VISAKHA
INSTITUTE OF ENGINEERING & TECHNOLOGY
Approved by AICTE NEW DELHI
(Affiliated to JNTUGV, VIZIANAGARAM)
88th Division, Narava, GVMC, Visakhapatnam-530027
DIPLOMA | ENGINEERING | MANAGEMENT

NAAC
NATIONAL ASSESSENT AND ACCREDITATION COUNCIL
'A' GRADE

ISO 9001:2015

COLLEGE CODE
VSPT

STRATEGIC PLAN

2022-23 TO 2026-27

CHAIRMAN MESSAGE

I delightfully welcome you to Varaha Lakshmi Narasimha Swamy Educational Trust Group of Institutions, Narava, Visakhapatnam, Andhra Pradesh, India. It is my vision to provide the nation with motivated, responsible and disciplined youth to form a better future. Education is the most powerful weapon which you can use to change the world by creating aspiring professionals with holistic development to contribute to the development of our country. Our experienced and dedicated faculty nurtures and ignites the young minds through strong academics, co-curricular and extra-curricular activities.

Globalization and fast changing technologies integrated with modern managerial procedures have added new dimension to the method and scope of professional and technical learning. We expertise our students to master the skills required to become successful professionals and also with the nature of adaptability, flexibility and a high Emotional Quotient such that they can cope and triumph over the turbulent business environments. It is commendable that our institute has modern infrastructure to make it possible for students to update their knowledge and maintaining a balance between modern trends in education and the enduring values of our nation.

VLNS Group of Institutions has emerged as a proficient modern technical group of educational Institutions in this region of Andhra Pradesh, India by providing quality and meaningful education. Our aim is to make VLNS Group of institution, Visakhapatnam to be named among the top institutions in India. I request all the stakeholders to be part of this journey and to strengthen our resolution to make this institution a preferred global destination for Higher Education.

With a sense of pride, I extend a warm invitation to the highly talented generation of today to become a part of the enthusiastic, sincere, knowledgeable and vigorous VNLS family.

Wish you all the best,

PRINCIPAL MESSAGE

VIET is most admired institution for pursuing technical education. The institution aims to provide support to faculty and students to attain the knowledge as well as the skills that they aspire for. The institution also aims at a good governance framework towards improving quality of technical education. VIET enhances existing capacities of the institutions to become dynamic, demand-driven, quality conscious, efficient and forward looking. VIET also aims at aligning with rapid economic and technological developments in new areas both at national and international levels.

Our Institute is located on sprawling area 15 acres campus in the West side of city. Nearby several industries and Visakhapatnam Export Processing Zone (VEPZ), The College has excellent infrastructure, imposing buildings with spacious class rooms, and Laboratories with state of the art technology.

VIET is established in the year 2008. VIET has 1400+ students in diploma in Engineering,2900+ students in undergraduate and 600+ students in PG. VIET emphasizes on enhancement of Postgraduate education and Research apart from Outcome Based Education (OBE) for undergraduate programs. The mandate is also good governance at all levels focusing on the improvement of the quality of learning, teaching and research outcomes. Good governance focuses on effective leadership, planning, ethics, responsibilities and accountabilities, both within and outside institution. VIET enhances existing capacities of the institutions to become dynamic, demand-driven, quality conscious, efficient and forward looking The strategic development plan formulates clear vision, mission, quality policy, core values, institutional strategic goals, strategies, sub strategies and goals. The key performance indicator of SDP is in its successful implementation and evaluation aspects. I have utmost confidence in the institution's human resources and management capability in true implementation.. Humbly we say that our college is equipped with a very good library, state of art class – labs and class rooms.

In addition to this our college gives a lot of importance to the physical well-being; hence we take up yoga classes apart from physical activities being carried out by a young physical director. Our motto is to make every student of our college a good citizen with patriotic zeal and build a strong nation with enthusiasm and fervor.

Looking at a future with excellence!

ACKNOWLEDGEMENTS

We place on record our deep appreciations and thanks to the Management, HODs, Faculty, Staff and students for their valuable inputs and active participation towards formulating this edition of "Strategic Development Plan 2021-2026".

