



K. E. Society's

RAJARAMBAPU INSTITUTE OF TECHNOLOGY

(An Autonomous Institution affiliated to Shivaji University, Kolhapur)

STRATEGIC PLAN

(2023-28)



RIT STRATEGIC PLAN 2023-28

Preface

Rajarambapu Institute of Technology, Rajaramnagar (formerly known as College of Engineering, Sakharale) was established in 1983. Located near Islampur, 7 km away from Peth Naka off Pune -Bangalore highway, RIT has a green beautiful campus of 17 hectares with a built-up area measuring 54,000 sq. m. RIT has emerged as a leading technological Institute in Western Maharashtra through its dedicated and disciplined approach to provide quality technical education over a period of more than thirty-seven years. RIT offers 09 UG Programs, 09 PG Programs, and 06 Ph. D. Programs.

This document presents RIT's strategic plan for 2023-28. RIT is poised to implement its fourth five-year strategic planning cycle, having successfully completed three earlier cycles. This strategic plan documents RIT's plan for future institutional growth based on RIT's current progress and; inputs and expectations from various stakeholders viz. the management, students, faculty and supporting staff, employers, and parents. The present contexts in terms of challenges to higher education in general and to engineering programs in particular, government policies and mandates have been taken into account. The NAAC accreditation score analysis and PTV recommendations, NBA accreditation feedbacks, NIRF ranking parameters, and UN sustainability goals serve as relevant and valuable inputs for the strategic plan document. The current Vision and Mission of RIT, formulated in 2016, have been reviewed and found to be relevant for the near-term future as well. The plan has derived its goals from RIT's Vision and Mission statements. Five thrust areas namely Academic Processes and Reforms, Research and Innovation, Governance and Administration, Industry Connect and Academic Collaborations, and Student Development and Community Engagement have been identified. Subsequently, objectives for each thrust area have been set forth. Appropriate matrices for the quantification of goals and objectives have been devised in order to track progress. The targets for the goals and objectives are based on the base values, which are the cumulative or average values over the period of the last four to five years. The thrust areas as envisaged by the stakeholders are listed along with the ownerships and measurement indices. The strategies are planned in order to meet these goals and objectives. The document makes an effort to present the roadmap for RIT's future growth in a concise way for the stakeholders.

1. RIT Vision

To be a globally recognized institute committed to excellence in academics, research, knowledge creation and delivery to develop socially-responsible professionals.

2. RIT Mission

- To provide innovation and excellence in academic design, delivery and assessment to ensure holistic development of students for employability, entrepreneurship, and higher education
- To design and keep the curricula updated, based on changing needs of industry and society worldwide, and to provide experiential learning through industry connect
- To be at the forefront of emerging technological research, innovation and creation of intellectual property to attract talent
- To retain talent by building relationships based on professionalism, mutual respect, accountability, engagement and integrity
- To leverage alumni to inculcate leadership skills, social awareness and a passion for lifelong learning to make students socially-responsible global citizens
- To build and maintain world-class infrastructure, and adopt modern automation technologies for the purpose of organizational efficiency
- To identify alternate sources of revenue and augment inflows

3. Core Values of Institute:

- **Practice What We Preach:** Total transparency in behaviour and dealing with each other. For, we do what we say and say that which we could do.
- **Joy of Learning:** Learning is effective life preparation, leaving a sound foundation, we believe this cannot happen unless one loves learning; really enjoys it.
- **Each one can Excel:** We believe everyone is potentially gifted. We are there for enkindling the latent potential to achieve our dreams and goals
- **Fairness & Equality:** When nature has taken care that each species has some added advantage over there to ensure equality, we must demonstrate it. It will remove mistrust; will not let discrimination of any kind.
- **Cooperation:** Together we stand; divided we fall.
- **Honesty & Sincerity:** Self-conscious is best judge for moral merit. Let's not be small in our own eyes.

4. Quality Policy:

We are committed to impart quality education in Engineering & Management keeping in mind global trends and the needs of the industry in a rapid changing environment.

5. Thrust Areas identified:

- 5.1 Academic Processes and Reforms
- 5.2 Research and Innovation
- 5.3 Industry Connect and Academic Collaborations
- 5.4 Governance and Administration
- 5.5 Student Development and Community Engagement

6. Goals based on the thrust areas

1. To strengthen the teaching-learning process to ensure world-class industry-ready professionals and citizens.
2. To increase the research throughput of the institute in terms of quality publications, patents and consultancy assignments.
3. To make RIT the most sought-after institute to learn and work with.
4. To leverage academic and industry linkages to make students industry-ready.
5. To ensure holistic development of students through exposure and community engagements.

7. Objectives based on the goals:

7.1 ACADEMIC PROCESSES AND REFORMS

1. To provide innovation and excellence in academic design, delivery and assessment.
2. To make every student employable/fit for entrepreneurship/higher education.
3. To strengthen the Outcomes-based Engineering Education model (OBE).
4. To bring in the reforms as per National Education Policy (NEP) 2020.

7.2 RESEARCH AND INNOVATION

1. To create the IPRs in terms of quality publications and patents.
2. To develop and commercialize the technology-based products/prototypes.
3. To offer consultancy services to the industry/enterprises.
4. To incubate the innovative ideas to transform them into technology-based start-ups and ventures.

7.3 INDUSTRY CONNECT AND ACADEMIC COLLABORATIONS

1. To forge collaborations with reputed national and international universities/institutes for student and faculty exchanges.
2. To establish strong linkages with the industry for student placements and internships.
3. To explore industry connects for collaborative projects and consultancy assignments.
4. To embed and impart professional skills to the students.

7.4 GOVERNANCE AND ADMINISTRATION

1. To establish state-of-the-art infrastructure considering future expansion and requirements.
2. To attract the best merit and talent in the form of students and faculty.
3. To ensure adherence to the regulatory requirements/mandates of the state agencies.
4. To empower the faculty and staff to deliver their best.

