STRATEGIC PLAN

Implementation of Goals/Objectives and Monitoring

(2017 to 2020)

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY (A)

(Autonomous Institution under UGC, Affiliated to Osmania University)
Accredited by NBA and NAAC-UGC, ISO 9001:2008 Certified Institution

Principal
Chaitanya Bharathi Institute of Technology
(Autonomous)
Gandipet, Hyderabad-500 075.

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Section-1

Preamble

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY, established in the Year 1979, esteemed as the Premier Engineering Institute in the States of Telangana and Andhra Pradesh, was promoted by a Group of Visionaries from varied Professions of Engineering, Medical, Legal and Management with an Objective to facilitate the Best Engineering and Management Education to the Students and contribute towards meeting the need of Skilled and Technically conversant Engineers and Management Professionals, for the Country that embarked on an Economic Growth Plan.

The Institute started with three-Degree programs in Engineering for 200 Students intake and over the 38 Years, has emerged as a Dream Destination for; Students seeking to excel in Engineering and Management Education, Teaching Community to progress with a rewarding Career and Corporates to source well-rounded Engineers. Stringent Academic Standards, Industry compliant Teaching Methodology, Research Projects from Private and Public Sector Industries in Engineering and Management and Consultancy Practice, enabled the Institute to establish its Identity in the Technical Education and is Ranked No. 1 amongst the Private Engineering Colleges in both the Telugu Speaking States.

The Practices and the Culture at the Institute have always been to provide Quality Education by enhancing the overall educational experience of Students adopting a wide range of Academic, Practical, Co-Curricular, Extra-Curricular Programs in the State-of-the-Art Facilities, Services and Activities to enable the required exposure to a variety of Social, Cultural, Intellectual, Recreational Opportunities and Challenges. Such learning experiences have enriched the lives of Students and helped them to develop into a Multi-Skilled and Multi -Tasking Personalities that ensured success in their Careers and Occupations. Co-curricular and Extra-Curricular activities are planned and executed through a number of Associations, Clubs, Societies, Students' Chapters of Professional Bodies, with a view to allow the students, 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.

In its more than three decades of existence, all the Stake Holders of the Institute, relentlessly endeavored to position CBIT as an Institution that is a Leader and an Innovator in the Ecosystem of Engineering Higher Education. The Institute has established excellent Infrastructure with spacious Library, Sports, Hostel, and other Infrastructure for Extra and Co-Curricular Engagements with a total Built-up Area of about 57,512 Sq. Mts., in the serene ambience of 50 Acres to inspire, encourage and pursue Academics. In its relentless strive for Academic excellence, CBIT has scaled great heights.

Section-2

Vision, Mission and Quality Policy

Vision

To be a Centre of Excellence in Technical Education and Research.

Mission

To Address the Emerging Needs through Quality Technical Education and Advanced Research.

Quality Policy

Chaitanya Bharathi Institute of Technology (A) imparts value based Technical Education and Training to meet the requirements of Students, Industry, Trade/ Profession, Research and Development Organizations for Self-sustained growth of Society

Section-3
SWOC Analysis

Strengths:

1. A very good image and has excellent brand value in the society for high quality teaching, laboratory based practical skills and knowledge development.

2. Emphasis on co-curricular and value-added programs on Emerging Technologies.

3. Beyond the syllabus Industry oriented curriculum to prepare the students ready for the fast-changing global scenario.

4. Continuous mentoring, monitoring, and a good feedback system.

5. Employability skills by imparting technical training, soft skill, Group Discussions and Aptitude classes on need basis.

6. Constant encouragement of faculty and students for attending training programs / workshops / conferences for updating their knowledge.

7. Academic achievements of student in university examination and other platforms.

8. Achievements in placement by students in various reputed organizations and reputed companies

9. Very good faculty retention.

10. Recognition of Ph. D Research Centres for 5 Engineering departments by Osmania University

11. Availability of several technical, social, cultural and sports activity clubs for all round development of students.

12. The students have an option to acquire Honors degree or Minor Engineering degree in addition to the regular degree.

13. NPTEL Local Chapter to offer students MOOCs program.

14. Good Alumni base across the world to support the institution in terms of scholarships, information sharing that results in better career opportunities.

