



**PES Institute of Technology and Management**

NH 206, Sagara Road, Shivamogga - 577 204

# **INSTITUTIONAL DEVELOPMENT PLAN**

**2026 - 2036**

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## ***PREFACE***

The success and sustained growth of PES Institute of Technology and Management (PESITM) fundamentally depend on a well-conceived Institutional Development Plan (IDP), which serves as a strategic roadmap designed to fulfil the institution's vision and mission. In today's competitive and rapidly evolving educational landscape, a dynamic and continuously updated IDP is essential to ensure that the institution remains responsive and aligned with both internal capacities and external opportunities and challenges.

The IDP is the result of a thorough and collaborative process grounded in a comprehensive SWOC analysis (Strengths, Weaknesses, Opportunities and Challenges). This process involves valuable insights from key stakeholders, including Faculty, Department Heads and Management, to identify institutional priorities and formulate clear goals and objectives over both short- and long-term horizons.

The plan outlines specific strategies and actionable steps that will guide PESITM in strengthening academic excellence, fostering research and innovation, enhancing industry engagement, and promoting holistic student development. The IDP also emphasizes measurable targets and robust monitoring mechanisms to ensure effective implementation and accountability.

By 2030, through the dedicated efforts of its faculty, staff, students and partners, this Institutional Development Plan aims to elevate PESITM as a premier leader in technical education within the region, cultivating excellence and contributing meaningfully to societal and technological progress.

**TEAM - PESITM**

### GOVERNING COUNCIL OF PESITM

| Sl. No. | Name                                                                                                       | Position                            |
|---------|------------------------------------------------------------------------------------------------------------|-------------------------------------|
| 1       | <b>Sri. Raghavendra B Y</b><br>Chairman, PES Trust®                                                        | Chairman                            |
| 2       | <b>Prof. Jawahar Doreswamy</b><br>Trustee & Treasurer, PES Trust®<br>Chancellor, PES University, Bengaluru | Member                              |
| 3       | <b>Sri. Vijayendra B Y</b><br>Trustee & Joint Treasurer, PES Trust®                                        | Member                              |
| 4       | <b>Smt. Arunadevi S Y</b><br>Trustee, PES Trust®                                                           | Member                              |
| 5       | <b>Smt. Tejaswini B R</b><br>Trustee, PES Trust®                                                           | Member                              |
| 6       | <b>Smt. Umadevi S Y</b><br>CEO, PES Trust®                                                                 | Member                              |
| 7       | <b>Mr. Subash B R</b><br>COO, PES Trust®                                                                   | Member                              |
| 8       | <b>Dr. Surya Prasad J</b><br>Vice Chancellor, PES University, Bengaluru                                    | Member<br>(Academic Representative) |
| 9       | <b>Mr. Purushotham S</b><br>Global R&D Leader, Baxter Health Care                                          | Member<br>(Industry Representative) |
| 10      | <b>AICTE Nominee</b>                                                                                       | Member                              |
| 11      | <b>GoK Nominee</b>                                                                                         | Member                              |
| 12      | <b>VTU Nominee</b>                                                                                         | Member                              |
| 13      | <b>Dr. Nagaraja R</b><br>Registrar, PES Trust®                                                             | Member                              |
| 14      | <b>Dr. R Sekar</b><br>Professor - EEE & Vice Principal, PESITM                                             | Member                              |
| 15      | <b>Mr. Rakesh M K</b><br>Assistant Professor - Civil                                                       | Member                              |
| 13      | <b>Dr. Swamy D R</b><br>Principal, PESITM                                                                  | Member Secretary                    |

## **1. INTRODUCTION**

PES Institute of Technology & Management (PESITM), Shivamogga, managed by Prerana Educational & Social Trust®, was established in the year 2007 under the visionary leaders Sri B S Yediyurappa, and late Dr. M.R. Doraiswamy, PESITM has been groomed by the efficient value system derived through rich experience in the education sector of the intellectuals within the PES Group.

The institute is affiliated with Visvesvaraya Technological University, Belagavi, Approved by the All-India Council for Technical Education (AICTE), New Delhi, and Recognised by the Government of Karnataka. The Institution is offering Eight undergraduate programs (CSE, ISE, AIML, DS, ECE, EEE, CV, & ME) and two post graduate programs (MBA & MCA), all six eligible UG Programs (CSE, ISE, ECE, Civil, ME and EEE) have been accredited by National Board of Accreditation and NAAC with 'A' Grade. It is one of the preferred destinations in Karnataka for aspirants in engineering and management domains, particularly for students from the Malanad region.

The lush green campus has well equipped class rooms, laboratories, modern computing facilities, seminar halls, sporting facility, auditorium, gym, food courts, on-campus boys and girls hostel, and staff quarters

The Institutional Development Plan (IDP) serves as a strategic roadmap for PESITM to achieve its vision and mission through systematic growth and continuous improvement. It provides a structured framework to guide academic progress, infrastructure enhancement, student development, faculty advancement and institutional governance in alignment with both internal aspirations and external challenges.

The IDP is developed through a collaborative and participatory process involving key stakeholders such as management, faculty, students, alumni and industry. This participative approach ensures that the institutional goals are relevant, achievable and reflective of the collective vision of the academic community. The plan outlines actionable strategies with measurable outcomes and emphasizes accountability through periodic review and assessment mechanisms.

At the core of the IDP lies the SWOC Analysis, an essential introspective exercise that critically examines the institution's internal strengths and weaknesses alongside external opportunities and challenges. This analysis provides a foundation for informed decision-making and strategic planning, helping PESITM channel its resources effectively toward academic excellence, innovation and sustainable development.

## 2. SWOC Analysis

The following section presents the SWOC analysis of PESITM based on a comprehensive evaluation of its current status, stakeholder feedback, and institutional performance over recent years. This analysis forms the basis for prioritizing initiatives and crafting targeted development strategies under the IDP.

### Strengths

- **Visionary Leadership:** The institution is guided by a clear vision to impart quality education and to emerge as a leading centre of excellence in the region.
- **Robust & Separate Physical Infrastructure:** Integrated campus, spread over 49.11 acres, provides state-of-the-art academic, administrative, and student support facilities conducive to holistic learning.
- **Transparent HR Policies:** A well-defined and transparent human resource policy supports professional development, employee welfare and institutional efficiency.
- **Comprehensive Student Development:** Strong emphasis on sports, cultural, co-curricular activities, skill development, and training ensures the overall growth and personality development of students
- **Quality Accreditation:** Accreditation by NAAC with an 'A' grade and NBA accreditation for all eligible programs reflect the institution's commitment to continuous quality enhancement.
- **Industry Collaboration on Campus:** The presence of Enventure, and Centre for Advanced Digital Construction within the campus creates direct opportunities for students to engage in core engineering projects and gain industrial exposure.
- **Vibrant Innovation Ecosystem:** The ANVESANA Innovation and Entrepreneurial Forum – A Technology Business Incubator actively promotes start-up incubation, fostering an environment of creativity and entrepreneurship among students and faculty.