7.5 STUDENT DEVELOPMENT AND COMMUNITY ENGAGEMENT

1. To ensure students' participation at national/international level technical competitions/symposia/cultural festivals/sports events.
2. To promote student engagement with the community through various channels.
3. To leverage the alumni base for student development and community engagement.

8. Ownership and target matrix along with the strategies for the goals and objectives

This section provides the details of the goals and objectives in terms of ownership, metrics, and targets. Table 1 presents these details for the goals and Table 2 presents the strategies for achieving these goals. Table 3 and Table 4 provide similar information about the objectives for thrust areas as mentioned above.

Table 1. Goals - ownership and quantification

Sr. No.	Goal/Thrust area	Primary owner	Co-owner/s	Measurement index	Base Value	Target (Five years)
G1.1	Campus placement and the quality of placement	Head-TPO	HODs and Dept. TPOs	i) % placement based on registered students for placement and students for HE/Entrepreneurship. ii) No. of students appearing for civil service examinations, polishing their skills, or exploring entrepreneurship iii) Average salary iv) Median salary	i) 84.21% ii) 43.81% iii) 3.82 iv) 3.66	i)100% ii)25% iii) 5.71 (10% rise every year, 50% rise overall) iv) 5 Lakhs
G1.2	*Premier companies for campus hiring	Head-TPO	HODs and Dept. TPOs	No. of companies (MNCs and top TEN Indian)	51#	44 (8*5=40, AIML-3, Robotics-1)
G2.1	Research journal publications	Dean-R&D	HoDs and DRCs	Scopus-indexed/Web of Science-indexed journal publications	142#	177 (5% rise per year on the base value of 142)
G2.2	Patents	Dean-R&D	HoDs and DRCs	1. Patents filed 2. Patents granted	9#	15 (3 patents per year)
G3.1	Student entrepreneurs	CEO-NETRA Dean-R&D	HoDs	i)No. of students registered for the entrepreneurship track ii)No. of students who would have turned into entrepreneurs after FIVE years from graduation.	i)62# ii)8#	i) 165 (3 students per dept., 33 students per year, 33*5) ii) 11 (1 per department)
G3.2	Technology-based start-ups/ Social ventures	CEO-NETRA	HoDs	i) No. of start-ups being incubated (internal and external) ii) No. of start-ups graduated.	i)28# ii)07#	i) 50 (10 start-ups to be incubated per year) ii) 10 (2 start-ups graduated per year)
G4.1	Institute Satisfaction Index	Director	Registrar	Overall Institute satisfaction index based on feedback from students, faculty members and staff	85.87%	>80% per year
G4.2	National/International collaborations	Director	HoDs	i) No. of national collaborations with at least one activity ii) No. of international collaborations with at least one activity	i) - ii) -	i) 5 (1 per year) ii) 5 (1 per year)
G5.1	Community projects	Dean – SD	HoDs	No. of community projects	--	10 (2 community projects per year)

* A premier company is the one which offers an annual package of minimum 5 LPA.

Aggregate value over the period of three years.

By default, the base value indicates average value over the period of three recent years. (2020-21, 2021-22 & 2022-23)

Table 2. Strategies for achieving the goals

Sr. No.	Goal	Owner	Strategies	Resources planned/required	Possible obstacle/s and mitigation plan, if any
G1.1	To ensure 100% campus placement	Head-TPO	<ol style="list-style-type: none"> Retaining existing tied up companies, maintaining relations with them and adding new MNCs. Preparing students as per changing Industry needs (e.g. Training on specialized software's as per demand). Adding Sales/Marketing companies for B. Tech, M. Tech and MBA Students. Motivating students for accepting jobs in nearby areas like Sangli, Kolhapur and Satara. 	<ol style="list-style-type: none"> Reaching out to new Industries with the help of Alumni support. Use of LinkedIn premium license. Training students for competitive coding which is essential for higher package companies. Specialized Trainings on various modelling software's. More company specific trainings. 	<ol style="list-style-type: none"> Variable market conditions of hiring by most of the recruiters (change in hiring strategies). Resistance of students for joining local companies in Satara, Kolhapur & Sangli region.
G1.2	To attract premier companies at RIT campus for hiring	Head-TPO	<ol style="list-style-type: none"> Sending invites to premier companies. Planning meetings and representing RIT. Use of LinkedIn Recruiter platform. 	<ol style="list-style-type: none"> More number of industry visits by placement coordinators for all branches. Increasing number of functional MOU's. Internships with good MNC's. 	<ol style="list-style-type: none"> Prediction of recession in Software Industries. Late joining of students which is impacting new hiring.
G2.1	To increase the quantity and quality of -research journal publications	Dean-R&D	<ol style="list-style-type: none"> Implementation of publication incentive policy In-house seed funding support for research work Paper writing workshop 	<ol style="list-style-type: none"> Budget of 5 to 6 lacs Budget of 6 to 8 lacs In-house faculties who have published more papers in reputed journals. 	<ol style="list-style-type: none"> Time constraint of faculty for research HoDs to give less administrative work to faculty involved in research
G2.2	To increase the no. of patents	Dean-R&D	<ol style="list-style-type: none"> Call for presentation of innovative ideas one in a four months. Selection of few innovative ideas from project exhibition under Engineering Exploration and Design Project. 	Annual Budget of around 5 lacs for patent filing and renewal.	<ol style="list-style-type: none"> Lack of innovative ideas by faculty and students. Sharing of maximum problem statements to students
G3.1	To promote student entrepreneurs	CEO-NETRA Dean-R&D	<ol style="list-style-type: none"> Shortlisting potential project ideas from EEDP projects, Capstone projects and ED track. Providing domain expert from institute along with industry expert to aspiring students Seed funding for Ideas in Pre-incubation stage. Conduction of IDEATHON, HACKATHON, motivational talks from experts of start-up ecosystem 	<ol style="list-style-type: none"> Faculty having domain expertise. Joint budget from RIT and incubation centre Budget of Incubation centre and resource persons. 	<ol style="list-style-type: none"> Less number of students interested in entrepreneurship Less number of faculty having domain expertise and interest. Improve connect of incubation centre with students
G3.2	To incubate Technology-based start-ups/ Social ventures	CEO-NETRA	<ol style="list-style-type: none"> Conduction of flagship events like Start-up Summit, Investor- Start up meet, IDEATHON, Call for applications for MSME Hackathon, COHARTS and other programs initiated by Governmental and Non-Governmental agencies. 	<ol style="list-style-type: none"> Budget and Network of Incubation centre. Execution Team of institute and incubation centre 	<ol style="list-style-type: none"> More number of incubation centres in the vicinity of institute. To provide seed funding support through incubation centre.
G4.1	To maintain the Institute Satisfaction Index	Director	<ol style="list-style-type: none"> Anonymous annual feedback is being taken from the students, faculty members, and staff. The feedback is shared and reviewed with IQAC members. Appropriate actions are taken based on the feedback and followed up with ATR. 	Budgetary provisions especially for infrastructure-related issues are made.	No major obstacle is foreseen.
G4.2	To forge National/International collaborations	Director	A minimum of one activity will be planned in collaboration with national and international organizations.	MOU with national and international organizations	Financial constraints to organize activities in collaboration with international organizations
G5.1	To facilitate student development through exposure and community projects	Dean – SD	To promote community projects under Environmental science and Unaat Bharat Abhiyan scheme	Required budgetary provision for the same	Required students as well as faculties interest to do community projects

