



RV College of Engineering®



Strategic Development Plan 2023-24 to 2027-28

"The very spring and root of honesty and virtue lie in good education"-Plutarch

NIRF 99TH NIRF RANKING IN ENGINEERING (2024)	TIMES HIGHER EDUCATION WORLD UNIVERSITY RANKINGS-2024 1501+ THE WORLD UNIVERSITY RANKINGS-2024 (AISA) 601+	TIMES HIGHER EDUCATION IMPACT RANKINGS-2024 1501+
IIRF 2024 ENGINEERING RANKING INDIA NATIONAL RANK – 7 STATE RANK – 2 ZONE RANK - 4	801+ SUBJECT RANKINGS- 2024 (COMPUTER SCIENCE)	1001+ SUBJECT RANKINGS-2024 (ENGINEERING)



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About Rashtreeya Sikshana Samithi Trust:

Rashtreeya Sikshana Samithi Trust (RSST) was founded by Sri. M.C. Shivananda Sarma at times when education was a privilege of few in pre-independent India. The vision of the founder was 'Excellence in Education with Societal Commitment. Sri M.C. Shivananda Sarma, an Educationalist, and Sri Meda Kasturi Ranga Setty, a businessman & philanthropist joined hands together in the year 1940 to pull this movement forward. Presently, RSST through (Rashtreeya Vidyalaya) RV institutions, are at the forefront amongst providers of quality education in the state of Karnataka.

The Trust oversees a conglomerate of 27 educational institutions ranging from primary schools to professional colleges, including streams like engineering, management, dental sciences, physiotherapy, nursing, teachers training, and many more. Now, it has diversified and started RV University and is in the process of starting RVU's Nanjangud campus outside Bengaluru.

These institutions have played a significant role in shaping the educational landscape in Bangalore and beyond. RSST places significant emphasis on social responsibility. The goal is to transform young minds into responsible adults with humane values and concern for the environment.

The Trust also has tied up with the Aster Group of Hospitals and started Aster RV Hospital which is committed to providing world-class healthcare services backed by cutting-edge technology. Aster RV Hospital is a trusted choice for comprehensive medical care.

RSST also recognizes importance of Corporate Social Responsibility (CSR) and contribute its might towards the community.



Profile of RV College of Engineering

RV College of Engineering (RVCE) established in 1963 is one of the earliest self-financing engineering colleges in the country. The institution is run by Rashtriya Sikshana Samithi Trust (RSST), Bengaluru. RVCE is an Autonomous institution affiliated to Visvesvaraya Technological University (VTU), Bengaluru. RVCE offers 15 Bachelors, and 14 Masters Programs. Most of the departments have Research Centres recognised by VTU, Belagavi. RVCE envisions 'Leadership in Quality Technical Education, Interdisciplinary Research & Innovation, With a Focus on Sustainable and Inclusive Technology'.

Recent awards and achievements include being ranked 99 in India by National Institutional Ranking Framework (NIRF:2024 Rankings in Engineering Category), QS-IGUAGE -Diamond University Rating (2021-2024), "Engineering College of the Year-2023" by the Higher Education Review Magazine, ranked 10th in the country & 2nd in Karnataka - IIRF Ranking (2023), Ranked 6 among the top 10 of 100 Pvt. Engg. Colleges in the Country by Education World Magazine-2023. Ranked 1501+ in Times Higher Education World University Rankings-2024. Ranked 801+ in Computer Science and 1001+ Rank in Engineering category in THE World University Rankings-2024, ranked 1001+ in Impact Ranking in Times Higher Education Rankings (THE World University Rankings-2023, and NPTEL (Local Chapter) "AAA" Rating.

All the eligible UG and PG programs have been accredited by the NBA multiple Times. Six UG Programs and 1 PG program have been accredited for six and five years respectively by the NBA recently. RVCE has international collaborations with THWS- Germany, Dortmund University of Arts & Science-Germany, Rosenheim Technical University of Applied Sciences-Germany, RWTH Aachen University-Germany, and Florida International University.

RVCE is one of the first institutions in the state to implement the National Educational Policy-2020 during the year 2021. The institution has established 27 Centres of Excellence and Competency in niche areas of science and technology, in collaboration with Industries and premier institutions.

RVCE has implemented Outcome Based Education (OBE) emphasising experiential learning, research-based learning and skill-based learning. Memory-based learning is slowly being replaced by innovation, problem-solving, and project-based learning. Information and Communication Technology is at the forefront of the effective teaching-learning process. In this context, new pedagogy methods, new technologies, and collaborative interdisciplinary research have become very important.

RVCE has to its credit over 1700 national and international journal publications, 70 filed patents, out of which 61 were published in the official Journals of the Indian Patent Office, 39 granted patents, and over Rs. 35 crores of sponsored research projects and consultancy in the last five years. The institution has established 27 Centres of Excellence and Competencies in niche areas of technology in association with industries. The institution has signed MoU with



the University of Applied Sciences (FHWS) Würzburg-Schweinfurt, Germany, Dortmund University of Applied Science and Arts, Germany, Florida International University, Miami, US, RWTH Aachen University, Germany, and the University of Rosenheim Technical University of Applied Sciences, Germany, for joint academic and research activities.

The students have won awards and accolades in national and international. With a vision to deliver quality education, even when colleges of the same age or even half its age have more intake, RVCE has a limited intake of just about 1420 Undergraduate seats, about 390 Postgraduate seats, and about 250 registered Research Scholars, a total student strength of about 6460. RVCE with over 350 faculty, complies with the prescribed norms of Statutory Agencies.

RVCE boasts an impressive list of notable alumni who have made significant contributions in various fields. These accomplished individuals exemplify the excellence nurtured at RVCE. The college's vibrant alumni association fosters networking, career opportunities, and a strong bond with the alma mater.

RVCE actively engages in community development activities demonstrating its commitment to social welfare and community betterment. RVCE regularly organizes health camps and blood donation camps and contributes to improving education in government schools and community awareness programs in rural areas. Through these efforts, RVCE actively contributes to social well-being and fosters a sense of responsibility among its students and staff.



Vision

The new millennium is witnessing unprecedented challenges and opportunities in higher education because of liberalization and globalization. In this knowledge era, technical education plays a vital role in human resource development for enhancing industrial productivity and quality of life.

The Government of India's vision is to develop and nurture a technical education system in the country by producing world-class manpower emphasizing innovation. In tune with this, RVCE has evolved its vision to 'Leadership in Quality Technical Education, Interdisciplinary Research & Innovation, with a Focus on Sustainable and Inclusive Technology'. Leadership in quality technical education encompasses innovation in teaching and learning, and interdisciplinary research leading to product and technology development, which are sustainable and inclusive. It is imperative to stay abreast of current and future trends in education, business, and industry to develop professionals in pedagogy and research. Innovations in science and technology are an integral part of sustainable development, which means balancing the fulfilment of human needs with the protection of the natural environment so that these needs can be met not only in the present but also in the future. Inclusive growth means more and more schemes and support to attain the desired rate of economic and human development to foster economic growth, wealth distribution, social justice, adopting suitable technologies, and industrial development. RVCE is aligned with the above to contribute to the higher education space.

Mission:

In line with the Vision, the Mission has evolved:

- To deliver Outcome-based Quality Education, emphasizing on experiential learning with state-of-the-art infrastructure.
- To create a conducive environment for interdisciplinary research and innovation.
- To develop professionals through holistic education focusing on individual growth, discipline, integrity, ethics, and social sensitivity.
- To nurture industry-institution collaboration leading to competency enhancement and entrepreneurship.
- To focus on sustainable and inclusive technologies, benefiting all sections of the Society.

Quality Policy:

Achieving Excellence in Technical Education, Research, and Consulting through an Outcome-based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Core Values:

Professionalism, Commitment, Integrity, Teamwork, Innovation



Strengths, Weaknesses, Opportunities, and Challenges (SWOC):

Institutional Strengths:

- **Established Reputation:** Recognized as a highly reputed institution.
- **Preferred Choice for Meritorious Students:** The top choice for meritorious students in Karnataka for over three decades.
- **Consistent NIRF Ranking:** Ranked among the top 100 in the NIRF since its inception, supported by committed management and a conducive academic environment, with transparent administrative processes and excellent faculty retention.
- **Strategic Location Advantage:** Situated in Silicon City, providing ample opportunities for industry-institute interactions, leading to valuable internships and job placements.
- **Autonomous Institution:** Academic autonomy allows for flexible curriculum design and implementation.
- **Comprehensive Extension Programs:** Offering certification courses in collaboration with industries and international universities.
- **Advanced ERP System Implementation:** Utilizing an ERP system (SAP) for student life cycle management, materials management, HR management, and financial management.
- **Accredited Programs:** Both undergraduate and postgraduate programs have been accredited multiple times by the NBA.
- **Highly Qualified and Committed Faculty:** Boasting a strong faculty-student ratio, with 70% of faculty holding Ph.D. degrees.
- **Active Faculty in Research and Innovation:** Faculty members are deeply involved in sponsored research, consultancy, patents, and publications.
- **Robust Industry Partnerships:** Numerous MoUs/MoAs with industries, research, and academic institutions, leading to industry-based laboratories and courses in various departments.
- **Excellent Student Placements:** High placement rates with competitive offers, supported by an illustrious alumni network and active alumni association.
- **Entrepreneurship Development:** A well-established Entrepreneurship Development Cell and innovative teams.



