



Guru Nanak Institute of Technology

(AN AUTONOMOUS & NAAC –A+ ACCREDITATED INSTITUTION)



Institutional Development Plan (IDP)

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

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1. About the Institution

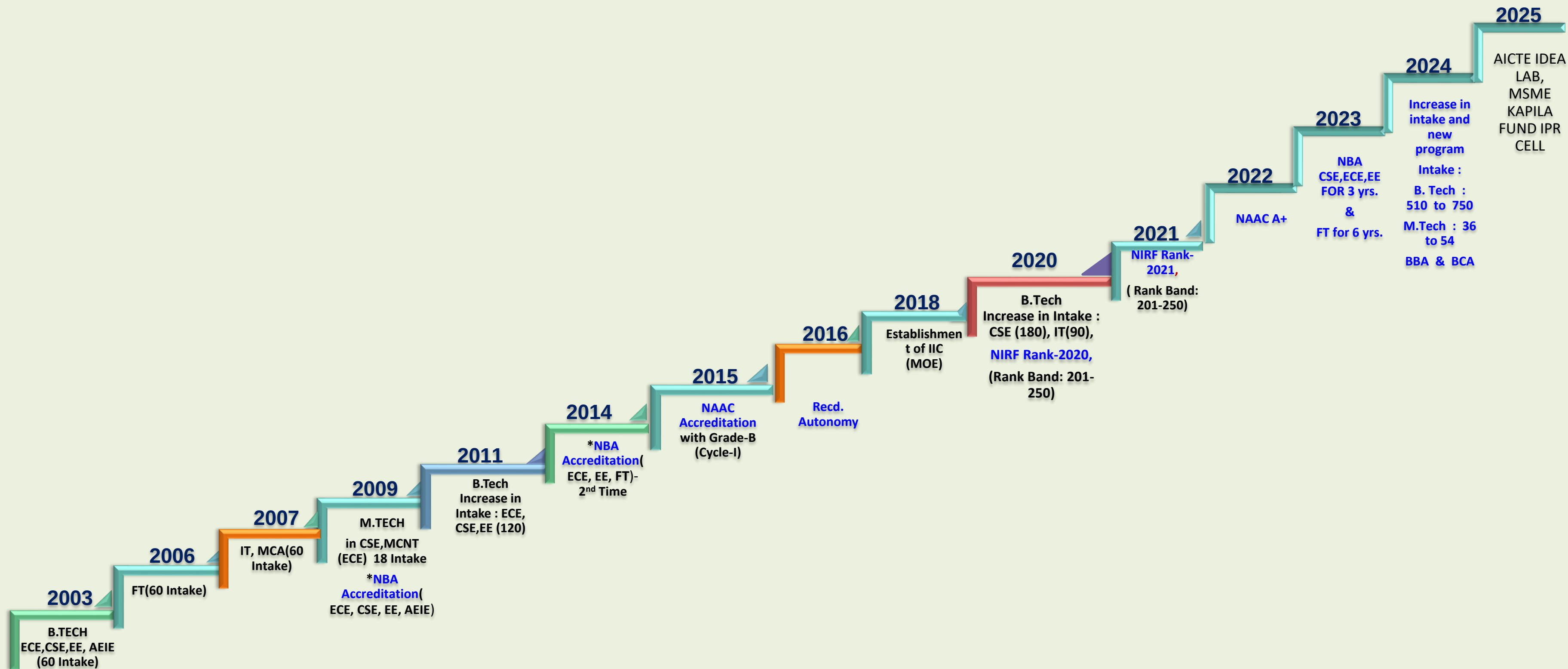
- Guru Nanak Institute of Technology (GNIT) is widely recognized as one of the top private engineering colleges in Kolkata, affiliated with MAKAUT, WB. Established in 2003 under the prestigious JIS Group Educational Initiatives, GNIT has emerged as a premier destination for technical education among the leading engineering colleges in Kolkata.
- Approved by AICTE and accredited by UGC and NAAC, with several NBA-accredited programs, GNIT is located in a prime area of North Kolkata near Sodepur. The institute is committed to delivering quality education aligned with current industry demands and technological advancements.
- As one of the best engineering colleges in Kolkata, GNIT offers a range of undergraduate and postgraduate programs in engineering and technology. With a strong focus on innovation, research, and industry readiness, it fosters a dynamic learning environment that encourages both students and faculty to excel.
- For aspiring engineers looking at top engineering colleges in Kolkata, GNIT stands out for its modern infrastructure, technology-driven curriculum, and excellent placement support—making it one of the most sought-after private engineering colleges in Kolkata.
- Guru Nanak Institute of Technology (GNIT) is committed to transforming into a premier institution of higher education aligned with national priorities and global benchmarks. In the next decade, GNIT aims to achieve academic and administrative excellence through targeted development in teaching-learning, research, innovation, governance, inclusivity, and sustainability. This Institute Development Plan (IDP) lays out a roadmap for strategic enhancement aligned with the goals of NIRF Ranking improvement, NBA/NAAC accreditation, the National Education Policy (NEP) 2020, and expansion of Research and Development (R&D) capabilities.
- The Institute is autonomous from 2016 along with most remarkable achievement of 1st Private Engineering College in West Bengal to Secure NAAC A+ Accreditation. Most of the programs are accredited by NBA for 3years, beside that Food technology having the prestigious 6years accreditation for Undergraduate program. MODROB scheme has been granted by AICTE to the department of Electronics and Communication Engineering , Electrical Engineering , and Food Technology in line with Fund for Infrastructure in Science and technology by DST, MOFPI, SERB etc Government Agencies The institute has been adjudicated as Best College Award 2023 at the JIS SAMMAN Award.
- The Institute has been sanction with AICTE IDEAL LAB , MSME Grant and others grants from Governments and non Governments organization.

Vision of the Institute:

To ignite young minds with creativity and empowering lives and educate them to produce a galaxy of young professionals of outstanding ability who can become leaders in their profession and responsible citizens who can meet the challenges faced by the society.

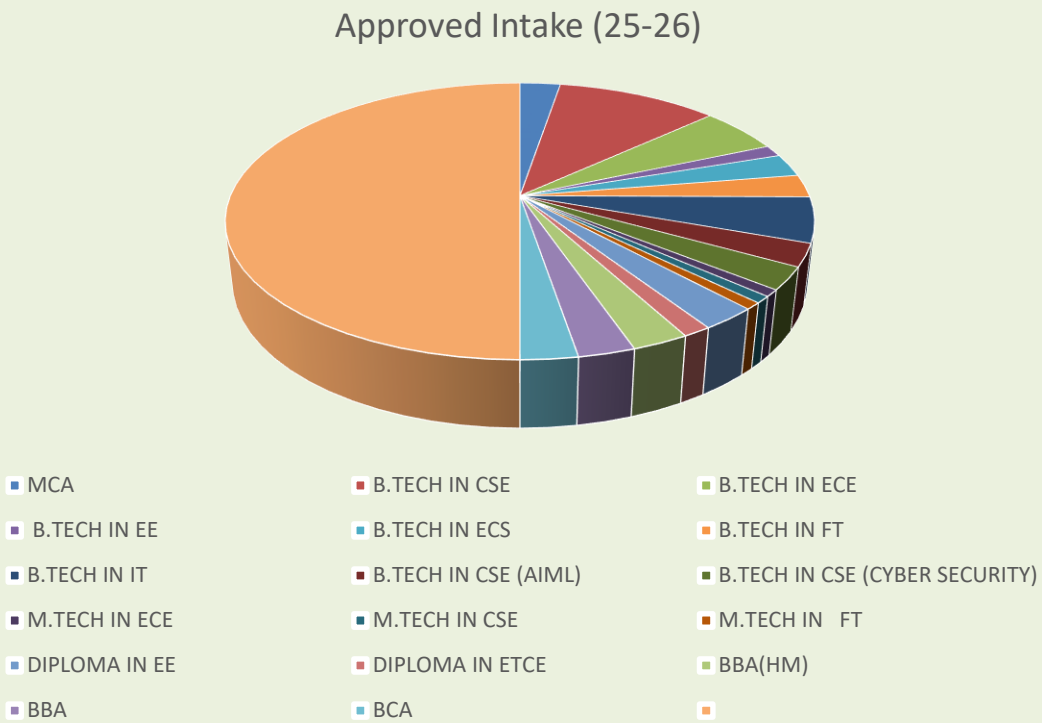
Mission of the Institute:

- To meet the demands for skilled manpower on a global basis in the field of engineering, technology and management
- To inculcate amongst the students and inspire them to take up higher studies and research
- To impart high quality education by providing the ambience needed for developing requisite skill for excellence in education and industry



ENROLLMENT RATIO

Level	Name of the Course	Degree	Approved Intake (25-26)
POST GRADUATE	MASTERS IN COMPUTER APPLICATIONS	MCA	60
UNDER GRADUATE	COMPUTER SCIENCE AND ENGINEERING	B.TECH IN CSE	240
UNDER GRADUATE	ELECTRONICS & COMMUNICATION ENGG	B.TECH IN ECE	120
UNDER GRADUATE	ELECTRICAL ENGINEERING	B.TECH IN EE	30
UNDER GRADUATE	ELECTRONICS AND COMPUTER SCIENCE	B.TECH IN ECS	60
UNDER GRADUATE	FOOD TECHNOLOGY	B.TECH IN FT	60
UNDER GRADUATE	INFORMATION TECHNOLOGY	B.TECH IN IT	120
UNDER GRADUATE	COMPUTER SCIENCE AND ENGINEERING (ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING)	B.TECH IN CSE (AIML)	60
UNDER GRADUATE	COMPUTER SCIENCE AND ENGINEERING (CYBER SECURITY)	B.TECH IN CSE (CYBER SECURITY)	60
POST GRADUATE	ELECTRONICS AND COMMUNICATION ENGINEERING	M.TECH IN ECE	18
POST GRADUATE	COMPUTER SCIENCE AND ENGINEERING	M.TECH IN CSE	18
POST GRADUATE	FOOD TECHNOLOGY	M.TECH IN FT	18
DIPLOMA	ELECTRICAL ENGINEERING	DIPLOMA IN EE	60
DIPLOMA	ELECTRONICS AND TELECOMMUNICATION ENGINEERING	DIPLOMA IN ETCE	30
UNDER GRADUATE	BBA	BBA(HM)	60
UNDER GRADUATE	BBA	BBA	60
UNDER GRADUATE	BCA	BCA	60
Total			1134



3. Strategic Objectives, Quality Policy & Objectives and Core Values

Strategic Objectives:

Academic Excellence: Ensuring an education that is practical, innovative and research-intensive by adopting a multidisciplinary approach.

Curricular Innovation & Responsiveness: Regularly updated curricula to align with industry trends, societal shifts, and global advancements, preparing students for immediate impact and future challenges.

Empowering Diverse Academic Community: Create a multicultural learning environment that is welcoming, supportive, and adaptive to the needs of a varied student population, promoting equity and accessibility.

Leadership in Academic Governance: Committed to educational leadership, operational efficiency, and effective communication between all Institute stakeholders.

Strategic Industry Collaboration: Foster deep connections with industry leaders drive innovative research and educational outcomes that contribute to the betterment of society.

Standards of Academic Distinction: Ensuring educational standards, positioning the Institute as a benchmark of academic rigor and quality.

Growth & Community Contribution: Expand our presence with Centres of Excellence that contribute to the community and reflect our commitment to education and innovation.

Infrastructure for Future-Ready Learning: Develop world-class facilities that provide a robust foundation for advanced academic programs, ground-breaking research, and student development.

Sustainable Practices and Campus Culture: Embed sustainability into all aspects of Institute life, from environmentally conscious campus operations to curriculum that educates on sustainable development.

Global Engagement & Connectivity: Strengthening international partnerships and programs to enhance the global competencies of our students and faculty, promoting cross-cultural exchange and international research collaborations.

3. Strategic Objectives : Quality Policy & Quality Objectives and Core Values

Quality Policy

- The institution is committed to taking proactive measures to ensure that outreach, teaching, and learning are of a high caliber and meet the requirements of both the institution and the community.

Quality Objectives

- To create a quality system for conscious, consistent, and catalytic scheduled action to raise the institution's administrative and academic performance.
- To encourage actions that will improve institutional performance by internalizing a quality culture and institutionalizing best practices.
- Holistic approach, benchmarking, accountability methodologies, self-assessment, student evaluation, ongoing efforts to improve the quality of academic, administrative, and supporting staff, optimum resource utilization, and ongoing improvement efforts are some of the fundamental principles of the institution's quality policy.

Core Values

Integrity, Excellence, Accountability, Transparency, and Empathy are the abiding ideals established by the Institute.

Integrity & Honesty: Research and teaching must take place in an atmosphere of academic freedom and honesty. In all its efforts, the Institute shall uphold the highest ethical standards.

Pursuit of Excellence: The Institute is dedicated to excellence in all aspects of its operations and will strive for continuous improvement through internal and external reviews. Awards and honours will be given out by the Institute to recognize remarkable contributions.

Accountability: The Institute is dedicated to creating an atmosphere in which each member of the community recognizes and accepts responsibility for upholding and strengthening our principles.

Synergy through Teamwork: To become synergistic and succeed, the institute concentrated on four key characteristics: a clear team purpose, effective communication, empowerment so that the team can lead itself, and ensuring that everyone is committed to the goal.

Transparency: The Institute will follow established procedures and rules, which will be communicated to all stakeholders. All valuable information about the Institute's operations will be made available.

Empathy: The Institute's research and education programs will include an awareness of the conditions of our society's poorer members, as well as contributions to solving their problems.

Equality: We are dedicated to establishing an institution and a community in which everyone is valued and judged based on their contributions and accomplishments rather than their gender, race, religion, physical abilities, sexual identity, or socioeconomic status. We shall raise awareness of individual and institutional racism, as well as fight to abolish it, through the activities of this institution.

4. Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. NAAC Accredited (Cycle 2) with Grade A+
2. NIRF Ranked consecutively in the year 2020 and 2021.
3. There Departments(CSE, ECE, EE) NBA Accredited for 3 years along with FT for 6 years .
4. Strong IPR Cell funded by WBDSTBT to get grant for good number of patents every year.
5. Dedicated Entrepreneurship Development Cell with the initiatives of AICTE IDEA LAB .
6. More Innovative Projects every year in collaboration with sanction fund MSME Hackathon.(Received fund from MSME Hackathon.4.0)
7. Seed grant facility for quality faculty members to create research ambience. For acquiring more funds.
8. Received KAPILA FUND for Encouraging Faculty for Patent Publishing and Granting .
9. Received two sanctioned fund from AICTE for AICTE ATAL FDP and VAANI encouragement for more FDP and Conference Fund
10. IIC Rating – 3.5 Star
11. QS - GOLD Rating with Diamond in Employability.
12. The institute works with eminent intellectual workforce with 45 Doctorate faculty members.
13. Meritorious and economically weak students benefit from scholarships and provision is offered for payment of fees in installments.
14. Close mentoring of students and a healthy faculty-student relationship.
15. Bridge courses and remedial teaching sessions are conducted for the students who require assistance to improve their academic performance.
16. Incorporated Profile Building from 1st Year onwards.
17. The Campus is fully equipped with Digital mode of entire Operations Online powered by QS E-LEAD Certification with QS i-Gauge GOLD rating.
18. Active Student's chapters of professional body fro each department
19. Sports, literary, cultural and other extracurricular activities are promoted in the form of Club Engagements
20. Social awareness is instilled in the students through a number of extension activities like Village Adoption Programme, School Development Programmes etc.
21. Research excellence award offered to students and staff pursuing research and selected for national and international recognition.
22. Staff Welfare schemes.
23. Established local chapter under NPTEL and also providing the platform to students for AICTE- Internship programme.
24. Funded projects from DST, UGC, AICTE etc.
25. Faculty profiles created in IRINS Library.
26. Centre of Excellence have been established to make the students industry-ready
27. Collaborative research atmosphere with many national and international bodies
28. Fully Wi-Fi enabled campus with ICT-Enabled classroom.
29. MOU with one of the world's leading online education company and offer their MOOCs to students at free of cost
30. Eco-friendly green campus.
31. Online examination and evaluation system
32. Repository of video lectures of each subject developed by institutional faculty members
33. Proactive Institutional Innovation Council under the aegis of MIC Govt of India. Mentor Institute declared by MoE IIC.
34. Project based learning (PBL) methodology adopted for experiential and problem-based learning .
35. Alumni Connect Platform opens wide conversation among existing students and Alumni thereby benefitting from Industry Exposure, Research Assistance and Jobs.

4. Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Weakness

1. Though women students are many in numbers still the women student ratio could be improved.
2. More solar power installations are needed to rely on non-conventional energy source.
3. Despite of several funded projects bagged by the institute, still it is trying for mega project (>1 crore) for higher ranking in NAAC.
4. Having achieved more than 80% student placement offer, institute still driving for Core Company/ Non-IT placement

Institutional Opportunity

1. To become fully autonomous.
2. Potential contribution to economic development of the region.
3. More innovative and collaborative research programs.
4. Resource generation through the consultancy
5. To establish incubation center for entrepreneurship development and start-up culture.
6. More number of social relevant project to be improved.
7. Strengthen the Alumni Association to enhance the employability of the students.
8. Govt/Non-govt funding for research project.
9. Faculty & student exchange programme with National & Foreign Universities
10. Establishment of Centre of Excellence in all the Departments

Institutional Challenge

1. To Cope up with rapid technological changes and Accustomed with the socio-economic development and switch to Cloud Platform.
2. To build up more number of future entrepreneur from student Industry sponsored live project To get more research funding from external agencies
3. Less students opted for higher studies
4. Motivate/Encourage faculty to undertake applied research

Challenges	Hypothesis to mitigate the issue	Timeline (year)		
		ST 0-2	MT 2-5	LT 5-10
To Cope up with rapid technological changes and Accustomed with the socio-economic development and switch to Cloud Platform.	To provide more digital based education using AI and other technological changes	√		
To build up more number of future entrepreneur from student Industry sponsored live project To get more research funding from external agencies	Blending activity based learning through Continuous Assessment for reaching the attainment in accordance with higher order blooms Taxonomy	√	√	√
Less students opted for higher studies	To focus students with more practice of specific problem and questions based on competitive examination required for higher studies like GATE , CAT MAT, and providing a online and offline platform with other academic facilities for higher education .		√	√
Motivate/Encourage faculty to undertake applied research	Seed Grant opportunity along with collaborative approach will motive faculty to apply for funds	√	√	

5. The Institutional Development Plan

Guru Nanak Institute of Technology (GNIT) is committed to transforming into a premier institution of higher education aligned with national priorities and global benchmarks. In the next decade, GNIT aims to achieve academic and administrative excellence through targeted development in teaching-learning, research, innovation, governance, inclusivity, and sustainability. This Institute Development Plan (IDP) lays out a roadmap for strategic enhancement aligned with the goals of **NIRF Ranking improvement**, **NBA/NAAC accreditation**, the **National Education Policy (NEP) 2020**, and expansion of **Research and Development (R&D)** capabilities.

Guru Nanak Institute of Technology is one of the leading institutes in Kolkata with distinctiveness of holistic development of stakeholders through dedicated academic and professional team of faculties. This Institute follows the mission of delivering quality education and generating global citizens well suited for the needs of Industry 4.0 and also the future entrepreneurs of ‘**Atmanirbhar Bharat**’. This strategic plan seeks to leverage the strength of GNIT and it has been developed over past one decade to equip the entire team to acquire and develop new strength to achieve the milestones set by the honourable founder **Late Sardar Jodh Singh**.

The following areas have been identified to achieve certain goals in next 2 ,5 and 10 years:

Key Objectives:

- Foster a supportive learning environment grounded in sincerity, discipline, and commitment.
- Establish a consistent quality assurance system for continuous improvement.
- Nurture humane and responsible citizens.
- Develop skilled professionals through advanced technology and bridge the gap between social needs and education.
- Emphasize the 4C's skills (Critical Thinking and Analysis, Creativity, Communication, and Collaboration and Team Work)
- The 10-year roadmap provides a dynamic, evolving framework, guided by institutional analysis and governance guidelines, ensuring ongoing monitoring, updates, and sustained growth

We have defined the period and indications as below:

- **Short term goals: From 0 to 2 years.**
- **Medium Term goals: From 2 to 5 years**
- **Long term goals: From 5 to 10 years**

5. The Institutional Development Plan

Sl. No	Item	Short term goal (0-2) Years	Mid term goal (2-5) Years	Long term goal (5-10 years)
i)	Rank among the top 100 engineering institutions in India under NIRF	Reach Top 300 in NIRF	Reach Top 150 in NIRF	Reach Top 100 by 2035.
ii)	Achieve and maintain ‘A++’ grade NAAC accreditation with high CGPA.	Initiate all measures for maintaining the NAAC A+ re-accreditation	NAAC A+ re-accreditation	Achieve and maintain ‘ A++ ’ grade NAAC accreditation with high CGPA
iii)	Ensure 100% NBA accreditation for all eligible programs.	Implement NEP-aligned curriculum, Initiate NBA for all programs,	Maintaining Accreditation	NBA accreditation for all UG/PG programs on a rolling basis
iv)	Become an autonomous institution with UGC Category-I status.	Continuation of the Autonomous status	Continuation of the Autonomous status	Upholding all the criteria of Autonomous
v)	Be recognized as a Centre for Excellence in R&D and Innovation.	Target funding from DST, AICTE, SERB, DBT, MSME, and international sources	Centre for Research and Innovation (CRI) with thematic research groups.	Collaborate with industries, research labs (e.g., CSIR, DRDO), and foreign universities
vi)	Implement the NEP 2020 framework in totality, enabling multidisciplinary and holistic education.	(i)Faculty Development (ii) Assessment Reforms	Multilingualism and Inclusivity	Academic Structure Reform

5. Institutional Development Plan

Sl No	Item	Short term goal (0-2) Years	Mid term goal (2-5) Years	Long term goal (5-10 years)
vii)	Industry-Academia Collaboration and Employability	- Sign MoUs with core sector companies, MNCs, and MSMEs for internships, live projects, and dual-degree programs. - Target 90% placement with quality packages and diversification in sectors (IT, core, R&D, consulting).	- Offer domain-specific training, certification courses, and career readiness modules through Centre for Skill and Career Advancement (CSCA). - Target 95% placement with quality packages and diversification in sectors (IT, core, R&D, consulting).	- Establish Industry Advisory Boards for every department . - Target 100 % placement with quality packages and diversification in sectors (IT, core, R&D, consulting).
viii)	Infrastructure and Digital Transformation	Smart Campus Development - Wi-Fi-enabled, digitally monitored campus. - Install Learning Management Systems (LMS) and ERP for academic administration. Develop - Subscription to online learning platforms (SWAYAM, Coursera, NPTEL).	Sustainability - Use solar power, waste recycling, rainwater harvesting. - Achieve Green Campus Certification. - Digital Library with e-resources, remote access, and AI-powered search.	Sustainability Achieving all SDG goals .
ix)	Faculty and Staff Empowerment	Conduct regular FDPs on AI, Data Analytics, Sustainable Development, Industry 5.0.	Introduce Faculty Appraisal System linked with KPIs (research, teaching effectiveness, outreach).	Provide structured Career Progression Pathways.
x)	Student-Centric Initiatives	- Support clubs, NSS/NCC, and student research chapters (e.g., IEEE, ACM, ISTE CSI). - Conduction of Skill Based Training though IDEA LAB. - Organising Global Hackathon both in Hardware and Software.	Offer flexible electives, interdisciplinary projects, and global exposure through exchange programs	Launch GNIT Student Success Centre for counselling, career mentoring, and academic support.
xi)	Internationalization and Global Outreach	Invite international scholars and industry experts to GNIT for lectures and workshops.	Participate in global rankings (QS, THE).	Develop collaborations with foreign universities for joint research, dual degrees, and faculty/student exchange
xii)	Governance and Leadership	- Conduct regular academic and administrative audits. - Establish an Institutional Strategic Planning Committee with representation from all stakeholders	Decentralize departmental functions to promote leadership and accountability.	Implement transparent, data-driven decision-making.

NIRF Ranking: Strategic Plan

Guru Nanak Institute of Technology is one of the leading institutes in Kolkata with distinctiveness of holistic development of stakeholders through dedicated academic and professional team of faculties. This Institute follows the mission of delivering quality education and generating global citizens well suited for the needs of Industry 4.0 and also the future entrepreneurs of ‘Atmanirbhar Bharat’. This strategic plan seeks to leverage the strength of GNIT and it has been developed over past one decade to equip the entire team to acquire and develop new strength to achieve the milestones set by the honourable founder Late Sardar Jodh Singh. The following areas have been identified to achieve certain goals in next 2,5 and 10 years:

Current Status and Target

GNIT presently aims to enter and sustainably improve its position in the NIRF Engineering Rankings. Target: **Top 300 by 2027 Top 150 by 2030 and Top 100 by 2035.**

Focus Areas with Plan of Action

- **Teaching, Learning & Resources (TLR):**
Upgrade classrooms, laboratories, and library infrastructure. Maintain student–faculty ratio of **1:15**. Increase faculty with PhDs to **100%** by 2030.
- **Research and Professional Practice (RP):**
Boost funded research projects, SCOPUS-indexed publications, patent filings, and consultancies. Establish **Research Clusters** and **Interdisciplinary Labs**
- **Graduation Outcomes (GO):**
Improve placement statistics, GATE/competitive exam qualifiers, and higher studies. Launch **Placement Excellence Cell**.
- **Outreach and Inclusivity (OI):**
Promote gender balance, support for economically weaker sections, and diversity through scholarships, outreach programs, and inclusive campus design.
- **Perception (PR):**
Enhance brand visibility through national/international collaborations, alumni engagement, hosting conferences, and participating in innovation challenges.

• **Teaching, Learning & Resources (TLR) : Academic Excellence**

The academic excellence of GNIT provides exceptional opportunities to learn from the best practices, eco-friendly environment and dedicated faculty. The existing academic culture ensures that every learner achieves his or her academic growth not only for industrial need but also for self entrepreneurship and interdisciplinary world of living. GNIT is aspiring to bring futuristic programmes including IOT, AI, ML, Big Data, Applied health sciences etc. in collaboration with industry and foreign universities to make next generation learning environment available for the learners. GNIT is also committed to make graduate outcomes more than 90% for students with high employability index of India and abroad with a place of learners in top hundred institutions of India for their progressive higher education.

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Teaching and Learning	❖ Implementation of flipped learning and activity based learning. ❖ Modification of e-content by faculty members for both the theory and lab as per revised syllabus ❖ Conduction of at least one FDP/Workshop per semester by each department	❖ E-content development on regional language in support of NEP 2020. ❖ Development of institutes Virtual labs (online) in support of NEP 2020. ❖ Conduction of at least two FDP/Workshop per semester by each department	❖ Strengthening further the Outcome Based Education (OBE) with Multilingualism and Inclusivity ❖ Modification of online courseware as per revised syllabus. ❖ Conduction of more than two FDP/Workshop per semester by each department
Curriculum Development	❖ Based on stakeholders' feedback, industry needs and skill based learning, reframe of curriculum to be made after every 2 to 3 years. ❖ More emphasis on project-based learning .	❖ Based on stakeholders' feedback, industry needs and skill based learning, reframe of curriculum to be made after every 2 to 3 years. ❖ More emphasis on project-based learning .	❖ Based on stakeholders' feedback, industry needs and skill based learning, reframe of curriculum to be made after every 2 to 3 years. ❖ More emphasis on project-based learning .

Teaching, Learning & Resources (TLR) : Academic Excellence

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Human Research Management	❖ At least 70% doctorate faculty ❖ Conduction of Staff Development Programme(SDP), Motivational talk at least two per year to enhance the work efficiency of faculty and staff members. ❖ Conduction of at least one Management Development Programme (MDP) per year for HODs and higher officials. ❖ Outreach programme by each department at least one per semester.	❖ 100% doctorate faculty , minimum Ph.D. is needed for joining as faculty to be incorporated in HR policy ❖ Conduction of SDP, Motivational talk at least three per year to enhance the work efficiency of faculty and staff members. ❖ Conduction of at least two MDP per year for HODs and higher officials. ❖ Outreach programme by each department at least two per semester.	❖ 100% doctorate faculty , minimum Ph.D as is needed for joining as faculty to be executed in HR policy ❖ Conduction of SDP, Motivational talk more than two per year to enhance the work efficiency of faculty and staff members. ❖ Conduction of more than two MDP per year for HODs and higher officials. ❖ Outreach programme by each department more than two per semester.
Library, ICT and Physical Infrastructure	❖ More number of Smart class room for each department ❖ Availability of 120000 E-Books. ❖ Subscription of more E- Journals ❖ Full-fledged Digital Library ❖ Open access for users in library ❖ Establishment of RFID system in the library. ❖ Amendment of IT Policy for better privacy and security.	❖ More number of Smart class room for each department ❖ Availability of 150000 E-Books. ❖ Subscription of more E- Journals ❖ Full-fledged Digital Library ❖ Open access for users in library ❖ Establishment of RFID system in the library.	❖ More number of Smart class room for each department ❖ Availability of 200000 E-Books. ❖ Subscription of more E- Journals ❖ Full-fledged Digital Library ❖ Open access for users in library ❖ Establishment of RFID system in the library.

Research and Professional Practice (RP):

For every Engineering and technical institution, research and consultancy is a core area that not only brings industrial alliance, corporate culture and IPR enhancement in campus but also supports for institutional revenue growth. Therefore it has been well planned to bring a minimum 1-2 industrial sponsored and designed laboratories in the campus in next 2 years, 2-3 industrial sponsored and designed laboratories in the campus in next 5 and 3-5 industrial sponsored and designed laboratories in the campus in next 10 years and also to establish Centres of Excellence in the area of automatic health care and biotechnology, Renewable Energy.

The institution research policy mandates for bringing a good number of research projects funded by the Government / Non-Government agencies in coming years.

