



Estd.2001

Sri Indu

College of Engineering & Technology

UGC Autonomous Institution

Recognized under 2(f) & 12(B) of UGC Act 1956,

NAAC, Approved by AICTE &

Permanently Affiliated to JNTUH



NAAC

NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL



SICET STRATEGIC PLAN

2019-2024



STRATEGIC DEVELOPMENT PROCESS

INSTITUTION VISION

To be a premier Institution in Engineering & Technology and Management with competency, values and social consciousness.

INSTITUTION MISSION

- IM₁** Provide high quality academic programs, training activities and research facilities.
- IM₂** Promote Continuous Industry-Institute interaction for employability, Entrepreneurship, leadership and research aptitude among stakeholders.
- IM₃** Contribute to the economical and technological development of the region, state and nation.




PRINCIPAL
Sri Indu College of Engineering and Technology
(VII): SHERGUDA-501 510,
Ibrahimpatnem(M), R.R.Dist.

PO	Description
PO 1	Engineering Knowledge: Apply the knowledge of mathematics, science, engineering fundamentals, and an engineering specialization to the solution of complex engineering problems.
PO 2	Problem Analysis: Identify, formulate, review research literature, and analyze complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences, and engineering sciences.
PO 3	Design / development of Solutions: Design solutions for complex engineering problems and design system components or processes that meet the specified needs with appropriate consideration for the public health and safety, and the cultural, societal, and environmental considerations.
PO 4	Conduct investigations of complex problems: Use research-based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of the information to provide valid conclusions.
PO 5	Modern tool usage: Create, select, and apply appropriate techniques, resources, and modern engineering and IT tools including prediction and modeling to complex engineering activities with an understanding of the limitations.
PO 6	The engineer and Society: Apply reasoning informed by the contextual knowledge to assess societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to the professional engineering practice.
PO 7	Environment and sustainability: Understand the impact of the professional engineering solutions in societal and environmental contexts, and demonstrate the knowledge of, and need for sustainable development.
PO 8	Ethics: Apply ethical principles and commit to professional ethics and responsibilities and norms of the engineering practice
PO 9	Individual and team work: Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings.
PO 10	Communication: Communicate effectively on complex engineering activities with the engineering community and with society at large, such as, being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions.
PO 11	Project management and finance: Demonstrate knowledge and understanding of the engineering and management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.
PO 12	Life-long learning: Recognize the need for, and have the preparation and ability to engage in independent and life-long learning in the broadest context of technological Change




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SWOC

STRENGTH		WEAKNESS	
S1	College is rated among top 4 colleges in the region	W1	Additional number of faculty with Ph.D. for research & consultancy not available
S2	Good Infrastructure	W2	Inadequate Faculty Development Programmes (FDPs) including Pedagogical training
S3	Well Experienced Faculty	W3	R&D and innovation culture is weak
S4	The college has signed MoU with University of Bridgeport, USA for higher studies	W4	Use of modern Teaching Aids and learning resources are inadequate
S5	Good placement as priority action	W5	Internet facility in the campus needs expansion
S6	Pollution free learning environment - modern day Engineering and Technology GURUKUL	W6	Less number of publications by faculty
S7	Student discipline is good	W7	Needs enough attention to weak students
S8	Supportive & Cooperative management	W8	Insignificant IRG generation and utilization
S9	Adequately equipped Laboratories - as per current syllabus	W9	Emerging areas should be included in the syllabus
S10	NBA Accreditation for three programmes. For other UG and PG programmes application submission is in progress	W10	Labs should be augmented with latest equipment
S11	College has Jawahar Knowledge Centre*(JKC) - Institute of Electronic Governance(IEG) which helps in placement	W11	Industry Institute interaction needs to be concentrated
S12	Management is financially strong	W12	No of user licenses for software popularly used is insufficient
S13	Good transport facility provided by the college and Govt. as it is located on national highway.	W13	Training of students in soft skills inadequate
S14	Well-equipped Library	W14	Lack of employment oriented learning resources and simulation/design software (CAEs)
S15	Co-Curricular Activities (Cultural fests and Technical fests) are organized. Participated by students from all over the country	W15	Institutional automation needs to be introduced
S16	Employee incentives and salaries are given on time	W16	Support staff and technical non-teaching staff needs training
S17	The college has a regular practice of appointing a faculty member as a Mentor for every Class	W17	Less entrepreneurship related activities
S18	Multi-Disciplinary Activities are taken up successfully as many Colleges are under one management		
S19	Positive Environment & Freedom for Innovation		
S20	Eminent Guest speakers from academia, Industry and Service sector are invited for interaction and exposure to best practices for the students and faculty		
S21	Healthy Competition among different departments		
S22	Good Result in the University. College continuously produces rank holders and high percentage graduates		
S23	Consistently good performance in competitive examinations		
S24	Good Understanding & Coordination among management/Staff & Faculty		
S25	College has reward system for high performing students.		
S26	System of faculty appraisal by students exists		

