IPS ACADEMY

INSTITUTE OF ENGINEERING & SCIENCE

(A UGC Autonomous Institute affiliated to RGPV)

STRATEGIC PLAN

2025-2030

CONTENTS

MESSAGE FROM CHAIRMAN, BOARD OF GOVERNORS

At IPS Academy, Institute of Engineering and Science, Indore, we have endeavored to provide technical education to future technocrats aptly supported by massive infrastructure, modern amenities, competent faculty and the latest pedagogy that leads to multifaceted development of their innate talent, intellectual and physical capabilities and overall personality and imbibe into them cultural and national spirit thus making them responsible global citizens and conscientious human being. Theory sessions are suitably supplemented with experimental learning & practical field experience so that the student can adapt themselves to face the challenges of competition, globalization and rise to the expectation of the industrial world. We believe in identify, ignite and innovate for the holistic development of the student.

Continuous & rigorous training & development regime hones students' communication, leadership and entrepreneurial skills, ensuring the creation of quality job offers and promising entrepreneurs, technocrats, researchers, and scientists. The presence of IPS Academy, Institute of Engineering and Science alums in every nook and corner of the globe bears testimony to our triumph.

The step forward is establishing an industrial job-oriented, research & development-oriented Institute where Indian spirituality, ethics and values meet Western science & technology.

Ar. Achal K Choudhary
(Alum IIT Kharagpur)
President

MESSAGE FROM THE PRINCIPAL

Skill Development through Technical Education is the most potential instrument for socio-economic change. The engineer is seen as a high-tech player in the global market. Distinct separation is visible in our education between concepts and applications. Most areas of technology now change so rapidly that there is a need of professional institutes for Skill Development.

IPS Academy, Institute of Engineering and Science, Indore is a leading, premium UGC Autonomous Institute devoted to imparting quality engineering education since 1999. The sustained growth with constant academic brilliance achieved by the Institute is due to more significant Commitment from management, the dynamic leadership of the president, academically distinctive and experienced faculty, disciplined students and service-oriented supporting staff. The Institute plays a pivotal role in creating an ambience for creating novel ideas, knowledge and graduates who will be the leaders of tomorrow.

I sincerely advise the young engineers to face the major challenges of industry with a relentless search for innovation for achieving economy and improved durability by constantly up grading the technology with optimum use of human resources. I am delighted to note that the students of this institute have been able to demonstrate their capable identities in different spheres of life and occupied prestigious positions within the country and abroad. The excellence of any institute is a measure of achievements made by the students and faculty.

Dr. Archana Keerti Chowdhary
Principal

Strategic Planning Committees

Chairperson

Dr. Archana Keerti Chowdhary, Principal

Co-ordinator

Dr. A.G. Kothari, Dean Academics & Management Nominee

Member

Dr. Keerti K Chowdhary, Dean Student Welfare

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Dr. Rajesh Kumar Kaushal, Dean Administration & Head Chemical Engineering

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Mr. Vikrant Kulthe, Controller of Examination

Mr. Kamlesh Gupta, Deputy Controller of Examination

Mr. Nitesh Parmar, Co-coordinator IQAC

Dr. Pooja Bhatt, Head Training & Placement Cell

Ms. Kshipra Shukla, Registrar

Ms. Shraddha Gupta, Administrative Officer Examination

E X E C U T I V E S U M M A R Y

IPS Academy, Institute of Engineering & Science (IES), Indore, a UGC Autonomous institute affiliated with RGPV Bhopal, continues to be a beacon of quality technical education guided by its motto: “Knowledge, Skill & Values.” Driven by discipline, dedication, and determination, the institute has consistently scaled new heights in academic excellence, research, and holistic development, preparing students to meet global challenges.

Initiatives under the National Education Policy (NEP), Choice-Based Credit System, Flexible Entry-Exit, and Minor/Honors tracks enhance academic flexibility and holistic development. The institute’s commitment to culturally rooted education is demonstrated through its selection for the Indian Knowledge System (IKS) Internship Program 2025. The institute actively engages in global academic integration through MoUs with UCLA and WPI, USA, promoting student exchanges, international exposure, and cross-cultural learning.

The institute also prioritizes the well-being and holistic development of students and staff through initiatives such as a dedicated Wellness Centre, one-credit psychology courses, and robust mentoring and career support systems. Its faculty, recognized with Post-Doctoral Fellowships, Young Scientist Awards, and industry honors, alongside advisory boards comprising eminent experts, ensures high-quality teaching, research, and innovation.

The Strategic Plan 2025–2030 builds on this strong foundation and envisions IPS Academy, IES as a globally recognized institution of academic and research excellence, fostering innovation-driven learning, sustainable development practices, industry-aligned curricula, international collaborations, and nation-building through education. It aims to nurture future-ready professionals with knowledge, skills, and values to thrive in an increasingly interconnected and dynamic world.

Preamble

IPS Academy, Institute of Engineering & Science (IPSA, IES), Indore, stands as a beacon of excellence in engineering education, fostering a culture of innovation, entrepreneurship, and societal responsibility. Committed to shaping the future of aspiring engineers, the institute empowers students with the knowledge, skills, and ethical values needed to drive technological advancements and improve the quality of life.

IPS Academy, Institute of Engineering and Science, Indore, holds a distinguished status as one of the premier institution established in 1999, dedicated to imparting quality technical education under the motto “Knowledge, Skill & Values”. As a UGC Autonomous institute affiliated with RGPV Bhopal and approved by AICTE, the institute offers 13 undergraduate (UG) and 8 postgraduate (PG) programs, including 3 UG and 2 PG programs for working professionals. It also operates an Off-Campus at Vijay Nagar, Indore, offering 4 UG programs.

Accredited by NAAC and the National Board of Accreditation (NBA) for all eligible UG programs, the institute adopts Outcome-Based Education (OBE) and experiential learning methods, fostering innovation and industry readiness. In the Times Engineering Survey 2025 conducted by OMS (a division of Times Internet Limited) in collaboration with i3rc Insights Pvt. Ltd., the Institute secured 25th rank among the Top 125 Private Engineering Institutes, 27th among the Top 175 Engineering Institutes, 47th in the Top 70 Private Institutes for Placement,

and an impressive 6th rank in the West Zone. Recognized for academic distinction, the institute was ranked 16th among Top Engineering Colleges of Excellence by CSR-GHRDC Engineering College Survey 2023. It was awarded an esteemed AAA+ rating by Careers 360, reinforcing its reputation as a premier engineering institution. The institute has earned multiple accolades, including recognition as a Band Performer in ARIIA 2021 (Atal Ranking of Institutions on Innovation Achievements, Ministry of Education) and awards for sustainability initiatives.

The institute emphasizes holistic development with a curriculum aligned to AICTE and NEP 2020 guidelines, integrating interdisciplinary courses, liberal education, and mental health awareness. It is a hub of innovation and research, making significant contributions in microfluidics for healthcare, cancer diagnosis, and seismic analysis, supported by national and international collaborations. Industry-academia partnerships are strengthened through initiatives like the Center of Excellence with UltraTech Cement, Garuda Aerospace Private Limited and multiple MoUs with industry leaders.