Table 3. Thrust areas - ownership and quantification

Sr. No.	Goal/Thrust area	Primary owner	Co-owner/s	Measurement index	Base Value	Target (Five years)
ACADEMIC PROCESSES AND REFORMS						
T1	1. To provide innovation and excellence in academic design, delivery, and assessment. 2. To make every student employable/fit for entrepreneurship/higher education. 3. To strengthen the Outcomes-based engineering education model (OBE). 4. To bring in the reforms as per National Education Policy (NEP) 2020.					
T1.1	Innovation and excellence in academics A. Project/problem-based evaluation	Dean-Academics	HoDs	A. Faculty members should implement PBE (micro/mini projects OR combined for more than one course wherever possible) for at least ONE course in a year and achieve a score of THREE or more on a scale of 1 to 5.	A. 75%	100%
	B. Active-learning based delivery			B. No. of faculty members using active learning techniques for delivering the curriculum (all units)	B. 100%	100%
	C. Transition rate improvement			C. Last three years average as baseline (No. of students passing from FY to SY, SY to TY, TY to Final year with/without ATKT)	C. Average with Backlog: 94.12% Average without Backlog: 82.20%	Last three years average as baseline
	D. CTL activities			D1. No. of activities under the umbrella of CTL D2. IRG generated through CTL	D1. 13# D2. INR 1.69 Lakh	D1. 65 (13 per year) D2. INR 8.45 Lakhs (1.69 Lakhs per year)
T1.2	Implementations of NEP 2020 provisions	Dean-Academics	HoDs	i) Implementation of Digi locker and ABC ii) Strengthening the CBCS iii) Alignment with NHEQF iv) Introduction of multi-disciplinary programs v) National/International Collaboration for Teaching-Learning and Research.	NA	As per University/DTE notifications
T1.3	Motivating students for higher education and making them fit for the same	Head, TPO	HoDs and TPO	i) No. of students admitted for HE (GATE as well as non-GATE like CAT, CET, GMAT, etc.) ii) Training programs offered for the students.	i) 95# ii) -	i) 300 (10% of intake capacity of dept. per year) ii) 10 (2 programs per year)
T1.4	Make the students fit for Entrepreneurship	I/c, CIIED	HoDs	No. of students whose proposal is acceptable by the outside financial agency; out of no. of students registered for ED track over the period of five years.	3 (5.12%)	Acceptance ratio >= 10%
RESEARCH AND INNOVATION						
T2	1. To create the IPRs in terms of quality publications and patents. 2. To develop and commercialize the technology-based products/prototypes. 3. To offer consultancy services to the industry/enterprises. 4. To incubate the innovative ideas to transform them into technology –based start-ups and ventures.					
T2.1	A. To establish Centre of Excellence/ Industry supported Labs.	Dean - R&D	HoDs III officer	Establishment of industry support labs.	6#	05 (R&A -1, Mechatronics - 1, AI&ML. - 1, CSIT-1, S&H - 1)
T2.2	B. To offer consultancy services	Dean - R&D	HoDs	Revenue generated through Consultancy services	INR 32.46 Lakhs	50 Lakhs (10 Lakhs per year)

T2.3	C. Product prototyping and commercialization	Dean - R&D	HoDs	i) No. of products prototyped ii) No. of products /processes commercialized	i) 10 ii) 2	i) 80 ii) 12
T2.4	D. To generate revenue through Research and Innovation	Director	Dean-R&D	Revenue generated through alternate sources i) Lab testing ii) Consultancy services iii) Training programs iv) Technology development and transfer v) Research funding from external sources	INR 73.99 Lakhs	INR 4.06 crore (Four crores and Six Lakhs) (81.38 Lakhs per year considering 10% rise on the base value)
T2.5	To offer fellowship opportunities for the faculty members	Director	Dean-R&D	No. of faculty members successfully completing the fellowship/s	Nil	05 (1 per year)
T2.6	To establish a Chair position at RIT	Director	Dean-R&D	No. of Chair positions at RIT	Nil	01

INDUSTRY CONNECT AND ACADEMIC COLLABORATIONS

- T3**
1. To forge collaborations with reputed national and international universities/institutes for student and faculty exchanges
 2. To establish strong linkages with the industry for student placements and internships.
 3. To explore industry connects for collaborative projects and consultancy assignments.
 4. To embed and impart professional skills to the students.