### Weaknesses

- **Limited Industry Collaboration:** The institution lacks robust and high-quality partnerships with industry, limiting exposure to real-world practices, innovation, and live projects for both students and faculty.
- **Faculty Retention Challenges:** Retaining talented faculty is difficult in Tier-II cities like Shivamogga, as many competent faculties migrate to Tier-I cities, affecting academic stability and quality.
- **Declining Enrolment Trend:** There has been a consistent decrease in both the quality and quantity of student enrolments, necessitating strategies to enhance program attractiveness.

- **Underutilized Alumni Network:** The alumni network has not been fully leveraged to enrich teaching and learning, support training, or facilitate recruitment opportunities for students.
- **Resource Underutilization:** Resources are not optimally utilized due to limited awareness about research, funding, and entrepreneurship opportunities, calling for improved utilization strategies.
- **Placement Outcomes:** Both the number and quality of student placements need improvement through enhanced support and targeted initiatives.
- **Weak Research and Consultancy Ecosystem:** Institutional research and consultancy activities require development to foster innovation and effective knowledge transfer.

### Opportunities

- **Adoption of Modern Teaching Resources:** The integration of advanced teaching methodologies, digital aids, and online platforms such as NPTEL and MOOCs presents significant opportunities to enhance effective and supplementary learning experiences.
- **Emerging Technologies and Interdisciplinary Courses:** Expanding interdisciplinary programs based on the industry requirement that offers students the chance to engage with emerging technologies across multiple domains, fostering versatile skill development.
- **Collaborations with Premier Institutions:** Promising potential to establish academic and research partnerships with reputed national and international institutions such as IITs, NITs, IIITs, and foreign universities, which will enhance institutional visibility and academic standards.
- **Encouragement of Research and Funding:** By actively promoting research initiatives, funding opportunities and start-up incubation, the institution can develop multidimensional skills alongside academic excellence.
- **Benefit of Autonomous Status:** The institution can leverage the support from statutory bodies advocating for autonomous status, enabling greater academic and administrative flexibility to achieve institutional goals.
- **Utilization of Government Schemes:** Government and regulatory bodies offer technical and financial incentives aimed at innovation and research, which can be effectively utilized to drive qualitative growth.
- **Expansion of Consultancy Services:** Strengthening consultancy activities by increasing faculty involvement, fostering industry collaborations and engaging students can diversify institutional outreach and resources.
- **Low Competition in Region:** With only two technical higher education institutions in the Shivamogga district, the college has a strategic advantage to attract a larger student base and build regional academic prominence.

## Challenges

- **Increasing Competition:** Government policies are encouraging the internationalization of technical education, along with the growing number of higher education institutions in Karnataka, which intensify competition.
- **Attracting and Retaining Talent:** Competent academic professionals show a preference for working in Tier-I cities over Tier-II cities like Shivamogga, posing challenges in hiring and faculty retention.
- **Evolving Industry Expectations:** Rapid technological advancements are continuously changing the skill sets required for fresh engineering graduates, demanding frequent curriculum updates and enhanced training efforts.
- **Dynamic Quality Standards:** Stakeholder expectations for quality in technical education are continually evolving, creating the need for ongoing improvements in academic delivery and institutional processes.
- **Research Funding:** Competition for research grants and funding is high, necessitating strategic efforts to secure financial support for innovation and development activities.
- **Student Quality and Employability:** Ensuring incoming students meet quality standards and enhancing their employability skills to meet industry demands remains a persistent challenge.
- **Industry-Academia Engagement:** Bridging the gap between academic curriculum and real-world industrial requirements through stronger collaborations remain an area for development.

The comprehensive SWOC analysis has provided critical insights into the institutional landscape of PESITM by highlighting its inherent strengths, identifying existing weaknesses, and uncovering both the opportunities ahead and the challenges to overcome.

## 3. VISION & MISSION STATEMENTS

| VISION OF PESITM                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To be the most preferred institution for Engineering & Management Education, Research & Entrepreneurship by creating professionally superior & ethically strong global manpower.                                                                                                                                                                                                                                               |
| MISSION OF PESITM                                                                                                                                                                                                                                                                                                                                                                                                              |
| <ul style="list-style-type: none"><li>• Provide high-quality engineering and management education with technical excellence for global requirements.</li><li>• Promote research and entrepreneurship with collaboration, modern facilities, and strong mentorship.</li><li>• Build ethically grounded graduates who succeed globally, lead with integrity and commit to lifelong learning and social responsibility.</li></ul> |

The vision of PES Institute of Technology and Management (PESITM) is “***to be the most preferred institution for engineering and management education, research, and entrepreneurship by creating professionally superior and ethically strong global manpower.***” Its three mission statements emphasize providing high-quality education with technical excellence, fostering research and entrepreneurship through collaboration and mentorship, and developing ethically grounded graduates who lead with integrity and social responsibility. In alignment with these guiding principles and the insights from the SWOC analysis, the following enablers have been identified as vital instruments to translate vision and mission into effective action and institutional growth.

#### **4. PESITM KEY ENABLERS**

The strategic growth and sustained excellence of PESITM are anchored in its institutional enablers, who act as key drivers leveraging strengths, addressing weaknesses, capitalizing on opportunities, and mitigating challenges identified through SWOC analysis. These enablers are purposefully aligned with the institution’s Vision to be the most preferred centre for engineering and management education, research, and entrepreneurship, and its Mission to deliver quality education, foster research, and nurture ethically strong global professionals. This alignment ensures that every initiative directly advances long-term strategic goals. By systematically embedding these enablers across academic, administrative, research, and outreach functions, PESITM remains committed to academic excellence, innovation, and societal impact