Weaknesses:

1. Very limited quarters for the faculty and staff.

2. Research activities are confined to few individuals.

3. Limited Industrial consultancy.

4. Placement of PG students is to be improved.

5. Patent and IPR registration need to be improved.

6. Limited Sponsored Projects from Government, Non-Government and External agencies.

7. Lack of entrepreneurial and innovative ecosystem.

Opportunities:

1. Scope to establish CoE (Centre of Excellence) in emerging fields with the collaboration of R&D organization and industry.
2. To organise number of training programs/workshops and international conferences
3. Scope for Interdisciplinary Sponsored, Consultancy projects and Innovative programs
4. Student-Faculty exchange program with reputed International Academic Institutions
5. To offer training to students on Soft Skill, Aptitude, Group Discussion, GATE, MAT etc examinations on periodical basis.
6. To encourage and facilitate the students in Internship programs at renowned corporate.
7. To establish Entrepreneurship hub along with incubation center to encourage startups and product developments.

Challenges:

1. To attract the top-ranking students in view of recently established institutes like IITH, IIITH, BITS and foreign universities.
2. To compete with renowned institutions such as IISc, IITs and NITs in academic excellence, research and Innovation.
3. To attract faculty who have excellent credentials in Research and Innovation.
4. To motivate faculty for New Product Development/Research/ R&D/ Innovation etc.
5. Herculean task to bring core companies to campus.

Section-4
Strategic Plan-Goals

Strategic planning is a continuous process with a specific focus on accomplishing short-, mid- and long-term goals in this highly competitive world. It analyses current environment, expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives. This document reflects a record of **CBIT**'s strategies for the coming three years (**2017-2020**), to accomplish the Vision and Mission, through high level goals with long range planning.

As a first step, Vision, Mission and a quality policy are evolved. These are achieved through many deliberations with all the stake holders (Management, Principal, HODs, Faculty, Staff, Industry, Students and Parents). Scientific scanning of internal and external environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision and Mission, the goals are drawn by holding brainstorming sessions with Deans, HODs and Professors. Institutional strategic goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Departments play a pivotal for the institution; hence each department worked out on their vision, mission and goals. The implementation plan for the departments also reflected all details such as budget, resources needed as well as leader responsible with time lines. This comprehensive plan forms the guiding source for the years **2017-2020**.

A Total of eight Goals are set, in consideration with various developments that are taking place nationally and globally, while maintaining educational policies and guidelines of AICTE/UGC/OU, as the periphery of the paradigm within which the Institute operates.

The Eight Goals are:

1. Enrichment of Curriculum and Teaching Learning Process
2. Human Resources: Faculty, Students and Staff
3. Research, Innovation and Entrepreneurship.
4. Development of Infrastructure and Facilities
5. Placements
6. Alumni and Interaction
7. Good Governance, Resources and Committees
8. Quality Assurance and Enhancement

Section-4.1

Enrichment of Curriculum and Teaching Learning Process

Goal 1: *Achieving Academic excellence by curriculum orientation and learning.*

CBIT, being an Autonomous Institution, aims to use the academic and administrative autonomy extended to such institutions by UGC and AICTE. Academic flexibility is enhanced by introducing Choice Based Credit System (CBCS)-R16, with more focus on more core electives, open electives, value-added courses and internships. All these efforts shall leads to good results, placements, research, and entrepreneurial activities which attract meritorious students.

Depending on the progress of the academic reforms, the curriculum is upgraded from time to time by considering the Vision and Mission of the department in line with the institute Vision and Mission. All courses are designed with the stated Course Objectives and Outcomes which are in turn linked with Program Outcomes and Program Educational Objectives. To bridge the gap between academia and industry, appropriate measures are being taken to incorporate the latest developments in Engineering and Technology.