Student achievements are exemplary, including victories in national competitions like the Smart India Hackathon 2024 and a-BAJA 2024, where the BAJA team earned multiple accolades, including the AIR 1 Overall Winner Award. The institute also fosters global exposure through student exchange programs with University of California, Los Angeles (UCLA) and Worcester Polytechnic Institute (WPI), Massachusetts, USA.

IPS Academy, Institute of Engineering & Science is committed to sustainability, societal development, and extracurricular excellence through initiatives like Unnat Bharat Abhiyan, NSS, NCC, and environmental awareness programs. With a robust ecosystem for innovation and entrepreneurship, the institute is recognized as one of the top Institution Innovation Councils (IIC) in Central India.

Key Objectives 2020-25

- To achieve academic excellence by continuously updating the curriculum to align with global trends, NEP 2020, and industry requirements, and by introducing more interdisciplinary programs and courses, along with niche skill-building initiatives.
- To enhance research and development by developing state-of-the-art laboratories, including industry-sponsored labs, prioritizing and strengthening international and industry collaborations to promote high-impact research and joint publications.
- To strengthen industry-academia collaboration by increasing partnerships with leading industries for internships, placements, and joint projects, establishing centers of excellence and incubation units for technology transfer and commercialization.
- To foster innovation and entrepreneurship by expanding the incubation cell and Idea Lab to nurture student startups, organizing regular workshops, boot camps, and hackathons to develop entrepreneurial thinking, and facilitating seed funding for innovative projects through government and industry grants.
- To ensure holistic student development by strengthening student exchange programs with international universities, conducting leadership, ethics, and personality development programs, and promoting participation in national and international events such as hackathons, competitions, and cultural festivals.
- To enhance faculty development by providing opportunities for advanced training and global research initiatives, and establishing recognition and incentives for outstanding teaching and research contributions.
- To implement sustainable practices by conducting environmental audits and introducing green initiatives for energy, water, and waste management, and enhancing community engagements.
- To drive digital transformation by implementing AI-powered learning platforms and smart classroom technologies, and upgrading digital systems for efficient academic and administrative operations.

Key Targets 2020-25 and the achievements

The table below summarizes the key targets set out in the 2020-25 plan and the achievements

Strategic Goal 1: Achieving Academic Excellence

Strategic Imperatives	Key Performance Indicator (KPI)	Targets	Remarks/Achievements
Grant of Academic Autonomy	Establishing various statutory bodies & conduction/ result of examination	Conduct of **statutory bodies** meetings (GB/AC/BoS/IQAC etc.) as per needs (Minimum 02)	All the committees are in place. Academic autonomy granted by UGC & notification issued by RGPV
Design of Curriculum	Design curriculum and implement examination reforms as per AICTE 2018 policy.	Developing & Revision the curriculum of all the program	The Curriculum was prepared as per guidelines of AICTE model 2018 and was finalized by BoS & AC through discussion
	Introduce a choice-based credit system and open electives.	Implementing choice based credit system	Implemented
	Include foreign languages, like French or German, as open electives.	Introducing language lab to help students improve their language proficiency	Introduced language lab in 2020 with two Foreign Language(s), such as German & French. Japanese language is also introduced in 2022 as an open elective
	Liberal Learning Courses	Introducing credits courses of liberal learning	Introduced 3 credit courses, focusing on arts & culture for 1st to 3rd-year (1 credit in each year) students under the banner of NSS, NCC, NSO and NCA

Strategic Goal 2: Development of infrastructure (Physical/Human Resources) to establish & maintain facilities in line with institute's vision, mission & core values.

Strategic Imperatives	Key Performance Indicator (KPI)	Targets	Remarks/Achievements
Infrastructure Development	Upgrade laboratories with the latest technology	State of art equipments to be procured in the laboratories	State of art equipments in the two labs of Civil Engineering & Mechanical Engineering departments has been procured & is being used
	Equipped classrooms	100% classrooms to be	90% of the classrooms

	with LCD projectors & CCTV	equipped with LCD projectors & CCTV	equipped with LCD projector & CCTV
	Enhance internet bandwidth	1 GBPS	Increase in internet bandwidth from 100 MBPS to 1 GBPS
	Auditoriums	Constructs auditoriums with the state of art audio/ visual facilities.	Achieved

Strategic Goal 3: Holistic development of students

Strategic Imperatives	**Key Performance Indicator (KPI)**	**Targets**	**Remarks/Achievements**
Students Development	Induction Program for the first year students	Three week induction Program is to be conducted as per AICTE guidelines	Three week induction programs have been conducted successfully
	MoUs for student internships	MoUs to be signed with industry partners, reflecting the institution's success in securing internship opportunities	13 MoUs signed with various industries
	Enhance employability skills by designing open elective courses & additional credits.	01 Minor and 01 honor certification courses to be offer by each department	78 students completed minor and honor certification courses in June 2023 & 41 students completed in June 2024
	Evaluation methods shall follow the AICTE - 2018 examination reforms	Introduction of Bloom's taxonomy in question paper, Implementation of relative grading across all courses	Implemented
	Co-curricular/ extra - curricular/ activities organized	Encouraging all the students to participate in Co-curricular/ extra – curricular activities	The students participation in co-curricular/extra-curricular activities was enhanced & 70-80% of the student participated in these activities. Institute also provides financial support to the students for registration/TA/DA.
	Innovation & entrepreneurship	Empower students to launch innovative startups & develop entrepreneurial skills	Established the AICTE Idea Lab and Incubation Cell supported by Micro, Small & Medium Enterprises (MSME) GoI. Recognized as a Band Performer in ARIIA 2021 Earned multiple accolades in SIH & BAJA including the

			AIR 1 Overall Winner Award in a-BAJA 2024
	Graduation Day Ceremony (GDC)	To Conduct an annual Graduation Day Ceremony to celebrate the achievements of graduating students	Graduation Day Ceremony were conducted in the month of July every year and outstanding achievers were honored with prestigious awards, including the Gold Medal for scoring the highest CGPA across all programs along with scoring the highest CGPA in each programs, Dr. A.N. Patel Gold Medal for remarkable self-improvement in academics at the institute level, and IGS Gold Medal for securing the highest marks in Geotechnical Engineering

Strategic Goal 4: Development of faculty & technical staff

Strategic Imperatives	**Key Performance Indicator (KPI)**	**Targets**	**Remarks/Achievements**
Faculty Recruitment	Recruitment of faculty under collage code 30 as per UGC/ AICTE norms	Faculty recruitment as per sanctioned intake & requisite SFR	Faculty is being recruited on regular basis under collage code 30 every year
Faculty Development	Professional development/administrative training programs organized for faculty & technical staff	Organize professional development programs for faculty and technical staff	During the plan period, 100 programs such as FDPs, STTPs, workshops, and refresher courses were organized for faculty and technical staff
	Encourage faculty participation in FDPs, STTPs, workshops, and seminars	Encourage the entire faculty to participation in such activities	70 % of faculty has participated in such activities
	Incentives for publication of Research paper	Provide incentives for faculty who publish research papers in reputed journals	Incentives provided to all eligible faculty
	Financial support to faculty	Financial support for membership of professional bodies annually & to attend the conferences	70 % faculty received financial support for membership of professional bodies & registration fees/TA/DA to attend the National/International conferences. Institute also

			provides financial assistance for patents.
	To encourage in-house faculty for doing Ph.D degree	Encourage faculty to enhanced their qualification by providing necessary academic support	Currently, 60 faculty members are pursuing Ph.D. programs in their respective disciplines