##### **Academic Enablers**

- Implementation of **Outcome-Based Education (OBE)** with continuous academic quality improvement aligned to NEP 2020 standards.
- Faculty upskilling through a minimum of two **professional development** or NPTEL certifications per year.
- Mentoring systems ensuring at least **1:20 faculty-to-student ratio** for personalized academic guidance.
- Introduction of **project-based learning and interdisciplinary design challenges** across all engineering programs.
- Establishment of **Centers of Excellence (CoEs)** in emerging domains such as Artificial Intelligence, Renewable Energy, Cybersecurity, and Data Science.
- Attainment and maintenance of **NAAC “A+” and NBA 5 years** accreditations with continuous quality monitoring frameworks.
- Enhancement of faculty research output, targeting a minimum of 100 Scopus/SCI-indexed publications per year or **2 publication/faculty**.
- Integration of digital assessment and data analytics tools for **monitoring academic**

**Performance Metrics**

- Formation of academic peer review committees to benchmark curriculum and pedagogy against top 5 national institutions.
- Strengthening of academic audits, ensuring at least biannual program reviews for quality assurance.
- Industry-academia collaboration resulting in at least five curriculum co-designs and internship partnerships annually.
- Integration of modern pedagogical tools such as NPTEL, MOOCs and virtual learning platforms that enhance flexible and global learning experiences.
- Promotion of interdisciplinary and emerging technology programs fostering innovation and adaptability.
- Student-focused teaching and evaluation methodologies that encourage critical thinking, ethical values, and lifelong learning.

**Research and Innovation Enablers**

- A dynamic innovation ecosystem through the ANVESANA Innovation and Entrepreneurial Forum, nurturing start-ups and research translation.
- Strategic partnerships with M/s Enventure LLP – Centre for Advanced Digital Construction and reputed institutions including IITs, NITs, and international universities, promoting collaborative research and global engagement.
- Institutional support for research publications, patents and funded projects that strengthen academic credibility and promote entrepreneurship.

**Placement & Entrepreneurship Enablers**

- An active placement and training division ensuring strong industry linkages and effective employability support.
- Entrepreneurship Development Cell facilitating start-up initiatives and innovation-driven career paths. Using ANVESANA Innovation and Entrepreneurial Forum, for nurturing start-ups and research translation.
- Robust alumni network involvement in mentoring, internships, and placement facilitation, fostering global industry connections.

**Infrastructure Enablers**

- Continuous modernization and upgradation of facilities aligned with technological advancements and evolving educational needs.

**Outreach and Networking Enablers**

- Extensive partnerships with industries, academic institutions and government bodies enhancing knowledge exchange, research collaboration and societal impact.
- Active community engagement and extension activities that reinforce social responsibility.
- Strategic regional positioning offering competitive advantages in attracting students and collaborators.

## Digital Enablers

- Deployment of ERP and Learning Management Systems (LMS) to streamline academic and administrative workflows.
- Adoption of ICT/AI-enabled teaching and research tools enhancing digital literacy and global connectivity.
- Utilization of data analytics for informed decision-making and continual institutional improvement.

Enablers serve as the essential foundation for achieving an institution's vision and mission by supporting the realization of strategic initiatives that are aligned with its strengths, opportunities and challenges. These enablers provide the necessary resources, processes, leadership and culture that drive progress towards clearly defined goals and objectives. By linking the enablers directly to the strategic initiatives, institutions ensure a focused and systematic approach to fulfilling their goals, building on strengths and innovating through opportunities while effectively addressing challenges. This alignment creates a pathway for sustainable growth and continuous improvement, reinforcing the institution's capacity to meet its mission and achieve long-term success

## 5. GOALS & OBJECTIVES

For PES Institute of Technology and Management (PESITM), the step of setting clear goals and objectives as part of the Institutional Development Plan (IDP) involves defining Specific, Measurable, Achievable, Relevant, and Time-bound (SMART) targets. These targets are designed to leverage the previously identified enablers and directly respond to the insights gathered from the SWOC analysis.

By establishing such structured goals, PESITM ensures that each objective is aligned with the PESITM's vision to be a preferred institution for engineering and management education, research and entrepreneurship. The goals embrace the mission to provide quality education, foster innovative research and nurture ethically grounded global professionals. Setting these objectives allows PESITM to systematically track progress, make informed adjustments, and foster sustained institutional excellence in academics, research and community engagement within predefined timelines.

In alignment with the vision to be a preferred institution for engineering and management education, research and entrepreneurship and the mission to provide quality education, foster innovation and nurture ethically strong global professionals.

### 1. ACADEMIC EXCELLENCE

- **Goal: *Strengthen academic quality and promote Outcome-Based Education (OBE) aligned with NEP 2020 and global standards.***

## Objectives

- Attain academic autonomy status by AY 2026–27 and University by 2031 to enable institutional self-governance and curriculum innovation.
- Achieve 100% successful academic results across all programs by 2027 through continuous quality improvement and student support.
- Ensure each faculty member completes at least two professional development or NPTEL/other certifications annually, enhancing teaching effectiveness and currency.
- Attain 100% faculty holding doctoral qualifications by 2036 to drive advanced research and academic leadership.
- Secure and maintain NAAC 'A+' and NBA accreditation for all eligible programs by 2027, demonstrating adherence to national quality standards, and achieve a position within the top 200 of the National Institutional Ranking Framework (NIRF) by 2032 through enhanced innovation, research output, and academic excellence
- Establish Centres of Excellence in emerging technology fields such as Artificial Intelligence, Renewable Energy, Cybersecurity, Data Science, and Robotics by 2027 to foster innovation and specialized research, while adopting digital technologies and blended pedagogies from 2026 to enhance teaching-learning effectiveness and student engagement.
- Build strategic international partnerships from 2027 onward to facilitate global faculty and student exchanges, enriching academic and cultural exposure.
- Implement Outcome-Based Education (OBE) comprehensively across all departments and introduce Learning Management Systems (LMS) for all courses by 2026 to ensure standardized curriculum delivery and assessment, while developing industry-linked academic programs by introducing at least five co-designed courses and securing internship partnerships annually between 2026 and 2030 to enhance employability
- Upgrade infrastructure by building smart classrooms, digitized laboratories and implementing full ERP-based academic and administrative management by 2027.