- **Effective Student Counselling:** A robust student counselling system in place.
- **Digital Transformation:** Upgraded campus network, ICT-enabled smart classrooms with seamless internet connectivity, and provisions for online assessments and digital payments.
- **Active Student Participation:** Students actively participate in sports, co-curricular, and extracurricular activities, earning accolades at regional, national, and international levels.
- **State-of-the-art research centres:** Cutting-edge interdisciplinary research centres, Centres of Excellence, and Centres of Competencies.
- **Well-Equipped On-Campus Hostels:** Providing excellent on-campus hostel facilities for both boys and girls.

Institutional Weaknesses

- **Specialized Expertise in Research and Consulting:** Our faculty's sponsored research and consulting efforts are highly specialized, leading to strong, focused expertise in select departments
- **Selective Sabbaticals for Advanced Training:** A select number of our faculty members have undergone prestigious sabbaticals for industrial and overseas training, ensuring they bring cutting-edge knowledge and global perspectives back to our institution.
- **Focused Technical and Support Staff Development:** A Select number of technical and support staff are continuously developing skills in the most current and innovative areas of technology, positioning us at the forefront of technological advancements.
- **Targeted Community Development Initiatives:** We engage in select, high-impact community development projects, allowing us to concentrate our efforts and resources on creating significant and sustainable benefits for our community.



Institutional Opportunities

- **Expanding Collaborative Research and Consultancy:** Increasing opportunities for collaborative research and consultancy with institutions, universities, and industries both domestically and internationally.
- **Generating Internal Revenue:** Utilizing our physical and intellectual infrastructure to create more opportunities for internal revenue generation.
- **Offering Demand-Driven Proficiency and Training Courses:** Expanding the scope of offering demand-based proficiency and training courses across all departments.
- **Promoting Faculty Advancement:** Providing opportunities for exceptional faculty members to achieve vertical progression beyond traditional cadre limitations.
- **Achieving Higher Institutional Autonomy:** Exploring the potential to attain graded autonomy or Private University status.
- **Enhancing Quality Placements for Postgraduate Students:** Improving the quality and reach of placement opportunities for our postgraduate students.
- **International Branding and Alumni Engagement:** Elevating our institution's brand on the international stage and strengthening connections with our alumni.
- **Enhancing Community Development Initiatives:** Expanding our community development activities and increasing village adoption programs.
- **Commercializing Granted Patents:** Moving from patent grants to the commercialization stage.

Institutional Challenges

- **Retaining Talented Faculty:** Ensuring the retention of highly skilled faculty members in certain programs.
- **Bridging the Generational and Interpersonal Gap:** Effectively managing and reducing the generational gap and enhancing interpersonal relationships between faculty and Gen-Z students.
- **Meeting High Aspirations of Students and Stakeholders:** Fulfilling the high expectations and aspirations of our students and stakeholders.
- **Rationalizing the Fee Structure:** Achieving a balanced and fair fee structure as determined by authorities.



The Undergraduate & Postgraduate Programs offered are furnished below:

Bachelor Programs in Engineering (B.E.)

SL	Name of the Program	Year of Establishment	Sanctioned intake
1.	Mechanical Engineering	1963	120
2.	Civil Engineering	1963	120
3.	Electrical and Electronics Engineering	1963	60
4.	Electronics and Communication Engineering	1972	180
5.	Industrial Engineering and Management	1980	60
6.	Electronics and Instrumentation Technology	1981	60
7.	Chemical Engineering	1982	40
8.	Computer Science and Engineering	1984	225
9.	Electronics and Telecommunication Engineering	1992	60
10.	Information Science and Engineering	2000	75
11.	Biotechnology	2002	60
12.	Aerospace Engineering	2015	60
13.	Artificial Intelligence & Machine Learning	2021	60
14.	Computer Science and Engineering (Cyber Security)	2022	60
15.	Computer Science and Engineering (Data Science)	2022	60



Post-Graduate Programs (M. Tech. / MCA)

SL	Name of the Program	Year of Establishment	Sanctioned intake
1.	Master of Computer Applications [MCA]	1997	120
2.	M.Tech in Computer Science & Engineering	2004	18
3.	M.Tech in Product Design & Manufacturing	2004	36
4.	M.Tech in Digital Communication	2004	18
5.	M.Tech in Computer Network Engineering	2005	18
6.	M.Tech in VLSI Design & Embedded Systems	2005	36
7.	M.Tech in Structural Engineering	2006	18
8.	M.Tech in Power Electronics	2006	18
9.	M.Tech in Communication Systems	2006	18
10.	M.Tech in Software Engineering	2006	18
11.	M.Tech in Machine Design	2006	18
12.	M.Tech in Information Technology	2007	18
13.	M.Tech in Highway Technology	2009	18
14.	M.Tech in Biotechnology	2011	18



Strategic Development Process:

The Chairman, Secretary, and the members of the Governing Body have felt the need to revise the strategic development plan 2023-24 to 2027-28 for the institution in a formal written document. The institution leadership team deliberated on 'strategic development leadership for excellence'. The management & top leadership team met and brainstormed on SWOC and stakeholders' expectations. The Leadership team met several times, deliberated in detail, and arrived at the vision, mission, quality policy, and core values for RVCE. Environment scanning was done keeping the vision in mind. The team also discussed the institute's strategic Goals to be achieved by 2028.

Institution strategic goals formed the main theme for arriving at strategies, sub-strategies, and the road to accomplish them. Each Strategy was deliberated, and sub-strategies were arrived at towards the implementation plan. The implementation plan worked out all details such as budget, resources needed, and leaders responsible for implementing with timelines. This implementation is separately maintained by the head of the institution.

Departments play a pivotal role in the institution; each department works out its vision, mission, and short, mid & long-term goals. The implementation plan for the departments also reflects all details such as budget, resources needed as well as a leader responsible for timelines.

HODs form the core team for implementing departmental goals under the guidance of the Principal / Vice-Principal/Deans. A Strategic Development Plan emphasizes evaluation measures, and monitoring teams along deviation steps if any over some time. The evaluative components for each stakeholder are spelled out along with the periodicity of performance evaluation reviews.

This document outlines the identified goals, the actions to be taken, and the performance metrics.

The final draft document was discussed with the Governing Body and after its detailed review, the suggestions were incorporated towards its effective implementation. This comprehensive plan forms the guiding plan for the years 2023-24 to 2027-28.



Message from the Chairman, Governing Body:

After successful implementation of the strategic plan for the period 2016-17 to 2021-22, RV College of Engineering has now developed the plan for the next five years. Having a well-developed plan and monitoring its implementation periodically to make course corrections is the key to continued and rapid progress.

For developing the Strategic Plan 2023-24 to 2027-28, RV College of Engineering went through an elaborate bottom-up approach. Various stakeholders have worked on different verticals. We benefited greatly from the thoughts they left in our minds about how we might go about future tasks.

The committees held extensive meetings with and sought inputs from multiple stakeholders – Members of the Governing Body, Deans, faculty members from all cadres, technical and admin staff, alumni, and industry partners – to make the planning process as diverse and inclusive as possible.

This plan is therefore the distilled vision of all those vested in the Institute who care deeply about its growth and well-being. I congratulate and thank the members of the committees for their painstaking effort to hear and absorb all the voices and identify key ideas therefrom. I also thank all those who have contributed to it in some fashion or the other with their ideas and queries.

I personally enjoyed mentoring the entire process of searching for new ideas and fleshing them out, resulting in a plan that now appears as if it has always existed, only to be articulated and given shape. I therefore express my personal gratitude to the committees and all those who contributed to the effort.

If our past experience is anything to go by, this Strategic Plan 2023-24 to 2027-28 will, like its predecessor, stand us in very good stead and propel us to great heights and new benchmarks. The objectives laid out in the plan are ambitious but achievable and are aligned with the path the nation is expected to take in the coming decade. We will do ourselves and the nation proud if we excel and exceed these objectives on all fronts.

Dr. M.P. Shyam

Chairman, Governing Body

President, Rashtreeya Sikshana Samithi Trust



EXECUTIVE SUMMARY

RV College of Engineering has developed and followed the strategic plans from 2016 onwards. The planning exercise has been taken up about every five years to reflect the changing objectives and capabilities of the Institution and the environment it operates. During the last plan period 2016-17-2021-22, several targets and objectives for several verticals such as academic programs, research, industry engagement, entrepreneurship, alumni engagement, etc were set and the progress of the Institute in implementing the plan and meeting the targets was monitored regularly by the Governing Body.

This, in turn, led to the Institute maintaining its lead on most metrics in the NIRF year after year and retaining its position within the 100 marks when compared to over 1000+ institutes. Today RVCE is the most sought-after destination for aspiring engineers.

The Institute is now publishing its strategic plan for the period 2023-24 to 2027-28. Although the plan was conceived in early 2022, due to some technical reasons we could not publish the same and the implementation has commenced for many of the initiatives outlined in this document. The Institute's strategic plan for this decade is aligned with the larger vision of the country and aims to contribute to the national effort in a significant way.

In response to the evolving landscape of education and industry demands, our institution is committed to fostering a dynamic, student-centric ecosystem that is both sustainable and responsive. Our strategic initiatives aim to fortify our students' proficiency in high-demand domains while promoting interdisciplinary collaboration and innovation.

By merging related branches of engineering programs, we aspire to facilitate comprehensive learning experiences that equip students with multifaceted skills to address real-world challenges effectively. This strategic integration not only enhances the academic landscape but also prepares our students to navigate complex scenarios with versatility.

