



**POORNIMA**  
INSTITUTE OF ENGINEERING & TECHNOLOGY

Affiliated to RTU, Kota • Approved by AICTE & UGC under 2(f) • Accredited by NAAC and NBA

**Measurable Analysis  
of  
Strategic Development Plan  
2018-22**

**Internal Quality Assurance Cell  
Poornima Institute of Engineering and Technology**



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### Vision

To create knowledge-based society with scientific temper through cutting-edge technologies, innovative research and to become a valuable resource for enriching mankind.

### Mission

- To provide an environment that will allow students and faculty members to be skilled in creation and implementation of new ideas.
- To provide a platform to improve questioning, observing, testing, analyzing and communication skills.
- Provide qualitative education and generate new knowledge with integration of emerging technologies and research.
- To practice and promote high standards of potential ethics, transparency and accountability.

### Core Values

Our excellence is derived from a persistent commitment to hard work, diligence, perseverance, and consistency in the pursuit of the highest quality in whatever we do.

- **Collaboration:** We value engagement and connection at multiple levels in our professional lives including work relationships, research, scholarship, service, and teaching and believe that Collaboration is an important element of our professional success.
- **Integrity:** An uncompromising commitment to honesty underlies everything we do.
- **Innovation:** We value and support each other in taking risks and we strive to create economic and societal value.
- **Respect:** We respect one another in an environment in which we value, consider, and are influenced by others' feelings and perspectives.
- **Responsibility:** Everyone understands the responsibility and strives to deliver in the best possible manner and is ready for appraisal.

### Objectives

- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.
- To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.
- To assess the progress of the academic process through an audit system and to ensure an effective and transparent operation to achieve excellence in Academic, Administrative and Financial activities.
- To achieve excellence in application-oriented research in selected areas of technology to contribute to the development of the region and the nation.
- To implement effective & efficient Teaching–Learning practices by incorporating latest pedagogical skills.
- To strengthen industry institute interaction with the aim of increasing the industry oriented skills of the students leading to quality placements



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- To nurture students with good soft skills, and ethics for the better of the society
- To develop the students and staff to get international Acclamation through quality research and development work.

### SWOC Analysis of PIET 2018-22

#### Strengths:

- **Established Processes and Policies:** The IQAC ensures academic program quality through efficient operations, technology, data-driven approaches, and standardized protocols. It continuously monitors, evaluates, and improves offerings to maintain high quality and excellence.
- **Faculty Training and Development:** Faculty training and certifications are facilitated to ensure high-quality education delivery under PEEM (Poornima Employability enhancement Mission) which not only promotes the professional practices relevant to technical education but also motivates the faculty to achieve competitive teaching and learning environment. We also have many incentive schemes and awards for the faculties and staff members.
- **Access to Data and Transparency:** The central library of PIET offers a wealth of data resources easily accessible online through platforms like Sharp ERP software. This accessibility supports research and study materials, promoting a conducive environment for academic progress.
- **Support from Leadership:** The support from leadership, including the director and management, serves as a key strength for our institution, contributing to the enhancement of academic excellence and institutional vision.
- **Green Campus:** The green campus in PIET brings about positive changes in the environment. This strength of PIET surely increases the overall health of students, reduces absenteeism due to the positive ambiance, and results in better engagement due to hands-on activity-oriented learning. We highly believe that planting trees around students is very beneficial as plants help to reduce mental stress, keep the surroundings fresh, brighten up the surroundings, give a beautiful appearance, purify the air, etc.
- **Disciplined and Cultured students:** It is considered a great strength of PIET that here the students have a set of goals in their lives; they stay in a disciplined and cultured manner to achieve them. Discipline helps the students to stay focused and achieve the set standards in their lives. The knowledge of human values and culture prepares them as successful human beings, beneficial for society.
- **Strong Examination and Evaluation Process:** Our examination system places a strong emphasis on maintaining integrity, which means that it is committed to honesty, ethical conduct, and upholding a sense of fairness. This commitment is guided by principles of transparency, ensuring that the procedures and decisions are clear and open

#### Weaknesses:

- **Funds and Grants from Government and Non-Government Bodies:** While we strive for excellence in our undergraduate program, one notable challenge is the limited support from both government and



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non-governmental sources. Adequate funding is essential to further elevate our academic offerings and campus facilities, enhancing the overall educational experience for our students.