Implementation and Monitoring

S.No	Objectives	Action Plan	Implementation	Monitoring
1	Transformation of conventional classrooms with latest pedagogy	a. Conducting training program to create more awareness b. Procuring the necessary tools.	Dean Academics(DA), Dean Student Progression (DSP)	IQAC
2	Establishment of new industry-based labs	a. Improving the Industries/ Organizations/ Institutions collaborations	TPO, Heads, R&D	Principal
3	Assessment & evaluation	a. Integrating CIE and SEE.	DA	IQAC
4	Skill and leadership development and promotion of self-learning	a. Including internships in the curriculum b. Collaboration with Industries/ Organisations	HoDs	DA
6	Offer Honours/ Additional Minor Engineering Degrees.	a. Obtain necessary approval from the Osmania University. b. Identification of the various MOOCs platforms	HoDs	D-AEC &CoE
7	Personal & Professional development and Co and Extra curriculum activities	a. Organizing more events under professional bodies/ chapters b. Mentoring and Counselling	HoDs, TPO and Coordinators of various clubs.	D-SA

Section-4.2

Human Resources: Faculty and Staff

Goal 2:*Create an environment on par with best academic Institution in the conutry to Leading to growth of the Institution.*

We aim to bring in a transformation approach that enables our institute to operate more flexibly and resiliently in the long term that can help our institute emerge on a stronger footing from today's challenges. We tend to ponder on every best possible area to improve our standards and reach our goals at every point.

Strategic plan for Human Resources

S No	Objectives	Action Plan	Implementation	Monitoring
1.	Recruitment Policy Formation & implementation	• Consider student and faculty ratio as per AICTE norms • To have more PhD Faculty in the campus. • Well established Recruitment Policy as stipulated by University.	Admin Office (AO)	Principal
2.	Staff performance evaluation system	• Parameters as per AICTE/UGC/NIRF and Industrial requirement are taken • External and Internal factors to be considered as parameters for the Non-academic staff	IQAC & AO	Principal
3.	Staff Training for quality improvement	• Continuous professional development for both academic and non-academic staff • Identify the gaps and suggest the right program • All training and development programs provided by UGC / AICTE / MHRD are made accessible to the staff. • Industrial experts to train the staff on the latest trends and requirements.	HoDs, & AO	Principal
4.	Rewards, recognitions and incentives	• Recognize and reward the best performer in academics and non-academics • Rewards and incentives that affect performance, loyalty and commitment • Performance results from a combination of the effort of an individual and the individual's level of ability, skill and experience • Acknowledge individual and team contribution • Research incentives based on best innovation, best research paper, best project etc.	IQAC & AO	Principal

Section-4.3

Considering the emerging engineering and technological advancements all over the country, Vision and Mission of our institute, individual departments and centres, the following strategic goal on Research and Innovation is set to improve the quality and quantity of application-oriented research. These are in line with the educational policies and guidelines of both MHRD and AICTE.

Goal 3: *Enhancement of Research & Development activities in terms of quality Publications, sponsored and consultancy projects*

To achieve this goal, three objectives are set in motion and are being implemented and monitored.

Objective 1: To Cultivate Research Culture and Promote Consultancy

S.No	Action Plan	Implementation	Monitoring
1.	Individual departments are encouraged to setup 'Centres of Excellence' to identify the strengths of the department and thereby attract consultancy funding.	D R&D and respective HoD.	Principal
2.	Obtain sponsored projects form Governmental and Non-Governmental agencies to augment the existing infrastructure and identify projects of social relevance and also publish papers	D R&D and respective HoD.	Principal
3.	Student projects: CBIT encourages both undergraduate and post graduate students to carryout quality and application-oriented projects that result in papers, innovation and patents. Funding up to Rs. 10,000/- can be sanctioned. In exceptional cases, higher funding can also be considered	D R&D and respective HoD.	Principal
4.	Faculty projects: CBIT encourages faculty to carryout quality and application-oriented projects that result in papers, innovation and patents. Funding up to Rs. 40,000/- can be sanctioned. In exceptional cases, higher funding can also be considered.	D R&D and respective HoD..	Principal
5.	Implementation of Performance based incentives: To encourage the faculty to publish more quality publications, do more sponsored / consultancy projects etc.,	D R&D and respective HoD.	Principal
6.	Anti-plagiarism software: Made mandatory for publications to maintain standards.	D R&D	Principal

