Strategic Plan 2020-25

Vidyalankar Institute of Technology

Vision, Mission and Values

Vision:

To be a globally recognised institute where learners are nurtured in a scholarly environment to evolve into competent professionals and researchers to benefit society.

Mission:

- Evolve a curriculum which emphasises on **strong fundamentals** with the flexibility to choose advanced courses of interest and gain exposure to tools and techniques in contemporary subjects.
- Encourage **a teaching-learning process** in which highly competent faculty share a **symbiotic association** with institutes of repute.
- Facilitate creation and dissemination of knowledge through a **digitally enabled** learning environment.
- Develop **academic and infrastructural facilities** with modern equipment and other learning resources and encourage reciprocal sharing with other institutes through networking.
- Establish a Centre of Excellence to enhance **academia-industry partnership** and work on collaborative projects.

Vision, Mission and Values

Values

Vidyalankar believes that character-building is an essential step towards nation-building. Nurturing young minds is a vital responsibility. Vidyalankar Values are the set of ideas which guide the attitudes and behaviour of the members of the Vidyalankar family. The Vidyalankar Value system indeed serves as a beacon to guide students. Educating students on ethics, to differentiate between right and wrong and motivating them to choose the right path is imperative. The following values are interspersed in all aspects of the teaching-learning process:

Honesty:
Being true to oneself and others; being trustworthy and straightforward in all our professional and personal dealings. To walk on the path of honesty and fairness, irrespective of the consequences that may ensue.

Integrity:
Unwaveringly adhering to moral and ethical principles and upholding righteous behaviour. Developing strength of character, which is absolutely incorruptible at any point in the teaching-learning process and in one's academic and professional life.

Excellence:
Setting high standards and quality benchmarks for oneself and endeavoring to reach them. Doing the very best one can in every task that one accomplishes. Aiming for personal, academic and professional excellence and never compromising with mediocrity.

Responsibility:
Being aware of and shouldering one's responsibilities towards self, institute, home and society. Acquire the inner belief to fulfil one's responsibilities to the best of one's abilities. Being accountable for one's actions; practicing what one preaches and leading by example.

Commitment:
Complete dedication and thorough engagement towards work. Inculcating loyalty and developing a sense of ownership. To be sincere in approach, adhere to deadlines and have a result-oriented approach.

Salubrious Attitude:
Nurturing and promoting a feeling of well-being and a healthy and wholesome academic and professional environment. An attitude that is favourable to develop a healthy body, mind and character.

Strengths, Weaknesses, Opportunities and Challenges

Internal Factors	Strengths (Build, Enhance)	• Effective leadership of the members of the trust with passion towards working for excellence in education • Conducive environment and state of Art Infrastructure • Learner centric & ICT enabled Teaching–Learning process, to meet the needs of the millennial • Focus on synergy between teaching and holistic development of the students
	Weakness (Eliminate)	• International engagement in terms of student and faculty exchange programs • Less percentage of faculty involved in research and consultancy activities • Faculty exposure / internships on real time industry projects/ products
External Factors	Opportunities (Exploit, Expand)	• Academic Autonomy • International collaborations • Expansion of need based Educational and Research programs • Enhancing contributions to green initiatives for sustainable development of society
	Challenges (Overcome)	• Changing Admission scenario in Engineering and Technology due to wide availability of other professional programmes • Availability of competent Ph.D. faculty • Rapid changes in all the disciplines and correspondingly changing expectations from industry and society

Preamble

The world is undergoing rapid changes in the knowledge landscape. The global education development agenda reflected in the Goal 4 (SDG4) of the 2030 Agenda for Sustainable Development, adopted by India in 2015 - seeks to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all" by 2030. With various scientific and technological advances such as the rise of big data, machine learning, and artificial intelligence will lead the many unskilled jobs to be taken over by machines. However, the need for a skilled workforce, particularly involving mathematics, computer science, and data science, in conjunction with multidisciplinary abilities across the sciences, social sciences, and humanities, will be increasingly in greater demand.

Higher education institutes are entrusted with the responsibility to strengthen the workforce which is equipped with a high order of scientific and technological capabilities, robust humanist and philosophical thought and creativity. Thus, every educational institute should have a strategic plan which spells out what it expects to realise in the long run, and continuously strive towards implementing the same. The planning must be constant and persistent, yet adaptive and responsive to rapidly changing conditions.

