



# POORNIMA

## INSTITUTE OF ENGINEERING & TECHNOLOGY

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

In the third meeting of 2022-23, the IQAC proposed a new strategic development plan for 2023 onwards, based on the roadmap established in the previous meeting.

SWOC analysis, a method of strategic introspection, finds its relevance when applied to critical entities such as the Internal Quality Assurance Cell (IQAC) within an organization. In the pursuit of elevating educational quality, the IQAC undergoes a meticulous scrutiny through the lens of Strengths, Weaknesses, Opportunities, and Challenges.

### Year 2023 Onwards:

#### Strengths:

- **Student-Centric and Student Owned Academic Approach:** Students have become an integrated part of the governance through an established Student Council and various committees that continually works towards their betterment. Student centric academic approach works to cater diverse students.
- **Faculty Empowerment:** Faculty at PIET are appreciated and rewarded, enhancing their research and academic growth. Many incentives and promotional schemes are available for faculty and staff.
- **Research, Development and Industry Academia Collaborations:** Industry-academia interactions are fostered and internships are being facilitated to keep the students up to date with changing industry needs. Along with this, the students and faculties at PIET keep themselves highly motivated and updated for constant hard work in their research, publications and other academic development.
- **Established PBIC:** For incubation and entrepreneurship activities, PBIC regularly conducts entrepreneurship development programs, workshops, seminars, startup programs and training programs. It also provides incubation facilities, services, and networking opportunities for our budding entrepreneurs.

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- **Strong E-governance and Transparency:** Our institution has established a strong e-governance via the deployment of online portals for administrative functionalities, incorporation of digital learning platforms, and the establishment of sophisticated management information systems resulting in efficient and transparent administrative and academic functions.
- **Strong Support from the 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.

### Weaknesses:

- **Limited Diversity and Inclusion:** A lack of diversity in both student and faculty populations might be considered as our weakness, as it limits exposure to varied perspectives and experiences.
- **Technology Transfer:** Although the rapid pace of technology transfer broadens our interdisciplinary reach, at times it influences the allocation of resources, occasionally diverting attention from long-term academic goals.

### Opportunities:

- **Alumni Engagement:** We have established the Poornima Alumni Association (PAA) to regulate alumni meetings and involve them in college governance. Including the alumni in the administrative decisions and inviting them to inspire young minds has proven to be highly beneficial as students are seen to relate to their seniors thereby helping them progress in their individual fields
- **Growth in Research and Innovation:** We are working for collaborations with Government & Private Institutes, Universities and Research Organizations to intensify research grants and publications
- **Continuous Improvement through Stakeholder Engagement:** Stakeholder feedback encompasses input from various sources, both internal (employees, administrators) and external (students, parents).
- **Accreditation and Recognition:** NBA accreditation was achieved by PIET for B.Tech. Civil Engineering in 2019-20, making it the first among private institutes in Rajasthan. B.Tech Computer Science program received NBA accreditation in both 2017 and 2020. We are working on the improvement of the same

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- **Community Engagement:** We are working to establish strong ties with the local community and industries to address societal needs and contribute to regional development. This includes providing vocational training /job oriented training, educational support, organizing awareness camps as per local needs at the institute.
- **Autonomous:** Establishing an autonomous entity will help us to adapt curricula, enhance research endeavors, streamline administration, and pursue global collaborations for sustainable growth and innovation.

### Challenges:

- **Global Competition:** The global academic landscape demands the maintenance of high standards to uphold the organization's competitive standing.
- **Changing Educational Landscape:** Implementing the National Education Policy (NEP) in our institution presents challenges, demanding substantial adjustments and resource allocation to effectively incorporate online learning, competency-based education, and interdisciplinary approaches, requiring faculty training and infrastructure development for a successful integration.
- **Adaptation to Technological Changes:** Keeping pace with rapidly evolving technologies and integrating them into the curriculum to ensure students are well-prepared for the demands of the industry.
- **Establishment of Center of Excellence and New Labs:** Though we have various centers of excellence established with us, we are working towards it for improvements. In line with our commitment to innovation, we are also planning to inaugurate cutting-edge labs to further enhance our research capabilities and technological advancements.

In this succinct analysis, the IQAC's journey unfolds, marked by strengths to leverage, weaknesses to overcome, opportunities to seize, and challenges to navigate. Each facet, a stepping stone in the path toward a heightened educational paradigm, delineates the course for the IQAC's strategic evolution within the organization's framework.