- Internationalization
- Research and consultancy
- Innovation and Entrepreneurship
- Student development

ITEMS	ST (0-2 Years)	MT (2-5 Years)	LT (5-10 Years)
Research and Development	• One indexed journal publication in each year by each faculty • Atleast one external research grant should be availed by all the departments. • Enhancing the number of patent filing. • Funded international conference at least one per year.	• Two indexed journal publication in each year by each faculty • Atleast two external research grant should be availed by all the departments. • Enhancing the number of patent filing. • Funded international conference two per year.	• More than two indexed journal publication in each year by each faculty • More than two external research grant should be availed by all the departments. • Enhancing the number of patent filing. • Funded international conference more than two per year.

Graduation Outcomes (GO):

Looking to the alumni report it is well proven that institution not only bring technological skills among the learners but also produce a good number of multidisciplinary successful leaders in sports, politics, art & culture to maintain the same development environment in the campus. It has been planned by management to establish good incubation centre in the campus in coming years for holistic development of the students of GNIT.

To achieve these planned milestones, short term, medium term and long term goals have been set by the IQAC after having good number of workshops/brainstorming sessions for the faculty and students in presence of authority which is mentioned below:

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Outcome of Students	❖ 85% overall placement by 2026. ❖ Increase the start-up venture by students. ❖ 20 number of patents grant by the students. ❖ 150 publications of student research paper in national/international conferences and Journal. ❖ More Participation in national and international competition. ❖ Motivation of students for higher studies : 20 % in Higher Studies with inclusive of M.Tech , MBA , others	❖ 95% overall placement by 2026. ❖ Increase the start-up venture by students. ❖ 40 number of patent grant by the students. ❖ 300 publications of student research paper in national/international conferences and Journal. ❖ More Participation in national and international competition. ❖ Motivation of students for higher studies : 30 % in Higher Studies with inclusive of M.Tech , MBA , others	❖ 100% overall placement by 2026. ❖ Increase the start-up venture by students. ❖ 70 number of patents grant by the students. ❖ 500 publications of student research paper in national/international conferences and Journal. ❖ More Participation in national and international competition. ❖ Motivation of students for higher studies : 40 % in Higher Studies with inclusive of M.Tech , MBA , others .

Graduation Outcomes (GO): Innovation, Entrepreneurship and Employability

Planned Setup: Incubation Centre

Proposal to set up a **well-equipped incubation centre** on campus.

Potential support from **Atal Innovation Mission (AIM)** under **NITI Aayog** or other **National/International funding agencies**.

Goal: **Create a significant number of start-ups from the campus in the next 5 years.**

Integration with IDEA Lab : Establish **IDEA Lab** as part of the incubation centre.

Benefits for students from IDEA Lab:

- Hands-on experience in innovation and entrepreneurship.
- Opportunity to **work in multidisciplinary projects** with diverse students.
- Development of **problem-solving, leadership, and managerial skills.**
- Access to **mentorship, resources, and networking opportunities.**

Teaching Assistantship

Students can participate in **teaching assistantship programs**. Gain practical exposure in **academic and research guidance**.

Revenue Generation & Training Programs

Incubation centre can **generate revenue** through sponsored projects, collaborations, and consultancy.

Organize **training programs, workshops, and bootcamps** to enhance student skills and industry readiness.

Multidisciplinary Collaboration

Students from various disciplines can **collaborate on diverse projects**.

Encourages **cross-functional teamwork and innovative thinking**.

GNIT Initiatives & Recognition

Well-known for **BCT (Beyond Curriculum Training)** and **PRAGATI (Progression Rural Advancement Globally Accepted Traditional Initiative)**.

Recognized for implementing **Best Practices** over the last few years for its student development

Overall Impact

Strengthens GNIT's position as a **hub for innovation and entrepreneurship**.

Contributes to **student skill development, start-up creation, and societal impact**.

Outreach and Inclusivity (OI): Promote gender balance, support for economically weaker sections, and diversity through scholarships, outreach programs, and inclusive campus design.

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Promote gender balance	- Implement mandatory, regular (annual) unconscious bias training for all employees, - Actively feature successful women in internal communications and mentorship programs to inspire junior talent and challenge stereotypes.	- Establish formal cross-gender mentorship programs (mentors supporting mentees of a different gender) and a high-potential sponsorship program for women into leadership roles. - Launch an initiative to actively engage male employees as allies and advocates for gender equality, providing them with training on effective allyship.	- Establish and work toward a firm target for gender parity (e.g., 40-60% representation) across all levels of leadership, including the executive team and board of directors. - Tie a portion of executive and senior leader compensation to the achievement of long-term diversity and inclusion metrics.
Support for economically weaker sections	Ensure the Scope of EWS intake	Formal Mentorship Programs: Establish a structured faculty or senior student mentorship program for academic and personal guidance.	Establish Permanent EWS Endowments/Chairs: Mobilize large-scale funding from alumni, industry (CSR), and philanthropy to create a self-sustaining financial aid corpus for EWS students.

Perception (PR):

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Diversity through scholarships.	Simplify the application process for all scholarships (e.g., creating a single online window) and provide dedicated student help desks for assistance to ensure access for all applicants.	Increase the per-student financial assistance and number of scholarships provided to the identified socio-economically disadvantaged groups by a set percentage (e.g., 30%).	Establish a perpetual Scholarship Endowment Fund from accumulated CSR/Alumni/Industry contributions to ensure the scheme's long-term financial sustainability without reliance on yearly government grants alone.
Outreach programs, and inclusive campus design	Create a Dedicated Outreach Cell/Nodal Point: Establish a functional student-faculty cell to coordinate all social and community engagement activities (NSS, Unnat Bharat Abhiyan, etc.).	- Introduce a mandatory, credit-bearing 'Social and Community Service' module/course for all students, aligning with NEP 2020 guidelines. - Forge Community and Industry MoUs: Sign at least 3 Memorandum of Understandings (MoUs) with local NGOs, government agencies, or industries to secure continuous funding and expert support for outreach activities.	- Establish a Social Innovation Hub: Create an 'Innovation and Community Development Centre' for students to develop technology- or process-based solutions for local/regional societal problems. - Target a top tier national ranking for the institute's social outreach and community engagement initiatives.

Enhance brand visibility through national/international collaborations, alumni engagement, hosting conferences, and participating in innovation challenges.

Perception (PR):

ITEMS	ST (2 Years)	MT (5 Years)	LT (10 Years)
Industry Interaction/Collaboration	❖ At least one MOU with industry per year for each department. ❖ One Industry collaborated Lab in the Institute .	❖ Two MOU with industry per year for each department. ❖ Three Industry collaborated Lab in the Institute .	❖ More than two MOU with industry per year for each department. ❖ Industry collaborated Lab by each department .
Conference/Symposium to be Organized	❖ Two Symposium or conference will be organized jointly with an International University .	❖ Four Symposium or conference will be organized jointly with an International University	❖ Each Department will organize jointly a Symposium or conference with an International University
Alumni Engagement	❖ One Alumni Meet once in a year ❖ Alumni Talk one from academia / entrepreneur and one from industry at least by each department . ❖ 360 degree Feedback once in year .	❖ One Alumni Meet once in a year in different geographical location nationwide . ❖ Alumni panel discussion one from academia /Entrepreneur and one from industry at least by each department . ❖ 360 degree Feedback once in year	❖ One Alumni Meet once in a year in different geographical location international wide . ❖ Involving alumni in fulfilling SDG(sustainable Development goals). ❖ 360 degree Feedback once in year.
Innovation challenges	• Organization of one National level Hackathon and Idea- thon • Encouraging students for participation in SMART INDIA Hackathon and others organized nationwide : 25 % of total intake	• Organization of one National level Hackathon and Idea- thon • Encouraging students for participation in SMART INDIA Hackathon and others organized nationwide : 35 % of total intake .	• Organization of one National level Hackathon and Idea- thon • Encouraging students for participation in SMART INDIA Hackathon and others organized nationwide : 40 % of total intake.

5.1: ROAD MAP FOR IMPLEMENTATION OF NEP-2020:
ANALYSIS OF THE PRESENT SCENARIO IN TERMS OF ‘ACCESS’, ‘QUALITY’ AND ‘FUTURE READINESS’

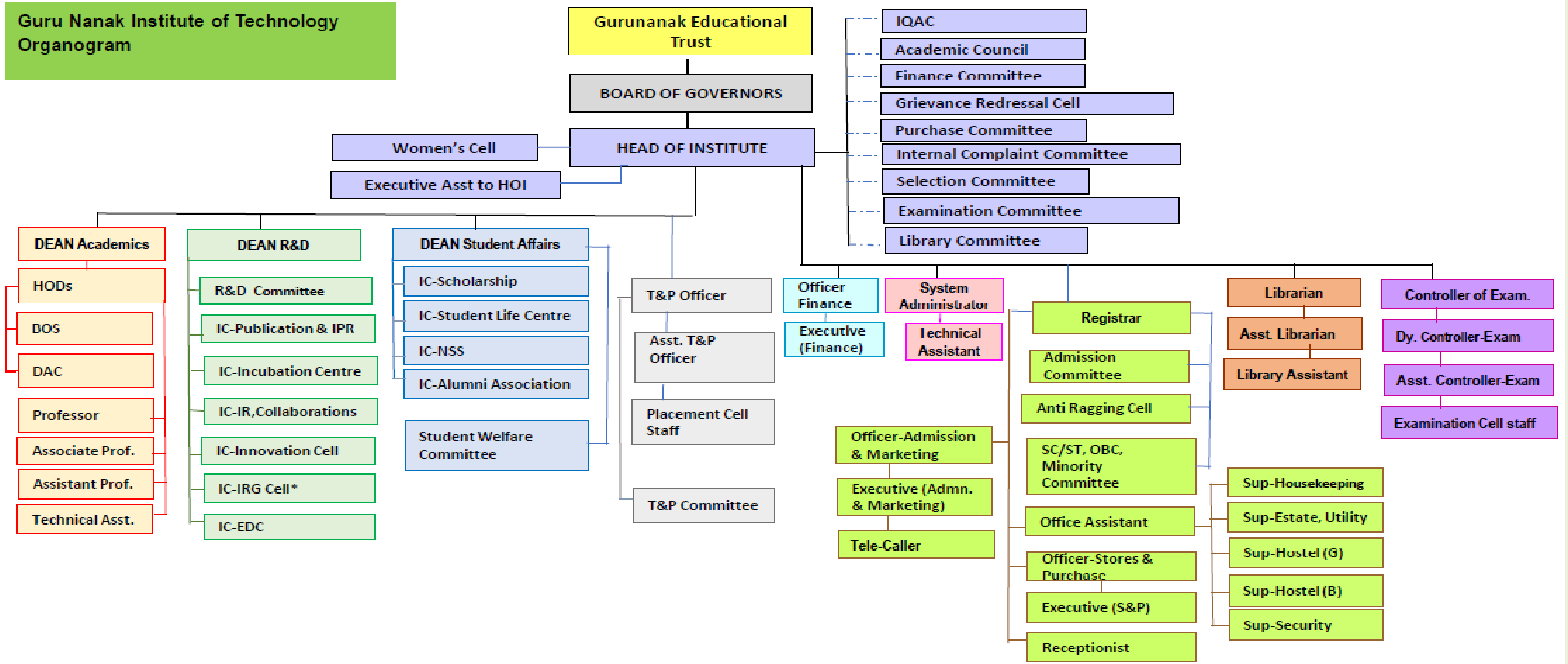
ACCESS	
Equityincluding Gender Parity	• College fosters equal opportunity to all organizing various programmes on gender equity • Preparation of gender sensitization action plan Undertake Gender audit in the college campus
Inclusion including Socioeconomic Deprived Groups (SEDGs)	• Guru Nanak Institute of Technology is a self- financing college, affiliated to MAKAUT, adheres to the reservation policy of the Govt. of West Bengal, with respect to the admission of students to various programme offered in the college. • College sticks to the Fee waiver Policy of the Govt of West Bengal. • Financial assistance for the students from the economically weaker section from the college fund. • Provision of regular mentoring of the students. • Face-to-face Counselling of the students.
Measures for increasing access including online and Open and Distance Learning (ODL) education	• The Institute utilizes the D2L Learning Management System (LMS) to facilitate online and blended learning, enabling interactive teaching– learning processes through digital platforms. • Online access of NDLI and E-book Library for students/faculties.
Increasing access through Indian languages	• Teaching-learning process is done through English as per guidelines of affiliating University, but Hindi and other local languages are used by the teachers to disseminate the knowledge to the students.

QUALITY

Multidisciplinary and holistic education	• Guru Nanak Institute of Technology offers Diploma, B.Tech, and M.Tech programs in Engineering, as well as BBA and BCA programs under MAKAUT affiliation. • The Institute offers a range of Add-on Courses to complement the regular academic programs and enhance students’ employability. • Capacity Development and Skill Enhancement Programs are conducted periodically to strengthen students’ technical, professional, and soft skills. • A variety of Student Clubs and Societies have been established to nurture creativity, innovation, and holistic development among students.
Flexibility of courses and student mobility- multiple entry and exit	• Both Undergraduate (UG) and Postgraduate (PG) programs are functioning under the new Choice Based Credit System (CBCS. However, the Multiple Entry and Exit System, as proposed in the NEP-2020, is yet to be implemented • The Institute offers a variety of Value-Added and Skill-Based Add-on Courses designed in alignment with the university syllabus to enhance students’ employability and practical competence.
Indian Knowledge System	• The Institute has introduced the Indian Knowledge System as part of its academic offerings. • Students have the opportunity to enroll in various Add-on Courses under the Indian Knowledge System, such as Value Education, Human Rights, and other related subjects, to enhance their ethical, cultural, and social understanding.
Research, Innovation and Ranking	• The Institute has established a Research Committee to organize workshops, seminars, and conferences for promoting research culture. • Well-equipped Science Laboratories and a Language Laboratory are available to support practical learning and research activities. • Faculty members are regularly encouraged to publish research papers in reputed journals to enhance academic visibility. • The Institute has recognized Research Guides across various departments to mentor and supervise research scholars.
Capacity building of faculty	• The Institute provides essential facilities such as drinking water, toilets, teaching aids, libraries, laboratories, and maintains an overall pleasant and student-friendly campus environment. • Classrooms are ICT-equipped to facilitate modern and interactive teaching–learning processes. • The Institute conducts periodic Faculty Development Programmes (FDPs) based on institutional requirements to enhance teaching and professional skills. • Faculty members are encouraged to participate in external FDPs, workshops, and seminars through duty leave and sponsorship of registration fees.

FUTURE READINESS	
Enhancing employability through internship / apprenticeship	• The Institute has established a Career Counselling and Placement Cell to guide students in making informed career choices. • Under this cell, various career counselling programs and coaching sessions for competitive examinations are regularly organized to enhance students’ employability and career readiness.
Transforming education through integration of technology	• The College Library provides students and faculty with access to NDLI and e-Books to facilitate digital learning and research. • Various online platforms are integrated into the teaching–learning process to enhance academic engagement and flexibility. • The Institute has established an e-Language and Multimedia Laboratory to support skill development and interactive learning. • Smart Classrooms have been set up to provide ICT-enabled and modern learning environments.
Internationalization	• Preparing for QS Ranking
Governance	• The governance of the Institute is overseen by the Governing Body in accordance with the guidelines of AICTE, UGC, Government of West Bengal, and the affiliating university, with the Principal serving as the Member–Secretary. • The Institute has implemented e-Governance in various operational areas, including administration, finance, student admissions, and examinations, to enhance transparency, efficiency, and accountability..

Guru Nanak Institute of Technology Organogram



*Consultancy, Research & Grants, etc.

5.2 : IDENTIFICATION OF INSTITUTIONAL GOALS -LONG TERM, MID-TERM AND SHORT TERM IN LINES OF NEP-2020 AND DRAW A STRATEGIC PLAN OF ACTION

The National Education Policy (NEP) 2020 envisions a holistic, multidisciplinary, and forward-looking educational framework that transforms higher education institutions into hubs of innovation, research, and inclusive development. Engineering colleges, as drivers of technological advancement, are expected to realign their objectives to meet the goals set forth by NEP 2020.

Identification of **institutional goals—short-term, mid-term, and long-term**—is essential for engineering colleges to:

- Ensure academic excellence and employability.
- Foster innovation, research, and entrepreneurship.
- Promote multidisciplinary and flexible learning models.
- Strengthen digital infrastructure and teacher capacity.
- Achieve institutional autonomy and accreditation excellence.

To successfully implement NEP 2020, engineering institutions must develop a **Strategic Plan of Action** that integrates national priorities with institutional capabilities, aspirations, and stakeholder expectations.

5.2.1 : EXCELLENCE IN GOVERNANCE AND MANAGEMENT

Good Governance is vital for promoting transparency, accountability, and effective decision-making. They ensure that policies and processes align with the mission of the Institute, fostering effective leadership and active participation from all the stakeholders. By driving quality assurance and continuous improvement, these enablers create an environment that supports innovation, academic excellence, and sustainable growth. The role of BOG is essential in maintaining compliance with regulatory standards and ensuring the long- term success of the Institute.

1. :BOARD OF GOVERNORS , ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORYBODIES & QUALITY ASSURANCE

The Institute functions through a documented hierarchical structure, via Statutory Bodies – Board of Governors, Internal Quality Assurance Cell (IQAC), Academic Council (AC), Finance Committee, having representation of diverse stakeholders. The Institute envisions the following goals:

5.2.1.1: BOARD OF GOVERNORS , ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Institutional Values (Core Values)	Visible Signage and Communication: Display the core values prominently around the campus through posters, digital screens, and other visual aids. Regularly communicate these values through newsletters, emails, and social media. Orientation Programs: Integrate core values into orientation programs for new students and staff to ensure everyone knows the institution's belief system from the start. Curriculum Integration: Integrate core values into the curriculum across various disciplines through case studies, projects, and discussions.	Core Values Assessment: Conduct regular assessments to evaluate how well the core values are being implemented across the Institute. Faculty Training on Core Values: Provide training for faculty on how to incorporate core values into their teaching and research.		Visible Signage and Communication: Posters: 2 Digital screens: 2 Newsletters: 8x2 Annual report: 2 College Brochure: 100 College website: Yes Orientation Programs: Student Induction Program (SIP): 2 Students' Meet with HOI: 2x2 Curriculum Integration: Case studies: 8x2 Projects: 1x2 Debate & discussion: 2x2 Core Values Assessment: Continuous Evaluation: 1x2 Faculty Training on Core Values: FDP on Core Values: 1x2	Visible Signage and Communication: Posters: 12 Digital screens: 8 Newsletters: 11x3 Annual report: 3 College Brochure: 300 College website: Yes Orientation Programs: Student Induction Program (SIP): 3 Students' Meet with HOI: 2x3 Curriculum Integration: Case studies: 11x3 Projects: 2x3 Debate & discussion: 4x3 Core Values Assessment: Continuous Evaluation: 2x3 Faculty Training on Core Values: FDP on Core Values: 2x3	Visible Signage and Communication: Posters: 15 Digital screens: 12 Newsletters: 11x5 Annual report: 5 College Brochure: 600 College website: Yes Orientation Programs: Student Induction Program (SIP): 5 Students' Meet with HOI: 2x5 Curriculum Integration: Case studies: 11x5 Projects: 3x5 Debate & discussion: 6x5 Core Values Assessment: Continuous Evaluation: 2x5 Faculty Training on Core Values: FDP on Core Values: 2x5

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL,FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025- 26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Updating Vision & Mission according to the market demands	Vision Statement Communication: Clearly communicate the vision statement through various channels, such as the Institute website, newsletters, social media, and campus signage. Strategic Planning Sessions: Organize strategic planning sessions to align short-term goals and initiatives with the Institute's vision. Vision-Aligned Programs and Initiatives: Create and implement programs and initiatives that directly support the Institute's vision, such as new academic programs, research initiatives, and community engagement projects.	Vision Review and Update: Regularly review and update the vision statement to ensure it remains relevant and ambitious. Prepare Vision and Mission Document: A comprehensive document that outlines the Institute's purpose, values, and long-term goals. Evolve Shared Vision Through Detailed Discussions with Stakeholders: Vision and mission statements are refined through consultations with faculty, staff, students, and other stakeholders to ensure a collective sense of purpose, review it, analyze it through DAC, BOS, AC, IQAC & BOG. Finally, it will be approved by BOG for publishing. Leadership Development Programs: Invest in leadership development programs to cultivate future leaders who are committed to the Institute vision.	Alignment of Institute Vision with Global Trends: Align the Institute vision with global trends and challenges, ensuring it remains a leader in higher education on the international stage. Visionary Research Hubs: Establish research hubs that focus on cutting-edge research and innovation aligned with the Institute vision.	Vision & Mission Statement Communication: Institute website & Social Media: Yes Newsletters: 8x2 Campus signage: 4 Strategic Planning Sessions: Strategic planning sessions: 2 Vision-Aligned Programs and Initiatives: Vision aligned programs: 8 Research Initiative: PG Research Lab: 3 New R&D policy: 2025-26 Research Publications: 200 Project funding: 1.5K Community engagement Projects: 20 Vision & Mission Review: Feedback collection from the stakeholders & analysis of the feedback: 2 Leadership Development Programs: 2 Visionary Research Hubs: Nanotechnology Research Center: 2025-26 Quantum Computing Research Center: 2025-26 Centre of excellence: TVS EV lab, IOT Lab, Hyundai Lab: 2025-26 Advanced VLSI Lab : 2026-27, AI & Machine Learning : 2027-28	Vision & Mission Statement Communication: Institute website & Social Media: Yes Newsletters: 11x3 Campus signage: 6 Strategic Planning Sessions: Strategic planning sessions: 3 Vision-Aligned Programs and Initiatives: Vision aligned programs:12 Research Initiative: Research Publications: 350 Project funding: 2.5K Community engagement Projects: 30 Vision & Mission Review: Feedback collection from the stakeholders & analysis of the feedback: 3 Update the Mission : Yes Leadership Development Programs: 6 Visionary Research Hubs: VLSI & IOT Research Center: 2027-28 Drone Research Center: 2028-29 Centre of excellence: Cybersecurity : 2027-28 Initiate Quantum Computing Center	Vision & Mission Statement Communication: Institute website & Social Media: Yes Newsletters: 11x5 Campus signage: 10 Strategic Planning Sessions: Strategic planning sessions: 5 Vision-Aligned Programs and Initiatives: Vision aligned programs:12 Research Initiative: Research Publications: 350 Project funding: 4K Community engagement Projects: 50 Vision & Mission Review: Feedback collection from the stakeholders & analysis of the feedback: 2 Update the Vision & Mission : Yes Leadership Development Programs: 10 Visionary Research Hubs: Data Science & Cyber Security Research Center: 2027-28 Establish the Quantum Computing Center of Excellence

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Digitization of administrative departments for streamlined operations: Implementing a centralized ERP portal for academic, administrative, and financial matters.	Institutional R&D, Awards & achievement, event participation related database ERP creation. Student attendance ERP Creation. LMS Creation. Exam Paper Checking digitization. Accounts & Purchase requisition & approval related work digitization. Construction & maintenance related work information digitization. Stake-holders feedback system digitization. Alumni Cell related work through online system.	Complete digitization of all administrative departments. Develop a fully automated Management Information System.				
Introducing automated assessment tracking for academic & research performance of faculty & staff members	Self Appraisal System for promotion through CAS Scheme and automated performance monitoring through LMS & MIS system	Self Appraisal System for promotion through CAS Scheme and automated performance monitoring through LMS & MIS system	Self Appraisal System for promotion through CAS Scheme and automated performance monitoring through LMS & MIS system			

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
To conduct various quality audits for Strengthening departmental review mechanisms to ensure quality assurance	Academic and administrative audit (AAA): 2024-25, 2025-26 Green Audit, Environment Audit, Energy Audit, Gender Audit, Transparency Audit, Social Audit, Diversity and Inclusion Audit, Accessibility Audit, and Technology Adoption Audit, Satisfaction Survey/ Audit, Library Audit: 2024-25, 2025-26 ISO: 2025-26, 2026-27	Academic and administrative audit (AAA): 2026-27, 2027-28, 2028-29 Green Audit, Environment Audit, Energy Audit, Gender Audit, Transparency Audit, Social Audit, Diversity and Inclusion Audit, Accessibility Audit, and Technology Adoption Audit, Satisfaction Survey/ Audit, Library Audit: 2026-27, 2027-28, 2028-29 ISO: 2027-28, 2028-29, 2029-2030	Academic and administrative audit (AAA): 2029-30, 2030-31, 2031-32, 2032-33, 2033-34 Green Audit, Environment Audit, Energy Audit, Gender Audit, Transparency Audit, Social Audit, Diversity and Inclusion Audit, Accessibility Audit, and Technology Adoption Audit, Satisfaction Survey/ Audit, Library Audit: 2029-30, 2030-31, 2031-32, 2032-33, 2033-34 ISO: 2030-31, 2031-32, 2032-33, 2033-34, 2034-35			
Ensuring full staffing of sanctioned teaching and non-teaching positions	The Institute shall endeavor to fill all vacancies in teaching and non-teaching posts on a regular basis.	The Institute shall endeavor to fill all vacancies in teaching and non-teaching posts on a regular basis.	The Institute shall endeavor to fill all vacancies in teaching and non-teaching posts on a regular basis.	Maintain the Teaching Position: FSR as per intake 1: 20	Initiate the Teaching Position: : FSR as per intake 1:15	Implement the Teaching Position: : FSR as per intake 1: 20

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

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	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5- 10Yrs) 2030- 31 -to- 2034- 35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Build a congenial workplace environment to the satisfaction of all stakeholders.	Uphold efficient Grievance Redressal committee, Anti ragging & Anti-intoxicant cell, Anti Sexual Harassment Committee, Disciplinary Committee, and Women Cell, with the participation of staff and students.	Uphold efficient Grievance Redressal committee, Anti ragging cell,, Disciplinary Committee, Internal Complain Committee and Women Cell, with the participation of staff and students. Undertake programme/add on course/activities to sensitize faculty, staff and students on issues of gender-identity Provide regular counselling and mentoring programmes for social, emotional and academic Support.		- Regular meeting should be conducted in regular basis as following manner: - Grievance Redressal committee: 2x2 Anti ragging cell:2x2 - Internal Complain Committee :2X2 - Disciplinary Committee:2x2 - Women Cell:2x2 - Events will be organized by: - Anti ragging cell:2x2 ; - Anti-intoxicant cell:2x2 - Programme/activities to sensitize faculty, staff and students on issues of gender-identity by Women Cell: 2x2 - Internal Complain Committee :2X2 - Regular counselling: 1/week - Mentoring programmes for social, emotional and academic Support: 2/month	- Regular meeting should be conducted in regular basis as following manner: - Grievance Redressal committee: 2x3 Anti ragging cell:2x3 Internal Complain Committee :2X3 - Disciplinary Committee:2x3 - Women Cell:2x3 - Events will be organized by: - Anti ragging cell:2x3 - Programme/activities to sensitize faculty, staff and students on issues of gender-identity by Women Cell: 2x3 - Regular counselling: 1/week - Mentoring programmes for social, emotional and academic Support: 2/month	- Regular meeting should be conducted in regular basis as following manner: - Grievance Redressal committee: 2x5 - Anti ragging cell:2x5 - Disciplinary Committee:2x5 - Women Cell:2x5 - Internal Complain Committee :2X5 - Events will be organized by: Anti ragging cell:2x5 - Women Cell: 2x5 - Internal Complain Committee :2X5 - Programme/activities to sensitize faculty,staff and students on issues of gender- identity by Women Cell: 2x5 Regular counselling: 1/week - Mentoring programmes for social, emotional and academic Support: 2/month

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Affiliation & Accreditation	Compliance Report submission for NBA accreditation AQAR Submission for 2025-26 & 2026-27 to NAAC	Renewal of Autonomy Status. Renewal of NAAC Accreditation Continuous review of Continuous Working Progress on National (NiRF ranking) & International Ranking (QS Ranking).	Secure ABET (USA) or IET (UK) recognition for flagship programs.			
Encouraging and empowering the faculty & staff members	Encouraging and empowering the faculty to conduct innovative teaching and pedagogy, research and service which will motivate them to do outstanding creative work. Excellent performance of the faculty in teaching, research and other services will be incentivized through appropriate rewards, recognition, and movement into institutional leadership. The Institute shall foster inclusive decision-making processes involving campus fraternity to enhance governance aligning institutional goals with stakeholder needs.			- FDP on Innovative Teaching & pedagogy: 2 - FDP on Research & services:4 - FDP on New Technologies:8 - FDP on decision-making, design thinking & critical thinking:3 Faculty & staff will be incentivized through appropriate rewards, recognition: - GNIT KRITI Award ,JIS Innovation Award & JIS Samman. - Faculty & staff of the semester award will be implemented.	- FDP on Innovative Teaching & pedagogy: 3 - FDP on Research & services:6 - FDP on New Technologies:20 - FDP on decision-making, design thinking & critical thinking:6 - Faculty & staff will be incentivized through appropriate rewards, recognition: - GNIT KRITI Award , JIS Innovation Award & JIS Samman. - Faculty & staff of the semester award will be implemented.	- FDP on Innovative Teaching & pedagogy: 5 - FDP on Research & services:10 - FDP on New Technologies:30 - FDP on decision-making, design thinking & critical thinking:10 Faculty & staff will be incentivized through appropriate rewards, recognition: - GNIT KRITI Award ,JIS Innovation Award & JIS Samman. - Faculty & staff of the semester award will be implemented.