- **Absence of PG Programs:** We currently lack post-graduate programs, limiting advanced educational opportunities. Introducing such programs is crucial for our institution's overall academic growth.
- **Lack of Industry Academia relationship:** We identify a weakness in the limited Industry-Academia relationship, hindering our ability to align education with real-world needs and maximize student employability.
- **Lack of Collaborative Research and Development:** Due to less collaborative research and international conference opportunities, we miss out on diverse perspectives and expertise, potentially slowing down innovative solutions, global connections and interdisciplinary progress.
- **Alumni Interaction:** Alumni interaction can be improved to enhance the strong relationship with our alumni. Implementing outreach programs, organizing networking events, and fostering mentorship opportunities to actively engage alumni are crucial to strengthen our bond with alumni.

### Opportunities:

- **Accreditation and Recognition:** Securing NAAC and NBA accreditations presents a strategic opportunity to showcase our commitment to academic excellence, quality assurance, and high standards in technical education, reinforcing our institution's standing and recognition. Along with this, we also aim for a higher QIV and NIRF ranking for PIET.
- **Enhancing Academic Quality through Student Empowerment:** Prioritizing Student Empowerment creates a pivotal opportunity to cultivate a sustainable educational ecosystem for us. Fostering active student engagement and encouraging participatory initiatives can create a dynamic learning environment, contributing significantly to overall academic excellence.
- **Faculty Empowerment and Involvement:** Faculty involvement in decision-making opens opportunities for innovative academic initiatives, fostering a collaborative culture. This will not only enhance academic quality but also position our institution as a hub for forward-thinking education.
- **Quality Placement:** Comprehensive training programs can be intensified, covering aptitude tests, personality development, interpersonal skills, and technical writing, ensuring a holistic skill development approach to ensure quality placements.
- **Stakeholder Feedback:** Systematically collecting and utilizing stakeholder feedback serves as a valuable resource for continuous improvement. This iterative process will enable our institution to address concerns, identify areas for growth, and ensure ongoing responsiveness to the needs of our diverse stakeholders.

### Challenges:

- **Fund Limitations:** Adequate funding is crucial for elevating academic offerings and improving campus facilities, enhancing the overall educational experience for our students.
- **Vibrant Campus:** While it brings energy and enthusiasm, it also leads to a delicate challenge of balancing the liveliness with a disciplined and focused academic atmosphere. Additionally, coordinating



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social activities and events require careful management to ensure they support, rather than hinder, the core educational mission of the institution.

- **Innovation and Entrepreneurship:** Addressing the challenges in Innovation and Entrepreneurship is proving to be a critical task for our institution. Making progress in this area is a priority as we aim to create a supportive environment for entrepreneurial initiatives within the academic domain.
- **Quality Admission in Core Sector:** Securing quality admissions in core branches remains a challenge for us as we aim to attract high-caliber students, emphasizing the ongoing need to enhance our admission processes to ensure a cohort of students committed to academic excellence.