The stated goal and objectives are further articulated as short-term, medium and long-term targets, supported by a strategic action plan to ensure their realization.

| Goal                          | Short Term Goal<br>2025-2028                                                                                                                                                                                                                      | Medium Term Goal<br>2028-2031                                                                                                                                                                                         | Long-term Goal<br>2031-2036                                                                                                                                                                                                         |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>G1.1 Academic Autonomy</b> | <b>Goal:</b> Achieve academic autonomy status by AY 2026-27 to enable institutional self-governance and curriculum innovation<br><b>Action Plan:</b><br>-Form Academic Autonomy Committee<br>- Conduct workshops for faculty, staff, and students | <b>Goal:</b> Sustain autonomy and initiate preparations for University status<br><b>Action Plan:</b><br>-Implement autonomous curriculum in all departments<br>- Develop distinctive, flexible programs and electives | <b>Goal:</b> Achieve full University status and institutionalize best practices in governance, curriculum, and quality<br><b>Action Plan:</b><br>- Complete applications, compliance and regulatory approvals for University status |

| Goal                         | Short Term Goal<br>2025-2028                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Medium Term Goal<br>2028-2031                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Long-term Goal<br>2031-2036                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                              | <ul style="list-style-type: none"> <li>- Align existing curriculum and evaluation to autonomous standards</li> <li>- Prepare and submit autonomy application documents to University/Regulatory bodies</li> <li>- Engage in regular review/monitoring meetings with Management and stakeholders</li> <li>- Create transition roadmap for academic, administrative, and examination reforms</li> </ul>                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>- Enhance internal and external quality assurance systems</li> <li>- Benchmark academic practices against top institutions</li> <li>- Initiate documentation and compliance reviews for University status</li> <li>- Engage stakeholders for feedback and continuous improvement</li> </ul>                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>- Establish independent Board of Governors and Academic Council</li> <li>- Institutionalize self-accreditation and regular policy/academic audits</li> <li>- Offer globally benchmarked programs with interdisciplinary focus</li> <li>- Conduct annual autonomy/University review workshops</li> <li>- Continuously update governance and curriculum policies based on feedback and emerging trends</li> </ul>                                                                                                                                                |
| <b>G1.2 Academic Results</b> | <p><b>Goal:</b> Raise institutional average pass percentage from 78% to 85% by AY 2027-28</p> <p><b>Action Plan:</b></p> <p>Department-level result analysis</p> <ul style="list-style-type: none"> <li>- Identify and support low-performing student segments</li> <li>- Conduct regular remedial and bridge courses each semester</li> <li>- Strengthen mentoring/tutoring; assign faculty mentors</li> <li>- Implement continuous internal assessment and feedback</li> <li>- Organize workshops for faculty on best teaching practices</li> <li>- Quarterly progress review with corrective interventions</li> </ul> | <p><b>Goal:</b> Increase pass percentage to &gt;90% at institutional level by AY 2030-31</p> <p><b>Action Plan:</b></p> <ul style="list-style-type: none"> <li>- Standardize outcome-based assessments across all courses</li> <li>- Expand student support: peer tutoring, academic counselling</li> <li>- Train faculty in active, experiential learning pedagogies</li> <li>- Regular curriculum review and update with stakeholder input</li> <li>- Introduce recognition and incentives for best-performing departments/faculty</li> <li>- Focus on improvement in core subjects and difficult courses</li> </ul> | <p><b>Goal:</b> Sustain pass percentage above 92% consistently and strive for &gt;95%</p> <p><b>Action Plan:</b></p> <ul style="list-style-type: none"> <li>- Institutionalize use of learning analytics for early risk prediction</li> <li>- Ensure personalized academic support using digital platforms</li> <li>- Annual analysis of examination results at micro-level</li> <li>- Implement adaptive, student-centric learning modules</li> <li>- Periodic benchmarking with top-performing institutions</li> <li>- Celebrate academic excellence; publish and reward success stories</li> </ul> |

| Goal                                     | Short Term Goal<br>2025-2028                                                                                                                                                                                                                                                                                                                  | Medium Term Goal<br>2028-2031                                                                                                                                                                                                                                                                                                            | Long-term Goal<br>2031-2036                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>G1.3<br/>Faculty<br/>Empowerment</b>  | <p><b>Goal:</b> Every faculty completes at least two professional development or NPTEL certifications per year</p> <p><b>Action Plan:</b> Identify relevant certification programs.- Schedule workshops/seminars to support completion.- Monitor and report faculty progress annually.</p>                                                    | <p><b>Goal:</b> Maintain 100% faculty compliance in annual certifications.- Encourage interdisciplinary and advanced level certifications.</p> <p><b>Action Plan:</b> - Incentivize advanced and cross-disciplinary certification.- Introduce peer mentoring for certification.- Review impact on teaching quality every two years</p>   | <p><b>Goal:</b> Position faculty as leaders in professional development and innovation.- Integrate certification completion with promotion and appraisal systems</p> <p><b>Action Plan:</b> Align institutional HR policies to reward ongoing professional development.- Annual institutional review for continuous improvement.- Benchmark nationally</p>                           |
| <b>G1.4<br/>Faculty<br/>Doctorates</b>   | <p><b>Goal:</b> Motivate current faculty to enrol in doctoral programs.- Identify gaps in departments needing PhD holders</p> <p><b>Action Plan:</b> Organize orientation and support for PhD aspirants.- Develop incentives for faculty registration.- Facilitate collaborations with universities.</p>                                      | <p><b>Goal:</b> 50% of targeted faculty enrolled in or completed PhDs.- Mentor and monitor PhD progress.</p> <p><b>Action Plan:</b> Implement structured mentorship and study leave policy.- Host regular progress reviews and research seminars.- Recruit new PhDs actively</p>                                                         | <p><b>Goal:</b> Achieve 100 doctoral-qualified faculty.- Establish institutional recognition for research leadership</p> <p><b>Action Plan:</b> Align promotion/appraisal with research output.- Celebrate milestones and disseminate success stories.- Benchmark against national leaders</p>                                                                                       |
| <b>G1.5<br/>Accreditation</b>            | <p><b>Goal:</b> Apply for NAAC and NBA accreditation for eligible programs.- Initiate process improvements based on accreditation criteria</p> <p><b>Action Plan:</b> Conduct gap analysis for accreditation standards.- Motivate departments to submit comprehensive self-study reports.- Organize workshops for awareness and training.</p> | <p><b>Goal:</b> Sustain all accreditations.- Address areas of non-compliance swiftly.- Begin structured initiatives for NIRF metric alignment</p> <p><b>Action Plan:</b> Establish an internal quality assurance cell.- Regularly update documentation.- Launch focused drives in research output, placement, and academic outcomes.</p> | <p><b>Goal:</b> Improve ranking to position under 200 in NIRF.- Maintain elite accreditation status across programs.- Attain recognition for academic excellence and innovation.</p> <p><b>Action Plan:</b> Strengthen research and industry collaboration.- Implement ongoing benchmarking against top-tier peers.- Allocate resources to high-impact, NIRF-aligned activities.</p> |
| <b>G1.6<br/>Centre of<br/>Excellence</b> | <p><b>Goal:</b> Identify key emerging technology fields for Centers of Excellence.- Begin</p>                                                                                                                                                                                                                                                 | <p><b>Goal:</b> Establish functional Centers of Excellence in targeted fields.- Broaden</p>                                                                                                                                                                                                                                              | <p><b>Goal:</b> Achieve national and international recognition for Centers.- Fully</p>                                                                                                                                                                                                                                                                                               |