Place:Visakhapatnam Dr.V.Sridhar Patnaik

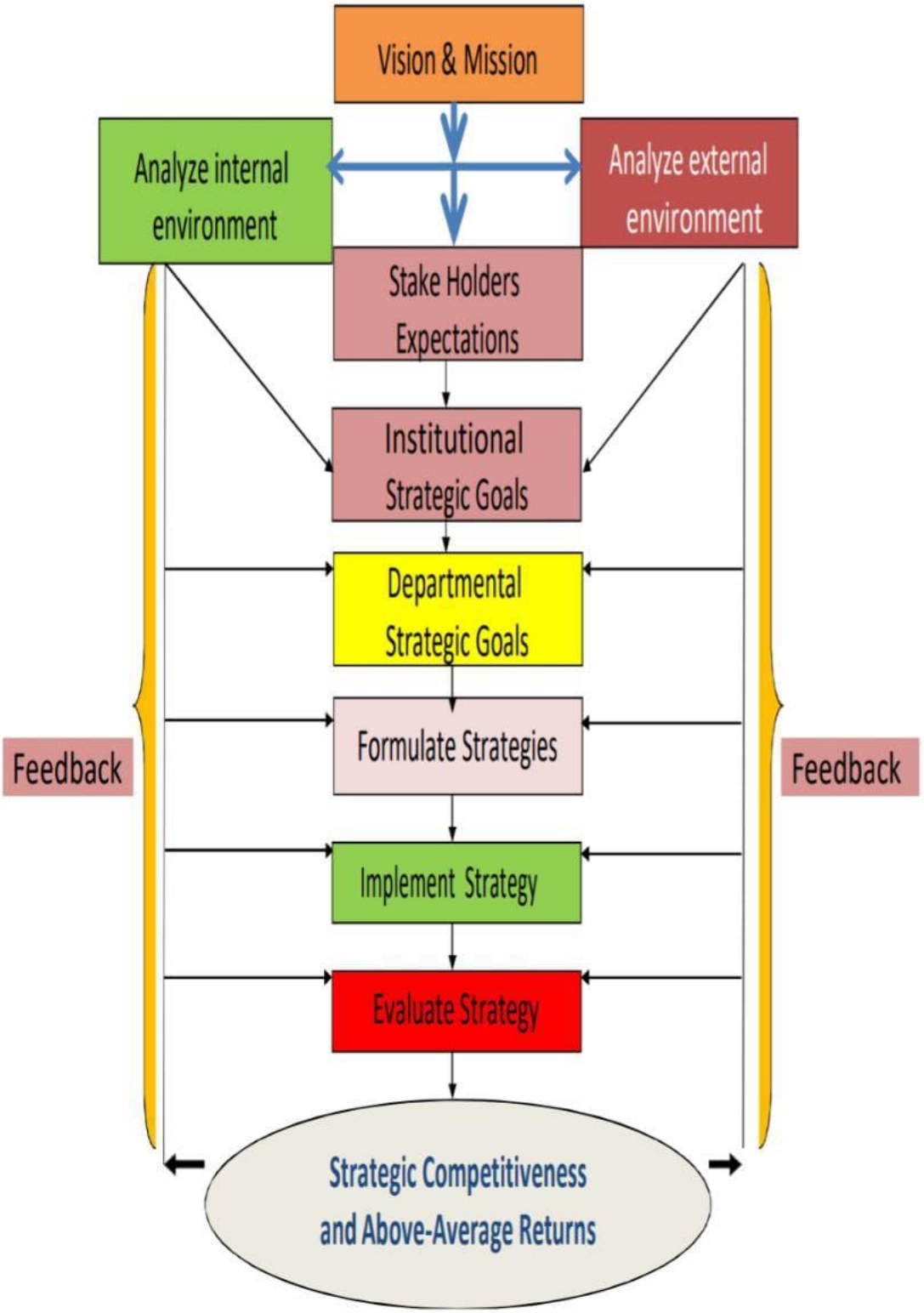
Date: Principal

OVERVIEW

Strategic planning is a continuous process with a specific focus on accomplishing short, mid and long-term goals in this highly competitive world. Strategic Development Plan (SDP) analyses current situation and future scenarios and envisages the direction of the Institution towards achieving its vision and mission.

The first part of SDP is revisiting vision, mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders(management, leadership, HODs, faculty, staff, industry, students and parents). Scientific scanning of internal and external environment is done through SWOT exercise. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution. Based on institutional strategic goals, departmental goals are drawn by holding brainstorming sessions with HODs. The process of implementation is worked out and circulated to all the departments. Financial budgets and allocations are worked out along with time lines which are maintained separately by the Head of the Institution. SDP evaluation and committee to monitor the effectiveness has been clearly spelt out. The final out comes are discussed and approved by the Board of Governors (BOG). It is highly exhilarating to note that most of the inputs are drawn from stake holders through active participation and collective inputs. The SDP enhances the capability of the Institution in delivering results to all the stake holders.Visakha Institute of Engineering & Technology will no doubt grow and be a torch bearer in technical education for many decades to come thereby leading to accomplishing its mission and vision. During the formulation of the SDP , we had put in lots of effort in bringing out a quality plan document. Careful evaluation of the implementation of plans put in SDP manual .New programs in emerging areas have been started. Industry interaction has improved. More research papers are getting published every year. Institute obtained NAAC B++grade. G This is a great sense of satisfaction to all of us. With this accomplishment, we have now prepared the SDP manual 2020-25.

STRATEGIC DEVELOPMENT PROCESS



The Chairman, Secretary and the members of the Governing Body have felt the need of preparing a strategic development plan for the institution in a formal written documentformat. The mandate was given to the Principal to develop strategic plan 2020-2025 for the institution. The institution leadership team was facilitated with a two days workshop on ‘strategic development leadership for excellence. The management & top leadership team met and brain stormed on SWOC and stake holders expectations. The Leadership team met a number of times, deliberated in detail and arrived at vision, mission, quality policy and core values for VIET. Environment scanning was done keeping vision in mind. The team also discussed about Institutes strategic High Level Goals (USG/HLG) to be achieved by 2025.

Institution strategic goals formed the main theme for arriving at strategies, sub strategies and road to accomplish them. Each Strategy was deliberated and sub-strategies were arrived towards implementation plan. Implementation plan worked out all details such as budget, resources needed and leaders responsible to implement with time lines. This implementation is separately maintained by the head of the institution.