### Strategic Plan of the Institute (2018-2022) - Objectives and Adherence:

Objective	Action Plan
<b>Efficient Teaching Learning Process</b>	<ul style="list-style-type: none"> <li>● Formulating Academic Excellence: Prepare a thorough Academic Calendar and teaching plan based on Outcome-Based Education (OBE) principles.</li> <li>● Defining Outcomes: Define precise Course Outcomes (COs) and align teaching plans with CO &amp; PO mapping for focused learning.</li> <li>● Utilizing Technology: Utilize e-learning resources to enhance teaching methods and create engaging educational experiences.</li> <li>● Innovation: Cultivate a culture of innovation, research, and transparent feedback to inspire continuous growth.</li> <li>● Beyond Classroom Learning: Enrich students' learning through conferences, workshops, Faculty Development Programs (FDP), and Value-Added Courses.</li> <li>● Building Real-World Connections: Promote industry-academia interaction, internships, and ethical discussions for holistic education.</li> </ul>
<b>Effective Leadership, Governance and Participative management: Empowering Through Decentralization</b>	<ul style="list-style-type: none"> <li>● Shared Leadership: Heads of Departments convene weekly, fostering collaboration and shared decision-making.</li> <li>● Unified Vision: Meeting minutes, a mosaic of ideas, reach the principal, culminating in a harmonious vision for progress.</li> <li>● Financial Reviews: Rigorous budget reviews ensure judicious allocation, enhancing fiscal responsibility and resource optimization.</li> <li>● Faculty Advancement: Supporting career development, endorsing positions, and granting study leaves enhance faculty growth, enriching the college's academic landscape.</li> <li>● Performance Growth: Faculty performance evaluations, threaded with faculty insights, resulting in continuous improvement.</li> <li>● Talent Development: Scholarships and awards, cultivated within the context of co-curricular excellence, thrive, acknowledging student achievements.</li> <li>● Guiding Principles: Codes of conduct and policies, thoroughly drafted, guide actions, ensuring a campus nurtured in respect and understanding.</li> <li>● Student Empowerment: Committees and councils grant students a voice, fostering a sense of belonging and governance in their educational journey.</li> </ul>



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<p><b>Internal Quality Assurance System</b></p>	<ul style="list-style-type: none"> <li>● Unified Focus: Regular IQAC meetings synchronize minds for continuous improvement.</li> <li>● Regular Feedback: Insights from students, parents, alumni, and industry resonate, guiding actions that satisfy every stakeholder's essence.</li> <li>● Internal Assessment: Internal audits, resembling introspection, delve into our core, ensuring effective implementation and continuous improvement.</li> <li>● External Insight: External audits reflecting our commitment, validating the quality that defines our institution.</li> <li>● Formulating Brilliance: A thoroughly framed Quality Policy illuminates our path, setting standards that define our educational journey.</li> <li>● Accreditation and rankings: Accreditation efforts and improved rankings exemplify our commitment to continuous advancement and distinction.</li> </ul>
<p><b>Student's Overall Development through Participation</b></p>	<ul style="list-style-type: none"> <li>● Student Advocacy: The Student's Council embraces student voices, representing them with integrity and empathy.</li> <li>● Rewarding Talent: Vibrant competitions ignite creativity, while rewards honor the spirited achievers, inspiring excellence.</li> <li>● Diverse Engagement: Participation in extracurricular and co-curricular pursuits paints a colorful canvas of skills and passions.</li> <li>● Civic Responsibility: Engaging in social and welfare activities instills a profound sense of community, shaping compassionate leaders of tomorrow.</li> </ul>
<p><b>Employees Advancement &amp; Welfare</b></p>	<ul style="list-style-type: none"> <li>● HR Policy and Regular Training: Through regular training, we refine teaching progress, shaping educators into better teachers and mentors for our students.</li> <li>● Ethical Excellence: Embedded in the code of conduct, service, and leave rules, our staff embodies integrity, anchoring our institution.</li> <li>● Enforcing staff welfare policies, we create a nurturing environment, where well-being is promoted.</li> <li>● Rewarding Excellence: Appraisals, rewards, and incentives honor dedication, illuminating the path toward professional zenith.</li> <li>● Knowledge Enhancement: Through seminars and conferences, we ensure growth, creating a culture of continual learning.</li> </ul>
<p><b>Integrated Solutions for ERP, Transparency, and Governance</b></p>	<ul style="list-style-type: none"> <li>● Guiding against discrimination to encourage a culture of respect and equality.</li> <li>● Mindset Transformation and Personal Growth: Guiding personal evolution, we shape resilient personalities enhancing wisdom and confidence.</li> <li>● Health and Well-being: Empowering community women with knowledge, we encourage reproductive health and child care.</li> <li>● Student Council: The Student Council listens and represents all students, ensuring their aspirations are taken well with authenticity and understanding, creating a learning academic journey.</li> </ul>