| Goal                                  | Short Term Goal<br>2025-2028                                                                                                                                                                                                                                                                                                         | Medium Term Goal<br>2028-2031                                                                                                                                                                                                                                                                                                                  | Long-term Goal<br>2031-2036                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                       | adoption of digital technologies and blended pedagogies.<br>Form planning committees for each technology focus.- Train faculty on digital tools and blended learning techniques.- Pilot digital teaching modules                                                                                                                     | adoption of blended pedagogy across departments.<br>Form planning committees for each technology focus.- Train faculty on digital tools and blended learning techniques.- Pilot digital teaching modules                                                                                                                                       | integrate digital and blended learning across curriculums.- Promote sustained innovation culture<br>Form planning committees for each technology focus.- Train faculty on digital tools and blended learning techniques.- Pilot digital teaching modules                                                                                                                                                     |
| <b>G1.7 International Partnership</b> | <b>Goal:</b> Identify potential international partner institutions.- Build internal capacity and readiness for exchange programs<br><b>Action Plan:</b> Establish a team for international relations.- Conduct research and outreach to target institutions.- Prepare faculty and students for global engagement.                    | <b>Goal:</b> Formalize partnerships with multiple international universities.- Initiate faculty and student exchange programs.<br><b>Action Plan:</b> Develop MOUs and collaborative agreements.- Launch pilot exchange programs.- Monitor and enhance exchange experiences                                                                    | <b>Goal:</b> Expand exchange programs to global scale with diverse regions.- Achieve recognition as an international collaborative institution.<br><b>Action Plan:</b> Strengthen alumni network of exchange participants.- Host international conferences/seminars.- Continuously evaluate and innovate exchange offerings.                                                                                 |
| <b>G1.8 Digital Pedagogy</b>          | <b>Goal:</b> Implement OBE framework comprehensively across all departments.- Deploy LMS for all courses.- Begin co-design discussions with industry.<br><b>Action Plan:</b> Train faculty on OBE principles and LMS usage.- Integrate LMS into course delivery and assessment.- Identify industry partners for program development. | <b>Goal:</b> Fully integrate OBE and LMS in academic delivery.- Introduce at least five industry co-designed courses.- Secure annual internship partnerships<br><b>Action Plan:</b> Review and refine OBE implementation.- Expand LMS functionalities and user training.- Formalize agreements with industries for coursework and internships. | <b>Goal:</b> Achieve recognized excellence in OBE implementation.- Sustain and grow industry collaborations and internship programs.- Continuously update curriculum based on outcomes and industry feedback.<br><b>Action Plan:</b> Conduct periodic audits and accreditations on OBE.- Scale up co-designed programs and internships.- Leverage LMS data for curriculum improvements and student tracking. |
| <b>G1.9 Infrastructure /ERP</b>       | <b>Goal:</b> Plan and design smart classrooms and digitized labs.- Select ERP system and vendors.<br><b>Action Plan:</b> Conduct                                                                                                                                                                                                     | <b>Goal:</b> Implement smart classrooms and digitized laboratories.- Deploy ERP system for academic and                                                                                                                                                                                                                                        | <b>Goal:</b> Optimize and upgrade infrastructure continually.- Ensure ERP supports institutional growth and                                                                                                                                                                                                                                                                                                  |

| Goal | Short Term Goal<br>2025-2028                                                                                | Medium Term Goal<br>2028-2031                                                                                                                                                 | Long-term Goal<br>2031-2036                                                                                                                                                        |
|------|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      | needs assessment.- Develop detailed infrastructure upgrade roadmap.- Initiate vendor discussions and demos. | administrative use.<br><b>Action Plan:</b> Execute construction and technology installation.- Train staff and faculty on ERP functions.- Integrate ERP modules progressively. | innovation.<br><b>Action Plan:</b> Periodic infrastructure audits and upgrades.- Expand ERP capabilities with emerging technologies.- Monitor system performance and user feedback |

## 2. INDUSTRY CONNECT, RESEARCH, INNOVATION AND ENTREPRENEURSHIP

**Goal:** *Build a strong research & innovation culture through industry collaboration.*

### Objectives:

- Establish and operationalize three advanced research centers in Artificial Intelligence, Green Energy, and Sustainable Infrastructure by 2027 to enhance interdisciplinary and industry-linked research capabilities.
- Achieve a sustained 25% annual growth in high-quality research publications, targeting an average of two Scopus/SCI-indexed papers per faculty member starting from 2026.
- Increase the volume of externally funded research projects by 25% annually through strategic grant acquisition support and enhanced industry-government partnerships.
- Promote innovation by filing a minimum of five patents annually by 2026, supported by comprehensive intellectual property awareness and facilitation programs.
- Consistently participate in and improve institutional performance in the Institutional Innovation Ranking Framework, achieving a 3-star rating by 2027 and striving for a 5-star rating in the long term.
- Integrate structured research components into undergraduate curricula from 2026 onwards, enabling at least five student-led research projects annually to foster early research engagement.
- Facilitate and support the establishment of at least ten student startups annually starting 2026, through dedicated incubation infrastructure, mentorship, and access to seed funding.
- Organize a minimum of one innovation-focused event every semester to cultivate a dynamic culture of creativity and entrepreneurial thinking, with progressive expansion to interdisciplinary and national-level forums.