Departments play a pivotal for the institution; hence each department worked out on their vision, mission and short, mid & long term goals. The implementation plan for the departments also reflected all details such as budget, resources needed as well as leader responsible with time lines. HODs form the core team for implementing departmental goals under the guidance of Deans/ Principal.

Strategic Development Plan emphasizes on evaluation measures, monitoring team along with deviation steps if any over a period of time. The evaluative components for each stake holder are clearly spelt out along with periodicity of performance evaluation reviews.

The final draft document was discussed with BOG and after its detailed review, the suggestions were incorporated towards its effective implementation. This comprehensive planforms the guiding plan for the years 2020-2025.

VISION OF THE INSTITUTION

The new millennium is witnessing unprecedented challenges and opportunities in higher education, arising from the effect of changing economic policy of liberalization and globalization. Knowledge is increasingly recognized as the main force behind economic growth and development in the context of global economy, coupled with information and communication revolution, the emergence of world-wide labour market leading to significant change in the global socio-political environment across the world. Technical Education plays a vital role in human resource development of the country by creating skilled manpower, enhancing industrial productivity and improving the quality of life of its people. Technical Education covers wide gamut of programs and specializations.

The VIET vision is "To develop and nurture a technical education system in the country which would produce skilled manpower of the highest quality, comparable to the very best in the World and in adequate numbers to meet the complex technological needs of the economy;providing the nation a comparative advantage in the creation and propagation of innovative technological solutions and in the development of a technological capacity of the highest order, both for its application in the economic development of the country and for becoming amajor supplier of technology and technological services in the World."

In tune with the VIET Vision and other strategic information scanned from other stake-holders in the society,VIET has set its vision as: **"Leadership in Quality Technical Education, Interdisciplinary Research & Innovation, with a Focus on Sustainable and Inclusive Technology".** The process of defining and assuring the quality of technical education and training must include consideration for the context in which technical education and training occur. It is also critical to remember that education has many clients.

Leadership in quality technical education to-day has many characteristics that are needed which perhaps were not necessary ten, or fifteen years ago. Technology's impact on how students learn and how teachers teach has had educational leadership think about more innovative ways in which to prepare, deliver, and assess curriculum. It is necessary now to empower our teachers and to lead in a way that reflects unconditional positive regard through relationships and displaying that they are in the fore-front of change and are key agents of change. It is equally as imperative stay abreast of current and future trends in business

and iindustry and to encourage technical educators to stay current in their professional and trade areas as well as in pedagogy and research. Interdisciplinary research is a type of study or research that draws from two or more disciplines in order to gain a more well developed perspective, or discover something new. In academic discourse, interdisciplinary typically applies to four realms: knowledge, research, education, and theory. Interdisciplinary knowledge involves familiarity with components of two or more disciplines. Interdisciplinary research combines components of two or more disciplines in the search or creation of new knowledge, operations, or artistic expressions. Interdisciplinary education merges components of two or more disciplines in a single program of instruction. Interdisciplinary theory takes interdisciplinary knowledge,research, or education as its main objects of study. Creativity often requires interdisciplinary knowledge. Many intellectual, social, and practical problems require interdisciplinary approaches, Interdisciplinarians may help breach communication gaps in the modern academy, thereby helping to mobilize its enormous intellectual resources in the cause of greater social rationality and justice, by bridging fragmented disciplines. Interdisciplinarians might play a role in the defense of academic freedom. Innovation is recognized as a driver of economic growth and poverty eradication. In this context, innovation can be understood in broad terms, including "technical and nontechnical aspects, business model innovation, eco- innovation, demand and user-driven innovation, innovation in services and design, and public-sector innovation."

Innovations in science and technology are an integral component of sustainable development.Sustainable Development is balancing the fulfillment of human needs with the protection of the natural environment so that these needs can be met not only in the present, but in the indefinite future. Inclusive growth means more and more schemes and support to attain the desired rate of economic and human development to foster economic growth, wealth distribution, social justice, adopting suitable technologies and industrial development.

Sustainable development is “development that meets the needs of the present without compromising the ability of future generations to meet their own needs of Sustainable development”. It is important to realize that sustainable development combines three pillars of development: social, economic, and environmental. Inclusive growth is a strategy where the growth will be achieved through certain instrumentalities so that the benefits reach the largest section of the society and that the maximum number of people are able to derive benefits from the developmental projects. Generation of employment and livelihood

opportunities, poverty reduction, and removal of regional and social disparities, agricultural and industrial growth and environmental sustainability are key elements of inclusive growth.

To emerge as a "Centre for Excellence" offering Technical Education and Research opportunities of very high standards to students, develop the total personality of the individual, and instill high levels of discipline and strive to set global standards, making our students technologically superior and ethically strong, who in turn shall contribute to the advancement of society and humankind.

MISSION

- To deliver outcome based quality education, emphasizing on experiential learningwith state of the art infrastructure.
- To create a conducive environment for interdisciplinary research and innovation.
- To develop professionals through holistic education focusing on individual growth,discipline, integrity, ethics and social sensitivity
- To nurture industry-institution collaboration leading to competency enhancement andentrepreneurship.
- To focus on technologies that are sustainable and inclusive, benefiting all sections ofthe society.

QUALITY POLICY

Achieving Excellence in Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

CORE VALUES

- Professionalism,
- Commitment, Integrity,
- Team Work,
- Innovationn.