As we embark on the journey towards graded autonomy, we are poised to embrace a higher level of independence and flexibility in decision-making and operations. This transition underscores our commitment to adaptability and innovation, ensuring that we remain at the forefront of technological education.



Furthermore, our vision extends beyond mere institutional evolution; we aspire to transform into a leading technological university. Through strategic governance and visionary leadership, we are dedicated to realizing this ambitious goal, positioning our institution as a beacon of excellence in the realm of technology and education.

This plan has been evolved through a rigorous bottom-up exercise taking all possible inputs from various stakeholders for respective verticals. The draft plan was finally reviewed by the Governing Body before it was frozen.



1. Admission Management

The goals, action plan, and performance metrics have been evolved for Admission Management to enhance process efficiency, attract and enroll qualified students, maintain accurate records, and continuously improve the admission process.

Goal 1.1.: Improve Admission Management System

A. Action Plan

A1. Process Automation

- › Implement a robust admission management system to automate key processes such as application submission, document verification, and communication.

A2. Workflow Optimization:

- › Identify and eliminate bottlenecks
- › Develop standard operating procedures (SOP) for each stage of the admission process to ensure consistency and efficiency

A3. Staff Training

- › Train admission staff on the use of the new systems and best practices in admission management
- › Conduct regular workshops and refresher courses to keep staff updated on process improvements and technology use

B. Performance Metrics

- › Average processing time per candidate (target: reduce 30 % annually)
- › Applicant satisfaction with the admission process (target: 4.5/5)



Goal 1.2.: Attract Students for traditional branches

A. Action Plan

A1. Targeted Marketing:

- › Develop targeted marketing campaigns to reach meritorious students through digital platforms, college visits and college fairs
- › Use data analytics to identify and focus on regions, schools, and demographics that yield high-quality applicants
- › Offer webinars, open houses, and campus tours to showcase the institution's strengths and offerings
- › Increase availability of scholarships to attract top notch students
- › Publicize scholarship opportunities widely to reach potential applicants

A2. Data Management System:

- Implement a centralized, secure admission database that integrates with other institutional systems through SAP
- Conduct periodic audits for improvisation of data management system
- Train staff on data management best practices and report generation as per the requirements of compliance agencies
- Use feedback to identify areas of improvement and to make data-driven decisions



2. Academics

The following goals, action plans, and performance metrics have been evolved to achieve excellence in Teaching and Learning through continuous improvement and innovation. Our strategic focus on enhancing accreditation status, improving academic performance indicators, ensuring effective departmental operations, and aligning educational outcomes with industry needs demonstrates our dedication to providing high-quality education. By fostering international collaborations, implementing blended learning, and offering impactful skill development programs, we strive to prepare our students for successful careers and contribute to the sustainable growth of our community and nation.

Goal 2.1.: Implement Robust Curricula in compliance with NEP 2020

A. Action Plans:

- Conduct a comprehensive review of existing curricula for compliance to NEP 2020
- Ensure strong fundamental and advanced knowledge and skills in basic sciences, core and advanced domain and interdisciplinary areas in the curricula
- Ensure analytically driven curricula for students to sharpen their thinking and scientific temperament to equip them to face competitive examinations
- Benchmark curricula against top institutions locally, nationally, and globally
- Integrate feedback from industry experts, alumni, and current students
- Include interdisciplinary and cross-functional courses to address current and future challenges
- Include value added courses beyond the curricula for enhancing employability skills
- Include elective courses in the areas of Centres of Excellence / Competence and industry driven electives
- Ensure regular updates and revisions based on emerging trends and technological advancements

B. Performance Metrics:

- Percentage of updated courses meeting industry and academic standards.
- Number of new interdisciplinary courses introduced
- Student and faculty satisfaction ratings on updated curricula (target: 4.5/5)
- NEP 2020 compliance (4.5/5)



Goal 2.2.: Achieve high Score in NBA, NAAC accreditation, explore QS accreditation

A. Action Plans:

- Identify areas for improvement from previous accreditations
- Develop standard data templates and SoP for document preparation
- Develop and implement a comprehensive quality enhancement plan
- Conduct training programmes for faculty and staff on Accreditation requirements
- Conduct regular internal audits and mock assessments
- Provide training and workshops for faculty and staff accreditation requirements
- Engage all stakeholders in the quality improvement process

B. Performance Metrics:

- Six / Five year NBA Accreditation for all the programmes and A+ or A++ in NAAC accreditation
- Attaining QS Accreditation for potential disciplines
- Number of quality enhancement initiatives implemented
- Results of internal audits and mock assessments

Goal 2.3.: Enhance Academic Performance

A. Action Plans:

- Implement targeted academic support programs for students
- Increase the use of data analytics to identify underperforming students for underpinning measures and advanced learners for providing infrastructure and support system
- Enhance faculty development programs to improve teaching effectiveness
- Introduce new teaching methodologies and technologies integrating with ICT tools
- Promote a culture of continuous improvement in academic performance

B. Performance Metrics:

- Increase in first pass yield at all semesters
- Improvement in student satisfaction scores on academic support services (target: 4.5/5)



Goal 2.4.: Streamline Department Committees

A. Action Plans

- Define clear roles, responsibilities, and timelines for all department committees
- Implement a robust tracking and monitoring system for committee activities
- Conduct regular training and workshops for committee members
- Establish a feedback mechanism for committee performance
- Recognize and reward effective committee performance

B. Performance Metrics:

- Timeliness of committee reports and actions (target: 100% adherence to timelines)
- Number of complaints and defaults (target: zero)
- Committee performance ratings (target: 4.5/5 from stakeholders)

Goal 2.5.: Achieve Program Outcomes

A. Action Plans:

- Align curricula and assessment methods with Program Outcomes (POs) and Program Specific Outcomes (PSOs)
- Regularly review and update POs and PSOs based on stakeholder feedback
- Provide faculty training on outcome-based education
- Use data analytics to monitor and improve the achievement of POs and PSOs
- Incorporate industry-relevant projects and internships into programs

B. Performance Metrics:

- 90% attainment of POs and PSOs
- High Score in Accreditations
- Number of industry-relevant projects and internships

Goal 2.6.: Align Student Projects with Industry Needs

A. Action Plans:

- Establish partnerships with industry to identify project needs.
- Integrate industry-based projects into the curriculum.
- Provide mentorship from industry professionals for student projects.
- Conduct regular reviews and evaluations of student projects.
- Showcase successful projects to potential employers and stakeholders.

B. Performance Metrics:

- Percentage of student projects aligned with industry requirements (target: 90%).
- Feedback from industry partners on quality of student projects (target: 4.5/5). Number of students receiving job offers based on project work.



Goal 2.7.: Implement Advanced Teaching and Learning methods

A. Action Plans

- Implement blended learning models combining online and offline methods
- Increase digital learning resources and self-paced modules
- Encourage flipped classroom techniques
- Conduct training for faculty on effective use of digital tools
- Monitor and adjust curriculum to ensure learning outcomes

B. Performance Metrics:

- Student performance and satisfaction with blended learning methods (target: 4.5/5).
- Faculty adoption rates of digital and blended learning techniques (target: 90%).

Goal 2.8.: Increase Revenue from skill development programmes, internships, certificate courses and advanced diploma programmes in advanced technology areas

A. Action Plans:

- Develop and market new Skill Development Programmes
- Partner with the industry to identify skill gaps and tailor programmes accordingly
- Enhance visibility of programs through digital marketing and outreach
- Offer flexible learning options to attract more participants
- Monitor and evaluate programme effectiveness and adjust as needed

B. Performance Metrics:

- Revenue growth from Skill Development /training / internship / diploma / certification Programs by 25%
- Participant enrollment numbers and satisfaction ratings (target: 4.5/5)

Goal 2.9.: Expand International University Partnerships

A. Action Plans:

- Identify and target potential international university partners
- Establish Centre for International University Affairs
- Develop collaboration proposals focusing mutual benefits
- Attend international education fairs and conferences to establish connections
- Facilitate student and faculty exchange programs
- Promote joint research projects and academic initiatives

B. Performance Metrics:

- Number of new international university tie-ups established (target: 5)
- Number of exchange programs and joint research projects initiated
- Student and faculty participation in international partnerships



Goal 2.10.: Improve Teaching Feedback Scores

A. Action Plans:

- Implement continuous professional development in faculty
- Introduce peer review and mentoring programs for teaching staff
- Use student feedback to identify areas for improvement and provide targeted support
- Encourage innovative teaching methods and use of technology
- Recognize and reward faculty for high teaching performance

B. Performance Metrics:

- Increase in student feedback scores on teaching from 4.5 to 4.7
- Number of professional development sessions attended by faculty
- Improvement in peer review and mentoring program outcomes



3. RESEARCH

The following goals, action plans, and performance metrics are outlined for research, development, and innovation, demonstrating our commitment through substantial investments in research projects, high proposal conversion rates, significant external funding, and active participation of faculty and students. By focusing on thrust areas and fostering a strong research culture, we aim to drive impactful innovations and technological advancements. Our ongoing efforts in hosting academic, research and innovation events, filing patents, and achieving high Institutional Ranking at National and International levels highlight our dedication to maintaining excellence in research and innovation.