Government of India has launched its National Education Policy (NEP) 2020 in July 2020. As of now, our college is an affiliated college of the University of Mumbai. In coming years (from 2020-2025) we may expect the autonomy status under the mentorship of University of Mumbai than a full-fledged university status. So, Considering the NEP 2020 as a reference point along with our current affiliation with the University of Mumbai, we would like to set following goals and objectives.

Strategic Goals

Goal 1
- To evolve with an agile, comprehensive, robust and flexible curriculum with multidisciplinary approach to keep pace with industry standards and to deploy it effectively for developing competent professionals

Goal 2
- To evolve teaching-learning and evaluation processes for diversified student engagement and enhancing their performance

Goal 3
- Promote core, interdisciplinary and collaborative research

Goal 4
- Maintain and enhance (Scale up) Infrastructure and Learning Resources for capacity building

Goal 5
- Holistic Development of students and imparting lifelong learning skills

Goal 6
- Robust Governance in planning and implementation of significant quality initiatives in congruence with the vision, mission and values of the institute

Goal 7
- Integrate and enhance the responsiveness of the institute pertinent to dynamic national and global context

Goal 1 – To evolve with an agile, comprehensive, robust, and flexible curriculum with multidisciplinary approach to keep pace with industry standards and to deploy it effectively for developing competent professionals.

1.1. To design and develop need-based curriculum (CBCS) relevant to the local, regional, national and global development and to initiate major curricular revision with identification of new courses based on special local needs and regional challenges.

1.2. To enhance skill-based courses to satisfy stakeholders' feedback e.g., value added/add-on (transferable and life skills) /bridge courses, faculty skill development.

1.3. To enhance experiential learning e.g., internships, live projects, research projects, field projects, collaborative projects, sponsored projects, industrial visits.

1.4. To strengthen Industry-Institute Linkages for curriculum enrichment.

Goal 1 Measurable Strategic Objectives:

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
1.1	Revision in Cluster Mentor group formation	Restructuring	Revision	Revision	Revision	Revision
	Formation of Institute and Department Academic Councils	--	Formation	--	--	Restructuring
	Curriculum Mapping and syllabus design / revision as per industry requirement	Design of Curriculum for UG/PG courses	Revision	Revision	Revision	Revision
	Revision in Course Objectives & Course Outcomes to foster Outcome Based Learning	Design Course Objectives & Outcomes as per Curriculum	Revision	Revision	Revision	Revision
1.2	No. of Value-Added Courses	10	12	14	16	18
	No. of MOOCs completed by students	10	12	14	16	18
	% of faculty undergoing Skill Development Courses as per latest trends	75%	75%	80%	80%	85%

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
	No. of Foreign languages offered	1	1	1	1	1
1.3	No. of students undergoing Internships	800	900	1000	1100	1200
	No. Collaborative projects by students and faculty	10	10	15	15	20
	No. faculty undertaking Sponsored Projects	2	2	3	3	3
	No. of Industrial Visits	5	5	5	5	5
1.4	No. of Guest Lectures	20	25	30	35	40
	No. of MOUs supporting Curriculum Enrichment	5	7	9	11	13

Goal 2: To evolve teaching-learning and evaluation processes for diversified student engagement and enhancing their performance.

2.1. To strengthen Teaching Learning processes to satisfy needs of learner
2.2. To develop exhaustive learning resources and deploy it effectively to enrich teaching-learning and hence students' performance
2.3. To enhance competence, skills and abilities of students through innovative and transparent evaluation processes
2.4. To understand the student satisfaction for providing development-inducing feedback

Goal 2 Measurable Strategic Objectives:

Sr. No.	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
2.1	Student Teacher Ratio	1:20	1:20	1:15	1:15	1:15
	Implementation of AAP	Updation of AAP for Academic Rigour	Implementation of AAP with Academic Rigour	Implementation of AAP with Academic Rigour	Implementation of AAP with Academic Rigour	Implementation of AAP with Academic Rigour
2.2	Using ICT for effective teaching with E-Learning resources	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty/ Virtual Labs	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty/ Virtual Labs	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty
2.3	Evaluation Processes	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE, Open Day,	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE, Open Day,	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE, Open Day,
2.4	Application of Net Promoter Score (NPS) in evaluation of Student Satisfaction Survey (SSS)	Introduction of NPS in SSS	NPS >= Threshold	NPS >= Threshold	NPS >= Threshold	NPS >= Threshold