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Utilizing intellectual expertise from national and international institutions	Utilize the intellectual expertise from organizations and prestigious institutions of national and international repute through the MoU & Collaborations. The Institute shall collaborate with national and international Centres of Eminence, to offer refresher and orientation training for officials and officers of the Institute Engage adjunct mentors from Industry and elite institutions from India and abroad.			No of MoU & Collaborations with national and international repute Institutions: 4 No of MoU & Collaborations with national and international Centres of Eminence:2 No of Events will be conducted through MoU & Collaborations: 24 No of Adjunct mentors from Industry and elite institutions from India and abroad:6 No of Interaction with Adjunct mentors from Industry and elite institutions from India and abroad:10	No of MoU & Collaborations with national and international repute Institutions: 6 No of MoU & Collaborations with national and international Centres of Eminence:3 No of Events will be conducted through MoU & Collaborations: 36 No of Adjunct mentors from Industry and elite institutions from India and abroad:9 No of Interaction with Adjunct mentors from Industry and elite institutions from India and abroad:15	No of MoU & Collaborations with national and international repute Institutions: 10 No of MoU & Collaborations with national and international Centres of Eminence:5 No of Events will be conducted through MoU & Collaborations: 60 No of Adjunct mentors from Industry and elite institutions from India and abroad:15 No of Interaction with Adjunct mentors from Industry and elite institutions from India and abroad:25

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Leadership Program	Implementation of Leadership Development Programs for training of Department Heads, Senior Professors, Professors, and Principals on Leadership, Management, Strategic Thinking and Conflict Resolution. Implementation of formal Mentorship and handholding programs within departments and administrative units to identify potential leaders from faculty. An outcome-based approach will be devised to encourage branch heads to present their Annual Plan and Targets at the start of the Calendar Year.	Open-house or periodic meetings of the employees with Institute administration for addressing different concerns and inclusive decision-making/ crisis management. The Institute shall enter into MoUs with leading management institutions in India and other prestigious international institutions to offer periodic leadership training programs for senior academic and administrative personnel.	A Leadership Training Institute may be established in collaboration with the Parliament Secretariat, Federation of Indian Chambers of Commerce and Industry (FICCI), Associated Chambers of Commerce and Industry of India (ASSOCHAM), and DoPT, Govt. of India.	Implementation of Leadership Development Programs : 2x2 No of Registrar:1 No of Administrative officer:1 No of HR: 1 No of HoD:8 No of Dean:1 IQAC Convener:1 IIC Convener:1 No of Open-house or periodic meetings of the employees with Institute administration: 24 MoUs with leading management institutions: 2 MoUs with international institutions: 2	Implementation of Leadership Development Programs :2x3 No of HoD:11 No of Dean:2 No of Open-house or periodic meetings of the employees with Institute administration: 36 MoUs with leading management institutions: 3 MoUs with international institutions: 3	Implementation of Leadership Development Programs : 2x5 No of Dean:3 No of Open-house or periodic meetings of the employees with Institute administration: 60 MoUs with leading management institutions: 5 MoUs with international institutions: 5
Establishing a transparent and sustainable funding & Grant Received mechanism	Apply for various grants to Central and State Govt and Non- Govt. agencies. Promote participation of staff members in FDPs like refreshers, orientation programmes, short term courses on Project writing skills. Preparation of Detailed Project Report and submission of the same to respective agency for funding Providing support to the faculty / staff for capacity building and development.			No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 16 FDP on Project Writing Skill:4	No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 30 FDP on Project Writing Skill:6	No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 40 FDP on Project Writing Skill:4
Establish Institutional Administrative Best practices based on experiences hitherto	Establish good practices based on stakeholder feedback. Documentation of Best Practices will be done properly, and it needs to regularly review the progress made towards achieving the targeted goals, an IQAC Cell will be responsible to periodically review the Best practices outcomes.			No of IQAC Cell Meeting with MOM: 1/Semester	No of IQAC Cell Meeting with MOM: 1/Semester	No of IQAC Cell Meeting with MOM: 1/Semester

5.2.1.1: BOARD OF GOVERNORS ,ACADEMIC COUNCIL, FINANCE COMMITTEE & OTHER STATUTORY BODIES & QUALITY ASSURANCE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Risk Management Analysis	At Least Yearly Meetings with Insurance Company Representatives: The Institute will regularly meet with insurance providers to assess potential risks and discuss mitigation strategies related to legal, safety, financial, environmental, and disaster preparedness issues. Scenario Planning: Risk scenarios, such as legal, financial, and environmental risks, will be regularly discussed and mitigated through proactive measures.			No of Meetings with Insurance Company Representatives & the Legal cell on Risk Management analysis on Risk scenarios, such as legal, financial, and environmental risks, will be regularly discussed and mitigated through proactive measures: 2	No of Meetings with Insurance Company Representatives & the Legal cell on Risk Management analysis on Risk scenarios, such as legal, financial, and environmental risks, will be regularly discussed and mitigated through proactive measures: 6	No of Meetings with Insurance Company Representatives & the Legal cell on Risk Management analysis on Risk scenarios, such as legal, financial, and environmental risks, will be regularly discussed and mitigated through proactive measures: 10
Student Feedback	Evolve Regular 360-Degree Feedback for All Faculty: A comprehensive feedback system will be established, where students provide regular, structured feedback on faculty performance, course content, and overall academic experience. Methodology Proposed by Faculty Through HODs: Faculty members will propose the methodology for feedback collection in collaboration with department heads, ensuring it is effective and well-structured. Feedback to Be Taken Regularly and Faculty to be Motivated to Improve Delivery: Regular feedback sessions will be integrated into the academic calendar, and faculty will be encouraged to use the feedback to enhance teaching effectiveness.			Feedback Collected & analyzed: 1/semester	Feedback Collected & analyzed: 1/semester	Feedback Collected & analyzed: 1/semester
Establishing a periodic review committee for regular monitoring of the Institutional Development Plan (IDP) through periodical reviews ensuring alignment with stakeholder needs and timely adjustments based on progress and feedback	Establish & modify the members of Board of Governors (BOG), Academic Council (AC), Board of Studies (BOS), IQAC & other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs). Review the functioning of all the committees and bodies and adopt improvements (If need be). In accordance with the guidelines of the UGC and the Ministry of Education, the Institutional Development Plan (IDP) of the Institute is being developed. Keeping in view the dynamic nature of IDP and the need to regularly review the progress made towards achieving the targeted goals, an IQAC Cell will be responsible to periodically review the IDP.			Schedule of meeting of the following Committees: Board of Governors (BOG): 1/Semester Academic Council (AC): 1/Semester, Board of Studies (BOS): 1/ year IQAC: 2/ Semester Finance Committee: 2/ Semester Purchase & Procurement Committee: As & when required	Schedule of meeting of the following Committees: Board of Governors (BOG): 1/Semester Academic Council (AC): 1/Semester, Board of Studies (BOS): 1/ year IQAC: 2/ Semester Finance Committee: 2/ Semester Purchase & Procurement Committee: As & when required	Schedule of meeting of the following Committees: Board of Governors (BOG): 1/Semester Academic Council (AC): 1/Semester, Board of Studies (BOS): 1/ year IQAC: 2/ Semester Finance Committee: 2/ Semester Purchase & Procurement Committee: As & when required

5.2.1.2: FINANCIAL SOURCES AND MANAGEMENT

Items	Qualitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Strengthening the policies	Formulate policies to support various academic initiatives, cutting- edge research endeavors, commensurate development of the physical infrastructure to adequately support the academic activities of the Institute. Expansion of academic activities should require more space in the form of classrooms and similar facilities. It should require development of physical infrastructure where finance shall play a key role. Set up a dedicated Alumni Relation Office to strengthen the alumni network and motivate them to donate for students’ scholarships and infrastructural development. Develop appropriate guidelines and mechanisms (e.g., prepare a checklist tree for procurements and associate relevant details) through which faculty / research scholars can access the research grant without any hassle	Enhancement of capital investment in the mid-term for supporting its ongoing infrastructure demands. Organize fund-raising campaign in the major cities of India and abroad through alumni network to strengthen Endowment Fund. Institutes shall formulate policies to promote start-ups in emerging fields of Science and Technology, aimed at attracting external funding.	Institute should focus on creating new ways of fund raising through MSME to ensure resource mobilization. Encourage high net worth alumni and philanthropists to create named Chairs, research fellowships and scholarship programs.
Finance/Investment Committee	A Finance / Investment Committee shall be set up to look after and evaluate all the financial plans. Revised Finance Committee will be composed.		

Guru Nanak Institute of Technology						
Statement showing Strengthening to Polices						
Particulars	ST (0-2 Yrs) 2025-26-to-2026-27		MT (2-5 Yrs) 2027-28-to-2029-30		LT (5-10 Yrs) 2027-28-to-2029-30	
	Quantity (sqft)	Amount (Rs. In Lacs)	Quantity (sqft)	Amount (Rs. In Lacs)	Quantity (sqft)	Amount (Rs. In Lacs)
New Class Room	14000	420.00	21000	693	28000	1,016
New Aicte Lab	6000	180	10000	330	10000	363
Construction Cost		600		1,023		1,379
Laboratory						
Equipment's		100		165		303
Seed Money		20		30		75
R&D Budget		70		200		500
Salary						
Chair Prof.	1	29	2	95	2	105
Scholarship of						
Research fellow	1	5	2	15	5	63
Total Cost		824		1,528		2,424
Funding						
External Funding		200		300		500
MSME Funding		60		100		200
Total External						
Funding		260		400		700
Management						
Contribution		564		1,128		1,724
% of Management						
Contribution		68%		74%		71%

Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Formulate revised Academic Policies, R&D Policies, Purchase & Finance Policies.	New Classroom: 30 New Centre of Excellence: 10000 sq ft New Laboratories: 2 Equipment Purchase: 75L Seed Money: 30 L R& D Budget: 2CR New Infrastructure: 2 CR New Start-up: 3 External Funding: 3 CR	New Classroom: 40 New Centre of Excellence: 10000 sq ft New Laboratories: 2 Equipment Purchas e: 1.25CR Seed Money: 75L R& D Budget: 5CR New Infrastructure: 5 CR New Start-up: 5 External Funding: 5 CR
MSME Funding: 60 L	Appointment of Chair	MSME Funding: 2
Appointment of Chair Professor/POP:1 Appointment of Research Fellow: 1 Research Fellowship/Scholarship: 5L	Professor/POP:2 Appointment of Research Fellow: 2 Research Fellowship/Scholars hip: 15L	corore Appointment of Research Fellow: 5 Research Fellowship/Scholars hip: 62.5L

5.2.1.2: FINANCIAL SOURCES AND MANAGEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Action Plan and Budgets	Maintenance and Audit of the assets shall be done on a regular basis. Auditing mechanism is to be aligned with budgeting. Stock management exercise shall be aligned with budget planning to reduce wastage and environmental impact from acquisition of new assets. Incorporate the social responsibility factor in financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets.	To align the funding sources with the institutional goals to address the additional expenses arising from internationalization, inclusivity, research and innovation initiatives. Identification and disposal of redundant assets in alignment with broader concepts of sustainability, the circular economy, and the SDGs.	Guidelines to be made for identification of wasteful / non-fungible sources of expenses and targeted a reduction in such expenses.	Budget for the AY 2025-26 & 2026-27 will be created. Asset Audit will be done for the AY 2024-25 & 2025-26. Financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets will be created for the AY 2025-26 & 2026-27.	Budget for the AY 2027-28. 2028-29 & 2029-30 will be created. Asset Audit will be done for the AY 2026-27, 2027-28 & 2028-29. Financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets will be created for the AY 2027-28. 2028-29 & 2029-30.	Budget for the AY 2030-31, 2031-32, 2032-33, 2033-34 & 2034-35 will be created. Asset Audit will be done for the AY 2029-30, 2030-31, 2031-32, 2032-33 & 2033-34. Financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets will be created for the AY 2030-31, 2031-32, 2032-33, 2033-34 & 2034-35.
Harnessing Different Sources of Revenue	Regular workshops are conducted to raise awareness of existing government funding schemes. Invite ideas to identify new sources of funding. Encourage faculty members to focus on research and academic consultancy.	The Institute is committed to achieving financial self-sufficiency, reducing dependence on external funding by developing revenue generating activities To generate external funds, the Institute shall focus on strengthening foreign collaborations in research activities. Formulation of policies to develop future strategic partnerships with industries.	The research labs shall be made available for specific use by other organizations. Creation of Chairs for Research in Specific Areas: Sponsored chairs will be established to encourage research in priority areas, attracting both external funding and global recognition.	No of Workshops on existing government / private funding schemes: 4 No of Consultancy: 4 Amount of Consultancy: 25K Publication of R&D Bulletin: 1/Semester Amount of Alumni Fund: 1.8L Amount of Endowment Fund: 1.5L Amount of CSR Fund: 50K Inauguration of AICTE IDEA Lab. Revenue Generation: 5L	No of Workshops on existing government / private funding schemes: 6 No of Consultancy: 6 Amount of Consultancy: 40K Publication of R&D Bulletin: 1/Semester Amount of Alumni Fund: 5L Amount of Endowment Fund: 2.5L Amount of CSR Fund: 75K Revenue Generation: 7.5L	No of Workshops on existing government / private funding schemes: 10 No of Consultancy: 10 Amount of Consultancy: 60K Publication of R&D Bulletin: 1/Semester Amount of Alumni Fund: 10L Amount of Endowment Fund: 5L Amount of CSR Fund: 1.5L Inauguration of AICTE IDEA Lab. Revenue Generation: 12.5L

5.2.1.2: FINANCIAL SOURCES AND MANAGEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Harnessing Different Sources of Revenue	Faculty members and students shall be encouraged and rewarded for actively contributing to the advancement of research activities. The Institute shall regularly publish an Information Bulletin featuring abstract or brief overviews of ongoing research projects and consultancy activities. This initiative shall enhance visibility and attract additional research grants. Ramping up Alumni Funds, Endowment Funds, CSR funding etc. Apply for AICTE IDEA Lab. After receiving the Fund, AICTE IDEA Lab will be established. Through this Lab we will solve the problems surrounding the area and make the product accordingly to make a revenue generation.	To establish a dedicated office for Patents, IPR and technology licensing for faster processing and monetization of Patents. Revenue generation through Product Development & supply to the customer through the IDEA Lab, Organizing Training through the COE Lab & providing research facilities in Advanced Research Labs. Generating External Revenue Sources: External funding is actively sought through sponsored research, industry collaborations, and philanthropic contributions.	Funding under CSR Activities: Appeal to NGOs and philanthropic persons/groups for sponsoring the socio-economically disadvantaged groups.	Number of International collaborations in research activities: 2 Number of National collaborations in research activities:5 Number of collaborations with Industries in research activities:2 Dedicated office/committee will be established for Patents, IPR and technology licensing for faster processing and monetization of Patents. No of COE:2 No of Research Lab:2 Number of Training through the COE Lab & Research Labs: 20 Amount of revenue generation through training, sponsored research, industry collaborations, and philanthropic contributions : 1.5L Chairs for Research in Specific Areas:2 Funding under CSR activities: 50K	Number of International collaborations in research activities: 3 Number of National collaborations in research activities:9 Number of collaborations with Industries in research activities:3 No of COE:3 No of Research Lab:3 Number of Training through the COE Lab & Research Labs: 30 Amount of revenue generation through training, sponsored research, industry collaborations, and philanthropic contributions : 2.5L Chairs for Research in Specific Areas:3 Funding under CSR activities: 75K	Number of International collaborations in research activities: 5 Number of National collaborations in research activities:15 Number of collaborations with Industries in research activities:5 No of COE:5 No of Research Lab:5 Number of Training through the COE Lab & Research Labs: 50 Amount of revenue generation through training, sponsored research, industry collaborations, and philanthropic contributions : 5L Chairs for Research in Specific Areas:5 Funding under CSR activities: 1.5L

5.2.1.2: FINANCIAL SOURCES AND MANAGEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Close Liaison with GOI Ministries / Agencies and others for Funding and Access to External Grants and Funding	Institute shall collate a common repository for International and National funding agencies by respective departments. Conduct a mentoring programme to guide the proposer of the project funded by various funding agencies. Institute language experts may provide translation services to national institutes and departments for preparing their academic as well as administrative documents. A department-specific awareness programme shall be conducted to ensure the active participation of stakeholders. Initiate the process of building a network with empaneled private companies and industry associations for joint and collaborative research projects.	Provide training to government and corporate executives by establishing Officer Training Centres (OTCs).	Target large-scale research grant from various government ministries and other agencies for the development of infrastructure with the latest cutting- edge technology.	A collated common repository for International and National funding agencies will be created in Institutional level & it will be circulated among all the faculty members. No of mentoring program will be organized by the Institute with the help of funding agency officials:4 No of department-specific awareness programme will be conducted to ensure the active participation of stakeholders on how to access the External Grants and Funding: 6. Number of collaborations with private companies & Industries in for joint and collaborative research projects:2 Number of training to government and corporate executives by establishing Officer Training Centres (OTCs): 2 Number of proposals to be submitted for large-scale research grant from various government ministries and other agencies for the development of infrastructure with the latest cutting- edge technology: 12.	A collated common repository for International and National funding agencies will be created in Institutional level & it will be circulated among all the faculty members. No of mentoring program will be organized by the Institute with the help of funding agency officials:6 No of department-specific awareness programme will be conducted to ensure the active participation of stakeholders on how to access the External Grants and Funding: 9. Number of collaborations with private companies & Industries in for joint and collaborative research projects:3 Number of training to government and corporate executives by establishing Officer Training Centres (OTCs): 3 Number of proposals to be submitted for large-scale research grant from various government ministries and other agencies for the development of infrastructure with the latest cutting- edge technology: 21.	A collated common repository for International and National funding agencies will be created in Institutional level & it will be circulated among all the faculty members. No of mentoring program will be organized by the Institute with the help of funding agency officials:10 No of department-specific awareness programme will be conducted to ensure the active participation of stakeholders on how to access the External Grants and Funding:15. Number of collaborations with private companies & Industries in for joint and collaborative research projects:5 Number of training to government and corporate executives by establishing Officer Training Centres (OTCs): 5 Number of proposals to be submitted for large-scale research grant from various government ministries and other agencies for the development of infrastructure with the latest cutting- edge technology: 40.

5.2.1.2: FINANCIAL SOURCES AND MANAGEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
IRG Scheme in each Department	Formulate strategies for generation of additional funds. Department-specific workshops, training programs and certificate courses to be conducted. The department shall activate social media platforms (YouTube Channel, Applications etc.) to post good practices evaluated by the internal committee.	The scalability of in- house start-ups can be enhanced by establishing the Starts-Up Company Offices under SRIC (Registered IIC, GNIT) & making an e-commerce venture routed through Idea-O-Meter. Need to promote publication and dissemination of knowledge products such as Patents and IPRs for income generation.	Allow individual departments to generate their endowment funds through grants received from alumni, philanthropists and industry.	- Policy for IRG will be created. - No of Workshops & training programs will be conducted under IRG scheme: 4 - No of certificate courses to be conducted: 4 - Expected Revenue generation through Workshops & training programs under IRG Scheme: 1.6L - Expected Revenue generation through certificate courses to be conducted under IRG Scheme: 1.6L - Expected Revenue generation through activate social media platforms (YouTube Channel, Applications etc.) to post good practices: 1L - Expected Revenue generation through establishing the Starts-Up Company Offices under SRIC (Registered IIC, GNIT) & making an e-commerce venture routed through Idea-O-Meter: 2.4L	- Revised Policy for IRG will be created. - No of Workshops & training programs will be conducted under IRG scheme: 9 - No of certificate courses to be conducted: 9 - Expected Revenue generation through Workshops & training programs under IRG Scheme: 4.5L - Expected Revenue generation through certificate courses to be conducted under IRG Scheme: 4.5L - Expected Revenue generation through activate social media platforms (YouTube Channel, Applications etc.) to post good practices: 1.5L - Expected Revenue generation through establishing the Starts-Up Company Offices under SRIC (Registered IIC, GNIT) & making an e- commerce venture routed through Idea-O-Meter: 10.8L	- Revised Policy for IRG will be created. - No of Workshops & training programs will be conducted under IRG scheme: 4 - No of certificate courses to be conducted: 4 - Expected Revenue generation through Workshops & training programs under IRG Scheme: 1.6L - Expected Revenue generation through certificate courses to be conducted under IRG Scheme: 1.6L - Expected Revenue generation through activate social media platforms (YouTube Channel, Applications etc.) to post good practices: 1L - Expected Revenue generation through establishing the Starts-Up Company Offices under SRIC (Registered IIC, GNIT) & making an e-commerce venture routed through Idea-O-Meter: 24L

5.2.1.3: IT/WEB-BASED MANAGEMENT INFORMATION SYSTEM (MIS)

In the evolving scenery of higher education, especially within an engineering institutions, the implementation of an IT/Web-Based Management Information System (MIS) is a critical enabler for institutional development and governance. An MIS is a structured, technology-driven system that facilitates the collection, storage, processing, and dissemination of academic, administrative, financial, and infrastructural data. It empowers stakeholders—including administrators, faculty, students, and regulatory bodies—to make data-informed decisions that enhance institutional performance and transparency.

Within the framework of an Institutional Development Plan (IDP), the integration of a robust MIS aligns directly with the objectives of the National Education Policy (NEP) 2020 by promoting efficiency, accountability, digitization, and evidence-based planning. It supports seamless operations in domains such as admissions, academic scheduling, human resource management, financial planning, examination control, library management, student progression tracking, and accreditation preparedness.

Moreover, a web-based MIS ensures accessibility across departments, fosters a culture of digital literacy, and strengthens the institution's capacity for strategic planning and continuous quality improvement. As institutions strive toward autonomy, excellence, and global competitiveness, deploying a centralized MIS becomes not only a necessity but a strategic imperative.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Developing a centralized feedback portal for all stakeholders	There shall be a centralized portal to collect Feedback from all stakeholders (Students, Faculty, Non-Teaching Staff, Alumni, and Parents) and analyze it using appropriate software			Number of feedback: 1/Semester	Number of feedback: 1/Semester	Number of feedback: 1/Semester
Enhancing campus security	The number of CCTV cameras should be increased for safety and security on campus.			Number of CCTV to be established including Campus, Library , College building, Canteen & Hostels: to be increased to 350	- Implementing AI-based security systems and integrating virtual learning environments. - AI Based Audio Visual integrated system in Classrooms and laboratories	Implementing AI-based security systems and integrating virtual learning environments. AI Based Audio Visual integrated system with all cyber security in Classrooms and laboratories

5.2.1.3: IT/WEB-BASED MANAGEMENT INFORMATION SYSTEM (MIS)

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Implementing automated attendance and academic tracking systems	Implementation of ERP based automated attendance and academic tracking systems.	Implementation of ERP based face recognized automated attendance and ERP based academic tracking systems.	Implementation of ERP based face recognized automated attendance and ERP based academic tracking systems.			
Issuing smart cards for students and faculty for seamless service access	RF ID based Library access system to be implemented. RF ID based attendance system to be implemented for all faculty & staff members.	RF ID based Smart Cards shall be issued to all Institute employees and students to access different services, such as Attendance Systems, Health Centre Services, Transport Services, IT Services and the Library services.	AI based Smart Cards shall be issued to all Institute employees and students to access different services, such as Attendance Systems, Health Centre Services, Transport Services, IT Services and the Library services.			
Establishing an integrated digital repository for research and academic resources	Implementation of digital repository for research and academic resources through the IP based access of digital Library of the Institution.	Implementation of digital repository for research and academic resources through the Apps based access of digital Library of the Institution.	Implementation of digital repository for research and academic resources through the Apps based access of digital Library of the Institution.			
Strengthening IT infrastructure for seamless remote learning and administrative processes	ICT based Classroom teaching & applications of LMS in teaching & learning mechanism.	Implementation of Virtual Classroom concept with LMS.	Implementation of Virtual Classroom with online Research & Project Lab concept with LMS.			

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

In the context of higher education, especially within engineering institutions, Human Resource (HR) policies and proactive management support play a pivotal role in fostering academic excellence, operational efficiency, and institutional growth.

The Institutional Development Plan (IDP), guided by the principles of the National Education Policy (NEP) 2020, emphasizes the need to build robust HR systems that attract, retain, and develop talented faculty and staff.

Effective HR reforms—such as transparent recruitment, structured career progression, capacity-building initiatives, and performance-based appraisals—serve as the foundation for a dynamic and motivated academic community.

Furthermore, strong management support ensures that institutional goals are strategically aligned with stakeholder needs. Leadership engagement in policymaking, participative decision-making, and continuous professional development creates a conducive environment for innovation and collaboration.

Therefore, integrating improved HR policies and management practices into the IDP is essential for transforming engineering colleges into centres of excellence capable of meeting the evolving demands of the global knowledge economy.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Student and Learner Empowerment: Holistic Admission, Inclusivity, and Comprehensive Support System	Strengthen the existing admission portal to provide clear and real-time updates on application status, selection criteria, and seat availability. The Institute leverages the diversity and inclusion dashboard on the ERP portal to monitor key metrics. To enhance its effectiveness, the Institute aims to strengthen data tracking to improve diversity and inclusive efforts.	Create partnerships with schools and educational organizations to identify talented students from diverse backgrounds, offering them preparatory guidance for admission processes.	Implement data analytic tools to assess students' holistic profiles, identifying potential candidates who excel in both academics and extracurriculars, while also promoting diversity. Assess students' progression in academics and extracurricular activities to measure the effectiveness of holistic admissions and continuously refine selection criteria.	Number of Mentor-Mentee programs to be conducted: 1/ month/department Revised Internship policy to be framed. Number of Internship to be provided: All the prefinal & Final Yr students	Number of Mentor-Mentee programs to be conducted: 1/ month/department Revised Internship policy to be framed. Number of Internship to be provided: All the prefinal & Final Yr students	Number of Mentor-Mentee programs to be conducted: 1/ month/department Revised Internship policy to be framed. Number of Internship to be provided: All the prefinal & Final Yr students

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Student and Learner Empowerment: Holistic Admission, Inclusivity, and Comprehensive Support System	Conduct targeted outreach programs to underrepresented regions, communities, and economically weaker sections, promoting awareness about Institute’s admission policies and scholarships. The Institute shall augment various scholarship and endowment programs to support economically disadvantaged and marginalized students. The Institute shall strengthen the Mentor - Mentee programme as per the UGC guidelines. To develop internship and job-focused counselling strategies and hire career advisors in select departments to pilot the initiative. Implement a system where leadership skills shall be considered to enable involvement of the students into assignment concerning team building and making teaching-learning a more meaningful experience.	Create specific scholarships or support systems aimed at promoting diversity by providing additional incentives to applicants from under-represented backgrounds. Hold periodic data reviews to monitor progress toward diversity goals. Launch of new scholarship programs and expansion of financial aid to include merit-cum-means support. Identify and reach out to alumni to mentor students. Provide career advisors and organize workshops on interdisciplinary career paths, resume building, and networking.	Expand admissions to include a greater number of international students from diverse cultural backgrounds, enriching the global experience for students. Leverage data from the dashboard to implement policies that foster long-term inclusivity and ensure that diversity goals are continually met. Regularly review and expand scholarship programs based on evolving student needs and demographics. Continuously improve the mentorship program by addressing gaps and ensuring alignment with students’ academic and professional goals. Build a well-established career counselling infrastructure that continuously adapts to industry changes and helps students transition smoothly into the workforce.	Events to be organized by the Students Club to improve the leadership skills: 40 Percentage of Scholarship awardee: 60% Alumni Interaction Program to mentor the students: 80 Number of Carrier Counselling, resume building, and networking Program to be conducted: 12	Events to be organized by the Students Club to improve the leadership skills: 60 Percentage of Scholarship awardee: 70% Alumni Interaction Program to mentor the students: 120 Number of Carrier Counselling, resume building, and networking Program to be conducted: 21 Number of International Students to be admitted: 15	Events to be organized by the Students Club to improve the leadership skills: 100 Percentage of Scholarship awardee: 75% Alumni Interaction Program to mentor the students: 200 Number of Carrier Counselling, resume building, and networking Program to be conducted: 40 Number of International Students to be admitted: 25

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Recruitment and Career Advancement for Non-Teaching Staff	Strengtheningonline recruitment process to streamline applications for quick and transparent hiring, while reducing paperwork. Clearly define job roles and competencies for non-teaching positions to recruit candidates with the right skills and qualifications. Initiate efforts to promote diversity in recruitment by reaching out to under-represented sections and ensuring inclusive hiring practices. Regularly organizing training programmes on digital tools and software to enhance administrative efficiency. The Institute shall establish a mechanism for training mid ranked administrative officers, particularly in the areas of leadership, technology, digitalization, and communication. The trained mid-ranked officers shall be entrusted with the responsibility of training junior and entry-level officers.	Partnering with technical institutions, training Centres, and other organizations to boost competencies of non-teaching staff. Facilitating workshops that promote collaboration between departments to ensure smoother communication and efficient problem-solving.	Positioning the Institute as an employer of choice by enhancing its recruitment brand through campus engagement, showcasing professional development opportunities, and highlighting benefits for non-teaching staff. Promoting leadership and management programmes to empower non-teaching staff for supervisory or administrative roles. Supplementing training programs with technological advancements for evolving administrative needs.	Online recruitment process to be implemented. Defined Job Roles & KRA to be circulated & implemented. Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:8 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 8	Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:12 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 12	Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:20 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 20

