up guest houses on the campus.

**IT infrastructure:** IT infrastructure, once considered as an advanced facility, has now become an essential facility. The institution is committed to maintaining a 1:2 student-computer ratio. The institution shall establish a fully functional IT Support Center with well-qualified technical staff. The university will be provided with Wi-Fi and 24x7 internet connectivity. The university shall establish and improve many smart classrooms and other e-learning resources through robust ICT-enabled scalable infrastructure that provides a stimulating working, learning & living environment that enables seamless anywhere, anytime, any platform access to resources. Providing unlimited access to the repository of precious information as well as online access to the latest digital collections in virtual space.

The infrastructure will include **sporting facilities, gymnasiums, recreational facilities, and a canteen facility** that supports the diverse culinary needs of the members.

Providing **Uninterrupted Power Supply (UPS), Water Supply, and RO Drinking Water** support inside the university campus.

Necessary infrastructure would be developed to support the Globalization of the various programs.

Adapting total preventive maintenance for electrical, mechanical and civil utilities.

Landscaping and Beautification of campus in general for better utility to stakeholders as well as society

Practicing cleanliness at facilities and amenities across the campus

Obtain high value of estate utilisation by optimal resource creation and maximum utilisation.

The future increase in the intake of the students' needs to be supported by increased infrastructure and learning resources. The university will be exploring various options to support this growth requirement through innovative financial plans.

An infrastructure committee will be created that will recommend the necessary details and budget at various points of time.

## 12.4 The Infrastructure at KIET Group of Institutions (Existing System Highlights)

KIET Group of Institutions has adequate learning resources, physical facilities, and infrastructure for the existing academic programs, administrative functions, and co-curricular and extra-curricular activities.

- The campus of the KIET Group of Institutions has spread over an area of approximately 21.52 acres.
- The institute follows green campus practices to contribute towards environmental management. Facilities like libraries, Laboratories, Central computing facilities, and Air-conditioned and ICT-enabled classrooms to support the academic program and activities are in place.
- The institute has set up a Centre of Excellence (COE) with advanced learning facilities to fill the gap between Industry and academia. The institute has three conference halls and an auditorium with 550 capacities to organize various activities.
- The institute has a central library of 1791 sqm. The central library has 169045 books with 7377 titles, 1767 bound journals, and 104 periodicals. The institution has its own learning management system (<http://lms.kiet.edu/moodle/>).
- The capacity enhancement of the backbone from 1GB (500 Mbps to 2500 Mbps)
- All the laboratories in the institute are in good condition & equipped with world-class equipment for experiential learning and Project Development.
- The campus has 3 Girls and 5 Boys' hostels, Faculty Apartments with sufficient infrastructure and facilities i.e., medical facilities, Sports facilities, Reading rooms, etc. The Institute has both indoor & outdoor sports infrastructure i.e., Football Ground, Cricket Net, Badminton, Table Tennis, and basketball areas. In the institute, three gymnasiums are also available.
- The Institute has a well-defined policy of augmenting infrastructural facilities as a catalyst for ensuring academic excellence. A new infrastructure is created and the existing one is upgraded to enhance academic standards and to increase efficiency. KIET group of institutions has developed a new Building, H-Block of 73000 sqm. for the upcoming branches to meet the requirement of infrastructure development.
- A policy for the maintenance of Infrastructure is in place. The proper monitoring of infrastructure has helped the optimal usage of the existing facilities.
- Budgetary provisions for maintenance and augmentation of amenities needed from time to time are planned and arranged by the management.

The KIET Group of Institutions, renowned for its commitment to educational excellence, embarks on a transformative journey of expansion. Embracing its ambitious vision, the institution prepares to transition into a Deemed-to-be University, signifying a remarkable evolution in its academic landscape.

This momentous transition necessitates the strategic expansion of infrastructure, meticulously planned to accommodate the anticipated growth and elevate the learning experience. By fostering cutting-edge facilities and resources, KIET Group of Institutions aims to not only cater to a larger student body but also cultivate an environment conducive to academic prowess and scholarly pursuits.

The institution's dedication to fostering academic excellence goes hand-in-hand with its commitment to responsible development. As it embarks on this growth trajectory, KIET Group of Institutions prioritizes upholding its core values, ensuring that expansion aligns with its environmental and social responsibilities.

Therefore, the KIET Group of Institutions' aspirations transcend mere physical expansion. By transitioning into a Deemed-to-be University alongside thoughtful infrastructure development, the institution seeks to solidify its position as a pioneer in the educational landscape, fostering a vibrant academic community dedicated to knowledge creation and societal betterment.

### **General Infrastructure**

For the smooth conduction of classes, labs, tutorials, examinations and other activities, KIET Group of Institutions has enough infrastructure. The detail of the infrastructure is shared in previous part i.e. PartIII under Infrastructure facilities.

Apart from the above, the major infrastructural details are mentioned here:

### **Lab Infrastructure**

Besides its regular academic activities, KIET Group of Institutions gives equal importance to research and consultancy. In tune with curriculum, every department has developed state-of-art laboratories with research orientation. The facilities in these laboratories are upgraded and augmented every year in compliance with the curriculum revision and Industry requirement. The facilities include equipment and software which are shared by all departments on a need basis. Students are also given an opportunity to work on this equipment for their project work besides their curriculum.

**Research Centre:** The Dr. APJ Abdul Kalam Technical University has given the following research centre in 2013-14 for promoting the research culture in KIET Group of Institutions and providing the facility of doing course work as well as completing the research work by using resources like Research Labs & Software in the institute:

- Computer Science and Engineering
- Electronics & Communication Engineering
- Electrical & Electronics Engineering
- Mechanical Engineering
- Pharmacy
- Master of Business Administration

Subsequently, the university has allocated the following research centre in 2016-17:

- Computer Science and Engineering

- Electrical & Electronics Engineering
- Pharmacy

The research centre is committed for high-end research for M. Tech and Ph.D. programs to promote state-of-art research and innovation.

## IT Infrastructure

KIET Group of Institutions has internet facilities throughout the campus. In the institute, 14 servers, 1700 desktops, and 190 laptops for students, research, and administration purposes. In all the departments, their relevant Software applications are available for the student lab practical and research purposes. All classrooms have an adequate number of facilities i.e., wi-fi, LAN, LCD Projectors, and smartboards with the audio facility.

The institute has adequate ICT infrastructure for placement activities too. The placement cell has a dedicated conference hall with all ICT facilities i.e., projector, smart boards, and audio video system.

The institute is vigilant for all types of security measures i.e., fire extinguishers, CCTV surveillance (722 units), etc.

## Hostel/ Transport Facility

In KIET Group of Institutions, Boy's Hostel consists of 5 hostels namely Chandragupt hostel, CV Raman hostel (both exclusive for First-Year Boys), Tagore Hostel, Aryabhata hostel, Vivekananda Hostel. Three hostels for girls namely Saraswati, Sarojini and Gargi exist within the campus with a 1000+ capacity. All the hostels comprise an excellent style, well ventilated, well-furnished, and hygienic apartments with ultra-modern amenities. All the hostel premises have common TV rooms, indoor and outdoor sports facilities for all the residents. We also provide an excellent modern gymnasium with a trainer. The entire hostel premises are Wi-Fi enabled.

Ten buses from various routes ply to-and-fro from the institute. Faculty and staff members along with day scholar students can avail the facility of these buses from Anand Vihar, Seemapuri, Indirapuram, Ghaziabad, Modi Nagar and Meerut.

## Sports

The Institute has both indoor & outdoor sports infrastructure i.e., Football Ground, Cricket Net, Badminton, Table Tennis, and basketball areas. In the institute, there are three gymnasiums i.e., 1 Boy (182 sqm), 2 Girls (90 sqm and 150 sqm). The institute has indoor games facilities i.e., Table Tennis Court (150 sqm), Billiards Table (151 sqm) & Badminton Court (212.357 sqm) outdoor facilities i.e., Cricket Ground (6938.5 sqm), Football Ground (11,400 sqm), Volleyball Court (162 sqm), Tennis Court (390.39 sqm), Badminton Court (510 sqm).

## Canteen

KIET Group of Institutions has a double-storey canteen for students as well as faculty. Apart from that, a separate canteen for First Year students. In the institute, various outlets are available near all blocks.

## 12.5 Five Years Infrastructure Implementation Plan

To enable the Institute to start new programs, Infrastructure and other resources will be developed as the programs are added and increase in number of students. The following resources need to develop in next five years of time.

- KIET GROUP OF INSTITUTIONS (Deemed to be University) Administration, in principle, has agreed to allot 21 acres' land for extension of campus which will be used to develop state of art classrooms, laboratories and other facilities.
- High end research equipment will be added to the laboratories to transform them to Centre of Excellence.
- The existing laboratories will be modernized as per the demands
- Digital Resources to set up KIET GROUP OF INSTITUTIONS (Deemed to be University) Cloud infrastructure.

### General Infrastructure Development:

- Aesthetic development of the campus.
- Regular and preventive maintenance of Infrastructure utilities.
- Landscaping for a clean and green campus environment.
- Ensure uninterrupted power and water supply.

### Teaching, Learning, and Evaluation Infrastructure:

- Technology-enabled classrooms supporting active and blended learning, flipped classrooms.
- Establishment of the "Knowledge Hub" for interdisciplinary learning.
- State-of-the-art projection, audio-video systems, and internet facilities.

### Research Infrastructure:

- Establishment of 10 more units of the Centre of Excellence (CoE) in the next fifteen years.
- Infrastructure to foster world-class research and innovation.
- Adaptable spaces for project teams and research collaborations.

### IT Infrastructure:

- Maintaining a 1:2 student-computer ratio.
- 24x7 Wi-Fi and internet connectivity across the campus.
- Smart classrooms and e-learning resources through robust ICT-enabled infrastructure.
- IT Support Center for assistance.

### Hostel Infrastructure:

- Comprehensive hostel facilities for students.
- Residential support for faculty members, research scholars, and international students.
- Guest houses for visitors and university affiliates.



### Other Infrastructure:

- Full-fledged medical center with qualified doctors.
- Sporting facilities, gymnasiums, recreational facilities, and canteen catering to diverse culinary needs.
- Initiatives in line with the Swachh Bharath Abhiyan for waste recycling and disposal.
- Digital platforms for teaching, examinations, and administrative activities.
- Sustainable Infrastructure Strategy for adaptive reuse and incorporation of renewable energy sources.
- Necessary infrastructure to support program globalization.
- Optimal resource creation for estate utilization and financial plans to support infrastructure growth.
- Construction of an international guest house to cater to visiting faculties and scholars.

### Library Facilities:

- Digital enhancements, including databases and access to online resources like SCOPUS, and IEEE.
- Amenities like OPAC, Digital Knowledge Centre, Audio-Visual Room, air-conditioned reading hall, and reprographic services.

### Environmental Commitment:

- Green Skill Development Program for sustainable practices.
- Measures to reduce the university's carbon footprint.
- Infrastructure rejuvenation incorporating modern technology and renewable energy sources.

### Maintenance and Management:

- Total preventive maintenance for all utilities.
- Cleanliness practices across the campus.
- Infrastructure committee for recommendations and budgeting.

### Future Planning:

- Anticipating the future growth in student intake and exploring innovative financial plans to support the necessary infrastructure.
- Recommendations from the infrastructure committee to be periodically reviewed and integrated.