| Goal                                                                      | Short Term Goal<br>2025-2028                                                                                                                                                                                                                                  | Medium Term Goal<br>2028-2031                                                                                                                                                                                                      | Long-term Goal<br>2031-2036                                                                                                                                                                  |
|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>G2.1<br/>Establish<br/>research<br/>centers and<br/>collaborations</b> | <b>Goal:</b> Establish 3 research centres in AI, Green Energy, Sustainable Infrastructure by 2027 with the support of Industry partner.<br><b>Action plan:</b> Allocate budget, identify faculty leaders, sign MoUs with industry and research organizations. | <b>Goal:</b> Expand to 5 research centers with emerging themes. Increase industry collaborations to 5.<br><b>Action plan:</b> Enhance funding sources, promote cross-disciplinary projects, and launch international partnerships. | <b>Goal:</b> Become a regional hub with 7+ centers and 10+ collaborations.<br><b>Action plan:</b> Sustain funding growth, lead multi-institute projects, and host international conferences. |
| <b>G2.2<br/>Increase<br/>research<br/>publications</b>                    | <b>Goal:</b> Achieve 25% annual increase. Average 1 Scopus/SCI papers per faculty by 2026.<br><b>Action plan:</b> Conduct faculty workshops on research writing, incentivize publications, and monitor quarterly.                                             | <b>Goal:</b> Maintain 30% growth and average 2 indexed papers per faculty.<br><b>Action plan:</b> Support international submissions and facilitate interdisciplinary research.                                                     | <b>Goal:</b> Reach global benchmark with 4+ papers per faculty.<br><b>Action plan:</b> Establish publication mentoring groups and host international author workshops.                       |
| <b>G2.3<br/>Grow<br/>externally<br/>funded<br/>research<br/>projects</b>  | <b>Goal:</b> Increase funded projects by 25% annually. Establish research office for grant support by 2026.<br><b>Action plan:</b> Provide grant-writing training, set application targets.                                                                   | <b>Goal:</b> Grow projects by 35%.<br><b>Action plan:</b> Host annual grant-writing workshops and showcase funded projects to attract more grants.                                                                                 | <b>Goal:</b> Sustain 40% growth with multi-year mega grants.<br><b>Action plan:</b> Lead national/international mega grants and expand dedicated funding departments.                        |
| <b>G2.4<br/>File patents<br/>annually</b>                                 | <b>Goal:</b> File 5 patents annually by 2026.<br><b>Action plan:</b> Conduct IP awareness programs, create IP cell, provide patent filing support                                                                                                             | <b>Goal:</b> Implement technology transfer office to facilitate commercialization.                                                                                                                                                 | <b>Goal:</b> File 12+ patents annually with commercialization.<br><b>Action plan:</b> Establish innovation commercialization office and lead tech licensing initiatives.                     |
| <b>G2.5<br/>Institutional<br/>Innovation<br/>Ranking</b>                  | <b>Goal:</b> Participate yearly in Innovation Ranking. Achieve 3-star rating by 2027.<br><b>Action plan:</b> Form innovation committee, conduct challenges, analyze feedback                                                                                  | <b>Goal:</b> Achieve 4-star rating and expand innovation programs.<br><b>Action plan:</b> Host more frequent challenges and engagement activities.                                                                                 | <b>Goal:</b> Consistently attain 5-star rating and national recognition.<br><b>Action plan:</b> Host national innovation conferences and serve as an innovation benchmark.                   |

|                                               |                                                                                                                                                                                        |                                                                                                                                                        |                                                                                                                                                                        |
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| <b>G2.6 Undergraduate research activities</b> | <b>Goal:</b> Introduce research modules and start 5 student projects per year by 2026. <b>Action plan:</b> Develop curriculum components, mentor projects, organize fairs.             | <b>Goal:</b> Embed research credits and increase projects to 15 per year. Enhance mentorship and research training.                                    | <b>Goal:</b> Launch undergraduate research symposium and achieve 30+ projects yearly. <b>Action plan:</b> Gain national accolades for undergraduate research.          |
| <b>G2.7 Support student start-ups</b>         | <b>Goal:</b> Facilitate 10 startups annually starting 2026. <b>Action plan:</b> Establish incubation center, conduct entrepreneurship workshops, and provide seed funding connections. | <b>Goal:</b> Expand support to 20 startups yearly. <b>Action plan:</b> Enhance mentorship, funding networks, and collaboration with industry partners. | <b>Goal:</b> Build a recognized incubator supporting 40+ startups per year. <b>Action plan:</b> Establish innovation park and host national startup competitions.      |
| <b>G2.8 Innovation events</b>                 | <b>Goal:</b> Conduct at least 1 innovation event every semester/Program. <b>Action plan:</b> Develop event calendar, engage industry and academia, promote student participation.      | <b>Goal:</b> Host multiple interdisciplinary innovation events annually. <b>Action plan:</b> Expand industry-academia collaborations.                  | <b>Goal:</b> Lead national innovation hackathons and conferences regularly. <b>Action plan:</b> Establish annual international innovation summit with global partners. |

### 3. INDUSTRY CONNECT, PLACEMENT & ENTREPRENEURSHIP

**Goal:** *Strengthen industry partnerships, Placement and Entrepreneurial ecosystem.*

**Objectives:**

- Expand the reach and impact of the Industry-Institute Cell by initiating and supporting collaborative activities at multiple levels to foster greater industry involvement in campus life.
- Actively pursue and grow industry partnerships to maintain at least 25 formal MoUs with core sector companies, ensuring joint projects, internships, and expert-led workshops for students by 2026.
- Support and accelerate student-led entrepreneurial activity by nurturing a minimum of 25 start-up ventures through the Anvesana Innovation and Entrepreneurial Forum by 2027, emphasizing mentorship and industry networking.
- Launch targeted skill-development initiatives focused on both technical and professional growth to significantly increase both the number and quality of student placements in core and allied industries.

- Consistently secure 90% annual placements for students in renowned core and allied industry organizations, highlighting placement quality and relevance to academic discipline.
- Strengthen collaborative research, innovation, and consultancy opportunities by forming partnerships with diverse industry leaders, maximizing mutual benefit and institutional visibility.

