



# prayojana

A Strategic Plan of GPREC



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## Preamble



G. Pulla Reddy Engineering College, Kurnool established in the year 1985 by great philanthropist Sri. G. Pulla Reddy garu, is a renowned institute in both Telugu states and most sought after college in Rayalaseema region. The strategic plan is crucial for an institution to achieve the vision of the institute. The institution strategy document has a plan for the identified goals to be achieved in a period of five years, action items to achieve the goals and metrics to measure the achievements. The strategic plan for 2023 – 2028 will serve as strength to continuously assess and improve the institution on various fronts like teaching-learning methodologies, career development of students, research and innovation, etc.

G. Pulla Reddy Engineering College brings its strategic plan with a name of “*Prayojana*”, which is a Sanskrit word that denotes *the ‘ultimate goal of attainment’*. The strategic plan addresses vision, mission, quality policy, institute core values, long-term and short-term goals and measurable metrics for next five years. The goals are defined and guided by the various stake holders such as Management, Principal, Heads of various departments, Faculty, Staff, Students, Parents, Alumni and Employers through SWOC analysis. These strategic plan highlights on accomplishing the strategic goals and bringing out a good quality of education with core values.

## **Vision:**

To become the choicest institute of technology and a hub of academic and industrial research and development.

## **Mission:**

To provide conducive academic ambience, excellent infrastructure, continually updated lab equipment and committed and scholarly faculty to realize the vision of the college.

## **Quality Policy:**

G. Pulla Reddy Engineering college, Kurnool, is engaged in imparting “quality education and training” in the field of engineering and technology. It aims to be an institute of excellence of technical education through continual improvement. The institute facilitates faculty and staff to work as a team and update their knowledge and skill to match the industrial and technological development.

## Core Values:

- **Integrity and Ethics**

Effective teaching-learning and research shall be carried out in an environment of academic freedom and trustworthiness. The institution will adhere to the highest standards of ethics in all activities.

- **Excellence**

The institution is committed to excellence in all of its activities through internal and external constructive criticisms and shall work towards continuous improvement. The institute recognises outstanding efforts through honours and awards.

- **Equity**

The institution shall provide the equal opportunities to all students without gender biasness and socio-economic circumstances, which are not barriers for success in education. The institute provides healthy and pleasant ambience for effective gaining of knowledge and skills so that students shall connect to the industry and society.

- **Responsibility and Transparency**

The institute creates an environment where every member of the institution understands and accept responsibility for supporting and reinforcing moral values. Also, the institute shall function in adherence to the procedures and service rules, which are disseminated to all stakeholders.

- **Empathy**

The institute provides the awareness on the conditions of the weaker sections of society and contributions towards solutions of their issues, which is an integral part of education and research of our faculty and students.

## Stakeholder's Expectations

<b>Management</b>	<ul style="list-style-type: none"> <li>❖ Global Recognition</li> <li>❖ Good Governance</li> <li>❖ Social Responsibility</li> <li>❖ Sustainability</li> </ul>
<b>Principal, Heads and Deans</b>	<ul style="list-style-type: none"> <li>❖ NIRF Ranking within top 100</li> <li>❖ Glowing benchmarking through Accreditation</li> <li>❖ Qualified faculty with good competencies</li> <li>❖ Industry oriented labs and programmes</li> <li>❖ Establishment of Centres of Excellence</li> </ul>
<b>Faculty and Staff</b>	<ul style="list-style-type: none"> <li>❖ Healthy and pleasant ambience for teaching and research</li> <li>❖ Academic freedom with responsibility</li> <li>❖ Good research facilities and financial support</li> <li>❖ Transparent policies and processes</li> </ul>
<b>Students</b>	<ul style="list-style-type: none"> <li>❖ Healthy and pleasant academic ambience</li> <li>❖ State of art laboratories and facilities</li> <li>❖ Well defined teaching-learning process</li> <li>❖ Opportunities for talent exposure</li> <li>❖ Support for co-academic and extra-academic Activities</li> <li>❖ Guidance towards placements, higher studies, innovations and entrepreneurship</li> </ul>
<b>Parents</b>	<ul style="list-style-type: none"> <li>❖ Trademark of the institution</li> <li>❖ Quality in teaching and learning process</li> <li>❖ Well discipline in students</li> <li>❖ Good number of placements</li> </ul>
<b>Alumni and Industry</b>	<ul style="list-style-type: none"> <li>❖ Ranking and accreditations of the institution</li> <li>❖ Impactful research and consultancy</li> <li>❖ Strong industry-institute interaction</li> <li>❖ Industry ready students with ethics and attitude</li> </ul>
<b>Perception of society and others</b>	<ul style="list-style-type: none"> <li>❖ Graduates with moral ethics and responsibility</li> <li>❖ Societal activities and other development activities to the needy people</li> <li>❖ Resource centre for other institutions</li> </ul>

# SWOC Analysis

## Strengths:

- Established in 1985 and has excellent brand value in the society, highly qualified (more than 40% faculty members are with Ph.D), experienced and committed faculty members.
- Recognized as Centre with Potential for Excellence (CPE) from UGC and research centre under JNTUA to offer PhD program.
- Well-equipped learning sources such as state-of-art laboratories, library and computer centres with a spacious built up area.
- Healthy and pleasant academic ambience along with good teaching-learning processes.
- Well defined offline and online mentoring system to the students.
- Providing employability skills leading to a good number of placements.
- Promoting the innovation, product development, entrepreneurship and start-up activities of faculty and students through the Centre for Innovation and Entrepreneurship (CIE).
- Good support and facilities for co-academic and extra-academic activities.
- Opportunity to acquire Honours or Minor Degree in addition to the regular degree.
- Strong alumni network across the globe.

## Weaknesses:

- Majority of the students from rural background with poor communication and soft skills.
- Most of the admitted students' standard is poor.
- Lack of good number of PG admissions.
- Lack of adequate Industry Institute Interaction and limited industrial consultancy.
- Limited sponsored research projects, patent and IPR registrations.
- Skilled laboratory staff shortage.