Strategic Goal 5: Societal and green initiatives

Strategic Imperatives	**Key Performance Indicator (KPI)**	**Targets**	**Remarks/Achievements**
Societal and green initiatives	Adopt a village & conduct rural outreach activities	Adopt a village under Unnat Bharat Abhiyan and identify the problems of villagers and give the solution to them	Institute has adopted 5 villages: Kudana, Kattkya, Magarkheda, Solsinda, and Patlod & received grants of Rs. 2.25 lacs from MoE
	Increased renewable energy usage	Solar panel installation	64 kW solar panel installed
	Green/Energy/ Environment audits	Minimum one audit every year.	Implemented
Sustainable Development Goals (SDGs)	Implementation of Sustainable Development Goals	Implement initiatives aligned with the Sustainable Development Goals (SDGs)	The institute actively aligns its initiatives with the United Nations' Sustainable Development Goals (SDGs), with a focus on green energy, waste management, water conservation, quality education, and sustainability practices

Strategic Goal 6: Research & Development

Strategic Imperatives	**Key Performance Indicator (KPI)**	**Targets**	**Remarks/Achievements**
Research & Development	Establish research centre leading to PhD degrees	Approval of research center for Ph.D. degree by affiliating university RGPV	Still pending with the affiliating university RGPV
	Centre of Excellence	Minimum 1-2 CoE established during plan period	One Center of Excellence (CoE) was established in the Civil Engineering department by Ultratech Cement, and another was established in the Electronics and Communication Engineering department by Garuda Aerospace.

	R & D projects	At least 1 R & D projects is to be submitted by the each department every year to various funding agencies	Received grants from SERB, DST for 01 research project (Rs. 17.16 lacs) Institute provided seed money for 08 R&D projects (Rs. 101.18 lacs)
	Patents/published/ granted	05 patents to be published /granted every year	Patent Granted- 09 Published- 22
	MoU's signed with technical universities of repute with research organization, foreign universities.	At least 05 MoUs every year	Achieved (32 MoU's signed so far) International -11 National- 21
	Organizing International Conference	Organize 01 international conference by each department	06 international conferences were organized.

Strategic Goal 7: Excellence in Governance and Administration through transparency/ accountability quality and trust

Strategic Imperatives	**Key Performance Indicator (KPI)**	**Targets**	**Remarks/Achievements**
Governance and Administration	Rules, policies and procedures	To established well defined rules, regulations & policies	Achieved & reviewed time to time
	Delegation of financial powers	Delegate appropriate financial powers to principal & HoDs	Imprest amount Principal : Rs. 50000 per year & HoDs : Rs. 20000 per year for unplanned spending
	Financial audits	To conduct once in a year.	01 audit conducted every year
	AAA (academic and administrative audit)	To conduct AAA (academic and administrative audit) every year	Academic and Administrative Audit have been successfully conducted by each department every year.

The specific targets and their achievements provide a clear picture of the Institute's growth during the planning period. Additionally, several developments have significantly impacted academics, technology development, and campus life as a whole.

The institute has set ambitious goals with the vision of becoming a distinguished center for academic excellence and innovation. To ensure the curriculum remains relevant and responsive to the ever-evolving demands of industry and entrepreneurial education, it has successfully implemented the Choice-Based Credit System (CBCS). Starting from the 5^{th} semester, students have been offered a range of elective courses that allow them to tailor their educational journey according to their interests and career aspirations.

In its commitment to fostering a culture of innovation and research, the institute has established state-of-the-art laboratories and incubation spaces. These facilities are designed to promote hands-on learning and collaboration with industry leaders, while also supporting the development of eco-friendly infrastructure. The institute has actively pursued increased research funding, leading to the production of high-impact publications, the filing of multiple patents, and the successful hosting of international conferences that connect scholars and practitioners from around the globe.

To further modernize its educational environment, the institute has integrated cutting-edge ICT-enabled smart classrooms. The focus on student development has led to comprehensive initiatives that include advanced training in emerging technologies, preparing students for global job markets, and fostering essential leadership skills. Special attention has been given to supporting first-year students and promoting diversity, ensuring that every student has the opportunity to thrive. Additionally, the institute has rolled out career counseling and enriched co-curricular and extracurricular activities, all aimed at fostering the holistic growth of its students.

On the operational front, the institute has enhanced its efficiency through the implementation of a streamlined paperless ERP system. Faculty and staff have reaped the benefits of structured career progression pathways, access to advanced training opportunities, and improved employee benefits, contributing to a motivated and skilled workforce. Collaborative governance, involving dynamic participation from the Board of Governors, the Internal Quality Assurance Cell (IQAC), and various advisory boards, has ensured that the institute maintains long-term strategic alignment while achieving continuous accreditation.

Vision of the Strategic Plan 2025-2030

IPS Academy, Institute of Engineering & Science envisions emerging as a fountainhead of novel ideas and innovations in science and technology, dedicated to building a future that reflects excellence, integrity, and national pride. Guided by its founding vision, the institute aims to become a globally recognized center of learning, research, and innovation, where knowledge empowers progress and education inspires transformation.

The Strategic Vision Plan (2025–2030) seeks to reinforce this legacy by integrating academic quality, research excellence, technological advancement, entrepreneurship, and social responsibility into every facet of institutional growth. The institute will continue to provide value-based, multidisciplinary education that nurtures technical competence and moral strength, encouraging students to pursue innovation with integrity and purpose.

In the coming years, the institute aims to cultivate a vibrant ecosystem that connects education, research, and innovation. It will strengthen Centers of Excellence in emerging areas such as Artificial Intelligence, Sustainable Materials, Robotics, and Renewable Energy, promoting cutting-edge research aligned with national missions like Atmanirbhar Bharat and Digital India.

The vision for 2025–2030 also emphasizes developing responsible professionals and citizens. The institute is committed to instilling values of hard work, sincerity, ethics, and service to society, ensuring that its graduates not only excel in their careers but also contribute meaningfully to the community and the environment. Through programs under NCC, NSS, and Unnat Bharat Abhiyan, the institute will expand its outreach to rural areas, drive sustainability projects, and foster environmental awareness.

In alignment with the mission to promote innovation and excellence, the institute will enhance faculty and staff development, support sponsored research, and expand industry collaborations to bridge the gap between theory and real-world practice. Continuous professional learning, global partnerships, and interdisciplinary initiatives will ensure that both students and faculty remain at the forefront of technological change.

Objectives of the strategic plans for 2025–30

- To achieve academic excellence by continuously updating the curriculum to align with global trends, NEP 2020, and industry requirements, and by introducing more interdisciplinary programs and courses, along with niche skill-building initiatives.

- To enhance research and development by developing state-of-the-art laboratories, including industry-sponsored labs, prioritizing and strengthening international and industry collaborations to promote high-impact research and joint publications.

- To strengthen industry-academia collaboration by increasing partnerships with leading industries for internships, placements, and joint projects, establishing centers of excellence and incubation units for technology transfer and commercialization.