Goal 3.1 Securing Research Grants

A1. Action plan:

- › Training faculty on effective grant proposal writing
- › Establishing R&D as a department for centralizing R&D activities
- › Establishing dedicated support team to assist faculty to write proposals
- › Offering seed money for preliminary research that can lead to larger proposals
- › Identify faculty with research potential and create teams for different technology areas for dedicated research balancing academic and research loads)
- › Promote interdisciplinary research through dedicated teams
- › Identify and focus on high-value research areas with significant funding opportunities
- › Implement incentive schemes (Recognition / Rewards) for faculty with high research grants
- › Recognize faculty with grants for Institutional key positions and vertical progression

Goal 3.2 Collaboration and Networking with external world

A2. Action plan:

- › Developing partnership with Institutions under RSST and other Institutions, industry, and government bodies
- › Conducting Networking events to connect faculty researchers



with potential collaborators and funders

Goal 3.3 Securing Industrial Consultancy projects

A3. Action Plan:

- › Identifying faculty with expertise in different technology domains for undertaking Industrial consultancy
- › Promoting Industrial Consultancy through dedicated Chief Officer – Industrial collaboration and Innovations and Centralized with Institutional R&D

Goal 3.4 Promoting Institutional Innovations

A4. Action Plan:

- › Explore conversion of UG / PG projects
- › Promote pre-incubation activities through CoE through seed money grants and infrastructure development
- › Develop policy for royalty on Technology Transfer based on IPR valuations
- › Facilitate technology transfer through consultants

Goal 3.5 Increasing Research Publications and Quality of Publications

A5. Action Plan:

- › Develop Policy for mapping faculty publications in WoS journals classified under Engineering to Success Factors
- › Institutional Subscription for OA Journals of IEEE and T&F for APC
- › Incentives / Rewards / Recognition for quality publications
- › Promote joint publications with RV Institutions and others

Goal 3.6 Enrichment of Academic Research

A6. Action Plan:

- › Increase number of Full time Ph.D. scholars through Research Assistantship
- › Explore Autonomy for Ph.D.
- › Centralize M.Sc. (Engg) and Ph.D. through institutional R&D
- › Enrich UG and PG Curricula with research components and employability skills
- › Implement project-based learning in UG and PG Curricula
- › Promote Students Innovative projects with institutional



funding

- › Educate students on Research Fellowships
- › Encourage students to submit proposals to KSCST, KCTA and such other agencies for funding
- › Facilitate students' participation in National and International R & D and Innovation events
- › Institute awards for Best Ph.D. thesis

B. Performance Metrics:

- › Number of awards instituted for the Best Ph.D. Thesis.
- › Number of Ph.D. theses submitted for consideration.
- › Number of awards given annually and feedback from recipients.



4. HR Management

The following HR Management goals, action plans, and performance metrics are evolved to develop and maintain high quality and competent human resource for effective teaching, research and innovation.

Goal 4.1.: Introduce New Strategies for Recruitment and On-boarding

A. Action Plans:

A1. Streamline Recruitment and on-boarding

- Implement Applicant Tracking System (ATS) to automate and streamline recruitment process ensuring recruitments before 31 July of every year
- Develop a structured interview and assessment process to ensure consistency and fairness
- Develop a comprehensive onboarding program that includes orientation, training, and mentorship

B. Performance Metrics:

- Time to fill positions (target: reduce by 20%)
- Increase in faculty with Ph.D. (target: 90%)
- Quality of newly recruited employees (enhanced faculty qualification and experience)
- Reduction in turnover rate within the first year of employment

Goal 4.2.: Enhance Training Programs

A. Action Plans

A1. Needs Assessment

- Conduct regular training needs assessment through surveys, interviews, and performance data analysis
- Identify skill gaps and prioritize training needs

A2. Develop Training Content:

- Develop and update training content based on the latest industry trends and organizational needs
- Incorporate a mix of training methods including workshops, e-learning, and on-the-job training

A3. Evaluate Training Effectiveness:



- Implement training effectiveness evaluation system using pre-and post-training assessments
- Collect feedback from participants and managers to continuously improve training programs

B. Performance Metrics

- Employee performance improvement post-training (target: 15% improvement in performance metrics)
- Training satisfaction scores (target: 4.5/5)
- Increase in number of employees participating in training programs (target: 20% annual increase)
- Return on investment (ROI) for training programmes

Goal 4.3.: Reduce Operational Costs

A. Action Plans:

A1. Process Optimization:

- Conduct a thorough review of HR processes to identify delays and inefficiencies and areas for improvement
- Implement process automation and use of technology to reduce manual tasks and errors
- Develop requirement driven custom designed report generation modules

B. Performance Metrics:

- Ensure number of faculty for Faculty Student Ratio of 1:15
- Timely disposal of commitments (zero tolerance to delay)

Goal 4.4.: Ensure Compliance

A. Action Plans:

A1. Policy Review and Update:

- Regularly review and update HR policies to ensure compliance with current legal and regulatory requirements
- Conduct training sessions for HR staff and managers on compliance-related topics

Compliance Audits:

- Conduct regular internal audits to identify and address compliance gaps



- Implement a compliance management system to track and manage compliance-related activities and deadlines

B. Performance Metrics:

- Employee awareness and understanding of compliance policies (measured through surveys, target: 90%)

Goal 4.5: Implement Performance Management

A. Action Plans:

A1. Develop Performance Management Framework:

- Develop efficient HR grievance redressal system constituting interdepartmental Council of Professors (CoP)
- Design performance management system that includes clear goals, regular feedback, and performance reviews
- Integrate performance management with career development and succession planning

A2. Training and Communication:

- Train managers and employees on the performance management process and their roles within it
- Communicate benefits and objectives of the performance management system to all employees

A3. Continuous Improvement:

- Collect and analyze performance data to identify trends and areas for improvement
- Regularly review and update the performance management system based on feedback and best practices

B. Performance Metrics:

- Employee performance ratings (target: 10% improvement annually)
- Manager and employee satisfaction with the performance management process (target: 4.5/5)
- Completion rate of performance reviews (target: 100% on-time completion)
- Number of employees with development plans (target: 80%)



5. Administration

The following goals, action plans, and performance metrics are evolved for efficient, goal oriented, participative and performance driven administration, hostels, library, and store management. These efforts aim to achieve improved efficiency, user satisfaction, and overall operational excellence.

Goal 5.1.: Improve Campus Environment

A. Action Plans:

A1. Campus Beautification:

- Launch landscaping projects to enhance greenery and outdoor spaces
- Introduce public art installations and maintain cleanliness across campus

A2. Facility Upgrades:

- Upgrade and maintain campus buildings and classrooms with advanced technologies conducive for effective Teaching, Learning, research and innovation
- Implement sustainable practices related to energy, water and environment with efficient waste management systems including reuse and recycling

A3. Facilities Maintenance

- Establish routine maintenance schedules for all campus facilities along with Green Audit of the campus (Energy, water and Environment) by certified agencies
- Create feedback system for reporting and addressing maintenance issues promptly
- Invest in energy-efficient technologies and renewable energy sources
- Monitor and reduce energy consumption across campus

B. Performance Metrics:

- Student and staff satisfaction with campus environment (target: 4.5/5)
- Number of maintenance issues resolved within a set timeframe (target: 95% within 48 hours)
- Increase in green spaces and sustainable practices (target: 20% increase in green space)



A1. Safety Protocols:

- Institute safety practices and protocols in the campus with zero tolerance to violations (All buildings, classrooms, laboratories, high risk areas)
- Conduct safety drills and training sessions for students and staff
- Regularly inspect and maintain safety equipment such as fire extinguishers, alarms, and CCTV
- Ensure compliance with safety regulations and standards

A2. Health Services:

- Evaluate health services provided through institutional health centre and introduce improvement measures
- Promote health awareness campaigns and wellness programmes

A. Performance Metrics:

- Number of safety incidents reported and resolved (target: zero major incidents)
- Student and staff participation in safety drills (target: 100% participation)
- Health service usage and satisfaction rates (target: 4.5/5)

A3. Process Improvement:

- Streamline administrative processes to reduce redundancy and improve efficiency
- Leverage technology to automate routine tasks and improve productivity

A. Performance Metrics:

- Reduction in operational costs (target: 15% annual reduction)
- Energy consumption per square foot (target: 10% annual reduction)
- Efficiency improvement in key administrative processes (measured by time saved, target: 20% reduction)

Hostels Goals

Goal 5.4.: Enhance Student Life

A. Action Plans:

A1. Activity Programs:



- Organize a diverse range of cultural, recreational, and educational activities in hostels
- Establish student committees to plan and execute hostel activities
- Community Building:
- Foster a sense of community through team-building events and social gatherings
- Promote inclusivity and diversity in hostel activities

A2. Feedback Mechanism:

- Implement a feedback system for students to suggest and evaluate hostel activities
- Regularly review and incorporate feedback into planning future activities

B. Performance Metrics:

- Student participation in hostel activities (target: 80% participation rate)
- Satisfaction with hostel activities (target: 4.5/5)
- Number of activities conducted annually (target: increase by 20%)

Goal 5.5. Support Well-being

A. Action Plans:

A1. Counselling Services:

- Provide accessible and confidential counseling services within hostels
- Hire qualified counselors and promote mental health resources

A2. Well-being Programs:

- Offer workshops on stress management, time management, and wellness
- Create peer support groups and mental health awareness campaigns
- 24/7 Support:
- Ensure availability of 24/7 support for students in crisis situations
- Establish a helpline for immediate assistance

B. Performance Metrics:

- Utilization rate of counseling services (target: 80% awareness and usage rate).
- Student satisfaction with well-being support (target: 4.5/5)



- Reduction in reported stress-related issues (target: 15% annual reduction)

Goal 5.6.: Upgrade Facilities

A. Action Plans:

A1. Facility Assessment:

- Conduct regular assessments of hostel facilities and identify areas for improvement
- Prioritize upgrades based on student feedback and safety requirements

A2. Modernization Projects:

- Upgrade common areas, study rooms, and recreational facilities
- Ensure high-speed internet access and modern amenities in all hostels

A3. Maintenance and Upkeep:

- Implement a regular maintenance schedule for all hostel facilities
- Establish a system for students to report and track maintenance issues

B. Performance Metrics:

- Student satisfaction with hostel facilities (target: 4.5/5)
- Number of facility upgrades completed annually (target: increase by 20%)
- Timeliness of maintenance issue resolution (target: 95% resolved within 48 hours)

Library Goals

Goal 5.7.: Provide Efficient Services

A. Action Plans:

A1. Service Optimization:

- Streamline library processes using integrated library systems
- Implement self-service kiosks for check-out and returns



A2. Digital Resources:

- Expand access to digital resources such as e-books, journals, and databases
- Enhance the library's online portal for easy access to resources

A3. Staff Training:

- Regularly train library staff on customer service and new technologies
- Encourage staff to assist users in utilizing library resources effectively

B. Performance Metrics:

- User satisfaction with library services (target: 4.7/5)
- Increase in the use of digital resources (target: 25% annual increase)
- Reduction in average wait times for library services (target: 20% reduction)

Goal 5.8.: Promote Engagement

A. Action Plans:

A1. Events and Workshops:

- Organize regular events such as author talks, workshops, and reading clubs
- Collaborate with academic departments to host subject-specific events

A2. Community Programs:

- Develop programs to engage different user groups, including students, faculty, and alumni
- Promote library services through newsletters and social media

A3. Feedback Mechanism:

- Implement regular surveys and feedback sessions to gather user input
- Use feedback to continually improve and tailor library services

B. Performance Metrics:

- Attendance at library events (target: increase by 30% annually)



- User engagement through community programs (target: 70% participation rate)
- User feedback scores on engagement activities (target: 4.5/5)

Goal 5.9.: Enhance Based on Feedback

A. Action Plans:

A1. Regular Surveys:

- Conduct bi-annual surveys to gather detailed user feedback on library services
- Analyze survey results to identify areas for improvement

A2. Continuous Improvement:

- Develop action plans based on feedback to enhance library services
- Communicate changes and improvements to users

A3. User Involvement:

- Involve users in the decision-making process for library enhancements
- Create a user advisory board to provide ongoing feedback and suggestions

B. Performance Metrics:

- Implementation rate of user feedback suggestions (target: 80%)
- Improvement in user satisfaction scores post-enhancements (target: increase by 15%)
- Frequency and quality of user feedback collected (target: increase in detailed responses)

Stores Goals

Goal 5.10.: Ensure Stock Availability

A. Action Plans:

A1. Inventory Management System:

- Implement an automated inventory management system to track stock levels in real time
- Set minimum stock levels and reorder points to prevent shortages



A2. Supplier Relations:

- Develop strong relationships with reliable suppliers to ensure timely deliveries
- Negotiate contracts with multiple suppliers to mitigate risks

A3. Demand Forecasting:

- Use historical data and trend analysis to forecast demand accurately
- Adjust inventory levels based on seasonal and academic cycles

B. Performance Metrics:

- Stock-out rates (target: zero stock-outs)
- Average time to replenish stock (target: 48 hours).
- Supplier delivery performance (target: 95% on-time delivery).

Goal 5.11.: Optimize Inventory

A. Action Plans:

A1. Regular Audits:

- Conduct regular inventory audits to ensure accuracy and identify excess stock
- Implement a system for continuous monitoring and adjustment of inventory levels

A2. Inventory Turnover:

- Optimize inventory turnover rates by aligning stock levels with actual usage
- Implement a just-in-time (JIT) inventory approach where feasible

A3. Waste Reduction:

- Implement measures to reduce waste, such as proper storage and handling of perishable items
- Develop a disposal plan for obsolete or expired stock

B. Performance Metrics:

- Reduction in inventory holding costs (target: 15% annual reduction)
- Inventory turnover ratio (target: increase to industry standard levels)
- Waste reduction (target: 20% annual reduction in waste)



6. Alumni Relations and Global Initiatives

Alumni Relations and Global Initiatives Goals, and Action Plans are evolved for meaningful alumni relations and global initiatives leading to institutional growth at national and international levels. These efforts aim to increase engagement, support, and collaboration.

Goal 6.1.: Expand Industry Partnerships

A. Action Plans:

A1. Industry Engagement Programs:

- Host regular industry roundtables and networking events
- Establish an advisory board with industry leaders to guide curriculum development and strategic initiatives

A2. Internship and Placement Opportunities:

- Collaborate with industry partners to create more internship and placement opportunities for students
- Develop co-op programs and industry-sponsored projects

A3. Research Collaboration:

- Facilitate joint research projects and innovation hubs with industry partners
- Organize industry-sponsored research grants and scholarships

B. Performance Metrics:

- Number of new industry partnerships established annually (target: 20% increase)
- Increase in internship and placement opportunities (target: 25% annual increase)
- Number of joint research projects and industry-sponsored initiatives (target: 15% annual increase)

Goal 6.2.: Foster Alumni Relationships

A. Action Plans:

A1. Alumni Network Development:

- Create and maintain an updated alumni database
- Establish regional alumni chapters and organize regular meets and events



A2. Alumni Communication:

- Launch a quarterly alumni newsletter featuring updates, success stories, and opportunities
- Utilize social media platforms to engage and connect with alumni

A3. Alumni Services:

- Provide career support services for alumni, including job postings, career counseling, and networking opportunities
- Offer exclusive benefits and recognition programs for active alumni

B. Performance Metrics:

- Number of active alumni chapters and events organized (target: 10% annual increase)
- Alumni engagement rate (measured by event participation and communication response rates, target: 25% increase)
- Satisfaction with alumni services (target: 4.5/5)

Goal 6.3.: Increase Engagement and Impact

A. Action Plans:

A1. Outreach Programs:

- Develop outreach programs that involve alumni in mentoring, guest lectures, and career guidance for current students
- Organize annual alumni reunions and networking events

A2. Impact Measurement:

- Implement surveys and feedback mechanisms to measure the impact of engagement activities
- Track alumni involvement in various programs and initiatives

A3. Recognition and Awards:

- Establish an annual awards program to recognize outstanding alumni contributions
- Publicize alumni achievements through institutional communication channels



B. Performance Metrics:

- Increase in alumni participation in outreach programs (target: 20% annual increase)
- Positive feedback on engagement activities (target: 4.5/5)
- Number of alumni recognized annually for their contributions (target: 15)

Goal 6.4.: Boost Online Presence

A. Action Plans:

A1. Website Enhancement:

- Regularly update the alumni and global initiatives sections of the RVCE website
- Develop engaging content such as blogs, success stories, and event highlights

A2. Social Media Strategy:

- Create a strategic social media plan to increase visibility and engagement
- Use platforms like LinkedIn, Facebook, and Twitter to connect with alumni and industry partners

A3. Digital Campaigns:

- Launch digital marketing campaigns to promote alumni achievements, events, and opportunities
- Utilize email marketing to keep alumni informed and engaged

B. Performance Metrics:

- Increase in website traffic to alumni and global initiatives sections (target: 30% annual increase)
- Growth in social media followers and engagement rates (target: 25% annual increase)
- Effectiveness of digital campaigns (measured by click-through rates and conversion rates, target: 20% improvement)



Goal 6.5.: Enhance Alumni Support

A. Action Plans:

A1. Fundraising Campaigns:

- Launch targeted fundraising campaigns to increase financial support from alumni
- Develop a major gift program to attract significant donations

A2. Non-Financial Contributions:

- Encourage alumni to contribute time and expertise through mentorship, guest lectures, and advisory roles
- Organize volunteer opportunities for alumni to give back to the institution

A3. Recognition Programs:

- Recognize and celebrate alumni contributions through awards and public acknowledgments.
- Offer naming opportunities for significant contributions.

B. Performance Metrics:

- Increase in financial contributions from alumni (target: 25% annual increase).
- Number of alumni participating in non-financial support activities (target: 20% annual increase).
- Satisfaction with recognition programs (target: 4.5/5).

Goal 6.6.: Expand Academic Partnerships

A. Action Plans:

A1. International Collaborations:

- Identify and establish partnerships with leading universities and research institutions globally.
- Develop exchange programs for students and faculty with partner institutions.



A2. National Collaborations:

- Strengthen existing partnerships and create new ones with prominent national universities.
- Collaborate on joint research projects, conferences, and academic programs.

A3. Consortia and Networks:

- Join academic consortia and networks to expand collaborative opportunities
- Participate in global academic forums and initiatives

B. Performance Metrics:

- Number of new academic partnerships established annually (target: 10 international and 10 national)
- Increase in student and faculty exchange programs (target: 15% annual increase)
- Number of joint research projects and collaborative academic initiatives (target: 20% annual increase)

Goal 6.7.: Maximize Student Participation

A. Action Plans:

A1. Global Outreach Programs:

- Develop programs that encourage student participation in international conferences, competitions, and internships
- Promote awareness of global opportunities through workshops and information sessions

A2. Scholarships and Grants:

- Secure funding and scholarships to support students participating in global initiatives
- Provide financial aid and grants for international travel and research

A3. Student Ambassadors:

- Establish a student ambassador program to promote global outreach initiatives
- Involve student ambassadors in organizing and leading global engagement activities



B. Performance Metrics:

- Increase in student participation in global outreach programs (target: 30% annual increase).
- Amount of funding secured for student global initiatives (target: increase by 25% annually).
- Satisfaction with global outreach opportunities (target: 4.5/5).