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### 5 Years Strategic Plan of the Institute (2023 Onwards)

Strategic Objective	Action Plan
<b>Efficient Teaching Erudition procedure</b>	<ul style="list-style-type: none"> <li>• Build upon the existing academic calendar structure by incorporating more experiential learning opportunities that align with industry trends.</li> <li>• Establish a system for regular review and updating of the Course Outcome (CO) - Program Outcome (PO) mapping</li> <li>• Expand the current e-learning resources repository by including more diverse content formats.</li> <li>• Establish additional specialized labs focusing on emerging fields.</li> <li>• Regularly upgrade labs, workshops, and the computer center with state-of-the-art equipment to provide students with hands-on experience on the latest tools and technologies.</li> </ul>
<b>Effective Leadership, Governance and Participative management</b>	<ul style="list-style-type: none"> <li>• Expand decentralized decision-making for greater efficiency and innovation.</li> <li>• Enhance weekly faculty meetings to discuss teaching methodologies and interdisciplinary collaborations.</li> <li>• Implement a digital platform for rapid communication of meeting outcomes.</li> <li>• Introduce new programs aligned with industry demands and student interests.</li> <li>• Analyze exam results comprehensively for targeted improvement strategies.</li> <li>• Refine budget allocation based on data insights for better resource utilization.</li> <li>• Broaden faculty career advancement initiatives for continuous growth.</li> <li>• Strengthen industry partnerships through research and internships.</li> <li>• Regularly review and update codes of conduct and policies</li> </ul>
<b>Constant Internal Quality Assurance System</b>	<ul style="list-style-type: none"> <li>• Strengthen IQAC impact through systematic quality improvement initiatives.</li> <li>• Comprehensive Stakeholder Engagement: Expand feedback collection to encompass faculty, staff, and students for holistic improvement.</li> <li>• Translate collected feedback into tangible actions for continuous enhancement.</li> <li>• Elevate internal audits to assess departments and processes for greater effectiveness.</li> <li>• Leverage external audits for benchmarking and industry alignment.</li> <li>• Update the Quality Policy to reflect the evolving educational landscape.</li> <li>• Implement regular training programs to keep faculty updated.</li> <li>• Incorporate technology for streamlined operations and improved learning.</li> <li>• Develop personalized student guidance initiatives.</li> <li>• Create an inclusive learning environment.</li> <li>• Involve alumni in mentoring and networking.</li> </ul>
<b>Student's Overall</b>	<ul style="list-style-type: none"> <li>• Strengthen Student's Council to actively represent student concerns and views.</li> <li>• Expand competition variety to promote interdisciplinary skills.</li> </ul>