S27	Close monitoring of student performance and system of communicating regularly with parents	
OPPORTUNITIES		CHALLENGES
O1	Tie up with foreign Universities will enhance the image of the College	C1
O2	Additional Courses in PG, PhD and Medical could be started as per state industrial policy	C2
O3	Being close to industries in Hyderabad, projects should be obtained	C3
O4	Skilled based programmes for community should be offered	C4
O5	Encash TEQIP III participation opportunity.	C6
O6	Use industry for offering tailor made continuing education programmes	C8
O7	Obtain sponsored research and consultancy from industry and generate revenue	
O8	Training hub for industries (CEP)	




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Expectations

Management	<ul style="list-style-type: none">• Global Brand• Sustainability• Good Governance• Keep up Autonomous status• Societal Needy
Leadership Team	<ul style="list-style-type: none">• National ranking with in top 100• Competent Faculty• Revenue generation for sustainability• Industry – Institute Interaction• Skilled based education programmes• Bench marking through Accreditation of programs and institution (Like, NAAC, NBA, NIRF etc.,)• Centre of excellence & International MoUs
Faculty & Staff	<ul style="list-style-type: none">• Good academic & working ambience• Career growth ,Research facilities• Academic independence with accountability• Transparency and uniform processes• Motivational Schemes
Students	<ul style="list-style-type: none">• Good academic & research ambience• Support for co-curricular & Extracurricular activities• State of the art infrastructure• Experiential learning & Opportunity for talent exposure• International learning• Quality Placement, career guidance and entrepreneurial opportunities
Parents	<ul style="list-style-type: none">• Branding• Quality teaching- learning• Disciplined students• Good placements
Industry	<ul style="list-style-type: none">• Industry ready professionals with proper attitude• Strong fundamentals• Strong Industry-Institution interaction• Collaborative research, consultancy• Brand and accreditations of the institute
Society & Others	<ul style="list-style-type: none">• Graduates with Moral, Ethical and Responsible Citizenship• Social service activities by the institution• Skill development for needy• Resource centre for other institutions• Consultancy and Continuing education Programs

Strategic Goals

After brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals (HLG) which are also called Institution Strategic Goals (ISG)

1. Good Governance
2. Maintaining Autonomous Status
3. Leadership Development
4. Financial Management
5. Physical infrastructure
6. Teaching – Learning infrastructure
7. Library & information centre
8. Attraction, Development, Retention
9. Teaching, Learning and Evaluation
10. Industry- Institute relationships
11. Research, Development & Innovation
12. Quality assurance systems
13. Entrepreneurship
14. Placement, Internships & Career
15. Extra-curricular and co-curricular
16. Alumni engagement and interaction
17. Community Service and Extension
18. Global Initiatives