| <b>Goal</b>                                                                                                                       | <b>Short Term Goal<br/>2025-2028</b>                                                                                                                                             | <b>Medium Term Goal<br/>2028-2031</b>                                                                                                                                  | <b>Long-term Goal<br/>2031-2036</b>                                                                                                                           |
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| <b>G3.1</b> Expand the reach and impact of the Industry-Institute Cell to foster greater industry involvement in campus life.     | <b>Goal:</b> Initiate 10 collaborative activities by 2028.<br><b>Action plan:</b> Establish industry communication platforms and conduct 4 engagement events annually.           | <b>Goal:</b> Increase collaborative activities to 25 per year.<br><b>Action plan:</b> Develop 3 alumni-industry forums and quarterly industry stakeholder meets.       | <b>Goal:</b> Facilitate 50+ collaborative activities annually.<br><b>Action plan:</b> Become a benchmark cell with regional awards and recognition.           |
| <b>G3.2</b> Grow industry partnerships to maintain at least 25 formal MoUs with core sector companies by 2026.                    | <b>Goal:</b> Sign 25 MoUs by 2026.<br><b>Action plan:</b> Facilitate 15 joint projects and internships with industry partners. Hold 10 workshops led by experts yearly.          | <b>Goal:</b> Expand MoUs to 40 by 2031.<br><b>Action plan:</b> Achieve 30 joint projects and 50 internships yearly. Increase expert workshop frequency to 20 annually. | <b>Goal:</b> Maintain 60+ active MoUs.<br><b>Action plan:</b> Support 50+ joint projects and 100+ internships annually. Host national-level expert workshops. |
| <b>G3.3</b> Support and accelerate student-led entrepreneurs by nurturing 25 start-ups through the ANVESANA Forum by 2027.        | <b>Goal:</b> Facilitate 25 start-ups by 2027.<br><b>Action plan:</b> Organize 4 bootcamps and mentorship sessions annually. Secure seed funding for at least 10 start-ups/year.  | <b>Goal:</b> Support 50 start-ups annually.<br><b>Action plan:</b> Develop industry mentorship panels of 20 experts. Facilitate accelerator programs with funding.     | <b>Goal:</b> Support 100+ start-ups annually with strong funding networks.<br><b>Action plan:</b> Achieve national recognition as entrepreneurship hub.       |
| <b>G3.4</b> Launch skill development initiatives to enhance quantity and quality of student placements in core/allied industries. | <b>Goal:</b> Train 100% students annually in technical and soft skills.<br><b>Action plan:</b> Partner with 15 industries for certification programs. Conduct biannual programs. | <b>Goal:</b> Train 100% students annually.<br><b>Action plan:</b> Expand industry partnerships to 30 for certifications. Launch continuous skill-upgrading modules.    | <b>Goal:</b> Establish ongoing skill development programs training 1500+ students/year, aligned with top industry standards.                                  |

|                                                                                                                                  |                                                                                                                                                                              |                                                                                                                                                                        |                                                                                                                                                                        |
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| <b>G3.5</b><br>Consistently secure 90% placements annually in renowned core and allied industries emphasizing placement quality. | <b>Goal:</b> Achieve 80% student placement each year.<br><b>Action plan:</b> Strengthen employer engagement by organizing semi-annual career fairs.                          | <b>Goal:</b> Increase placement rate to 90%.<br><b>Action plan:</b> Expand employer base to 100 firms. Enhance career counseling with yearly feedback surveys.         | <b>Goal:</b> Sustain 98-100% placement records.<br><b>Action plan:</b> Foster long-term employer partnerships. Achieve high student and employer satisfaction ratings. |
| <b>G3.6</b><br>Strengthen collaborative research, innovation, and consultancy with industry leaders to maximize mutual benefits. | <b>Goal:</b> Initiate 10 pilot projects with industry.<br><b>Action plan:</b> Formalize 5 collaboration agreements. Publish 3 joint innovation/consultancy reports annually. | <b>Goal:</b> Increase collaborations to 25 projects and 15 formal agreements.<br><b>Action plan:</b> Develop joint innovation labs. Host quarterly industry workshops. | <b>Goal:</b> Lead 50+ collaborative projects and 30 formal partnerships. Influence regional/national innovation policy.                                                |

#### 4. INFRASTRUCTURE AND DIGITAL TRANSFORMATION

**Goal: To modernize the infrastructure and improve digital learning environments**

##### Objectives:

- Equip all laboratories with the necessary tools and technology by 2026.
- Achieve full implementation of ERP and LMS systems to support academic and administrative functions by 2025.
- Set up a smart classroom in each department within the upcoming two academic years.

| Goal                                                                    | Short Term Goal<br>2025-2028                                                                                                                                                           | Medium Term<br>Goal<br>2028-2031                                                                                                                                   | Long-term Goal<br>2031-2036                                                                                                       |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>G4.1</b> Equip all laboratories with necessary tools and technology. | <b>Goal:</b> Complete equipping 100% of all laboratories with modern tools and technology by 2026.<br><b>Action plan:</b> Conduct needs assessment and procures equipment accordingly. | <b>Goal:</b> Upgrade 25% of labs to cutting-edge technology and automation by 2030.<br><b>Action plan:</b> Conduct training for faculty and students on new tools. | <b>Goal:</b> Maintain state-of-the-art infrastructure with periodic upgrades and introduce AI/IoT-enabled lab facilities by 2035. |
| <b>G4.2</b> Achieve full implementation of ERP and LMS                  | <b>Goal:</b> Achieve 100% ERP and LMS                                                                                                                                                  | <b>Goal:</b> Optimize ERP/LMS functionalities and                                                                                                                  | <b>Goal:</b> Integrate advanced AI-driven adaptive                                                                                |

| Goal                                                     | Short Term Goal<br>2025-2028                                                                                                                                                       | Medium Term<br>Goal<br>2028-2031                                                                                                                                      | Long-term Goal<br>2031-2036                                                                                        |
|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| systems.                                                 | implementation supporting academic and administrative functions by 2025.<br><b>Action plan:</b> Conduct user training and system audits.                                           | integrate analytics for enhanced decision-making by 2028.<br><b>Action plan:</b> Regular system updates and training.                                                 | learning and management modules by 2035. Evaluate and upgrade systems continuously.                                |
| <b>G4.3</b> Set up a smart classroom in each department. | <b>Goal:</b> Establish smart classrooms in 100% of departments within two academic years (by 2027).<br><b>Action plan:</b> Procure and install AV equipment and interactive tools. | <b>Goal:</b> Upgrade smart classrooms with latest interactive and remote learning technologies by 2030.<br><b>Action plan:</b> Regular faculty workshops on tech use. | <b>Goal:</b> Transform classrooms into hybrid learning hubs with immersive XR and collaborative platforms by 2035. |

## 5. COMMUNITY OUTREACH AND SOCIAL IMPACT

**Goal:** *To strengthen the institution's commitment to societal engagement, ethical practices, and sustainability, while expanding outreach through community projects and digital platforms.*

### Objectives:

- Initiate and support at least five community-based projects annually, facilitated through NSS and institutional outreach cells to encourage student and staff participation in social responsibility initiatives.
- Integrate comprehensive ethics and sustainability modules across all academic programs by the end of 2025, promoting awareness and accountability among the institution's community.
- Develop strategic partnerships with local industries and civic bodies to enhance skill development opportunities and drive impactful social initiatives.
- Establish and actively manage the institution's presence on social media platforms to effectively communicate community initiatives, institutional values, and sustainability efforts, fostering greater engagement with stakeholders.