Projected Infrastructure Plan					
Particulars	Academic Year				
	Year 1	Year 2	Year 3	Year 4	Year 5
Auditorium	<b>All the Facilities are Available as per the Current Infrastructure Need and Curriculum Structure.</b>  <b>To be Enhanced, if required. As per the Curriculum Need.</b>				
Smart Classroom					
Labs (New + Renovation)					
Digital Infrastructure					
Hostels					
Lecture Halls					
Residential Accommodations (Quarters)					



Indoor Stadium	
Books	
Laboratories	
Canteen Facility	
Medical Facility	
Computational Facility	
Licensed Software's	
Number of Transport Vehicles	
Sports Facility	

## 12.6 Fifteen Years Rolling Implementation Plan for Infrastructure Development

**Improvement /up-gradation & increase in existing facilities (If Required)**

S.No	Year			Status	Intervention
	2024-2029	2029-2034	2034-2039		
1.	Modernization and expansion of Classrooms, Laboratories, Seminar halls, smartclassrooms, & equipment.			In Place	Enhancement (If Required)
2.	Automation of Library			In Place	Enhancement
3.	Automation/digitization of examination,evaluation system			Digital Evaluation - In Place	Enhancement
4.	LMA (Learning Management System) /KIET MOODLE			In Place	Integration with Professional Coding Platforms
5.	IT Infrastructure (Computer,Internet, Browsing Centre, Computer centres, Departments CC, Available bandWidth			In Place	Enhancement
6.	Up-gradation of all buildings and theirsurrroundings to global standards in cleanliness and safety			Implemented	To be Continued
7.	Creating comfortable accommodations to allstudents and scholars in the hostel			In Place	To be Continued
8.	Provide well-maintained and accessiblesports facilities for all major sports			In Place	Enhancement
9.	Auditorium for Academic Activities			Implemented	To be Continued
10.	Provide sufficient well-maintained quarters for the faculty and staff			Implemented	Enhancement as Per the Requirement
	Dedicated faculty & Staff Development Centre – for organizing various faculty &				Dedicated faculty & Staff Development

11.	Staff Development Activities	--	Centre
12.	Project laboratory/Incubation Facilities for students and faculty	Implemented	To be Continued
13.	Institute Guest House	Implemented	To be Continued
14.	Renovation of Laboratories and Development of New Laboratories	Implemented	Enhancement as Per the Requirement

## 13. FINANCE PLAN

### 13.1 Strategic Vision:

As the Institution anticipates steady growth, its financial planning is crucial to meet the escalating costs of infrastructure development, amenities, competitive emoluments for staff, and other operational requirements.

Institution will grow steadily along with the expectations of the various stakeholders and the expectation from the University across various fronts is expected to increase year-on-year. The financial Income of the institute relies heavily on the tuition fees by offering various degree awarding programmes, bank loans, increasing consultancy, extra-mural research, paid training programs, and the user charges of the various services provided by the Institute. With the escalation in cost associated with augmenting infrastructure for teaching, research & amenities and its maintenance, aggressive & competitive emoluments for staff, etc. The institution will follow the following strategies for its financial requirements.

### 13.2 Objective:

1. To increase institutional participation in funding schemes and mobilization of funds from Govt./Non-Govt. sources for academic and research purposes.
2. To increase the budget for intramural funding for research.

### 13.3 Action Plan (1):

The institution shall establish a dedicated team to identify the funding schemes from Govt. and Non-Govt. sources for support of academic and research projects as well as infrastructure development. The team shall do the needful to meet the requirements of the funding projects and ensure the participation of the institution as a potential candidate.

Financial Income of the institute is planned to be enhanced by:

- Offering various degree awarding programmes.
- Concentrating on ways to commercialize some of its patented technologies so that revenue is generated through royalties.
- Providing consultancy services to industries and other user agencies.
- Enhancing the number of industry fellowships.

- More sponsored projects and International collaborative projects.
- Engaging more students under various govt. schemes.
- Create endowments from Alumni.

Funds generated by the Institute will be deposited in the form of FDRs with the Scheduled Banks. Some Funds are kept in the Bank Accounts to meet the immediate needs of the Institute. Funds generated by the Institute are used to cover the expenditure on the 'Operation and Maintenance' of the Institute. This will reduce the dependence on tuition fees and provide operational comfort, infrastructure augmentation, etc., thereby providing greater thrust to shape the University's future and to leverage on our strengths for continued excellence.

### 13.4 Action Plan (2):

The institution shall increase the seed budget for research and start-up projects of its students and teachers. The policies and processes of applying for and getting the intramural grants shall be made easier and an increased number of awareness and training sessions will be conducted to allow students and teachers to get intramural funding more easily.

### 13.5 Initial Investments:

Apart from the above objectives, the financial estimates for the construction and development of new buildings have been categorized under two different categories namely: -

#### Recurring Cost of the New Infrastructure

- The total project cost for the initial five academic years was worked out by consolidating the cost of the two categories mentioned above.
- The Finance plan is prepared for the **next fifteen years** based on proposed academics & Administrative activities.

#### Enhancing Institutional Participation in Funding:

**Objective:** Increase participation in funding schemes and mobilize funds from both governmental and non-governmental sources for academic and research needs.

#### Diversify Sources of Financial Income:

- Introduce diverse degree awarding programs.
- Commercialize patented technologies to earn royalties.
- Offer consultancy services to industries.
- Increase industry fellowships and sponsorships.
- Secure more government and international collaborative projects.
- Engage more students under government schemes.
- Cultivate and secure endowments from alumni.

### Funds Management:

- Deposit significant funds as Fixed Deposit Receipts (FDRs) with reputable banks.
- Retain a portion of funds in bank accounts for immediate needs.
- Allocate generated funds towards the 'Operation and Maintenance' of the Institute to decreased dependence on tuition fees, ensuring operational stability and facilitating future growth.

### Boosting Intramural Funding for Research:

**Objective:** Amplify the budget allocated for intramural research funding.

**Increase Seed Budget:** Dedicate more funds for the research and start-up projects initiated by students and faculty.

### Streamline Funding Access:

- Simplify policies and procedures related to intramural grant applications.
- Organize awareness sessions and training programs to educate students and faculty on how to easily obtain intramural funding.

### Initial Investment and Cost Allocation:

**Capital and Recurring Costs:** The financial projections for infrastructure construction and development have been bifurcated into:

- **Capital Cost of the New Infrastructure:** This encompasses one-time expenses related to constructing new buildings, purchasing equipment, setting up labs, etc.
- **Recurring Cost of the New Infrastructure:** These are ongoing costs, including maintenance, utility bills, staff salaries, and other operational expenses.

### Financial Audit:

- Implementation of a transparent financial management system with quarterly audits.
- This Finance Plan aims to ensure that the institution not only meets its current financial needs but also establishes a stable foundation for future growth. Regular financial assessments will be crucial to adapt to changing circumstances and to ensure the Institution remains on track with its strategic vision.

Year	Budget allocated for infrastructure augmentation	Expenditure for infrastructure augmentation	Total expenditure excluding Salary	Expenditure on maintenance of academic facilities (excluding salary for human resources)	Expenditure on maintenance of physical facilities (excluding salary for human resources)
2022-23	1215.49	2299.92	5055.91	197.53	2045.42

## 13.6 Five Years Finance Plan

Five-Year Financial Plan of KIET Group of Institutions					
PROJECTION FUND (IN LACS)					
Fund Sources	Year 1	Year 2	Year 3	Year 4	Year 5
Academic Fee	10768.00	12477.00	14067.00	15338.00	15936.00
Hostel Fee	2220.00	2425.00	2625.00	2775.00	2925.00
CSR	0.00	50.00	50.00	50.00	50.00
Consultancy	0.00	50.00	60.00	75.00	100.00
	<b>12988.00</b>	<b>15002.00</b>	<b>16802.00</b>	<b>18238.00</b>	<b>19011.00</b>
Less: Corpus Fund	1945.11	2058.45	2451.05	2712.22	2780.01
Fund Available for Expenditure	<b>11042.89</b>	<b>12943.55</b>	<b>14350.95</b>	<b>15525.78</b>	<b>16230.99</b>
EXPENDITURE HEAD (IN LACS)					
Particulars	Year 1	Year 2	Year 3	Year 4	Year 5
Infrastructure Development	1162.00	1450.00	1421.60	1062.00	1062.00
Refurbishment & maintenance of Existing Infrastructure	400.00	500.00	625.00	781.25	976.56
Up-gradation & Procurement of Learning Resources, Digitization and IT support Facility	500.00	550.00	575.00	600.00	625.00
Centre for Advance Learning & Training	200.00	250.00	250.00	350.00	350.00
Salary to Teaching & Non-Teaching Staff	5922.00	6862.00	7736.00	8535.00	8865.00
Expenditure on Academic Activity	306.89	374.50	409.47	437.43	450.60
Other Administrative & Operational Expenses	2552	2957.05	3333.88	3760.1	3901.83
Total Expenditure	<b>11042.89</b>	<b>12943.55</b>	<b>14350.95</b>	<b>15525.78</b>	<b>16230.99</b>

### 13.7 Fifteen Years Rolling Implementation Plan for Finance

S.N	Year			Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Increase internal revenue through masters & Ph.D. level courses, executive programmes and professional courses.			-	Development of Effective System
2	Increase research & Development grants from Central & State Government.			Initiative Taken	Development of Effective System
3	Increase research projects from the industry			Initiative Taken	Development of Effective System
4	Increase internal revenues via consultancy and industry R&D receipts			Initiative Taken	Development of Effective System
5	Cultivating Industry linkages to attract corporate social responsibility (CSR) funding.			Initiative Taken	Development of Effective System
6	Increase in financial support from alumni			Already Implemented	To be Continued

## 14. GOVERNANCE AND ADMINISTRATIVE DEVELOPMENT PLAN

The university envisions the seamless integration of all processes with a systems perspective. It shall result in optimal sharing of resources and speedy accomplishments of the administrative and academic processes.

### 14.1 Objectives

- To ensure academic, financial and administrative autonomy in the University
- To ensure participatory, transparent and good governance at all level of university.
- To connect all the academic and administrative departments seamlessly.

### 14.2 Action Plans

- To bring the entire functioning of the University under the ambit of e-Governance, the University shall expedite the digitization process. The entire university will be linked through internet so that all the schools, departments and centres will be on a common network.
- To make the website a repository of all the available information, facilities, resources and opportunities that the University offers so that the stakeholders of the University are not deterred by any barriers of geographical location while accessing the relevant information.
- **Segregation of academia and administration:** Academic and administrative tracks will be kept separate since the people requirement of individuals in the two tracks will be different. A shared

services (HR, finance, payroll management, estate management, international relations, etc.) centre will be established that will service all the schools.

- **Statutory and Non-Statutory Committees** will be formed in the College as per the guidelines of Central/State government and UGC norms for the smooth and efficient management of activities. It also allows the staff and students to grow and develop in their extracurricular activity / field and administrative skills. The committees are constituted by the Vice-Chancellor in consultation with HODs for one academic year or until new committees are constituted. A notice will be circulated among the faculty inviting their choice of preference of committee. If the preference made by the faculty is found suitable by the team (Deans & HODs) they approve the same in consultation with the Vice-Chancellor. In case of any tie or any mismatch, the team reassigns the staff member.
- **External advisory:** For governance and diverse perspectives, presently the Institute has external advisory experts in the Governing Council, Board of Studies, IQAC, etc. The Institute will constitute the statutory bodies as per UGC guidelines for (Deemed-to-be-Universities), Regulation 2023.
- **Statutes and Acts** of the proposed deemed to be University will be drafted and implemented as per the UGC guidelines.
- The **planning board** will be constituted on a periodic basis.

**The following existing Institutional Committees will be reconstituted for smooth governance of the University as per the UGC Norms:**

Institute Level Academic/Administrative Bodies		
S. N.	Name	Functions/Responsibilities
1	Academic Committee (AC)	Day-to-day administration on academic affairs - enhance teaching learning in conjunction with university guidelines - make recommendations
2	Research & Development Committee (R&D)	To develop & promote research activities
3	Internal Quality Assurance Cell (IQAC)	Generate good practices: Academic & Administrative performance- Quality practices
4	Happiness & Cognition Centre (HCC)	To familiarize the faculty, staff and students to the importance and need of Values & Ethics along with Indian Knowledge System (IKS) which is likely to contribute towards the development of self & society as a whole.
5	Innovation, Entrepreneurship & Consultancy Council (IEC) with 04 verticals (Innovation Centre, Entrepreneurship Centre, Industrial Research Consultancy & Development Centre & Sales Division)	To facilitate students to innovate technology and products, training on state-of-the-art technology, entrepreneurship support etc.



### Institute Level Academic/Administrative Bodies

S. N.	Name	Functions/Responsibilities
6	Internal Complaints Committee (ICC) (Women Welfare)	To look after girl student/women employee welfare/ prevent gender-based embarrassment /Provide protection against sexual harassment of women at workplace-redressal of complaints.
7	Unnat Bharat Abhiyaan Cell (UBA)	To support our services in a more methodical way in all domains coming under the various themes of Unnat Bharat Abhiyan as Participating Institute (PI).
8	Environment & Energy Management Cell (EEM)	To congregate the criterions under Quality Audit in the areas of energy, environmental conservation.
9	Proctorial Board	To deal with students' disciplinary issues.
10	Career Counseling Centre (CCC)	To provide requisite guidance/moral support to the students, creating awareness about varied career avenues, exploring/providing possible solutions to the challenges they face
11	Anti-Ragging Committee (ARC)	Extra vigil - Ragging free environment
12	Examination Committee	To organize and coordinate examinations - internal/end semester/back paper University examination for its smooth conduct.
13	Grievance Redressal Committee	To redress student/employee grievances
14	Library Advisory Committee	To support academic programmes and to make recommendations to meet curriculum requirements of users.
15	Women Outreach Activity Centre (WORC)	To empower girl students/women, creating awareness about their rights & duties.
16	Alumni Engagement Cell	To engage Alumni, develop strong alumni relations.
17	Corporate Relations & Placement Centre	To impart requisite placement, internship, training support to all students.
18	IT Cell	To supplement IT Services at campus professionally for better user experience.
19	Hostel Management Committee	To improve student welfare in hostels – overall improvement in existing system – Build health campus culture.
20	OBE Committee	To focus on measuring students' performance on the basis of outcome, developing a clear set of learning outcomes, establishing opportunities that enable and encourage to achieve essential outcomes.
21	Campus Maintenance and Monitoring Committee	To correspond with the people responsible for maintenance and monitor the quality of work and given time schedule of the assigned task, monitor regular annual maintenance of the institute and related infrastructure.