1. Good Governance

Governing Body	<ul style="list-style-type: none"> ▪ Merit based GB appointment ▪ Performance management of GB members through specific responsibilities ▪ Evaluation of institutions performance and bench marking ▪ Guiding and approving policy matters
Vision, Mission and Institution Goals	<ul style="list-style-type: none"> ▪ Vision, Mission development & their articulation ▪ Setting short term and long term goals ▪ Institutional Strategic development plan ▪ Institutional strategic goals setting
Transparency & Leadership	<ul style="list-style-type: none"> ▪ Transparency in Leadership & appointment of Key positions ▪ Service conduct rules and polices formulation, approval & implementation ▪ Grievance Redressal mechanism ▪ Leadership Development through decentralization ▪ Establishing E-Governance- MIS- Data analysis
Internal Quality Assurance Cell & Accreditation	<ul style="list-style-type: none"> ▪ Setting up of IQAC with internal & external members to audit processes ▪ Establishing internal audit committee for regulatory compliance ▪ Systems, checks and balances- Remedial measures.
Students Participation	<ul style="list-style-type: none"> ▪ Students nomination to Governing Body ▪ Their suggestions in various academic and student affairs

2. Strengthening Status

Vision & Budget allocation	<ul style="list-style-type: none"> • Discussion in Governing Body and approval for University status • Resource planning & budget approval
Preparation of UDP & pre-assessment	<ul style="list-style-type: none"> • Constitution and appointment of committee to prepare University Development Plan (UDP) • Formation of Academic Council, BoS and Liaison officer...etc) • Preparation for pre-assessment & assessment
Accreditation & Certifications	<ul style="list-style-type: none"> • Accreditation & Assessment cell • Inspections preparation & Approvals
Statutory Inspections	<ul style="list-style-type: none"> • Statutory inspections planning and preparation • Inspections facilitation & remedial measures • Provisional university approval status




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3. Leadership Development

Developing Ownership	<ul style="list-style-type: none"> ▪ Motivating through interactions ▪ Partnership incentive plans
Assessment & Identification	<ul style="list-style-type: none"> ▪ Expert committee to assess all existing leaders potential ▪ Find gaps and structure changing ▪ Identify positions for external
Decentralization	<ul style="list-style-type: none"> ▪ Decentralize the academic, administration and student related ▪ Prescribe duties , responsibilities and accountability ▪ Rotation of key posts to build leadership
Development & Job Rotation	<ul style="list-style-type: none"> ▪ Develop Leadership competencies ▪ Plan for Job rotation /enlargement /enrichment assignments ▪ Plan for new /crisis assignments
Retention Measures	<ul style="list-style-type: none"> ▪ Growth retention plans through Career advancement. ▪ Golden handcuffs through (monetary /welfare)

4. Financial Management

Budgeting	<ul style="list-style-type: none"> ▪ Department wise Budget planning of all heads of accounts ▪ Forecast & estimation of revenue (Both IRG and ERG) ▪ Forecast & estimation of expenditure ▪ Emergency plans ▪ Budget formulation & approval through Finance committee
Financial Governance (HoDs)	<ul style="list-style-type: none"> ▪ Planned expenditure management ▪ Procurement and Financial policies implementation ▪ Monthly Audit (internal /External) checks- balances ▪ Support through research, consultancy and training
Outflow Management & Growth plans	<ul style="list-style-type: none"> ▪ Monitoring expenses as per budget planning ▪ Predicting internal revenue generation ▪ Treasury (surplus funds) management ▪ Growth- Expansion plans




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5. Physical Infrastructure

Green Campus (Keeping with the Vision & Mission)	<ul style="list-style-type: none"> ▪ Plantation, Rain water harvesting and green cover ▪ Energy harvesting & management ▪ Hygiene, solid waste management (zero plastic usage) ▪ Reuse of waste ▪ Efficient usage of recycled waste water
Academic infrastructure	<ul style="list-style-type: none"> ▪ Aesthetic Class rooms, Tutorials, Seminar halls ▪ State of the art Laboratory & equipment
Library	<ul style="list-style-type: none"> ▪ Library infrastructure up gradation ▪ Functional Furniture and fittings for e-learning
Residential Township	<ul style="list-style-type: none"> ▪ Staff quarters and township facilities ▪ Safety, Security management ▪ Water facility and health centre
Sports, Hostel & Canteen	<ul style="list-style-type: none"> ▪ Developing sports (indoor/outdoor) facilities ▪ Hobby clubs, Canteen & community centre ▪ Additional Hostels facility for boys & Girls within the campus ▪ International Hostel