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Faculty Empowerment and Professional Development	Organize workshops and training programs to enhance teaching methodologies, research capabilities, and digital proficiency. Encourage faculty to attend professional development programs and provide necessary support for the same. Promote participation of faculty members in FDPs like refreshers, orientation programmes, short term courses. Facilitates participation in online and Face-to-face training programme organized by UGC/AICTE on leadership training. Organizing faculty and technical staff development programme (including pedagogical training, workshops, seminars and conferences) for improved competence.	Promote faculty exchange programs in collaboration with national and international universities, facilitating knowledge sharing and global exposure. Promote cross-departmental collaboration by encouraging faculty to participate in inter- disciplinary / multi-disciplinary projects and research initiatives.	Integrating leadership training and advanced certifications into career advancement frameworks. Channelizing funds for faculty empowerment enhancing academic prowess and innovation Positioning the Institute as a hub for global academic excellence, for faculty development through interactions with international academicians.	Number of workshops and training programs (Min. 5 days) to be conducted to enhance teaching methodologies (pedagogical training), research capabilities, and digital proficiency: 16 Percentage of faculty to attend professional development programs: 100% Percentage of faculty to attend FDPs like refreshers, orientation programmes, short term courses.: 80% Percentage of faculty to attend online and Face-to-face training programme organized by UGC/AICTE on leadership training: 80% Number of faculty exchange programs in collaboration with national and international universities, facilitating knowledge sharing and global exposure to be conducted: 2 Percentage of faculty to receive advanced certifications into career advancement frameworks : 60% Number of interactions to be conducted with international academicians & researchers:16	Number of workshops and training programs (Min. 5 days) to be conducted to enhance teaching methodologies (pedagogical training), research capabilities, and digital proficiency: 33 Percentage of faculty to attend professional development programs: 100% Percentage of faculty to attend FDPs like refreshers, orientation programmes, short term courses.: 90% Percentage of faculty to attend online and Face-to-face training programme organized by UGC/AICTE on leadership training: 90% Number of faculty exchange programs in collaboration with national and international universities, facilitating knowledge sharing and global exposure to be conducted: 3 Percentage of faculty to receive advanced certifications into career advancement frameworks : 75% Number of interactions to be conducted with international academicians & researchers:33	Number of workshops and training programs (Min. 5 days) to be conducted to enhance teaching methodologies (pedagogical training), research capabilities, and digital proficiency: 55 Percentage of faculty to attend professional development programs: 100% Percentage of faculty to attend FDPs like refreshers, orientation programmes, short term courses.: 100% Percentage of faculty to attend online and Face-to-face training programme organized by UGC/AICTE on leadership training: 100% Number of faculty exchange programs in collaboration with national and international universities, facilitating knowledge sharing and global exposure to be conducted: 5 Percentage of faculty to receive advanced certifications into career advancement frameworks : 90% Number of interactions to be conducted with international academicians & researchers:55

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

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	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Holistic Wellness and Engagement Framework	Launch a digital wellness platform for addressing issues related to work-life balance, mental health and stress management. Organize workshops to create awareness on stress management, mental health, and emotional quotient. Promoting gender sensitization and awareness through mandates bodies such as Gender Sensitization Committees.	Introduce virtual wellness sessions, such as meditation and stress management workshops, and expand the platform’s functionality to address holistic well-being. Expand the scope of wellness workshops to include team-building activities and promote cross- departmental collaboration. Formation of pilot peer support groups for faculty and non-teaching staff to facilitate informal discussions on workplace challenges and mental health. Regularly assess and improve the grievance redressal mechanism based on faculty and non- teaching staff feedback.	Implementation of fully integrated wellness platform into the HR system of the Institute, providing wellness programs based on data insights for staff and faculty support. Institutionalization of peer support networks with dedicated coordinators, fostering an enabling environment.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 40 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 8 Number of gender sensitization and awareness program to be conducted: 8 Online grievance redressal mechanism to be implemented.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 60 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 12 Number of gender sensitization and awareness program to be conducted: 12 Online grievance redressal mechanism to be implemented.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 100 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 20 Number of gender sensitization and awareness program to be conducted:20 Online grievance redressal mechanism to be implemented.
Higher Accessibility / Proximity	Feedback Forums: Establish regular feedback forums, both in-person and online, where the Institute community can share their thoughts and suggestions directly with leadership.	Strengthen Mentorship Programs: Formalize mentorship programs with structured guidelines, regular check-ins, and measurable outcomes.	Campus-wide Accessibility Audit: Conduct a comprehensive audit to ensure that all campus facilities are accessible to students and staff with disabilities.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

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Recruitment and Career Advancement for Non-Teaching Staff	Strengtheningonline recruitment process to streamline applications for quick and transparent hiring, while reducing paperwork. Clearly define job roles and competencies for non-teaching positions to recruit candidates with the right skills and qualifications. Initiate efforts to promote diversity in recruitment by reaching out to under-represented sections and ensuring inclusive hiring practices. Regularly organizing training programmes on digital tools and software to enhance administrative efficiency. The Institute shall establish a mechanism for training mid ranked administrative officers, particularly in the areas of leadership, technology, digitalization, and communication. The trained mid-ranked officers shall be entrusted with the responsibility of training junior and entry-level officers.	Partnering with technical institutions, training Centres, and other organizations to boost competencies of non-teaching staff. Facilitating workshops that promote collaboration between departments to ensure smoother communication and efficient problem-solving.	Positioning the Institute as an employer of choice by enhancing its recruitment brand through campus engagement, showcasing professional development opportunities, and highlighting benefits for non-teaching staff. Promoting leadership and management programmes to empower non-teaching staff for supervisory or administrative roles. Supplementing training programs with technological advancements for evolving administrative needs.	Online recruitment process to be implemented. Defined Job Roles & KRA to be circulated & implemented. Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:8 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 8	Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:12 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 12	Number of SDP to be conducted on digital tools and software to enhance administrative efficiency:20 Showcasing professional development opportunities and highlighting benefits for non-teaching staff. Number of leadership and management programmes to be conducted to empower non-teaching staff for supervisory or administrative roles: 20

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

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Holistic Wellness and Engagement Framework	Launch a digital wellness platform for addressing issues related to work-life balance, mental health and stress management. Organize workshops to create awareness on stress management, mental health, and emotional quotient. Promoting gender sensitization and awareness through mandates bodies such as Gender Sensitization Committees.	Introduce virtual wellness sessions, such as meditation and stress management workshops, and expand the platform’s functionality to address holistic well-being. Expand the scope of wellness workshops to include team-building activities and promote cross- departmental collaboration. Formation of pilot peer support groups for faculty and non-teaching staff to facilitate informal discussions on workplace challenges and mental health. Regularly assess and improve the grievance redressal mechanism based on faculty and non- teaching staff feedback.	Implementation of fully integrated wellness platform into the HR system of the Institute, providing wellness programs based on data insights for staff and faculty support. Institutionalization of peer support networks with dedicated coordinators, fostering an enabling environment.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 40 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 8 Number of gender sensitization and awareness program to be conducted: 8 Online grievance redressal mechanism to be implemented.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 60 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 12 Number of gender sensitization and awareness program to be conducted: 12 Online grievance redressal mechanism to be implemented.	Digital wellness platform (YouTube Channel) to be launched for addressing issues related to work-life balance, mental health and stress management. Number of Content to be uploaded in the YouTube Channel: 100 Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 20 Number of gender sensitization and awareness program to be conducted:20 Online grievance redressal mechanism to be implemented.
Higher Accessibility / Proximity	Feedback Forums: Establish regular feedback forums, both in-person and online, where the Institute community can share their thoughts and suggestions directly with leadership.	Strengthen Mentorship Programs: Formalize mentorship programs with structured guidelines, regular check-ins, and measurable outcomes.	Campus-wide Accessibility Audit: Conduct a comprehensive audit to ensure that all campus facilities are accessible to students and staff with disabilities.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.	Number of Mentor-Mentee programs to be conducted: 1/ month/department.

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	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Higher Accessibility / Proximity	Suggestion boxes to be established around the campus for anonymous submissions of ideas, concerns, or feedback. HoDs / Admin should regularly review and address these submissions. Anonymous Suggestion Boxes: Place suggestion boxes around the campus for anonymous submissions of ideas, concerns, or feedback. Leaders should regularly review and address these submissions. Mentorship Programs: Develop and sustain mentorship programs where leaders are paired with students or junior staff members to provide long-term guidance and support. The opening hours to be implemented for the HoDs, Admins & HOI to set aside specific times every week for drop-in meetings with students, faculty, and staff. This will create a welcoming environment for spontaneous interactions.	Inclusive Leadership Training: Train leaders on inclusive decision-making and accessibility to ensure diverse perspectives are considered in all decisions. Open Office Hours: Implement opening hours for the leaders to set aside specific times every week for drop-in meetings with students, faculty, and staff. This will create a welcoming environment for spontaneous interactions. The opening hours to be implemented for the HoDs, Admins & HOI to set aside specific times every week for drop-in meetings with students, faculty, and staff. This will create a welcoming environment for spontaneous interactions.	Sustainable Feedback Culture: Foster a culture where feedback is continuously sought, valued, and acted upon, ensuring long-term improvements in accessibility and proximity. The opening hours to be implemented for the HoDs, Admins & HOI to set aside specific times every week for drop-in meetings with students, faculty, and staff. This will create a welcoming environment for spontaneous interactions.	Number of leadership and management programmes on inclusive decision-making and accessibility to ensure diverse perspectives are considered in all decisions: 8 Comprehensive audit to be conducted internally to ensure that all campus facilities are accessible to students and staff with disabilities: 1/semester.	Number of leadership and management programmes on inclusive decision-making and accessibility to ensure diverse perspectives are considered in all decisions: 12 Comprehensive audit to be conducted internally to ensure that all campus facilities are accessible to students and staff with disabilities: 1/semester.	Number of leadership and management programmes on inclusive decision-making and accessibility to ensure diverse perspectives are considered in all decisions: 20 Comprehensive audit to be conducted internally to ensure that all campus facilities are accessible to students and staff with disabilities: 1/semester.

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Rich Communication	Regular Newsletters and Updates: Send out regular newsletters and updates via email or the Institute intranet to keep everyone informed about important events and announcements. Interactive Learning Management Systems (LMS): Implement or upgrade to an LMS that supports real-time communication features, such as discussion forums, live chat, and virtual classrooms.	Digital Communication Hub: Develop a centralized digital communication hub that integrates all communication channels, including newsletters, LMS, and social media. Faculty Training on Communication Tools: Provide training for faculty on how to use communication tools to enhance student engagement and learning effectively.	AI-driven Communication Systems: Implement AI-driven communication systems that personalize updates and notifications based on individual preferences and needs. Global Communication Network: Establish a global communication network that connects students, faculty, and alumni.	Departmental Newsletter to be published: 8x2 LMS to be fully adopted. Multimedia Club to be established as a Digital Communication hub which will integrate all communication channels, including newsletters, LMS, and social media. Number of FDP to be organized on how to use communication tools to enhance student engagement and learning effectively: 2	Departmental Newsletter to be published: 11x3 LMS to be fully adopted. Multimedia Club to be established as a Digital Communication hub which will integrate all communication channels, including newsletters, LMS, and social media. Number of FDP to be organized on how to use communication tools to enhance student engagement and learning effectively: 3 AI-driven communication systems to be implemented which will personalize updates and notifications based on individual preferences and needs. A global communication network to be established which will connect students, faculty, and alumni	Departmental Newsletter to be published: 11x5 LMS to be fully adopted. Multimedia Club to be established as a Digital Communication hub which will integrate all communication channels, including newsletters, LMS, and social media. Number of FDP to be organized on how to use communication tools to enhance student engagement and learning effectively: 3 AI-driven communication systems to be implemented which will personalize updates and notifications based on individual preferences and needs. A global communication network to be established which will connect students, faculty, and alumni

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Trust among Stakeholders and Outsiders	Transparent Communication: Regularly update all stakeholders on important decisions, changes, and developments within the Institute through newsletters, emails, and town hall meetings. Open Forums and Feedback Sessions: Organize open forums and feedback sessions where stakeholders can voice their opinions, concerns, and suggestions. Strategic Planning Involvement: Engage stakeholders in the strategic planning process to ensure their perspectives and contributions are considered in the Institute long-term goals.	Stakeholder Engagement Platforms: Develop digital platforms for continuous stakeholder engagement, allowing real-time feedback and collaboration. Trust-building Initiatives: Implement initiatives that build trust among stakeholders, such as transparency reports and regular updates on Institute progress.	Global Trust Network: Establish a global trust network that connects the Institute with international stakeholders, fostering collaboration and mutual trust. Trust Metrics and Accountability: Develop metrics to measure trust among stakeholders and implement accountability measures to ensure continuous improvement.	Number of PTM to be conducted: 4 / department/ year Number of Mega Alumni Meet: 1/Year Number of Open Forum with students: 8/year	Number of PTM to be conducted: 4 / department/ year Number of Mega Alumni Meet: 1/Year Number of Open Forum with students: 8/year	Number of PTM to be conducted: 4 / department/ year Number of Mega Alumni Meet: 1/Year Number of Open Forum with students: 8/year
Alternative Strategy & Support Network	Annual Celebrations: Organize annual events such as Homecoming, and cultural festivals to celebrate the Institute's history and traditions. Alumni Engagement: Invite alumni to participate in events and share their experiences and memories with current students.	Alumni Mentorship Programs: Develop formal alumni mentorship programs that connect current students with alumni for career guidance and support.	Alumni Network: Create a global network connecting alumni from different regions and promoting collaboration and support. Cultural Heritage Preservation: Develop initiatives to preserve and promote the Institute cultural heritage.	Solar Powered Campus , robust IT systems, and secure data storage solutions (10TB Institutional Cloud Storage) to be adopted.	Roof top Solar Grid System , robust IT systems, and secure data storage solutions (20TB Institutional Cloud Storage) to be adopted.	Roof top Solar Grid System , robust IT systems, and secure data storage solutions (20TB Institutional Cloud Storage) to be adopted.

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Alternative Strategy & Support Network	Annual events such as Homecoming, Student Induction Program (SIP), Freshers welcome, Tech-Fest & Annual Social (Cultural Fest) and other cultural festivals to be conducted to celebrate the Institute's history and traditions. Cultural Centers: Establish cultural centers on campus that showcase the Institute traditions, history, and achievements through exhibitions, lectures, and workshops. Infrastructure Resilience: Invest in resilient infrastructure, including backup power supplies, robust IT systems, and secure data storage solutions. Online Learning Platforms: Utilize online learning platforms to deliver lectures and course materials in case of disruptions. Faculty Development Programs: Offer ongoing professional development programs for faculty to enhance their skills in online teaching, crisis management, and flexible course delivery.	Cultural Exchange Programs: Establish cultural exchange programs that allow the students to engage with different cultures and traditions. TechnologyIntegration: Invest in advanced technology solutions that support seamless transitions between in-person and online learning. Infrastructure Upgrades: Conduct regular upgrades to campus infrastructure to ensure it remains resilient and adaptable to future challenges.	Smart Campus Initiative: Implement a smart campus initiative that integrates digital tools, IoT devices, and AI-driven systems to enhance campus efficiency and sustainability. Global Infrastructure Standards: Align campus infrastructure with global standards to ensure it remains competitive and resilient in the face of future challenges.	Online lectures and course materials to be uploaded in LMS and YouTube Channel for future use. Number of FDP to be conducted: 8 Number of Alumni Mentorship Program to be conducted: 20/Year Budget for New Equipment purchase: 50L Budget for New Infrastructure: 1.5CR	Studio to be established to develop online lectures and course materials for LMS. Number of FDP to be conducted: 12 Number of Alumni Mentorship Program to be conducted: 20/Year Budget for New Equipment purchase: 75L Budget for New Infrastructure: 2CR A smart campus initiative to be implemented, that integrates digital tools, IoT devices, and AI-driven systems to enhance campus efficiency and sustainability.	Studio to be established to develop online lectures and course materials for LMS. Number of FDP to be conducted: 20 Number of Alumni Mentorship Program to be conducted: 20/Year Budget for New Equipment purchase: 1.25CR Budget for New Infrastructure: 2.5CR A smart campus initiative to be implemented, that integrates digital tools, IoT devices, and AI-driven systems to enhance campus efficiency and sustainability.

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Safety & Security	Enhanced Security Measures: Increase the presence of security personnel on campus and install additional security cameras in key locations. Improved Lighting: Ensure that all areas of the campus, including parking lots, walkways, and building entrances, are well-lit to enhance visibility. Safe Transportation Services: Provide safe transportation options, such as shuttle services or escort programs, for students and staff traveling on campus during late hours.	Regular Safety Audits: Conduct regular safety audits and assessments to identify potential risks and areas for improvement. Emergency Response Training: Provide training for students and staff on emergency response procedures and crisis management.	Smart Security Systems: Implement smart security systems that use AI to monitor and respond to security threats in real time.	Number of Newly Security Personnel to be recruited: 4 Additional security cameras in key locations to be established: 24 High luminescence LED lights to be installed in all the areas of the campus, including parking lots, walkways, and building entrances, are well-lit to enhance visibility. College bus transportation to be established. Safety Audits to be conducted internally by the Local Security administration: 1/ semester. NCC Cadet & security personal training on emergency response procedures and crisis management: 4/Year	Number of Newly Security Personnel to be recruited: 8 Additional security cameras in key locations to be established: 40 High luminescence LED lights to be installed in all the areas of the campus, including parking lots, walkways, and building entrances, are well-lit to enhance visibility. College bus transportation to be established. Safety Audits to be conducted internally by the Local Security administration: 1/ semester. NCC Cadet & security personal training on emergency response procedures and crisis management: 4/Year Smart security systems to be implemented that use AI to monitor and respond to security threats in real time.	Number of Newly Security Personnel to be recruited: 15 Additional security cameras in key locations to be established: 36 High luminescence LED lights to be installed in all the areas of the campus, including parking lots, walkways, and building entrances, are well-lit to enhance visibility. College bus transportation to be established. Safety Audits to be conducted internally by the Local Security administration: 1/ semester. NCC Cadet & security personal training on emergency response procedures and crisis management: 4/Year Smart security systems to be implemented that use AI to monitor and respond to security threats in real time.

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Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Search for Proximity (Local Friends, Local Food, and Local Culture)	Welcome Events: Organize welcome events such as orientation week, icebreaker activities, and social gatherings to help new students meet and connect with their peers. Cultural Nights: Host cultural nights where students can experience local cuisine, music, dance, and traditions to help them appreciate and engage with the local culture. Interest-Based Clubs: Encourage the formation of clubs and societies based on common interests, such as sports, arts, and hobbies, to provide opportunities for students to connect with like-minded individuals. Annual Cultural Festival: Establish an annual cultural festival that celebrates the diversity of the student body and the local culture, including performances, food stalls, and cultural exhibitions.	Local Community Partnerships: Build partnerships with local businesses, cultural organizations, and community leaders to enhance student engagement with the local culture. Cultural Immersion Programs: Develop programs that allow students to immerse themselves in local traditions, such as internships with local organizations or participation in community events.	Sustainable Cultural Initiatives: Develop sustainable cultural initiatives that preserve and promote local traditions while fostering a sense of pride and connection among students.	Number of Local cultural nights to be hosted where students can experience local cuisine, music, dance, and traditions to help them appreciate and engage with the local culture: 4 Number of Local Community Partnerships to be developed through AICTE IDEA Lab:2 Number of events to be organized by the NCC, NSS & Students Clubs for Local Community peoples / students on common interests, such as sports, arts, and hobbies, to provide opportunities for students to connect with like-minded individuals: 4	Number of Local cultural nights to be hosted where students can experience local cuisine, music, dance, and traditions to help them appreciate and engage with the local culture: 6 Number of Local Community Partnerships to be developed through AICTE IDEA Lab:3 Number of events to be organized by the NCC, NSS & Students Clubs for Local Community peoples / students on common interests, such as sports, arts, and hobbies, to provide opportunities for students to connect with like-minded individuals: 6	Number of Local cultural nights to be hosted where students can experience local cuisine, music, dance, and traditions to help them appreciate and engage with the local culture: 10 Number of Local Community Partnerships to be developed through AICTE IDEA Lab:5 Number of events to be organized by the NCC, NSS & Students Clubs for Local Community peoples / students on common interests, such as sports, arts, and hobbies, to provide opportunities for students to connect with like-minded individuals: 10

5.2.1.4: IMPROVEMENTS IN HR POLICIES AND MANAGEMENT SUPPORT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Openness in Terms of Information	Transparent Admission Processes: Clearly outline the admission criteria, processes, and timelines on the Institute website, ensuring the selection process is fair and unbiased. Strengthening the existing admission portal in the college website to provide clear and real-time updates on application status, selection criteria, and seat availability. Accessible Teaching and Examination Information: Make teaching schedules, course syllabi, and examination timetables easily accessible online, with prompt communication of any changes. A Complete Academic Calendar of every Academic Year, timetable, Curriculum & Syllabus and Examination related information to be uploaded in the College website in regular basis. Feedback Mechanisms: Implement robust feedback mechanisms where students, faculty, and staff can provide input on various aspects of Institute operations, with regular reviews and actions taken to improve transparency and accountability.	Ethical Guidelines and Policies: Clearly communicate the Institute ethical guidelines and policies regarding academic integrity, research conduct, and financial management, ensuring they are easily accessible and understood by all members of the Institute community.	Global Transparency Standards: Align the Institute transparency practices with global standards, ensuring it is recognized as a leader in open and accountable governance. Continuous Improvement in Transparency: Foster a culture of continuous improvement in transparency by regularly reviewing and updating policies and practices based on feedback and best practices.	An Online feedback mechanisms to be established where students, faculty, and staff can provide input on various aspects of Institute operations, with regular reviews and actions taken to improve transparency and accountability. The Code of Conducts for Student, Faculty & staff members to be properly displayed in the College website and the Ethics Committee to be framed to monitor academic integrity, research conduct, and financial management, ensuring they are easily accessible and understood by all members of the Institute community.	An Online feedback mechanisms to be established where students, faculty, and staff can provide input on various aspects of Institute operations, with regular reviews through AI driven mechanism and actions taken to improve transparency and accountability. The Code of Conducts for Student, Faculty & staff members to be properly displayed in the College website and the Ethics Committee to be framed to monitor academic integrity, research conduct, and financial management, ensuring they are easily accessible and understood by all members of the Institute community.	An Online feedback mechanisms to be established where students, faculty, and staff can provide input on various aspects of Institute operations, with regular reviews through AI driven mechanism and actions taken to improve transparency and accountability. The Code of Conducts for Student, Faculty & staff members to be properly displayed in the College website and the Ethics Committee to be framed to monitor academic integrity, research conduct, and financial management, ensuring they are easily accessible and understood by all members of the Institute community.

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Student Support and Progression is a critical pillar in the Institutional Development Plan (IDP) of any engineering college for ensuring holistic development, academic success, and career readiness among engineering students as outlined by policies like the NEP 2020 and NAAC accreditation frameworks. It involves a comprehensive strategy aimed at fostering holistic development, ensuring academic success, and enhancing career readiness among students. Continuous improvements in this domain ensure that students are well-supported throughout their academic journey and are equipped for both personal and professional success.

The objective of enhancing student support and progression mechanisms is to create a learner-centric environment that addresses the diverse needs of students, supports their mental well-being, nurtures innovation, and bridges the gap between academia and industry. This includes establishing mentoring systems, robust career guidance and placement cells, financial assistance programs, skill development initiatives, and platforms for student engagement and leadership.

A well-structured Student Support and Progression framework not only increases retention and graduation rates but also contributes significantly to student satisfaction, institutional reputation, and alumni success. It aligns with the broader vision of inclusive, equitable, and high-quality education envisioned under national educational policies.

A robust student support system enhances retention, motivation, and graduate outcomes, while also addressing emotional, academic, and professional needs.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Goal Setting in Every Student	Goal-Setting Workshops: Conduct workshops that teach students to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals. Career Counseling Sessions: Offer one-on-one career counseling sessions to help students identify their interests, strengths, and career aspirations. Guest Speaker Series: Invite successful alumni and industry professionals to speak about their career journeys and the importance of goal setting.	Individual Development Plans (IDPs): Encourage students to create personal development plans (IDPs) that outline their academic, career, and personal goals. Career Development Center: Establish a career development center that offers workshops and counseling services focused on goal setting, career planning, and professional development.	Global Network: Create a global network that connects students with mentors and resources to help them achieve their long-term goals.	Number of workshops to be conducted that will teach students to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and to create personal development plans (IDPs) that outline their academic, career, and personal goals: 8 Number of Carrier Counselling, resume building, and networking Program to be conducted: 10 Number of Alumni Talk to be Conducted: 50 Number of Industry Personal Talk to be Conducted: 30	Number of workshops to be conducted that will teach students to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and to create personal development plans (IDPs) that outline their academic, career, and personal goals: 12 Number of Carrier Counselling, resume building, and networking Program to be conducted: 20 Number of Alumni Talk to be Conducted: 100 Number of Industry Personal Talk to be Conducted: 45	Number of workshops to be conducted that will teach students to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and to create personal development plans (IDPs) that outline their academic, career, and personal goals: 20 Number of Carrier Counselling, resume building, and networking Program to be conducted: 30 Number of Alumni Talk to be Conducted: 175 Number of Industry Personal Talk to be Conducted: 100

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	L T (5-10Yrs) 2030-31 -to- 2034-35
Ensure more scholarships for students.	Extend scholarship facilities to eligible and financially needy students. Create awareness among the students on the existing Govt & private and Institutional scholarships.	Appeals will be made to NGOs and philanthropic persons/groups to extend their financial help to the students from socio-economic deprived group (SEDGs).		Percentage of Scholarship awardee: 60% Number of awareness program on scholarship to be conducted: 4	Percentage of Scholarship awardee: 70% Number of awareness program on scholarship to be conducted: 6	Percentage of Scholarship awardee: 75% Number of awareness program on scholarship to be conducted: 10
Improve placement activities.	Active Training & Placement Cell Organizing a greater number of Preplacement talks Conducting BCT & VAC as per Emerging Industry needs Technologies in association with Qualified Trainer Increase the Industry Institute Interaction through IIPC Conducting a greater number of HR Conclave Emphasize on Reputed Core Sector Placement Drive Conduct job fairs in collaboration with other institutes.			• Number of Preplacement talk to be conducted: 60 • Number of days BCT/VAC to be Conducted: 65 • Number of Industry Institute • Interaction to be conducted through • IIPC: 40 • Number of HR Conclave to be conducted: 2 • Number of job fair to be conducted: 2 • Targeted percentage of Core Sector Placement: 50 • Targeted overall placement percentage: 85%	• Number of Preplacement talk to be conducted: 120 • Number of days BCT/VAC to be Conducted: 100 • Number of Industry Institute • Interaction to be conducted through • IIPC: 70 • Number of HR Conclave to be conducted: 3 • Number of job fair to be conducted: 3 • Targeted percentage of Core Sector Placement: 70 - Targeted overall placement percentage: 95%	• Number of Preplacement talk to be conducted: 200 • Number of days BCT/VAC to be Conducted: 175 • Number of Industry Institute • Interaction to be conducted through • IIPC: 110 • Number of HR Conclave to be conducted: 5 • Number of job fair to be conducted: 5 • Targeted percentage of Core Sector Placement: 75 • Targeted overall placement percentage: 100%
Fully functional counselling cells cater for the needs of students.	Appointment of a Counsellor on a regular basis Special counselling and mentoring for slow & advanced learners. A regular counsellor to be appointed on a day / week basis. Number of Remedial Classes to be organized for slow learners: 2 classes/ week/ semester					

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Enhance the employability skill of the students.	Conducting BCT & VAC as per Emerging Industry needs Technologies in association with Qualified Trainer Organizing Training & Internship to enhance professional skills. Organizing Soft skills & technical skill Development through the Expert Trainer Organizing capacity enhancement programme. Introduction of finishing schools for the outgoing students to enhance their employability. Organizing various programme to enhance the leadership capacity of the students, with a special emphasis to girl students.			Number of BCT/VAC to be Conducted: 36 Proposed percentage of students who will receive Industrial Training & Internship: 100% Number of Industrial Visits to be conducted: 72 Number of Soft Skill Training: 4hrs/ week/ semester Number of Technical Training: 4hrs/ week/ semester Number of Capacity enhancement program to be conducted: 2/semester Tech finishing schools to be conducted for the outgoing students: 15 days program / semester Number of workshop on Leadership Quality generation to be conducted among the students : 8	Number of BCT/VAC to be Conducted: 66 Proposed percentage of students who will receive Industrial Training & Internship: 100% Number of Industrial Visits to be conducted: 132 Number of Soft Skill Training: 4hrs/ week/ semester Number of Technical Training: 4hrs/ week/ semester Number of Capacity enhancement program to be conducted: 2/semester Tech finishing schools to be conducted for the outgoing students: 15 days program / semester Number of workshop on Leadership Quality generation to be conducted among the students : 12	Number of BCT/VAC to be Conducted: 110 Proposed percentage of students who will receive Industrial Training & Internship: 100% Number of Industrial Visits to be conducted: 220 Number of Soft Skill Training: 4hrs/ week/ semester Number of Technical Training: 4hrs/ week/ semester Number of Capacity enhancement program to be conducted: 2/semester Tech finishing schools to be conducted for the outgoing students: 15 days program / semester Number of workshop on Leadership Quality generation to be conducted among the students : 20

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Encourage start-up and entrepreneurship	Establishment of Start-up incubation centre to support the entrepreneurship. Conducting programs on start-up and entrepreneurship Organizing Innovative Project Competition through Idea-O- Meter Grant disbursement through Idea-O-Meter to encourage the students for Start-up creation Organizing Business Model Creation Competition. Collaboration with MSME & BCCI			SRIC company 8 IIC is generated. Till now 8 Star-up & Entrepreneur are established. Target for new Start-up & Entrepreneurs: 2 Number of programs to be conducted on start-up and entrepreneurship: 36 Targeted Grant disbursement through Idea-O-Meter: 1L Number of Business Model Creation Competition / innovative Idea competition / Internal hackathon to be conducted: 20 Collaboration with BCCI & MSME to be made for funding. Proposed funding: I Lakh	Target for new Start-up & Entrepreneurs: 3 Number of programs to be conducted on start-up and entrepreneurship: 66 Targeted Grant disbursement through Idea-O-Meter: 1.5L Number of Business Model Creation Competition / innovative Idea competition / Internal hackathon to be conducted: 30 Collaboration with BCCI & MSME to be made for funding. Proposed funding: 1.5 lakh	Target for new Start-up & Entrepreneurs:5 Number of programs to be conducted on start-up and entrepreneurship: 110 Targeted Grant disbursement through Idea-O-Meter: 2.5L Number of Business Model Creation Competition / innovative Idea competition / Internal hackathon to be conducted: 50 Collaboration with BCCI & MSME to be made for funding. Proposed funding: 2.5 lakh
Student exchange programmes	Collaboration through a MoU with the greater number of International universities for the advanced technology knowledge transfer among the students through the Student exchange Program			Proposed number of Collaboration through a MoU with the greater number of International universities for the advanced technology knowledge transfer among the students through the Student exchange Program: 2	Proposed number of Collaboration through a MoU with the greater number of International universities for the advanced technology knowledge transfer among the students through the Student exchange Program: 3	Proposed number of Collaboration through a MoU with the greater number of International universities for the advanced technology knowledge transfer among the students through the Student exchange Program: 5

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Analysis and Updation of student progression annually	Implement an online ERP system to record & analyze the 360- degree performance of students annually. Rejuvenate students’ clubs to nurture the creativity of the students.			Digital evaluation of the answer script of the students to be made in every semester. AI based question paper preparation to be made in every exam. students' clubs are existing. 2 new student clubs to be framed for performing extra curricular activities.	Digital evaluation of the answer script of the students to be made in every semester. AI based question paper preparation to be made in every exam. 3 new student clubs to be framed for performing extra curricular activities.	Digital evaluation of the answer script of the students to be made in every semester. AI based question paper preparation to be made in every exam. 5 new student clubs to be framed for performing extra curricular activities.
Facilitate commutation, hostels and cafeteria.	Improvements needed in the Existing Boys & Girls Hostel Improvement needed in the Girls hostel security Permanent student Amenity Centre will be created.			Coloring & repairing of the Existing Boys & Girls Hostel to be done. Surroundings cleaning of the Existing Boys & Girls Hostel to be done. Security of the Girls Hostel to be improved. Permanent student Amenity Centre will be created.in the college building. Cafeteria will be renovated	Surroundings cleaning of the Existing Boys & Girls Hostel to be done. New Boys hostel to be established in the college campus.	Coloring & repairing of the Existing Boys & Girls Hostel to be done. Surroundings cleaning of the Existing Boys & Girls Hostel to be done.