### Institute Level Academic/Administrative Bodies

S. N.	Name	Functions/Responsibilities
22	Student Welfare Committee	To maintain a balance between the academics and holistic development of the students.
23	Transport Committee	Supervise the daily bus operation, co-ordinate bus routes with the help of Bus In charges, handles transport related issues.
24	Faculty/Staff Selection Committee	Evaluate the requirement of staff for the institution and plan, to recruit adequate qualitative faculty/staff on merit/ to ensure that the right person is hired for the job based on everyone's point of view.
25	Centre for Academic/Administrative Audit (CAAA)-IQAC	To monitor the academic performance/ organize periodic meeting to assess the effectiveness of teaching/discuss about the improvements to be made.
26	Magazine Editorial Committee	To ensure contents align with the organization standards, goals and audience expectations/provide a platform for students/faculty to express themselves through various forms of writing i.e. articles

The following **Policies and Standard Operating Procedures** will be continued/reframed for smooth governance of the University.

- Admission Policy
- Research Policy
- Academic Policy
- Internship Policy
- IT/ e-Governance policy
- Placement Policy
- Merit Scholarship Policy.
- Staff Appraisal & Promotion Policy
- Mentoring Policy – Induction Program
- Rewards & Recognition Policy
- Staff welfare measures policy
- Clean & Green Campus Policy
- Environment and Energy usage Policy

- Policy for differently abled students
- Policy for Finance Committee
- Policy for Transport Maintenance
- Policy for Building Maintenance
- Policy for Equipment Maintenance
- Policy for the IT Maintenance
- Policy for Electrical Maintenance
- Policy for Library
- Policy for Purchase.
- IPR Policy
- SOP – Fire Safety and Earthquake
- Start-up and Entrepreneurship Policy
- Hostel Allotment Policy

### 14.3 Five Years Rolling Implementation Plan for Governance and Administration

The University aspires to achieve seamless integration across processes, ensuring optimal resourcesharing and rapid achievements in administrative and academic endeavors.

#### **Institutional Autonomy and Seamless Connectivity:**

##### **Objectives:**

- Implementation of a decentralized decision-making process, giving more autonomy to departments.
- Uphold participatory, transparent, and robust governance at all university levels.
- Connect all academic and administrative departments without glitches.

#### **Digitization & e-Governance:**

- Link the entire university, including schools, departments, and centers, via a common network.
- Develop a comprehensive and informative university website, ensuring no geographical barrier for stakeholders seeking information.

#### **Functional Segregation:**

- Maintain distinct tracks for academia and administration, recognizing the unique requirements for both.
- Establish a shared services center catering to all schools with services such as HR, finance, estate management, etc.

#### **Committee Formations:**

- Constitute statutory and non-statutory committees as per Central/State government and UGC norms.
- Involve faculty, staff, and students in committees, ensuring a democratic and participative structure.
- Include external members in key committees for diverse perspectives and expertise.

#### **Institutional Committees:**

- These will encompass committees from the Governing Body to the Intellectual Property Rights Cell (IPR) and everything in between, ensuring every aspect of university operations has proper oversight.
- Policies and SOPs: Establish comprehensive policies and Standard Operating Procedures (SOPs) that guide the operations and processes across the university.

#### **Transparency & Accountability:**

- Publish detailed annual reports for external stakeholders.
- Implement a 360-degree feedback system internally, supplemented by an appraisal mechanism.
- Regular online feedback mechanism from students, staff, and stakeholders to make informed governance decisions.

#### **Audit and Assurance:**

- Set up an Academic and Administrative Audit Centre to assess workflows, research, and set benchmarks.
- Ensure a proactive Internal Quality Assurance Cell (IQAC) to sustain and improve the quality of academic and research endeavors.
- Bi-annual review of governance policies to ensure they align with the institution's vision and goals.

#### **Communication & Reporting:**

- Promote open communication between the University and Management with regular meetings, annual reports, and best practice educations.
- Centralize student evaluations and results processing.

#### **Training & Resource Optimization:**

- Implement centralized training modules and tap into the expertise of guest lecturers and resource persons.

#### **Policy Adherence & Improvement:**

- Comply with established university statutes, ordinances, and regulations.
- Implement continuous improvements and reforms to boost efficiency.
- Adoption of a zero-tolerance policy towards any form of discrimination, ensuring an inclusive and harmonious campus environment.

#### **Document & Data Management:**

- Create a system for efficient file movement and document tracing.
- Maintain a central digital database for faculty, staff, and students.

This Governance Plan is designed to be a blueprint for the institution's growth, driven by transparency, efficiency, and accountability. Regular reviews and assessments will be pivotal to ensure that the institution remains aligned with its strategic vision and continues to deliver excellence in education and research.

The additional faculty and staff requirement for launching additional programs and activities works out as under for next five years. Existing best practices will be strengthened.

- Self-financed faculty to teach in change-based training programmes in emerging areas.
- Visiting faculty (National and International level)
- Adjunct faculty from industries
- Additional sponsored faculties
- Honorarium based retired faculty

## 14.4 Decentralization in working and grievance redressal mechanism

Chancellor
Vice-Chancellor
Pro Vice-Chancellor
Registrar
Dean (Academics)
Dean (Students Welfare)
Proctor
Controller (Examination)
Dy. Controller (Examination)
Assistant Controller (Examination)
Head of the Department
Class Coordinator
Mentor
Chief Warden
Sr. Wardens
Wardens
Section In-charge
Chairperson Central Purchase Committee
Finance Officer
Other Coordinators/In-charges

**The Governance & Administration Plan for the next five years is prepared for quality assurance and efficient management to ensure the objectives of proposed Deemed-to-be University for following categories:**

- Governance & Quality Assurance
- Technical & Internal Support System
- Students Support & Progression
- Engagement with Alumni, Industry & Society
- Internationalization

## 14.5 Five Years Governance & Administration Plan

Parameters	2024-25	2025-26	2026-27	2027-28	2028-29
<b>NIRF Ranking</b>	Under 100				
<b>MoU</b>	10	15	20	25	<b>30</b>
<b>Collaborative Research Projects</b>	05	05	10	15	<b>20</b>
<b>Collaborative Research Publication</b>	100	150	200	250	<b>300</b>
<b>Number of International Students(Off-campus)</b>	10	20	25	30	<b>35</b>
<b>Institutional visibility and peer perception</b>	<b>70%</b>	<b>70%</b>	<b>75%</b>	<b>85%</b>	<b>90%</b>

## 14.6 Fifteen Years Rolling Implementation Plan for Governance & Administration

The Governance and Administration Plan for the forthcoming fifteen years has been devised to uphold quality assurance and efficient management, thereby ensuring the realization of the objectives of the proposed deemed-to-be university.

### 14.6.1 Governance & Quality Assurance Plan

S.N	Years			Status	Intervention
	2024-2029	2029-2034	2034-2039		
1.	Conducting regular Governing Body Meetings			02 Meetings/ Year	To be continued
2.	Organizing regular meetings of Finance Committee			01 Meetings/ Year	To be continued
3.	Organizing regular meetings of Academic Council & Board of Studies			02 Meetings/ Year/Committee	To be continued
4.	Assurance for Vision and Mission of the Institute			Review & Assurance	To be continued
5.	Effective Implementation and Monitoring of the Institutional Perspective & Development Plan			Six Monthly Review	To be continued
6.	Decentralization and participative management in working and grievance redressal mechanism			Decentralized management	Enhancement in IT support Mechanism

7.	Effective Management Information System	IT based Management Information System for selected modules	IT based Management Information System for all required modules
8.	Providing Administrative & Financial Support for Quality Improvement strategies for: <ul style="list-style-type: none"> <li>✓ Curriculum Development</li> <li>✓ Teaching &amp; learning</li> <li>✓ Examination &amp; Evaluation</li> <li>✓ Research &amp; Development</li> <li>✓ Library, ICT and physical Infrastructure/Instrumentation</li> <li>✓ Human Resource Management</li> <li>✓ Industry Collaboration/Interaction</li> <li>✓ Admission of students</li> </ul>	Providing as per proposal submitted by various departments & sections after evaluation of availability of funds	100% support
9.	Providing Administrative & Financial Support for Implementation of e-governance in areas of following operations: Planning & Development Administration Finance & Accounts Students admissions and support Examination	Providing Support	100% support
10.	Providing Financial support for the participation of faculty, staff in Conference/workshop & membership of professional bodies	Providing for Participation In conference/workshop	Provision for membership of professional bodies
11.	Providing Administrative & Financial Support for Conduction of professional development/ Administrative training programmes for teaching & non-teaching staff	Providing Support	To be Continued
12.	Providing Financial support for Participation of faculty in professional development programmes, orientation programme, refresher course, short term course, FDP	Providing Support	To be Continued
13.	Implementing Welfare scheme for faculty, teaching & non-teaching staff, and students	Initiative Taken	100%
14.	Use of Internal & External Financial audit	100%	100%
15.	Review & publication of service rules, policies and procedures, functions of various bodies, recruitment and promotional policies.	Regularly	Regularly
16.	Delegation of powers to Administrative Committees and Administrative Heads for taking administrative decisions	100%	100%
17.	Show Transparency and availability of correct/unambiguous information in public domain	All systems in place	To be Continued



18.	Dissemination of the information about student, faculty and staff	In Place	To be continued
19.	Effective Budget Allocation, Utilization, and Public Accounting at Institute level	In Place	To be continued
20.	Availability of effective Security mechanism	100%	More Advance AI based surveillancesystem
21.	Initiatives for Environment control and sustainability	100%	To be continued
22.	Development of “Urban Green Zone” at institute of 30% land area	Yes	To be Maintained
23.	Conducting meetings of IQAC (Internal Quality Assurance Cell) in every quarter of Academic Year	01/Quarter (04 / Year)	To be continued
24.	Conducting regular meetings of Development cells of the Institute: Academic Development Cell Students Development Cell	02/Quarter (08 Meetings /year)	02/Quarter (08 Meetings /year)
25.	Administrative Audit in every Academic Year	02/Year	To be continued
26.	Academic Audit every Academic Year	04/ Year	To To be continued
27.	IT Audit	01/Year	01/Year
28.	Environment Audit	01/Year	02/Year
29.	Laboratory Audit	02/Year	To be continued
30.	Infrastructure Audit	As per requirement	To be continued
31.	Overall development of Institute through 360 degree feedback system-Structured feedback system to collect and Analyse feedback collected from Students, Faculty, Employers, Alumni, Parents	Feedback from: Students- 02/Sem. Faculty- 01/Sem. Employers- 01/Year Alumni- 01/Year Parents- 01/Year	Feedback from: Students-02/Sem. Faculty- 01/Sem. Employers-01/Year Alumni- 01/Year Parents- 01/Year
32.	NBA Accreditation of UG & PG Courses	UG- 7 Programs PG- 2 Programs	NBA Accreditation of all offered eligible Courses will be DONE
33.	ISO Certification of Administrative Offices	Every Year	To be continued
34.	Participation in NIRF	Every Year	To be continued

35.	Participation in AISHE	Every Year	To be continued
36.	Participation in Swachh Campus Ranking	Every Year	To be continued
37.	Participation in Atal Ranking of Institutions on Innovation Achievements Framework (ARIIA)	Every Year	To be continued
38.	Participation in CII Survey	Every Year	To be continued
39.	NAAC Accreditation	Accredited with A+ Grade in Cycle-3	University Accreditation with A++ Grade
40.	Submission of AQAR to NAAC	Every Year	To be continued

#### 14.6.2 Technical & Internal Support System Plan

##### Improvement /Up-gradation & Increase in Existing Facilities

S.No	Years			Status	Intervention
	2024-2029	2029-2034	2034-2039		
1.	Implementing Simplify systems and processes with the use of digitization & IMS system.			100% Implementation	To be Continued Enhance, if Required
2.	Implementing Use of IT support for purchase, maintenance and administration.			100% Implementation	CompleteSupport
3.	Implement new recruitment/engagement rules to attract qualified staff at various levels.			As per Govt. Norms	In addition R&DSupport for deserving
4.	Conducting annual satisfaction survey for services improvement.			Implemented	Increase in Parameters & Effectiveness
5.	Organizing Orientation and training for Faculty, Technical & Administrative staff			100% Implementation	Frequency will be increased
6.	Development of online complaint systems.			Implemented	Fully Online
7.	Organizing Orientation and mentorship program for new faculty members.			Implemented	Effective Conduction
8.	Reducing in average processing times for various administrative issues/services.			100% Implementation	100% Satisfaction
9.	Development of online Tracking system for complaint redressal.			100% Implementation	100% Satisfaction
10.	Appointment of Technical manpower for program-specific curriculum			Implemented	Numbers will be increased
11.	Maintenance and overall ambience in Laboratories			National Level	International Level
12.	Safety measures in laboratories			100% as per standards	100% as per standards

## 15. STUDENT ADMISSION PLAN

Student Admission Plan is essential for the successful establishment and operation of a proposed Deemed-to-be University. This plan outlines the university's objectives, strategies, and actions to attract, admit, and retain a diverse and qualified student body. The admission plan serves as a roadmap to ensure the university's mission and academic goals are aligned with the recruitment and enrollment processes.