Objective 2: To be Proactive in Industry-Institute Interaction

S. No.	Action Plan	Implementation	Monitoring
1.	Collaborations with Government & Private Institutes, Universities and Research Organizations through MoUs and visits for using facilities offered by the host institution and work on collaborative projects and technical papers	D R&D and respective HoD.	Principal
2.	To Provide industry based and socially relevant projects to undergraduate, postgraduate and Ph.D students for improving job opportunities to the students and also helps in writing quality papers	D R&D and respective HoD.	Principal
3.	To arrange Guest lectures for technical exposure among students and faculty to latest technologies and developments and motivate them to take up consultancy assignments and industry sponsored research projects.	D R&D and respective HoD.	Principal

Objective 3: To Encourage Intellectual Property Creation Activities

S. No	Action Plan	Implementation	Monitoring
1.	To create awareness among faculty regarding IPRs and to encourage to publish patents, copy rights etc..	D R&D and respective HoD.	Principal and Management

Section-4.4

Development of Infrastructure and Facilities

Goal 4: *Development of Sustainable infrastructure*

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, Hostel, and other Infrastructure for Extra and Co-Curricular Engagements in the serene ambience of 50 Acres to inspire, encourage and pursue Academics. In its relentless strive for Academic excellence, CBIT has scaled great heights both Nationally and Internationally. To maintain this impressive status, the following strategic plan is being carried out.

Strategic Plan for Infrastructure and Facilities

Objective	Action Plan	Implementation	Monitoring
1.Physical Infrastructure			
(a)Academic Infrastructure	Removal of Obsolescence and Development of Aesthetic Facilities	Respective HoDs and Project Engineer	HoD, Civil Engineering department
(b) Library	Up-gradation of Library Infrastructure and Introduction of state-of-the-art learning facilities	Librarian and Project Engineer	Principal
(c) Sports, Extra-Curricular Facilities, Hostel and Canteen	Upgradation and Modernization of Sports, Hostel and Canteen facilities	Physical Director and Project Engineer	DSA
2. Teaching – Learning Infrastructure.	Smart/ ICT class rooms	Respective HoDs and Project Engineer	DA
Books and e-Learning	Procurement of latest learning material	HoDs and Librarian	DA
3. Green Campus	Energy harvesting and management	Energy Savers' Club of CBIT	Head, Civil Engineering department
	Plantation, Rain water harvesting and green cover Hygiene, solid waste management (zero plastic usage)		
	Reuse of wasteEfficient usage of recycled waste water from STP	Parivritha , the environmental Club of CBIT	DSA

Section-4.5

Placements

Goal 5: *Enhancement of placements and internships through industry focussed Training programs.*

CBIT Placement cell was established in 1998 with the primary objective of placing students in world class corporate companies. The cell is headed by Training and Placement Officer (TPO). The cell is provided with state of art infrastructure facilities. The cell is housed in 18000 Sq.Ft. with two halls of 200 and 600 capacity with state of art Audio visual facilities, 12 Air-conditioned Interview rooms. Since inception, more than 13,500 students have been placed in more than 100 diversified corporations with the highest packages. Reputed companies which visit CBIT for Campus placements are Microsoft, Google, Amazon, ServiceNow, Oracle, Deloitte, Accolite, ITC, HUL, Godrej, Cognizant, Infosys, Accenture, TCS. Wipro, Capgemini, LTI,Medha, Dr.Reddy's, Aurobindo, Hetero, Saolifesciences, Hexagon, JK Paper, MRF, Bluestar, Hyundai and Orient Cements.