6. Teaching- Learning Infrastructure

Smart Class rooms	<ul style="list-style-type: none"> ▪ Smart boards ▪ Multi-room instructional facility ▪ Multimedia and support equipment ▪ E-Learning facilities
Laboratory- R&D Equipment	<ul style="list-style-type: none"> ▪ R&D Laboratory and its maintenance ▪ Simulators ▪ Industry equipment (centres of competence) for consultancy
KE & ICT	<ul style="list-style-type: none"> ▪ Licensed softwares- Higher BW ▪ Hardware (Servers, Computers...etc) ▪ Pedagogy tools ▪ Online learning tools ▪ Evaluation & assessment tools ▪ Learning Management System ▪ ICT for 360 deg. Feedback.
Books & E-Learning	<ul style="list-style-type: none"> ▪ Books, Journals, Periodicals, Magazines ▪ Online access to E-media ▪ Departmental library books




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7. Library & Information Centre

Infrastructure enhancement	<ul style="list-style-type: none"> ▪ Budget allocation ▪ Infrastructure (Buildings & Furniture) ▪ CCTV and Lockers facility
Removal of obsolescence in Books & Resources	<ul style="list-style-type: none"> ▪ Books, journals procurement, storage and retrieval ▪ Resources automation & Access (24X 7)
Digital & E-Library	<ul style="list-style-type: none"> ▪ Digitization of Library resources ▪ Establishing cloud based e-library & online access

8. Attraction, strengthening and retention of Faculty

Talent Hiring & Retention policy	<ul style="list-style-type: none"> ▪ Merit based hiring policy formulation & implementation ▪ Career advancement Schemes ▪ Scientific induction/ orientation of new talent ▪ Critical talent identification & retention measures
UGC /AICTE Scales, Rewards & Recognitions	<ul style="list-style-type: none"> ▪ UGC /AICTE scales implementation for all cadres / designations ▪ Additional cadres to be created for deserving staff ▪ Rewards – recognitions & incentives ▪ Welfare policy formulation & implementation
Conducive working environment	<ul style="list-style-type: none"> ▪ Best work facilities and infrastructure ▪ Role & responsibilities clarity and empowerment ▪ Online access to Library- journals 24X7 hours ▪ Township /quarters facility
Career growth & Development	<ul style="list-style-type: none"> <input type="checkbox"/> Sponsorship/ Deputation, sabbaticals for higher education & Exchange programmes <input type="checkbox"/> Sponsorship to participate in national /international conferences <input type="checkbox"/> Deputation to premier national /international universities/industry




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9. Teaching-Learning and Evaluation Process

Bench mark with Premier institutes	<ul style="list-style-type: none"> ▪ Constitute academic teams and visit premier institutions ▪ Customize & Implement best practices
Curriculum Design & Lesson plan	<ul style="list-style-type: none"> ▪ Design curriculum as per all graduate attributes and expectations of stake holders ▪ Develop lesson plan as per OBE & academic calendar ▪ Develop e-learning content ▪ Benchmark with industry requirements ▪ Use of LMS to support students
TNA and upgrading faculty & staff competence	<ul style="list-style-type: none"> ▪ Conduct Training Need Analysis (TNA) every two years ▪ Conduct / depute faculty and staff for competence development ▪ Support paper publications and presentations ▪ Provide opportunities for networking ▪ Train faculty to use LMS effectively
Knowledge Delivery & Outcome based education	<ul style="list-style-type: none"> ▪ Define outcomes of each teaching learning initiative ▪ Continuous Assessment and evaluation to measure outcomes ▪ Establish Research Culture ▪ Access to online learning ▪ Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	<ul style="list-style-type: none"> ▪ Create proper feedback system ▪ Continuous progress assessment ▪ Question bank development & Term end examinations ▪ Credit transfers and performance development