### 15.1 Objectives

- The primary objective is to admit students who are academically capable and motivated to excel in their chosen fields of study.
- Encourage a diverse student body that represents various backgrounds, cultures, and perspectives, fostering an inclusive and enriching academic environment.
- Create a student-centric admission process that provides support and guidance to applicants throughout the admission journey.
- Ensure that the admission process is conducted with integrity, transparency, and fairness, adhering to ethical standards and regulations.
- Align the admission plan with the university's strategic goals and academic programs, ensuring a consistent and cohesive approach to enrollment.

### 15.2 Action Plans

#### **Establish Admission Criteria:**

- Define clear and comprehensive admission criteria for each academic program, including prerequisites, minimum academic standards, and additional requirements (e.g., interviews, portfolios).
- Develop a weighted scoring system to evaluate applicants based on their academic achievements, and other relevant factors (Marks/Rank obtained in the Entrance Exam).

#### **Marketing and Outreach:**

- Develop a comprehensive marketing strategy to promote the university and its programs to a wide range of potential applicants.
- Utilize digital marketing, social media, and traditional advertising channels to reach prospective students.
- Participate in educational fairs, webinars, and other events to engage with potential applicants and provide information about the university.

#### **Online Application System:**

- Implement an efficient and user-friendly online application system that allows applicants to easily submit their materials, track their application status, and communicate with admission staff.
- Ensure that the system is secure, protects applicants' personal information, and provides support for technical issues.

#### **Admission Counselling:**

- Offer admission counseling services to prospective students, guiding them through the application process, explaining program requirements, and addressing their questions and concerns.
- Provide assistance to applicants who may require special accommodations due to disabilities.

#### **Admissions Committee:**

- Form an admissions committee comprised of qualified faculty and staff responsible for evaluating applications.
- Train committee members on the admission criteria and ethical practices to ensure consistency and fairness in decision-making.

#### **Orientation and Onboarding:**

- Develop a comprehensive orientation program for admitted students to facilitate their transition into the university community.
- Provide resources and support services to help students succeed academically and socially.

#### **Feedback and Continuous Improvement:**

- Collect feedback from applicants, admitted students, and faculty/staff involved in the admission process to identify areas for improvement.
- Continuously review and refine admission criteria and procedures based on data and feedback.

#### **Compliance and Reporting:**

- Ensure that the admission process complies with all relevant laws, regulations, and accreditation requirements.
- Regularly report admission statistics and outcomes to university stakeholders and relevant authorities.

By implementing this Student Admission Plan, the proposed Deemed-to-be University can work towards its objectives of academic excellence, diversity, inclusivity, and ethical practices while attracting and retaining a high-caliber student body that aligns with the institution's mission and goals.

#### **Admission Norms:**

**Intake & Reservation policy:** The seats will be allocated for admission in UG, PG, and PhD programs as per the guidelines issued by the regulatory body.

### **15.3 Five Years Rolling Implementation Plan for Admission**

## During the First Five Years (2024-2029)

Program	Proposed Intake 2024-25	Proposed Intake 2025-26	Proposed Intake 2026-27	Proposed Intake 2027-28	Proposed Intake 2028-29
UG	1840	1960	2020	2200	2320
PG	540	591	609	655	665
Ph.D.	-	30	30	30	40
<b>Total</b>	<b>2380</b>	<b>2581</b>	<b>2659</b>	<b>2885</b>	<b>3025</b>

## 16. NETWORKING PLAN

The University shall promote collaborations in research, knowledge sharing, and employment within and across borders. The partnerships with different organizations will contribute towards achieving the objectives of the University.

### 16.1 Objectives

- To initiate, capture, and sustain mutually beneficial working partnerships within India and across the globe with academia, industry & other competent partners.
- To identify opportunities and create facilities for attracting foreign students, researchers, and teachers to the University.
- To identify opportunities for the students and teachers at the University to get exposed to international teaching and research.
- To widen teaching & research engagements leveraging mutual strengths to be at the forefront of intellectual development and scientific advancement
- To Identify and nurture other forms of collaborations to not only enhance research but also to improve curriculum, teaching-learning, student experience, and overall institutional development.

### 16.2 Action Plans

- Entering into collaborative arrangements with reputed academic institutions, research institutions, and industry forums to create opportunities for students and faculty.
- Collaborative research with foreign universities, agencies, and industries which will ensure setting cluster of research labs and centers that will be multi-disciplinary in nature to promote joint research and offer joint PhD programs.
- **Collaborations with Academic Institutions:** Collaboration between institutions offers a number of benefits including opportunities to Interact with researchers having expertise in a needed area of the proposed investigation and gain access to needed resources including databases, equipment, staff, and study populations.

- **Strategic Partnerships:** The institution will partner with international universities in areas of curriculum planning and development of programs, online courses, and modules, defining learning approaches, and helping in resource management including technology, laboratories, design labs, and spaces.
- **Twinning programs:** The institution will try to identify international universities to be targeted for twinning programs by creating a mechanism to enable the transfer of credits and launch of these programs by 2029.
- Enhance extramural funding opportunities through joint research proposals for mutual benefit and increase the number of international & bilateral funded research projects.
- At least two international grants per year.
- Publish at least 50 manuscripts with international co-authors every year.
- To encourage student and faculty internships/fellowships at various international institutions
- Exploring the possibilities of collaborations with Companies for training and employment opportunities for students.
- Promoting the work of its students and teachers on academically important platforms and forums.
- **Mobility Programs:** Student exchange programs to facilitate short-term visits (typically of 1 or 2 weeks) of exchanging students and research scholars in between semesters with other national/international organizations will be greatly envisioned. Faculty exchange programs to teach or conduct research for one semester or an academic year at other universities. Information about different exchange programs/fellowship/summer schools including DAAD, IUSSTF, USIEF's Fulbright Fellowship, etc. will be regularly provided to the students.

**Collaboration with industries** is a key parameter for the suggested higher educational programs. There is a requirement of Mapping skill gaps in consultation with industrial needs. The linkages will help the students to work in alignment with the industry in relation to research/ taking up projects /innovations. State-of-the-art infrastructure in labs and workshops would be set up in association with industry. To establish centers of excellence in selected areas of discipline with industry collaboration. Industry professionals and experts to work with institution as adjunct/ad hoc/visiting faculty, and project/ research guides. The interaction between faculty, students, and industry would be enhanced by the maximal participation of the stakeholders. This scheme is anticipated to establish an **Industry Institute Partnership Cell (IIPC)** in the Institution which promotes interaction between faculty, students, and industry. It is planned to initiate at least 40 industry-academia linkages in the first 15 years.

**Collaborations for Societal Impact:** The institution will work for community development and create societal impact given the presence of multiple disciplines and a strong student base.

- Community development will be largely driven through its Centres of Excellence set up in areas such as Public Health, Education, Public Policy, Cultural Diversity, Environment, Habitat, and Sustainability.
- The institution will promote long-term relationships with the local community including Medchal-Malkajgiri district and nearby areas to promote the institution as a hub of knowledge-based activities through community outreach programs.
- The institution will undertake activities that improve association of local community with the institution and build its reputation as one that integrates community development along with education.

**Collaboration with NGOs/Start-up:** The New Education Policy 2020 emphasis the collaboration of all higher education institutes with NGOs and start-ups. This will lead to improve incubation services and diversion of students towards entrepreneurship. Joint Extension Service Projects and Technology Transfer to product approach is the requirement for the next generation. For this to happen, establishment of linkages with Innovation Centres and NGOs should be planned. It has been planned to promote the culture of Creativity and innovation which is a key component for future generation. Engineering Product development is not subject specific but is a multidisciplinary approach. The linkages with the start-ups would result in development of product.

**Memorandum of Understanding:** Present education structure lags the required teaching learning environment to cope with the next century needs. To overcome this networking is an important aspect. The institution plans to network with Industry, R&D organizations and Institutes of Higher learning to enhance the quality of research and the programs to be offered at the institute. Institute proposes to network with other organizations at National and International level for students and faculty exchange to mutually benefit from the exchange. The institution plans to sign MoUs with Premier Indian Institutes/Universities, International Institutes/Universities, Research and Development Organizations, Industries/ Confederations of Industries/skill-based Organizations Govt. and Non-Govt. Organizations that will lead to an Improved quality of education. The targeted MoUs with various organizations by the end of 15 years have been represented in the Table.

**Placement Cell:** A University placement cell will be set up which will coordinate with all schools of the University and other neighboring high-performing institutions, so that coordinated and concerted efforts are made to bring the maximum number of students under its ambit. Registration and profiling of all students in the placement cell will be made mandatory so that each student gets the opportunity to apply for jobs.

- Attracting foreign students for university programs.
- Creating opportunities for exchange programs of students and teachers with foreign universities.
- Share ideas in major international events to generate interest levels leading to global partnerships that could develop into global collaborative research.
- Over the span of the next 15 years, the institution will have a sustained focus on developing meaningful collaborations with leading local and global institutions in the areas of research.

### 16.3 Five Year Networking Plan

Category	Year of Collaboration				
	Year 1	Year 2	Year 3	Year 4	Year 5
MoU	10	15	20	25	30
External Experts in BOS/Curriculum Development	50	50	60	60	70
External Experts for Seminar/Workshop/FDP	50	60	70	80	100
Collaborative Research Projects	5	5	10	15	20
Collaborative Research Publications (Co-Authors)	100	150	200	250	300
Faculty/Student Exchange Programs	-	10	20	30	35



## 16.4 Globalization

Globalization presents a borderless, connected, informed, and interdependent world. It provides a common ground for all institutions to compete and excel. On one hand, it presents enormous opportunities for development and growth, whereas, on the other hand it brings complexities and challenges to be faced. In order to strengthen its position in India and abroad, the University aims at incorporating global perspective in all areas of performance.

### 16.4.1 Objectives

- To establish benchmarks with global perspective in all areas of academic and administrative performance.
- To encourage greater participation in international bodies, events and certifications.
- To Articulate and prioritize internationalization of institution-wide strategic plans and faculty hires.
- Student admissions policy mentioning plan to select Indian and foreign students and promoting diversity.
- Plan to provide scholarship to meritorious Indian and foreign students.
- To strengthen faculty diversity by attracting and retaining faculty members from across the world.
- To Create opportunities for the internationalization of the curriculum to ensure that all students are exposed to global perspectives and build global competence.
- Strengthening the International Cell of the University to create international visibility.

### 16.4.2 Action Plans

- Establish global committees and/or task forces within each college and division to monitor and assess the progress of Globalization plans, including benchmarking with similar units at other institutions.
- Professors and students of the institution will frequently visit universities abroad and gradually more than 40% of the faculty members will be trained in foreign laboratories.
- The institution is planning to recruit more foreign faculty members from the top universities of the world. Also, the institution is creating the right ambience for them to work and reach the targeted output.
- The institution aims to be one of the best learning centres for international students in near future. Some of the strategies like courses for other country needs, increasing scholarship for foreign PhD/Post Doc. students, quality education at affordable price to attract Third world and Second world countries, more arts and humanities courses, adding India centric courses like Indian philosophy, yoga, Indian medicine, Indian arts and culture, Indian music.
- The institution will create specific goals for each department/ school in terms of gender/ geographic diversity of students and faculty members and each school/department would provide actionable inputs in achieving the goals. The expectation is to achieve 25% diversity among the students in all programs. The long-term objective of the institution is to have at least 5% of its student enrolment from across the globe. This requires a lot of regulatory approvals and the institution would be investing resources in achieving those goals.