Strategic plan for Placements

Objectives	Action Plan	Implementation	Monitoring
To increase Industry specific eligible students Placements	(a) Training Students in Competitive Coding. (b) Training Students on Coding Platforms (c) Encouraging Students in Participating Hackathons (d) Introducing Minor path in Placements. (e) Offering Employability Course in 5th & 6th Semesters (f) Time Table is framed to Train students on employability skills (g) Special focus to Train Non-IT Students to place in IT industry.	TPO Cell	TPO and Respective HoDs and DA
Internships	Students are encouraged from 2nd year onwards.	TPO Cell and Respective HoDs	TPO and Respective HoDs and DA
To Train Students to improve core Industry Placements	To connect with core industries. Identified areas for Core branches to be introduced for increasing placements	TPO Cell	TPO and Respective HoDs and DA
Guiding Students for Higher Education	To Guide students on GRE/GMAT/GATE/CAT patterns. Counsel the students on Admissions based on their scores in the above exams.	TPO Cell	TPO and Respective HoDs and DA

Section-4.6

Alumni and Interaction

Goal 6: *Alumni Engagement and Interaction*

Alumni are the strongest representation of CBIT in the outside world. The CBIT Alumni is a family of more than 23000 Alumni, many of them are doing extremely well in their respective fields and also contributing to the growth of our institute with their support and expertise. The Alumni Relations Team engages in various initiatives to connect with the alumni at various platforms.

We consider our alumni to be family and are committed to find meaningful ways to strengthen the bond between alumni and alma mater. We organise Alumni meets every year on 25th December and take feedback for strengthen the activities further. We believe we can do better in creating opportunities to enrich lives of both alumni and current students. Keeping this in mind, an Alumni Engagement Strategies planned for 2017 to 2020.

Strategic plan for Alumni and Interaction

Objectives	Action Plan	Implementation	Monitoring
Building Strong Alumni Association	• Establishment of alumni association office • Creation of Interactive Alumni website	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Strengthening Relationships and Leveraging	• Regular interactions /invitations • Recognise successful alumni • Leverage for guest lecturers/internships/placements • Academic advisors/ Board of governors	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Endowments	• Explore Contributions / endowment partnering • Brand ambassadors • Sponsorships/scholarships	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Mentorship Programs	• Identify the potential Alumni • Provide the necessary facilities	Respective HoDs, Department Alumni Coordinators, Alumni Advisory Committee	Institute Alumni Committee,

Section-4.7

Good Governance, Resources and Committees

Goal 7: *Overseeing the institution's activities and determining its future direction*

Governing Body is an essential component of good governance to lead, guide and support the institute in its on-going mission for sustainability and viability. This ensures effective financial management and efficient resource mobilization while maintaining transparency, integrity and to follow an egalitarian approach. To sustain this impressive status and take it to newer heights, a strategic plan is being implemented.

Strategic Plan for Good Governance

Objectives	Action Plan	Implementation	Monitoring
Good Governance	➢ Creation of an advanced automatic AI based monitoring, evaluation of appreciation and corrective digitized system for all the essential parameters of Good Governance.	Principal	Management
Financial Management	➢ Through Finance Committee ➢ Optimization of Fee and salary structure ➢ Internal Revenue Generation Through R&D Projects, Consultancy and Training	GB and Principal	Management Management Management and Principal
Recruitments and Procurements	➢ Planning for, recruitment of and retention of qualitative human resources ➢ Planning , Procurement and Purchase of Material/Machinery (Equipment)	HR and HoDs	Principal Principal

Section-4.8

Quality Assurance and Enhancement

Goal 8: *To accomplish Quality in Technical Education, Research, Consultancy and Innovation*

Quality Assurance and its continuous improvement are the foremost important elements in taking the Institute to International Level in academics and research. The Institute's quality framework is monitored by Internal Quality Assurance Cell (IQAC) using established norms recommended by competent government agencies such as AICTE, MHRD etc. The quality assurance is realized through an Outcome Based approach focusing on Continuous Improvement by Benchmarking against the Practices adopted in the institution through Internal Quality Assurance Cell (IQAC)