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Facilitate commutation, hostels, Gym & Yoga	Coloring & repairing of the Existing Boys & Girls Hostel to be done. Surroundings cleaning of the Existing Boys & Girls Hostel to be done. Security of the Girls Hostel to be improved. Permanent student Amenity Centre will be created.in the college building. New football, badminton racket, Carrom board, TT Board to be purchased. Cricket field will be renovated. Volley & Kabaddi Court will be developed Number of Yoga mat will be increased. Long Jump facility needs to be created	Surroundings cleaning of the Existing Boys & Girls Hostel to be done. Initiate the creation of Cafeteria Football academy will be developed.	Coloring & repairing of the Existing Boys & Girls Hostel to be done. Surroundings cleaning of the Existing Boys & Girls Hostel to be done. Basket Ball court will be developed.			

5.2.1.5: STUDENT SUPPORT AND PROGRESSION

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Mental Health Improvement	Counseling Services: Establish a dedicated counseling center with trained mental health professionals who can provide individual and group therapy sessions, ensuring these services are easily accessible and confidential. Mental Health Awareness Programs: Organize workshops, seminars, and campaigns to raise awareness about mental health issues, reduce stigma, and promote a culture of openness and support. Peer Support Networks: Create peer support groups where students can share their experiences and support each other, with peer mentors trained to provide initial support and refer students to professional services when needed. Stress-Relief Activities: Offer regular stress-relief activities such as yoga, meditation, and mindfulness sessions, providing spaces on campus where students can relax and unwind. Training for Faculty and Staff: Provide training for faculty and staff on how to recognize signs of mental health issues and how to support students in distress, encouraging a supportive and empathetic approach. Inclusive Policies: Develop and implement policies that promote mental health and well-being, such as flexible deadlines for assignment submissions and accommodations for students with mental health conditions. Global Mental Health Partnerships: Partner with international mental health organizations to provide additional resources and support for students, ensuring the Institute remains at the forefront of mental health care in higher education.			A regular counsellor to be appointed on a day / week basis. Number of workshops to be conducted for the students to create awareness on stress management, mental health, and emotional quotient: 8 Number of workshops to be conducted for the faculty & staff members to create awareness on stress management, mental health, and emotional quotient:	A regular counsellor to be appointed on a day / week basis. Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 12 Number of workshops to be conducted for the faculty & staff members to create awareness on stress management, mental health, and emotional quotient: 12	A regular counsellor to be appointed on a day / week basis. Number of workshops to be conducted to create awareness on stress management, mental health, and emotional quotient: 20 Number of workshops to be conducted for the faculty & staff members to create awareness on stress management, mental health, and emotional quotient: 20

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Curriculum embedded with Skill Enhancement Courses	Integrate SECs into existing curricula, focusing on emerging technologies Develop new SECs in areas like data science and cyber-security Strengthening Skill Development and Innovation Incorporate 21st century digital skills into existing curriculum Establish industry partnerships for hands-on training	Integrate SECs into 50% undergraduate and postgraduate Programs Develop a framework for assessing student learning outcomes Expand industry partnerships for internship and job opportunities Develop a system for continuous curriculum review	Achieve 100% integration of SECs into all programs Develop an ecosystem for entrepreneurship and innovation Expand global partnerships for international perspectives and job opportunities Achieve a placement rate of 90% or higher for GNIT graduates	Number of Industry associated Workshop / hands-on activities to be conducted:30 Number of digital skill training program to be conducted: 8 Number of Innovative Idea Competition, Model design competition & Skill based competition to be conducted: 6	Number of Industry associated Workshop / hands-on activities to be conducted: 45 Number of digital skill training program to be conducted: 12 Number of Innovative Idea Competition, Model design competition & Skill based competition to be conducted: 9	Number of Industry associated Workshop / hands-on activities to be conducted: 60 Number of digital skill training program to be conducted: 20 Number of Innovative Idea Competition, Model design competition & Skill based competition to be conducted: 15
Establishment of Centre for Life skills development	Define staff and establish infrastructure for CLSD Develop comprehensive curriculum framework for life skills development Launch pilot programs for life skills development Engage stakeholders for input on curriculum design and program implementation	Expand life skills development programs to cater to larger student population Enhance faculty skills in teaching life skills Develop innovative programs, including certification courses and executive education Develop robust assessment and evaluation framework Strengthening industry partnerships for experiential learning Mobilize resources to support CLSD growth	Strengthening CLSD as a centre of excellence; nationally and internationally Achieve global accreditation for CLSD, recognizing commitment to quality and excellence Expand outreach activities to a broader audience Establish a research centre for life skills development and employability research	Number of MoU with industries to be established related to Life skill development: 2 Faculty skill development program to be conducted: 4 Number of outreach activities to a broader audience to be conducted related to Life Skill Development: 4	Number of Innovative programs, including certification courses and executive education programs to be conducted: 3 Number of MoU with industries to be established related to Life skill development: 2 Faculty skill development program to be conducted: 4 Number of outreach activities to a broader audience to be conducted related to Life Skill Development: 6	Number of Innovative programs, including certification courses and executive education programs to be conducted: 5 Number of MoU with industries to be established related to Life skill development: 2 Faculty skill development program to be conducted: 4 Number of outreach activities to a broader audience to be conducted related to Life Skill Development: 6

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Innovations in Pedagogy	Own LMS to be strengthened. Weaker Students to be identified through ‘Diagnostic Test’ at the beginner level and uplift them by making special provisions based on their unique needs and learning style. The Remedial classes/bridge courses to be taken to uplift them and draw comparison at the end of the course to map their progress.	Own LMS to be strengthened. Weaker Students to be identified through ‘Diagnostic Test’ at the beginner level and uplift them by making special provisions based on their unique needs and learning style. The Remedial classes/bridge courses to be taken to uplift them and draw comparison at the end of the course to map their progress.	Own LMS to be strengthened. Weaker Students to be identified through ‘Diagnostic Test’ at the beginner level and uplift them by making special provisions based on their unique needs and learning style. The Remedial classes/bridge courses to be taken to uplift them and draw comparison at the end of the course to map their progress.	Number of Remedial Classes to be conducted: 2 Classes/ Week. Number of NSS activities to be conducted to encourage the students to be socially committed global citizens by improving their awareness about current socio, political and environmental scenarios: 10 Initiation of NCC Chapter and its formation Number of Group discussion, Debate & Quiz Contest to be conducted to improve the teamwork among students: 12 Number of FDP to be conducted on Teaching-Learning through innovative and ICT-enabled pedagogies: 4 Number of Skill Development & Vocational Courses to be Conducted: 18	Number of Remedial Classes to be conducted: 2 Classes/ Week. Number of NSS & NCC activities to be conducted to encourage the students to be socially committed global citizens by improving their awareness about current socio, political and environmental scenarios:30 Number of Group discussion, Debate & Quiz Contest to be conducted to improve the teamwork among students: 18 Number of FDP to be conducted on Teaching-Learning through innovative and ICT-enabled pedagogies:6 Number of Skill Development & Vocational Courses to be Conducted: 27	Number of Remedial Classes to be conducted: 2 Classes/ Week. Number of NSS & NCC activities to be conducted to encourage the students to be socially committed global citizens by improving their awareness about current socio, political and environmental scenarios: 50 Number of Group discussion, Debate & Quiz Contest to be conducted to improve the teamwork among students: 30 Number of FDP to be conducted on Teaching-Learning through innovative and ICT-enabled pedagogies: 10 Number of Skill Development & Vocational Courses to be Conducted: 45

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Session wise teaching plan	Strengthen framework for session-wise teaching plans Review and update course materials Develop a repository of teaching resources Establish system for monitoring and evaluation of the course completion status.	Strengthen framework for session-wise teaching plans Review and update course materials Develop a repository of teaching resources Establish monitoring and evaluation system Develop an online system to review the class analysis & monitoring course completion status.	Strengthen framework for session-wise teaching plans Review and update course materials Develop a repository of teaching resources Establish monitoring and evaluation system			
Learning material like Study books	Develop a comprehensive study book policy Provide study materials for slow learners Integrate technology-enhanced learning materials Develop a system for feedback and suggestions	Prepare study books for core subjects Increase number of reference books as per the syllabus Develop a system for feedback and suggestions	Review and update existing study materials Develop a system for feedback and suggestions			

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Global standards of Learning Resources:	Have Led Resource people to address the Institute personnel regarding Global and National Human Development indices and efforts Appraise the Faculty and students of the importance of working towards United Nation Sustainable Development Goals 2030. Build an active Alumni Network to share their professional experiences about global standards of learning Resources to be referred and/or acquired.	Have external Lead speakers to talk to the faculty regarding Cooperative and Work- integrated Education (CWIE) Programs. Implement the Process, Procedures, Outcomes and Assessment (PPOA) model to the Faculty across the Institute. Drive the Faculty to appraise themselves with the various quality standards frameworks.	Establish a Centre for competitive global Learning resources.	Number of events to be conducted with Led Resource people to address the Institute personnel regarding Global and National Human Development indices and efforts: 2	Number of events to be conducted with Led Resource people to address the Institute personnel regarding Global and National Human Development indices and efforts: 3 Number of events to be conducted with Lead speakers to talk to the faculty regarding Cooperative and Work-integrated Education (CWIE) Programs: 3	Number of events to be conducted with Led Resource people to address the Institute personnel regarding Global and National Human Development indices and efforts: 5 Number of events to be conducted with Lead speakers to talk to the faculty regarding Cooperative and Work- integrated Education (CWIE) Programs: 5
Question Bank	Develop a comprehensive question bank policy Train faculty members question bank usage Establish a system for continuous review and update	Train faculty members question bank usage Establish a system for continuous review and update	Train faculty members question bank usage Establish a system for continuous review and update	Number of workshop to be conducted on Semester Question & Assignment Question framing as per Bloom taxonomy & OBE guideline:4	Number of workshop to be conducted on Semester Question & Assignment Question framing as per Bloom taxonomy & OBE guideline:6	Number of workshop to be conducted on Semester Question & Assignment Question framing as per Bloom taxonomy & OBE guideline:10
Assignment	Develop a comprehensive assignment policy Design assignment templates Develop assignment-assessment rubric Train faculty members on assignment evaluation Develop a system for peer review and feedback	Integrate technology-enhanced assignment tools Train faculty members on assignment evaluation Develop a system for peer review and feedback	Integrate technology-enhanced assignment tools Train faculty members on assignment evaluation Develop a system for peer review and feedback			

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Assessment	Develop a comprehensive assessment policy Introducing diverse assessment strategies Implement online and offline assessment modes Strengthening a learning management system (LMS) for assessments Enhance assessment security and integrity Provide feedback and assessment analytics	Provide opportunities for on-demand and make-up assessments Review and revise the syllabus Enhance assessment security and integrity Provide feedback and assessment analytics	Introducing competency-based assessments Enhance assessment security and integrity Provide feedback and assessment analytics			
Value added skills enhancement Courses	Identify industry partners for collaboration Develop modules on general skills	Strengthen and increase the number of skill development and value-added courses	Strengthen experiential learning pedagogy	Number of Add-On Courses/ BCT/ VAC to be Conducted: 40	Number of Add-On Courses/ BCT/ VAC to be Conducted: 65	Number of Add-On Courses/ BCT/ VAC to be Conducted: 110
Earn while you learn facility & flexibility	Develop an earn-while- you-learn policy framework Identify industry partners for earn-while- you-learn opportunities Design flexible course structures Establish a support system for earn-while- you-learn students Pilot test the earn-while- you-learn model	Expand earn-while-you-learn opportunities to all programs Establish a research centre for earn-while-you-learn innovations Develop a system for monitoring and evaluating earn-while-you learn outcomes	Achieve national recognition for earn-while-you-learn innovations Develop strategic partnerships with industry leaders and organizations Establish a sustainable model for earn-while-you-learn programs	Number of students under the scheme of Earn while you learn facility & flexibility: 6	Number of students under the scheme of Earn while you learn facility & flexibility: 8	Number of students under the scheme of Earn while you learn facility & flexibility: 12

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Improved Rankings:	Appraise the Institute staff regarding various ranking & accreditation instruments. Conduct Academic and Administrative Audit to realize the Quality status of the Institute. Prepare the Institute for undertaking the AQAR for NAAC Assessment & Accreditation. Prepare Compliance report for the extension of NBA accreditation of CSE, ECE,& EE	Appraise the Institute staff regarding various ranking & accreditation instruments. Improve on the perceptual Rankings hitherto achieved by the Institute. Conduct Academic and Administrative Audit to realize the Quality status of the Institute. Prepare the Institute for subsequent cycles of NAAC Assessment and NBA Accreditations for other non accredited departments	Appraise the Institute staff regarding various ranking & accreditation instruments. Improve on the perceptual Rankings hitherto achieved by the Institute. Conduct Academic and Administrative Audit to realize the Quality status of the Institute. Prepare the Institute for subsequent cycles of NAAC Assessment and NBA Accreditations. Seek International Accreditations (QS Ranking) for eligible programmes/departments & Institute.			
International Exposure	Establish partnerships with international universities Host international conferences in collaboration with international organizations Develop a website for international collaborations Develop a strategic plan for internationalization	Establish partnerships with international universities Invite visiting foreign faculty members Host international conferences in collaboration with international organizations	Establish partnerships with international universities Invite visiting foreign faculty members Host international conferences in collaboration with international organizations	Number of partnerships to be developed with international universities:4 Number of visiting foreign faculty members to be invited: 2 Number of international conferences in collaboration with international organizations to be conducted: 6	Number of partnerships to be developed with international universities:6 Number of visiting foreign faculty members to be invited: 3 Number of international conferences in collaboration with international organizations to be conducted: 9	Number of partnerships to be developed with international universities:10 Number of visiting foreign faculty members to be invited : 5 Number of international conferences in collaboration with international organizations to be conducted: 15

5.2.2: ENHANCED TEACHING & LEARNING

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Opportunities to develop & utilize Research & innovative thinking skills	Strengthening research and innovation policy Organize workshops and training programs periodically Organize Hackathons and innovative competitions periodically Strengthening partnerships with industry and research institutions Organize overseas exchange programs	Strengthening research and innovation policy Organize workshops and training programs periodically Organize Hackathons and innovative competitions periodically Strengthening partnerships with industry and research institutions Organize overseas exchange programs Achieving national recognition for research and innovation excellence	Strengthening research and innovation policy Organize workshops and training programs periodically Organize Hackathons and innovative competitions periodically Strengthening partnerships with industry and research institutions Organize overseas exchange programs Devise a sustainable model for research and innovation	Number of Workshop / Training to be conducted on Research & Innovation thinking skill: 16 Number of Hackathons and innovative competitions to be Conducted: 4 Number of Partnership & collaboration to be developed with industry and research institutions: 6 Number of overseas exchange program to be developed: 2	Number of Workshop / Training to be conducted on Research & Innovation thinking skill: 24 Number of Hackathons and innovative competitions to be Conducted: 6 Number of Partnership & collaboration to be developed with industry and research institutions: 9 Number of overseas exchange program to be developed: 3	Number of Workshop / Training to be conducted on Research & Innovation thinking skill: 40 Number of Hackathons and innovative competitions to be Conducted: 10 Number of Partnership & collaboration to be developed with industry and research institutions:15 Number of overseas exchange program to be developed: 5
Other activities as part of learning	Integrate co-curricular and extracurricular activities into the core curriculum Establish a system for recognizing and rewarding student achievement Establish a sustainable model for supporting students from financially weaker backgrounds	Incorporate cultural and traditional skills into the curriculum Develop assessment frameworks for co-curricular and extracurricular activities Enhance the scope and reach of co-curricular and extracurricular activities Strengthening student clubs and organizations for social work Establish a sustainable model for supporting students from financially weaker backgrounds	Integrate technology-enhanced learning tools into co-curricular and extracurricular activities Establish a sustainable model for supporting students from financially weaker backgrounds Integrate technology-enhanced learning tools into co-curricular and extracurricular activities			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Technological advancement plays a pivotal role in shaping the academic and research environment of an engineering college.

As part of the Institutional Development Plan (IDP), the integration of cutting-edge technologies is essential to enhance the quality of education, promote innovation, and meet the evolving demands of industry and society. adopting smart infrastructure, digital tools, advanced laboratories, and industry 4.0 practices, an engineering college can transform into a centre of excellence and prepare students for the challenges of a dynamic technological landscape. The IDP emphasizes the continuous upgrading of academic infrastructure, including smart classrooms, high- speed internet, e-learning platforms, simulation tools, and AI/ML-based systems. It a includes establishing Innovation hubs, Incubation Centres, and promoting collaborative research through digital networks. The strategic deployment of technology not only supports teaching-learning processes but also enhance administrative

Incorporating these advancements aligns with the goals of the National Education Policy (NEP) 2020, fostering holistic, multi-disciplinary, and future-ready education.

Technological upgradation, therefore, is not just a component of institutional growth—it is the backbone of a progressive and sustainable academic ecosystem.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
ICT infrastructure for high-speed internet, communication, and digital information access across campuses	Provide uninterrupted Wi-Fi connection to all the devices and increase the internet bandwidth depending on the scaling of Users. Strengthen Wi-Fi interactive smart boards based on the number of programs. Smart boards shall have the necessary software tools and applications to effectively deliver course content by the faculty of different streams such as Chemistry, Physics, Mathematics, Engineering, Management courses, etc. Purchase of licensed software such as, AUTOCAD , Solid Works , Photoshop CS6 , MATLAB, ,AWS , CAD Tools and Microsoft Campus Agreement etc	Scale up internet bandwidth depending on the scaling of users. Setup dedicated server centralized for Institute data and applications. Provide UPS for all servers and protect with physical and software security. Establish a local campus server for sharing all kinds of resources and grant access to all stakeholders through a user authentication mechanism. Purchase of licensed software such as CATIA, AUTOCAD , NI LAB VIEW, ETAP , CADENCE, Photoshop CS6 , COLAB Pro, Oracle , VIVADO, Oracle ,Network Simulator, MATLAB, Wonder share EdrawMax , AWS , CAD Tools and Microsoft Campus Agreement etc	Scale up internet bandwidth depending on the scaling of users. Connect all the staff through a voice-over-Internet Protocol (VoIP) communication network for speedy and effective communication. The number of audio/visual conference rooms shall be increased over a period. Purchase of licensed software such as CATIA, AUTOCAD , s , CADENCE, Photoshop CS6 , COLAB Pro, Oracle , VIVADO, Oracle ,Network Simulator, MATLAB, Edeaw Max , AWS , CAD Tools and Microsoft Campus Agreement etc	Scale up internet bandwidth upto 1GBPS.	Scale up internet bandwidth upto 2 GBPS.	Incorporation of AI Based or new Technology for higher Speed

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Dedicated campus area network with multiple internet connectivity options and a central ICT Centre	Have a minimum of two internet lines provided by the different internet service providers to avoid the disconnect of internet service when the internet line breaks down. Ensure Computers in all labs shall be connected to the internet through the cabled network. The internet network load shall be properly balanced depending on the number of users in each path to give justice to all the users. Accordingly, depending on the time of the day, dynamic load allocation shall be configured into the network so that users can get the necessary internet speed at different times and locations.	The entire campus shall be covered through the OFC backbone, and internet connectivity points shall be provided to all the faculty and staff members. The network cables shall be either laid deep in the ground or passed in the air through poles to avoid repeated cutting. All the academic and administrative buildings should have access points for seamless access to the wireless internet by all stakeholders. Establish an ICT studio to record the online courses Computers shall be upgraded at reasonable intervals not exceeding 10 years	Establish a central ICT centre that serves as a central facility centre for teaching/learning activities, online training, internet browsing by the students, online learning resources for students, online examinations, etc. The number of computers at the central ICT centre shall be about 10% of the students' total strength on campus. This center can be outsourced to any private agency during holidays to conduct online examinations, leading to the best resource usage and internal revenue generation	For every 2000 users, the total bandwidth required shall be 1 GBPS accordingly, the bandwidth shall be scaled. Number of I7 Computer to be newly purchased: 200	For every 3000 users, the total bandwidth required shall be 1.5 GBPS accordingly, the bandwidth shall be scaled. Number of I7 Computer to be newly purchased:300	For every 4000 users, the total bandwidth required shall be 2 GBPS accordingly, the bandwidth shall be scaled. Number of I7 Computer to be newly purchased: 500
In-house or cloud-based data servers with real-time monitoring, security, and structured Wi-Fi networks	Wherever possible, the Institute shall maintain its own data and application servers to reduce the cloud cost. Necessary measures shall be taken to maintain these servers around the clock with physical and software security. Protect the data servers from hackers by installing strong firewalls	Implement all the applicable modules in JIS ERP & JIS LMS and shift the entire operations of the institution over to digital platform.	Alternatively, the Institute should hire cloud space for high-end applications to maintain the highest service quality.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Creation of a digital content repository encompassing coursework, multimedia content, learning games, AR, and VR modules	Student learning aids include lecture notes, presentations, lecture videos, and other materials, which should always be available. JIS LMS shall be made mandatory to achieve an effective teaching-learning process and track student attendance and progress. Open-source learning games shall be used, wherever required, for effective teaching. A dedicated server shall be used to share lecture notes, presentations, lecture videos, and other materials created by faculty. These resources shall be made available to all the students at all time. Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching.	The necessary software tools shall be procured to generate multimedia learning content. Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching.	Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching. Wherever required, provisions shall be made in the form of hardware and software tools to create the learning games	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 2	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 3	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 5
Prioritize data privacy by processing personal data in a secure and lawful manner, recognizing individual rights	The personal and medical data of any employee should always be treated as highly confidential, and the same should be maintained.	JIS ERP shall be used for the maintenance of medical records. Regular backup of secondary devices shall be taken from the applications to maintain personal and medical information.	All personal data communication activities and entire health centre operations shall be brought on the digital platform.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Creation of a digital content repository encompassing coursework, multimedia content, learning games, AR, and VR modules	Student learning aids include lecture notes, presentations, lecture videos, and other materials, which should always be available. JIS LMS shall be made mandatory to achieve an effective teaching-learning process and track student attendance and progress. Open-source learning games shall be used, wherever required, for effective teaching. A dedicated server shall be used to share lecture notes, presentations, lecture videos, and other materials created by faculty. These resources shall be made available to all the students at all time. Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching.	The necessary software tools shall be procured to generate multimedia learning content. Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching.	Faculty shall be trained in the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching. Wherever required, provisions shall be made in the form of hardware and software tools to create the learning games	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 2	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 3	Number of FDP/ Workshop to be conducted on use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching: 5
Prioritize data privacy by processing personal data in a secure and lawful manner, recognizing individual rights	The personal and medical data of any employee should always be treated as highly confidential, and the same should be maintained.	JIS ERP shall be used for the maintenance of medical records. Regular backup of secondary devices shall be taken from the applications to maintain personal and medical information.	All personal data communication activities and entire health centre operations shall be brought on the digital platform.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Development of an online teaching platform with two-way communication and advanced tools for monitoring student progress	Information and Communication Technology (ICT) is crucial in enriching universities teaching and learning environments. Developing an online teaching platform with two-way communication and advanced tools for monitoring student progress involves incorporating course management applications, communication tools, and analytics technologies. The Institute is using the Moodle learning management system provided by JIS LMS System. Necessary customization shall be made in LMS to make it easy to use for faculty and students. The Institute should use Moodle-generated reports for attendance- related decisions.	Perform interactive activities, including chat, video conferencing, and blogs, facilitating seamless two-way communication between students and course coordinators. Use any other open-source learning tools for cost-effective solutions.	Create a dynamic and interactive learning environment by integrating ICT and leveraging platforms like Moodle. Use LMS reports such as stakeholders' feedback and other reports for long-term academic planning.			
Implementation of real-time dashboard for monitoring resources, environmental factors, and infrastructure utilization	The System Admin shall use dashboards available in JIS LMS for monitoring activities Extensively utilize the JIS ERP portal at the Institute for diverse data interactions and office operations	Get JIS ERP-generated summary reports using charts, graphs, and other visual formats for decision- making.	Use JIS ERP-generated reports for long-term decision-making processes and bring reforms in the administration.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Adhering to cyber security protocols, ensuring protection from external threats and natural disasters	To provide strong Access Controls, robust password policies should be implemented, including complexity requirements and regular changes. Utilize multi-factor authentication (MFA) for added security. The least privilege principle shall be enforced, granting users only the necessary permissions. Users should be trained to update the operating system defenders to block possible virus and malware threats to the system. Endpoint detection and response (EDR) solutions shall be implemented to monitor and respond to threats. Conduct training and sensitization programs on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees.	Have integrated intrusion detection and prevention systems (IDPS) and monitor network activity for anomalies. Regularly update network devices with the latest security patches. Implement data loss prevention (DLP) solutions to prevent unauthorized data transfer. Implement a disaster recovery plan in case of a natural disaster that includes data backup, restoration, and continuity procedures. Conduct training and sensitization programs on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees.	Conduct training and sensitization programs on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees. Develop a comprehensive incident response plan and conduct drills to address security breaches effectively. Establish an emergency communication plan to keep employees informed during a crisis.	Number of training and sensitization programs to be conducted on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees: 4	Number of training and sensitization programs to be conducted on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees: 6	Number of training and sensitization programs to be conducted on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees: 10
Ensure comparability and contribution to national missions, preparing for future growth and challenges	Follow the strategic focus areas of the national agenda (e.g., Digital India, Green Growth, Innovation Mission, Skill Development, NEP 2020).	Engage with local communities to ensure inclusive growth initiatives that consider societal needs. Collaborate with government bodies and other organizations involved in national initiatives to amplify impact and ensure alignment.	Use nationally recognized framework standards and promote a culture of innovation and continuous improvement, investing in research and development that supports national priorities.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Foster online networks for alumni and support e-placement initiatives	The Institute has a registered alumni association. It also has a placement cell and conducts placement activities regularly. The JIS ERP has both alumni management and placement management modules. Effectively implement the JIS ERP alumni module and bring all alumni to this platform Utilize social media platforms like LinkedIn, Facebook, and Instagram to create private groups for networking, sharing opportunities, staying connected, and showcasing activities.	Use the JIS ERP alumni module to organize alumni meetings and alumni association elections. Use the placement module in JIS ERP to its full strength and register employers, update and share student profiles with potential employers, and communicate employment and internship opportunities to the students through the JIS ERP platform. Host virtual job fairs, allowing employers and candidates to interact through video calls, chat, and live presentations. Form partnerships with companies to ensure a steady flow of job openings and internship opportunities that cater to the skill sets of our alumni and students. Social media platforms should be utilized to promote placement activities.	Develop a mentorship program where experienced alumni can guide recent graduates, providing career advice, industry insights, and networking support. To enhance the alumni's skills, offer discounts on professional development courses, certifications, or executive education programs.	Number of Alumni Interaction Program to be conducted: 64 Grand alumni Meet: 1/Year	Number of Alumni Interaction Program to be conducted: 96 Grand alumni Meet: 1/Year	Number of Alumni Interaction Program to be conducted: 160 Grand alumni Meet: 1/Year
Centralized student fees, and faculty compensation through digital platforms.	The fee is also collected through payment gateways. The payroll module is implemented in JIS ERP for all the permanent staff members.					

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Storing credentials in national repositories, connecting student and faculty information through unique identifiers, as per government norms	National Academic Depository (NAD) is a key initiative by the Ministry of Education in collaboration with DigiLocker. It stores verified academic records such as degrees, diplomas, and certificates. The Enroll Number/Roll Number is the Student’s Unique Identifier (UID). The Institute has already implemented NAD and Academic Bank of Credits (ABC) following the National Education Policy (NEP) 2020. Make sure that any reforms in ABC and NAD shall be implemented immediately. A unique employee ID will be provided to every faculty member once he/she joins the institution. This ID will be used in the JIS ERP to identify that faculty. All teachers should register to Vidwan portal and other academic/research platforms.	A unique employee ID will be provided to every faculty member once he/she joins the institution. This ID will be used in the JIS ERP to identify that faculty. All teachers should register to Vidwan portal and other academic/research platforms.	A unique employee ID will be provided to every faculty member once he/she joins the institution. This ID will be used in the JIS ERP to identify that faculty. All teachers should register to Vidwan portal and other academic/research platforms.			
Transition to a paperless system, incorporating digital processing for all Educational activities and providing stakeholders with online access	Integrated online payment gateways into JIS ERP for all fee- collection activities Use a classified Document Management System for sharing documents on the website, ensuring easy access and retrieval for staff, faculty, and students. Submission of all bills /expenses, processing them, and payments shall be implemented through the online platform. The process of medical expenses claim form submission, processing, and reimbursement should be brought under the digital platform	Use LMS effectively for paperless teaching and learning process. Implement a file tracking system for transparency in tracking files. Conduct meetings of all bodies using digital gadgets and eliminate paper documents..	Replace physical files with a digital file management system Use digital workflows to automate document approvals, signoffs, and archiving, reducing the need for physical paperwork All examination activities, including conducting examinations and evaluation, shall be in online mode.			