- Attract students from diverse communities and backgrounds, reward meritorious students to build a diverse and strong talent pool, which will be crucial to achieving research and academic excellence. This would be done by introducing scholarships for meritorious candidates and freeships for economically backward students and students from marginal sections of the society. University will also provide “Earn while you Learn” opportunities to needy students
- In order to further attract international students from countries with high potential and low representation, a plan will be formulated to offset the cost of tuition fees by providing scholarships and freeships to deserving students. In addition to this, Focused scholarship programs for international students will be introduced such as SAARC merit-cum-means scholarship, ICCR (The Indian Council for Cultural Relations) merit-cum-means scholarship and scholarship schemes for countries in which the institution is trying to build inroads.
- The institute would enter into strategic tie-ups with banks to provide financial assistance for students in the form of a student loan.
- Focus on aggressively building its brand outside India through initiatives like opening regional office which will be responsible for attending school contact program and national admission fairs in those countries.
- The institution will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes canteen facility which supports the diverse culinary needs of the members, facilitation of accommodation of faculty members who relocate to the institution from other parts of the country.
- In order to attract enrolment from outside India, it is necessary to develop strong brand equity outside the host country. Hence the institution has identified Accreditations as a brand building opportunity. We want all departments/schools to identify world-class accreditations and start working towards getting accredited globally.
- Provide professional development opportunities for faculty to develop global competence and incorporate global perspectives into their teaching and updating teaching-learning processes with global standards.
- Introducing innovative academic programmes with global requirements and acceptability.
- Updating course curriculum with global perspective in terms of conceptual and application dimensions.
- Certification or Accreditation by International Rating Agencies.
- Participation in international academic bodies and associations through memberships, meetings and events.
- Partnering with international agencies/institutions for teaching, research, funding and experts.
- Encouraging and supporting participation in international events – conventions, seminar, conferences, workshops, training programs, short term courses, exhibitions, competitive events etc.
- Create experiences and opportunities such as international tracks, global certificates, and expanded study abroad or domestic travel opportunities within majors and graduate programs.

## 16.5 Fifteen Years Rolling Implementation Plan for Globalization

### Improvement /up-gradation & increase in existing facilities

S.N	Years			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Increase in the activities to attract international students for admissions			Initiative Taken	Enhancement in Effectiveness
2	Enhance Institute Information availability and publicity in target countries to attract students			Initiative Taken	Fully Developed System
3	Development of linkage with international universities			-	Effective Plan
4	Facilitate student exchange and joint Ph.D. programs			--	Implementation of Student Exchange Program
5	Attract international faculty on long-term engagement in research and development activities			Initiative Taken	Effective Engagement
6	Increase percentage of international students (exchange students and regular students)			--	Implementation of Effective Plan
7	Increase in admissions of International Students			--	20 per year
8	MOU with International University/Organization			Initiative Taken	Effective Collaboration for Micro level Activities

## 17. FACULTY RECRUITMENT PLAN

Faculty is the storehouse of knowledge in KIET Group of Institutions. Quality and adequate number of faculty is essential for ensuring quality of products and services of an educational institution. At present in MREC there is a great mix of faculty from various reputed Institutions like IIT, NIT and Central Universities.

The National Education Policy - 2020 envisions to re-establish teachers as the most respected & essential stakeholders in HEI's. They are the resources that shape the next generation of citizens. The faculty recruitment at KIET Group of institution – Deemed- to-be University embodies plans to attract & recruit the brightest faculty with working and research experience in the relevant domain of knowledge.

## 17.1 Existing recruitment practices:

Rules of statutory reservation laws will be implemented.

- **Core Subject Value:**
- We recruit faculty members who possess a profound understanding of their respective subjects, ensuring that the students obtain a strong academic foundation. The focus will be on assisting, enabling and empowering the students in learning to learn skills.
- **Technical Excellence in AI, NLP, and Emerging Technologies:**
- We prefer recruiting faculty who have the experience & expertise in using teaching & learning technologies such as AI, NLP etc in their pedagogy models.
- **Adjunct Faculty and Industry Experts:**
- To bridge the gap between theory and practice, we commit a percentage of recruitment to adjunct faculty and industry experts who will bring real-world experience, expertise, practices, and insights into the classrooms.
- **Retired Faculty/ Emeritus Professors:**
- Realizing the vast expertise and experience that retired faculty members can bring to the campus, we will engage them through honorarium-based arrangements. Their continuous involvement in academics adds a wealth of wisdom to the campus. Their experience will also help inculcate Indian value systems & traditions in the students.

The new recruitment of faculty members for the increased courses will be done on a similar trend and will be achieved as follows:

## 17.2: Faculty requirement for the next 5 years as per the Increased Student Intake :

Program	Year 1	Year 2	Year 3	Year 4	Year 5
Increase in student intake	230	100	170	230	130
New Recruitment	As per the Increased Intake and UGC norms				

## 17.3 Talent Acquisition and Retention

The faculty is the key to the success of any institution of repute. The institution recognizes this and will ensure that there is a resource pool of faculty members who have a high caliber of research & teaching. We will encourage the recruitment and retention of quality faculty resources by committing greater rewards for excellence in teaching and research. We will ensure that the institution has a best faculty-student ratio of 1:20. The NEP 2020 focuses more on scale hence, lot

of investment in creating a large pool of multi-disciplinary faculty strength is vital in marching towards excellence.

### 17.3.1 Objectives

- A faculty recruitment policy is a plan to meet the academic plan requirements and to achieve **1:15 Faculty-Student ratio**
- To emerge as a world-class institution, it is important for the university to have a **strong pool of students and faculty**.
- Proposal to recruit faculty from industry, Government, Non-profit Organizations, etc. Including foreign faculty.

### 17.3.2 Action Plans

- **Faculty size:** Fine-tuning the number of faculty in terms of the number, quality, and competency. We will ensure that all the schools under the institution would have an adequate number of faculty resources to pursue teaching and research. Two tracks of faculty viz. Academic track and Research track would be created with separate KPI for each track.
- **Faculty composition:** In order to increase the faculty strength to achieve the faculty-student ratio of 1:15, University, apart from recruiting new faculty members, the institute would attract high quality faculty with postdoctoral experience in top 500 globally ranked universities with 15+ years of experience in specific domain. Moreover Ph.D. candidates of multi-disciplinary background from IITs, NITs, ISRO, IISc, IIM, ISB, IISERs and other prestigious institutions within the country will be invited to be involved in the centres of excellences as visiting professors. Such faculty has the potential of attracting young scholars in their disciplines which would certainly strengthen the research output of the University. By adopting this strategy, the institution would have around 10% of the faculty at an overall university level by 2035.
- The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.
- **Faculty internationalization:** The institution's strategy is to recruit professors and associate professors from the international job market. The plan is to start with visiting professor position for international faculty resources and then building regular positions from there. The target for 2030 would be to recruit 2% foreign faculty members. This would foster interaction with teachers and scientists of international caliber.
- For specialized certificate/diploma programmes, experts from Government, Industry and Non-profit organizations will be invited.
- Attract researchers and faculty who have interests in multi-disciplinary research by providing the research grant and **R&D initiatives**. Around 25% of the Assistant Professors hired in the university would be through this Scheme.
- **Hiring of Adjunct Faculty:** For faculty recruitment, the institution aims to maintain a composition where approximately 90% are full-time faculty members. Of the remaining 10% that comprises

visiting/adjunct faculty, we aspire for half to be from foreign exchange programs and the other half from the Industry.

- **Faculty exchange programs** are one of the ways in which the institution can attract visiting faculty from top ranked educational institutions. The institution can facilitate foreign exchange programs with universities from countries with high researcher mobility. Presence of interdisciplinary research centres will act as a major driver for faculty from those universities to come and collaborate with the institution.
- **Industry Adjunct Faculty:** The institution will also leverage its network of relationships with industry and its alumni network to bring in industry professionals as adjunct faculty from the industry.
- Steps will be taken to keep the average salary of the faculty members above the median among the peers. We wish to open up new avenues for the funding of additional resources in the faculty domain.

#### 17.4 Fifteen Years Rolling Implementation Plan for Talent Acquisition

S.N	Years			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Appointment of full-time Quality teachers			Less than FSR=1:20	Less than FSR=1:15
2	Provision of Visiting /Adjunct/Emeritus Faculty etc.			Implemented	To be continued
3	Recognition and appreciation for the faculty on receiving of fellowships, awards, recognition from Govt or recognized bodies at state/ national/ International level			Implemented	To be continued
4	Implementing Faculty Performance Appraisal and Development System			Implemented	To be continued
5	Providing API based promotion and rewards.			Implemented	Frequency Enhancement
6	Rewarding high-achieving faculty member every year			Implemented	To be continued
7	Promoting Faculty participation in Faculty development /training activities /STTPs			100% Support	To be continued
8	Providing Support to faculty members to obtain higher qualification			Implemented	To be continued
9	Recognition and support to faculty for participation in following activities: ✓ Sponsored Research ✓ Product Development ✓ Research laboratories ✓ Instructional materials ✓ Working models/charts/monograms etc. ✓ Consultancy (From Industry)			Implemented	To be continued
10	Providing Training support to technical & administrative staff for participation in staff development activities.			Available	To be enhanced
11	Motivation & support to achieve higher qualification during service.			Available	Increase in Numbers

## 18. CAMPUS INFORMATION & COMMUNICATION TECHNOLOGY PLAN

Information is the most important aspect of any progress. The campus information will be disseminated by the popular media and through the events publicity. The communication in the campus will be enhanced as follows:

- Enhancement of the information on the website and internal LAN/APP, MREC Academics.
- The capacity enhancement of the backbone from 1GB (500 Mbps to 2500 Mbps)
- The enhancement of cyber secure servers
- The information dissemination of various sections through display boards and maps
- The digital library for the information of the journals and research papers.
- End to End digitalization by using a professional ERP.

### 18.1 Five-Year Campus Communication Technology Plan (Year 1)

- In the first year, the focus will be on developing a strong foundation for the university's ICT infrastructure. This includes digitization of the Classroom and Providing high-speed internet connectivity.
- Providing the Coding Platform to the Students, to supplement the teaching and Learning process.
- This includes upgrading the network infrastructure and installing high-speed internet connectivity.
- Institute is having LMS- Moodle Implement a comprehensive learning management system (LMS) that enables students to access course materials, assignments, assessments, and collaborative tools: To enable effective distance learning, a robust Learning Management System (LMS) will be implemented. This system will allow students to access course materials, assignments, assessments, and collaborative tools. Faculty members will be trained to effectively use the LMS and create engaging course materials.
- Develop and implement a program to train faculty and staff on the use of ICT tools and technologies: To ensure faculty and staff can use the new technologies and systems, a training program will be implemented. This program will include training on the use of the LMS, cloud-based computing, cybersecurity measures, and other technologies.
- Expand the use of virtual labs and simulations to provide students with hands-on experience in engineering and science courses: This involves incorporating more virtual labs and simulations into the curriculum to provide students with hands-on experience in engineering and science courses.

#### Year 2

- Moodle will be integrated with the Professional Coding Platform.
- Implement a cloud-based infrastructure that supports greater scalability and flexibility: This involves adopting a cloud-based computing system, which allows the college to store, access, and manage its data and applications over the internet. The advantages of this approach include greater scalability, flexibility, and cost savings.



- Develop an online assessment and grading system that provides students with real-time feedback and progress tracking: This involves creating an online platform for student assessment and grading, which would allow students to receive feedback and track their progress in real times.
- Implement digital signage and kiosks around campus that provide real-time information onevents, schedules, and university news: This involves installing digital displays and kiosks throughout the campus to provide students, faculty, and staff with real-time information onevents, schedules, and university news. These displays and kiosks can be interactive, allowing users to navigate and explore campus resources, and can also be used to provideemergency notifications and alerts.

### Year 3

- The Institute has a plan to provide a Professional solution for connecting Simulation Tools and Professional Coding Environment in the Classrooms as well as Labs.
- Develop and launch an online course catalog that enables students to browse and register for courses online: This involves creating an online platform that enables students to browse and register for courses online. The online course catalog would provide students with up-to-date information on course offerings, schedules, prerequisites, and other relevant information.
- Develop a mobile application that enables students to access course materials, schedules, and other university resources from their mobile devices: This involves developing a mobile application that enables students to access course materials, schedules, and other university resources from their mobile devices.