- To foster innovation and entrepreneurship by expanding the incubation cell and Idea Lab to nurture student startups, organizing regular workshops, boot camps, and hackathons to develop entrepreneurial thinking, and facilitating seed funding for innovative projects through government and industry grants.

- To ensure holistic student development by strengthening student exchange programs with international universities, conducting leadership, ethics, and personality development programs, and promoting participation in national and international events such as hackathons, competitions, and cultural festivals.

- To enhance faculty development by providing opportunities for advanced training and global research initiatives, and establishing recognition and incentives for outstanding teaching and research contributions.

- To implement sustainable practices by conducting environmental audits and introducing green initiatives for energy, water, and waste management, and enhancing community engagements.

- To drive digital transformation by implementing AI-powered learning platforms and smart classroom technologies, and upgrading digital systems for efficient academic and administrative operations.

Vision, Mission & Quality Policy of the institute

Vision: To be the fountain head of novel ideas & innovations in science & technology & persist to be a foundation of pride for all Indians

Mission:

- To provide value based broad Engineering Technology & Science education where in students are urged to develop their professional skills.
- To inculcate dedication, hard work, sincerity, integrity, and ethics in building up overall professional personality of the students & the faculty.
- To inculcate a spirit of entrepreneurship and innovation in passing out students.
- To instigate sponsored research, R & D sponsored projects and consultancy services in technical, educational and industrial area, relevant to the society.
- To instill sensitivity amongst the youth towards the community and environment.

Quality Policy

The Institute is committed to impart Quality Education and Training in the field of basic Education, Engineering and Technology, and other professional courses. It aims to be the world-class institute through continuous improvements. It also caters to the industry & service sector needs by providing innovation through FDPs, Projects & Consultancy and Teaching packages. The institute supports faculty & staff to work as a cohesive team and update their skills and knowledge to match the need of global market.

Professional Ethics & Core Values

It is expected from all stake holders to imbibe the following Professional Ethics & Core values:
The Principles of Professional Ethics for the Intelligence Community serves public-facing and internally-focused purposes. They reflect the core values common to all elements of the Intelligent Community and distinguish the officers and employees of the institute as “Intelligent Professionals.”

The principles–Mission, Truth, Lawfulness, Integrity, Stewardship, Excellence and Diversity–reflect the standard of ethical conduct expected of all Intelligence Community personnel, regardless of individual role or agency affiliation.

It is marked with values like accuracy, fairness, honesty, sincerity, justice, fearlessness, integrity, quest for knowledge, determination, etc. In professional life, the simplest manifestation of truth is in sincerity that can be seen in terms of commitment to work.

It has always been an implicit goal of IPSA, IES. Serving to the cause of social justice, ensuring equity, increasing access to higher education, human resource development and capacity building of individuals, to cater to the needs of economy society and the country as whole, there by the institute contributing to the development of our nation.

Definitions

The various terms, such as, KPI, SI, SG, SP are defined as follows:

(a) Key Performance Indicators (KPI): Key Performance Indicator(s) are quantitative/ qualitative measures of how the institution is progressing.

(b) Strategic Imperatives (**SI):** They focus on the key project and objectives within the institute that are high impact activities which can follow a clearly defined systematic approach to be achieved and help the institute to reach its goals within a desired time period (3 to 5 years).

(c) Strategic Goals (SG): Strategic Goal is a objective to achieve at the end of 3 to 5 years of strategic planning.

(d) Strategic Planning (SP): Is the process of defining the direction, the institute wants to go in the next 3 to 5 years. Strategic plans include longer terms goals, strategic goals and short term goals that describe how the institute shall achieve its strategic goals. Strategic planning process is typically run by discussion maker and stake holders.

The strategic planning can be through a SWOC analysis.

Strategic plan (2025-2030)

Strategic plan is an important tool for our institute. & it ensures the following.

i) Frame work for effectiveness and sense of direction

ii) Goals and measurable targets

iii) Guiding day-to-day actions

iv) Evaluating progress and changing approaches when moving forward

Strategic Goals (SG)

In pursuit of its mission while upholding the culture and aspirations of the IPSA, IES has established nine comprehensive strategic goals:

1. **Achieving Academic Excellence**: The goal of Achieving Academic Excellence focuses on securing NAAC and NBA accreditation for all UG and PG programs, regularly updating the curriculum in line with global and national trends, AICTE guidelines, NEP 2020, and industry requirements, and ultimately striving to attain the status of a Deemed-to-be-University under a distinct category.

2. **Research & Development:** The institute aims to develop advanced and industry-sponsored laboratories to promote innovation and practical research. It focuses on enhancing collaborations with national, international, and industrial partners to encourage impactful research and publications. Efforts will be made to secure funding for R&D projects from various government and non-government agencies, along with establishing dedicated facilities to strengthen consultancy and professional services. The institute also strives to establish a Ph.D. research center to promote high-level academic research and innovation.

3. **Industry-Academia Collaboration:** The institute seeks to build strong partnerships with leading industries to provide students with internships, placements, and opportunities for joint research projects that enhance practical exposure and career readiness. It also aims to establish Centers of Excellence and an Incubation Centre in collaboration with industry partners to promote innovation, skill development, and technology-driven learning.

4. **Innovation & Entrepreneurship:** The institute aims to expand incubation facilities to support a greater number of startups and innovative ideas. It works to provide seed funding for promising projects, helping them grows into viable and impactful ventures. Additionally, the institute organizes workshops and hackathons to foster entrepreneurship and creative problem-solving, while continuously enhancing the facilities in the Idea Lab to support innovation.

5. **Holistic Development of Student:** Emphasizing overall growth, the institute promotes national and international student exchange programs, leadership training, and active participation in global and national events and competitions. It integrates mental health and wellness programs into the curriculum to support emotional well-being and resilience. A strong alumni network is nurtured to provide mentorship, internships, and career opportunities, while community engagement initiatives encourage students to contribute actively to social responsibility and societal development.

6. **Development of faculty & technical staff:** Focusing on institutional excellence, the institute recruits qualified faculty as per UGC/AICTE norms and organizes Faculty Development Programs (FDPs), Short-Term Training Programs (STTPs), and workshops to enhance teaching capabilities. Faculty is encouraged to engage in research, improve their qualifications, and publish in reputed journals, with incentives for high-quality work. At the same time, technical staff are empowered and trained through industrial and professional development programs to strengthen their skills and support academic and research activities.

7. **Community Engagement and Sustainability:** Committed to social responsibility, the institute conducts regular green, energy, and environmental audits and implements sustainable initiatives across the campus. It actively promotes the Sustainable Development Goals (SDGs) through projects in green energy, waste management, water conservation, and education, supported by R&D, entrepreneurship, and outreach activities. Additionally, NSS and NCC units are encouraged to lead sustainability and community engagement campaigns in both urban and rural areas.

8. **Infrastructure & Digital Transformation:** To support academic growth, the institute plans to construct additional academic blocks with adequate classrooms, laboratories,

administrative offices, and amenities to accommodate increased student intake and new programs. It ensures that all classrooms are equipped with modern ICT facilities to enhance the learning experience and continually upgrades existing laboratories to align with revised curriculum requirements and strengthen research capabilities.