T3.1	Industry relevant curricula A. Course/module design and/or delivery for the specific industries by RIT	Dean - Academics	HoDs	No. of courses/modules offered by RIT for industry	10 [#]	10 (Considering one program per dept. over the span of five years)
	B. Curriculum benchmarking vis a vis industry needs			No. of courses introduced based on cutting-edge technologies / emerging areas.	13 [#]	22 (Considering two such courses per dept. within a span of five years)
	Skill-based certification programs offered by RIT for local and/or foreign students	Dean – Academics/ Dean – R&D	HoDs	No. of skill-based certification programs delivered by RIT	13 [#]	50 (Considering one program per dept. per year)
T3.2	Experiential learning based on industry needs A. Involvement of industry in course delivery	Dean – Academics	HoDs	No. of units/courses with industry engagement in terms of course delivery	52 [#]	220 (Considering 4 units or courses delivered per dept. per year)
	B. Participation of students in industry-sponsored national-level technical competitions or organized by premier Institutes like IITs/NITs/professional societies	Dean – Student Development	HoDs	No. of industry-sponsored national-level technical competitions RIT students participate.	12	70 (14 per year)
	C. Faculty internships	Dean – Academics	HoD and Head-TPO	No. of faculty members undergoing faculty internships at industry/research/academic institute for at least one week	Nil	110 (2 faculty members per department per year)

GOVERNANCE AND ADMINISTRATION

- T4**
1. To establish state-of-the-art infrastructure considering future expansion and requirements.
 2. To attract the best merit and talent in the form of students and faculty.
 3. To ensure adherence to the regulatory requirements/mandates of the state agencies.
 4. To empower the faculty and staff to deliver their best.

T4.1	To attract and retain talent to assure the quality	Registrar	HoDs	i) No. of Ph. D. faculty at RIT ii) The attrition rate of faculty members (regular university appointments) iii) Student Faculty Ratio of departments (SFR) iv) Adjunct faculty from industry/academia v) Women's Diversity	i) 62/178 (34.32%) ii) 5.18% iii) 1: 16 iv) 0 v) Women students – 32.10% Women faculty – 20.78%	i) 89 in total (50%) ii) < 5% iii) For all departments <= 16:1 iv) 10% OR 1 senior visiting professor per department v) Women students – 40%, Women faculty – 25%
		Dean- QA	HoDs	i) Percentage of NBA accredited programs per year ii) Academic Audit (AA) and Annual Quality Assurance Report (AQAR) submission	---	i) 60% per year ii) Before the deadline
T4.2	Diploma program accreditation	Dean-Diploma	Dean – QA and HoDs	No. of NBA accredited programs	100%	All eligible programs
T4.3	A. Institute Admissions	Admission I/c	Registrar and HoDs	i) UG admissions ii) PG admissions iii) Out-of-state admissions	i) — ii) — iii) 106# (avg. 35 per year)	i) 100% every year ii) 80% every year iii) 250 (average 50 per year)
	B. International Admissions	Director	Registrar, Head-Int. admissions	i) No. of international students admitted in the First year at RIT ii) No. of countries belonging to these students	i) 51# ii) 06#	i) 125 (Considering 25 international admissions per year) ii) 10
T4.4	A. Developing State-of-the-art infrastructure	Dean-Infrastructure	Maintenance Engineer, Site Engineer and Project Engineer	i) Finalize the master plan for RIT and execution of the same as per BoG decisions. ii) Development of smart classrooms iii) Completion of Academic Complex iv) Establishment of Lecture recording facility/e-content development facility v) State-of-the-art Gymnasium and Sports facilities (Swimming/TT/Badminton court) vi) Auditorium with at least 1000 capacity	ii) 10 classrooms	i) --- ii) All Classrooms iii) --- iv) 1 v) --- vi) 1
	B. Facilities for Physically Challenged Students (PCS)	Dean-Infrastructure	Maintenance Engineer, Site Engineer and Project Engineer	i) Lifts and ramps in each building ii) Washrooms for PCS	i) 5 Lifts ii) 1	i) Ramps at appropriate places ii) 06 (1 per building)
T4.5	Allocation and utilization of budget	Registrar	HoDs	i) Average Annual Capital Expenditure per student ii) Average Annual Operational (or Recurring) Expenditure per student	i) Rs. 12,007/- ii) Rs. 93,321/-	i) INR 12,500/- for first two years and INR 13,000/- for next three years. ii) INR 95,000/- for first two years and INR 97,000/- for next three years.
T4.6	Scholarships to deserving students	Registrar	Dean-Student Development	i) Scholarships generated through private agencies. ii) Scholarships offered by the Institute. (number and amount) iii) Students receiving full tuition fee reimbursement from the Institute.	i) Private agencies: Students: 21# ii) Institute scholarships: Students: 188# Amt: 71.54# Lakh iii) 0#	i) 50 (10 per year) ii) 1500 students (300 per year) and 1.25 Crore (25 Lakhs per year) iii) 5 (1 per year)
T4.7	CSR funds	Director	Dean – Student Development / Registrar	i) Total CSR funding obtained	i) 1.21 Crore (20-21: 0, 21-22: 1.21Cr, 22-23: 0)	i) 25 Lakhs (Considering 5 Lakhs per year)

STUDENT DEVELOPMENT AND COMMUNITY ENGAGEMENT

T5

1. To ensure students' participation at national/international level technical competitions/symposia/cultural festivals/sports events.
2. To promote student engagement with the community through various channels.
3. To leverage the alumni base for student development and community engagement.