10. Industry- Institute Relationships

Industry Data base & Intelligence	<ul style="list-style-type: none"> ▪ Strengthen placement, training and industry institute interaction cell ▪ Identify branch wise preferred industries & companies ▪ Identification of potential areas of research ▪ MoUs & NDA with potential industries/companies ▪ Professional bodies membership
Leverage Industry Resources	<ul style="list-style-type: none"> ▪ Invite industry experts for guest lecturers /talks/seminars ▪ Partner with industry for syllabus reviews/advisory roles ▪ Deputation of faculty to Industry on sabbatical ▪ Leverage for internships, research projects, consultancy & placements ▪ Scholarships
Leverage Institutional Resources for Industry	<ul style="list-style-type: none"> ▪ Training and talks by faculty ▪ Consultancy and testing to industry ▪ Starting of postgraduate programs for industry personal ▪ Enrolling industry personnel for Ph.D.
Setting up Centres of Excellence	<ul style="list-style-type: none"> ▪ Identify potential industries who can establish centres of excellence department wise ▪ Establish and operationalize centres of excellence ▪ Setting up of chairs in specific domains by industry

11. Research, Development and Innovation

R&D Infrastructure & Teams	<ul style="list-style-type: none"> ▪ Enhancing R&D laboratories in all departments ▪ Modernisation and removal of obsolescence of laboratories ▪ Dedicated R&D facilitation & documentation centre ▪ Competent technical staff for R&D labs ▪ Start new Journals with scopus indexing.
Establishing Centres of competence	<ul style="list-style-type: none"> ▪ Fund raising through Project proposals ▪ Apply for TEQIP/Government/ other funding ▪ Establishing centres of excellences ▪ Establishing Consultancy cell
MOU with premier institutes/ R&D labs	<ul style="list-style-type: none"> ▪ MoUs with higher learning institutions in India & abroad. ▪ Collaborations with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL...etc ▪ Multi & inter disciplinary research and product development
Incubation Centre /Product Development	<ul style="list-style-type: none"> ▪ Encourage “idea to product” pre-incubation activities ▪ Establishing incubation centres ▪ Focus on Product development ▪ Startup of maker Space (Fab Lab) – Product and development
Setting up of Patent cell	<ul style="list-style-type: none"> ▪ Patent filing, Scaling up & commercialization ▪ Starting of patent cell ▪ Appointment of search and Patent Attorney

12. Quality Assurance Systems

Establishing Quality Systems	<ul style="list-style-type: none"> ▪ Setting up bench marks & system flow ▪ Quality Policy steering committee ▪ Publishing Quality system design & culture ▪ Educating & Training of all employees
Internal Quality Assurance & Assessment cell	<ul style="list-style-type: none"> ▪ Setting up of IQAC team ▪ Periodic checks and guidance
Accreditation & Certifications	<ul style="list-style-type: none"> ▪ Internalise the process based on ▪ Choose accreditation/certification agency ▪ Audit and certifications
Audit Internal Controls	<ul style="list-style-type: none"> ▪ Establish audit process & audit teams ▪ Train internal auditor teams ▪ Audit and remedial measures
Continual improvement, Rewards & Recognitions	<ul style="list-style-type: none"> ▪ Setting up of Quality assurance cell ▪ Identifying achievements & best practices ▪ Quality circle competitions & rewards ▪ Annual competitions




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13. Entrepreneurship

EDP Cell	<ul style="list-style-type: none">▪ Establishment of dedicated EDP cell▪ Budget /seed funding for funding initial projects▪ Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	<ul style="list-style-type: none">▪ Identify interested students for entrepreneurship▪ Identify mentors from successful entrepreneurs from Alumni/others▪ Formal training on entrepreneurship
Leverage Promotion agencies	<ul style="list-style-type: none">▪ EDP agencies and networking▪ Competitions participation▪ Leverage for funding & support
Incubation & Pilot projects	<ul style="list-style-type: none">▪ Establish incubation centre for prototypes▪ Provide incubation support for students▪ Incubation support for outside SMEs