PROFILE OF VISAKHA INSTITUTE OF ENGINEERING & TECHNOLOGY

VISAKHA INSTITUTE OF ENGINEERING & TECHNOLOGY (VIET) was founded by "VARAHA LAKSHMI NARASHIMA SWAMY EDUCATIONAL TRUST" at 88th Division, Narava, GVMC, Visakhapatnam, Andhra Pradesh in 2008 with a strong vision to give our Society and Nation a bunch of skillful engineers and to occupy a place amongst the most eminent institutions of the Nation, with due approval from AICTE and Affiliation from JNTUGV. The college has very quickly established itself as one of the most-preferred private engineering colleges in Andhra Pradesh. The college provides the necessary freedom to plan and execute every effort and in the process nurture them to be the future Leaders, who learn to address challenges and carve a path of Success. With dedicated efforts of over one decade, VIET has emerged into a centre of excellence in engineering education. Building purposive partnerships with the industry, bolstering its wherewithal continually and evolving innovative programmes consistent with changing times, VIET strives to maintain its pre-eminent position.

Accreditation, Affiliation & Recognition

- Approved by AICTE, Govt. of India
- Approved by SBTET, Govt. Of Andhra Pradesh
- Affiliated to JNTU-GV, Gurujada
- NAAC accredited in all Branches

INFRASTRUCTURE

The campus is housed in a sprawling area of 20 Acres of land surrounded by green and serene hills with state of the art infrastructure matching the global standards. With the Students being the singular Objective, the institute has established excellent infrastructure such as State – of – the Art Laboratories, spacious Library with printed and digital collection of books and journals, Sports complex, Hostel and other Infrastructure for Extra and Co-Curricular engagements with a total Built-up Area of more than 3Lacs Sft, the campus offers a fabulous atmosphere - conducive for idealistic learning ambience.

COES / TECH CENTRES

- Centre for Industrial Automation

Alumni Association was started with a motive of bringing together all the Alumni and share their experiences they faced outside the college and also extend their helping hands from all aspects for the budding engineers of the college and it creates and maintains a life-long connection between the Institute and its alumni. The Alumni Association works to connect alumni, support students and build an unforgettable Institute experience through a diversity of

events, programming and services. The mission of the Association is to foster strong bonds between alumni, students and the Institute, to keep alumni informed, and create a network enabling them to remain engaged with their alma mater and help shape it's future through the Association's programmes and services. A database for the alumni has been created, which will be constantly upgraded. This effort was initiated with the view to keep alive, the interaction between the alumni, so that, the alumni may, learn the where about of their batch mates, benefit from the placement cell, where in vacancies and opportunities may be put to use. This also helps in identifying potential among alumni who may, if willing, contribute useful service to the institute.

Placement is not an event, it is ongoing process. The strategies are a reflection of technical and skill based talent gained by the students during their academic years. We provide vocational training as well as sessions on communication skills, personality development and professional ethics and values.

Bachelor Programs in Engineering (B.Tech.)

- Civil Engineering
- Computer Science and Engineering
- Electrical and Electronics Engineering
- Electronics and Communication Engineering
- Mechanical Engineering
- Automobile Engineering

Post-Graduate Programs (M.Tech / MCA)

- M.Tech in Structural Engineering
- M.Tech in Computer Science & Engineering
- M.Tech in Power Systems
- M.Tech in VLSI Design & Embedded Systems
- M.Tech in CAD/CAM
- M.Tech in Thermal Engineering

STAKE HOLDERS' EXPECTATIONS

Management	•Sustainability •Good Governance •Social Responsibility
Leadership Team	• Competent Faculty • Internal Revenue growth for sustainability • Industry oriented /continuing education programmes • Bench marking through Accreditation of programs andinstitution • Creation of Centres of excellence
Faculty & Staff	• Good academic & working ambience • Career growth ,Research facilities & incentives • Academic independence with accountability • Transparency and uniform processes
Students	• Good academic & research ambience • Support for co-curricular & Extracurricular activities • State of the art infrastructure • Experiential learning & Opportunity for talent exposure • International learning at affordable cost • Quality Placement, career guidance and entrepreneurial opportunities
Parents	• Branding • Quality teaching- learning • Disciplined students • Good placements
Industry	• Industry ready professionals with proper attitude • Strong fundamentals • Strong Industry-Institution interaction • Collaborative research, consultancy • Brand and accreditations of the institute
Society & Others Citizenship	• Graduates with Moral, Ethical and Responsible • Social service activities by the institution • Skill development for needy • Resource centre for other institutions • Consultancy and Continuing education Program

Environmental Scanning and Analysis

Economic Factors are analysed, GDP is at 4.7 % for 13-14, with new government in place, GDP is likely to grow to more than 7%. Huge opportunities may come up in terms of placement, Higher Education, research and innovation. This will have positive impact forthe institutes providing quality education and research.

Social Factors were analysed and the parent community and society are encouraging their wards and looking for placements but not on real education which will enhance knowledge. This trend may pose grave dangers in the years to come. Placement should be one of the goals in students mind but not the only goal, this trend will bring down the curtains on innovation and entrepreneurship.