| Goal                             | Short Term Goal<br>2025-2028       | Medium Term<br>Goal<br>2028-2031     | Long-term Goal<br>2031-2036                |
|----------------------------------|------------------------------------|--------------------------------------|--------------------------------------------|
| <b>G5.1</b> Initiate and support | <b>Goal:</b> Implement 5 community | <b>Goal:</b> Increase to 15 projects | <b>Goal:</b> Sustain 25+ projects annually |

| <b>Goal</b>                                                                                                                           | <b>Short Term Goal<br/>2025-2028</b>                                                                                                                                             | <b>Medium Term<br/>Goal<br/>2028-2031</b>                                                                                                                           | <b>Long-term Goal<br/>2031-2036</b>                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| community-based projects to encourage social responsibility.                                                                          | projects annually through NSS and outreach cells.<br><b>Action Plan:</b> Engage 200 students and 20 staff yearly.                                                                | annually with partnerships involving 300 students and 50 staff.                                                                                                     | with a broad community impact involving 500+ participants and measurable social outcomes.                                                                   |
| <b>G5.2</b> Integrate ethics and sustainability modules across all academic programs by 2025 to promote awareness and accountability. | <b>Goal:</b> Achieve 100% integration of ethics and sustainability modules in all programs by end of 2025.<br><b>Action Plan:</b> Train 100% faculty on delivery and assessment. | <b>Goal:</b> Update the curriculum regularly, including advanced modules. Conduct workshops to train 80% faculty biennially.                                        | <b>Goal:</b> Continuously improve and benchmark modules with national standards. Achieve recognition for ethics and sustainability education.               |
| <b>G5.3</b> Develop strategic partnerships with local industries and civic bodies for skill development and social initiatives.       | <b>Goal:</b> Establish 5 partnerships by 2026 to provide skill development and support 3 key social initiatives annually.                                                        | <b>Goal:</b> Expand partnerships to 15. Increase initiatives impact with skill training of 500 community members yearly.                                            | <b>Goal:</b> Maintain 30+ active partnerships impacting over 1000 community members annually with scalable and sustainable programs.                        |
| <b>G5.4</b> Establish and manage institution's social media presence to communicate community initiatives and values effectively.     | <b>Goal:</b> Launch and maintain active accounts on 4 major platforms.<br><b>Action Plan:</b> Achieve 10,000 followers and post at least 4 communities updates monthly.          | <b>Goal:</b> Grow followers to 30,000.<br><b>Action Plan:</b> Increase engagement through interactive campaigns, live streams, and stakeholder feedback mechanisms. | <b>Goal:</b> Become a leading voice in community and sustainability<br><b>Action Plan:</b> Initiatives with 100,000+ followers and high engagement metrics. |

## 6 CONCLUSION

PESITM's Institutional Development Plan provides a pragmatic, future-ready pathway to navigate the fast-evolving landscape of Higher Technical Education by aligning academic quality, research, industry relevance, and governance with the imperatives of digital transformation, employability and continuous improvement.

### **a. Context and Imperatives**

Higher education is being reshaped by rapid technology cycles, shifting industry skill demands, intensified competition, and accountability for measurable outcomes; the IDP responds by operationalizing OBE, embedding digital platforms, and scaling research-innovation to ensure resilience and relevance through 2030 . The SWOC analysis explicitly recognizes challenges such as talent attraction to Tier-II cities, evolving quality benchmarks, and aggressive competition for students and research funding, positioning the plan as a risk-aware and opportunity-led roadmap

### **b. Academic Excellence with EdTech**

The plan mainstreams Outcome-Based Education and blended pedagogy through universal LMS deployment, smart classrooms and data-enabled assessment to raise attainment and close learning gaps at scale, aligned with NEP 2020 . Faculty development targets, curriculum co-design with industry and academic audits institutionalize feedback loops, while autonomy preparation and NAAC/NBA targets anchor process quality and agility in academic decision-making

### **c. Research, IP, and Innovation Pipeline**

Ambitious yet structured research goals—25% annual growth in projects and publications, two Scopus/SCI papers per faculty, and an IP cell to drive patenting—convert faculty capacity-building into visible scholarship and translation outcomes . New research centers in AI, Green Energy, and Sustainable Infrastructure, alongside UG research pathways and ANVESANA incubation, directly address the sector’s demand for problem-driven, interdisciplinary work and entrepreneurship.

### **d. Industry Alignment and Employability**

With intensified competition and evolving employer expectations, the plan scales MoUs, advisory mechanisms, and live projects to ensure curriculum relevance and authentic learning, targeting 90% placements consistently. Structured skill initiatives, alumni mentorship, and consultancy frameworks integrate continuous labour-market feedback, improving both job quality and the institution’s practice-oriented profile in core and allied sectors

### **e. Infrastructure and Digital Backbone**

Full lab modernization by 2026 and institution-wide ERP-LMS stabilization create the systems spine for reliable delivery, analytics-led governance, and seamless student experience across teaching, assessment, and administration. Smart classroom deployment in every department underpins blended learning and faculty innovation, with phased upgrades ensuring currency with educational technology trends

### **f. Governance, Outreach, and Social Responsibility**

Defined enablers—academic, research, placement, infrastructure, outreach, and digital—translate strategy into accountable execution via KPIs, biannual audits and peer

benchmarking against top institutions . Community engagement, ethics and sustainability modules, and local industry–civic partnerships embed societal impact and values, strengthening institutional legitimacy and stakeholder trust in a digital-first communication environment

#### **g. Strategic Outcome and Way forward**

Sequenced short- and long-term targets mitigate execution risk, moving from capacity building (2026–2027) to performance leadership (2027–2030) across academics, research and innovation. With disciplined implementation and stakeholder commitment, PESITM is positioned to achieve autonomy readiness, sustained accreditation, Top 200 NIRF ambition, research visibility, entrepreneurial outcomes, and a resilient digital campus which meets the technological and societal expectations of next-generation higher education

In conclusion, the PESITM Institutional Development Plan presents a comprehensive and forward-thinking roadmap to strengthen academic excellence, research innovation, and industry alignment within the rapidly evolving landscape of higher technical education. The plan emphasizes digital transformation, employability, and academic quality through the effective adoption of Outcome-Based Education, advanced learning management systems, and regular academic audits. Ambitious research and innovation targets are set, including faculty capacity building and the creation of new research centers to foster interdisciplinary and entrepreneurial initiatives. The strategy prioritizes sustained industry partnerships, practical skill building, and enhanced employability, aiming for consistent placement records and curriculum relevance. By focusing on infrastructure modernization, robust digital systems, and a clear governance structure, the plan supports reliable delivery, accountability, and community engagement, while guiding PESITM towards greater autonomy and ultimately achieving university status. With disciplined implementation and stakeholder collaboration, PESITM is positioned to realize strategic autonomy, gain national recognition, and create a resilient, future-ready campus