9. **Excellence in Governance and Administration:** The institute strives for excellence in governance and administration by establishing clear rules, policies, and streamlined procedures for efficient management. It focuses on improving budgeting and financial auditing processes and regularly conducts academic and administrative audits to ensure transparency, accountability, and continuous improvement.

Goal 1: Achieving academic excellence

Building on its legacy of quality technical education and consistent national recognition, IPS Academy, Institute of Engineering & Science, envisions achieving academic excellence through continual quality enhancement, curriculum innovation, and global engagement during 2025–2030. The institute, a UGC-autonomous entity affiliated with RGPV Bhopal and accredited by NAAC and NBA, aims to further strengthen its academic ecosystem in alignment with NEP-2020 and AICTE guidelines.

Strategic Imperatives (SI)

- Secure NAAC Accreditation for the next assessment cycle and NBA Accreditation for all eligible UG and PG programs.
- Update the curriculum regularly as per AICTE guidelines, NEP 2020, and industry trends.
- Strengthen Outcome-Based Education (OBE) and ensure all courses meet learning outcome targets.
- Promote skill-based, multidisciplinary, and flexible learning options for students.
- Conduct regular faculty development programs to improve teaching and learning quality.
- Encourage research-oriented teaching and student project work linked to real-world problems.

Over the past years, the institute has established itself among India's leading engineering institutions—ranked in the Times Engineering Survey 2025 and recognized by CSR-GHRDC and Careers 360 for excellence in academics, placements, and innovation. With NBA accreditation for all eligible programs, adoption of Outcome-Based Education (OBE) and continuous curriculum renewal through the Academic Council and Board of Studies, the foundation for quality assurance is firmly in place

.

For the coming decade, the institute will pursue NAAC reaccreditation and NBA reaccreditation of all UG and PG programs with a focus on quality metrics, learner-centric pedagogy, and measurable outcomes. Curriculum advancement will emphasize multidisciplinary learning, value-added certifications, and flexible academic frameworks, including Choice-Based Credit Systems, Honors/Minor tracks, and credit transfer under NEP-2020. Regular integration of industry experts, alumni, and international collaborators such as UCLA and WPI, USA will ensure global relevance and competitiveness.

Faculty development will remain a cornerstone of academic excellence. Through structured FDPs, research grants, and collaborations with premier institutions and industries, the institute will foster innovation, interdisciplinary research, and publication culture. Strengthening Centers of Excellence such as those in Sustainable Materials, Drone Technology, and Semiconductor Design (C2S Lab) will anchor research and skill development in emerging areas.

Looking forward, the institute aspires to attain the status of a Deemed-to-be-University (DBTU) under the distinct category, enhancing academic autonomy, global partnerships, and innovation-driven governance. By embedding values, research, and global exposure into its educational framework, IPS Academy, Institute of Engineering & Science, aims to produce future-ready professionals and reaffirm its position as a national leader in engineering education and innovation.

Goal 2: Research & Development

IPS Academy, Institute of Engineering & Science envisions becoming a hub of interdisciplinary research and technological innovation through sustained efforts in advanced infrastructure, global collaboration, and industry-oriented problem-solving. The institute's R&D roadmap for 2025–2030 focuses on strengthening research facilities, enhancing funded projects, and fostering impactful partnerships across academia and industry.

The institute has already established a dedicated Research and Development (R&D) Team, actively coordinating sponsored projects, collaborations, and publications at both national and international levels. Presently, the institute is executing nine funded research projects supported by agencies such as SERB, DST, and the Indian Knowledge System (IKS) Division, Ministry of Education, along with collaborative projects involving Russia, Japan, Turkey, Sri Lanka, Ethiopia, and the USA. Faculty members have contributed extensively to the academic community through research papers, patents, and conference publications, reflecting a strong and evolving research base.

To drive research excellence, the institute houses state-of-the-art laboratories, including the Microfluidics Laboratory, developed in collaboration with international partners in Japan and Sri Lanka, which conducts pioneering work in healthcare diagnostics, oral cancer detection, and drug diffusion studies on lab-on-a-chip platforms. The Heavy Structure Laboratory, equipped with advanced testing facilities for seismic analysis and structural behavior assessment, supports

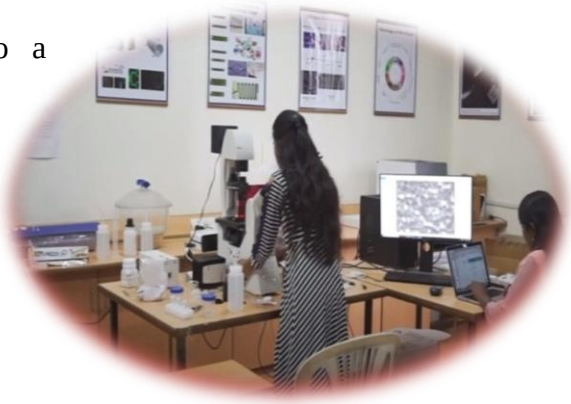
Strategic Imperatives (SI)

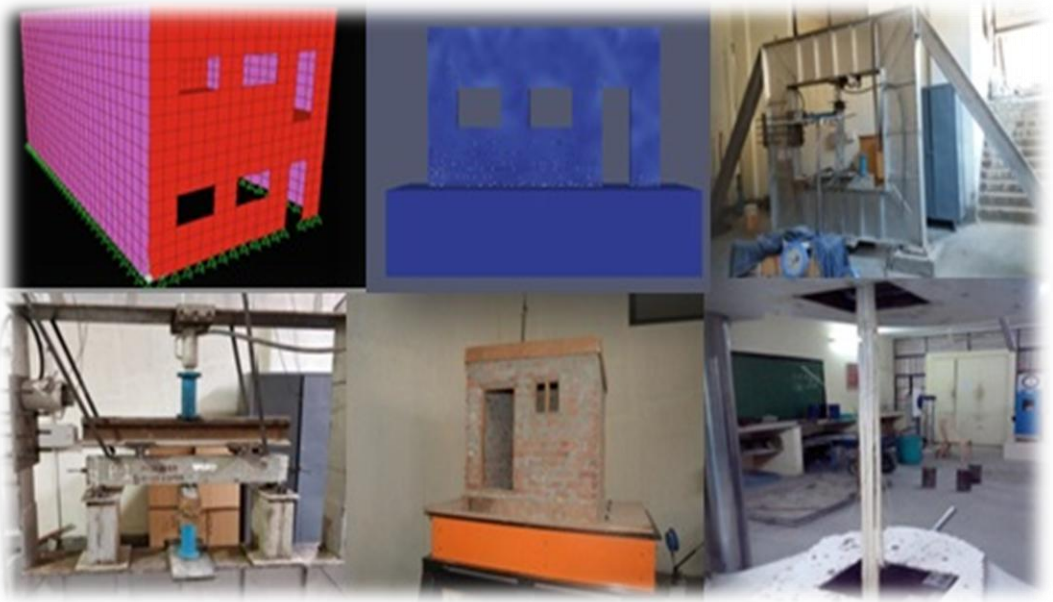
- Promote a strong research culture by encouraging faculty and students to engage in innovative and applied research.
- Establish state-of-the-art research and industry-sponsored laboratories to support advanced experimentation and innovation.
- Strengthen collaborations with industries, research organizations, and academic institutions at the national and international levels.
- Encourage and support faculty and students to publish research papers in reputed journals and conferences.
- Actively apply for funded projects from government, non-government, and international funding agencies.
- Develop infrastructure and technical support facilities to promote interdisciplinary and outcome-oriented research.
- Recognize and reward innovative ideas, patents, and research achievements to motivate excellence in R&D.
- Strive to establish a Ph.D. research center to promote advanced academic research and foster innovation.

industry-linked projects and government-funded research in civil and infrastructure engineering. Together, these labs reflect the institute's capability to conduct cutting-edge research with real-world impact.