## **Opportunities:**

- Scope for expansion of consultancy, innovation and research activities.
- Signing more MoUs with recognized organizations across the globe.
- Scope to establish centres of excellence in association with reputed organizations.
- Scope for undertaking interdisciplinary projects which are useful for society.
- To organize training programs, FDPs, workshops and International conferences regularly.
- To facilitate the students with internships at renowned organizations.

## **Challenges:**

- To attract the top rank students.
- Improving product based placements with attracting salary packages.
- To motivate the students towards higher studies / Entrepreneurs.
- To attract faculty with excellent academic and research credentials.
- Attracting core companies to campus for recruitment.

## Strategic Themes

Growth in vibrant economy of India has been fuelled by innovation and product development, which have roots in state of art education and research in academic institutions. The reputed institutions have strong relations with local societies and industries and contribute to the local development and thus Nation's development. Nowadays, the technology is playing a key role in transforming human lives. The creation of an ecosystem for innovation and entrepreneurship is the major activity for progression of an educational institution. Hence, the Strategic Planning Committee (SPC) of GPREC has prepared this strategic plan.

Apart from the long-term activities carrying out in line with the mission of the institution, the following strategic themes have been identified to be given more importance in this strategic plan:

1. Outstanding academic excellence through curriculum, teaching-learning process and hybrid pedagogy
2. Enhance students' International learning, placements, innovation, start-ups and entrepreneurships
3. Enabling students to get exposed to diversified culture, co-academic and extra-academic activities, and societal responsibility
4. Enhance the faculty qualification, impactful research, patents, consultancy and industrial collaboration
5. Enabling faculty to build collaboration with recognized institutions/ organizations at National and International level
6. Enhance the alumni engagement
7. Good governance with transparent policies and procedures
8. Good infra, state of art laboratories and internal support systems
9. Enhance the visibility of the institute at national level through national ranking and accreditations

## **Strategic Theme - 1**

### **Outstanding Academic Excellence through Curriculum, Teaching-Learning Process and Hybrid Pedagogy**

Outstanding academic excellence can be achieved through a holistic approach that encompasses curriculum development, innovative teaching-learning processes, and the integration of hybrid pedagogy. By focusing on these elements, institutes can create a dynamic learning environment that nurtures critical thinking, creativity, and the acquisition of practical skills. Through continuous evaluation and improvement, institutions can stay at the forefront of educational innovation and provide students with the knowledge and skills.

#### **Strategies:**

##### **1. Curriculum Development:**

Depending on the progress of the academic reforms the curriculum is upgraded from time to time by considering the Vision and Mission of the departments in line with the institute's Vision and Mission. All courses are designed with the stated Course Outcomes which are in turn linked with Program Educational Objectives, Program Outcomes and Program Specific Outcomes.

##### **2. Teaching-Learning Processes:**

In Teaching-Learning Process, various instructional strategies to cater to diverse learning styles, such as classroom lectures, discussions, group work, hands-on activities, and technology-enabled learning are followed. Feedback mechanisms like assessments, quizzes, and projects help track student progress and provide timely support.

##### **3. Hybrid Pedagogy:**

Hybrid pedagogy combines traditional face-to-face instruction with online or digital components, creating a blended learning environment. This approach leverages technology to enhance learning experiences, promote self-paced learning, and facilitate collaboration beyond the classroom. Online resources, multimedia materials, virtual simulations, and interactive platforms can be integrated to supplement in-

person teaching, offering students more flexibility and opportunities for active engagement

#### **4. National Education Policy (NEP):**

The National Education Policy 2020 brings substantial reforms to engineering education. It promotes a holistic, interdisciplinary approach with a four-year undergraduate program and multiple entry and exit points. The policy emphasizes research and innovation, encouraging institutions to foster a culture of inquiry and industry collaboration. It supports the use of mother tongue or local languages for instruction in engineering, making education more inclusive. Credit transfer and continuous professional development for faculty enhance flexibility and quality.

#### **Action Points:**

- Ensuring a balanced blend of core subjects, electives, and interdisciplinary courses
- Incorporating experiential learning opportunities, such as internships, projects, and case studies.
- Regularly reviewing and updating the curriculum to align with the NEP's interdisciplinary approach, with emerging trends and changing industry demands, incorporating elements of humanities, arts, and social sciences.
- Develop a system to allow students to exit with certificates, diplomas, or bachelor's degrees at different stages, providing flexibility.
- Implement continuous professional development programs for engineering faculty and adhere to the National Professional Standards for Teachers (NPST) framework.
- Implement a credit bank to allow students to transfer credits across institutions, promoting flexibility in education.
- Provision of academic credit transfer through recognized MOOCs
- Create awareness on Honors and Minor degree
- Encouraging group discussions, teamwork, and peer learning
- Leveraging digital tools, multimedia resources, and online platforms to enhance learning experiences and promote self-paced learning
- The improvement will be made in teaching & learning infrastructure keeping in line with the changing pedagogy and its implementation like aggressive

adoption of ICT through improved facilities in classrooms, e-classrooms, skill development centers, laboratory, Wi-Fi enable classrooms.

