

KGRCET 3-Year Strategic Plan

1. Mission and Vision of the Institution

Vision

To become self-sustainable institution which is recognized for its new age engineering through innovative teaching and learning culture, inculcating research and entrepreneurial ecosystem, and sustainable social impact in the community.

Mission

- To offer undergraduate and post-graduate programs that is supported through industry relevant curriculum and innovative teaching and learning processes that would help students succeed in their professional careers.
- To provide necessary support structures for students, which will contribute to their personal and professional growth and enable them to become leaders in their respective fields.
- To provide faculty and students with an ecosystem that fosters research and development through strategic partnerships with government organizations and collaboration with industries.
- To contribute to the development of the region by using our technological expertise to work with nearby communities and support them in their social and economic growth.

2. Summary of SWOT analysis

Strengths
1. The institution is located in a large green and clean eco-friendly campus with a potential to grow further.
2. Adequate classrooms with ICT facilities, laboratories, seminar halls, library, and sports facilities are made available to the students.
3. The institution is led by a visionary management along with an enthusiastic Principal and an efficient group of head of departments.
4. The teaching and non-teaching staff in the institution is comprised of young motivated faculty who are willing to work hard and help the college achieve its vision under proper guidance.
5. The vision and mission of the institution is committed to innovative teaching and learning culture, inculcating research and entrepreneurial ecosystem, and having sustainable social impact in the community.

Weaknesses

1. The annual intake of incoming freshmen students is not qualitative.
2. Retention of efficient faculty is a major concern for the institution.
3. The institution does not have hostel facilities available for students inside the campus.
4. The institution does not receive any financial support from alumni association.
5. The research capacity of the faculty in the institution is poor with little or no prior experience in working on research projects, writing grants, and publishing papers.

Opportunities

1. The institution although located in a rural area is at close proximity to the newly established financial district which is home to many leading IT and software companies.
2. Newly tightened affiliation regulations resulted in shutting down of a large number of nearby competing engineering colleges.
3. IT and software companies in the nearby areas could be invited to recruit students through campus placements.
4. Interdisciplinary projects in emerging fields such as Electric Vehicles, 3D-Printing, and Green Construction can be promoted to increase interest in low demand engineering disciplines such as electrical, civil, and mechanical engineering.
5. The R&D cell could re-strategize its focus to submitting research proposals to government agencies and generate funds for conduction of research.
6. The institution has an opportunity to apply for UGC Autonomous status based on the results of the NAAC re-accreditation.

Threats

1. Untimely release of student scholarships from the government inhibits proper financial planning.
2. Competition between the colleges to attract good faculty
3. Low quality prior academic and financial background of incoming students.
4. Observed drop in demand for engineering programs in the state and across the country especially in fields such as civil and mechanical engineering.
5. Current affiliation to JNTUH limits the flexibility in curriculum enrichment and for providing credits for co-and extra-curricular activities.

3. General and specific objectives of the project proposal linked to Mission, SWOT and expected results.

Objective-1: Innovation in Teaching and Learning						
To strengthen academic programs by continuously improving course delivery, including content and methods, to meet students' and stake holders' changing needs						
Specific Objectives	Mission	S	W	O	T	Results
1.1 Adopt outcome-based education (OBE) framework for curriculum development, teaching, learning, and assessment.	M1	3, 4, 5		3		<ul style="list-style-type: none"> • Clarity of student learning outcomes • Students acquire knowledge and skills for better employability with higher pay package • Improved academic performance of students • Increased retention, completion and graduation rates • Enhanced satisfaction of stakeholders
1.2 Improve the quality of student learning through implementing innovative teaching practices.	M1	4, 5		3		
1.3 Provide experiential learning opportunities for students to stimulate innovation and enhance their problem-solving skills.	M1, M4			4	5	
1.4 Promote outside-of-class learning to develop the professional skills required in modern engineering practice such as strong communication, teamwork, leadership, and project management skills.	M2	5		4	5	
1.5 Support academically weaker students through special measures to improve their retention and success	M1, M2		1		3	
Objective-2: Human Resource Development						
To acquire, develop, and retain motivated competent faculty and staff, who will contribute effectively and to their best ability to student learning and organizational development						
Specific Objectives	Mission	S	W	O	T	Results
2.1 Improve recruitment strategies for filling vacant positions in a timely manner with candidates possessing desired qualification and organize orientation and onboarding training upon joining.	M1, M3		2	1, 2	1, 2	<ul style="list-style-type: none"> • Increased number of faculty with higher qualification and competency and their retention • Motivated faculty and staff • Improved learning experience for students • Improved services for the students • Improved leadership capability to carry out institutional development
2.2 Help faculty to discover, develop, and deploy ways to improve pedagogical and technological aspects of instruction.	M1	4, 5			1	
2.3 Encourage and support professional development of faculty by deputing to higher education / continuing education programs, seminars, workshops, and conferences.	M1, M3	4		2	1	
2.4 Setup mentoring system to groom and develop leadership skills among faculty and build a pipeline of leaders at the department and institutional level.	M2, M3	4				
2.5 Improve faculty performance at respective roles through implementation of goal setting and self-appraisal system.	M3	4	2			

Objective 3: Research and Innovation

Expand and strengthen commitment to research activities as a means of promote technological innovation in the institution and society.