Technological Factors were discussed and the extensive use of technology in teaching-learning need to be a key enabler in higher education. Emerging technologies and need for training faculty to face these challenges. E-learning /online learning/online examinationmay replace traditional class room teaching-learning practice. The faculty need to change their pedagogical skills to match these challenges.

Political Factors at the state & centre are not favouring faculty in research facilitation for those working in private institutions. Also there is no clarity on admission policy and fee structure from government which could be a challenge. Higher education is getting a big priority from political decision making. National Skill Development is the need of the hour and funding with a specific focus on building skill inventory needs to be strategically planned.

Regulatory Factors are of concern as VIET though being autonomous is plagued by several unscheduled inspections, the slow pace of Accreditation is also a worrying factor though VIET is the most preferred institute to pursue technical education.

Entering of Foreign Universities may pose a great challenge in the years to come in the form of competition. No immediate challenges seen for VIET. However, faculty retention and need to look into curriculum reforms to keep pace with flexible system of foreign universities needs an immediate looking in.

Market /Competition Factors are posing some challenges as many Deemed /Private state universities- Industry lead universities are getting started in many states. Infrastructure and funding may not be a differentiator any more. Quality teaching, research, ambience and placements could be critical factors. There needs to be a serious thought on incentives for performers for this a consensus has to be arrived at. An internal IQAC will take care with external experts.

SWOC ANALYSIS

STRENGTHS

- Committed Management
- 13 years of standing
- Brand Name and most preferredinstitution
- Talented students
- Excellent Infrastructure
- Quality & Competent Faculty
- Retention of employees
- Research Centers & Publications
- Excellent internships & placements
- Disciplined campus

WEAKNESSES

- Existing policy limits attracting top quality faculty
- Lack of dissemination and understanding of HR polices, incentives, Grievance redressal mechanism & transparency
- Lack of clarity of Role-responsibility and accountability.
- Skilled Staff shortage
- Poor Alumni engagements

S W O C

OPPORTUNITIES

- Eligibility for University status
- Strengthening collaboration with industry in research, consultancy, training & internships.
- Centre of excellence for skill set programs
- Achieving University Status
- Enhanced community engagement

CHALLENGES

- Research and innovation centre
- Multiple compliance requirements and time lines affecting Teaching & research
- Inconsistency in policies and regulatoryguidelines.
- Possible financial crunch
- Retention and recruitment of Qualityfacult

STRATEGIC GOALS

VIET Leadership Team after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals (HLG) which are also called Institution Strategic Goals (ISG)

Good Governance

University Status

Leadership Development

Financial Management

Physical infrastructure

Teaching – Learning infrastructure

Library & information centre

Attraction, Development, Retention

Teaching, Learning and Evaluation

Industry- Institute relationships

Research, Development & Innovation

Quality assurance systems

Entrepreneurship

Placement, Internships & Career

Extra-curricular and co-curricular

Alumni engagement and interaction

Community Service and Extension

Global Initiatives

1. GOOD GOVERNANCE

GOVERNING BODY	▪ Merit based GB appointment ▪ Performance management of GB members through specific responsibilities ▪ Evaluation of institutions performance and bench marking ▪ Guiding and approving policy matters
VISION, MISSION AND INSTITUTIONGOALS	▪ Vision, Mission development & their articulation ▪ Setting short term and long term goals ▪ Institutional Strategic development plan ▪ Institutional strategic goals setting
TRANSPARENCY & LEADERSHIP	▪ Transparency in Leadership & appointment of Key positions ▪ Service conduct rules and polices formulation, approval & implementation ▪ Grievance Redressal mechanism ▪ Leadership Development through decentralization ▪ Establishing E-Governance- MIS- Data analysis
INTERNAL QUALITY ASSURANCE CELL& ACCREDITATION	▪ Setting up of IQAC with internal & external members to audit processes ▪ Establishing internal audit committee for regulatory compliance ▪ Systems, checks and balances- Remedial measures.
STUDENTS PARTICIPATION	▪ Students nomination to Governing Body ▪ Their suggestions in various academic and student affairs

2. UNIVERSITY STATUS

VISION & BUDGET ALLOCATION	• Discussion in Governing Body and approval for University status • Resource planning & budget approval
PREPARATION OF UDP & PRE-ASSESSMENT	• Constitution and appointment of committee to prepare University Development Plan (UDP) • Formation of Academic Council, BoS and Liaison officer...etc) • Preparation for pre-assessment & assessment
ACCREDITATION & CERTIFICATIONS	• Accreditation & Assessment cell • Inspections preparation & Approvals
STATUTORY INSPECTIONS	• Statutory inspections planning and preparation • Inspections facilitation & remedial measures • Provisional university approval status

3. LEADERSHIP DEVELOPMENT

DEVELOPING OWNERSHIP	▪ Motivating through interactions ▪ Partnership incentive plans
ASSESSMENT & IDENTIFICATION	▪ Expert committee to assess all existing leaders potential ▪ Find gaps and structure changing ▪ Identify positions for external
DECENTRALIZATION	▪ Decentralize the academic, administration and studentrelated ▪ Prescribe duties , responsibilities and accountability ▪ Rotation of key posts to build leadership
DEVE LOPMENT & JOB ROTATION	▪ Develop Leadership competencies ▪ Plan for Job rotation /enlargement /enrichment assignments ▪ Plan for new /crisis assignments
RETENTION MEASURES	▪ Growth retention plans through Career advancement. ▪ Golden handcuffs through (monetary /welfare)