**Metrics/Targets:**

Key Result Areas	Measures
Curriculum Revision	<ul style="list-style-type: none"> <li>• Interdisciplinary courses as open electives</li> <li>• Courses focusing on skill development and employability</li> <li>• Continuous assessment and evaluation to measure outcomes</li> <li>• Review and update curriculum to incorporate industry-relevant topics and emerging trends</li> </ul>
Teaching-Learning Processes	<ul style="list-style-type: none"> <li>• Number of student participation and engagement in classroom discussions and activities</li> <li>• Foster a collaborative learning environment by promoting group work and interactive learning methods</li> <li>• Improve faculty-student interaction and communication through regular feedback and mentoring sessions</li> <li>• Increase the integration of technology in teaching by utilizing learning management systems, online resources, and interactive tools</li> <li>• Number of E-learning facilities</li> </ul>
Hybrid Pedagogy	<ul style="list-style-type: none"> <li>• Increase the percentage of courses utilizing hybrid pedagogy</li> <li>• Ensure that all faculty members receive training on effective integration of technology in teaching</li> <li>• Number of online learning platforms, virtual classrooms, and multimedia resources.</li> <li>• Evaluate and enhance the effectiveness of hybrid courses through student feedback and assessment data</li> </ul>
National Education policy	<ul style="list-style-type: none"> <li>• Develop and implement an interdisciplinary curriculum that integrates humanities, social sciences, and arts with technical subjects to provide students with a holistic education.</li> </ul>
	<ul style="list-style-type: none"> <li>• Transition to a four-year undergraduate engineering program with flexibility for students to exit with certificates, diplomas, or a bachelor's degree.</li> </ul>
	<ul style="list-style-type: none"> <li>• Establish at least one research center and incubators</li> <li>• Collaboration with industries to promote research and innovation in engineering disciplines.</li> </ul>

## **Strategic Theme - 2**

### **Enhance Students' International Learning, Placements, Innovation, Start-Ups and Entrepreneurships**

Enhancing students' international learning, placements, innovation, start-ups, and entrepreneurship opportunities is crucial for their holistic development and success in a globalized world.

#### **Strategies:**

##### **1. Students' International Learning:**

Students' international learning experience is essential for their personal growth, global perspective, and intercultural competence. Encouraging students to participate in international internships and research projects broadens their horizons and provides practical exposure in a global context. Institute can collaborate with international organizations, research institutes, and industry partners to offer internship and research opportunities for students. Incorporating virtual international collaboration initiatives allows students to collaborate with peers from different countries without physical travel constraints. Institute can facilitate virtual exchange programs, joint projects, or online courses with partner institutions worldwide. This provides students with the opportunity to work on global teams, share perspectives, and engage in cross-cultural learning experiences. Inviting guest lecturers and visiting faculty members from diverse cultural backgrounds and international institutions exposes students to different teaching styles, research perspectives, and global expertise.

##### **2. Placements:**

Establishing strong ties with industries and organizations worldwide can lead to increased global placement opportunities for students. Institute can actively engage in networking events, career fairs, and partnerships with companies operating globally to provide students with internships, cooperative education programs, and job placements in diverse settings. Offering comprehensive career development services helps students prepare for placements and develop the necessary skills for successful career transitions. Institute can provide career counselling, resume writing assistance,

interview preparation workshops, and networking events to support students in their job search process. Additionally, organizing campus recruitment drives facilitates direct interaction between students and potential employers.

### **3. Innovation:**

Creating an environment that supports research and innovation is crucial for fostering students' creativity and problem-solving abilities. Institute can encourage faculty and students to engage in research projects, publish papers in reputable journals, and participate in conferences and symposiums. Providing funding opportunities and dedicated research labs or centers stimulates innovation and enables students to explore new ideas and technologies.

### **4. Start-ups and Entrepreneurships:**

Establish on-campus incubation centers or co-working spaces dedicated to supporting student start-ups. Provide infrastructure, facilities, and resources such as office space, high-speed internet, meeting rooms, and access to prototyping equipment. Offer mentorship, guidance, and networking opportunities through experienced entrepreneurs, industry experts, and alumni. Encourage collaboration and idea exchange among aspiring entrepreneurs. Organize entrepreneurship events, pitch competitions and hackathon contests to encourage students to showcase their innovative ideas and start-up concepts. Provide a platform for students to present their projects, receive feedback, and gain exposure to potential investors, industry professionals, and mentors. Such events foster a spirit of innovation, encourage networking, and build confidence among aspiring entrepreneurs.

### **Action Points:**

- Integrate entrepreneurship education into the curriculum by offering courses
- Establish on-campus incubation center
- Individual departments are encouraged to setup 'Center of Excellence' to identify the strength of department and thereby attract consultancy works
- Identify interested students for entrepreneurship
- Identify mentors from successful entrepreneurs from the alumni.
- Conduct student career path planning program & training
- Create modern facility for career guidance

- Engaging alumni and industry professionals create networking opportunities for students and enhance their employability
- Promoting entrepreneurship among students encourages innovation and fosters a spirit of self-employment.
- Inviting guest lecturers and visiting faculty members from diverse cultural backgrounds and international institutions exposes students to different teaching styles, research perspectives, and global expertise.
- Encouraging students to participate in international internships and research projects
- Educate students about Intellectual Property Rights (IPR) and support in protecting their innovative ideas and inventions

### Metrics/Targets:

Key Result Areas	Measures
Frontiers of Knowledge	<ul style="list-style-type: none"> <li>• Operational centers of excellence</li> <li>• MoUs with higher learning institutes in India and abroad</li> <li>• Conference / Seminars / Workshops for creating awareness</li> </ul>
Placements	<ul style="list-style-type: none"> <li>• Video recording of mock interviews of students and feedback</li> <li>• Awareness programmes</li> <li>• Value added courses (soft skills &amp; domain expertise)</li> <li>• Placement process and coordination</li> <li>• Number of placements</li> </ul>
Innovation	<ul style="list-style-type: none"> <li>• Number of student innovative projects, product development, working models, patents, etc.</li> </ul>
Entrepreneurship	<ul style="list-style-type: none"> <li>• Incubation facility</li> <li>• Entrepreneur events and hackathons</li> <li>• Mentorship program for students</li> </ul>

## **Strategic Theme - 3**

### **Enabling Students to Get Exposed To Diversified Culture, Co-Academic and Extra-Academic Activities, and Societal Responsibility**

Education is not solely limited to academic knowledge; it encompasses the development of well-rounded individuals who can thrive in diverse environments and contribute positively to society. Enabling students to embrace diversified culture, engage in co-academic and extra-academic activities, and understand their societal responsibility fosters their personal growth, cultural competence, and social awareness.