Goal 3: Promote core, interdisciplinary and collaborative research

3.1. To strengthen research culture

3.2. To enhance collaborative research with industry, academic and research institutions

3.3. To create an ecosystem for entrepreneurship and incubation

3.4. To enhance quality of research leading to publications in high impact journals and grant of Patent / Copyrights

3.5. To encourage projects for societal benefits/ extension activities, consultancy, participation in competitions/events at national and international level

Goal 3 Measurable Strategic Objectives:

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
3.1	No. of Research Related Trainings organised by the Institute	1	1	1	1	1
	No. of Research Conferences organised by the institute	1	1	1	1	1
	No. of Faculty attending Research Conferences	25	30	35	40	45
3.2	No. of Research Projects sponsored by Government/Non-Government organisations	1	1	2	2	3
3.3	No. of Seminars/Workshops to encourage Entrepreneurship Development	2	2	2	2	2
	No. of projects incubated	2	2	3	3	4
	No. of functional MoUs signed with reputed industry and organisations to undertake joint research projects	2	2	3	3	4

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
3.4	No. of Research Papers published in Indexed- Journal	50	55	60	65	70
	No. of Research Papers presented in Conference	60	65	70	75	80
	No. of Patents	1	1	1	1	1
	No. of Copyrights	2	2	2	2	2
3.5	No. of Extension/ Outreach activities conducted by the Institute for sensitizing students to social issues	10	10	12	12	14
	% of students participating in extension activities	200	225	250	275	300
	No. of linkages of Institute for faculty exchange, student exchange, research	35	40	45	50	55

Goal 4: Maintain and enhance Infrastructure and Learning Resources for capacity building

4.1. To strengthen infrastructure facilities for effective and efficient conduct of the curricular, co-curricular, extra-curricular and administrative activities

4.2. To enhance the library holdings and technology-aided learning resources

Goal 4 Measurable Strategic Objectives:

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
4.1	Strengthening Campus Infrastructure	Lab Development	Restructuring of IT infrastructure	Innovation Lab	Laboratory with Centre of Excellence	Laboratory with Centre of Excellence
	No. of classrooms and seminar halls with ICT Enabled facilities	50	50	52	52	54
4.2	Library Resources (E books)	1000	1025	1050	1075	1100

Goal 5: Holistic Development of students and imparting lifelong learning skills

- 5.1 To enrich the student support measures
- 5.2 To facilitate optimal student progression
- 5.3 To foster alumni engagement

Goal 5 Measurable Strategic Objectives:

Sr. N	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
5.1	No. of capability enhancement and development schemes implemented	Training for competitive examinations, Career counselling, Soft skill development, Language lab, Bridge courses	Training for competitive examinations, Career Counselling, Soft Skill development, Language lab, Bridge courses	Training for competitive examinations, Career Counselling, Soft Skill development, Language lab, Bridge courses, Yoga and meditation	Training for competitive examinations, Career Counselling, Soft Skill development, Language lab, Bridge courses, Yoga and meditation	Training for competitive examinations, Career Counselling, Soft Skill development, Language lab, Bridge courses, Yoga and meditation,
5.2	% of students placed	70%	70%	75%	75%	80%
	No. of students progression to higher education	25	30	35	40	45
	No. of students qualifying in Competitive examinations	60	70	80	90	100

Sr. N	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
5.3	Activities undertaken to strengthen alumni interactions in the institute:	Guest Lectures, Placement & Internship, Department Advisory Committees, Adjunct/Visiting faculty	Guest Lectures, Mentoring, Placement & Internship, Curriculum Development, Department Advisory Committees, Adjunct/Visiting faculty	Guest Lectures, Mentoring, Placement & Internship, Curriculum Development, Department Advisory Committees, Adjunct/Visiting faculty	Guest Lectures, Supporting alumni for continued learning and career guidance, Mentoring, Placement & Internship, Curriculum Development, Department Advisory Committees, Enhancing, Adjunct/Visiting faculty	Guest Lectures, Supporting alumni for continued learning and career guidance, Mentoring, Placement & Internship, Curriculum Development, Department Advisory Committees, Enhancing Innovation ecosystem, Adjunct/Visiting faculty

Goal 6: Robust Governance in planning and implementation of significant quality initiatives in congruence with the Vision, Mission and Values of the institute

> **6.1** To strengthen the participative management practices for coordinating academic and administrative planning and implementation effectively
>
> **6.2** To set and achieve strategic priorities by judicious evaluation of goals and measurable targets
>
> **6.3** To nurture the professional competence of the human resource in the institute
>
> **6.4** To ensure the optimum utilisation of financial resources
>
> **6.5** To sustain and improve the function of IQAC in the institute