Implementation Timeline:

Short-Term (0-6 months): Establish alumni chapters, initiate digital outreach activities, and launch a social media strategy.

Mid-Term (6-12 months): Expand industry and academic partnerships, organize alumni events, and start fundraising campaigns.

Long-Term (12-24 months): Monitor and evaluate the success of initiatives, increase student participation in global programs, and continuously engage alumni.



7. Industry Connection & Consulting

Goals, action plans, and performance metrics are crafted to monitor specific indicators, aiming to strengthen institute-industry connections and consulting endeavors. This initiative seeks to cultivate robust partnerships, secure augmented funding, and provide enhanced support for start-ups.

Goal 7.1.: Strengthen Industry Relationships

A. Action Plans:

A1. Engagement Programs:

- Organize regular industry networking events, seminars, and workshops.
- Establish industry advisory boards to provide strategic input and guidance.

A2. Collaborative Projects:

- Develop joint research and development projects with industry partners.
- Encourage faculty to pursue industry-sponsored research and consultancy projects.

A3. Communication Channels:

- Maintain consistent communication with industry partners through newsletters, updates, and regular meetings
- Create a dedicated portal for industry partners to access resources and collaborate

B. Performance Metrics:

- Number of industry events and participation rates (target: increase by 20% annually)
- Number of collaborative projects initiated (target: 15% annual increase)
- Industry partner satisfaction with engagement and collaboration (target: 4.5/5)



Goal 7.2.: Expand Industry Partnerships

A. Action Plans:

A1. Targeted Outreach:

- Identify and approach potential industry partners in key sectors.
- Develop customized proposals highlighting mutual benefits and collaboration opportunities

A2. Partnership Development:

- Create partnership packages offering different levels of engagement and benefits
- Foster relationships through regular follow-ups and joint activities

A3. Showcase Success Stories:

- Highlight successful collaborations and case studies in promotional materials and events.
- Use success stories to attract new industry partners.

B. Performance Metrics:

- Number of new industry partners added annually (target: 20% increase)
- Retention rate of existing industry partners (target: 90%)
- Diversity of industry partners across different sectors (target: expand into 3 new sectors annually)

Goal 7.3.: Enhance Funding Value

A. Action Plans:

A1. Strategic Funding Proposals:

- Develop high-quality, strategic proposals for industry-funded projects
- Align proposals with industry needs and institutional strengths

A2. Leveraging Grants and Incentives:

- Identify and apply for grants and incentives that support industry collaborations.
- Partner with industry to co-fund projects leveraging public and private resources.



A3. Performance Metrics:

- Track and report the impact and outcomes of funded projects.
- Ensure transparent and effective use of funds to build trust and encourage repeat funding.

B. Performance Metrics:

- Total value of industry funding received annually (target: 25% increase).
- Success rate of funding proposals (target: 30% success rate).
- Number of funded projects and their impact (target: 20% increase in impactful projects).

Goal 7.4.: Increase Shared Patents

A. Action Plans:

A1. Joint IP Initiatives:

- Encourage joint patent applications with industry partners
- Provide support for faculty and students in the patent application process

A2. IP Management:

- Establish an Intellectual Property (IP) management office to handle patent filings and collaborations
- Offer workshops and training on IP rights and patent processes

A3. Incentives for Collaboration:

- Develop incentive programs for researchers to collaborate with industry on patentable projects
- Recognize and reward successful patent collaborations

B. Performance Metrics:

- Number of patents filed jointly with industry partners (target: 15% annual increase)
- Number of patents granted and commercialized (target: 10% annual increase)
- Revenue generated from shared patents (target: 20% increase)



Goal 7.5.: Generate More Consulting Revenue

A. Action Plans:

A1. Consulting Services Promotion:

- Promote consulting services offered by faculty and the institution to industry
- Develop a comprehensive marketing strategy highlighting success stories and expertise

A2. Streamline Processes:

- Simplify the consulting engagement process for faculty and industry partners
- Provide administrative and legal support for consulting agreements

A3. Expand Expertise Areas:

- Identify and promote new areas of expertise for consulting
- Encourage interdisciplinary consulting projects to address complex industry challenges

B. Performance Metrics:

- Annual consulting revenue (target: 30% increase)
- Number of consulting projects undertaken (target: 20% annual increase)
- Client satisfaction with consulting services (target: 4.5/5)

Goal 7.6.: Support Start-ups

A. Action Plans:

A1. Incubation Programs:

- Develop and expand incubation programs to support start-ups from idea to launch
- Provide mentorship, resources, and funding opportunities for start-ups

A2. Accelerator Programs:

- Create accelerator programs to fast-track the growth of promising start-ups



- Offer intensive support in areas such as business development, marketing, and fundraising

A3. Networking and Partnerships:

- Facilitate networking opportunities with investors, industry partners, and alumni
- Establish partnerships with venture capital firms and angel investors

B. Performance Metrics:

- Number of start-ups incubated annually (target: 25% increase)
- Average time from idea to launch for start-ups (target: reduce by 20%)
- Success rate of start-ups (measured by survival rate and growth metrics, target: 75%)

Goal 7.7.: Promote Collaboration

A. Action Plans:

A1. Collaborative Platforms:

- Create platforms for collaboration between start-ups, faculty, and industry partners
- Organize innovation challenges and hackathons to foster collaboration

A2. Shared Resources:

- Provide shared resources such as co-working spaces, labs, and equipment for start-ups
- Offer access to specialized expertise and services through partnerships

A3. Community Building:

- Build a vibrant community of entrepreneurs, innovators, and industry experts
- Host regular meet-ups, seminars, and workshops to promote knowledge sharing and collaboration

B. Performance Metrics:

- Number of collaborative projects and initiatives (target: 20% annual increase).



- Level of participation in collaborative events and programs (target: 25% increase).
- Satisfaction with the collaborative environment (target: 4.5/5).

Implementation Timeline:

Short-Term (0-6 months): Establish a liaison office, initiate outreach campaigns, and setup a technology transfer office.

Mid-Term (6-12 months): Host initial networking events, start-up support events, and launch incubation center.

Long-Term (12-24 months): Expand partner network, increase consulting projects, and regularly track progress and impact.



8. Finance

Our finance objectives and action plans are meticulously crafted to monitor targeted performance metrics, guaranteeing the efficient management of institutional financial processes by adept personnel. We prioritize optimization for accuracy and efficiency, leveraging cutting-edge technology to further enhance our operations.

Goal 8.1.: Ensure Qualified and Skilled Finance Personnel

A. Action Plans:

A1. Training and Development

- Provide regular training sessions and workshops on the latest financial management practices and regulations
- Support continuing education and certification programs for finance staff

A3. Performance Appraisal:

- Establish a performance appraisal system to evaluate and enhance the skills and productivity of finance personnel
- Set clear career development paths and offer mentorship programs

B. Performance Metrics:

- Number of finance staff with professional certifications (target: 100% of key positions)
- Employee satisfaction and retention rates in the finance department (target: 90% retention rate)
- Participation rate in training and professional development programs (target: 100% annually)

Goal 8.2.: Optimize Financial Processes

A. Action Plans:

A1. Process Mapping and Review:

- Conduct a thorough review and mapping of all financial processes to identify inefficiencies and bottlenecks
- Develop standard operating procedures (SOPs) for all financial transactions



A2. Automation and Integration:

- Implement automated systems for routine financial tasks such as invoicing, payroll, and expense management
- Integrate financial systems with other institutional systems (e.g., HR, MM, and SLcM) for seamless data flow
- Utilize data analytics to gain insights into financial trends, improve decision-making, and identify areas for cost reduction
- Identify and implement cost control measures to reduce unnecessary expenses and improve financial efficiency

A3. Continuous Improvement:

- Establish a continuous improvement team to regularly assess and refine financial processes
- Encourage feedback from finance staff to identify areas for improvement

B. Performance Metrics:

- Reduction in processing time for key financial activities (target: 30% reduction)
- Decrease in error rates in financial transactions and reporting (target: 95% accuracy rate)
- Frequency and impact of process improvement initiatives (target: implement at least 5 improvements annually)

Goal 8.3.: Leverage Technology

A. Action Plans:

A1. Financial Management Software:

- Implement or upgrade to a comprehensive financial management software that supports budgeting, forecasting, and reporting
- Ensure the software includes robust data analytics and visualization tools
- Regularly perform cash flow analysis to predict financial needs and prevent shortfalls. Utilize financial modeling tools for accurate projections
- Maintain detailed costing statements for all funded projects to track expenditures and ensure funds are used appropriately
- Implement strict budgetary controls and conduct regular variance analysis to compare actual expenditures against budgeted figures. Address discrepancies promptly



A2. Data Security and Compliance:

- Implement advanced security measures to protect financial data and ensure compliance with regulatory requirements
- Conduct regular audits and risk assessments to maintain data integrity

A3. Training and Support:

- Provide training for finance staff on the effective use of financial management software and tools
- Establish a helpdesk or support team to assist with technical issues and software-related queries

B. Performance Metrics:

- Efficiency in handling financial operations (target: 100%)
- User satisfaction with financial management software and tools (target: 4.5/5)

Implementation Timeline:

Short-Term (0-6 months): Conduct training sessions for finance staff, implement financial management software, and establish performance metrics

Mid-Term (6-12 months): Streamline cash flow analysis processes, set up automated reporting tools, and conduct regular variance analyses

Long-Term (12-24 months): Continuously optimize budgetary controls, enhance data analytics capabilities, and implement ongoing cost control initiatives



9. Student Benefits

Our Student Benefits Goals and Action Plans are designed to monitor specific performance metrics that effectively foster an entrepreneurial spirit, enhance career readiness, support holistic development, expand academic collaboration, attract international students, strengthen industry connections, encourage research and innovation, promote technological success, and ensure comprehensive benefits for all students.