#### **Strategies:**

##### **1. Diversified Culture:**

Enabling students to embrace diversified culture is essential for creating inclusive learning environments and preparing them to navigate an increasingly interconnected world. By creating an inclusive environment, promoting intercultural awareness, supporting student-led cultural initiatives, offering cultural sensitivity training, and providing peer mentorship, institutions empower students to appreciate, understand, and engage positively with diverse cultures. Embracing diversified culture fosters intercultural competence, empathy, and a broader worldview among students. It helps break down barriers, challenge stereotypes, and promotes social cohesion. Embracing diversified culture also prepares students for the global workforce, where they will encounter individuals from various cultural backgrounds and work in multicultural teams.

##### **2. Co-academic Activities:**

Enabling students to engage in co-academic activities is essential for their holistic development, enhance their learning experience, and prepare them for future academic and professional endeavours. By promoting collaborative projects, group discussions, professional development programs, community engagement, entrepreneurship, innovation, and interdisciplinary engagements, institutions

empower students to acquire essential skills, broaden their perspectives, and apply their knowledge in practical contexts. Co-academic activities complement traditional classroom learning, foster critical thinking, promote collaboration, and nurture skills that are invaluable in today's dynamic and interconnected world.

### **3. Extra-academic Activities:**

Education extends beyond the confines of the classroom, and students' personal growth and development are equally important alongside academic achievements. Extra-academic activities provide students with opportunities to explore their passions, develop new skills, build relationships, and contribute to their communities. Enabling students to engage in extra-academic activities fosters a well-rounded education, enhances their overall well-being, and equips them with valuable life skills.

### **4. Societal Responsibility:**

In today's complex and interconnected world, it is imperative to cultivate a sense of societal responsibility among students. Societal responsibility entails recognizing the social issues that affect communities and actively engaging in efforts to address them. By instilling values of empathy, ethical decision-making, and civic engagement, institution can empower students to become agents of positive social change and contribute to building a more just and sustainable society.

### **Action Points:**

- Create a Diversity Cell to address needs/complaints of diverse individuals/groups on the campus and ensure fairness and no discrimination.
- Encouraging the formation of student-led cultural clubs and organizing cultural events on campus foster an inclusive and vibrant atmosphere
- Good hostel facilities for women students.
- Focused outreach to present women students, alumni, and faculty members as role models to school students and convey the exciting career opportunities provided by an engineering education.
- An annual audit of facilities and campus infrastructure to enhance access and convenience for the physically challenged.
- Establish state of the art infrastructure for co-academic and extra-academic activities

- Formation of various clubs for co-academic and extra-academic activities
- Increase the students' activities in NSS
- Promoting community service initiatives allows students to contribute directly to the well-being of their communities.
- Encouraging students to actively participate in civic activities promotes a sense of belonging, civic responsibility, and democratic values.

### Metrics/Targets:

Key Result Areas	Measures
Diversified culture	<ul style="list-style-type: none"> <li>• Number of other districts and states students' admissions.</li> <li>• Provision of college scholarships for bright students to attract meritorious students from other states.</li> <li>• Enhance percentage of women students</li> <li>• Monitor the facilities for women and physical challenged students</li> <li>• Provision of college scholarships for economic backward students</li> </ul>
Co-academic activities	<ul style="list-style-type: none"> <li>• Organizing group discussions and debates on relevant academic topics</li> <li>• Number of professional development programs</li> <li>• Monitor the student clubs related to the co-academic activities</li> <li>• Exclusive space for co-academic activities</li> </ul>
Extra-academic activities	<ul style="list-style-type: none"> <li>• Hosting national level fests/competitions</li> <li>• Improve facilities for extra-academic activities</li> <li>• Monitor the student clubs related to the extra-academic activities</li> <li>• Dedicated coaches/trainers</li> </ul>
Societal responsibility	<ul style="list-style-type: none"> <li>• Study rural projects and challenges</li> <li>• Conduct blood donation camps</li> <li>• Number of NSS programs</li> <li>• Awareness camps on national/societal issues</li> </ul>

## **Strategic Theme - 4**

### **Enhance the Faculty Qualification, Impactful Research, Patents, Consultancy and Industrial Collaboration**

Institute can create a conducive environment for faculty members to enhance their qualifications, engage in impactful research, file patents, provide consultancy services, and foster collaboration with industries. This, in turn, contributes to the overall academic excellence and reputation of the institute while establishing strong connections with the industry and research community.

#### **Strategies:**

##### **1. Faculty Qualification:**

Enhancing faculty qualification is crucial for the overall development and success of an educational institute. Highly qualified and competent faculty members play a vital role in delivering quality education, conducting impactful research, and shaping the future of students. Institution should encourage and support faculty members' Continuous Professional Development (CPD). This can be achieved through various means such as providing financial assistance for attending conferences, workshops, and seminars, and faculty development programs. Faculty may also be permitted to avail leaves for pursuing advanced degrees or research projects. By empowering faculty members to enhance their qualifications, institution enables them to stay updated with the latest advancements in their fields and adopt innovative teaching methodologies.

##### **2. Impactful Research:**

Active involvement in research and publication is essential for faculty members to enhance their qualification and contribute to the body of knowledge in their respective disciplines. Institution should provide the necessary resources, including research grants, access to research databases, and collaborations with other researchers, to support faculty members' research endeavours. Encouraging faculty members to publish in reputable journals and present their research findings at conferences helps raise the institution's profile and fosters a culture of scholarly inquiry.

### **3. Patents:**

Enhancing faculty patents is instrumental in promoting research, innovation, and technology development within educational institution. By fostering a supportive intellectual property environment, providing research funding and resources, offering patent awareness and training, encouraging collaboration with industry, providing incentives and rewards, and facilitating technology transfer and commercialization, institution can empower faculty members to pursue patents actively. Faculty patents not only contribute to the institution's intellectual property portfolio but also create opportunities for industry partnerships.