T5.1	To leverage existing Alumni	Dean- Student Development	HODs	Alumni interactions leading to i) guest lectures ii) industry visits iii) internships iv) placements	i) 160# ii) 11 iii) 108 (9.01%) iv) 138 (6.11%)	i) 220 (per dept. per year 4 (44) * 5 years) ii) 165 (per dept. per year 3 (33) * 5 years) iii) 25% of total internships per year iv) 20% of total placements per year
				Alumni gratitude fund	INR 2.94# Lakhs	15 Lakhs (3 Lakhs per year)
T5.2	Student exchange programs, strategic tie-ups with reputed national and foreign Universities	Director	Dean Academics, Head-TPO, Head-Global Exposure	i) No. of formal tie-ups ii) No. of students engaging in academic/ research activities on the campuses of reputed National/ Foreign Universities for at least one week. iii) No. of faculty members deputed to reputed National/Foreign Universities	i) 5# ii) 39# iii) 1#	i) 10 (2 per year) ii) 100 (20 per year) iii) 05 (1 per year)
T5.3	Nurturing student talent	Dean- Student Development	Director- Physical Ed. and Head-cultural cell	Student prizes in sports and cultural events at i) International level ii) National level iii) State level iv) University/zonal level	i) 1# ii) 7# iii) 13 iv) 13	i) 5 (1 per year) ii) 5 (1 per year) iii) 10% rise per year iv) 20% rise per year
T5.4	Establishment of the NCC unit and strengthening of the NSS unit	Dean- Student Development	Director- Physical Ed.	i) Establishment of the NCC unit as per the standard process ii) Strengthening of the NSS unit in terms of community engagement programs	NA	i) Establishment and functioning ii) 20 (4 programs per year with minimum 10 beneficiaries)

Table 4. Strategies for achieving the objectives of the thrust areas

Sr. No.	Thrust areas and Objectives	Owner	Strategies	Resource/es planned and required	Possible obstacles and mitigation plan, if any
Academic Processes and Reforms					
T1.1	Innovation and excellence in academics	Dean – Academics	<ul style="list-style-type: none"> Each faculty member will be given a target to implement the problem or project-based method, or both, for at least one course they will be teaching. The selection of courses for implementation will be determined based on curriculum content. All the faculty members will be given a target to complete at least 50% of the syllabus by using active teaching and learning Students at risk of falling behind will be identified through regular assessments and performance tracking. Mentoring of all the students will be planned in a semester. Bridge courses will be offered at the beginning of each semester to familiarize students with the upcoming coursework and expectations. Remedial classes will be conducted for academically poor students. Targets will be set for each department to enhance CTL activities, such as organizing student and faculty workshops for both internal and external participants and collect IRG through it. This includes students and faculty members from within the institution as well as external participants. Before conducting the workshops training need analysis will be carried out. 	<ul style="list-style-type: none"> Comprehensive training sessions on problem/project-based teaching techniques to all faculty members. Allocate resources to support the implementation, such as funding for project materials or access to technology. Technology to facilitate group discussions and collaborative projects even in larger classes. Professional development opportunities focused on active teaching methodologies. Requires Software and tools for collecting, analysing, and interpreting student performance data. Collaboration with external experts or organizations for specialized workshops under CTL. 	<ul style="list-style-type: none"> Faculty members may perceive problem/project-based methods as time-consuming compared to traditional teaching. Developing effective methods for assessing and evaluating student performance in problem/project-based courses might pose challenges. Scheduling challenges could arise due to the need for more interactive and collaborative activities in problem/project-based courses. Managing active learning in larger classes can be challenging due to the need for increased student engagement. Some students might resist active learning, as it requires increased participation and engagement compared to passive learning. Not all faculty members may have experience or expertise in designing and implementing active learning strategies. Peer mentoring and collaboration among faculty members to share best practices will be encouraged.
T1.2	Implementations of NEP 2020 provisions	Dean – Academics	<ul style="list-style-type: none"> Digi locker and ABC system will be implemented for all admitted students from 2023-27 batch. To strengthen the CBCS, various verticals for each class will be incorporated in the curriculum. This includes, choice based foreign languages, choice based professional development courses, choice-based program and open electives, choice based multidisciplinary minor courses, choice based double minor courses, choice-based industry/research/entrepreneurial internships. Curriculum will be aligned with NHEQF. Multidisciplinary courses like professional skill development, ethics, management courses will be incorporated in the syllabus. Targets will be set to collaborate with national and international level organizations or faculty experts for teaching, learning and research. 	<ul style="list-style-type: none"> IT infrastructure and development resources for implementing Digi Locker and ABC system. Training sessions for students and staff on how to use these systems effectively. Faculty expertise in foreign languages and professional skill development. Subject matter experts to design and deliver multidisciplinary courses. Budget for travel and resources for faculty collaboration with national and international organizations. 	<ul style="list-style-type: none"> Implementing Digi Locker and ABC systems could face technical glitches and user adoption challenges. Incorporating various verticals and aligning with NIEQF might require a major curriculum overhaul. Collaborating with national and international organizations or experts might face logistical challenges.
T1.3	Motivating the students for HE	Head – TPO	<ul style="list-style-type: none"> Orientation about GATE, GRE and TOEFL to be planned from SY and TY level. Identifying opportunities with full scholarships and informing it to the students. 	<ul style="list-style-type: none"> Use of GATE Tutor application effectively. Inclusion of Technical Aptitude as per GATE syllabus for SY & TY B. Tech. 	<ul style="list-style-type: none"> Higher Fees for MS Inclination of students towards PG is declining due to availability of Placement opportunities which is affecting M Tech admissions.

			<ul style="list-style-type: none"> • Conducting Expert and motivational sessions for SY, TY and Final year B Tech students. 	<ul style="list-style-type: none"> • Identifying new counsellors for motivating and training for MS admissions. 	
T1.4	Make the students fit for Entrepreneurship	I/c, CIIED	<ul style="list-style-type: none"> • Conduction of repeated capacity building programs. • Conduction of technical training programs on various technologies through AICTE IDEA lab and departments • Knowledge sharing sessions regarding business strategies and tools through incubation centre. • 4. Effective implementation of IIC events. 	<ul style="list-style-type: none"> • Technical experts from institute and industry • Budget from institute and incubation centre. 	<ul style="list-style-type: none"> • Less number of students interested in entrepreneurship. • Time constraint for students due to academics. • To motivate students by sharing success stories of existing student start-ups.