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<b>Development through Participation</b>	<ul style="list-style-type: none"> <li>● Encourage diverse extracurricular activities to cater to all interests.</li> <li>● Involve students in impactful social and welfare initiatives.</li> <li>● Introduce leadership development programs for students.</li> <li>● Create avenues for students to connect with professionals and alumni.</li> <li>● Implement programs for student mental health and well-being.</li> <li>● Use digital tools for virtual events and discussions.</li> <li>● Gather feedback for continuous improvement of activities.</li> <li>● Foster an inclusive environment for all students to participate.</li> </ul>
<b>Employees Advancement &amp; Welfare</b>	<ul style="list-style-type: none"> <li>● Enhance recruitment policy to attract diverse and qualified faculty members.</li> <li>● Establish ongoing teacher training for evolving pedagogical skills.</li> <li>● Update code of conduct to align with contemporary ethical standards.</li> <li>● Expand opportunities for staff to attend seminars, workshops, and conferences.</li> <li>● Foster mentorship and collaborative initiatives among staff.</li> <li>● Implement regular feedback mechanisms for staff insights.</li> <li>● Introduce policies to promote work-life balance.</li> <li>● Keep policies updated to stay relevant and effective.</li> </ul>
<b>Women/Student/ Faculty Grievance</b>	<ul style="list-style-type: none"> <li>● Enhance the student council's role in objective representation.</li> <li>● Organize workshops to promote diversity and inclusion.</li> <li>● Offer workshops for communication, critical thinking, and problem-solving.</li> <li>● Create programs to empower women.</li> <li>● Involve students in planning and executing initiatives.</li> <li>● Organize forums for open discussions on discrimination.</li> <li>● Extend health education.</li> <li>● Train students in leadership and advocacy skills.</li> </ul>
<b>Training, Progression and Placement</b>	<ul style="list-style-type: none"> <li>● Strengthen partnerships for industrial research, consultancy, and guidance.</li> <li>● Develop diverse training programs to bridge skill gaps and industry demands.</li> <li>● Establish joint educational initiatives with industries for practical learning.</li> <li>● Facilitate exchange between institute and industry personnel for mutual insights.</li> <li>● Involve industrial experts in curriculum design and refinement.</li> <li>● Facilitate internships, training, and guest lecturers for students.</li> <li>● Identify industry needs for extra courses and career guidance.</li> </ul>
<b>Encouragement of Budding Entrepreneurs</b>	<ul style="list-style-type: none"> <li>● Enhance the effectiveness and reach of the Institutional Entrepreneurship System.</li> <li>● Increase industrialists' involvement in seminars, workshops, and lectures.</li> <li>● Further promote, sponsor, and facilitate entrepreneurship initiatives.</li> <li>● Develop targeted training and guidance for fostering entrepreneurship development.</li> </ul>
<b>Growth in Research and Innovation</b>	<ul style="list-style-type: none"> <li>● Upgrade labs for cutting-edge research.</li> <li>● Strengthen patent identification and filing processes.</li> <li>● Integrate research outcomes into student learning experiences.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Channel research towards addressing societal challenges.</li> <li>• Explore varied funding sources beyond grants.</li> <li>• Share research findings through publications and conferences.</li> </ul>
<p><b>Mounting Physical Infrastructure</b></p>	<ul style="list-style-type: none"> <li>• Further develop and adapt campus infrastructure to accommodate evolving needs.</li> <li>• Strengthen safety protocols and security systems across the campus.</li> <li>• Implement efficient water supply and conservation measures.</li> <li>• Strive for a zero-plastic, green campus with emphasis on hygiene.</li> <li>• Upgrade classrooms, tutorials, and seminar halls for smarter learning environments.</li> <li>• Equip laboratories with state-of-the-art technology for advanced research.</li> <li>• Upgraded library facilities to support diverse academic needs.</li> <li>• Continuously update systems for efficient administrative and educational processes.</li> <li>• Improve medical facilities to ensure student and staff health.</li> <li>• Enhance indoor and outdoor sports infrastructure for student well-being.</li> <li>• Expand plantation efforts to create a greener campus environment.</li> </ul>
<p><b>Industry Interaction and Establishment of Center of Excellence and New Labs</b></p>	<ul style="list-style-type: none"> <li>• Further develop the existing Center of Excellence with advanced technology and industry collaboration.</li> <li>• Establish new labs focusing on emerging technologies to complement existing facilities.</li> <li>• Align new lab setups with research-driven projects to encourage innovation.</li> <li>• Strengthen partnerships with industries for technology exchange and knowledge sharing.</li> <li>• Train faculty members to effectively utilize the new labs for practical education.</li> <li>• Integrate more lab experiences seamlessly into the curriculum to enhance learning outcomes.</li> <li>• Provide students with research projects and internships that utilize lab resources.</li> <li>• Utilize the labs to foster student-led innovation and startup initiatives.</li> <li>• Connect labs with entrepreneurship programs for real-world business integration.</li> </ul>
<p><b>Alumni Engagement</b></p>	<ul style="list-style-type: none"> <li>• Host alumni-led webinars focused on various industries, sharing insights and trends with students.</li> <li>• Facilitate workshops where alumni and students can exchange skills and expertise.</li> <li>• Form a board of alumni advisors to guide students on career choices and industry demands.</li> <li>• Create an online database showcasing alumni achievements and contributions to inspire current students.</li> <li>• Organize an annual festival led by alumni, celebrating creativity and artistic talents.</li> <li>• Collaborate on community service initiatives, instilling a sense of social responsibility in students.</li> </ul>

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	<ul style="list-style-type: none"><li>● Host an annual event recognizing alumni achievements, fostering a sense of pride and motivation among students.</li></ul>
<b>Financial Management</b>	<ul style="list-style-type: none"><li>● Analyze data for spending patterns, identifying areas for further optimization.</li><li>● Engage staff, faculty, and departments in joint budget planning sessions.</li><li>● Conduct risk assessments, develop contingency plans, and establish financial reserves.</li><li>● Promote financial literacy programs for staff, faculty, and students.</li><li>● Seek partnerships and sponsorships for additional funding and resources.</li><li>● Invest in eco-friendly technologies for long-term operational cost reductions.</li><li>● Implement funding based on departments' efficiency and outcomes.</li><li>● Periodically engage external consultants for fresh perspectives on financial practices.</li><li>● Involve students in energy-saving and recycling initiatives.</li><li>● Publish clear, accessible financial reports for stakeholder trust and accountability.</li></ul>
<b>Community Outreach and Sustainable Development</b>	<ul style="list-style-type: none"><li>● Increase community outreach impact by securing additional budgetary allocations from the institution, faculty, students, and potential donors.</li><li>● Expand vocational training programs aligned with local needs, enhancing employability and addressing specific skill gaps identified in the community.</li><li>● Strengthen educational support initiatives by implementing targeted programs that address the unique educational challenges faced by village residents.</li><li>● Extend the reach of awareness camps, leveraging multimedia platforms and strategic partnerships to disseminate crucial information on health, education, and other relevant topics.</li><li>● Establish sustainable funding channels for community outreach projects, fostering collaboration with external donors and organizations to ensure the longevity and scalability of our initiatives.</li></ul>

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