### **4. Consultancy:**

Enhancing faculty consultancy is vital for promoting industry engagement, knowledge transfer, and practical applications of academic expertise. By establishing consultancy policies and guidelines, identifying consultancy opportunities, developing faculty expertise, fostering industry-academia collaboration, marketing and promoting faculty consultancy services, providing institutional support and recognition, and ensuring quality assurance and evaluation, institutions can effectively enhance faculty consultancy.

### **5. Industrial Collaboration:**

Enhancing industry collaboration is crucial for driving research, innovation, and practical applications of academic knowledge. By establishing industry partnerships, promoting joint research projects, facilitating knowledge transfer and technology commercialization, encouraging industrial training and internships, engaging industry professionals as guest lecturers and mentors, organizing collaborative workshops and conferences, and providing funding support, institution can effectively enhance industry collaboration.

### **Action Points:**

- Encourage faculty to pursue advanced degrees, certifications, and professional development courses in their respective fields
- Provide adequate resources and support for faculty members to engage in research activities

- Encourage faculty members to collaborate with other researchers, both within the institute and externally
- Create a supportive work environment that encourages faculty members to pursue higher qualifications. Provide flexible work arrangements, such as study leaves or reduced teaching loads, to facilitate their academic pursuits
- Research incentives for research publications and patents
- To enhance team work between researchers for interdisciplinary research
- Establish links with different Industries, R&D organizations, which provide funding for research activities
- Enhance the research awareness by conducting various national level and international level workshops and conferences and guest lectures
- Commercialize the Institute's IPR by following the IPR norms and regulations.
- Providing adequate research funding and resources is crucial for faculty members to conduct innovative research that can lead to patentable inventions
- Conducting patent awareness programs and training sessions for faculty members is essential to increase their understanding of the patenting process and its benefits
- Institutions should actively seek and identify consultancy opportunities in collaboration with industry partners, government agencies, non-profit organizations, and other stakeholders

### Metrics/Targets:

Key Result Areas	Measures
Faculty qualification	<ul style="list-style-type: none"> <li>• Study leave for higher education for faculty</li> <li>• Adequate resources and financial support for faculty members to engage in Ph.D. research activities</li> </ul>
Patents	<ul style="list-style-type: none"> <li>• Establishment of an Intellectual Property Cell (IPC) or office</li> <li>• Number of International patents</li> <li>• Number of India patents</li> </ul>
Research and Development	<ul style="list-style-type: none"> <li>• Financial support and academic leaves for faculty members to attend conferences, workshops, and training programs</li> <li>• Enhance R&amp;D laboratories in all departments</li> <li>• Number of research publications by faculty</li> </ul>

	<ul style="list-style-type: none"> <li>• Number of sponsored projects</li> <li>• Improve the research on zero carbon emissions, hydrogen production, quantum technologies, sustainable energy, etc.</li> </ul>
Consultancy	<ul style="list-style-type: none"> <li>• Enhance financial support to Institute Consultancy Cell (ICC) for upgradation of equipment</li> <li>• Number of consultancy projects</li> <li>• Amount of consultancy works</li> </ul>
Industry Collaboration	<ul style="list-style-type: none"> <li>• Sponsored and funded collaborative research</li> <li>• Knowledge exchange through seminars and workshops</li> <li>• Advisory role in curriculum design</li> <li>• MoUs with premier industries</li> </ul>

## **Strategic Theme - 5**

### **Enabling Faculty to Build Collaboration with Recognized Institutions/ Organizations at National and International Level**

In an increasingly interconnected and globalized world, collaborations between faculty members and recognized institutions/organizations at the national and international level play a pivotal role in advancing research, knowledge exchange, and academic excellence. Enabling faculty to build strong collaborations not only enhances their professional growth but also enriches the educational experiences of students, promotes interdisciplinary approaches, and contributes to the broader scholarly community.

#### **Strategies:**

##### **1. Collaboration at National Level:**

Collaboration at the national level, institution can establish research networks, consortiums, and centers of excellence. It is essential for promoting academic excellence, driving research advancements, and addressing societal challenges within a country. By fostering collaborations among academic institutions, research organizations, government agencies, and industry partners can leverage their collective strengths and resources to achieve greater scientific, technological, and socioeconomic progress. Collaboration between academic institutions and government agencies at the national level can inform policy development and decision-making processes. National collaborations facilitate the sharing of research infrastructure, equipment, and facilities. This allows researchers to access specialized resources that may not be available at their own institutions, enabling them to conduct more sophisticated experiments and investigations. Collaboration at the national level opens up a wide range of internship opportunities for students across various industries and sectors. Partnering with organizations from different regions within the country ensures that students have access to diverse experiences and can explore different career paths.

## **2. Collaboration at International Level:**

Collaboration at the international level, institutions can establish partnerships with foreign universities, research centers, and international organizations. They can facilitate joint research projects, collaborative funding applications, and organize international conferences and workshops. It is also essential to provide support to students and faculty members, such as language training, intercultural competence development, and assistance with visa and travel arrangements.

Collaboration at the international level is crucial for fostering global connectivity, advancing research, and preparing students for a globalized world. By embracing international collaborations, institution can enhance the quality of education, contribute to research advancements, and develop global citizens who are equipped to address complex global challenges.

### **Action Points:**

- Invite renowned scholars, experts, and researchers from recognized institutions/organizations as visiting faculty or guest speakers
- Encourage faculty members to explore funding opportunities for collaborative research projects at national and international levels
- Strengthen existing collaborations with recognized institutions/organizations by actively participating in joint conferences, research initiatives, and knowledge-sharing activities.
- Encourage faculty members to collaborate on joint research projects with counterparts from recognized institutions/organizations.