Research and Innovations

T2.1	To incubate innovative ideas	Dean – R&D	<ul style="list-style-type: none"> • Increase the outreach of incubation centre support and activities to beneficiaries. • Establishment of incubation sub centres at different talukas in collaboration with channel partners (Diploma, ITI). • Call for pitch-decks. 	<ul style="list-style-type: none"> • Digital marketing, Promotion through social media cell and Radio Sugar. • List of registered start-ups from collector office and District Industrial Corporation. 	<ul style="list-style-type: none"> • Less number of commercially viable innovative ideas for incubation. • To conduct IDEATHON
T2.2	To offer consultancy services	Dean – R&D	<ul style="list-style-type: none"> • Enhance industry institute linkages by inviting industrialist to various events in institute and showcase capabilities. • Recruitment of faculty having expertise to offer consultancy to industry. 	<ul style="list-style-type: none"> • Faculty having expertise to design consultancy products. 	<ul style="list-style-type: none"> • Lack faculties having expertise to offer consultancy. • To give less administrative work to faculties involved in consultancy work.
T2.3	Product prototyping and commercialization	Dean – R&D	<ul style="list-style-type: none"> • Procurement of equipment useful for Product prototyping • In house seed funding support for development of prototypes on innovative ideas. • Commercialization of products through incubation centre support. 	<ul style="list-style-type: none"> • Institute budget and prototyping facility. • Seed funding support through various funding schemes with the help of incubation centre. 	<ul style="list-style-type: none"> • Limited funding for commercialization of prototypes. • To tap more external funding for commercialization of product.
T2.4	To generate revenue through Research and Innovation	Director	<ul style="list-style-type: none"> • Royalty based technology transfer • Revenue generation through design and development of solutions for industry. 	<ul style="list-style-type: none"> • Faculty having expertise to develop innovative solutions for industry problems 	<ul style="list-style-type: none"> • Lack of faculties having expertise to design and develop solutions for industry. • Recruitment of faculty having research mind set.

Industry Connect and Academic Collaborations

T3.1	Industry relevant curricula	Dean – Academics	<ul style="list-style-type: none"> • Industry professionals will be appointed to the Board of Studies (BoS) and Academic Council, with the aim of gaining insights into current industry requirements and incorporating them into the curriculum. • Analyse existing curriculum to identify gaps and determine where new courses can be integrated. • Faculty will be encouraged to collaborate with industry experts and attend relevant conferences or seminars. • Guest speakers will be invited from industry to deliver lectures, workshops, and seminars on cutting-edge topics. • While offering skill based certification programs, industries and sectors will be identified with high demand for specific skills. 	<ul style="list-style-type: none"> • Experienced industry professionals willing to serve on the Board of Studies and Academic Council. • Budget for organizing workshops and training sessions for faculty. • Costs for attending conferences or seminars. • Invest in market research to identify skill demands in different industries. Allocate resources for surveying, data collection, and analysis. 	<ul style="list-style-type: none"> • It might be challenging to find industry professionals with the time and willingness to actively participate. • Securing guest speakers' availability, especially those in high demand, can be challenging. • There might be resistance from faculty or stakeholders to implement industry-recommended changes.
T3.2	Experiential learning based on industry needs	Dean – Academics	<ul style="list-style-type: none"> • Each year, four courses will be selected per department, and one unit of each course will be taught by engaging professionals from the industry. • Each department will facilitate internships for its members within the industry, with a minimum duration of one week. 	<ul style="list-style-type: none"> • Industry Professionals: Identify and establish connections with professionals who have relevant expertise in the chosen courses. • MOU: Foster partnerships between the academic 	<ul style="list-style-type: none"> • Availability of Industry Experts: It might be challenging to find suitable industry professionals who can commit to teaching. • Scheduling Conflicts: Coordinating the availability of industry experts with the

				<p>department and industries to facilitate knowledge transfer.</p> <ul style="list-style-type: none"> • Industry Partnerships: Establish collaborations with a variety of industries to provide internship opportunities. 	<p>academic calendar might pose difficulties.</p> <ul style="list-style-type: none"> • Differing Teaching Styles: Industry professionals might have teaching styles that differ from traditional educators, potentially impacting student learning. • Limited Industry Availability: Some industries might have limited capacity to host interns, leading to challenges in placement. • Scheduling Conflicts: Aligning the internship schedules with the academic calendar and industry needs could be complex. • Quality of Internship Experience: Ensuring interns receive valuable learning experiences instead of menial tasks can be a concern. • Varying Industry Requirements: Different industries may have diverse expectations, posing challenges in standardizing the internship process. • Internship Duration: A one-week duration might not provide comprehensive exposure to the industry.
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Governance and Administration

T4.1	To attract and retain talent to assure the quality	Registrar	<ul style="list-style-type: none"> • To increase number of Ph. D. faculty at RIT <ol style="list-style-type: none"> 1. At the time of recruitment, preference shall be given to Ph.D. holders. 2. To publish the advertisement at national level dailies so that more Ph.D. candidates will be attracted. 3. HODs/Deans/Director shall identify and attract Ph.D. candidates for interview at the time of recruitment. 4. Policy for sponsorship of Ph.D. has been formulated and will be reviewed time to time. 5. Policy for post Ph.D. fellowship is being formulated <p>Existing non-Ph.D. faculty shall be encouraged for pursuing it.</p>	Additional Budget shall be provided for implementation of the policy	<ol style="list-style-type: none"> 1. Being in the rural area, it is a challenging task to attract Ph.D. candidates at the institute. 2. When the faculty is on Ph.D. leave for his coursework, there is a scarcity of the faculty in the department to adjust the academic load. Hence, a compensatory recruitment is required to be made.
			<ul style="list-style-type: none"> • To reduce the attrition rate <ol style="list-style-type: none"> 1. Counselling committee shall be formed to interact with the faculty who is leaving the Institute and understand his/her problems and try to find out the solution. 2. Healthy atmosphere at department level shall be maintained. HODs shall take the initiative 	Faculty meeting shall be conducted to understand the Institute's Policies, service rules and code of conduct	---
			<ul style="list-style-type: none"> • To maintain the student faculty ratio (SFR) <ol style="list-style-type: none"> 1. SFR is always maintained between 1:15 and 1:20 throughout the year. 2. Yearly faculty requirement from each department to be taken on the basis of academic load calculation 3. Special recruitment drives will be conducted for the departments where there is faculty shortage. 	Budgetary provision for publishing the advertisement and salary of the faculty	Identifying and recruiting a quality faculty remains a challenge
			<ul style="list-style-type: none"> • To appoint Adjunct faculty from industry/ academia <p>HODs will be encouraged to identify the Adjunct faculty from industry through industry networking.</p>	Budgetary provision shall be made for the same	Identifying and recruiting a person with industry exposure as well as academic flair remains a challenge