14. Placements, Internships & Career Guidance

Placement & Career guidance Department	<ul style="list-style-type: none">▪ Dedicated team▪ Modernization of infrastructure (Video conferencing, interview & conference rooms)▪ Video recording of mock up interviews of students and feedback
Industry MOUs- Intelligence	<ul style="list-style-type: none">▪ Data base of various potential industries/companies▪ MOU s and relationship management▪ Industry experts as resource persons
Training & Development	<ul style="list-style-type: none">▪ Awareness programmes▪ Value added programmes (soft skills & domain expertise)▪ Competency enhancement centre
Internships, Placement process & Success stories	<ul style="list-style-type: none">▪ Internships planning and execution▪ Placement process coordination▪ Success stories celebration- Brand building



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15. Extra-Curricular and Co-curricular activities

State of the art infrastructure	<ul style="list-style-type: none">▪ Budget allocation▪ Establish state of the art infrastructure (indoor/outdoor)▪ Formation of hobby clubs
Coaching, training & competitions	<ul style="list-style-type: none">▪ Dedicated coaches /trainers recruitment▪ Regular training /coaching classes▪ Participation in tournaments/competitions▪ Hosting competitions/ tournaments
Credit transfer, Rewards & Recognition	<ul style="list-style-type: none">▪ Admission priority for state/national achievers▪ Academic credits transfer▪ Attendance compensation▪ Reward & Recognise achievers

16. Alumni Interaction

Alumni Association	<ul style="list-style-type: none">▪ Strengthen Alumni association and engagement▪ Establish alumni association office on campus, engage students▪ Data base updation and interactive alumni website▪ Establish global chapters and networking
Relationships & Leveraging	<ul style="list-style-type: none">▪ Regular interactions /invitations▪ Recognise successful alumni▪ Leverage for guest lecturers/internships/placements▪ Academic advisors/ Board of governors
Endowments	<ul style="list-style-type: none">▪ Explore Contributions / endowment partnering▪ Brand ambassadors▪ Sponsorships/scholarships

17. Community Service and Extension activities

Budget and Resources	<ul style="list-style-type: none">▪ Budget from institution resources▪ Budget from Faculty/students/Govt/other donors
Village adoption & Rural Projects	<ul style="list-style-type: none">▪ Identify nearby villages for adoption▪ Study rural projects and challenges▪ Explore & provide support to the execution of projects
Vocational training	<ul style="list-style-type: none">▪ Identify the job oriented courses as per local needs▪ Provide vocational training at the institute▪ Educational tuitions/ support to village students
Health and hygiene support	<ul style="list-style-type: none">▪ Conducting health awareness camps▪ Providing free medicines to the needy▪ Psychological and psychiatric support

18. Global Initiatives

New Campuses / Programs	<ul style="list-style-type: none">▪ Explore establishing new campuses in developing countries▪ MoUs with the governments of developing countries▪ Twinning programmes with leading universities of developed countries
Foreign Students	<ul style="list-style-type: none">▪ Attracting foreign students▪ Twinning programmes with foreign students
MoUs with Foreign Governments/ Institutions	<ul style="list-style-type: none">▪ Identify foreign higher level learning institutions▪ MOUs with potential partner institutions▪ MOUs with governments for education & projects



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SRI INDU COLLEGE OF ENGINEERING AND TECHNOLOGY

LONG TERM PLAN (5 YEARS)

To Provide Modern Infrastructure Facility

To Create Centers of Excellence

To have 60% of faculty with Ph.D qualification

To introduce new UG and PG programs and to enhance the intake of existing programs

To facilitate students to become entrepreneurs

To create incubation centres in collaboration with various agencies

To make use of emerging technologies for providing skill sets and additional self-learning

To collaborate with Foreign/National institutions of higher learning and research organizations.

To Establish collaborative Laboratories with the support of industry

SHORT TERM PLAN (2 YEARS)

To Strengthen the campus facilities and support system

To Enhance the output in Research and Consultancy

To NAAC Accreditation & NBA Accreditation for all eligible programs

To Development of new Curriculum

To Foster Creativity and innovation

To Introduce multidisciplinary courses and projects

To Improve Teaching-Learning process



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