**Metrics/Targets:**

<b>Key Result Areas</b>	<b>Measures</b>
Collaboration at National Level	<ul style="list-style-type: none"><li>• Number of collaborative partnerships to be established with recognized institutions/organizations at the national level</li><li>• Number of joint research projects/programs initiated with national institutions / organizations.</li><li>• Number of joint publications and presentations resulting from collaborations with national institutions/organizations</li><li>• Number of joint workshops, conferences, and seminars organized in collaboration with national institutions/organizations</li></ul>
Collaboration at International Level	<ul style="list-style-type: none"><li>• Number of collaborative partnerships to be established with recognized institutions/organizations at the international level</li><li>• Number of joint research projects initiated with international institutions/organizations.</li><li>• Number of joint publications and presentations resulting from collaborations with international institutions/organizations</li><li>• Number of joint workshops, conferences, and seminars organized in collaboration with international institutions/organizations</li></ul>

## **Strategic Theme - 6**

### **Enhance the Alumni Engagement**

Enhancing alumni engagement is crucial for establishing lifelong connections, promoting institutional growth, and creating a network of successful alumni who contribute to the development of their alma mater. Institution can create mentorship programs that pair alumni with current students, providing guidance, industry insights, and career support. Recognizing alumni achievements through awards and honours further strengthens alumni engagement. Involving alumni in campus activities, such as guest lecture, career fairs, or industry workshops, offers opportunities for them to contribute their expertise and stay connected with the institution. Furthermore, institutions can create philanthropic opportunities for alumni to give back through donations, scholarships, or volunteering. By continuously seeking alumni feedback and incorporating their input, institutions can tailor their engagement initiatives to meet alumni expectations and interests. Overall, enhancing alumni engagement nurtures a vibrant and supportive community that benefits both the institution and its graduates.

#### **Action Points:**

- Create an Alumni Centre at the institute to support alumni visits, activities and engagement.
- Multiple interactions such as, interaction between alumni and students, mentoring, interaction between alumni and faculty, alumni inputs for curriculum development and alumni support for student placements and internships.
- Alumni data base updation and interactive alumni website
- Implement a regular communication plan to keep alumni informed about institutional updates, achievements, and upcoming events.
- Organize alumni events, reunions, and networking opportunities both on-campus and in different regions to facilitate alumni interaction
- Establish alumni chapters or networks in different cities or regions
- Recognize and celebrate the achievements of alumni through awards, honours, and publications

- Implement fundraising campaigns targeting alumni to support scholarships, research projects, and infrastructure development
- Highlight alumni achievements on institutional websites, social media, and publications to showcase their success and reinforce a sense of pride among alumni and the broader community

**Metrics/Targets:**

Key Result Areas	Measures
Infrastructure	<ul style="list-style-type: none"> <li>• Create an Alumni Office at the institute</li> </ul>
Alumni engagement	<ul style="list-style-type: none"> <li>• Number of alumni interactions</li> <li>• Number of global chapters</li> <li>• Number of alumni visitors to alumni centre and the institute</li> <li>• Alumni financial contributions</li> </ul>

## **Strategic Theme - 7**

### **Good Governance with Transparent Policies and Procedures**

Good governance with transparent policies and procedures is crucial for the effective and efficient functioning of educational institutes. Governing body is an essential component of good governance to lead, guide and support the institute in its on-going mission for sustainability and visibility. This ensures effective financial management and efficient resources mobilization while maintaining transparency, integrity and to follow an egalitarian approach.

#### **Strategies:**

##### **1. Transparent Policies:**

Transparent policies provide a framework for fair and equitable practices within an institution. They establish guidelines and standards that govern various aspects, including financial management, human resources, academic affairs, and student welfare. Transparent policies promote accountability, integrity, and ethical behaviour by setting expectations and ensuring compliance.

Good governance with transparent policies is a fundamental aspect of effective institutional management and decision-making. Transparent policies ensure that the rules, regulations, and procedures governing the institution are clear, accessible, and consistently applied. Transparent policies should be easily accessible to all stakeholders, including faculty, staff, students, and the public. Institutions can achieve this by maintaining a central repository or online platform where policies are published, regularly updated, and readily available. This ensures that individuals are aware of the institution's rules and procedures and can navigate them effectively.

Transparent policies should reflect the institution's values, support its mission and goals, and align with legal and regulatory requirements. Good governance with transparent policies fosters trust, accountability, and effective institutional management. It creates an environment where individuals understand their rights and obligations, promotes a culture of fairness and integrity, and enhances the institution's reputation and credibility.

## **2. Transparent Procedures:**

Transparent procedures provide clarity and ensure that actions and decisions within an institution are carried out in an open and accountable manner. They outline the steps, methods, and criteria used in various processes, such as admissions, promotions, evaluations, disciplinary actions, and financial management. Institution should strive to make their procedures easily accessible to all stakeholders. This can be achieved by documenting and publishing the procedures in a clear and understandable format, such as manuals, handbooks, or online platforms. The procedures should be regularly updated to reflect any changes or improvements.

Transparency in procedures requires consistent and impartial implementation. Institution should ensure that procedures are applied uniformly to all individuals, without discrimination or favouritism. Decisions should be based on objective criteria and supported by clear evidence or documentation. Institution should establish mechanisms for feedback, review, and evaluation of procedures. This allows stakeholders to provide input, suggest improvements, and raise concerns about the effectiveness or fairness of the procedures. Periodic assessments and audits can help identify areas for enhancement and ensure ongoing transparency.

Good governance with transparent procedures promotes accountability, fairness, and consistency within an institution. Transparent procedures enable stakeholders to understand how decisions are made and actions are taken, enhancing trust and confidence in the institution. By fostering transparency, institutions can uphold ethical standards, mitigate conflicts, and ensure effective institutional management.