Goal 6 Measurable Strategic Objectives:

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
6.1	Strengthening the existing systems and procedures	Application for Autonomy	Accreditation for INFT/CMPN and reaccreditation for ETRX/EXTC and BIOM	Implementation of Autonomy	Implementation of Autonomy	Implementation of Autonomy
	Review and update the organizational standard operating processes	Updation of SOPs	Updation of SOPs	Updation of SOPs	Updation of SOPs	Updation of SOPs
6.2	Strategic Plan Deployment Review and Amendments	Semi annual review of deployment	Semi annual review of deployment	Semi annual review of deployment, amendment if any	Semi annual review of deployment	Semi annual review of deployment
6.3	% Teachers attending professional development programs	70%	70%	75%	75%	80%
	Number of training programs organized by the institute for staff	20	22	24	26	28

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
	Performance Appraisal of teaching and non-teaching staff members	Revision in PA Form	Implementation of Revised PA form	Implementation of Revised PA form	Implementation of Revised PA form	Implementation of Revised PA form
6.4	Financial Resource Mobilisation	Budgets and Financial Approvals	Budgets and Financial Approvals	Budgets and Financial Approvals	Budgets and Financial Approvals	Budgets and Financial Approvals
6.5	Implementation of quality assurance strategies and processes by IQAC	Review of teaching learning and administrative processes	Review of teaching learning and administrative processes	Review of teaching learning and administrative processes	Review of teaching learning and administrative processes	Review of teaching learning and administrative processes
	Number of quality initiatives by IQAC for promoting quality culture	50	55	60	65	70

Goal 7: Integrate and enhance the responsiveness of the institute pertinent to dynamic national and global context

7.1. To enhance the responsiveness of the institute towards the emerging challenges and pressing issues

7.2. Benchmarking of best practices for developing distinctive characteristic that grows into recognizable attribute

Sr. No	Strategic Objectives	2020-21	2021-22	2022-23	2023-24	2024-25
7.1	No. of programmes that promote gender sensitivity	05	05	06	06	07
	No. activities to be conducted on campus to promote human values, national values, Constitutional obligations	02	02	03	03	04
	No. of projects relevant to societal benefit	06	06	12	12	18
	No. of social initiatives taken by the Institute to contribute towards community help	20	22	24	26	28
7.2	No. of Initiatives to be conducted for promoting Green Campus	Renewable Energy Sources, Waste Management techniques	Renewable Energy Sources, Waste Management techniques	Renewable Energy Sources, Waste Management techniques	Renewable Energy Sources, Waste Management techniques	Renewable Energy Sources, Waste Management techniques
	No. of initiatives to be taken by the institute in providing an inclusive environment (cultural, regional, linguistic, socio-economic diversities)	02	02	03	03	04

Deployment Document 2022-23

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Compliance report for the academic year 2022-23 with respect to Strategic Plan 2020-2025

Goal 1. To evolve with an agile, comprehensive, robust, and flexible curriculum with multidisciplinary approach to keep pace with industry standards and to deploy it effectively for developing competent professionals.

Sr. No	Strategic Objective	Target	Comments
1.1	Revision in Cluster Mentor group formation	Revision	New Subjects domain are formed
	Formation of Institute and Department Academic Councils	Formation	Institute academic councils and department level BOS is formed and functioning
	Curriculum Mapping and syllabus design / revision as per industry requirement	Revision	Syllabus for autonomy is submitted for approval
	Revision in Course Objectives & Course Outcomes to foster Outcome Based Learning	Revision	Completed for all departments
1.2	No. of Value-added courses/ skilled based courses to be offered	14	66
	No. of MOOC to be offered as mandatory course/s in curriculum	14	Planned with autonomy syllabus
	% of faculty undergoing Skill Development Courses as per latest trends	80%	66%
	No. of Foreign languages offered	1	Planned in Autonomy syllabus
1.3	No. of students undergoing Internships	1000	
	No. of collaborative projects by students and Faculties	15	04
	No. faculty undertaking sponsored Projects	3	04
	No. of Industrial Visits	5	15
1.4	No. of Industry Guest Lectures	30	14+ 15 for MMS
	MoUs supporting Curriculum Enrichment	9	06 (3 are in process on signing)

Goal 2: To develop and implement ICT enabled learner centric Teaching–Learning process