4. FINANCIAL MANAGEMENT

BUDGETING	▪ Department wise Budget planning of all heads of accounts ▪ Forecast & estimation of revenue (Both IRG and ERG) ▪ Forecast & estimation of expenditure ▪ Emergency plans ▪ Budget formulation & approval through Financecommittee
FINANCIAL GOVERNANCE (HODS)	▪ Planned expenditure management ▪ Procurement and Financial policies implementation ▪ Monthly Audit (internal /External) checks- balances ▪ Support through research, consultancy and training
OUTFLOW MANAGEMENT & GROWTH PLANS	▪ Monitoring expenses as per budget planning ▪ Predicting internal revenue generation ▪ Treasury (surplus funds) management ▪ Growth- Expansion plans

5. PHYSICAL INFRASTRUCTURE

GREEN CAMPUS (keeping withthe vision & mission)	▪ Plantation, Rain water harvesting and green cover ▪ Energy harvesting & management ▪ Hygiene, solid waste management (zero plastic usage) ▪ Reuse of waste ▪ Efficient usage of recycled waste water from STIP
ACADEMIC INFRASTRUCTURE	▪ Aesthetic Class rooms, Tutorials, Seminar halls ▪ State of the art Laboratory & equipment
LIBRARY	▪ Library infrastructure up gradation ▪ Functional Furniture and fittings for e-learning
RESIDENTIAL TOWNSHIP	▪ Staff quarters and township facilities ▪ Safety, Security management ▪ Water facility and health centre
SPORTS, HOSTEL & CANTEEN	▪ Developing sports (indoor/outdoor) facilities ▪ Hobby clubs, Canteen & community centre ▪ Additional Hostels facility for boys & Girls within the campus ▪ International Hostel

6. TEACHING- LEARNING INFRASTRUCTURE

SMART CLASS ROOMS	▪ Smart boards ▪ Multi-room instructional facility ▪ Multimedia and support equipment ▪ E-Learning facilities
LABORATORY- R&D EQUIPMENT	▪ R&D Laboratory and its maintenance ▪ Simulators ▪ Industry equipment (centres of competence) for consultancy
KE & ICT	▪ Licensed softwares- Higher BW ▪ Hardware (Servers, Computers...etc) ▪ Pedagogy tools ▪ Online learning tools ▪ Evaluation & assessment tools ▪ Learning Management System ▪ ICT for 360 deg. Feedback.
BOOKS & E-LEARNING	▪ Books, Journals, Periodicals, Magazines ▪ Online access to E-media ▪ Departmental library books

7. LIBRARY & INFORMATION CENTRE

INFRASTRUCTURE ENHANCEMENT	▪ Budget allocation ▪ Infrastructure (Buildings & Furniture) ▪ CCTV and Lockers facility
REMOVAL OF OBSOLESCENCE INBOOKS & RESOURCES	▪ Books, journals procurement, storage and retrieval ▪ Resources automation & Access (24X 7)
DIGITAL & E-LIBRARY	▪ Digitization of Library resources ▪ Establishing cloud based e-library & online access

8. ATTRACTION, STRENGTHENING AND RETENTION OF FACULTY

TALENT HIRING &RETENTION POLICY	▪ Merit based hiring policy formulation & implementation ▪ Career advancement Schemes ▪ Scientific induction/ orientation of new talent ▪ Critical talent identification & retention measures
UGC /AICTE SCALES, REWARDS & RECOGNITIONS	▪ UGC /AICTE scales implementation for all cadres /designations ▪ Additional cadres to be created for deserving staff ▪ Rewards – recognitions & incentives ▪ Welfare policy formulation & implementation
CONDUCIVE WORKING ENVIRONMENT	▪ Best work facilities and infrastructure ▪ Role & responsibilities clarity and empowerment ▪ Online access to Library- journals 24X7 hours ▪ Township /quarters facility
CAREER GROWTH & DEVELOPMENT	▪ Sponsorship/ Deputation, sabbaticals for higher education & Exchange programmes ▪ Sponsorship to participate in national /international conferences ▪ Deputation to premier national /international universities/industry

9. TEACHING-LEARNING AND EVALUATION PROCESS

BENCH MARK WITH PREMIERINSTITUTES	▪ Constitute academic teams and visit premier institutions ▪ Customize & Implement best practices
CURRICULUM DESIGN & LESSON PLAN	▪ Design curriculum as per all graduate attributes and expectations of stake holders ▪ Develop lesson plan as per OBE & academic calendar ▪ Develop e-learning content ▪ Benchmark with industry requirements ▪ Use of LMS to support students
TNA AND UPGRADING FACULTY & STAFF COMPETENCE	▪ Conduct training need analysis every two years ▪ Conduct / depute faculty and staff for competence development ▪ Support paper publications and presentations ▪ Provide opportunities for networking ▪ Train faculty to use LMS effectively
KNOWLEDGE DELIVERY & OUTCOME BASED EDUCATION	▪ Define outcomes of each teaching learning initiative ▪ Continuous Assessment and evaluation to measure outcomes ▪ Establish Research Culture ▪ Access to online learning ▪ Mentor on academic, career & higher educational opportunities
EVALUATION & ASSESSMENT	▪ Create proper feedback system ▪ Continuous progress assessment ▪ Question bank development & Term end examinations ▪ Credit transfers and performance development

