6.2.1 THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED

STRATEGIC PLAN 2016-21

Avanthi Institute of Engineering & Technology (AVIH), established in 2007 by Avanthi Education Society. The society was established with a motto of reaching the unreached and providing quality education to Rural Youth. AVIH is approved by the AICTE, New Delhi and affiliated to JNTUH, Hyderabad.

VISION OF THE INSTITUTE:

To develop highly skilled professionals with ethics & human values.

MISSION OF THE INSTITUTE:

To provide a positive and professional learning environment where all students are inspired to strive for excellence in order to achieve their potential as dignified and competent engineers, technology innovators, managers and leaders in global society through a cohesive network for the parents, students, college staff and industry.

SWOT ANALYSIS OF THE INSTITUTE

STRENGTHS:

- Realistic Vision & Mission.

- Good infrastructural facilities

- Qualified and experienced faculty & staff.

- Good academic culture, ambience and working environment.

- Support to faculty to upgrade their qualification and Good academic practices.
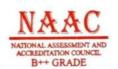
• Effective administrative and management policies.

• Encouragement for academic toppers.

WEAKNESSES:

• **Faculty with Ph.D. are less in number**

• Effect on quality of student intake in admissions due to location disadvantage.

• R & D and consultancy activities are limited and research culture needs to be strengthened.

• Industry-Institute interaction

• Accreditation of the departments/Institute 1s missing.

OPPORTUNITIES:

• Autonomy would enable the Institute to address the shortcomings under affiliation system.

• Providing technical education and hence employment opportunity to the rural youth.

• To take up societal based projects to address problems in rural areas

CHALLENGES:

• Competition from Private and Deemed Universities.

• Admissions in certain departments are getting affected due to change in preferences.

• Getting research funding without accreditation.

• Availability of quality faculty interested to work in remote areas.

• Most of the students are from economically weaker sections.

Taking Vision and Mission of the institute and SWOT analysis in to consideration, the following
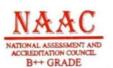
Strategic plan is developed for the years 2016-2021.

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Areas to be focused	Action plan
Quality technical education	Faculty members should be encouraged to upgrade themselves as per the latest technological trends and current research areas by attending FDPs and conferences
Accreditation of the Institute/departments	Institute should focus on applying for institute level accreditation.
Quality assurance certification	Institute should get quality assurance certifications from authorized bodies.
Improvement in number of faculty with doctoral degrees	Faculty members are to be motivated to register for Ph.D and staff who have already registered should be encouraged as supported to complete at the earliest.
Industry-Institute Interaction	Departments have to sign MoUs with different industries/organizations and the MoUs should be effectively utilized for the benefit of staff and students.
Green Initiatives	Initiative should be taken in the direction of alternative energy sources and also clubs are to be formed to give awareness to the staff and student regarding environment.
Societal based student projects	Students should be motivated to take up rural problems and address them through their projects.

Taking Vision and Mission of the institute and SWOT analysis in to consideration,

the following strategic plan is developed for the years 2020-2025.

Areas to be focused	Action plan
Outcome Based Education (OBE)	To give awareness to staff and students about OBE and implement the same in teaching learning process.
ISO certification for institution	To get ISO certification for the institution
NBA for departments	To get accreditation for at least three departments.
Faculty publication standard journals	Faculty should be motivated and financial assistance should be given for publishing papers in standard journals.
MoUs with premier academic institutions	Efforts should be made to sign MoUs with premier institutions like NIT Warangal and constitute colleges of JNTU Hyderabad.
Alumni interactions and guidance	To conduct alumni interaction/meets at regular intervals and to take the support and guidance of alumni for the institutional growth.

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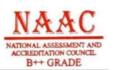|	
Multidisciplinary faculty development programs, multidisciplinary research/projects	Encouraging staff and students to organize/participate in FDPs/Workshops in multidisciplinary areas and also to take up research/projects in those areas.