Going forward, the institute aims to further strengthen its R&D team by expanding interdisciplinary research clusters, encouraging faculty-student innovation groups, and enhancing collaboration with premier institutions and industries. Plans include establishing additional industry-sponsored Centers of Excellence and upgrading laboratory infrastructure in areas such as smart materials, renewable energy, sustainable infrastructure, and advanced manufacturing.

Through these initiatives, institute aims to evolve into a research-intensive, industry-connected, and globally recognized institution, contributing to India's vision of "Atmanirbhar Bharat" through scientific innovation and sustainable technological solutions.





Goal 3: Industry–Academia Collaboration

The institute firmly believes that meaningful collaboration between academia and industry is the key to producing competent, innovative, and industry-ready engineers. The institute has consistently strengthened its engagement with the corporate and industrial ecosystem through strategic partnerships, conclaves, advisory interactions, and collaborative projects. The strategic goal for 2025–2030 is to further expand, institutionalize, and diversify these collaborations to ensure that education remains aligned with evolving industrial technologies, national priorities, and global best practices.

Over the years, the institute has developed strong linkages with over 46 reputed industries and organizations, enabling opportunities for internships, industrial training, placements, and joint research projects. Notable collaborations include partnerships with UltraTech Cement Ltd., Garuda Aerospace Pvt. Ltd., Shakti Pumps (India) Ltd., Airport Authority of India, VLSI Society of India (VSI), and the Indian Environment Consultancy & Research Services (IECRS). These alliances have led to the establishment of high-impact Centers of Excellence, such as the Centre for Sustainable Materials with UltraTech Cement Ltd. and the Centre of Excellence in Drone Technology with Garuda Aerospace Pvt. Ltd., offering advanced training and applied research opportunities.

Strategic Imperatives (SI)

- Build strong partnerships with leading industries to enhance internships, placements, and joint research opportunities.
- Establish Centers of Excellence (CoEs) and Incubation Centres in collaboration with industry partners.
- Develop industry-integrated training programs and workshops to bridge the gap between academics and real-world applications.
- Promote joint research and consultancy projects addressing industrial and societal challenges.
- Strengthen alumni–industry networks to create new avenues for collaboration and employment.
- Encourage faculty-industry interaction programs to enhance technical expertise and industrial exposure.
- Facilitate MoUs and long-term partnerships with reputed national and international companies.

To facilitate continuous interaction between academia and industry, the institute has successfully organized Industry–Institute Conclave and HR Conclave events, bringing together industry experts, recruiters, technologists, and academicians on a single platform. These events have become valuable forums for sharing insights on emerging skill demands, evolving job roles, and

the integration of new technologies such as Artificial Intelligence, Robotics, Smart Infrastructure, and Green Manufacturing. Moving forward, these conclaves will be institutionalized as annual flagship events, expanding their reach to more sectors and involving alumni working in leading industries.

The institute also ensures structured and sustained industry input in its academic governance. Each department conducts Advisory Board Meetings, where industrial experts actively contribute to discussions on curriculum development, research areas, and professional training needs. Furthermore, the Board of Studies (BoS) for every department includes at least one industry representative, ensuring that the curriculum remains dynamic, practical, and relevant to current industrial standards. During 2025–2030, these mechanisms will be further strengthened by formalizing sector-specific advisory panels, expanding membership to include professionals from emerging domains, and integrating feedback loops for regular curriculum up-gradation.

To bridge the gap between theoretical knowledge and industrial practice, the institute will expand its industry-sponsored laboratories and joint research projects in key areas such as semiconductor technology, renewable energy, sustainable materials, automation, and data analytics. Collaborative consultancy projects live case studies, and professional certification programs co-designed with industry partners will be promoted across departments.

The institute's Training and Placement Cell will continue to act as a strong interface between students and industries, with a focus on structured internship programs, corporate mentorship, and industry immersion opportunities. Enhanced use of digital platforms and alumni industry networks will enable personalized career pathways and skill mapping.

Looking ahead, the institute envisions creating more Centers of Excellence through joint ventures with industries in sectors like Electric Vehicles, Advanced Manufacturing, Water Sustainability, and Artificial Intelligence. Faculty–industry exchange programs, short-term industrial residencies, and collaborative consultancy assignments will also be introduced to deepen engagement and knowledge sharing.

Goal 4: Innovation & Entrepreneurship

The institute envisions a vibrant ecosystem that fosters creativity, design thinking, and entrepreneurial spirit among students and faculty, translating ideas into real-world solutions and technology-driven enterprises. The strategic roadmap for 2025–2030 aims to strengthen incubation facilities, enhance innovation infrastructure, promote start-up culture through collaborative programs, seed funding, and hands-on experiential learning.

Over the past years, the institute has made remarkable progress in building a strong innovation ecosystem. It has established an Innovation and Entrepreneurship Development Cell (IEDC), and an Idea Lab supported by AICTE, serving as a platform for students to prototype, experiment, and innovates. The institute also nurtures startups through its Incubation Center, established with the support of the Micro, Small & Medium Enterprises (MSME) Ministry, Government of India. The institute has been recognized as one of the Top 5 Performing Institution Innovation Councils (IICs) in the Central India Zone and a Band Performer in the Atal Ranking of Institutions on Innovation Achievements (ARIIA), highlighting its national leadership in fostering creativity and enterprise.

Student participation in national-level innovation programs such as the Smart India Hackathon (SIH) has been exemplary with institute teams consistently achieving top positions, including a First Prize in SIH 2024 and several finalists among more than 60,000 ideas submitted nationwide. The BAJA and eBAJA teams have also brought laurels at national competitions through their design and innovation capabilities, demonstrating the institute's strong focus on applied technical creativity.

Strategic Imperatives (SI)

- Expand incubation facilities to support a larger number of startups and innovative ideas.
- Provide seed funding and mentorship to transform innovative projects into viable ventures.
- Organize workshops, hackathons, and innovation challenges to foster creative thinking and entrepreneurial skills.
- Strengthen Idea Labs with modern tools, technology, and collaborative spaces for experimentation.
- Promote a culture of entrepreneurship among students and faculty through awareness programs and success stories.
- Encourage interdisciplinary innovation projects addressing societal and technological challenges.
- Provide mentorship and networking opportunities with established entrepreneurs and alumni.
- Integrate innovation and entrepreneurship activities into the academic curriculum wherever possible.

To strengthen this culture further, the institute plans to expand its incubation facilities, enabling the accommodation of a greater number of student and faculty start-ups under structured mentorship and funding support.