### Year 4

- Explore the use of artificial intelligence (AI) and machine learning (ML) to improve teaching and learning outcomes: This involves investigating the use of AI and MLtechnologies to improve teaching and learning outcomes in engineering and sciencecourses.
- Expand the use of augmented and virtual reality (AR/VR) technologies in engineering andscience courses: This involves expanding the use of AR/VR technologies in engineering and science courses to provide students with immersive and interactive learning experiences.
- Implement a data analytics program that enables faculty and students to extract insights from large data sets: This involves implementing a data analytics program that enables faculty and students to extract insights from large data sets generated by research projects,experiments, and other academic activities.

### Year 5

- Mobile Device Management (MDM) Program: The first component of the plan is to develop an MDM program that enables the university to securely manage and distribute mobile devices to students and staff. With the increasing reliance on mobile devices for learning and work, it is important to have a program that can ensure the security and privacyof data on these devices. The MDM program will enable the institute to remotely manageand update mobile devices, enforce security policies, and track device usage.

- **Chatbot or Virtual Assistant:** The second component of the plan is to implement a chatbot or virtual assistant that can answer student inquiries and provide assistance 24/7. With the increasing demand for online learning and support, a chatbot or virtual assistant can provide immediate assistance to students, without the need for human intervention. The chatbot or virtual assistant will be able to answer common questions, provide guidance on assignments and assessments, and direct students to appropriate resources.
- **Virtual Collaboration Tools:** The third component of the plan is to expand the use of virtual collaboration tools, such as video conferencing and virtual whiteboards, to enable remote collaboration among students and faculty members across different locations and time zones. With the increasing popularity of remote learning and working, it is important to have tools that can facilitate collaboration and communication among team members.

#### During the First Five Years (2024-2029)

Descriptions	Year 1	Year 2	Year 3	Year 4	Year 5
Network Infrastructure	<p><b>All the Facilities are Available as per the Current Infrastructure Need and Curriculum Structure.</b></p> <p><b>To be Enhanced, if required. As per the Curriculum Need.</b></p>				
Learning Management System					
Virtual Labs and Simulation					
Cloud-Based Infrastructure					
Online Assessment and GradingSystem					
Digital Signage and Kiosks					
Online Course Catalog					
Mobile Applications					
AI&ML Technologies Learning Platform					
AR/VR Technologies					
Data Analytics					
Virtual Collaboration Tools					
Chatbot or Virtual Assistant					
Modern ICT Tools					

## 19. ENTREPRENEURSHIP AND CONSULTANCY INITIATIVES

### 19.1 Objectives

For establishing Entrepreneurship and Consultancy ecosystem, Institute has started a new vertical as Innovation, Entrepreneurship & Consultancy Council (IEC). KIET Group of institutions has a very healthy and vibrant incubator networks, more than 150 startups incubates and operate from TBI KIET. TBI KIET provides facilities to nurture budding entrepreneurs (startups) during their early stages of growth. TBI KIET helps new startups to succeed through a supportive ecosystem for the incubates at different platforms and schemes under the Govt. of India, like DST, MeitY, MSME, UPIT etc.

The **Objectives** of IEC are:-

- To create an ecosystem for supporting ideation to start-up journey via prototype and product development.
- To create vibrant Innovation ecosystem and to develop better cognitive ability amongst the KIET students.
- To promote and support entrepreneurship where the students, immediately after joining the institute in any stream get guidance, mentoring, physical space and network for funding and value-based collaboration.
- To create vibrant ecosystem for industrial consultancy culture.
- To create an ecosystem for supporting industry institute collaboration activities in industrial research & consultancy, process prototype and product development etc.
- To solve problems of the industries regarding Design/Product development/Production Issue/Energy audit/Marketing etc.
- To collaborate with industry partners and urban local bodies to provide consultancy services, address challenges, and develop case studies that enhance both teaching methodologies and applied scholarship.

### 19.2 Action Plans

- To Design a curriculum on Design, Innovation and Entrepreneurship for students to aware and sensitize them about Innovation, Entrepreneurship & startups.
- Motivate and encourage students to opt Entrepreneurship as a career
- Encourage Students to participate in National Hackathons like Smart India Hackathon and others to solve the social, environmental & technical problems.
- Invite Experts in the areas of innovation and Startups to Deliver Lectures to students
- To establish functional ecosystem for scouting ideas and pre-incubation of ideas.

- Periodic activities/innovation meets/fairs and competitions to keep the spark of creativity and design alive and thriving in students.
- Guidance (Internal and External) for development of innovative solutions to solve everyday problems.
- Periodic interaction of the students with Innovators/Inventors & researchers. Encouraging students to make use of locally available resources for hands-on activities to supplement curriculum-based teaching.
- Periodic workshops on problem solving, generation of new ideas and solutions.
- To plan and organize regular workshops on Emerging Future Technologies.
- To facilitate commercialization of products developed through innovation Centre at various levels.
- To plan and organize regular workshops on IPR.
- To motivate and expedite IPR culture and filing of Patent/copyrights.
- To focus and expedite the Technology Transfer to actively engage with industry in commercialization of technology and innovation.
- Foster Global Exchange Programs with other Institutions.
- To cultivate the strong links with industries through focused Industry-academia Interactions.
- To translate the problem of industry into consultancy opportunity.

### 19.3 Fifteen Years Rolling Implementation Plan for Entrepreneurship and Consultancy

#### Improvement/up-gradation & increase in existing facilities

S.N	Years			Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Effective use of “Business Development Centre” for Industry Linkage, start-up and incubation strengthening.			Established	Increase in Effectiveness
2	Motivating Joint Intellectual Property (IP) commercialization with industries.			Implemented	To be continued
3	Effective use of entrepreneurship development Cell in the institute.			Available	Increase in Activities
4	Development of dedicated cell for research on Societal problems.			Implemented	To be continued
5	Enhancing interaction with industries, educational and research organizations in the region for versatile exposure to students and faculty.			Implemented	To be continued

6	Conduction of joint workshops/activities with Govt. & NGO for students and local community.	Implemented	Increase in Number
7	Conduction of joint research, workshop & Training programs with industries.	Implemented	Increase in Number
8	Organizing Public lectures/ colloquia/competitions on global issues.	Implemented	Increase in Number
9	Enhancing faculty engagement with industries.	Implemented	Enhance through Research & Development Activities
10	Conduction of training programs for Govt. Staff / industry personals and other organizations.	Implemented	Increase in Activities
11	Conduction of students Competitions on city and state problems	Conducting through clubs & societies	Level & Quality Enhancement
12	Effective use of “Business Incubation Centre” for Industry Linkage, start-up and incubation strengthening.	Established	Increase in Effectiveness
13	Budget and Resource Allocation for Consultancy	Implemented	Increase in Activities

## 20. WELFARE MEASURES FOR FACULTY, STAFF AND STUDENTS

KIET Group of Institutions will recognize the contribution of the employees towards the development and progress of the organization. The University will offer/provide lucrative welfare schemes to all the employees to ensure and increase their work efficiency.

**THE FOLLOWING WELFARE SCHEMES ARE PREVALENT IN THE UNIVERSITY.**

### 20.1 Schemes for Teaching and Non-Teaching Staff

**Provident Fund:** KIET Group of Institutions is providing the Employee Provident Fund to the members of both teaching and non-teaching.

**Gratuity:** The University will provide a gratuity facility on the retirement benefits scheme to teaching and non-teaching staff. This Scheme is in process and will continue in the Deemed-to-be University status.

**Insurance:** The medical and group insurance, Term Insurance will be one of the important welfare measures taken up by the institution for the benefit of faculty and staff members.

**Paid Leave:** Under this scheme, the University will sanction paid leave in case of marriage, maternity, bereavement in the employee's family, or health-related issues etc.

**On duty** to attend workshops/Seminars/Conferences/PhD work

**Fee Waiver:** The institution will give utmost importance to education. To promote this the University will provide education fee waiver for self-education as well as education of children of faculty.

**Transportation Fee Concession:** To ensure comfortable travel of all the teaching and non-teaching staff, the institution will provide transportation fee concession.

**Subsidized Accommodation:** Staff quarters with no maintenance cost will be provided to staff at affordable cost.

**Loan Facility:** Interest free Loans to faculty for Laptop.

#### **Courier Desk**

Canteen facility at subsidized rates

Banking and ATM facility

Day-care facility for staff children

Celebration of festivals and National days

Sports Facility

Medical Centre

**Medical Leave & Maternity leave** for eligible staff members.

**Sponsorships** to attend and present papers in conferences both in India as well as abroad. All the faculty members who upgrade their research work through quality publications would be honoured by management through research incentives scheme every year as per University's Research Policy.

**Financial assistance** to attend conferences/workshops/seminars/FDP

**Seed money** for research

Teaching and Non-Teaching **Staff Club** for organizing Annual retreat and orientation, tour, and sports activities for the staff.

Faculty members will be provided with **Individual cabin and system** to facilitate good ambience.

**Summer and Winter Vacation** for faculty members

**Faculty development programs (FDP)** for faculty members on regular basis.

Skill development courses will be organized for non- teaching staff to enhance their skills in work environment.

**Women Empowerment Cell** for creating venues for women members to flourish and gain momentum.

**Women Protection and Anti-Harassment Cell:** In keeping with the Supreme Court guidelines, the institution establishes a Cell against harassment and atrocities against Women at the workplace.

## 20.2 Schemes For Students

**For Students:** Fee waivers and concessions will be granted to meritorious students and those from socio-economically disadvantaged backgrounds. We will also implement a distinct reservation policy favoring female students and those with disabilities to ensure their representation across all programs. To support students who need academic assistance, specialized coaching and training programs will be provided, particularly targeting those from weaker academic backgrounds.

Financial assistance to the needy students for pursuing higher education in our institution as per the requirement.

**Discipline and Anti Ragging Committee:** To create a safe and motivating environment in our institution and to bring professionalism among students, a Discipline and Anti Ragging Committee will be formed in the university.

## 20.3 Fifteen Years Rolling Implementation Plan for Students Welfare

S.N	Years			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Providing scholarship and financial support from institute and other sources.			Implemented	Numbers will be increased
2	Conducting Capability enhancement & Development scheme-Soft skill development, remedial coaching, language lab, bridge courses, yoga, Meditation, personal counselling and mentoring.			100% Implemented	100% Effectiveness
3	Guidance for competitive exams			Full Support	Increase in Participations
4	Organizing Induction & Orientation programs for all UG & PG students.			In-Place	Continued
5	Students grievances redressal system			In-Place	Minimum Grievances
6	Prevention of sexual harassment and ragging			Measures are in-place	Reducing complaints to Zero



7	Support for Career Counselling, Placement, Students progression for higher education & entrepreneurship	In-Place	100%
8	Increase in Students qualifying in state/national /international level examination (GATE/CAT/ GRE/TOFEL/Civil Services/State Govt. Services.	In-Place	Increase in Participations
9	Organizing Sports and cultural activities/competitions	Yes	Increase in numbers
10	Enhancing Participation of students in cultural activities/competitions at national & international level	In-Place	Increase in Numbers
11	Involvement of Students representations in academic & administrative bodies/committees of the Institute	IQAC, SC ST Cell, OBC Cell, T&P Cell, OBE, Anti-Ragging & Grievances Redressal committee, Woman Grievances, etc.	Participation will be increased
12	Providing support and counselling through Professional counsellor and medical practitioner	Full Support	100% Effective
13	Conducting annual student satisfaction survey	100% Implemented	Increased Parameters & Effectiveness
14	Promotion and support for learning by doing	Implemented	100% Effective
15	Supervised internships for students in industry for longer duration	Implemented	More Industry will be connected
16	Providing Self – Learning facilities, materials for learning beyond syllabus, Webinars, Podcast, MOOCs etc.	Implemented	Increase Effectiveness via Self Developed e-learning materials
17	Conduction of Co-curricular and Extracurricular Activities through sports and cultural facilities, NCC, NSS and other clubs, Annual students' activities	Implemented	National & International Level
18	Opening Professional societies / chapters and organizing engineering events	Implemented	Increase in Numbers
19	Fee waivers and concessions for meritorious students and those from socio-economically disadvantaged backgrounds.	In-Place	Continued
20	Discipline and Anti Ragging Committee	Committee exists as per norms.	Continued