Institutional Strategic Goals

1. Efficient Teaching erudition procedure

2. Effective Leadership and Participative management

3. Constant Internal Quality Assurance System

4. Ensuring effective governance

5. Student's Overall Development through Participation

6. Employees Advancement & Welfare

7. Escalating Placements

8. Proper Discipline

9. Women/Student/Faculty Grievance

10. Financial Planning & Management

11. Institute – Industry Interaction

12. Encouragement of Budding Entrepreneurs

13. Constant Growth in Research and Development

14. Boosting Internal Revenue Generation

15. Alumni Interaction and Outreach activities

16. Mounting Physical Infrastructure

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Strategic Planning

Efficient Teaching Erudition procedure	- Academic planning - Preparation of teaching plan as per OBE - Preparation of Lesson Plan based on CO & PO mapping - Conduct training based on current demand analysis - Constant assessment to measure outcomes - Use of more practical methods of teaching - Use of e- learning resources - Promote research culture &facilities - Provide mentoring and individual support - Follow a transparent feedback system - Performance enhancement through workshops and seminars. - Implementation of best practices for students - Evaluation parameters and benchmarking
Effective Leadership and Participative management	- Following reporting structure of faculties - Decentralization of the academic, administration and student related authorities &responsibilities - All the Heads of the Departments conduct faculty meetings every fortnight - Portfolio assignments - The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Management for approval & reference.

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Constant Internal Quality Assurance System	- Establishment of IQAC done - Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. - All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. - Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. - Internal Audit - Regular internal audits are conducted at planned intervals to checks the effectiveness of the implementation, maintenance and improvement of the QMS. - Monitoring and measurement of processes and products Continuous measurement and monitoring of the processes are done to identify appropriate corrective action to ensure conformity of service. - Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement. - External Audit. - Framing of Quality Policy

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	• Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Release of Annual report preparation &submission
Ensuring Effective Governance	• To review the smooth running of the administrative activities of the college, discussing approval of new programs. • To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies. • To approve the up gradation & maintenance of the Infrastructure of the Institute. • To review the budget allocated for different purposes and their expenditure etc. • Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc. • To review the Placement activities, Collaborations with Industry and R&D programs. • Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college. • To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular. • To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic Planning • Monitoring and Implementing the Quality Management Systems • Establishing E-Governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and effective performance appraisal system
Student's Overall Development through Participation	• The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner. • Budget framing and allotment for student development programs and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions

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	• Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Employees Advancement & Welfare	• Recruitment Policy development &implementation • Employees performance evaluation system • Regular Training for quality improvement • Healthy and supportive working environment & infrastructure. • Proper established Code of conduct, service rules & leave rules to be followed by all. • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations
Escalating Placements	• The Central T & P Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement. • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.
Proper Discipline	• Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms.

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Women/Student/Faculty Grievance	The grievance committee functions with the following purposes; • To make women, students, faculties & staff members aware about their rights. • To help them in knowing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To help them in changing their mind setup. • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care. • The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.

Financial Planning & Management	• Framing of financial budget according to multiple areas. • Department wise Budgeting • Forecasting of Revenue &Expenditure • Effective purchasing through this committee • Contingency Fund allocation every year • Budget formulation & approval through Budget Committee • Periodic Audit

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Institute – Industry Interaction Cell	• Industrial Research & Consultancy. • Research guidance from industry. • Short-Term Training Programmes. • Collaborative Educational Programmes. • Industry-Institute Human Resources Exchange. • Faculty and student exchange for knowledge sharing. • Training programmes / Short term assignments to the faculty members in industries. • Participation of industrial experts in curriculum design. • Student internships and industrial visits. • Formation of industry institute interaction cell • Support for internships, visits, trainings, guest lectures • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing career guidance
Encouragement of Budding Entrepreneurs	• Establishment of Entrepreneurship & Development Cell • Industrialists visit for seminar, lecture, workshop for entrepreneurship development • Promoting, sponsoring and facilitating entrepreneurship development • Providing training & guidance for entrepreneurship development.
Constant Growth in Research and Innovation	• Dedicated R &D facilitation center. • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
Boosting Internal Revenue Generation	• Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes. • Infrastructure creation for revenue generation • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue generation plans • Advertising & marketing

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Alumni Interaction and Outreached Activities	• Configuration of Alumni association to increase their participation • Invitation for guest lecturers/internship/placement/training/entrepreneurship • Exploring Contributions • Sponsorships/scholarships/fund generation • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni for appreciation and felicitation
Mounting Physical Infrastructure	• Infrastructure building development &modification • Functional facilities for e-learning • Safety & Security management • Water facility • Hygiene, zero plastic & green campus • Recycling of water • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory &equipment • Library infrastructure up gradation • System up gradation • Medical facility • Development of sports (indoor/outdoor) facilities • Plantations

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Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among themost imperative part and has to be implemented with proper supervision and cooperation.