Strategic Plan for Quality Assurance

Objectives	Action Plan	Implementation	Monitoring
Academic Audit of the Departments/ Sections	• Conducting of Academic audit after completing of academic year for all Departments including AEC&CoE	Respective HoD/ DA	IQAC
NBA Accreditation	• Reviewing of Previous NBA reports • Adopt the process based on accreditation parameters • Initiate the process for NBA Accreditation of UG Programs • Initiate the process for NBA accreditation of PG Programs	Respective HoDs	Institute Level NBA Committee
MHRD-NIRF	• Reviewing of Previous NIRF reports • Adopt the process based on NIRF parameters • Frame the time lines for preparing and auditing the same. • Initiate the process for uploading institutional information	Department NIRF Coordinators	NIRF Committee and IQAC
Submission of Annual Quality Assessment Report	• Collecting and Consolidating the data in every academic year • Uploading the Same by December of every Year	Respective HoDs/ IQAC Coordinator	Institute Level NAAC Committee
Periodic Updates in the Curriculum under Autonomous Status	• Amending and updating the curriculum changes as notified by AICTE/UGC/Osmania University authorities.	DA	Academic Council and IQAC
Pedagogy Training	• Organising Pedagogy training Programs for the Yong Teachers in every academic year during semester break.	Coordinator IQAC/DA/DSA	IQAC

Targets in Research, Consultancy and Innovation	• To fix the targets in terms of Publications, R&D/Consultancy Projects and IPRs	D R&D and All HoDs	Head & Director-R&E Hub & IQAC
Placement and Training Activities	• Conducting training programs on Coding and Soft Skills during V and VI Semesters for UG students. • Striving for placements in Core sectors.	TPO	IQAC
Assessing the feedback on Faculty	• Implementing of Direct and Indirect feedback in every semester. • Remedial Measures.	i/c-AEC and Coordinator-IQAC	IQAC
Assessing of Self-Appraisal Report	• Submission of SAR by respective faculty/staff in every year.	Every Individual of the Institute	Principal

Implementation of IQAC Objectives

Objective	Five Years Implementation Plan		
	Year 2017-18	Year 2018-19	Year 2019-20
Academic Audit of the Departments/Sections	✓	✓	✓
NBA Accreditation	PG Programs	-	PG Programs
NAAC -AQAR	✓	✓	✓
MHRD-NIRF	✓	✓	✓
Periodic Updates in the Curriculum under Autonomous	-	✓(UG)	✓(PG)
Pedagogy Training	✓	✓	✓
Targets in Research, Consultancy and Innovation	✓	✓	✓
Placement and Training Activities	✓	✓	✓
Assessing the feedback on Faculty	✓	✓	✓
Assessing of Self-Appraisal Report	✓	✓	✓

Section-5

Implementation, Monitoring, and Evaluation

Once the strategic plan is approved by the Management, prompt implementation of the Strategic plan in a time bound manner is the essence of this scheme. As implementation progresses, time to time it is to be checked whether it is going in right direction or not. For this, measurable success indicators are clearly defined. The Principal, along with all Directors and other selected senior members are custodians of this implementation plan.

Evaluation Indicators for the Projected Goals

S. No	Goal	Evaluation Indicators	Responsible for Implementation
1.	Curriculum and Teaching Learning Process	➢ Stakeholders Feedback ➢ COs, POs, PSOs attainment ➢ Result Analysis	DA
2.	Human Resources	➢ Faculty Feedback ➢ Actions taken	IQAC and HR
3.	R&D and Consultancy activities	➢ No. of projects Applied and sanctioned ➢ No. of publications ➢ No. of training programs organised ➢ No. of Guest Lectures arranged ➢ No. of faculty availed R&D facilities ➢ No. of patents	D R&D
4.	Infrastructure and Facilities	➢ Funds Invested and Ambience	DSA
5.	Placements	➢ No. of placements	TPO
6.	Alumni and Interaction	➢ No. of Alumni settled in good positions ➢ No. of Alumni chapters across the World ➢ No of current students benefitted	Alumni Association
7.	Good Governance, Recourses and Committees	➢ Complaints and Action taken	Principal

Monitoring is an important and essential aspect of the Strategic Plan. An independent committee formed by the Principal and will periodically monitor the progress of the implementation of strategic plan. The evaluation committee will prepare a comprehensive report and submit to the Governing Body through Principal.

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