### **Action Points:**

- Constitution of all organizational structure committees
- Develop and communicate clear policies and procedures that govern various aspects of the institute's operations
- Ensure that policies and procedures are easily accessible to all stakeholders
- Establish mechanisms to address and resolve conflicts of interest and promote ethical conduct
- Create avenues for meaningful participation, such as faculty and staff committees, student councils, and parent-teacher associations

- Conduct regular internal and external audits to ensure compliance with policies, procedures, and regulatory requirements
- Seek and consider feedback from stakeholders, including faculty, staff, students, parents, alumni, and the community.

**Metrics/Targets:**

Key Result Areas	Measures
Policies	<ul style="list-style-type: none"> <li>• Achieve 100% accessibility of institutional policies within a specified timeframe</li> <li>• Number of stakeholder feedback sessions or consultations conducted annually</li> <li>• Percentage of policies reviewed and updated within a specified timeframe</li> <li>• Number of official communications or disclosures provided to stakeholders annually</li> </ul>
Procedures	<ul style="list-style-type: none"> <li>• Number of procedures audited for compliance</li> <li>• Number of policies publicly accessible and easily understandable</li> <li>• Compliance rate with established procedures</li> <li>• Average time taken to make decisions within established procedures</li> </ul>

## **Strategic Theme - 8**

### **Good Infra, State-of-Art Laboratories and Internal Support Systems**

Having good infrastructure, state-of-the-art laboratories, and robust internal support systems is essential for creating an optimal learning environment and fostering academic excellence within an institution. These components enhance the learning experience, attract talented faculty and students, facilitate research and innovation, and contribute to the overall academic excellence and reputation of the institution.

#### **Strategies:**

##### **1. Good Infrastructure:**

A well-designed and maintained infrastructure provides a conducive environment for teaching, learning, and research. It includes spacious and comfortable classrooms, well-equipped lecture halls, libraries, computer labs, and common areas for students to collaborate and interact. Aesthetically pleasing and functional infrastructure enhances the overall experience of students and faculty, facilitating effective communication and engagement.

##### **2. State-of-the-Art Laboratories:**

State-of-the-art laboratories are essential for practical training, experimentation, and research. Equipped with advanced equipment, instruments, and technologies, these laboratories enable students to apply theoretical knowledge, develop practical skills, and conduct cutting-edge research. Well-designed and well-maintained laboratories provide a safe and stimulating environment, fostering curiosity, critical thinking, and innovation among students.

##### **3. Internal Support Systems:**

Robust internal support systems ensure the smooth functioning of the institution and support the needs of students, faculty, and staff. This includes efficient administrative processes, IT infrastructure and support, library and resource centres, and student support services. Adequate administrative support streamlines tasks such as admissions, registration, and financial management. Reliable IT infrastructure enables

access to online resources, communication platforms, and research tools. Well-stocked libraries and resource centres provide access to a wide range of academic materials, while student support services cater to the holistic development and well-being of students.

### **Action Points:**

- Conduct a thorough assessment of the existing infrastructure and identify areas that require improvement or expansion
- Develop a long-term infrastructure development plan, taking into account the institution's vision, growth projections, and budgetary constraints.
- Allocate resources to upgrade classrooms, lecture halls, libraries, and common areas to create a comfortable and conducive learning environment.
- Prioritize accessibility by ensuring infrastructure is inclusive and accommodates the needs of individuals with disabilities.
- Regularly maintain and upgrade infrastructure to meet evolving needs and technological advancements.
- Assess the current state of laboratories and identify areas for improvement, including equipment, safety measures, and infrastructure.
- Develop a strategic plan to upgrade laboratory facilities, procure modern equipment, and implement advanced technologies relevant to the disciplines offered.
- Provide regular training to laboratory staff on the usage, maintenance, and safety protocols of laboratory equipment.
- Ensure compliance with safety standards and regulations to create a secure environment for students and faculty.
- Evaluate existing administrative processes and identify bottlenecks or areas for improvement.
- Implement efficient systems and procedures for tasks such as admissions, registration, record-keeping, and financial management.
- Invest in reliable IT infrastructure, including hardware, software, and network connectivity, to support teaching, learning, and administrative functions.

## Metrics/Targets:

Key Result Areas	Measures
Infrastructure Enhancement	<ul style="list-style-type: none"><li>• Achieve an average utilization rate of 80% or higher for classrooms, lecture halls, and common areas</li><li>• Ensure that all infrastructure upgrades meet or exceed accessibility standards, with a goal of 100% compliance</li><li>• Maintain a regular maintenance schedule with a target of addressing reported issues within 24 to 48 hours</li></ul>
State-of-the-Art Laboratories	<ul style="list-style-type: none"><li>• Aim for an average equipment availability rate of 95% or higher, and encourage maximum utilization by students and faculty</li><li>• Ensure 100% compliance with safety regulations and conduct regular safety audits to identify and address any non-compliance issues</li><li>• Increase the number of research publications, patents, and projects utilizing laboratory facilities</li></ul>
Internal Support Systems	<ul style="list-style-type: none"><li>• Decrease processing time for administrative tasks</li><li>• Increase the number of digital resources and online databases available to students</li><li>• Maintain a student satisfaction rate of 80% or higher for counselling services, career guidance, mentoring programs, and academic support</li></ul>

## **Strategic Theme - 9**

### **Enhance the Visibility of the Institute at National Level through National Ranking and Accreditations**

In today's competitive educational landscape, enhancing the visibility of an institute at the national level is crucial for attracting top talent, fostering collaborations, and establishing a strong reputation. National rankings and accreditations provide valuable benchmarks for evaluating an institute's performance and establishing its credibility. Accreditations from esteemed bodies such as the National Board of Accreditation (NBA) or the National Assessment and Accreditation Council (NAAC) are widely recognized and respected.

#### **Strategies:**

##### **1. National Ranking:**

Enhancing the visibility of an institute at the national level through national ranking requires a comprehensive approach, including academic excellence, infrastructure development, industry collaborations, research output, alumni engagement, and recognition of achievements. By focusing on these strategies, institutes can increase their visibility, attract top talent, and establish themselves as reputable educational institutions in the national ranking system.