## 20.4 Fifteen Years Rolling Implementation Plan for Staff Welfare

S.N	Years			Current Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	EPF to the members of both teaching and non-teaching			In-Place	Continued
2	Providing gratuity facility			In-Place	Continued
3	Medical Group Insurance			In-Place	Continued
4	Paid leave in case of marriage, maternity, bereavement in the employee's family, or health related issues etc.			In-Place	Continued
5	ONDUTY to attend workshops/ Seminars/ Conferences/ PhD work			In-Place	Continued
6	Education fee waiver for self-education as well as education of children of faculty			In-Place	Continued
7	Transportation fee concession.			In-Place	Continued
8	Subsidized Accommodation			In-Place	Continued
9	Interest free Loans to faculty and staff to meet emergency situations			In-Place	Continued
10	Canteen facility at subsidized rates			In-Place	Continued
11	Day-care facility for staff children			In-Place	Continued
12	Celebration of festivals and National days			In-Place	Continued
13	Sports and Fitness Centre			In-Place	Continued
14	Medical Centre			In-Place	Continued
15	Medical Leave & Maternity leave for eligible staff members			In-Place	Continued
16	Sponsorships to attend and present papers in conferences both in India as well as abroad.			In-Place	Continued
17	Financial assistance to attend conferences/workshops/seminars			In-Place	Continued
18	Teaching and Non-Teaching Staff Club			In-Place	Continued
19	Summer and Winter Vacation for faculty members			In-Place	Continued

20	Faculty development programs (FDP) for faculty members on regular basis	In-Place	Continued
21	Women Empowerment Cell for creating venues for women members to flourish and gain momentum.	In-Place	Continued
22	Women Protection and Anti-Harassment Cell	In-Place	Continued

## 21. ALUMNI

Our greatest legacy will be our alumni and their contributions to society. We will celebrate their many achievements. We will engage our alumni in planning for the future of the institution and rely upon our alumni for their involvement and philanthropic support in the execution of the institute's plans. The primary strategy is to engage alumni in all activities of the institution and set goals. The institute will seek ideas from alumni to improve the activities of the institution including collaborations, generation of funds for R&D activities, infrastructural and other developments. Alumni need to play a significant role in promoting the institution's reputation across the globe.

### 21.1 Objectives

- Central Alumni Cell would be encouraged to organize at least two programs in a year to felicitate proud alumni achievers.
- Alumni would be engaged to help and support the fresh graduates in terms of internships and placements.
- Well-placed Alumni will be encouraged to contribute towards the development of the institution financially.

### 21.2 Action Plans

- Alumni representation in BoS and higher statutory bodies
- Sponsored labs/buildings/blocks in their name.
- Alumni distinguished lectures.
- Minimizing the generation gap in alumni chapters.
- Placement and internship through alumni.
- Engaging alumni in technical solutions, product developments, fundraising and branding.
- Financial assistance to economically backward students through Alumni association
- Alumni in training/teaching/mentoring/ collaborations and placement
- Improving networking/collaboration through alumni across the globe.
- More involvement of alumni in all development activities.

## 21.3 Fifteen Years Rolling Implementation Plan for Alumni Engagement

### Improvement /up-gradation & increase in existing facilities

S.NO	Year			Status	Strategy
	2024-2029	2029-2034	2034-2039		
1	Establishment of an “Alumni Engagement Cell” at the Institute to support alumni visits, activities and engagement.			In Place	To be Continued
2	Development of alumni support system for continued learning and career improvement.			In Place	To be Continued
3	Alumni interaction through: <ul style="list-style-type: none"> <li>● Interaction between alumni and students.</li> <li>● Involvement of alumni for students mentoring.</li> <li>● Interaction between alumni and faculty.</li> <li>● Alumni members in Departmental BOS for curriculum development.</li> <li>● Alumni linkage for student placements and internships.</li> <li>● Alumni representation in IIC, IQAC and BOG of the Institute.</li> <li>● Enhancing the innovation ecosystem.</li> <li>● Enhance alumni interaction during technical, cultural and sports activities organized by Institute.</li> </ul>			In Place	To be Continued
4	Engagement of alumni as adjunct faculty/visiting faculty.			In Place	Increase in Number
5	Conduction of courses/workshops/networking events through alumni.			In Place	Increase in Frequency
6	Development of online portal ( <a href="https://kiet.almaconnect.com/">https://kiet.almaconnect.com/</a> ) on Institute website to promote engagement between alumni, students and faculty members.			In Place	Engagement through portal will be increased
7	Meetings/activities organized by KIET Alumni Association Society (Registered Under UP Society Act 1860)			In Place	Increase in Frequency
8	Effective use of “Business Incubation Centre” for Industry Linkage, start-up and incubation strengthening.			Established	Increase in Effectiveness
9	Motivating Joint Intellectual Property (IP) commercialization with industries.			In Place	Full Support

10	Effective use of entrepreneurship development cell in the institute.	In Place	Increase in Activities
11	Development of dedicated cell for research on societal problems.	In Place	Development of Research Group
12	Enhancing interaction with industries, educational and research organizations in the region for versatile exposure to students and faculty.	Implemented	To be continued
13	Conduction of joint workshops/activities with govt. & NGO for students and local community.	In Place	Increase in Number
14	Conduction of joint research, workshop & Training programs with industries.	In Place	Increase in Number
15	Organising Public lectures/colloquia/competitions on global issues.	In Place	Increase in Number
16	Enhancing faculty engagement with industries.	In Place	Enhance through research & Development Activities
17	Conduction of training programs for Govt. staff/industry personals and other organizations.	In Place	Increase in Activities
18	Conduction of students Competitions on city and state problems	Conducting through clubs & societies	Level & Quality Enhancement
19	Joint conduction of sport and cultural activities	In Place	To be Continued

## 22. BEST PRACTICES

### Fostering Excellence: Best Practices at KIET Group of Institutions

KIET Group of Institutions holds an unwavering commitment to nurturing well-rounded individuals equipped with knowledge, skills, and the potential to succeed in a dynamic world. This dedication translates into a robust framework of best practices that empower **teaching, learning, and research** excellence within the institution.

#### Shaping Futures:

KIET Group of Institutions recognizes the holistic development of its students as paramount. An "**Academic System**" has been meticulously crafted, introducing students to the institute's unique guidelines and fostering optimal learning outcomes. The adoption of **Outcome-Based Education (OBE)** ensures that all courses align with defined learning objectives, measured through a comprehensive **ERP system** to identify and address any learning gaps promptly.

### Commitment to Quality:

KIET Group of Institutions upholds rigorous quality standards. The **Internal Quality Assurance Cell (IQAC)** conducts regular departmental performance audits, meticulously reviewing **teaching methodologies, extension activities, and co-curricular/extracurricular initiatives**. This ensures an environment of continuous improvement and innovation.

### Recognizing Achievement:

To motivate high academic performance, KIET Group of Institutions offers **scholarships and incentives** based on strong semester-exam results. These encourage students to strive for excellence and push their academic boundaries.

### Beyond the Classroom:

Promoting knowledge application beyond textbooks, KIET Group of Institutions fosters numerous **technical clubs and innovation centers**, providing students with opportunities to hone their skills and explore real-world applications. Furthermore, the **Technology Business Incubator (TBI)** empowers students with entrepreneurial aspirations, equipping them with the necessary skills and guidance to translate their ideas into successful ventures.

### Industry Connect:

Recognizing the importance of industry exposure, KIET Group of Institutions has established strong ties with local industries through the **Indian Industries Association (IIA)**. This collaboration facilitates industry visits, problem-solving initiatives, and internship opportunities, bridging the gap between academia and the professional world.

### Acknowledging Excellence:

KIET Group of Institutions celebrates the contributions of its faculty. The **Dronacharya Award** recognizes the best teaching faculty member at the departmental level, while the **C.V. Raman Award** honors the institute's top 10 researchers annually. These awards inspire continued dedication and excellence in both teaching and research endeavors.

The best practices implemented at KIET Group of Institutions stand as a testament to its unwavering commitment to academic excellence and student development. By nurturing a culture of continuous improvement, innovation, and industry collaboration, KIET empowers its students to become leaders and innovators, shaping a brighter future for themselves and the nation.

KIET Group of Institutions is playing an important role in the overall development of their students. The goal is not only to enrich the knowledge but shape up the student's career. In this view, the institute is initiated an Academic System with a purpose to introduce students with the new guidelines of the KIET Group of Institution's system for better learning outcomes.

To ensure quality enhancement, the Institute periodically conducts the performance audit of the departments (by the Internal Quality Assurance Cell) which includes review of teaching – learning methodologies, extension activities, co-curricular and extra-curricular activities conducted during the academic year.

The research & Development Department operates through a well-drafted policy and team of operatives. All the departments of the institute select a DRC – Departmental Research Committee, which consists of the Head of the Department, a senior Professor, and one/two other faculty members inclined towards research. A follow-up system has been designed to keep tabs on the progress of the DRC every quarter and the progress is reported on an annual basis to the Director of the institute. The faculty who are actively involved are designated as ‘Research Faculty’ and correspondingly assigned a lesser teaching load in comparison to the other faculty members. Apart from the faculty members, the undergraduate & postgraduate students at KIET Group of Institutions are also motivated to go in for publications/patents/consultancies/projects, etc. Under the research policy, an incentive scheme has also been formulated to promote meaningful research that contributes towards National & International needs. The amount of incentive provided to the researchers depends on the impact factor of the publication and the repute of the publisher. As we are an affiliated institute, it is extremely honorable for us to have been nominated by our affiliating university – AKTU Lucknow to be a Research Centre. <https://www.kiet.edu/overview-research>, <https://www.kiet.edu/aktu-research-centre>

- Institute has adopted the format of Outcome Based Education (OBE) in the whole learning structure. All the attainments (COs and POs calculation) required to be calculated are done through the in house developed ERP software (NBA-ERP Module) automatically for finding the gaps and action taken.
- As per institute policy, Scholarship/Incentives are given to the students for scoring good percentage in semester exams. As the student will score more marks the amount of scholarship will increase.
- For promoting teaching and learning beyond syllabus at institute level, many technical clubs/innovation centers are operational for skill enrichment of students.
- Innovation and Entrepreneurship – We are motivating students to opt industry-based projects through TBI (Technology Business Incubator) and give them the required skill to become successful entrepreneur.
- KIET has good connect with local industries through Indian Industries Association for providing students Industry exposure and problem solving.
- We are providing internships to the students through start-ups with the help of TBI.
- Dronacharya Award is given for best teaching faculty member at departmental level and C.V Raman award is given to 10 best researchers at the institute level every year.
- We provide global exposure to the students through International Internships.
- We offer foreign language classes to all the interested students.
- The students who present technical paper in the inter-institute events, all the expenses of student are reimbursed by the institute itself through student reimbursement policy for encouraging research culture among the students.

**Computer Programming Proficiency Cell (CPP)**, The Cell was formulated to give all KIETians a flavor of the most competitive and rewarding mind sport of current time, i.e., “Competitive Coding”, where the programmers compete to solve exciting problems using their creativity and ingenuity. The CPP cell has become



a cornerstone of the KIET pedagogy as it organizes weekly competitive coding contests where the mentors and students solve live coding challenges in the classrooms along with quarterly coding competitions for the entire first-year students to act as a self-evaluation metric and identifying the best KIET coders in their infancy for further grooming.

**Skill Development & Finishing School (SDFS)**, The changing demands of the industry require more emphasis on coding, industry-based projects, and soft skills. Thereby, a separate vertical named Skill Development & Finishing School has been created to address these industry demands. It includes three verticals:

**The competitive Coding Improvement Program (CCIP)** is a new initiative to fulfil the need of current trends in hiring freshers in big IT companies. It aims at developing-

- Coding Skills,
- Technical & Soft Skills of the students.
- The competitive module KICCS-D-HACK 21.0 for students

**Minor Specialization:** Minor Specialization is to enhance learning skills of students, acquisition of additional knowledge and to enable/ encourages them to:

- Enhance their employability with additional knowledge
- Pursue cross-discipline research
- New technology beyond syllabus
- Minimize the gap between university syllabus and industry requirements
- Minor Specialization includes Web and Mobile Application Development, Data Science & Deep Learning, Machine Learning, Design and Innovation, AI Integrated Green Energy Solutions & Smart Societies, Robotics and IOT, Application of Remote Sensing & GIS, Drug Regulatory affairs etc.