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Adhere to guidelines set by UGC and other relevant bodies, ensuring a consistent and trustworthy framework	The Institute has implemented UGC grievance redressal mechanisms, including the Anti-Ragging Cell, Sexual Harassment Committee, and Student Grievance Cell, according to the UGC guidelines. Strengthen UGC quality assurance guidelines and aim for accreditation by NAAC, AICTE, NBA, NCTE, etc. Strengthen a robust Internal Quality Assurance Cell (IQAC). Periodically conduct all IQAC activities. Create detailed Standard Operating Procedures (SOPs) that align with UGC guidelines for admissions, curriculum development, examinations, faculty recruitment, and infrastructure requirements. Create detailed Standard Operating Procedures (SOPs) that align with UGC guidelines for admissions, curriculum development, examinations, faculty recruitment, and infrastructure requirements. Develop a mechanism to subscribe to official newsletters, notifications, and circulars from UGC and other relevant bodies to remain informed about new guidelines and changes.	Periodically conduct all IQAC activities. Form a compliance team within the institution by including members from the academic, legal, and administrative departments. Train faculty and administrative staff on the latest UGC guidelines and best practices for implementation Develop a mechanism to subscribe to official newsletters, notifications, and circulars from UGC and other relevant bodies to remain informed about new guidelines and changes.	Periodically conduct all IQAC activities. Form a compliance team within the institution by including members from the academic, legal, and administrative departments. Train faculty and administrative staff on the latest UGC guidelines and best practices for implementation Develop a mechanism to subscribe to official newsletters, notifications, and circulars from UGC and other relevant bodies to remain informed about new guidelines and changes.	Regular meeting should be conducted in regular basis as following manner: Grievance Redressal committee: 2x2 Anti ragging cell:2x2 Anti-intoxicant cell:2x2 Anti Sexual Harassment Committee:2x2 Disciplinary Committee:2x2 Minority Cell:2x2 Women Cell:2x2 IQAC Cell: 4x2 Events will be organized by: Anti ragging cell:2x2 Anti-intoxicant cell:2x2 Anti Sexual Harassment Committee:2x2 Women Cell: 2x2 Programme/activities to sensitize faculty, staff and students on issues of gender-identity by Women Cell: 2x2 Regular counselling: 1/week Mentoring programmes for social, emotional and academic Support: 2/month IQAC Cell: 8X2 Number of training of faculty and administrative staff on the latest UGC guidelines and best practices for implementation: 2	Regular meeting should be conducted in regular basis as following manner: Grievance Redressal committee: 2x3 Anti ragging cell:2x3 Anti-intoxicant cell:2x3 Anti Sexual Harassment Committee:2x3 Disciplinary Committee:2x3 Minority Cell:2x3 Women Cell:2x3 IQAC Cell: 4x3 Events will be organized by: Anti ragging cell:2x3 Anti-intoxicant cell:2x3 Anti Sexual Harassment Committee:2x3 Women Cell: 2x3 Programme/activities to sensitize faculty, staff and students on issues of gender-identity by Women Cell: 2x3 Regular counselling: 1/week Mentoring programmes for social, emotional and academic Support: 2/month IQAC Cell: 8X3 Number of training of faculty and administrative staff on the latest UGC guidelines and best practices for implementation: 3	Regular meeting should be conducted in regular basis as following manner: Grievance Redressal committee: 2x5 Anti ragging cell:2x5 Anti-intoxicant cell:2x5 Anti Sexual Harassment Committee:2x5 Disciplinary Committee:2x5 Minority Cell:2x5 Women Cell:2x5 IQAC Cell: 4x5 Events will be organized by: Anti ragging cell:2x5 Anti-intoxicant cell:2x5 Anti Sexual Harassment Committee:2x5 Women Cell: 2x5 Programme/activities to sensitize faculty, staff and students on issues of gender-identity by Women Cell: 2x5 Regular counselling: 1/week Mentoring programmes for social, emotional and academic Support: 2/month IQAC Cell: 8X5 Number of training of faculty and administrative staff on the latest UGC guidelines and best practices for implementation: 5

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Elevate the digital presence through dynamic websites, online teaching systems, computerized Examination processes, and digital credentialing	Develop a well-designed,modular, and dynamic website facilitating a decentralized approach for creating, updating, and deleting content on its website. Make provision for individual faculty to update their profile whenever necessary. Link the Institute website to different social media sites for easy content portability Obtain regular online feedback from all stakeholders through the website All departments shall regularly update their department sites with all necessary information. Provide sufficient web space and bandwidth for speedy access to the website. The Institute uses the JIS LMS module for online teaching/learning, The online examination module will be successfully implemented through JIS LMS. The Institute will announce the results through the Institute website, and the details will be available on the JIS LMS student portal. Examination processes, including examination and evaluations, shall be digitized.					
Digital Library and other resources:	The Central Library has established a Digital Library portal to facilitate access to electronic resources. Additionally, make a collaboration with NDLI and IIT Kharagpur to develop and disseminate an Institutional repository in association with the national digital library. The Library has established a plagiarism policy and uses Turnitin plagiarism detection software. Provide a campus server to add and share free resources like free eBooks, and journals into the digital library. Preserve and provide resources for future generations without imposing any limitations.	Extend the usage of anti-plagiarism software to outside users on a payment basis. Build a policy to provide library access to other interested user groups outside the campus, such as students of neighboring schools and colleges, farmers, etc.				

5.2.3: TECHNOLOGICAL ADVANCEMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Enhance digital presence through different digit and media platforms	The Institute has a social media page on X and YouTube for covering and updating the events. Each department must promote its programs through its individual social media page handles. Social Media presence must be strengthened to build the Institute’s brand image. Department-wise and course-specific video documentation should be generated. Further promotional activities are to be designed to draw more students to each course. All Institute events shall be telecast live on different social media platforms. The video documentation needs to be further strengthened with student participation Steps shall be taken to call for more social media campaigns in the future and to link the department's social page to the Institute website.					

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Smart Campus	Digital Infrastructure Enhancement: Wi-Fi Coverage Expansion: Ensure high-speed, reliable Wi-Fi coverage across the entire campus, including classrooms, dormitories, libraries, and common areas. Smart Classrooms: Strengthen classrooms with digital teaching aids such as interactive panels, Black boards / whiteboards, projectors, and audio-visual systems that allow for blended and online learning. Cloud-Based Learning Management System (LMS): Strengthen of a robust LMS (like Moodle or Google Classroom) for online lectures, assignments, grading, and student engagement. Student Information System (SIS): Set up a centralized digital platform for managing student data, academic records, attendance, and course registration.	Smart Buildings and Facilities: Develop smart buildings with integrated IoT systems to manage energy, water, air quality, and temperature in real-time for increased comfort and sustainability. Retrofit older buildings with smart infrastructure to improve energy efficiency, automate lighting, HVAC (heating, ventilation, and air conditioning), and reduce operational costs. Big Data and Analytics: Set up a Big Data infrastructure to collect and analyze data from various sources (e.g., academic performance, campus traffic, energy consumption, etc.) for evidence-based decision-making. Use predictive analytics to improve campus planning, resource allocation, and manage student attendance and course enrollment trends.	Fully Integrated Smart Campus Ecosystem: Create a fully connected campus where all facilities (academic buildings, hostels, sports complexes, etc.) are integrated into a single IoT-driven platform, enabling seamless communication, data exchange, and real-time monitoring. Ensure all campus systems are interoperable, from energy management to student services, security, transport, and administration. AI-Powered Personalization: Implement AI-based systems for personalized learning, where students receive tailored academic resources, study materials, and course recommendations based on their performance and interests. Use AI-driven analytics to support career counseling and placement services, matching students with relevant job opportunities based on their profiles, skills, and preferences.	Number of newly established Smart Classroom: 20 Number of newly established ICT based Classroom: 20	Number of Newly established Smart Classroom: 30 Number of newly established ICT based Classroom: 40	Number of Newly established Smart Classroom: 50 Number of newly established ICT based Classroom: 60

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Smart Campus	Campus-wide IoT (Internet of Things) Deployment: Start with smart sensors in key areas to monitor lighting, temperature, and occupancy to optimize energy use and improve comfort. Introduce smart lighting systems (motion-sensor lights in corridors, classrooms, etc.) to enhance energy efficiency and reduce wastage. Deploy smart water meters and sensors to monitor water consumption, detect leaks, and improve campus water management. Mobile App Development: Develop a campus mobile app that provides students, faculty, and staff with easy access to key information, such as class schedules, campus events, real-time bus tracking, and faculty office hours. Incorporate features for cashless transactions for campus dining, bookstore, and other services.	Intelligent Transport System (ITS): Implement a smart campus transport system, including electric buses, smart parking systems, and real-time tracking of campus shuttles to reduce waiting times and improve mobility. Develop an on-demand electric vehicle (EV) sharing system for students and staff to access sustainable transport options.	Smart Healthcare and Well-being: Develop smart health services on campus, integrating telemedicine, health monitoring apps, and AI-driven health assistants for students and staff. Implement wearable health devices for students and staff to monitor fitness and well-being, promoting a healthier campus culture.	Number of newly established sensor-based smart light: 200 Number of newly established smart sensors in key areas to monitor lighting, temperature, and occupancy to optimize energy use and improve comfort: 200 Number of deployment of smart water meters and sensors to monitor water consumption, detect leaks, and improve campus water management: 5	Number of newly established sensor-based smart light: 60 Number of newly established smart sensors in key areas to monitor lighting, temperature, and occupancy to optimize energy use and improve comfort: 30 Number of deployment of smart water meters and sensors to monitor water consumption, detect leaks, and improve campus water management:10	Number of newly established sensor-based smart light: 100 Number of newly established smart sensors in key areas to monitor lighting, temperature, and occupancy to optimize energy use and improve comfort: 50 Number of deployment of smart water meters and sensors to monitor water consumption, detect leaks, and improve campus water management: 15

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Smart Campus	Integrated Security Systems: Implement smart surveillance using AI-enabled cameras for enhanced security and real-time monitoring of key campus locations. Install access control systems in hostels, libraries, and other high-security areas, using RFID cards or biometric access. Sustainability Monitoring Systems: Introduce a campus-wide energy monitoring system that tracks electricity consumption in real-time, providing data for analysis and optimization. Implement smart waste bins that alert the campus waste management team when they are full, optimizing waste collection processes.	Automated Administrative Systems: Strengthen Automate administrative processes, such as admission, student records management, and staff payroll, using intelligent systems and software to reduce paperwork and improve efficiency. Integrate an AI-driven chatbot for students and staff to answer frequently asked questions and assist with administrative tasks. Smart Campus Sustainability Initiatives: Use smart irrigation systems for landscaping and gardening that adjust water usage based on weather patterns and soil moisture levels. Implement green roofs, solar panels, and battery storage systems for renewable energy generation and smart energy management.	Carbon-Neutral Smart Campus: Achieve a carbon-neutral campus by integrating renewable energy sources (e.g., solar, wind, bioenergy), utilizing energy-efficient buildings, and implementing carbon offset initiatives Monitor greenhouse gas emissions in real-time, using data analytics to track reductions and improve sustainability practices. Smart Research and Innovation Centers: Create dedicated smart research labs and innovation hubs on campus that use cutting-edge technologies like AI, robotics, IoT, and blockchain to promote interdisciplinary research and development in technology and sustainability.	New AI-enabled cameras to be installed for enhanced security and real-time monitoring of key campus locations: 50 Smart waste bins to be implemented, that alert the campus waste management team when they are full, optimizing waste collection processes: : 10 New Solar light to be installed:10	New AI-enabled cameras to be installed for enhanced security and real-time monitoring of key campus locations: 100 Smart waste bins to be implemented, that alert the campus waste management team when they are full, optimizing waste collection processes: 15 New Solar light to be installed:20 Establishment of smart irrigation systems for landscaping and gardening that adjust water usage based on weather patterns and soil moisture levels.	New AI-enabled cameras to be installed for enhanced security and real-time monitoring of key campus locations100 Smart waste bins to be implemented, that alert the campus waste management team when they are full, optimizing waste collection processes:25 New Solar light to be installed: 30
Infrastructure to commute	New Building for increase in Intake	Installing all the existing roads with solar Lights. Displaying Institute map at entrance of the gate and continuing the sign boards at all the junctions of the roads.	Repair and reconstruction and laying of all the all the Institute roads. Separate walkway and pathway creation for bicycle and battery powered two/three - wheelers. Creating shade for all the walkways created.			

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Green Sustainable building	Sustainable Building Design Standards and Policy Framework: Develop a comprehensivesustainability policy for campus infrastructure projects. Set up green building design guidelines aligned with national standards like IGBC (Indian Green Building Council) or LEED (Leadership in Energy and Environmental Design). Energy Efficiency Improvements: Strengthen the energy audits for existing buildings and implement immediate energy-saving measure like upgrading lighting systems to LED and improving insulation. Initiate small-scale solar panel installations on rooftops of existing buildings as pilot projects. Introduce water-saving technologies (e.g., low-flow faucets, water-efficient toilets, etc.).	Green Certification for Existing Buildings: Work toward green certifications for existing buildings (IGBC, LEED, GRIHA) to enhance the environmental performance of the campus infrastructure. Retrofit older buildings with energy-efficient systems, rainwater harvesting mechanisms, and solar power integration to reduce the campus's carbon footprint. Sustainable Campus Planning: Begin implementing sustainable urban planning principles in the design of new buildings and infrastructure (e.g., compact, walkable spaces, efficient transport systems). Strengthen a green campus master plan to integrate landscaping with native plants, urban farming, and green cover, helping to improve the campus overall biodiversity.	Net Zero Campus: Work toward making the entire campus net-zero in energy consumption by reducing demand through efficiency improvements and balancing the rest with renewable energy generation (solar, wind, etc.). Achieve a carbon-neutral status by minimizing emissions from buildings, transportation, and waste. Zero Waste Campus: Implement zero-waste principles, aiming for the diversion of 90% or more of waste from landfills through comprehensive recycling, composting, and reducing waste generation at the source. Establish a campus-wide composting facility for organic waste to support both sustainability goals and educational initiatives.	To upgrading lighting systems to LED: 100 Rooftop solar panel: 50KW	To upgrading lighting systems to LED: 150 Rooftop solar panel: 50KW Liquid waste management system establishment.	To upgrading lighting systems to LED: 250 Rooftop solar panel: 50KW Solid Waste management System establishment.

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027- 28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034- 35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Green / Sustainable building	Waste Management and Recycling Systems: Create a campus-wide awareness campaign to educate students and staff about sustainable waste practices. Pilot Sustainable Buildings: Design and construct a small, sustainable pilot building (such as a faculty building or student hostel) using green building practices like passive design, energy-efficient materials, and natural ventilation.	Waste Management and Recycling Systems: Strengthening campus-wide waste segregation system and encourage recycling, composting, and minimizing] waste generation. Renewable Energy Expansion: Expand the solar power capacity on campus, with a focus on meeting at least 30- 40% of the Institute electricity demand through renewable sources. Implement smart grid technologies and energy storage solutions to make the campus energy supply more resilient and efficient. Water Conservation and Management: Set up rainwater harvesting systems in all new buildings and retrofit older buildings with water-efficient solutions. Implement greywater recycling systems for landscaping and non- potable uses. Sustainable Mobility: Encourage sustainable transport options, such as cycling, electric vehicles, and shared transportation systems. Build EV charging infrastructure on campus and provide incentives for students and staff to use low-emission transport.	Resilience and Climate Adaptation: Ensure that all campus buildings and infrastructure are resilient to the impacts of climate change, including extreme weather events, rising temperatures, and water scarcity. Incorporate green roofs, permeable pavements, and flood mitigation systems to help address urban heat islands and water management challenges.	Campaigning for waste management: 4	Campaigning for waste management: 6 Establishment of Solar Smart Grid. Main building Rainwater harvesting System.	Campaigning for waste management: 10 Hydroponic horticulture system establishment for College Canteen under NSS scheme.

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Facilities for Faculty and Staff	Improvement of Workspaces: Renovate and upgrade office spaces for faculty and staff, ensuring a comfortable and functional environment with ergonomic furniture, sufficient lighting, and proper ventilation. Provide dedicated spaces for collaborative work, such as meeting rooms and discussion areas, to promote interdisciplinary collaboration among faculty and staff. Equip offices with modern IT infrastructure, including high-speed internet, computers, and printers to support efficient work processes. Every teacher shall be provided with basic facilities like a computer, cubicle, table chair, almirahs etc. Provide canteen facilities offering healthy and affordable food options, ensuring proper nutrition for staff during working hours. State-of-the-art Research and Development Facilities: Create collaborative research spaces that foster interdisciplinary work between faculty and external industry or academic partners, equipped with high-tech facilities like 3D printers, high- performance computing systems, and advanced labs.	Modernization of Faculty and Staff Accommodation: Construction of Quarters for faculty and staff by providing modern amenities like Wi-Fi, 24/7 security, recreational areas, and green spaces for relaxation and socialization. Construction of transition Quarters for visiting professors, guest faculty, contract teachers and newly recruited faculty accommodation options such as guest houses or apartments that meet their needs. Enhanced Technology Support and Infrastructure: Upgrade the digital infrastructure to support hybrid teaching and research activities, including high-quality video conferencing tools, interactive panels/ whiteboards, and cloud storage for seamless access to academic resources. Create dedicated research spaces equipped with specialized laboratories, computing facilities, and advanced equipment that faculty can access for research purposes.	Sustainable and Green Faculty and Staff Facilities: Develop sustainable, energy-efficient buildings for faculty and staff with features like solar panels, rainwater harvesting, energy- efficient lighting, and green roofs to reduce the environmental footprint. Encourage the use of eco-friendly commuting options, such as electric vehicles (EVs), and create facilities for cycling (e.g., bike storage, showers). Introduce wellness-focused architectural designs in buildings, including natural lighting, green spaces, and indoor plants, promoting a healthy work environment. State-of-the-art Research and Development Facilities: Establish cutting-edge research hubs and centers that attract leading scholars, researchers, and innovators, equipped with the latest tools, equipment, and resources in various fields of study. Create a dedicated leisure and recreation center for faculty and staff, including amenities such as a swimming pool, sports facilities, and spaces for recreational activities.			

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Library Digital resource Centre	Digital Infrastructure Upgrade: Introduce or upgrade the Library Management System. Ensure access to essential e-resources (e-journals, e-books, databases). Strengthening of the digital facilities in view of one Nation one subscription. Integrate with national digital library platforms (NDLI, DELNET, etc.). User Experience Improvement: Extend library hours and improve seating and lighting arrangements . Create dedicated zones: Research, digital access. AC in reading Hall Awareness and Orientation: Conduct library orientation programs for new students and faculty. Display journals, and research updates on a digital noticeboard.	Library Expansion: Expansion of existing library building space to provide sufficient space to accommodate students. Digital Library Expansion: Develop an institutional digital repository (for theses, faculty research). Skill Development & Training: Organize workshops on reference management tools (e.g., Mendeley, Zotero). Provide training for faculty and students on using academic databases. Collaborations and Networking: Build consortia with other colleges/universities for resource sharing. Participate in inter-library loan services and research resource exchanges.	Center of Knowledge Excellence: Transform the library into a hybrid knowledge and innovation hub. Set up a research support unit for grant writing, citation analysis, etc. AI and Automation Integration: Introduce AI tools for automated cataloging, personalized recommendations, and chatbot support. Enable smart access using biometric/RFID systems. Global Benchmarking & Accreditations: Achieve recognition/accreditation from professional library bodies. Align library standards with global best practices in engineering education. Sustainability and Inclusion: Implement green library practices (energy-efficient systems, digital-first access). Ensure accessibility for differently abled students with assistive technologies. Futuristic Library System for Digital and AI Age AI-powered search functionalities, Tailored recommendations, AI- supported research initiatives. Virtual tours of libraries, AR for immersive learning experiences, Virtual spaces for collaboration	Number of library orientation programs to be conducted for new students and faculty: 6 Number of Book Exhibition event to be conducted: 2 e-journals: IEEE Explore e-books: Willey subscription, Databases: J-Gate database. Continuation of the subscription of British Council Library and NIEPVD	Number of library orientation programs to be conducted for new students and faculty: 9 Number of Book Exhibition event to be conducted: 3 e-journals: IEEE Explore e-books: Willey subscription, Databases: J-Gate database. Continuation of the subscription of British Council Library and NIEPVD	Number of library orientation programs to be conducted for new students and faculty: 15 Number of Book Exhibition event to be conducted: 5 e-journals: IEEE Explore e-books: Willey subscription, Databases: J-Gate database. Continuation of the subscription of British Council Library NIEPVD

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Library Digital resource Centre	Collection Enrichment: Update core textbook collections based on syllabus and student demand. Subscribe to key engineering journals and online databases like IEEE, ScienceDirect, etc.	Data-Driven Management: Use analytics to track book usage, database hits, and student engagement. Conduct feedback surveys to guide future acquisitions.	Automated systems for book retrieval, Self-service kiosks and chatbot assistance, Automated processes for inventory management and sorting. Intelligent study environments, Real-time resource availability tracking, Services based on user location. Complete digitization of library collections, Open access to knowledge repositories, Blockchain for managing digital rights. Customizable digital platforms, Support for multiple languages, Integration with mobile. Hubs for interdisciplinary research, Maker-spaces with integrated technology, Platforms for global knowledge sharing Energy-efficient operational models, use of eco-friendly materials Advanced biometric security measures, enhanced data privacy and security protocols, AI-driven cybersecurity solutions On-demand content access, Real-time data streaming Permanent academic record management, Intellectual property ownership verification through Block-chain	Number of library orientation programs to be conducted for new students and faculty: 4 Number of Book Exhibition event to be conducted: 2 e-journals: IEEE Explore e-books: Willey subscription, Databases:,J-Gate database. Continuation of the subscription of British Council Library NIEPVD	Number of library orientation programs to be conducted for new students and faculty: 6 Number of Book Exhibition event to be conducted: 3 e-journals: IEEE Explore e-books: Willey subscription, Databases: J-Gate database. Continuation of the subscription of British Council Library NIEPVD	Number of library orientation programs to be conducted for new students and faculty: 10 Number of Book Exhibition event to be conducted: 5 e-journals: IEEE Explore e-books: Willey subscription, Databases: J-Gate database. Continuation of the subscription of British Council Library NIEPVD

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Laboratories and Research Centres	Infrastructure Audit & Needs Assessment: Evaluate current laboratory equipment, facilities, and safety standards. Identify gaps in tools, software, and space requirements. Basic Upgradation & Modernization: Procure essential lab equipment and software tools for core subjects. Replace or repair non-functional or outdated instruments. Ensure internet connectivity, UPS systems, and ventilation systems are in place. Consumables Replenishment: Ensure adequate stock of lab consumables (chemicals, components, tools). Faculty & Technician Training: Conduct hands-on workshops for lab instructors and technical staff. Organize training on lab management and emerging tools. Lab Manuals & SOPs: Update or create lab manuals, standard operating procedures, and safety guidelines. Research Awareness Activities: Host internal seminars, idea competitions, and research paper writing workshops. Create a research bulletin or wall magazine. Start Mini Projects: Encourage students to take up small-scale, real-world lab projects to promote research culture. Centres of Excellence (CoEs): Establish recognized CoEs in high-impact research areas.	Construction and development of new laboratories providing modern facilities. Advanced Equipment Procurement: Introduce industry-relevant, modern lab equipment (e.g., IoT kits, 3D printers, CNC machines). Digital Integration: Incorporate simulation tools and virtual labs for blended learning. Project-Based Learning Spaces: Designate labs as innovation hubs for student mini-projects. Centres of Excellence (CoEs): Establish recognized CoEs in high-impact research areas. Collaboration with Industry: Partner with industries to set up domain-specific labs (e.g., Siemens, Bosch, Texas Instruments). Skill Development Workshops: Regular workshops in areas like AI/ML, Robotics, VLSI, Renewable Energy, etc.	Construction of sufficient laboratories to provide independent research laboratories. Providing separate laboratories to carry out project work of UG/PG students. Providing separate laboratories/space to carry out consultancy work. Industry-Funded Labs: Attract CSR and R&D funding from industries for joint ventures and labs. International Collaboration: Collaborate with global institutions for lab-based projects or exchange programs. Sustainability & Smart Labs: Transition towards energy-efficient, green-certified, smart laboratories with IoT-based monitoring.	Number of hands-on workshops for lab instructors and technical staff on laboratory management and advanced equipment & software: 4 Number of seminar to be organized for faculty, lab technician & students on modern technologies: 72 Number of workshop to be organized for faculty, lab technician & students on research paper writing : 4 Number of Centre of Excellence (CoE) to be established: 2 Number of Industry Funded Labs & Training centre to be established: 2 Number of Skill Development Workshop to be conducted: 4 Number of Mini Projects to be conducted: 40x2 Number of Major Projects to be conducted: 40x2 No of MoU & Collaborations with national and international reputed Institutions: 4 No of MoU & Collaborations with national and international Centres of Eminence:2	Number of hands-on workshops for lab instructors and technical staff on advanced equipment & software: 6 Number of seminar to be organized for faculty, lab technician & students on modern technologies: 132 Number of workshop to be organized for faculty, lab technician & students on research paper writing : 6 Number of Centre of Excellence (CoE) to be established: 3 Number of Industry Funded Labs & Training centre to be established: 3 Number of Skill Development Workshop to be conducted: 6 Number of Mini Projects to be conducted: 40x2 Number of Major Projects to be conducted: 40x2 No of MoU & Collaborations with national and international reputed Institutions: 6 No of MoU & Collaborations with national and international Centres of Eminence:3	Number of hands-on workshops for lab instructors and technical staff on advanced equipment & software: 10 Number of seminar to be organized for faculty, lab technician & students on modern technologies: 220 Number of workshop to be organized for faculty, lab technician & students on research paper writing : 10 Number of Centre of Excellence (CoE) to be established: 5 Number of Industry Funded Labs & Training centre to be established: 5 Number of Skill Development Workshop to be conducted: 10 Number of Mini Projects to be conducted: 40x2 Number of Major Projects to be conducted: 40x2 No of MoU & Collaborations with national and international reputed Institutions: 10 No of MoU & Collaborations with national and international Centres of Eminence:5

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Computer Centre/ Multimedia Studios	Strengthening of Computer Centre by providing more computers. Strengthening of Computer laboratories. Replacement of 10 years old Computers Providing workstations in the Dept. of Computer Science, Physics, BBA, BCA and Mathematics department	Software and Hardware Expansion: Add high-performance systems for video rendering, 3D modeling, and virtual labs. Install green screen rooms and sound-proof booths for content creation.	Centre of Excellence (CoE): Establish a recognized CoE for Multimedia and Computing Technologies. Provide centralized servers. AI & XR Integration: Develop AI-powered smart studios for automated editing, interactive learning, and real-time analysis. Introduce AR/VR labs integrated with IoT and simulation tools. Sustainability and Scalability: Move toward sustainable, cloud-integrated infrastructure. Scale services to support online learning platforms and MOOCs.	Number of New i7 PCs to be purchased: 60	Number of New i7 PCs to be purchased: 60	Number of New i7 PCs to be purchased: 60
Vocational Education, Training and Skilling infrastructure	Vocational Training Centers and Laboratories: Establish state-of-the-art vocational training centers and labs equipped with modern tools and equipment, such as mechanical workshops, CNC centers, computer labs, creative arts studios, fabrication labs, and healthcare simulation rooms for hands-on training. Training & skill development through AICTE IDEA Lab	Expansion of Skilling Infrastructure: Expand and upgrade the vocational training centers with cutting- edge technology and more diverse programs based on emerging trends like artificial intelligence, blockchain technology, IoT, sustainability, and clean energy technologies. Integrate smart classrooms, virtual training modules, and augmented reality (AR)/ virtual reality (VR)-based tools for immersive learning in technical fields (e.g., machinery operation, healthcare, and architecture).	Sustainable and Green Skilling Infrastructure: Ensure that all vocational training centres and infrastructure are designed to be energy-efficient, resource-conserving, and environmentally friendly, aligning with the broader sustainability goals of the Institute. Promote green vocational programs that focus on renewable energy, sustainable agriculture, waste management, and climate change mitigation, contributing to the national and global sustainability agenda.			

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Games & Sports facility	Keep maintenance the Multi Gymn on a regular basis .Repairs and safety checks of the Main Sports Complex. Upgrade the Fitness Center for Women and Men in separate timing. Create the basic amenities in Main Sports Complex. Create the national /international level sports amenities on the campus. Maintain the stadium for the domestic sports stadium to encourage Deshi sports Creating Badminton, Volleyball Court, Arrangement for Chess, Table Tennis & Carrom,	Arrangement of a permanent ambulance for Sports Complex. Construct a standard 400Mtr synthetic track with drainage. Construct Floodlights to Volleyball and Cricket Nets and Synthetic Basketball Court with Floodlights and fencing Construct Permanent Handball Court with fencing and floodlights Constructing Permanent Long Jump Pit	Install L E D Floodlights in the outdoor sports area. Construct a Separate Badminton Court .			
Auditorium, Seminar & conference rooms	Basic Maintenance & Upgrades: Repair sound systems and lighting. Upgrade sound system in conference Room. Ensure all seating and furniture are in good condition. Improve air conditioning and ventilation where needed. Scheduling & Utilization: Streamline booking and usage policies through a digital calendar or app. Encourage regular departmental use for lectures, seminars, and club events. Basic Aesthetic Improvements: Repaint and enhance acoustics at minimal cost. Add branding elements like college logo, banners, and thematic decor.	Construction of new Auditorium with 500 seating capacity and conference rooms for every department. Carpeting of every Auditorium, Seminar & conference rooms Technological Upgrades: Install high-definition projectors, smart screens, and advanced audio systems. Introduce hybrid/virtualconferencingtools with high-speed internet and recording facilities. Capacity & Layout Enhancements: Reconfigure layouts for better visibility, acoustics, and flexibility (e.g., retractable seating). Increase seating capacity as per student strength and event requirements. Skill Development & Events: Train staff in operating AV systems and managing events.	Construction of a new auditorium with 500 seating capacity and conference rooms with a 500-seating capacity for common use. Provide meeting room to every Dept. with good furniture.			