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<p><b>Training, Progression and Placement: Empowering Futures through Collaboration</b></p>	<ul style="list-style-type: none"> <li>● Bridging the Industry- Academia gap: We encourage Industrial Research &amp; Consultancy, bridging academia and industry for groundbreaking innovation.</li> <li>● Guided Exploration: Expert-led research guidance from industry luminaries illuminates academic paths, shaping visionary leaders.</li> <li>● Skill Elevation: Short-term Training Programs sculpt expertise, nurturing talents that shine brightly in the professional sphere.</li> <li>● Collaborative Approach: Collaborative Educational Programs broaden perspectives, providing opportunities of global learning and understanding.</li> <li>● Human Connection: Industry-Institute Human Resources Exchange enriches minds, merging corporate wisdom with academic acumen.</li> <li>● Knowledge Exchange: Faculty and student interactions transcend boundaries, igniting intellectual discourse and mutual growth.</li> <li>● Real-World Insight: Faculty embarks on industry odysseys, refining pedagogy through hands-on experience and industrial wisdom.</li> <li>● Innovative Design: Industrial experts shape our curriculum, infusing it with real-world relevance during transformative events like i3Day.</li> <li>● Professional Exposure: Student internships and industrial visits kindle aspirations, unveiling the professional world's intricacies.</li> <li>● Nurtured Aspirations: We champion internships, visits, training, and guest lectures, nurturing dreams into flourishing careers.</li> <li>● Tailored Guidance: Industry insights guide curriculum, shaping extra courses and offering invaluable career counsel, paving unique paths to success.</li> </ul>
<p><b>Encouragement of Budding Entrepreneurs and Innovators</b></p>	<ul style="list-style-type: none"> <li>● Innovation Hub: We birth PBIC, a cradle for innovation, fostering entrepreneurs and nurturing groundbreaking ideas.</li> <li>● Seminars by industrialists: Visionary industrialists grace us, sharing insights in seminars, lectures, and workshops, sculpting future entrepreneurs.</li> <li>● Sponsorship for Incubated Start-ups: We sponsor and promote entrepreneurship.</li> <li>● Guided Ventures: With dedicated training and guidance, we nurture entrepreneurial aspirations, molding them into impactful ventures that transform the world.</li> </ul>
<p><b>Growth in Research and Innovation</b></p>	<ul style="list-style-type: none"> <li>● State of art Laboratories: We craft cutting-edge laboratories, cultivating a nurturing space for innovation to blossom and thrive.</li> <li>● Innovation Patents: Our research efforts secure patents in diverse domains.</li> <li>● Funded Projects: We generate funds through thorough project proposals, promoting innovation.</li> <li>● Sponsored Ventures: Government and industry collaborations infuse vitality, fostering partnerships that fuel innovation, ensuring our research resonates on a global scale.</li> <li>● Collaborative Work: Collaborations with esteemed institutions and research organizations create a synergy of brilliance, amplifying the impact of our research endeavors.</li> </ul>