10. INDUSTRY- INSTITUTE RELATIONSHIPS

INDUSTRY DATA BASE & INTELLIGENCE	▪ Strengthen placement, training and industry institute interaction cell ▪ Identify branch wise preferred industries & companies ▪ Identification of potential areas of research ▪ MoUs & NDA with potential industries/companies ▪ Professional bodies membership
LEVERAGE INDUSTRY RESOURCES	▪ Invite industry experts for guest lecturers /talks/seminars ▪ Partner with industry for syllabus reviews/advisory roles ▪ Deputation of faculty to Industry on sabbatical ▪ Leverage for internships, research projects, consultancy & placements ▪ Scholarships
LEVERAGE INSTITUTIONAL RESOURCES FOR INDUSTRY	▪ Training and talks by faculty ▪ Consultancy and testing to industry ▪ Starting of postgraduate programs for industry personal ▪ Enrolling industry personnel for Ph.D.
SETTING UP CENTRES OF EXCELLENCE	▪ Identify potential industries who can establish centres of excellence department wise ▪ Establish and operationalize centres of excellence ▪ Setting up of chairs in specific domains by industry

11. RESEARCH, DEVELOPMENT AND INNOVATION

R&D INFRASTRUCTURE &TEAMS	▪ Enhancing R&D laboratories in all departments ▪ Modernization and removal of obsolescence of laboratories ▪ Dedicated R&D facilitation & documentation centre ▪ Competent technical staff for R&D labs ▪ Start new Journals with scopus indexing.
ESTABLISHING CENTRES OF COMPETENCE	▪ Fund raising through Project proposals ▪ Apply for TEQIP/Government/ other funding ▪ Establishing centres of excellences ▪ Establishing Consultancy cell
MOU WITH PREMIER INSTITUTES/R&D LABS	▪ MoUs with higher learning institutions in India &abroad. ▪ Collaborations with IISC, IITs, TIFR, ISRO, DRDO,NAL, HAL, BEL...etc ▪ Multi & inter disciplinary research and product development
INCUBATION CENTRE /PRODUCT DEVELOPMENT	▪ Encourage “idea to product” pre-incubation activities ▪ Establishing incubation centres ▪ Focus on Product development ▪ Startup of maker Space (Fab Lab) – Product and

	development
SETTING UP OF PATENT CELL	▪ Patent filing, Scaling up & commercialization ▪ Starting of patent cell ▪ Appointment of search and Patent Attorney

12. QUALITY ASSURANCE SYSTEMS

ESTABLISHING QUALITY SYSTEMS	▪ Setting up bench marks & system flow ▪ Quality Policy steering committee ▪ Publishing Quality system design & culture ▪ Educating & Training of all employees
INTERNAL QUALITY ASSURANCE & ASSESSMENT CELL	▪ Setting up of IQAC team ▪ Periodic checks and guidance
ACCREDITATION & CERTIFICATIONS	▪ Internalise the process based on ▪ Choose accreditation/certification agency ▪ Audit and certifications
AUDIT INTERNAL CONTROLS	▪ Establish audit process & audit teams ▪ Train internal auditor teams ▪ Audit and remedial measures
CONTINUAL IMPROVEMENT, REWARDS & RECOGNITIONS	▪ Setting up of Quality assurance cell ▪ Identifying achievements & best practices ▪ Quality circle competitions & rewards ▪ Annual competitions

13. ENTREPRENEURSHIP

EDP CELL	▪ Establishment of dedicated EDP cell ▪ Budget /seed funding for funding initial projects ▪ Identification of emerging areas of entrepreneurship
IDENTIFICATION OF STUDENTS,MENTORS & TRAINING	▪ Identify interested students for entrepreneurship ▪ Identify mentors from successful entrepreneurs from Alumni/others ▪ Formal training on entrepreneurship

LEVERAGE PROMOTION AGENCIES	▪ EDP agencies and networking ▪ Competitions participation ▪ Leverage for funding & support
INCUBATION & PILOT PROJECTS	▪ Establish incubation centre for prototypes ▪ Provide incubation support for students ▪ Incubation support for outside SMEs

14.PLACEMENTS, INTERNSHIPS & CAREER GUIDANCE

PLACEMENT & CAREER GUIDANCE DEPARTMENT	▪ Dedicated team ▪ Modernization of infrastructure (Video conferencing, interview & conference rooms) ▪ Video recording of mock up interviews of studentsand feedback
INDUSTRY MOUS-INTELLIGENCE	▪ Data base of various potential industries/companies ▪ MOU s and relationship management ▪ Industry experts as resource persons
TRAINING & DEVELOPMENT	▪ Awareness programmes ▪ Value added programmes (soft skills & domainexpertise) ▪ Competency enhancement centre
INTERNSHIPS, PLACEMENT PROCESS& SUCCESS STORIES	▪ Internships planning and execution ▪ Placement process coordination ▪ Success stories celebration- Brand building