**Finishing School:** Following the contemporary hiring trends due to industry 5.0, this vertical is responsible for the ultimate refining of the pre-final year students for their recruitment process and getting hired as a professional in the corporate world after earning the ASSET (Aptitude+ Soft Skills + English + Technical Proficiency) certificate. The students undergo a mix of external third-party training & in-house training, to meet the following objectives to:

- Groom students as per the industry standards
- Hone the skills– Aptitude (QA, LR & VA), soft skills, and technical skills
- Prepare students for mass recruiters
- Provide students with ASSET certification for readiness towards recruitment drives.
- Ensuring Excellence in Assessment and Learning

The KIET Group of Institutions takes pride in its meticulous **Examination System**, designed to uphold the highest standards of academic integrity and rigor. To guarantee the quality and fairness of assessments, KIET employs a **centralized question paper system**, subject to a rigorous review process conducted by a highly qualified **Moderation Committee**. This collaborative effort ensures transparency and consistency across all evaluations.

Furthermore, KIET recognizes the value of leveraging expertise from premier institutions. In select subjects, the institute incorporates **question papers developed by professors from IITs and NITs**, further enriching the assessment experience for students.

Beyond traditional examinations, KIET fosters a unique **learning style** that caters to individual student needs. The "**Gradual, Gallant and Growing**" categorization system tailor assignments and learning processes to match each student's learning capability. This personalized approach promotes active engagement and fosters a deeper understanding of course material. Additionally, all assignments are meticulously crafted to ensure their uniqueness and alignment with individual learning goals.

Through these comprehensive measures, the KIET Group of Institutions demonstrates its unwavering commitment to academic excellence. By prioritizing meticulous assessment practices and fostering a personalized learning environment, KIET empowers its students to achieve their full academic potential.

## 23. Conclusion

KIET Group of Institutions: A Saga of Growth and Innovation, Aspiring for Greater Impact

**Established in 1998 by the Krishna Charitable Society, KIET Group of Institutions has embarked on a remarkable journey, transforming from its modest beginnings into a thriving educational ecosystem serving over 7500+ students across four distinct schools.** Renowned for its unwavering commitment to academic excellence, KIET boasts several prestigious accreditations, including an 'A+' grade from NAAC and NBA accreditation for multiple programs. The institute's consistent excellence is further underscored by its impressive NIRF ranking and esteemed certifications like SIRO-DSIR and QS I-GAUGE Diamond.

**Fueling a culture of intellectual exploration and entrepreneurial spirit, KIET fosters innovation through its dedicated In-House Technology Business Incubator and Innovation Cell.** These initiatives have birthed 100+ thriving incubates, demonstrating the institute's steadfast commitment to nurturing promising ideas and transforming them into successful ventures.

**Over two decades, KIET has cultivated a legacy of excellence, nurturing alumni who have achieved distinction across the globe.** This sustained growth and unwavering dedication to quality education have established KIET as a beacon of academic excellence in the region. Transparency, decentralized administration, and well-documented policies underpin the institute's unwavering commitment to good governance.

**In recent years, KIET has spearheaded numerous quality initiatives aligned with national policies, regulatory guidelines, and global educational trends.** The institute's flexible curriculum, meticulously designed by the Internal Quality Assurance Cell (IQAC), integrates crucial provisions of the National Education Policy 2020 (NEP-2020). KIET's quality practices are dynamic, adapting to evolving needs and continuously monitored for effective implementation.

**Recognizing the transformative potential of NEP-2020, KIET meticulously crafted an action plan in July 2020.** Various targeted parameters outlined for the academic year 2024-2025, an impressive number have already been implemented, further solidifying the institute's commitment to educational advancements.

**KIET holds the distinction for actively implementing effective examination reforms.** Additionally, the institute fosters a vibrant student life through numerous clubs and chapters, encourages interdisciplinary learning through mandatory electives, offers in-house internship programs, and awards unique UG degrees with Minor Specializations or Honors, enriching the educational experience.

**KIET views quality as a continuous journey, marked by significant milestones in recent years.** The successful implementation of a flexible curriculum aligned with NEP-2020, fostering a culture of self-learning through online courses/MOOCs, facilitating credit transfer through MOOCs, and establishing a dynamic teaching-learning-evaluation environment through KIET-MOODLE, stand as testaments to the institute's unwavering commitment to academic excellence.

**These pioneering initiatives have positioned KIET as a leader in technical education within the state and region.** Recognizing its potential for even greater impact, KIET aspires to be recognized as a **Deemed-to-be University**. This esteemed status will empower the institute to elevate its quality initiatives to the next level, fulfilling the national mandate of providing a holistic system of technical education that prepares well-rounded individuals for a globalized future, ultimately contributing to India's journey towards becoming a "Vishwa Guru".

#### **Beyond Boundaries: KIET's Aspirations for a Deemed-to-be University Status**

KIET Group of Institutions, a beacon of academic excellence for over two decades, embarks on a transformative journey by seeking the prestigious status of a Deemed-to-be University. This pursuit transcends mere aspiration; it signifies a strategic commitment to **nurturing globally competent individuals, fostering cutting-edge innovation, and propelling India's progress within the globalized knowledge landscape.**

**KIET's pursuit of Deemed-to-be University status is not solely an aspiration for prestige, but a strategic step towards fulfilling its vision of nurturing globally competent individuals, fostering innovation, and contributing to the nation's progress.**

#### **Unveiling the Power of Autonomy:**

As a Deemed-to-be University, KIET unlocks a treasure trove of academic autonomy. This empowers us to:

- **Craft Bespoke Curricula:** Design industry-aligned programs tailored to contemporary global demands, incorporating **student exchange programs, PhD programs, and Multi-Disciplinary & Multi-linguistic course offerings.** This flexibility fosters interdisciplinary learning and equips graduates with the linguistic agility to thrive in an interconnected world.
- **Spearhead Cutting-Edge Research:** Establish dedicated research clusters, attracting renowned scholars and fostering groundbreaking collaborations. This fosters an environment of innovation, propelling breakthroughs across diverse fields and contributing to India's burgeoning research ecosystem.
- **Embrace Industry Collaborations:** Forge deeper partnerships with leading industries, enabling real-world project-based learning experiences and **dynamic syllabus design based on industry skill requirements.** This equips graduates with the practical acumen and industry-ready skills sought after in today's dynamic job market.

## Beyond Recognition, Towards Impact:

The Deemed-to-be University status is not an end in itself, but a springboard for wider societal impact. KIET envisions:

- **Broadening Community Engagement:** Expand outreach programs, offering educational and skilling opportunities to underserved communities. This fosters inclusive growth and empowers individuals to contribute meaningfully to society.
- **Nurturing Future Leaders:** Cultivate a vibrant innovation ecosystem through dedicated incubators and accelerators, empowering aspiring entrepreneurs to translate their ideas into impactful ventures. This fuels economic growth and job creation, shaping a brighter future for generations to come.
- **Contributing to National Aspirations:** Align with India's vision of becoming a global knowledge leader by fostering research excellence and nurturing globally competent graduates. This strengthens India's position on the global stage and contributes to its ambitious developmental goals.

KIET's legacy of excellence spans 25 years, built upon a bedrock of quality education and unwavering commitment. Today, we stand at the cusp of a transformative journey, one that transcends the limitations of being affiliated and propels us into the realm of boundless academic freedom. **Becoming a Deemed-to-be University is not about seeking recognition, but about unleashing our full potential to empower individuals, drive innovation, and contribute meaningfully to the nation's progress.** It is about shattering boundaries and shaping a future where KIET becomes a torchbearer of academic excellence, illuminating the path for generations to come.

This is not just an aspiration; it is a call to action. In this transformative journey, we wish to redefine the boundaries of education and empower India's future leaders.

## ANNUAL MILESTONES AND ACTION PLAN

GOAL	Year (2024-2029)				
	2024-25	2025-26	2026-27	2027-28	2028-29
<b>Academic Excellence</b>	Conduct faculty development programs on trending technologies to enhance teaching skills	Enhance outcome-based education framework and assessment practices	Incorporate professional programming /simulation tools in the existing LMS	Establishing more Centres of Excellence for advanced Teaching & Learning process	Evaluate and revise curriculum based on industry trends and feedback
<b>Excellence In Research and Innovation</b>	Foster research culture through seed funding for research projects	Establish research centers in key domains and encourage interdisciplinary research	Promote research collaboration with industry and international institutions	Organize national/international conferences and publish research papers in reputed journals	Enhance patent filings, research grants, and commercialization of research outcomes

Collaborations And Networking	Identify potential industry partners and initiate collaborations	Sign MoUs with industry and academic institutions for joint research and exchange programs	Organize joint workshops, seminars, and hackathons	Establish international collaborations for student and faculty exchange programs	Strengthen partnerships through joint research projects and industrial training initiatives
Entrepreneurship And Consultancy Initiatives	Establish an entrepreneurship cell and organize ideation workshops	Conduct training programs on entrepreneurship and startup management	Launch an incubation center and provide mentorship and funding support to startups	Foster industry-academia collaboration through consultancy projects and technology transfer initiatives	Support successful startups through alumni mentorship, funding, and networking opportunities
Talent Recruitment And Retention	Implement competitive faculty recruitment and selection processes	Conduct faculty development programs to enhance research and teaching skills	Introduce performance-based incentives and recognition programs for faculty	Implement mentorship programs and career progression pathways for faculty	Establish faculty retention strategies, including salary increments, professional growth opportunities, and work-life balance initiatives
Capacity Building	Conduct training programs for staff to enhance technical and soft skills	Provide funding and support for faculty to attend national and international conferences and workshops	Develop a comprehensive framework for student skill development and employability	Establish a dedicated training center for faculty and staff development	Continuously assess and improve capacity building programs through feedback and outcome-based evaluations
Welfare Measures For Faculty, Staffs And Students	Enhance student support services, including counseling and career guidance	Implement staff welfare initiatives, such as health and wellness programs	Establish a student welfare committee to address student grievances and concerns	Introduce student mentoring programs and holistic development initiatives	Evaluate and enhance welfare measures based on feedback and student satisfaction surveys

Globalization and Student Diversity	Promote international student exchange programs and cultural exchange activities	Encourage students to participate in global conferences, competitions, and study abroad programs	Develop initiatives to attract international students through scholarships and targeted marketing campaigns	Establish partnerships with foreign universities for joint degree programs and research collaborations	Increase student diversity through proactive recruitment efforts, scholarships, and support for underrepresented communities
Governance and Administration	Streamline administrative processes and implement digital solutions	Establish a feedback mechanism for students and staff to improve transparency and communication	Implement an ERP system to automate administrative tasks and improve efficiency	Conduct internal audits and ensure compliance with regulatory requirements	Continuously improve governance and administration practices
Self Reliance	Identify alternate revenue streams and funding sources	Establish industry partnerships for funding and projects	Develop a sustainable financial model	Improve fundraising efforts and alumni engagement	Achieve financial stability and reduce dependence on external funding
Infrastructure	Upgrade laboratories and research facilities	Renovate classrooms and campus infrastructure	Invest in advanced technology and equipment	Develop new infrastructure projects	Ensure maintenance and upgradation of existing infrastructure
Sustainability	Implement energy conservation measures	Promote eco-friendly practices across the campus	Establish a green campus committee	Integrate sustainability in the curriculum and research	Monitor and enhance sustainability initiatives
Outreach Programs	Conduct community development initiatives	Organize industry-academia interface programs	Expand skill development programs in nearby communities	Engage in social entrepreneurship and CSR initiatives	Strengthen outreach programs through partnerships and collaborations
Branding and Communication	Develop a comprehensive branding strategy and establish brand guidelines	Enhance the college's website and online presence	Launch social media campaigns and engage with the target audience	Publish newsletters and magazines to highlight achievements and campus activities	Conduct campus events and open days to showcase the college's offerings and facilities

Acclaiming Recognitions and Ranking	Identify key rankings and accreditations to target	Implement strategies to improve metrics used in rankings and accreditations	Encourage faculty and students to publish research papers in reputable journals	Showcase successful case studies and projects carried out by faculty and students	Collaborate with industry and research organizations to gain recognition for the college's work
Finances	Develop a financial sustainability plan	Optimize resource allocation and explore cost-saving measures	Enhance fundraising efforts through alumni engagement and donor outreach	Seek industry partnerships for research grants and sponsorships	Establish revenue-generating initiatives such as professional courses, workshops, and consultancy services
Alumni Engagement	Establish an alumni association and develop a database of alumni	Conduct alumni reunions, networking events, and career development sessions	Launch mentorship programs connecting alumni with current students	Involve alumni in guest lectures, industry collaborations, and internships	Recognize and celebrate the achievements of alumni through awards and accolades
Holistic Development	Organize extracurricular activities, sports tournaments, and cultural events	Develop programs to promote physical and mental well-being among students and staff	Establish a career guidance cell and conduct skill development workshops for students	Enhance support services for students' personal and career development	Integrate life skills and ethics education into the curriculum