Sr. No	Strategic Objective	Target	Comments
2.1	Implementation of AAP	Implementation of AAP with Academic Rigour	Academic rigor form is integral part of the AAP
2.2	Using ICT for effective teaching with E-Learning resources	Recorded Lectures/ Concept Videos/ YouTube Videos by Faculty/ Virtual Labs	Provided to the students by the respective departments
2.3	Evaluation Processes	CIE for Subjects/ Projects, Discussion of IA Answer papers in class, Photocopy and Revaluation of ESE	Done
2.4	Application of Net Promoter Score (NPS) in evaluation of Student Satisfaction Survey (SSS)	Introduction of NPS in SSS	Done

Goal 3: Promote core, interdisciplinary and collaborative research

Sr. No	Strategic Objective	Target	Comments
3.1	No. of Research Related Trainings organised by the Institute	1	02-Faculty 04-Students
	No. of Research Conferences organised by the institute	1	Not done
	No. of Faculty attending Research Conferences	35	45
3.2	No. of Research Projects sponsored by Government/Non-Government organisations	2	4-TIH
3.3	No. of Seminars/Workshops to encourage Entrepreneurship Development	2	1
	No. of projects incubated	2	0
	No. of functional MoUs signed with reputed industry and organisations to under take joint research projects	3	3

	No. of Research Papers published in Indexed- Journal	60	52
3.4	No. of Research Papers presented in Conference	70	64
	No. of Patents	1	4
	No. of Copyrights	2	4
3.5	No. of Extension/ Outreach activities conducted by the Institute for sensitizing students to social issues	12	11
	No of students participating in extension activities	250	813 (students in multiple events)

Goal 4: Maintain and enhance Infrastructure and Learning Resources for capacity building

Sr. No	Strategic Objective	Target	Comments
4.1	Strengthening Campus Infrastructure	Innovation Lab	Smart board per department
	No. of classrooms and seminar halls with ICT Enabled facilities	52	Smart board per department
4.2	Library Resources (E books)	1050	1024

Goal 5: Holistic Development of students and imparting lifelong learning skills

Sr. No	Strategic Objective	Target	Comments
5.1	No. of capability enhancement and development schemes implemented	Training for competitive examinations, Career Counselling, Soft Skill development, Language lab, Bridge courses	√
5.2	% of students placed	75%	65.8% (Engg.)
5.3	Activities undertaken to strengthen alumni interactions in the institute:	Guest Lectures, Mentoring, Placement & Internship, Curriculum Development, Department Advisory Committees, Adjunct/Visiting faculty	√

Goal 6: Robust Governance in planning and implementation of significant quality initiatives in congruence with the Vision, Mission and Values of the institute

Sr. No	Strategic Objective	Target	Comments
6.1	Strengthening the existing systems and procedures	Implementation of Autonomy	First Autonomy batch started from July 2022-23.
	Review and update the organizational standard operating processes	Updation of SOPs	R & D policy revised
6.2	Strategic Plan Deployment Review and Amendments	Semi annual review of deployment	√
6.3	% Teachers attending professional development programs	75%	90
	Number of training programs organized by the institute for staff	24	18
	Performance Appraisal of teaching and non-teaching staff members	Implementation of Revised PA form	√
6.4	Financial Resource Mobilisation	Budgets and Financial Approvals	Planning and Budgeting process for appropriate and proper utilization of financial resources
6.5	Implementation of quality assurance strategies and processes by IQAC	Review of teaching learning and administrative processes	Intitutionalization of 2 practices - Project based learning - Reforms in curriculum design Incremental improvements - Lecture Guide - GE and LE course
	Number of quality initiatives by IQAC for promoting quality culture	60	35

Goal 7. Integrate and enhance the responsiveness of the institute pertinent to dynamic national and global context

Sr. No	Strategic Objective	Target	Comments
	No. of programmes that promote gender sensitivity	05	03 (WDC-02,ICC-01)

7.1	No. activities to be conducted on campus to promote human values, national values, Constitutional obligations	03	02
	No. of projects relevant to societal benefit	12	09
	No. of social initiatives taken by the Institute to contribute towards community help	24	11
7.2	No. of Initiatives to be conducted for promoting Green Campus	Renewable Energy Sources, Waste Management techniques	√
	No. of initiatives to be taken by the institute in providing an inclusive environment (cultural, regional, linguistic, socio-economic diversities)	03	02 (Skit on 15th August, Har ghar Tiranga)