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<p><b>Mounting Physical Infrastructure: Elevating Learning, Innovation, and Well-being</b></p>	<ul style="list-style-type: none"> <li>● Innovative Infrastructure: Transform and enhance campus spaces to inspire innovative learning and research endeavors.</li> <li>● Digital Learning Hub: Establish functional e-learning facilities, turning classrooms into dynamic digital platforms for education.</li> <li>● Safety Measures: Prioritize safety and security measures to create a secure and peaceful environment for everyone on campus.</li> <li>● Sustainable Practices: Implement water conservation, green initiatives, and recycling programs to foster eco-friendly habits and conserve resources</li> <li>● Knowledge Enhancement through Library Upgradation: Upgrade the library infrastructure, making it a vibrant hub for research, learning, and intellectual exploration.</li> <li>● Technological Excellence: Modernize systems and equipment, ensuring seamless operations and technological prowess across the campus.</li> <li>● Health &amp; Well-being: Provide comprehensive medical facilities, prioritizing the physical and mental well-being of students and staff.</li> <li>● Sports &amp; Talent: Develop state-of-the-art indoor and outdoor sports facilities, nurturing athletic talent and promoting a healthy lifestyle.</li> <li>● Green Campus: Enhance the campus landscape with extensive plantations, creating a lush, natural environment for all to enjoy.</li> </ul>
<p><b>Focus on Establishment of Center of Excellence and New Labs</b></p>	<ul style="list-style-type: none"> <li>● AICTE-IDEA Lab: Formulating an innovation hub, nurturing ideas that spark change and redefine the boundaries of knowledge.</li> <li>● AICTE-MODROBS Lab: Fostering a realm of modernity, where hands-on learning meets cutting-edge technology, shaping visionaries of tomorrow.</li> <li>● Center of Excellence Lab: Creating a space of brilliance, where expertise converges, propelling research and discovery to new opportunities.</li> </ul>
<p><b>Financial Management: Empowering Financial Vision</b></p>	<ul style="list-style-type: none"> <li>● Strategic Budgeting: Cultivating strategies that breathe life into dreams, optimizing resources for boundless educational excellence.</li> <li>● Transparency in Action: Weaving a tapestry of openness, we establish clear financial procedures, ensuring every penny nurtures the seeds of knowledge.</li> <li>● Audits of Integrity: With thorough scrutiny, internal and external audits facilitate financial trust, safeguarding every income and expenditure, preserving the college's financial integrity.</li> </ul>
<p><b>Sustainable Development and Community Outreach: Fostering Sustainable Progress</b></p>	<ul style="list-style-type: none"> <li>● Industry Partnerships: Partnering with local industries, we craft job-oriented training, bridging the gap between education and real-world skills.</li> <li>● Health &amp; Earth: Regular camps are organized, fostering health and environmental consciousness.</li> <li>● Leveraging Digital Platforms: Using digital platforms, we extend knowledge's reach.</li> <li>● Impactful Reflections: Through feedback, we sculpt programs, ensuring our initiatives resonate deeply, enriching lives in transformative ways.</li> <li>● Local Partnerships: Collaborations with local businesses and NGOs create synergies of compassion, weaving a fabric of support for the community.</li> </ul>



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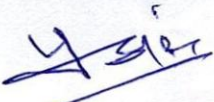
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	<ul style="list-style-type: none"><li>● Sustainable Futures: Exploring income projects, we empower self-sufficiency, enabling communities to stand tall, fostering a future where dreams know no limits.</li></ul>
<b>Alumni Engagement: Inspiring Alumni Connections</b>	<ul style="list-style-type: none"><li>● Annual Reunions: Vibrant alumni meet weave a tapestry of shared memories, fostering mentorship and timeless bonds with our current students.</li><li>● Wisdom Exchanges: Facilitating intimate forums, alumni share wisdom, guiding their fellow juniors with experiences.</li><li>● Digital Platforms: A Facebook page becomes a platform for alumni, where achievements and experiences are shared.</li><li>● Real-world Insights: Guest lectures and industry-oriented programs, graced by alumni wisdom, provide the insights of the professional world, enriching our students' perspectives.</li><li>● PAA Legacy: Poornima Alumni Association, a beacon of unity, orchestrates alumni meetings, harmonizing their voices in college governance, creating a legacy of shared dreams.</li></ul>


### 6. Monitoring of Strategic Plan:


The institute will conduct regular monitoring of the teaching and learning process as outlined in its strategic plan. Director, Principal, IQAC, Heads, and other relevant committees will periodically review progress to ensure plan implementation and adherence. The IQAC will independently benchmark and monitor quality standards, reporting findings to the Governing Council and Board of Management. Based on these reports, authorized bodies will identify corrective actions and determine the need for additional processes and resource deployment.

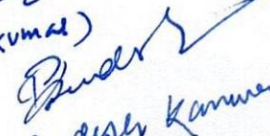
Verified during IQAC meeting no. 18, dated 12 December 2022, agenda no. 3.


  
(Dr. Gaurav Singh)


  
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