The institute will also enhance and modernize its Idea Lab, equipped with advanced prototyping tools, 3D printers, and digital design platforms to support interdisciplinary innovation across departments. The lab will serve as an experiential learning environment where students can move from "concept to creation" under expert guidance.

To instill entrepreneurial skills and creative problem-solving, the institute will organize workshops, design sprints, ideation camps, and hackathons in collaboration with industry experts, alumni entrepreneurs, and funding agencies. Flagship events such as Innovation Day, Start-up Expo, and Entrepreneurship Awareness Week will be institutionalized to showcase student innovations and promote an entrepreneurial mindset across the campus.

Goal 5: Holistic Development of Students

Institute has consistently focused on the holistic development of its students, nurturing them to become well-rounded professionals with academic excellence, technical proficiency, leadership qualities, and social responsibility. Students have actively engaged in research, presenting their work at national and international conferences and participating in technical workshops, competitions, and hackathons, demonstrating creativity, critical thinking, and innovation.

Co-curricular and extracurricular activities, including cultural events, sports, debate, TEDx, music, drama, and literary programs, have provided students with opportunities to develop teamwork, communication skills, and leadership qualities. Through student clubs and welfare initiatives, the institute has promoted engagement in community service, social outreach, and sustainability projects, instilling a sense of civic duty, ethical values, and societal awareness.

Looking forward to 2025–2030, the institute aims to further enhance the holistic development of students by implementing structured strategies across multiple dimensions. Participation in national and international exchange programs, collaborative research projects, and global competitions will be expanded to provide broader exposure and intercultural competence.

Strategic Imperatives (SI)

- Promote national and international student exchange programs to enhance global exposure and cross-cultural learning.
- Organize leadership training programs, workshops, and competitions to develop professional and personal skills.
- Integrate mental health, wellness, and resilience programs into the curriculum for overall student well-being.
- Build a strong alumni network to provide mentorship, internships, and career guidance.
- Encourage community engagement and social responsibility initiatives for students to contribute to societal development.
- Foster extracurricular and co-curricular activities to nurture creativity, teamwork, and life skills.
- Support student clubs, societies, and innovation forums to explore diverse interests and talents.
- Promote a culture of ethical values, empathy, and civic responsibility among all students.

Leadership and skill development initiatives will be strengthened to cultivate strategic thinking, innovation, and entrepreneurship. Academic growth will continue to be supported through research, publications, patents, and technical competitions, while practical learning will be reinforced through industry collaborations, internships, and

hands-on workshops. Mental health and wellness programs will be integrated into the curriculum to promote emotional resilience, mindfulness, and overall well-being.

Co-curricular and cultural engagement will be enhanced through festivals, sports activities, and club initiatives to foster creativity, collaboration, and ethical leadership. The institute will also institutionalize alumni mentorship and professional networking to guide students in career planning, skill development, and entrepreneurial endeavors.

Through these strategies, IPS Academy, Institute of Engineering & Science will ensure that students emerge as competent, socially responsible, and globally aware professionals. The institute's commitment to holistic development will empower students to excel academically, thrive professionally, contribute to societal development, and become future leaders capable of driving innovation, sustainability, and positive change.

Goal 6: Development of Faculty & Technical Staff

IPS Academy, Institute of Engineering & Science is committed to the continuous development and empowerment of its faculty and technical staff to maintain standards of teaching, research, and professional practice.

The institute ensures recruitment of faculty in compliance with UGC and AICTE norms, attracting highly qualified and motivated educators across all departments. Faculty members are regularly encouraged to participate in Faculty Development Programs (FDPs), Short-Term Training Programs (STTPs), workshops, and conferences, enabling them to stay abreast of emerging trends in technology, pedagogy, and research methodologies.

The institute actively supports and incentivizes faculty engagement in research, facilitating opportunities for higher qualifications, collaborative projects, publications in reputed national and international journals, and patents, thereby fostering a strong culture of academic and research excellence.

Technical staff development is equally emphasized, with structured programs for skill enhancement through industrial training, professional workshops, and specialized development initiatives.

Strategic Imperatives (SI)

- Recruit qualified faculty as per UGC/AICTE norms to maintain high academic standards.
- Organize and encourage participation in Faculty Development Programs (FDPs), Short-Term Training Programs (STTPs), and workshops.
- Promote research and scholarly activities among faculty, including publications in reputed journals and pursuing higher qualifications.
- Provide incentives and recognition for high-quality research, patents, and innovative contributions.
- Empower technical staff to enhance their skills through industrial training, professional development programs, and workshops.
- Strengthen mentorship programs where experienced faculty guide junior staff and colleagues.
- Foster a performance-driven and skill-oriented environment for both faculty and technical staff.
- Ensure regular evaluation and feedback mechanisms to improve teaching, research, and technical efficiency.

Looking forward to 2025–2030, the institute plans to strengthen these initiatives by expanding professional development programs, establishing collaborative research partnerships, providing targeted incentives for high-quality research and innovation, and integrating emerging technologies and industry-relevant skills into training programs for both faculty and technical staff.

Goal 7: Community Engagement and Sustainability

The institute has conducted a series of impactful activities that demonstrate its dedication to holistic and sustainable growth. Through the National Cadet Corps (NCC), students have actively participated in national service and environmental initiatives, developing leadership, discipline, and civic responsibility. Apart from the environmental efforts, NCC cadets have also organized social outreach programs including free health check-up camps, teaching campaigns in government schools, and awareness seminars on youth leadership, inclusivity, and women empowerment.

Strategic Imperatives (SI)

- Implement green initiatives in energy, water, waste management, and overall campus operations.
- Promote Sustainable Development Goals (SDGs) through R&D, entrepreneurial activities, and outreach programs.
- Encourage NSS, NCC, and student clubs to lead community engagement and sustainability campaigns.
- Organize awareness programs, workshops, and projects in both urban and rural areas.
- Foster a culture of social responsibility and environmental stewardship among students, faculty, and staff.
- Collaborate with local communities, NGOs, and government bodies for impactful social initiatives.

The National Service Scheme (NSS) unit has strengthened the institute's connection with the community by engaging 100 volunteers across five domains Education, Health & Nutrition, Hygiene, Safety, and Environment. NSS volunteers have conducted diverse outreach initiatives such as Meri Mati Mera Desh Abhiyan, Drug De-Addiction Campaigns, Blood Donation Camps, Voter Awareness Drives, and Constitution Day observances.

Under the Unnat Bharat Abhiyan (UBA), the institute has adopted five villages, Kudana, Kattkya, Magarkheda, Solsinda, and Potlod to promote rural development through participatory engagement. In response, the institute facilitated tangible improvements including setting up a computer lab, installing a 3,000-litre water tank and a submersible pump, and providing furniture to local schools. Furthermore, in the Rural Outreach Program, supported by AICTE, students conducted field surveys in nearby villages, identifying challenges related to health, public services, farming, and women's welfare.

Looking ahead to the strategic period 2025–2030, the institute aims to deepen and expand its sustainability and community engagement framework. Building upon its ongoing green initiatives, the institute plans to introduce data-driven sustainability management systems incorporating IoT-based sensors and smart meters to monitor and optimize energy consumption, water usage, and waste management across the campus. Expansion of solar rooftop installations, energy storage systems, and microgrid simulations will be undertaken to promote energy independence and serve as real-time learning laboratories for students.