##### **2. Accreditations:**

Enhancing the visibility of an institute at the national level through accreditations is a powerful way to establish its credibility, demonstrate its commitment to quality education, and gain recognition among students, parents, and other stakeholders. Accreditations serve as external validations of an institute's adherence to rigorous standards and benchmarks set by accrediting bodies. Institute should identify and pursue relevant national-level accreditations recognized by reputable accrediting bodies in India. These accreditations could include NBA and NAAC.

Institute should conduct a thorough self-assessment of their programs, infrastructure, faculty qualifications, teaching methodologies, and support services to ensure

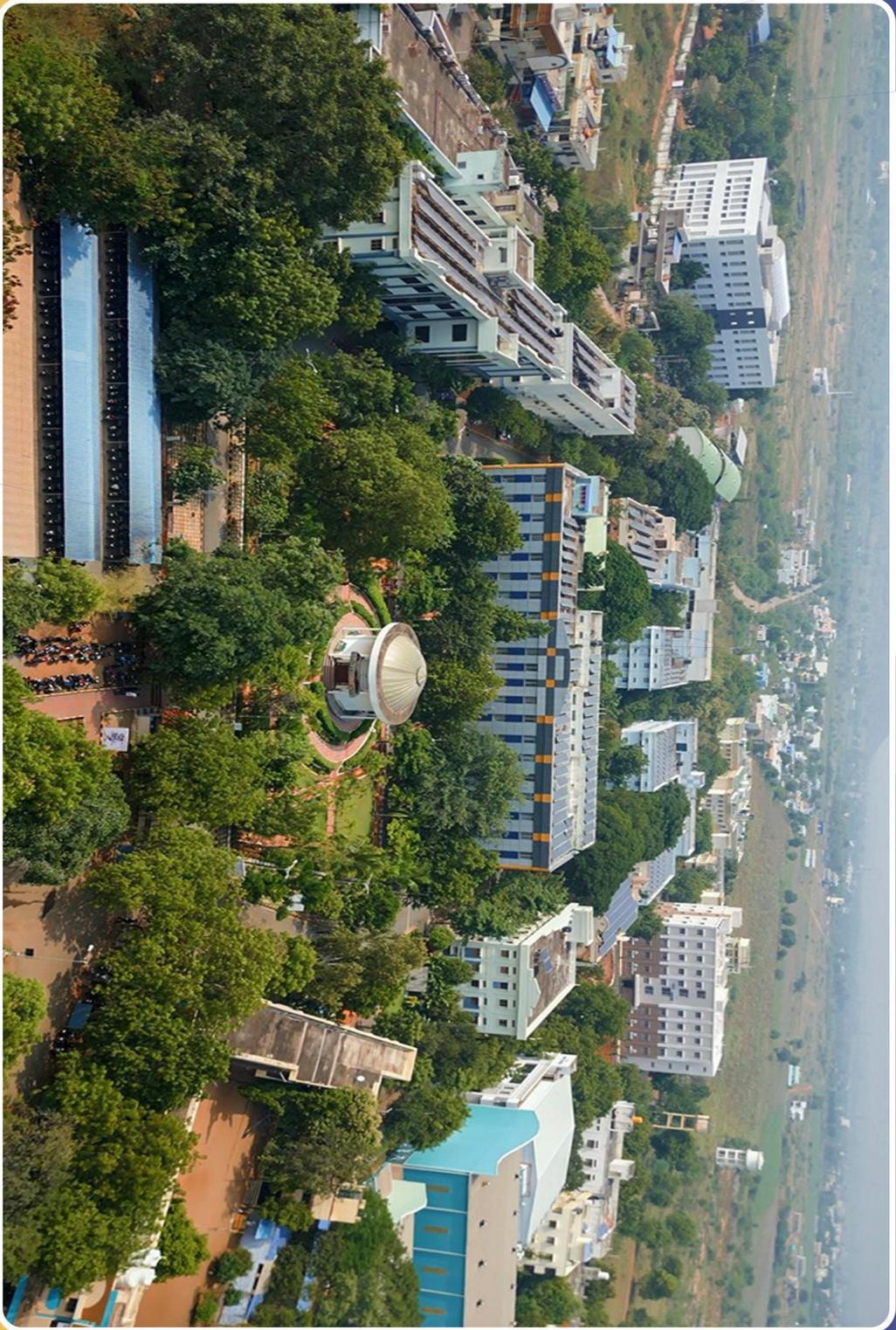
alignment with accreditation criteria. This process involves identifying areas of improvement and taking proactive measures to address them. Institute should establish a quality assurance system and implement robust internal processes to monitor and evaluate their programs continuously. This includes regular review of curriculum, faculty performance, student feedback mechanisms, and industry relevance of programs.

**Action Points:**

- Improve national rankings and gain visibility, institute must prioritize academic excellence
- Active engagement in impactful research and innovation significantly boosts an institute's visibility
- Establishing strong ties with industries is crucial for an institute's visibility and relevance
- Publicizing the institute's achievements, awards, and recognition received from reputable bodies or industry associations is crucial for visibility enhancement
- Engaging in national surveys and rankings conducted by respected organizations.
- Evaluate programs and policies against accreditation criteria
- Regularly review progress towards national ranking and accreditation targets.
- Collect and analyze data related to academic performance, research output, and student outcomes

**Metrics/Targets:**

Key Result Areas	Measures
National Ranking	<ul style="list-style-type: none"> <li>• Increase the institute's overall score in the national ranking</li> <li>• Achieve a top 150 position in the NIRF national ranking within 5 years</li> </ul>
Accreditations	<ul style="list-style-type: none"> <li>• Accreditations with good score/benchmark.</li> <li>• Accreditation by various Government bodies, certified bodies and industries.</li> </ul>



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