			<ul style="list-style-type: none"> • To maintain the Women's Diversity <ol style="list-style-type: none"> 1. Preference shall be given to qualified women faculty at the time of recruitment 2. Scholarship to attract more girl students shall be formulated and scaled up in future 	Budgetary provision for the same	<ol style="list-style-type: none"> 1. Academic skills, experience, performance in the interview is also the concern. 2. Students are allotted to the institute through CAP. Hence there is no control on the gender wise admissions
		Dean - QA	<p>For Percentage of NBA accredited programs per year:</p> <ol style="list-style-type: none"> 1. To apply for the NBA accreditation of ensuing programs and initiate the process six months before the accreditation status comes to an end. 2. Mock accreditation of the respective program appearing for the accreditation shall be facilitated. 3. Compliance with the Chairman's and expert's comments/suggestions shall be ensured through the Heads of the respective Departments. <p>Academic Audit (AA) and Annual Quality Assurance Report (AQAR) submission</p> <ol style="list-style-type: none"> 1. The SUK AA requirements shall be fulfilled. 2. For AQAR, the data shall be checked and validated with the respective owner before submission to the portal. 	<p>The provision of NBA accreditation fees (INR TWO lakhs per program) shall be made through the annual budget.</p> <p>Adequate resources are available.</p>	<ol style="list-style-type: none"> 1. The vacancies of Professor/Associate Professors of the respective department should be filled up. 2. Admissions to the PG program need to be ensured. <p>Fulfilment of certain challenging criteria like faculty fellowships, tuition fee waiver, no. of Ph. D. faculty members, and Alumni contribution need special attention.</p>
T4.2	Diploma program accreditation	Dean – Diploma	<ol style="list-style-type: none"> i) Start the process of accredited program (AE, ME, EE) to overcome the compliance, six months before the accreditation status. ii) Do mock accreditation for compliance and reaccrreditation from outside expert for all eligible programs. iii) Provide trainings to faculty of all programs for preparation of NBA. iv) Apply for first time accreditation for CO & HA and reaccrreditation of other eligible programs. (A. Y. 2026-27) v) Compliance with the NBA Chairman's and expert's comments/suggestions shall be ensured through the Heads of the respective Departments. 	<ol style="list-style-type: none"> 1. Qualified & experienced faculty. 2. The provision of NBA accreditation fees shall be made available through the annual budget. 3. Infrastructure (Diploma specific laboratories, class rooms and faculty cabins) 	<ol style="list-style-type: none"> 1. The retention of competent faculty is a major obstacle (SFR). 2. Dedicated infrastructure is needed as per conversion into first shift.
T4.3	Institute admissions	Admission I/C	<ul style="list-style-type: none"> • Effective Marketing and Branding: <p>Develop a compelling brand identity and marketing materials that highlight the college's strengths, achievements, and unique features.</p> <ul style="list-style-type: none"> • Online Presence and Social Media: <p>Maintain an active and engaging presence on social media platforms to keep prospective students informed about admissions, events, and updates.</p> <ul style="list-style-type: none"> • Collaboration with Industries: <p>Foster partnerships with industries to provide students with opportunities for internships, practical experience, and job placements after graduation.</p> <ul style="list-style-type: none"> • Strong Alumni Network: <p>Cultivate an active alumni network that can contribute to the college's growth, offer mentorship, and assist with student placements.</p> <ul style="list-style-type: none"> • Personalized Admissions Support: <p>Provide guidance and counselling services to help prospective students navigate the admissions process and make informed decisions.</p>	<ul style="list-style-type: none"> • Budgetary provision required. • Special social media cell requires. • Experienced and well-qualified faculty members required. • Investment in research and academic publications. • Continuous faculty development programs. 	<ul style="list-style-type: none"> • Skilled personal required for social media & Effective Marketing and Branding Response from Alumni & Industries • Faculty recruitment in dept. like CSE, IT and CSE-AI&ML

			<ul style="list-style-type: none"> • Enhance Academic Reputation: Maintain high standards of education and teaching quality to attract students seeking a strong academic foundation. Showcase successful alumni stories and faculty achievements to build trust and credibility. • Strong Faculty and Infrastructure: Recruit experienced and respected faculty members to enhance the college's reputation and attract prospective students. Invest in modern infrastructure, laboratories, and facilities that meet or exceed industry standards. 		
	International admissions	Director	<ul style="list-style-type: none"> • A person looking after international admissions shall be appointed/continued. • RIT presence shall be ensured at international exhibitions on HE opportunities. • Visits, if required shall be made to the countries and their consulates. 	A separate budgetary provision of around 25 lakhs shall be made for international admissions.	Changes in government rules/regulations and international relations may have a bearing on international admissions.
T4.4	State-of-the-art infrastructure	Dean - Infrastructure	<ul style="list-style-type: none"> i) Finalize the master plan for RIT and execution of the same as per BoG decisions. ii) Development of smart classrooms- Every year at least 10 classrooms to be converted to smart-classrooms iii) Completion of Academic Complex: At the end of AY 2023-24 academic complex should be completed and be opened for utilization. iv) Establishment of Lecture recording facility/e-content development facility- By end of semester I of AY 2023-24, Facility should be ready for use. v) State-of-the-art Gymnasium and Sports facilities – Facility under construction and is planned to finish by July 2024. vi) Auditorium with at least 1000 capacity: Conveying need of auditorium to BOG and seeking their permission. 	<ul style="list-style-type: none"> 1) -- 2) All set 3) All set 4) All set 5) Need funds 6) Need permission and allocation of funds. 	<ul style="list-style-type: none"> • For point 5: Raising funds • For point number 6: Seeking permission of BOG and raising funds.
	Facilities for Physically Challenged Students (PCS)	Dean - Infrastructure	<ul style="list-style-type: none"> 1. All new facility constructions should have provision for facilities for PCS as per norms. 2. Facilities like ramps, lifts are available in all buildings, washrooms as required are available and where short will be constructed. 	--	--
T4.5	Allocation and utilization of budget	Registrar	<ul style="list-style-type: none"> • To increase Average Annual Capital Expenditure per student 1. Budgetary provision shall be made for each department considering the last year's allocation and utilization. 2. Special attention for utilization of budget shall be given to the departments as far as NAAC, NBA, NIRF is concerned. 3. Review of the budget utilization shall be taken every six months and departments who are lagging behind shall be directed for the utilization. • To increase Average Annual Operational (or Recurring) Expenditure per student 1. Development of new labs and infrastructure shall be focused. 2. Operational expenses such as staff training, R&D, student welfare expenses (Gymkhana, cultural activities), admission publicity expenses, training and placement activities etc. shall be focused 	<ul style="list-style-type: none"> Budgetary provision to be done for the purchase of lab equipment and infrastructure as per the requirement. Budgetary provision to be done for operational expenses 	<ul style="list-style-type: none"> 1. Increased expenses will be affected on the fees as far as the admission competition is concerned. 2. Fee collection from the students and scholarship from Government is not received in the stipulated time span.
T4.6	Scholarships to deserving students	Registrar	<ul style="list-style-type: none"> • Scholarships generated through private agencies 1. To find out various offers by the private agencies and communicate the information related to scholarship to the students through email, WhatsApp, notice board, classroom visits etc. 	--	--