5.2.4: INFRASTRUCTURE DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Improvement of Hostel Accommodation	Basic Infrastructure Upgrades: Repair of existing facilities (plumbing, electricity, furniture, etc.). Geysers in Bathroom Improve cleanliness and sanitation standards. Ensure water and power supply 24/7, install backup systems / solar electricity. Implementation of snake protection fencing at the surrounding of the hostel. Arrangement of mosquito net at every window of the Boys & girls’ hostel. Germination & insect killing mechanism should be established in the hostels. Digital & Security Enhancements: Install CCTV cameras, biometric entry systems Provide high-speed Wi-Fi in all hostel areas Appoint dedicated hostel wardens and security personnel Student Engagement & Grievance Redressal: Create feedback systems and suggestion boxes Organize orientation programs and hostel committee elections	Construct two more hostels for Girls and Boys with 300 each capacity and create solar-powered cooking system.				

6. RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.1 : RESEARCH ECOSYSTEM DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Establish GNIT Centre for Research and Innovation (CRI) with thematic research groups	i. Formulate and approve CRI vision, mission, and charter ii. Identify and finalize 4–5 thematic research areas in consultation with faculty and industry experts iii. Constitute core research groups with faculty and research scholars under each theme iv. Allocate dedicated space and initiate basic infrastructure setup for CRI v. Launch an internal seed funding scheme for pilot research projects vi. Conduct workshops on research methodology and proposal writing vii. Build institutional policies for ethics, IP, and interdisciplinary collaboration	i. Expand research groups and onboard external collaborators from academia and industry ii. Upgrade CRI infrastructure with specialized labs, equipment, and digital research tools iii. Organize annual research symposiums and thematic conferences iv. Establish an IP & Innovation Cell to support patent filing and prototype development v. Secure extramural funding from government agencies and private sector vi. Launch interdisciplinary research-based M.Tech/PhD programs aligned with CRI themes vii. Initiate collaborative projects with national research institutions and start-ups	i. Position CRI as a regional hub for innovation and applied research ii. Establish technology incubation centre under CRI to promote start-ups iii. Develop global partnerships with international universities and research bodies iv. File multiple patents and transfer technologies for commercialization v. Integrate CRI output into curriculum and teaching practices across departments vi. Contribute to national research priorities (e.g., AI for healthcare, sustainable tech) through policy advocacy and white papers vii. Achieve recognition/accreditation from national research funding bodies (e.g., DST, AICTE-IDEA Lab, SERB)	i. Establish 4–5 thematic research groups with at least 25 active faculty/researchers ii. Allocate and equip 1 dedicated CRI research space/lab iii. Disburse seed grants to minimum 10 internal research projects iv. Organize 2 workshops on research skills and proposal development v. Obtain approval of CRI vision and operational framework from governing bodies	i. Expand CRI membership to 50+ active researchers including external collaborators ii. Establish 3 specialized thematic labs or centers iii. Secure ₹50 lacs in extramural funding from government and industry iv. Organize annual research symposiums with 100+ participants v. File at least 5 patents or copyright registrations vi. Initiate 3 collaborative interdisciplinary projects with external partners	i. Grow CRI to 100+ active researchers and students ii. Set up a technology incubation centre supporting 10+ start-ups iii. File 15+ patents and facilitate technology transfer/commercialization iv. Secure ₹2+ crore in external funding annually v. Host international conferences and collaborative events vi. Integrate CRI research outputs into 3+ new academic programs vii. Achieve accreditation or recognition from at least 2 national funding bodies

6. RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.1 : RESEARCH ECOSYSTEM DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Collaborate with industries, research labs (e.g., CSIR, DRDO), and foreign universities.	- Identify potential partners and initiate contact - Sign initial MoUs - Organize joint workshops and seminars - Set up internal collaboration committee	- Identify potential partners and initiate contact - Sign initial MoUs - Organize joint workshops and seminars - Set up internal collaboration committee	- Identify potential partners and initiate contact - Sign initial MoUs - Organize joint workshops and seminars - Set up internal collaboration committee	- 3–5 initial MoUs signed - Initiate 2–3 small collaborative projects - 5–10 faculty and student exchanges - Organize 3–4 joint workshops/seminars per year - Secure ₹10–20 lakhs in joint grants and industry funding - File 1–2 patents from joint research	- 8–12 MoUs including joint research agreements - 6–8 funded joint research projects - 20–30 exchanges across institutions and labs - 6–8 international conferences and symposiums - Secure ₹1–2 crores including national and international grants - File 5–7 patents and develop prototypes	- 15+ strategic MoUs with sustained partnerships - 15+ high-impact collaborative projects with publications - 50+ exchanges with credit transfer and joint supervision - 10+ global-level conferences co-hosted annually - Secure ₹5+ crores in sustained multi-source funding - File 15+ patents, commercialize technologies, and incubate spin-offs

6. RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.1 : RESEARCH ECOSYSTEM DEVELOPMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Target funding from DST, AICTE, SERB, DBT, MSME, and international sources.	- Identify relevant funding schemes and calls from agencies like DST, AICTE, SERB, DBT, MSME, and international bodies - Organize workshops and training sessions on funding application processes - Create an internal database of ongoing and upcoming funding opportunities - Initiate pilot projects aligned with funding agency themes for better proposal positioning	- Build capacity in grant writing and proposal development among faculty and researchers - Foster interdisciplinary project proposals aligned with funding priorities - Encourage faculty to submit at least 2–3 proposals annually - Strengthen monitoring and reporting mechanisms for funded projects	- Develop a dedicated grants office to streamline applications and compliance - Establish strategic partnerships to submit large multi-institutional grant proposals - Achieve consistent success in securing major grants and international funding - Contribute to policy and research priorities by leveraging funded projects outcomes	- Identify and apply to 10–15 relevant funding schemes - Organize 3–4 grant writing workshops per year - Initiate 5 pilot projects aligned with funding priorities - Develop internal tracking system for applications	- Submit 30–40 high-quality grant proposals annually - Achieve a 30–40% success rate on submitted proposals - Obtain ₹1–2 crores in grant funding - Increase number of interdisciplinary grant proposals	- Secure ₹5+ crores in funding from national and international agencies - Lead or participate in 5+ large multi-institutional funded projects - Establish sustained funding streams with at least 10 ongoing projects - Regularly contribute to national and global research agendas

6. RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.2 : FACULTY RESEARCH PRODUCTIVITY

To foster a vibrant research culture, GNIT plans to incentivize faculty through a comprehensive support system that includes research publication grants, seed funding for pilot studies, and sabbaticals for advanced research. Research publication grants will financially assist faculty in publishing their work in high-impact journals, enhancing both individual and institutional visibility. Seed funding will enable faculty to initiate innovative pilot studies, encouraging exploratory and interdisciplinary research. Additionally, sabbaticals will provide dedicated time and resources for faculty to undertake advanced research projects, collaborate internationally, and deepen their expertise. Together, these incentives aim to motivate faculty engagement, boost research output, and elevate GNIT’s stature as a center of academic excellence and innovation.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Incentivize faculty through Research publication grants, Seed funding for pilot studies, Sabbaticals for advanced research	- Develop policies and guidelines for research publication grants, seed funding, and sabbaticals - Announce transparent application and review process for grants and sabbaticals - Promote awareness through workshops and faculty meetings - Initiate first round of seed funding and sabbaticals	- Regularly award publication grants and seed funding to eligible faculty - Monitor and evaluate impact of incentives on research output and quality - Encourage interdisciplinary and collaborative pilot studies funded through seed grants - Facilitate mentorship programs for grant writing and research excellence	- Establish a robust system with increased budget allocation to support these incentives consistently - Expand sabbatical opportunities with collaborations at leading global institutions - Integrate incentives as a core part of faculty development and performance evaluation - Recognize and reward outstanding research contributions institutionally and externally	- Allocate budget to provide research publication grants to at least 20 faculty members annually - Disburse seed funding to 10–15 pilot projects - Approve sabbaticals for 3–5 faculty members - Conduct 2–3 workshops on grant application and research best practices	- Increase publication grants to 50+ faculty annually - Support 30–40 seed-funded pilot studies - Facilitate sabbaticals for 10–15 faculty members - Organize 5+ mentorship programs for research excellence	- Sustain funding for 75+ faculty publication grants yearly - Fund 50+ innovative pilot projects annually - Support sabbaticals for 20+ faculty every year - Establish institutional awards for top research output

6. RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.2 : FACULTY RESEARCH PRODUCTIVITY

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Target for Scopus-indexed publications	- Create awareness among faculty about the importance of Scopus-indexed journals and publication ethics - Organize training sessions on writing and submitting research to indexed journals - Provide financial incentives for publishing in Scopus-indexed journals - Identify discipline-specific Scopus journals and maintain a recommended list for faculty	- Develop departmental publication targets aligned with Scopus indexing criteria - Encourage collaborative and interdisciplinary research to improve publication quality - Establish internal peer-review and mentoring systems to improve manuscript quality - Promote joint publications with researchers from reputed institutions (national/international)	- Establish GNIT as a reputed research institution with consistent Scopus presence - Encourage faculty to become reviewers/editors in Scopus-indexed journals - Align Scopus publications with institutional research themes and national priorities - Use Scopus publication metrics for faculty appraisal and promotions	- Minimum 80 Scopus-indexed publications per year - Provide publication incentives for at least 20 faculty - Conduct 2–3 training workshops on high-quality publishing - Identify and track Scopus-indexed journal submissions	- Increase to 90 –100 Scopus-indexed publications annually - Increase incentives to support 50+ faculty per year - Host annual research writing boot camps - Maintain internal database and dashboard of Scopus publications	- Sustain 150+ Scopus-indexed publications per year - Institutionalize rewards and recognition for 100+ researchers annually - Establish a GNIT Research & Publication Support Centre - Use Scopus metrics in faculty evaluation and promotions

6: RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.3: STUDENT RESEARCH

Student research at GNIT is actively encouraged through structured programs that integrate research projects into the curriculum from early academic years. Students are provided with mentorship, funding support, and opportunities to participate in workshops, conferences, and competitions to develop their problem-solving and analytical skills. By fostering a research culture, GNIT aims to nurture innovative thinking, enhance practical learning, and prepare students for advanced studies and industry challenges. The institution continually expands resources and platforms for students to publish and present their work, contributing to both academic excellence and societal impact.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Launch Under-graduate Research Opportunities Program (UROP)	- Introduce a structured undergraduate and postgraduate research policy - Encourage mini-projects and research-based assignments from 2nd year onward - Organize workshops on research methodology and scientific writing	- Launch institutional student research funding schemes - Establish departmental research clubs and mentorship programs - Facilitate student participation in national-level research competitions and conferences	- Develop GNIT Undergraduate Research Fellowship (UGRF) and Summer Research Internship programs - Foster student-led publications in Scopus-indexed and peer-reviewed journals - Institutionalize integration of student research into curriculum and capstone projects	- Launch pilot UROP with 50–100 student participants - Involve at least 30 faculty mentors - Fund 20–30 small undergraduate research projects - Conduct 2 student research orientation sessions per semester - Publish 5+ student research papers from UROP in Year 2	- Enroll 300+ students in UROP annually across all departments - Grow faculty mentors to 100+ - Provide institutional grants to 100+ student projects annually - Host annual UROP symposium to showcase student work - Target 25+ student publications/presentations per year	- Engage 500+ students in UROP each year - Ensure 100% department participation with trained research mentors - Sustain 150+ funded UROP projects per year - GNIT UROP papers presented/published in national/international venues - Achieve 50+ student-led publications annually through UROP

6: RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.3: STUDENT RESEARCH

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to-2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Host annual Research Conclave and Hackathons to foster problem-solving and innovation.	- Launch annual intra-college research conclave and theme-based hackathons - Encourage participation from students and faculty across departments - Collaborate with industry for mentorship and real-world problem statements	-Scale events to inter-collegiate/state level -- Integrate conclave with GNIT's annual research calendar - - Invite external judges, sponsors, and mentors from academia and industry	- Establish GNIT Research Conclave and Hackathons as flagship national-level innovation events - Partner with government and international bodies for co-hosted challenges - Use conclave outcomes for patent filing, startup incubation, and policy suggestions	- Host 1 annual research conclave and 1–2 hackathons per year - Involve 200–300 student participants annually - Receive 50–75 research/project submissions - Collaborate with 5+ industry partners and academic experts - Recognize top 5–10 student/faculty innovations	- Host 2–3 large-scale innovation events per year - Engage 500–700 participants including external teams - Target 150+ project entries per conclave/hackathon - Partner with 10–15 industry/government organizations - Support top 20 projects with mentoring or seed grants	- Organize 5+ large-scale national/international research events annually - Involve 1000+ participants, with 30% from outside GNIT - Receive 250+ high-quality submissions linked to societal/industry problems - Secure national/international sponsorships and collaborations - Incubate 10+ innovations/startups resulting from conclave outcomes

6: RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.4: INTELLECTUAL PROPERTY AND START-UP CULTURE

GNIT fosters a vibrant intellectual property and start-up culture by promoting innovation, patenting, and entrepreneurship among students and faculty. The institution supports idea generation through dedicated IP cells, training on patent filing, and collaboration with legal experts to protect and commercialize inventions. Concurrently, GNIT’s start-up incubation initiatives, backed by industry mentors and government bodies like MSME and EDII, provide the necessary infrastructure, funding, and mentorship to transform ideas into viable businesses. This integrated ecosystem encourages creativity, accelerates technology transfer, and contributes to regional economic growth.

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to-2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Establish Technology Business Incubation Centre	-Develop a detailed proposal and operational framework for TBIC - Identify physical space and initial infrastructure within the campus - Appoint an incubation steering committee including faculty and industry advisors - Create policy documents for IP, equity sharing, mentorship, and funding support - Apply for government recognition/funding (e.g., MSME, DST NIDHI, AIM)	-Formally launch TBIC with dedicated staff and mentorship network - Onboard initial cohort of student/faculty /early-stage startups - Offer training, bootcamps, and investor-readiness programs - Support pre-incubation to post-incubation stages with structured programs - Establish industry and alumni-sponsored seed fund	-Position TBIC as a recognized incubator in the region - Establish partnerships with national bodies like DST, MSME, AICTE IDEA Lab, Atal Incubation Centers - Host startup demo days, investor summits, and scale-up initiatives - Foster spin-offs and tech transfer from GNIT research output into market-ready products - Set up a venture fund or angel network associated with TBIC	- Finalize and allocate 1000–1500 sq. ft. space for TBIC - Support incubation of 5–10 early-stage student/faculty startups - Apply for 1–2 government schemes for initial funding - Organize 2–3 entrepreneurship development programs - Facilitate 2 patents/prototypes from incubated startups	- Expand TBIC to 5000+ sq. ft. with co-working, labs, and meeting rooms - Incubate 25+ startups across technology and social innovation domains - Secure ₹1–2 crores in external grants/funding - Host 5+ pitch events, workshops, and startup weekends annually - Enable 10+ patents, PoCs, or MVPs	- Fully operational 10,000+ sq. ft. incubation centre with dedicated R&D labs - Sustain 50+ startups with national and global reach - Raise ₹5+ crores through grants, equity, sponsorship, and CSR - Conduct annual investor summits and national-level startup expos - Generate 25+ patents and commercialized technologies

6: RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.4: INTELLECTUAL PROPERTY AND START-UP CULTURE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to-2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Patent publication and commercialization	- Establish an Intellectual Property Rights (IPR) Cell and define IP policy - Conduct awareness sessions and workshops on patent filing, IP laws, and innovation - Encourage filing of idea disclosures from research and student projects - Collaborate with patent attorneys for provisional filings - Introduce incentives for patent filing by faculty and students	- Provide institutional support for patent drafting, filing, and legal guidance - Train faculty and students in patent search, novelty check, and prototype development - Promote interdisciplinary patentable projects with societal or industrial value - Create an IP repository and dashboard to track filed and granted patents	- Set up a Technology Transfer Office (TTO) for managing patent licensing and commercialization - Build industry and legal partnerships to scale commercial ventures - Participate in national and international IP expos, technology showcases, and licensing fairs - Generate revenue through licensing, royalty, or joint ventures from IP assets	- File 10–15 patents (provisional or complete) - Organize 3–4 IPR awareness and patent training programs/year - Support patent filing costs for initial 10–15 applications - Commercialize 1–2 technologies through MoUs or industry licensing - Create database to track disclosures and filings	- File 50+ patents with at least 10–15 granted - Train 100+ faculty/students in IP creation and protection - Provide financial/legal support for 50+ patent applications - Commercialize 5+ patents or products - Launch internal innovation competitions to identify patentable ideas	- Achieve 100+ filed and 30+ granted patents - Institutionalize annual IP capacity building programs for 300+ participants - Allocate ₹10+ lakhs annually for patent maintenance and commercialization - Generate ₹50+ lakhs annually through IP commercialization and licensing - Integrate IP outputs with GNIT's innovation and entrepreneurship policy

6: RESEARCH, INNOVATION AND DEVELOPMENT STRATEGY

6.4: INTELLECTUAL PROPERTY AND START-UP CULTURE

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to-2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Set up Start-up Incubation Cell with support from MSME, EDII, and industry mentors	- Draft policy and framework for Start-up Incubation Cell - Identify physical space and allocate resources for incubation activities - Appoint incubation cell coordinator and form advisory board - Organize orientation workshops and start-up awareness sessions - Register the incubation cell with MSME and apply for grants	- Formalize partnerships with MSME, EDII, and key industry mentors - Expand mentorship network including successful entrepreneurs and alumni - Integrate incubation activities with entrepreneurship development programs - Facilitate regular pitch sessions, boot camps, and networking opportunities - Implement monitoring and evaluation mechanisms for incubated startups	- Develop the incubation cell as a recognized regional/national hub - Build a vibrant ecosystem with multiple cohorts of incubated startups - Launch seed fund, accelerator programs, and investor networking events - Establish collaborations with venture capitalists and angel investor groups - Contribute to regional economic development through startup success stories	- Establish incubation cell with space for 5–10 startups - Onboard 10–15 industry mentors and entrepreneurs - Organize 3–4 startup orientation and training workshops/year - Secure initial funding/support from MSME and EDII - Support first 5 startups with seed funding	- Incubate 30–40 startups - Expand mentor pool to 50+ - Conduct 6–8 pitch events and boot camps annually - Obtain ₹1–2 crores in funding and sponsorships - Provide seed funding to 20–30 startups	- Sustain 60+ startups under incubation annually - Maintain active engagement of 100+ mentors and advisors - Host annual investor summits and demo days - Raise ₹5+ crores through grants, equity, and partnerships - Enable 50+ startups to access external funding and markets

7. Industry-Academia Collaboration and Employability

7.1 Sign MoUs with core sector companies, MNCs, and MSMEs for internships, live projects, and dual-degree programs (Under Leadership Programme)

Qualitative Action Plan			Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 to 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
- Implement structured training programs for leadership and team building, strategic thinking and decision making, academic and administrative management, conflict resolution and emotional intelligence. - Establish department-level mentorship programs to nurture potential leaders from among the faculty. - Senior faculty and administrators will serve as mentors to guide young and mid-career faculty in academic leadership, research management, and institutional service. - Create a leadership talent pipeline to ensure continuity and sustainability in institutional growth. - Introduce an Outcome-Oriented Leadership Review System, where each Department/Branch Head presents their Annual Plan and Targets at the beginning of every calendar year. - The plan should align with institutional strategic goals and include measurable outcomes. - Periodic review meetings will assess progress, identify challenges, and facilitate data-driven decision-making. - Enhanced leadership and managerial competencies across departments.	- To strengthen participative governance, enhance leadership capacity, and foster transparent communication across all levels of the Institute. - Conduct regular open-house sessions and departmental-level meetings between employees and the Institute administration. - Strengthened trust and communication between administration and staff. - Establish Memoranda of Understanding (MoUs) with Leading management institutions in India, and Prestigious international universities and training organizations. - Adoption of innovative and effective governance practices.	A Leadership Training Institute may be established in collaboration with the Secretariat, the Federation of Indian Chambers of Commerce and Industry, and the Department of Personnel and Training (DoPT), Government of India.	- No of Open-house or periodic meetings of the employees with Institute administration: 25 - MoUs with leading management institutions and MoUs with international institutions: 2	- Implementation of Leadership Development Programs :2x3 - with HoDs and Dean - No of Open-house or periodic meetings of the employees with Institute administration - MoUs with leading management institutions: 3 MoUs with international institutions: 3	- Implementation of Leadership Development Programs : 2x5 - No of Dean:3 - No of Open-house or periodic meetings of the employees with Institute administration: 60 - MoUs with leading management institutions: 5 MoUs with international institutions: 5

7.1 Sign MoUs with core sector companies, MNCs, and MSMEs for internships, live projects, and dual-degree programs (Under Establishing a Transparent and sustainable funding & Grant Received mechanism)

Qualitative Action Plan			Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Apply for various grants from Central and State Government as well as Non-Government agencies. Encourage and facilitate participation of staff members in Faculty Development Programmes (FDPs) such as refresher courses, orientation programmes, and short-term training on project writing skills.			- No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 20 - FDP on Project Writing Skill:5	- No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 35 - FDP on Project Writing Skill:7	- No of Projects will be applied to Central and State Govt and Non-Govt. agencies: 45 - FDP on Project Writing Skill:5

7.1 Sign MoUs with core sector companies, MNCs, and MSMEs for internships, live projects, and dual-degree programs (Under Establish Institutional Administrative Best practices based on experiences

Qualitative Action Plan			Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Establish good institutional practices based on stakeholder feedback. Proper documentation of Best Practices shall be ensured, and regular reviews of progress toward targeted goals shall be conducted. The IQAC Cell will be responsible for periodically assessing and reviewing the outcomes of these Best Practices.			No of IQAC Cell Meeting with MOM: 1/Semester	No of IQAC Cell Meeting with MOM: 1/Semester	No of IQAC Cell Meeting with MOM: 1/Semester

7.2 Industry Advisory Boards

A 2-3 year curriculum revision cycle, incorporating inputs from: Industry advisory boards Alumni and academic experts

- Statutory/regulatory bodies (AICTE, NAAC) ,Major industry associations, like BCCI, FICCI, CII

7.3 Offer **domain-specific training**, certification courses, and **career readiness modules** through **Centre for Skill and Career Advancement (CSCA)** under Establishment of Centre for Life skills development

Qualitative Action Plan			Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
- Define staff roles and establish the necessary infrastructure for the Centre for Life Skills Development (CLSD). - Develop a comprehensive curriculum framework for life skills development and launch pilot programs to implement it. - Engage stakeholders to provide inputs on curriculum design and program implementation.	- Expand Life Skills Development Programs to cater to a larger student population. Enhance faculty competencies in delivering life skills education. - Develop innovative programs, including certification courses and executive education modules. - Establish a robust assessment and evaluation framework. Strengthen industry partnerships to provide experiential learning opportunities.	Strengthen the Centre for Life Skills Development (CLSD) as a Centre of Excellence at both national and international levels. Pursue global accreditation for CLSD to recognize its commitment to quality and excellence. Expand outreach activities to engage a broader audience. Establish a dedicated research centre for Life Skills Development and Employability Research.	Performance Indicators / Targets: - Number of MoUs with industries related to Life Skills Development – 2 - Faculty Skill Development Programs to be conducted – 4 - Outreach Activities related to Life Skills Development to be conducted for a broader audience – 4	Performance Indicators / Targets: - Number of Innovative Programs, including certification courses and executive education programs, to be conducted – 3 - Number of MoUs with industries related to Life Skills Development to be established – 2 - Faculty Skill Development Programs to be conducted – 4 - Number of Outreach Activities related to Life Skills Development to be conducted for a broader audience – 6	Performance Indicators / Targets: - Number of Innovative Programs, including certification courses and executive education programs, to be conducted – 5 - Number of MoUs with industries related to Life Skills Development to be established – 2 - Faculty Skill Development Programs to be conducted – 4 - Number of Outreach Activities related to Life Skills Development to be conducted for a broader audience – 6

7.4 Target 90% placement with quality packages and diversification in sectors (IT, core, R&D, consulting under Professional Development and Employment)

Qualitative Action Plan			Quantitative Action Plan		
ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
- The Institute aims to strengthen its internal structure for managing academic–industry collaborations by appointing experienced professionals from both academia and industry. Priority will be given to integrating industry-specific modules within the curriculum and enhancing internship, apprenticeship, and placement opportunities through partnerships with corporate, research, and public sector organizations. - The Institute will promote start-up culture by providing seed funding and dedicated industry support for student and faculty ventures. Additionally, global alliances with multinational corporations and universities will be established to expand research, technology transfer, and employment opportunities. Special emphasis will be placed on collaborations in emerging fields such as quantum computing through the creation of Quantum Research Hubs focused on computation, encryption, and material sciences.			Appointment of Experienced Professionals from both academic and industry backgrounds to foster partnerships – 4 •Number of Partnerships & Collaborations to be developed with academic institutions, industry, and research organizations – 18 • Overall Placement Rate to be achieved – 80%	Appointments of Experienced Professionals from both academic and industry backgrounds to foster partnerships – 6 • Number of Partnerships & Collaborations to be developed with academic institutions, industry, and research organizations – 26 • Overall Placement Rate to be achieved – 88%	Appointments of Experienced Professionals from both academic and industry backgrounds to foster partnerships – 10 • Number of Partnerships & Collaborations to be developed with academic institutions, industry, and research organizations – 45 • Overall Placement Rate to be achieved – 92%

8. Student-Centric Initiatives

- GNIT aligns its student development initiatives with UGC’s IDP parameters emphasizing holistic growth, innovation, and inclusion.
- Key Parameters: Engagement & Governance, Mentoring, Co-curricular Activities, Innovation & Career, Social Responsibility, Infrastructure, and Inclusion.
- Phased Timeline: Short-term (0–2 years), Medium-term (2–5 years), Long-term (5–10 years).

8.1 Student Engagement & Governance

- 0–2 Years: Strengthen student clubs, create Student Senate, and launch digital feedback portals.
- 2–5 Years: Empower Senate for co-curricular decisions and alumni mentoring involvement.
- 5–10 Years: Establish global student governance exchanges and alumni-student joint councils.

Prospective Collaborations:

- Industry: TCS, Infosys, Wipro for digital governance mentorship.
- Government: West Bengal Education Department, AICTE, MSME innovation grants.
- Institutions: IIT Kharagpur, IIM Calcutta for student leadership training.
- Global: University of Cambridge (UK), MIT (USA) for governance model exchange.

8.2 Learning Support & Mentoring

- 0–2 Years: Peer mentoring, bridge courses, and learning labs.
- 2–5 Years: Adaptive learning analytics and industry-alumni mentoring programs.
- 5–10 Years: AI-driven personalized learning assistants and lifelong learning models.

Prospective Collaborations:

- Industry: Coursera, Google, IBM for adaptive learning analytics.
- Government: AICTE NEAT 3.0 integration for digital mentoring.
- Institutions: Jadavpur University, IEST Shibpur, NIT Durgapur for bridge and mentoring programs.
- Global: Stanford University (USA), University of Edinburgh (UK).

8.3 Co-curricular & Extracurricular Development

- 0–2 Years: Expand clubs (media, sports, culture) and inter-department competitions.
- 2–5 Years: National-level hackathons and sponsorship-led clubs.
- 5–10 Years: Global student festivals and alumni-student creative ventures.

Prospective Collaborations:

- Industry: Red Bull Campus Activations, Reliance Jio, Sony Music India.
- Government: Ministry of Youth Affairs & Sports, Nehru Yuva Kendra programs.
- Institutions: Sister Nivedita University, Techno India Group for inter-institutional fests.
- Global: Erasmus+ partnerships with European universities

8.4 Innovation, Incubation & Career Support

- 0–2 Years: Hackathons, internships, and start-up idea challenges.
- 2–5 Years: GNIT Innovation & Incubation Centre (GIIC) for start-up incubation and patent mentoring.
- 5–10 Years: GNIT Venture Fund, commercial student ventures, and global R&D collaboration.

Prospective Collaborations:

- Industry: NASSCOM, Startup India, Microsoft, Amazon Web Services.
- Government: DST, MeitY, and Invest India for start-up incubation and funding.
- Institutions: ISI Kolkata, IIT Bhubaneswar for joint R&D and innovation projects.
- Global: Oxford Innovation Centre (UK), UC Berkeley SkyDeck (USA).

8.5 Social Responsibility & Outreach

- 0–2 Years: NSS, blood donation, literacy campaigns, and eco-drives.
- 2–5 Years: NGO collaborations, rural tech initiatives, and community innovation projects.
- 5–10 Years: International volunteering and national-level social innovation programs.

8.6 Equity, Inclusion & Welfare

- 0–2 Years: Scholarships, gender sensitization, and digital inclusion programs.
- 2–5 Years: Inclusive learning models and tie-ups with national scholarship programs.
- 5–10 Years: Fully inclusive global campus and lifelong support initiatives.

Prospective Collaborations:

- Industry: CSR collaborations with Tata Steel, ITC, and Mahindra Rise.
- Government: UNDP India, West Bengal Rural Development Department.
- Institutions: NGOs like Pratham and CRY for social innovation.
- Global: UNESCO, European Youth Volunteer Exchange initiatives.