15.EXTRA-CURRICULAR AND CO-CURRICULAR ACTIVITIES

STATE OF THE ART INFRASTRUCTURE	▪ Budget allocation ▪ Establish state of the art infrastructure (indoor/outdoor) ▪ Formation of hobby clubs
COACHING, TRAINING & COMPETITIONS	▪ Dedicated coaches /trainers recruitment ▪ Regular training /coaching classes ▪ Participation in tournaments/competitions ▪ Hosting competitions/ tournaments
CREDIT TRANSFER, REWARDS & RECOGNITION	▪ Admission priority for state/national achievers ▪ Academic credits transfer ▪ Attendance compensation ▪ Reward & Recognise achievers

16. ALUMNI INTERACTION

ALUMNI ASSOCIATION	▪ Strengthen Alumni association and engagement ▪ Establish alumni association office on campus, engagestudents ▪ Data base updation and interactive alumni website ▪ Establish global chapters and networking
RELATIONSHIPS & LEVERAGING	▪ Regular interactions /invitations ▪ Recognize successful alumni ▪ Leverage for guest lecturers/internships/placements ▪ Academic advisors/ Board of governors
ENDOWMENTS	▪ Explore Contributions / endowment partnering ▪ Brand ambassadors ▪ Sponsorships/scholarships

17. COMMUNITY SERVICE AND EXTENSION ACTIVITIES

BUDGET AND RESOURCES	▪ Budget from institution resources ▪ Budget from Faculty/students/Govt/other donors
VILLAGE ADOPTION & RURALPROJECTS	▪ Identify nearby villages for adoption ▪ Study rural projects and challenges ▪ Explore & provide support to the execution of projects
VOCATIONAL TRAINING	▪ Identify the job oriented courses as per local needs ▪ Provide vocational training at the institute ▪ Educational tuitions/ support to village students
HEALTH AND HYGIENE SUPPORT	▪ Conducting health awareness camps ▪ Providing free medicines to the needy ▪ Psychological and psychiatric support

18. Global Initiatives

NEW CAMPUSES / PROGRAMS	▪ Explore establishing new campuses in developingcountries ▪ MoUs with the governments of developing countries ▪ Twinning programmes with leading universities ofdeveloped countries
FOREIGN STUDENTS	▪ Attracting foreign students ▪ Twinning programmes with foreign students
MoUs with Foreign Governments/ Institutions	▪ Identify foreign higher level learning institutions ▪ MOUs with potential partner institutions ▪ MOUs with governments for education & projects

STRATEGY IMPLEMENTATION AND MONITORING

Strategic development plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans.All the measures of success are clearly spelt out in the implementation document and Head ofthe institution along with leadership team is the custodian for implementation and its success.

IMPLEMENTATION PLAN AT INSTITUTION LEVEL

Good Governance & Administration	GB, Chairman, Members of GB
Finance Management	Finance Committee, Hon. Treasurer,Principal
Institution Statutory Compliance	Principal and Coordinators
Branding /Expansion	GB members, Leadership team & Public relations team
University Status	GB / Special Committee
Talent Management	GB, Chairman and Principal
TEQIP	GB, IQAC coordinator and Principal
Infrastructure (physical)	GB, Chairman, Administrator(Infrastructure) & team
Infrastructure-Academics	Principal, HODs,IQAC, Administrator(Infrastructure)
Teaching- Learning	Principal, IQAC, HODs, Faculty and Staff
Research	R&D coordinator
Student affairs	Administrator((Student affairs)
Student admissions	Administrator((Admissions), Principal
Departmental activities	HODs and Faculty
Placement & Training	Training & Placement Officer and HoDS

MEASURABLE DURING IMPLEMENTATION

GOOD GOVERNANCE	GB selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance , Polices implementation, grievance procedures, Educational ERP implementation. etc.
TALENT MANAGEMENT	Recruitment, Selection of faculty, staff, salary, attritionrate, benefits as per UGC/AICTE norms, Track Faculty and staff performance.
STUDENT INTAKE QUALITY	CET ranking, Students profile.
STUDENT ACADEMIC PERFORMANCE	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumnifeedback.
PLACEMENT	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT...etc, Public sector and other Government jobs, percentage of graduates becoming Entrepreneurs.
CURRICULUM	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.
ALUMNI	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.
RESEARCH AND CONSULTANCY	Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organised, New MOUs signed with academicand industrial organizations, Centres of competence established.
PHYSICAL INFRASTRUCTURE	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
SOCIAL RESPONSIBILITY	Number of villages adopted, vocational trainings provided,social-projects undertaken and skill development programs for marginal section of the society.
EXTRA CURRICULAR	Number of student participants, number of tournaments won,

ACTIVITIES	number of sports and Techno-cultural events organized, Regional, National & International recognitions received, competitions participated.
SOURCES OF FUNDING	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy-Donors, Trust Fund income

CONCLUSION

Visakha Institute Of Engineering & Technology was started with humble beginnings in the year 2008. The institute has progressively grown and achieved many mile stones.

The SDP is an outcome of management commitment, institute leadership commitment, steering committee's detailed deliberations with all the stake holders. This collective wisdom ensures participation, ownership of the plan among all the stake holders. The institutional strategic goals have strategies; Strategies have sub strategies with detailed implementation plan to ensure success and sustainability over a period of time. The execution and operational implementation is monitored by stringent evaluation standards and speaks the quality of the strategy itself. The caveat is Strategy itself can do nothing but its implementation holds the key. The strategy is not static document but dynamic due to continuous changing environment and it is an ongoing process to evolve as per the necessity.