Implementation at Institute Level

Particulars/Functions	Deployment Authorities
Governance & Administration	BOG & Administration Office
Branding /Expansion	BOG Members
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Infrastructure (physical)	BOG, Principal
Departmental Activities	HODs and Faculty
Training & Placements	Principal, TPO & HODs
Research& Development	Principal, HODs
Students Development	Principal, HODs
Quality Assurance	IQAC Team
Students Admissions	Principal, HODs, Admission team, Students Section
Statutory Compliance	Principal, HODs, Coordinators

Deployment

The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails and other forms of communication.

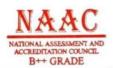The Principal's handbook serves as guideline at the institutional level to undertake these activities. The organizational procedure manual guides all the activities through well-defined policies and

procedures for each of the activities.

Strategic plan process

strategic initiatives/ goals

continuous planning and improvement

objectives

vision mission core values

outcomes

key action steps

collaboration and linkages

SWOC ANALYSIS

Strengths –

- Reputed & well-known management with Financial stability

- Positive social perception with diversity of students

- State-of-the-art Infrastructure for curricular and co-curricular activities

- Holistic Education

- The Curriculum is integrated with ICT to enhance employability

- Innovative teaching and learning process are effectively followed to ensures holistic education development of student

Weakness –

- Low faculty research profile, and patents

- Consultancy activities are limited.

- Research publications are limited with respect to Scopus & SCI journals.

Opportunities -

- Recognition as research center under BCU

- Scope for high level inter-disciplinary research.

- Tie-ups & academic exchanges with reputed institutes

- With significant increase in coaching programs for Competitive Exams, the institution aims to create a greater number of placements for the students.

- To strengthen alumni associations for their involvement in developmental, academic, research and mentorship activities of the students.

- Opportunity has been created for development of E-content by faculty

Challenges: -

- Upgrading & updating programs in tune with global trends

- Competing with Autonomous institutions across India

- Greater Industry and Academia connect necessary to ensure curriculum and skills in linewith requirements.

- To search for innovative career opportunities for students

Focus of Strategic Plan

To make students more employable

- Providing various courses which will help in increasing their practical knowledge
- Periodic interaction with the distinguished guests who have excelled in their field
- Industrial visits to various business premises

Apart from these, we also plan to conduct the following:

- Conducting soft skills and lectures on etiquettes To maintain continuously good academic performance
- Increasing students' engagement in learning
- Increasing students' responsibility towards learning
- Motivating students by periodic interaction with distinguished

guestsTo develop and execute effective teaching- learning process

- ICT-based teaching
- Organize Study tours for students
- Provide state of art library facilities
- Encourage teachers to participate in Seminars and Conferences

- Encouraging the teachers to participate in Orientation Programme, Refresher Courses, Short TermCourses, etc.
- Encourage students to participate in Seminars, Conferences

and workshops.To encourage research culture among faculty and

students

- Encourage teachers to present research papers in seminars and research conferences.
- Promoting faculties to undertake minor and major research project.
- Develop university-recognized research centres in college.
- Organize Seminars and Conferences to promote research culture.

To develop a comprehensive system of student mentoring and student support and ensure transparencyin evaluation process of students'

- Provide mentor Teacher for every class
- Provide Remedial Coaching to Slow Learners
- Identification of Fast Learners and help them to achieve their potential
- Continuous tracking of Attendance of the students
- Publish evaluation process in the prospectus of various courses and explain to the students
- Establishment of Centralized Assessment System

To empower faculty about emerging trend in their profession for academic advancement

- Encouraging the teachers to participate in Orientation Programme, Refresher Courses, Short TermCourses, etc.
- Encourage teachers to participate in Seminars and Conferences
- Upgrade Books in Library every year by making provision in Departmental Budget

To facilitate a friendly, efficient and flawless administrative set up ensuring a smooth day to dayfunctioning

- Conduct periodic and need-based meetings
- Promote team-spirit and healthy relations amongst staff members of the institution