<i>Specific Objectives</i>	Mission	S	W	O	T	Results
3.1 Establish post-graduate programs in eligible departments in alignment with industry demands.	M1	5		3	1	<ul style="list-style-type: none"> • More number of market driven post-graduate programs • Increased number of research-active faculty and Ph.D. enrolment • Increased research publications with higher citation indices and collaborative and sponsored projects • Enhanced interaction with industry • Additional revenue generation
3.2 Encourage the formation of focused research groups in emerging areas in partnership with government and industry.	M3	5		5		
3.3 Provide an ecosystem to encourage faculty and students to conduct research which will lead to sanction of research grants, publications, and filing of patents.	M3	4, 5	5	5		
3.4 Enhance research capacity in identified areas by recruiting senior adjunct researchers and providing appropriate equipment, infrastructure, and other resources.	M3	1, 5		5	2	
3.5 Utilize faculty expertise and enhanced laboratory facilities to collaborate with industries for additional revenue generation through consultancy, commercialization of R&D outputs, and training activities.	M3	4, 5	5	1, 4		

Objective-4: Infrastructure and Support Systems

Provide effective and efficient support systems and services that meet the needs of academic programs, faculty and student body

<i>Specific Objectives</i>	Mission	S	W	O	T	Results
4.1 Upgrade all classrooms with ICT facilities to support the instructional and learning activities of faculty and students.	M1, M2	2, 3			1	<ul style="list-style-type: none"> • Increase in number of teaching innovations in the classroom. • Increased research output • Increase in number of interdisciplinary and community oriented projects with an opportunity to start-up. • Increase in number of achievements at cultural, sports, and technical events. • Increase in number of after-college activities.
4.2 Develop and strengthen additional laboratories that would promote advanced research activities in the institution.	M1, M2	1, 3, 5		5	1	
4.3 Establish multiple centers of excellence aimed to achieve the mission and vision of the institution – Center for Interdisciplinary Engineering (CIE), Center for Innovation and Social Transformation (CIST), and KGR Technology Business Incubator (K-TBI).	M1, M2, M4	1, 3, 5		6		
4.4 Setup well-equipped sports stadium and large seating seminar hall for students to host and compete in inter-college fests.	M2	1, 2			1	
4.5 Establish hostels for boys and girls inside the college to foster a student-friendly ecosystem outside of the regular operation hours.	M2	1			1	

Objective-5: Management and Administration						
Evolve and implement management and administrative mechanisms that are responsive, reliable and efficient						
<i>Specific Objectives</i>		S	W	O	T	Results
5.1 Develop and implement systems and structures to plan, organize, manage and monitor institutional administrative and academic reforms.	M2	1, 3				<ul style="list-style-type: none"> Enhanced institutional management capacity Improved responsibility and accountability Increase in number of admissions Improvement in quality of incoming freshmen students. Reduction in the gap between industry expectations and the academic outcomes of students.
5.2 Leverage technology to make administrative processes effective and efficient.	M2	3				
5.3 Complete institutional and department level accreditation to improve the quality and branding of the institution.	M1, M2, M3	3	1	2	2	
5.4 Achieve autonomous status to provide the institution with flexibility for curriculum enrichment in alignment with industry expectations.	M1, M2, M3, M4	3	1	2, 5	2, 5	
Objective-6: Student Success and Progression						
Establish support structures to promote student success while progression to industry, higher studies, and entrepreneurship						
<i>Specific Objectives</i>	Mission	S	W	O	T	Results
6.1 Enhance placements of graduates through summer internships, career guidance, training and campus interviews and developing meaningful relationship with industry, employers and alumni.	M2	6		1, 3		<ul style="list-style-type: none"> Improvement in the overall technical and professional skills and development of the students. Increase in number of students placed in core companies. Increase number of student-entrepreneurs. Improvement in the visibility of the institution in city and the state. Improvement in interaction and collaboration with Alumni.
6.2 Promote innovation among students through the conduction of co-curricular activities to develop and showcase technology-based products in emerging technologies.	M2, M3	1		1, 3	5	
6.3 Organize cultural, sports, and literary focused events to encourage extra-curricular learning and development among students	M2	1		1,3		
6.4 Develop an eco-system to promote entrepreneurship and innovation among students through the support of centers of excellence.	M2			3	5	
6.5 Strengthen alumni association through regular department level and institute level interactions.	M2		4			



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