8.7 Student-Centric Initiatives Roadmap

Parameter	0–2 Years	2–5 Years	5–10 Years
Student Governance	Clubs, Senate, Feedback	Empowered Senate, Alumni Mentors	Global Student Governance
Learning Support	Peer Mentoring, Labs	Adaptive Learning, Alumni Mentoring	AI-driven Learning Models
Co-curricular	Events, Competitions	Hackathons, Media Clubs	Global Student Fests
Innovation & Career	Hackathons, Internships	Incubation Centre, Patents	Venture Fund, R&D Linkages
Social Outreach	NSS, Drives	NGO Collaboration	International Volunteering
Infrastructure	ICT, Hostels	Smart Classrooms	Smart IoT Campus
Inclusion	Scholarships, Sensitization	Inclusive Learning	Global Inclusion & Equity Audits

9: FACULTY AND STAFF EMPOWERMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Conduction of regular FDPs on AI, Data Analytics, Sustainable Development, Industry 5.0	- Identify key focus areas based on institutional goals and faculty interest. - Partner with industry and academic experts to design FDP content. - Conduct 2–3 pilot FDPs in core areas (AI, SDGs, etc.). - Create a pool of internal resource persons for foundational topics.	- Institutionalize biannual or quarterly FDP calendar. - Expand FDP offerings to interdisciplinary themes (e.g., AI + sustainability). - Align FDP outcomes with career progression and appraisal systems. - Introduce hybrid (online + offline) FDP formats for wider reach.	- Position institution as a regional FDP hub in emerging domains. - Offer advanced FDP certifications and micro-credentials. - Foster international collaborations for FDP delivery. - Use FDPs to drive curricular reform and institutional innovation.	- Conduct minimum 3 FDPs per year covering all target areas. - Train at least 30% of faculty in first 2 years. - Engage 5–10 external experts for FDP delivery. - Allocate dedicated budget (e.g., ₹5–10 lakhs/year) for FDP execution.	- Conduct 5–6 FDPs annually across disciplines. - Achieve 70–80% faculty participation over 5 years. - Develop 10+ internal certified trainers. - Track faculty FDP hours (min. 15 hrs/year/person). - Introduce feedback scores ≥ 4/5 as quality benchmark.	- Conduct 10+ advanced FDPs per year (national/international level). - Ensure 100% faculty have attended at least one FDP in emerging areas. - Launch at least 3 international FDP collaborations. - Publish annual FDP impact reports. - Track institutional innovation KPIs linked to FDP outcomes.

9: FACULTY AND STAFF EMPOWERMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Faculty Appraisal System linked with KPIs (research, teaching effectiveness, outreach)	- Define benchmarking with peer institutions on KPI-based appraisal systems. - Establish a task force (faculty, admin, HR) to design the framework. - Define KPI categories: Research, Teaching Effectiveness, Outreach. - Pilot the system in selected departments. - Conduct training on appraisal system usage. - Collect feedback and refine the process.	- Fully implement system across all departments. - Link appraisal results with promotion, rewards, and development plans. - Integrate digital tools to track/report KPIs. - Review and revise KPIs periodically. - Provide continuous support (training, workshops). - Introduce peer and mentoring reviews as part of evaluation.	- Use data insights to drive academic and strategic planning. - Align appraisal outcomes with global standards and rankings. - Institutionalize a culture of accountability and performance. - Create long-term incentives (e.g. sabbaticals, research funds). - Integrate system with accreditation and policy reviews. - Expand benchmarking to international institutions.	- Benchmark 5–7 peer institutions' appraisal models. - Form 1 cross-functional task force (8–10 members). - Identify and define at least 3 KPI categories (research, teaching, outreach). - Pilot the system in 2–3 departments. - Train 100% of department heads & 30% of faculty in Year 2.	- Roll out system institution-wide (100% departments). - Link appraisal results to 3 core HR functions: promotions, increments, training. - Deploy 1 digital KPI tracking system. - Conduct 2 reviews of KPIs and performance weights. - Offer at least 2 workshops per year per faculty group. - Set minimum KPI thresholds (e.g., 2 publications/year, 85% teaching rating).	- Achieve 90–100% compliance in KPI reporting. - Allocate 10–15% of institutional budget to performance-linked rewards. - Support 50+ faculty members annually through KPI-linked development (grants, sabbaticals). - Use KPI data in 100% of internal planning and external accreditation. - Benchmark against 10+ national/ international universities.

9: FACULTY AND STAFF EMPOWERMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
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Structured Career Progression Pathways	• Map existing career trajectories across academic and non-academic roles. • Form a committee to design progression models by role/discipline. • Define transparent promotion criteria (skills, experience, qualifications). • Consult stakeholders for feedback and refinement.	• Implement structured progression pathways across all departments. • Align pathways with institutional goals and job descriptions. • Integrate pathways into recruitment, performance appraisal, and development plans. • Provide regular orientation and mentoring sessions for faculty and staff.	• Institutionalize the career framework into HR policies. • Evolve progression models to include leadership and interdisciplinary roles. • Support lifelong learning and mobility (e.g., research sabbaticals, international postings). • Use pathways to enhance retention and succession planning.	• Audit 100% of existing job roles and hierarchies. • Form 1 taskforce (8–12 members) for career design. • Develop at least 3 clear progression tracks (e.g., Teaching, Research, Administration). • Conduct minimum 3 stakeholder consultations. • Create draft pathways for at least 50% of departments.	• Roll out structured pathways across 100% of units. • Ensure 80–90% of new hires are informed about career tracks. • Offer 2+ career development workshops/year per department. • Track 100% promotion applications using the new framework. • Monitor at least 3 KPIs per employee (e.g., skill development, achievements, tenure).	• Maintain a 90%+ alignment between staff roles and defined pathways. • Achieve at least 70% internal promotion rate over external hires. • Allocate 10% of HR budget to long-term career support (e.g., leadership training). • Publish annual institutional career progression reports. • Benchmark with 10+ top institutions globally.

9: FACULTY AND STAFF EMPOWERMENT

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Conduction of regular FDPs on AI, Data Analytics, Sustainable Development, Industry 5.0	- Identify key focus areas based on institutional goals and faculty interest. - Partner with industry and academic experts to design FDP content. - Conduct 2–3 pilot FDPs in core areas (AI, SDGs, etc.). - Create a pool of internal resource persons for foundational topics.	- Institutionalize biannual or quarterly FDP calendar. - Expand FDP offerings to interdisciplinary themes (e.g., AI + sustainability). - Align FDP outcomes with career progression and appraisal systems. - Introduce hybrid (online + offline) FDP formats for wider reach.	- Position institution as a regional FDP hub in emerging domains. - Offer advanced FDP certifications and micro-credentials. - Foster international collaborations for FDP delivery. - Use FDPs to drive curricular reform and institutional innovation.	- Conduct minimum 3 FDPs per year covering all target areas. - Train at least 30% of faculty in first 2 years. - Engage 5–10 external experts for FDP delivery. - Allocate dedicated budget (e.g., ₹5–10 lakhs/year) for FDP execution.	- Conduct 5–6 FDPs annually across disciplines. - Achieve 70–80% faculty participation over 5 years. - Develop 10+ internal certified trainers. - Track faculty FDP hours (min. 15 hrs/year/person). - Introduce feedback scores ≥ 4/5 as quality benchmark.	- Conduct 10+ advanced FDPs per year (national/international level). - Ensure 100% faculty have attended at least one FDP in emerging areas. - Launch at least 3 international FDP collaborations. - Publish annual FDP impact reports. - Track institutional innovation KPIs linked to FDP outcomes.

10: ADOPTION OF ACADEMIC BANK OF CREDITS (ABC)

Items	Qualitative Action Plan			Quantitative Action Plan		
	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35	ST (0-2Yrs) 2025-26 -to- 2026-27	MT (2-5Yrs) 2027-28 -to- 2029-30	LT (5-10Yrs) 2030-31 -to- 2034-35
Expansion & Digital Tracking	Blockchain-Based Ledger: Implement a secure digital system for credit storage & validation. Interdisciplinary Electives: Introduce 5+ new interdisciplinary courses (e.g., Robotics + CS, IoT + ECE). Research Credits: Allow research projects & publications to count toward degree requirements.					
Full-Scale Adoption	100% ABC Compliance: Ensure all courses are ABC- recognized. Global Mobility: Facilitate semester abroad programs with credit transfer. Alumni Credit Redemption: Allow alumni to upgrade degrees using stored credits.					

Expected Outcomes by 2030

- 35 % increase in student enrollment due to flexible learning options.
- 45 + industry-recognized courses integrated into the curriculum.
- 10 + international Institute tie-ups for student exchange. Reduced dropout rates via multiple entry-exit options

Guru Nanak Institute of Technology will leverage ABC to **transform engineering education** by 2029, ensuring **flexibility, employability, and global, competitiveness**. By adopting **digital credit tracking, industry collaborations, and interdisciplinary learning**, the institution will emerge as an **pioneer of the NEP 2020**.

10: IMPLEMENTING CURRICULUM FRAMEWORK (OBE)

Guru Nanak Institute of Technology and Sports Complex, an autonomous institution under Maulana Abul Kalam Azad Institute of Technology, West Bengal, has a strong focus on outcome-based education (OBE), industry alignment, and holistic student development. Our curriculum development strategy is rooted in flexibility, interdisciplinary, and innovation, drawing inspiration from national benchmarks and globally recognized best practices in higher education

A. Vision for Curriculum Development:

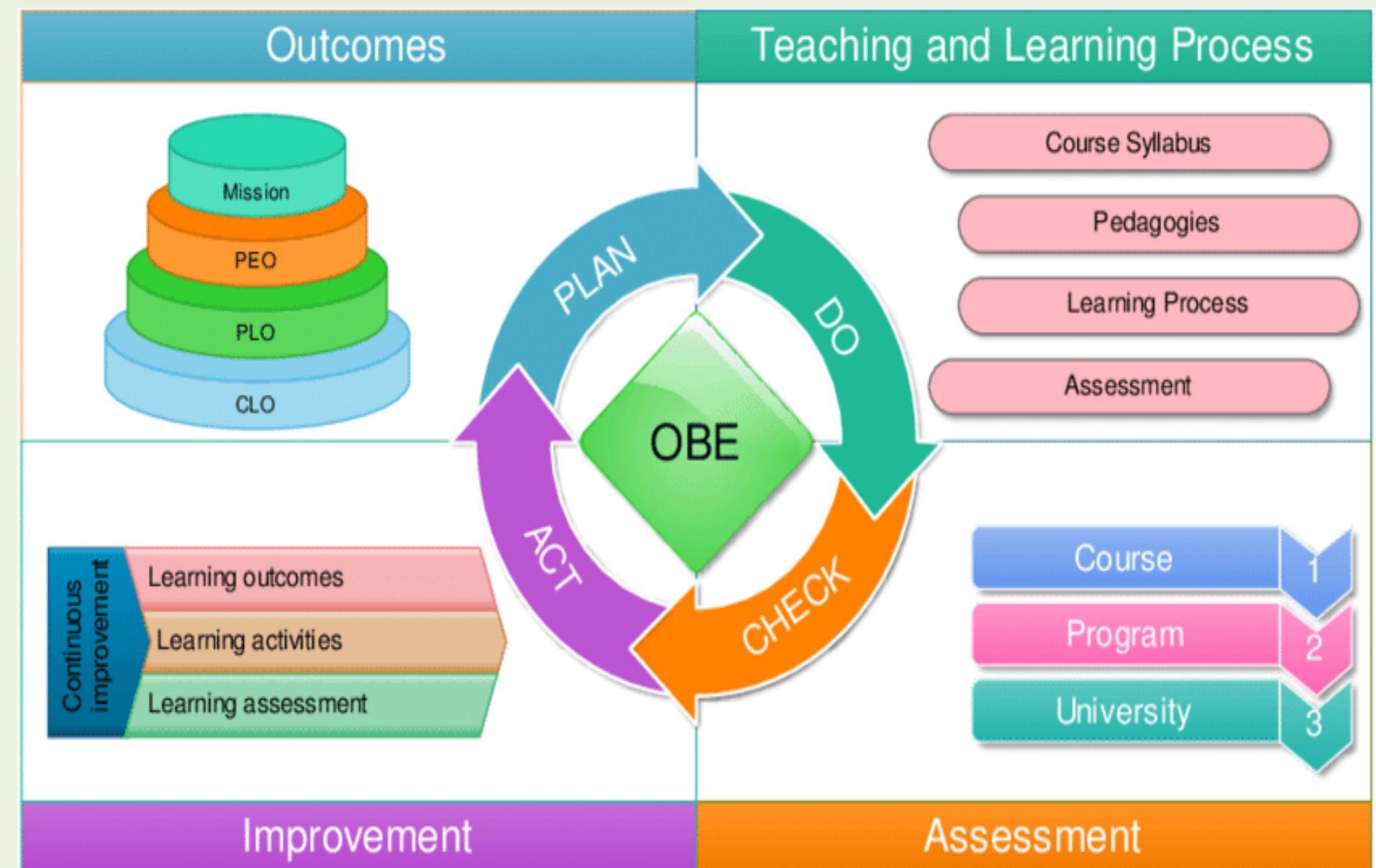
The core objectives of our curriculum strategy are to: Align with National Education Policy (NEP) 2020. Foster academic autonomy and experiential learning. Bridge the gap between academia and industry. Prepare future-ready professionals, researchers, and entrepreneurs.

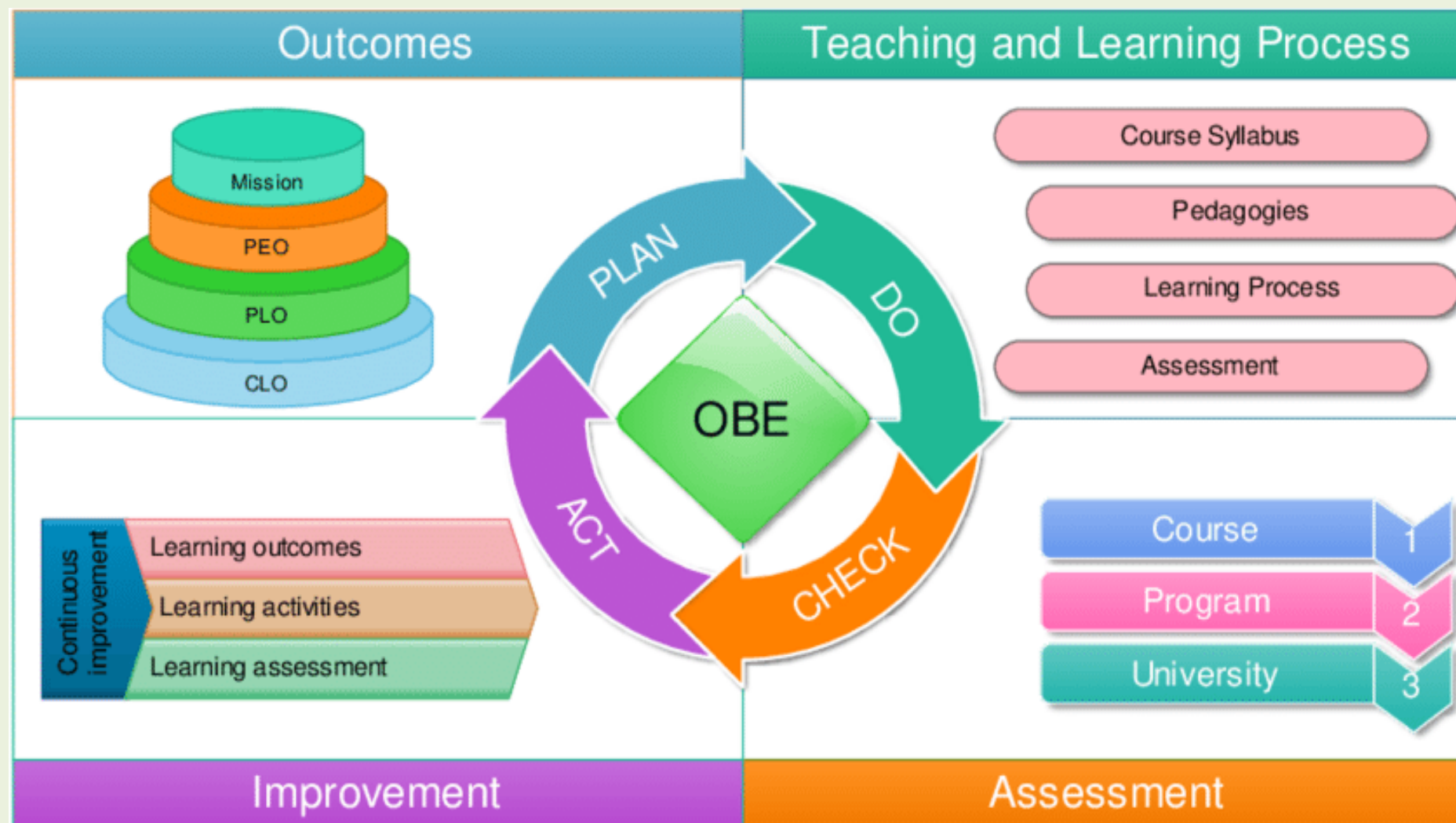
B. Curriculum Architecture and Credit System:

Panimalar proposes a Choice-Based Credit System (CBCS) asper designed to allow mobility and flexibility.

Key features include:

- Semester-based credit allocation: core, discipline electives, open electives, value-added and project components.
- Multiple entry and exit options with credit transfers.
- Integration of NPTEL, SWAYAM, and MOOCs as elective components.
- Project-Based Learning (PBL), internships, and industry-based capstone projects.
- Value-based courses on ethics, sustainability, innovation, and entrepreneurship.





C. Outcome-Based Education (OBE) Implementation

All programs will adopt the NBA-model of OBE:

- Clearly defined Program Learning Outcomes (PLOs), Program Specific Outcomes (PSOs), and Course Learning Outcomes (CLOs).
- Bloom's Taxonomy applied in course objectives and assessments.
- Rubric-based evaluations to measure learning outcomes.

A 3-year curriculum revision cycle, incorporating inputs from:

- Industry advisory boards Alumni and academic experts
- Statutory/regulatory bodies (AICTE, NAAC)

D. Interdisciplinary and Research-Oriented Curriculum

Inspired by AICTE & UGC Guideline and IITs' research culture, we propose:

- Minor/Honours degree options (e.g., AI in ECE, FinTech in Management).
- Undergraduate Research Opportunities (UROP).
- Capstone projects co-guided by industry mentors.
- UG/PG curriculum aligned to Sustainable Development Goals (SDGs) and national priorities.

E. Technology Integration and Digital Learning

Inspired by AICTE & UGC Guideline and IITs' blended formats:

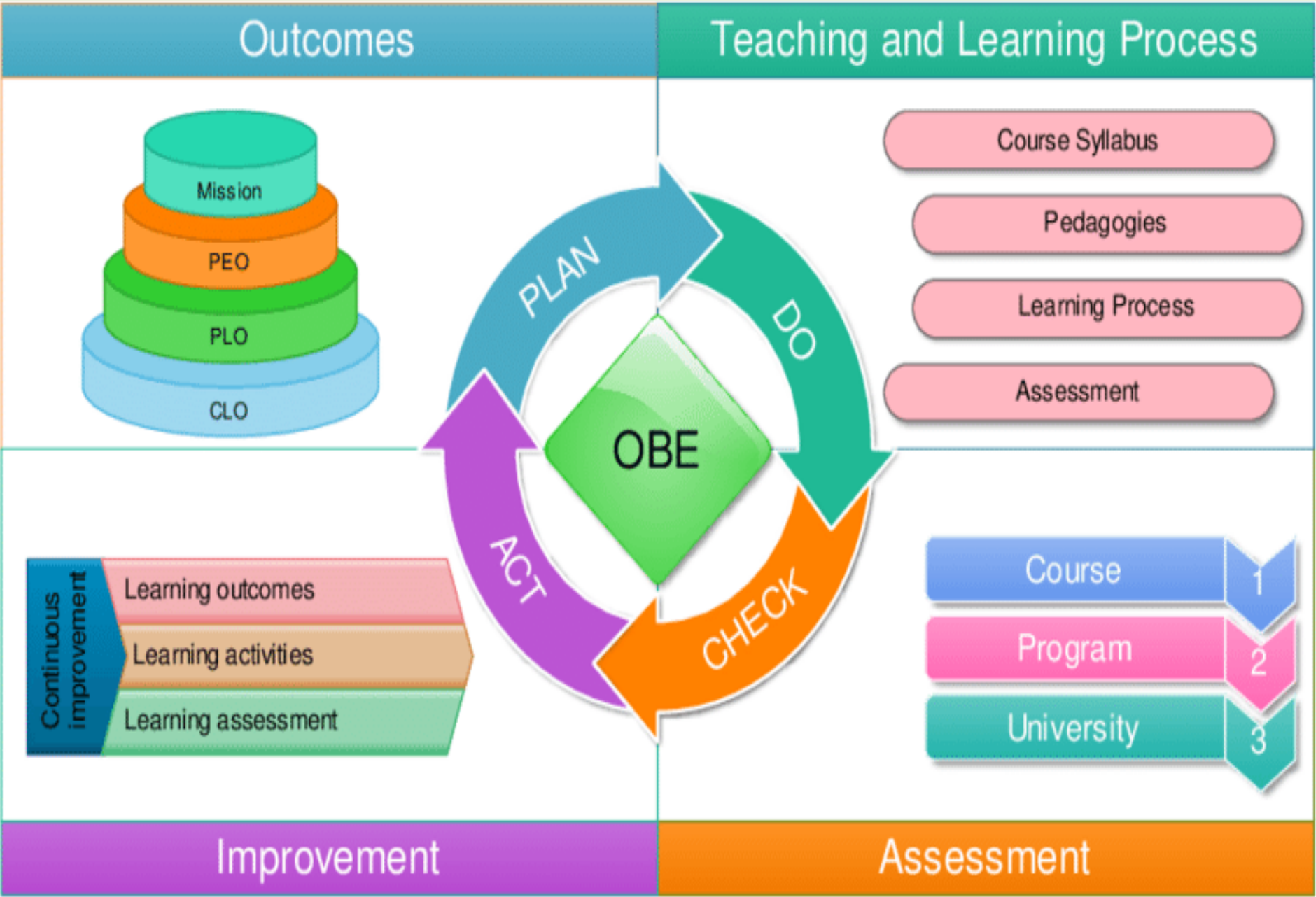
- Use of LMS platforms (Moodle, Google Classroom).
- Deployment of AI-based assessments, virtual labs, remote proctoring.
- Recognition of Prior Learning (RPL) and Open Credit Learning.
- Hybrid models of course delivery (online/offline/blended).

F. Local and Global Relevance

To address regional and global needs:

- Courses aligned with West Bengal State Skill Development Mission.
- Internships, rural immersion, social innovation, and industry-linked programs.
- Plans for international collaborations, dual degrees, and credit exchange programs.

11 : IMPLEMENTING CURRICULUM FRAMEWORK (OBE)



Curriculum Quantification Plan (Across Programs)

Component	Target by 2030
Total Credits – UG (4-year)	160–165 credits
Total Credits – PG (2-year)	75–90 credits
Core + Major Courses	60–70% of total credits
Electives (discipline-specific + open)	20–30%
Interdisciplinary Electives Offered	10+ per semester
MOOCs/NPTEL/Global Certifications	Allowed up to 20% of total program
Industry Internships	Minimum 4–6 weeks UG & PG
Capstone Projects	100% UG & PG students
Research/Innovation Projects (UG/PG)	50% of UG & 75% PG by 2026
Curriculum Review Cycle	Once in 3 years (with 25–30% syllabus revision)
Course Outcome–Program Outcome (CO–PO) Mapping	100% of courses
Faculty Trained in OBE, Curriculum Design,	100% by 2026
LMS/Digital Integration in Courses	100% of theory courses with LMS
Courses Delivered in Hybrid/Blended Mode	60–75%
Foreign Language Offerings	Local Language+ 3 foreign languages
Industry Experts in Boards of Studies	Minimum 30% representation
Open Learning & Prior Learning Recognition(RPL)	Implemented for diploma-to-degree pathways
Honors/Minors Enrollment	Offered in all branches

12. : EMBEDDING INDIAN KNOWLEDGE SYSTEMS (IKS) IN THE CURRICULUM

Indian Knowledge Systems (IKS) are locally rooted, holistic knowledge frameworks passed down through generations. They cover a wide range of domains like sustainable agriculture, water conservation, herbal medicine, architecture, and ecological management. Integrating IKS into the academic curriculum promotes cultural inclusivity, environmental sensitivity, and contextual innovation.

In alignment with the National Education Policy (NEP) 2020, this institution aims to systematically embed IKS across academic programs to preserve cultural heritage and approaches grounded in local realities.

Objectives

- Promote appreciation and application of traditional knowledge.
- Enable interdisciplinary learning by blending modern science with IKS. Foster community engagement and experiential learning. Create scope for IKS-driven research and entrepreneurship.

Implementation Plan:

The integration of IKS will follow a phased approach over three academic years, focusing on curriculum development, faculty readiness, community collaboration, and infrastructure creation.

Curriculum Development:

Introduce elective courses and minor programs on IKS (e.g., sustainable farming, folk medicine, Indian architecture).
Embed modules in core courses, especially in environmental science, social studies, engineering, and humanities.
Use case studies from local traditions and practices.

Curriculum Integration Targets

Initiative	Year 1	Year 3	Year 5
New IKS Elective Courses Introduced	2		
Programs with IKS Modules	All departments		

Faculty Orientation and Capacity Building

Conduct regular workshops on IKS pedagogy and content.
Involve IKS practitioners and community leaders in training sessions.

Faculty Engagement and Development

Activity	Year 1	Year 3	Year 5
Faculty Trained on IKS	20	40	60
Workshops/Seminars on IKS	2	4	6
Local Experts/Practitioners Engaged	3	5	8

Research and Field Exposure

Encourage interdisciplinary research rooted in traditional knowledge systems. Support student internships and fieldwork in Indian communities.

Research and Field Projects

Activity	Year 1	Year 3	Year 5
Student Projects on IKS	10%	20%	30%
Communities Based Projects	3 %	5 %	10%
Research Publications on IKS Themes	2%	4%	6%

Content Development

Create digital repositories and documentation of local knowledge in collaboration with local experts and elders.

Community Engagement and Content Creation

Parameter	Year 1	Year 3	Year 5
Field Visits/Immersion	2	4	6
Community Case Studies Used in Curriculum	3	6	10
IKS Digital Resource Repository	Initiated	50 resources	100+ resources

Outcomes and Sustainability

This initiative will produce:

- ☐ A more inclusive and culturally responsive curriculum.
- ☐ Enhanced student understanding of sustainable and local knowledge systems. Stronger community-institution partnerships.
- ☐ Opportunities for grassroots innovation and entrepreneurship.
- ☐ The approach will be sustained through institutional policy, faculty mentoring, and inclusion in Board of Studies and Academic Council decisions.

13. Adoption of Guidelines of UGC's on IDP

Guru Nanak Institute of Technology accepts to implement the the UGC's Institutional Development Plan (IDP) framework to reinforce its academic, administrative, and financial autonomy, positioning itself as a leader in progressive higher education. By implementing these guidelines, GNIT aims to set new benchmarks in engineering education while fostering innovation, inclusivity, and sustainable growth.

Key Policy Adaptations:

Industry-Aligned Curriculum & Practical Learning

- For Reducing the gap of Industry and academia : Collaboration by appointing visiting/contractual faculty from leading organizations
- Introduce project-based learning, internships, and live industry assignments to enhance employability.

Faculty Development & Performance Enhancement

- Implement a fast-track promotion system to reward high-impact research, patents, and industry consultancy.
- Establish a multipara meter assessment system for faculty, evaluating teaching, research, and student feedback.

Infrastructure & Digital Transformation

- Upgrade facilities to align with NEP 2020's multidisciplinary approach, introducing new programs in AI, IoT, and Sustainable Engineering.
- Develop blended and online learning infrastructure, including virtual labs and MOOCs (SWAYAM, NPTEL).

Inclusivity & Student Support Systems

- Establish dedicated cells for IPR , Start –up .
- Differently-abled students (accessible infrastructure, Braille-enabled tools or technical support).
- Periodical Practice of Mentoring & Counseling (career guidance, mental health support).
- Initiation of Socio-Economically Disadvantaged Groups (SEDG) (scholarships, skill development).

Research, Innovation & Entrepreneurship

- Best Practices adoption through Strengthening of research of funded projects, industry collaborations, and IPR support.
- AICTE IDEA LAB outcome will be projected through the Launch of a Startup Incubation Center under Section-8 Company to promote student-led ventures.

Sustainability & Community Engagement

Conduct green audits (energy, water, waste management) to achieve a carbon-neutral campus.
Expand NSS activities, partnering with NGOs and local industries for social impact initiatives.

Digital Governance & Transparency

Adopt a Portal for grievance redressal.
Enhance digital presence (website, social media) for admissions, placements, and alumni engagement.

Financial Sustainability & Revenue Growth

Optimize resources through paid training programs, consultancy services, and alumni donations. Revise fee structures every three years to ensure financial viability.

Short -Term Goals (0-2 Years)

Blended Learning Integration (MOOCs, virtual labs).
Industry-Driven Curriculum Updates (semester-wise revisions).
Faculty Training Programs (FDPs, AICTE-ARPIT).
Startup Incubation Center Launch (5+ startups/year).

Mid-Term Goals (2-5 Years)

Achieve Multidisciplinary Institute Status under NEP 2020.
Global Research Recognition through international collaborations.
AI & Emerging Tech Leadership with a dedicated AI training center.

Expected Outcomes

- Enhanced employability through industry-aligned programs.
- Increased research output (patents, publications, funded projects).
- Stronger industry partnerships (placements, consultancy revenue).
- Inclusive & sustainable growth (accessibility, eco-friendly campus).
- By adopting UGC’s IDP, Guru Nanak Institute of Technology will strengthen its reputation as a premier institution, driving academic excellence, innovation, and societal impact.

14. Conclusion

The Institutional Development Plan (IDP) outlines a strategic roadmap for holistic growth and excellence in engineering education. By aligning with the objectives of the National Education Policy (NEP) 2020, the plan emphasizes academic innovation, infrastructure enhancement, faculty development, research promotion, student support, and industry collaboration.

Through phased implementation of short-term, mid-term, and long-term goals, the institution aims to create a dynamic, inclusive, and future-ready educational ecosystem. This plan is not just a document but a commitment to quality, equity, and continuous improvement.

With focused leadership, stakeholder participation, and optimal utilization of resources, the institution is poised to emerge as a centre of excellence that nurtures skilled, ethical, and socially responsible engineers of tomorrow.