			<p>2. Students shall be encouraged to apply for private scholarships provided by various private agencies</p> <p>3. Entire support such as documentation, verification to the students and agencies shall be provided to the students.</p> <p>4. HODs/Deans/TPO/Director shall approach to various industries through their network and collect the fund under CSR</p> <p>5. HODs/Deans/Alumni co-ordinator shall approach various suppliers and alumni for raising the community fund and donations.</p>		
			<p>• Scholarships offered by the Institute</p> <p>1. The policy for meritorious scholarship has been formulated and shall be implemented time to time.</p> <p>2. A program for the distribution of scholarship amount shall be arranged every year.</p>	Budgetary provision for the distribution of the amount	This amount will not be considered by Fee Regulating Authority at the time of fee fixation *There will be an additional budgetary load.
			<p>• Students receiving full tuition fee reimbursement from the Institute</p> <p>1. Community of the college fund shall be reviewed and developed.</p> <p>2. Identifying financially needy students and reimburse his/her full tuition fee from this fund.</p> <p>3. Formulation and implementation of the policy shall be done and reviewed time to time</p>	Budgetary provision for the distribution of the amount	---
T4.7	CSR funds	Director	To approach various industries through TPO to collect the funds under CSR.	---	---

Student Development and Community Engagement

T5.1	To leverage existing Alumni	Dean – Student Development	To leverage existing Alumni	Budgetary provision required	Responses from the alumni
T5.2	Student exchange programs, strategic tie-ups with reputed national and foreign Universities	Director	<p>• Formation of Region wise alumni chapter</p> <p>• The strategy entails establishing student exchange programs through strategic collaborations with reputable national and foreign universities, with a provision for at least two formal tie ups.</p> <p>• Minimum 20 students per year will be engaged in Academics or research activities on the campus of reputed national or international foreign universities for at least one week.</p> <p>• Minimum five faculty members from the institutes will be deputed to reputed national or foreign universities</p>	<p>• University Partnerships: Develop partnerships with renowned national and foreign universities for student exchange programs.</p> <p>• Coordination Team: Assign a team to manage the logistics, communication, and coordination of student and faculty exchanges.</p> <p>• Student Selection Criteria: Define clear criteria for selecting students for exchange programs, ensuring diversity and merit.</p> <p>• Faculty Selection and Preparation: Identify faculty members for exchange and provide necessary training for their roles.</p> <p>• Funding: Allocate funds for travel, accommodation, and other expenses related to student and faculty exchanges.</p> <p>• Administrative Support: Provide administrative resources to handle paperwork, visas, and other logistical aspects.</p> <p>• Collaboration Agreements: Develop formal agreements outlining the terms and expectations of the exchange partnerships.</p>	<p>• Limited Partner Availability: Some universities might not be open to collaborations, limiting the pool of potential partners.</p> <p>• Scheduling Conflicts: Aligning academic calendars between different institutions can be challenging for smooth exchanges.</p> <p>• Financial Constraints: Limited funding might restrict the number of students and faculty members participating in exchanges.</p> <p>• Cultural Differences: Adapting to new cultural contexts might pose challenges for both students and faculty.</p> <p>• Visa and Legal Issues: Visa complications and legal requirements can hinder the smooth execution of exchanges.</p>

T5.3	Nurturing student talent	Dean – Student Development	<ul style="list-style-type: none"> • Competitions and Hackathons: Encourage students to participate in engineering competitions and hackathons. These events foster teamwork, problem-solving, and innovation, and they often provide exposure to industry professionals. • Mentorship Programs: Establish mentorship programs where experienced faculty or industry professionals guide students. This one-on-one interaction can provide valuable insights, career advice, and personal development. 	Budgetary provision required	Dedication Response from Students and faculty required
T5.4	Establishment of the NCC unit and strengthening of the NSS unit	Dean – Student Development	<ul style="list-style-type: none"> • Leadership and Coordination: Appoint dedicated faculty advisors and coordinators to oversee NSS activities and ensure effective coordination. • Recruitment and Orientation: Conduct orientation sessions and awareness campaigns to attract and recruit more students into the NSS unit. • Regular Activities: Plan and execute regular community service activities, including blood donation drives, cleanliness campaigns, and health awareness programs. • Celebration of NSS Days: Observe NSS Day and other important commemorative days to create awareness about social issues and inspire action. 	Budgetary provision required	Dedication Response from Students required

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Endorsed by,
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