To promote green mobility, facilities such as electric vehicle (EV) charging stations, bicycle-sharing systems, and awareness campaigns on eco-friendly transport will be introduced. Existing water conservation mechanisms, including rainwater harvesting and greywater recycling, will be enhanced with automation modules designed by students, ensuring both educational and practical outcomes.

The NSS and NCC units will continue to play a leading role in extending community engagement programs aligned with national missions and the SDGs. Future activities will emphasize themes such as renewable energy, responsible consumption, gender equality, and climate action. By integrating these outreach initiatives into academic learning; the institute seeks to nurture socially responsible engineers and innovators who are conscious of their role in creating a sustainable future.

Goal 8: Infrastructure & Digital Transformation

The institute's infrastructure development plan is guided by the vision of creating a sustainable, technology-enabled, and learner-centric campus aligned with the goals of the National Education Policy (NEP-2020).

Strategic Imperatives (SI)

- Expand academic infrastructure by constructing additional blocks for classrooms, laboratories, administrative offices, and student amenities.
- Equip all classrooms with modern ICT facilities to enhance teaching and learning experiences.
- Upgrade existing laboratories to meet revised curriculum requirements and support advanced research.
- Implement digital systems and smart classroom technologies to promote blended and online learning.
- Strengthen campus IT infrastructure, including high-speed internet, digital libraries, and e-resources.
- Develop centralized management systems for academic, administrative, and research activities.
- Promote energy-efficient and sustainable infrastructure across campus.

In recent years, the institute has undertaken significant steps to strengthen its physical infrastructure. The campus now houses academic and administrative blocks with spacious classrooms, well-equipped laboratories, seminar halls, and faculty rooms designed to accommodate the growing student intake and diversified programs. The addition of specialized centers such as the AICTE-recognized Idea Lab, Innovation & Entrepreneurship Development Centre (IEDC), and Augmented/Virtual Reality Lab reflects the institute's commitment to nurturing creativity, research, and industry-relevant skills.

Laboratories across departments have been upgraded with modern equipment and software tools that align with the revised curriculum and evolving industrial standards. The institute also provides dedicated research labs and incubation spaces to promote interdisciplinary research, product development, and startup incubation.

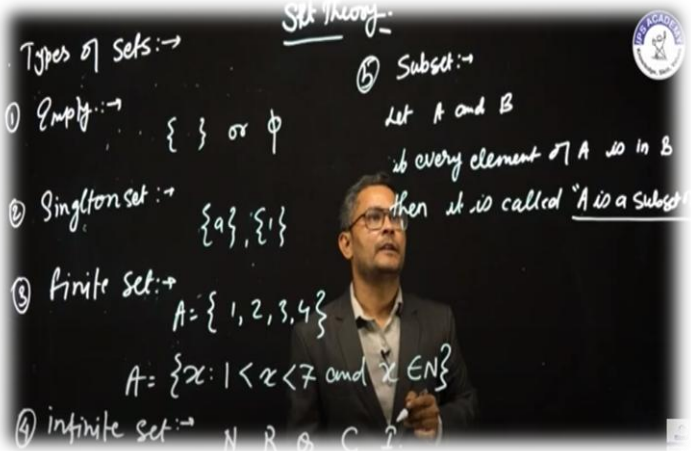
To enhance the teaching-learning experience, the institute has implemented a comprehensive ICT-enabled classroom initiative. Each classroom is equipped with multimedia projectors, high-speed internet connectivity, and access to digital resources. The Campus Management System (CMS) has been integrated to support blended learning, online assessments, and resource sharing. Faculty members are trained in the use of ICT tools, ensuring an interactive and technology-driven pedagogy. In addition, the establishment of e-learning facilities such as smart

classrooms and e-content delivery platforms enable students to learn beyond traditional boundaries and foster collaborative learning environments. The digital library provides access to e-books, journals, and research databases, enabling seamless academic support for students and faculty.

The institute plans to construct a new academic block with advanced classrooms, smart laboratories, and collaborative innovation spaces to cater to interdisciplinary programs and an increasing student intake. Centers of Excellence in key emerging domains such as Artificial Intelligence, Robotics, Renewable Energy, and Sustainable Infrastructure will be established to strengthen research, innovation, and industry partnerships.

Existing laboratories and workshops will be modernized with high-end simulation tools, instrumentation, and research-grade facilities to promote hands-on learning and product development. In parallel, the institute will strengthen the campus management systems, digital learning platforms, and virtual laboratories to facilitate flexible, technology-driven education.

A dedicated Digital Transformation Cell will be created to oversee the implementation of digital initiatives, ensure cyber security, and promote data-driven academic and administrative efficiency. Moving toward a green and smart campus, the institute will expand solar energy infrastructure, adopt energy-efficient building designs, and introduce sensor-based automation for lighting, air conditioning, and water management.



Goal 9: Excellence in Governance and Administration

The institute is committed to fostering excellence in governance and administration through the establishment of well-defined rules, regulations, and policies that are periodically reviewed to ensure efficiency, transparency, and alignment with regulatory standards.

Strategic Imperatives (SI)

- Strengthen budgeting, financial management, and auditing processes for transparency and accountability.
- Conduct regular academic and administrative audits to monitor performance and compliance.
- Promote data-driven decision-making for effective governance.
- Implement digital management systems to enhance efficiency in administration and reporting.
- Standardize documentation and record-keeping to ensure compliance with statutory and regulatory requirements.
- Benchmark governance practices with leading national and international institutions for best practices.
- Continuously review and update policies to align with institutional growth and regulatory changes.

To empower timely decision-making, appropriate financial powers have been delegated to the Principal and Heads of Departments, with annual Imprest limits of Rs. 50,000 for the Principal and Rs. 20,000 for each HoD for unplanned expenditures. Comprehensive financial audits are conducted annually to ensure accountability in resource utilization. Each department also carries out Academic and Administrative Audits (AAA) every year to assess institutional performance, identify improvement areas, and strengthen compliance with quality standards.

The institute has already implemented advanced digital systems to streamline governance processes. Leave management is fully automated through the ERP platform, while attendance is recorded using face-recognition technology, ensuring accuracy, efficiency, and minimal manual intervention..

Looking ahead, institute plans to adopt next-generation; technology-driven governance solutions to further enhance transparency, efficiency, and strategic decision-making. A centralized analytics dashboard will provide real-time insights into academic performance, financial operations, and administrative activities. AI-based predictive analytics will support resource planning, budget forecasting, and risk management, while IoT-enabled monitoring systems will track energy usage, classroom occupancy, and facility utilization to optimize operational efficiency. Additionally, automated workflows will handle approvals, reporting, and compliance tracking, reducing human dependency and accelerating decision-making.

The institute also aims to explore blockchain-based record-keeping for academic and financial transactions to enhance security and auditability. Furthermore, 360-degree stakeholder feedback mechanisms will continuously evaluate governance effectiveness, helping refine policies and procedures. Through the integration of advanced digital tools with participative and data-driven governance, the institute envisions establishing a proactive, agile, and accountable administrative framework that ensures sustainable institutional growth, operational excellence, and strategic foresight.