Goal 9.1.: Promote Entrepreneurial Spirit

A. Action Plans:

A1. Entrepreneurship Programs:

- Develop and offer courses and workshops on entrepreneurship, business planning, and startup management
- Establish an entrepreneurship center to provide resources, mentorship, and support for student startups

A2. Start-up Incubation:

- Create incubation programs to help students develop and launch their startup ideas
- Organize pitch competitions and hackathons to encourage innovation and entrepreneurial thinking

A3. Mentorship and Networking:

- Connect students with successful entrepreneurs and industry experts for mentorship
- Host networking events and guest lectures featuring prominent entrepreneurs

B. Performance Metrics:

- Number of students participating in entrepreneurship programs (target: 20% annual increase)
- Number of student startups incubated and launched (target: 15% annual increase)
- Student satisfaction with entrepreneurship resources and support (target: 4.5/5)



Goal 9.2.: Enhance Career Readiness

A. Action Plans:

A1. Career Services:

- Strengthen career services by offering resume workshops, interview preparation, and career counseling
- Develop partnerships with companies to provide internships and co-op opportunities

A2. Skill Development Programs:

- Offer skill development workshops on communication, leadership, and other soft skills
- Provide training in emerging technical skills and industry-specific knowledge

A3. Alumni Engagement:

- Leverage alumni networks for mentoring, job shadowing, and networking opportunities
- Organize career fairs and recruitment drives with active alumni participation

B. Performance Metrics:

- Job placement rates within six months of graduation (target: 95%)
- Number of students participating in internships and co-op programs (target: 30% annual increase)
- Student feedback on career readiness programs (target: 4.5/5)

Goal 9.3.: Support Holistic Development

A. Action Plans:

A1. Extracurricular Activities:

- Expand range of extracurricular activities, including sports, arts, and cultural events
- Encourage student participation in clubs, societies, and leadership programs

A2. Well-being Programs:

- Offer mental health and wellness programs, including counseling services and stress management workshops



- Promote physical health through fitness programs, intramural sports, and health education

A3. Community Engagement:

- Facilitate community service and volunteer opportunities for students
- Promote diversity and inclusion initiatives to foster a supportive campus environment

B. Performance Metrics:

- Student participation rates in extracurricular activities (target: 25% annual increase)
- Utilization of mental health and wellness services (target: 20% annual increase)
- Student satisfaction with holistic development opportunities (target: 4.5/5)

Goal 9.4.: Expand Academic Collaboration

A. Action Plans:

A1. Exchange Programs:

- Develop and expand student exchange programs with international universities
- Offer scholarships and financial support for students participating in exchange programmes

A2. Joint Research Initiatives:

- Encourage collaborative research projects with international institutions
- Provide funding and support for students to present their research at international conferences

A3. Global Exposure:

- Organize study tours and international field trips to enhance global learning experiences
- Offer courses and workshops on global issues and cross-cultural communication



B. Performance Metrics:

- Number of students participating in exchange programs (target: 20% annual increase)
- Number of joint research projects and international conference presentations (target: 15% annual increase)
- Student feedback on global exposure opportunities (target: 4.5/5).

Goal 9.5.: Attract International Students

A. Action Plans:

A1. Recruitment Strategies:

- Develop targeted campaigns to attract international students.
- Participate in international education fairs and establish overseas recruitment offices.

A2. Support Services:

- Offer comprehensive support services for international students, including orientation, advising, and language support.
- Provide housing assistance and cultural integration programs.

A3. Scholarships and Financial Aid:

- Establish scholarships and financial aid programs specifically for international students
- Collaborate with international organizations to offer funding opportunities

B. Performance Metrics:

- Increase in the number of international students enrolled (target: 25% annual increase)
- Retention rate of international students (target: 90%)
- Student satisfaction with international support services (target: 4.5/5)

Goal 9.6.: Strengthen Industry Connections

A. Action Plans:

A1. Industry Partnerships:

- Forge partnerships with leading companies for internships, co-op programs, and job placements



- Develop industry advisory boards to provide input on curriculum development and strategic initiatives

A2. Guest Lectures and Workshops:

- Invite industry leaders to deliver guest lectures and conduct workshops
- Organize industry-specific seminars and networking events

A3. Real-World Projects:

- Collaborate with industry partners on real-world projects and case studies for students
- Facilitate industry-sponsored research and development projects

B. Performance Metrics:

- Number of industry partnerships established (target: 20% annual increase)
- Student participation in industry-sponsored projects and internships (target: 30% annual increase)
- Industry partner satisfaction with collaboration and engagement (target: 4.5/5)

Goal 9.7.: Encourage Research and Innovation

A. Action Plans:

A1. Research Programs:

- Develop research programs and opportunities for undergraduate and graduate students
- Provide funding and support for student research projects and publications

A2. Innovation Labs:

- Establish innovation labs and maker spaces to facilitate hands-on learning and experimentation
- Organize innovation competitions and hackathons to stimulate creative problem-solving

A3. Mentorship and Collaboration:

- Pair students with faculty mentors for research and innovation projects



- Encourage interdisciplinary collaboration to address complex challenges

B. Performance Metrics:

- Number of student research projects and publications (target: 25% annual increase)
- Participation rates in innovation labs and competitions (target: 30% annual increase)
- Student satisfaction with research and innovation opportunities (target: 4.5/5)

Goal 9.8.: Promote Technological Success

A. Action Plans:

A1. Technical Competitions:

- Support student participation in national and international technical competitions
- Provide resources and coaching to prepare students for competitions

A2. Skill Development:

- Offer workshops and courses on emerging technologies and technical skills
- Facilitate access to online learning platforms and certifications

A3. Showcase Achievements:

- Publicize student achievements in technological contests through media and institutional channels
- Recognize and reward outstanding performances in technical fields

B. Performance Metrics:

- Number of students participating in technical competitions (target: 25% annual increase)
- Number of awards and recognitions received in technical contests (target: 20% annual increase)
- Student feedback on support and preparation for technical competitions (target: 4.5/5)



Goal 9.9.: Ensure Comprehensive Benefits

A. Action Plans:

A1. Benefits Program Development:

- Develop a comprehensive benefits program that addresses the diverse needs of students
- Regularly review and update the benefits offered to ensure relevance and effectiveness

A2. Communication and Outreach:

- Communicate available benefits and services clearly to all students through multiple channels
- Conduct orientation sessions and workshops to inform students about their benefits

A3. Feedback and Improvement:

- Gather student feedback regularly to assess the effectiveness of benefits and identify gaps
- Implement improvements based on feedback to enhance the benefits program

B. Performance Metrics:

- Student utilization rates of available benefits (target: 90%)
- Student satisfaction with the range of benefits provided (target: 4.5/5)
- Number of new benefits and services introduced annually (target: 5 new benefits)



10. Digital Transformation

Our action plans and monitoring performance metrics will drive our institution toward comprehensive digital transformation. These initiatives will notably improve connectivity, content creation, data management, security, and operational efficiency, solidifying our position as a pioneering force in digital innovation spear within the higher education domain. Here are the detailed action plans and performance metrics for each goal:

Goal 10.1. Providing the Campus with 100% Digital Connectivity

A. Action Plan:

A1. Conduct a network assessment:

- Evaluate current infrastructure and identify gaps in coverage

A2. Upgrade network infrastructure:

- Install high-speed Wi-Fi access points and improve bandwidth capacity
- Implement backup systems: Ensure redundancy to prevent downtime

A3. Mobile and remote access:

- Develop secure access protocols for off-campus connectivity

A4. Continuous monitoring:

- Use network management tools to monitor and optimize performance

B. Performance Metrics:

- Coverage: Percentage of campus areas with high-speed Wi-Fi coverage
- Bandwidth: Average internet speed and bandwidth utilization
- Downtime: Frequency and duration of network outages
- User satisfaction: Survey results on connectivity experience



Goal 10.2.: Creating a State-of-the-Art Digital Studio

A. Action Plan:

A1. Facility setup:

- Design and construct the digital studio with the latest audio-visual technology
- Equipment acquisition: Purchase high-quality recording and editing equipment

A2. Training programs:

- Provide training sessions for faculty and staff on studio usage

A3. Content creation:

- Develop guidelines and support for producing educational content
- Promotion: Encourage faculty to utilize the studio for course development

Performance Metrics:

- Studio usage: Number of hours the studio is used per week
- Content produced: Volume and quality of digital content created
- User training: Number of faculty and staff trained
- User feedback: Satisfaction ratings from faculty and staff on studio facilities

Goal 10.3.: Creation of a Digital Repository of Documents

A. Action Plan:

A1. Document digitization:

- Scan and digitize historical records, administrative documents, and academic materials

A2. Metadata and indexing:

- Implement a document management system with robust metadata tagging

A3. Access protocols:

- Develop secure access controls for different user groups

A4. Maintenance:



- Regularly update and maintain the repository

Performance Metrics:

- Document volume: Number of documents digitized and uploaded
- Search efficiency: Average time taken to retrieve documents
- Access frequency: Number of document accesses and downloads
- Data integrity: Percentage of documents with complete and accurate metadata

Goal 10.4.: Ensuring Data Confidentiality, Data Integrity, Data Availability, and Better Network Performance

A. Action Plan:

A1. Security protocols:

- Implement advanced cybersecurity measures, including firewalls, encryption, and multi-factor authentication

A2. Data backup:

- Establish regular data backup schedules and disaster recovery plans

A3. Network optimization:

- Use performance monitoring tools to optimize network traffic

A4. Staff training:

- Conduct training sessions on data security best practices

B. Performance Metrics:

- Security incidents: Number and severity of data breaches or security incidents
- Data backup success: Percentage of successful data backups
- Network performance: Metrics such as latency, throughput, and packet loss
- User awareness: Staff and faculty compliance with data security protocols



Goal 10.5.: Bringing All Operational Activities Under the ERP Umbrella (SAP)

A. Action Plan:

A1. ERP implementation:

- Install and configure SAP ERP modules for finance, HR, student management, and procurement

A2. Data migration:

- Transfer existing data into the ERP system

A3. Training:

- Provide comprehensive training for staff and faculty on ERP usage

A4. Integration:

- Ensure seamless integration of ERP with other campus systems

A5. Continuous improvement:

- Regularly update and refine ERP processes

B. Performance Metrics:

- System adoption: Percentage of operational activities managed through ERP
- User proficiency: Training completion rates and user competency levels
- Process efficiency: Reduction in time and errors for key administrative processes
- System uptime: Availability and reliability of the ERP system



11. Infrastructure

RV College of Engineering has made a successful transition from primarily being a teaching institute to an excellent teaching and research institute. New courses have been added and increased the intake of the existing courses. Several interdisciplinary research centers were established. This has necessitated the increased need for more built space, fast connectivity, and adaptation of new infrastructure technologies

RVCE has maintained its lush green environment that provides a unique ambiance that is conducive to learning and nurturing innovative ideas. Ensure to mitigate the adverse effects on the biodiversity of the campus due to the new infrastructure development projects

To create best-in-class infrastructure at an average outlay of Rs. 75.00 Crores per year (Innovation Centre, Department Building blocks to get renovated to meet the changing needs. Gymnatorium & Sports Complex, Library block with modern physical and ICT facilities). International hostels are expected to be open for students soon.

Goal 11.1.: Improve Campus Environment

A. Action Plans:

A1. Aesthetic Enhancements:

- Develop and implement a master plan for landscaping and beautification of the campus
- Renovate and modernize all buildings and public spaces to create a more attractive environment

A2. Sustainable Practices:

- Introduce sustainable landscaping practices, including native plants, water conservation systems, and green spaces
- Implement energy-efficient lighting and building systems

A3. Campus Cleanliness:

- Increase the frequency and scope of cleaning and maintenance activities
- Engage the campus community in maintaining a clean and pleasant environment through awareness campaigns



A4. Safety Infrastructure:

- Install or upgrade security systems, including surveillance cameras, emergency call stations, and access control systems
- Conduct regular safety audits and risk assessments to identify and address potential hazards

A5. Space Utilization:

- Conduct a comprehensive audit of space utilization to identify underused areas
- Reallocate or repurpose spaces to better meet the needs of students and staff

A6. Energy Management:

- Implement an energy management system to monitor and control energy use across campus
- Upgrade to energy-efficient systems for heating, cooling, and lighting

B. Performance Metrics:

- Campus beautification projects completed (target: complete 5 major projects annually)
- Reduction in energy consumption through sustainable practices (target: 20% reduction in energy use)
- Student and staff satisfaction with campus environment (target: 4.5/5)

Gymnatorium:





Innovation Centre:

VIEWS



PROPOSED INNOVATION CENTER FOR RV COLLEGE OF ENGINEERING, BANGALORE.



New Library Block:





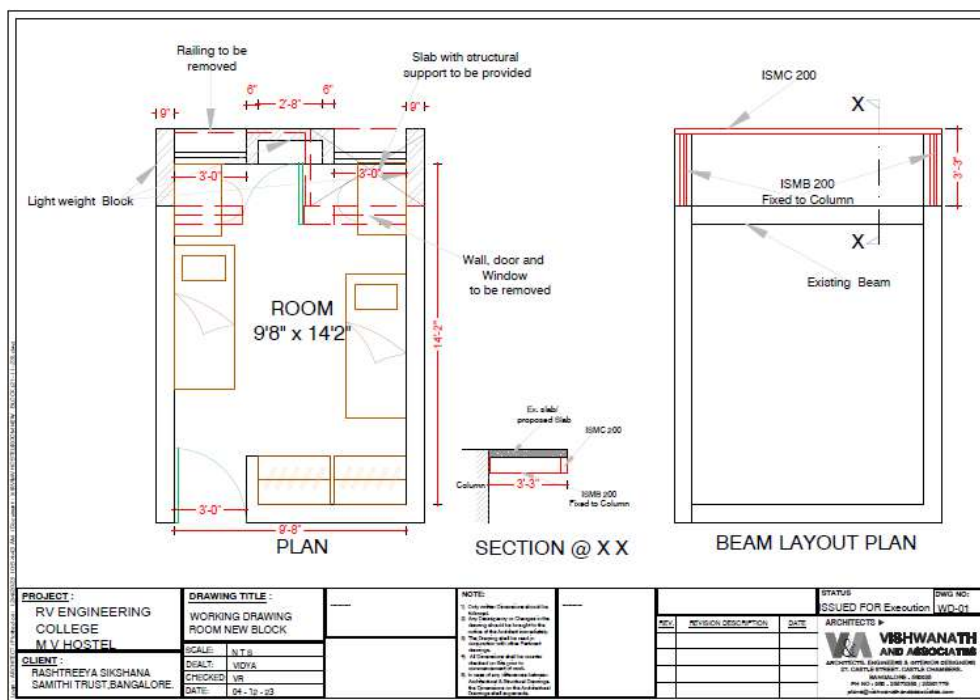
Renovation of Computer Science Block:



Renovation of Mechanical Engineering Block:



International Students Hostels





12. RV College of Engineering (RVCE) Roadmap (2024-2028)

This roadmap outlines RVCE's strategic plan to enhance academic quality, foster global collaborations, strengthen industry linkages, and elevate its national and international standing by 2028.

2024

- › **OBE Alignment:** Revise and align the Outcome-Based Education (OBE) framework with the latest accreditation standards to maintain academic relevance.
- › **Centers of Competence and Excellence:** Expand the activities of these centers by introducing skill development programs, certification courses, consultancy work, and pursuing more funded projects.
- › **New Roles:** Create specialized roles to enhance Placement, Continuing Education, Skill Development, International Relations, and Alumni Engagement activities.

2025

- › **Facility and Laboratory Upgrades:** Remodel academic facilities and laboratories to improve the learning environment.
- › **Rankings and Accreditation:** Focus on improving national rankings and aim to participate in QS Rankings and pursue ABET accreditation.
- › **Student Wellness:** Launch a Wellness Centre dedicated to promoting student well-being.
- › **Alumni Engagement:** Establish National and International Alumni Chapters to foster stronger alumni networks.
- › **Centers of Excellence (CoEs):** Set up specialized CoEs in key emerging fields like Hydrogen, Semiconductors, Aerospace, and Industry 4.0, positioning them as leading research hubs.

2026

- › **International Collaborations:** Form partnerships with at least five international universities for research and faculty/student exchange programs, while maintaining existing relationships.
- › **Global Faculty Appointments:** Appoint international professors to raise academic and research standards.
- › **Faculty Retention:** Introduce incentive schemes aimed at retaining top-tier faculty members.



- › **Attract International Students:** Launch initiatives to attract and support talented international students.
- › **Start-up Incubation:** Expand incubation efforts by fostering start-ups under a Section 8 company framework.

2027

- › **Graded Autonomy:** Apply for Graded Autonomy Status to allow greater institutional flexibility and independence.
- › **Industry-Academia Collaboration:** Establish industry-endowed chairs and roles for professors of practice to strengthen ties between academia and industry.
- › **Research Focus:** Target a minimum of 200 full-time research scholars to boost the institution's research output.
- › **Structural Review:** Review and revise the institution's organogram to enhance organizational efficiency.

2028

- › **Branch Expansion:** Establish RVCE branches at select locations across India to expand its footprint.
- › **Rankings Goals:** Aim for a position within the top 750 in the QS World Rankings and the top 50 in the NIRF rankings.
- › **Graded Autonomy Achievement:** Secure Graded Autonomy Status, enhancing governance and academic flexibility.



13. Implementation and Monitoring Mechanism for RV College of Engineering (RVCE) Roadmap (2024-2028)

1. Strategic Planning Committee

Role: A dedicated Strategic Planning Committee will oversee the implementation of the roadmap. The committee will include senior faculty, administrative heads, and external industry experts.

Responsibilities: Develop detailed action plans, allocate resources, define key performance indicators (KPIs), and set timelines for each objective in the roadmap.

Frequency of Meetings: Quarterly reviews to ensure progress aligns with set goals.

2. Departmental Ownership

Role: Each department will take ownership of specific objectives related to their expertise (e.g., Centers of Excellence, academic facilities, research, etc.).

Responsibilities: Develop annual action plans with timelines and deliverables, execute initiatives, and submit progress reports to the Strategic Planning Committee.

Monitoring: Heads of departments will regularly report on the status of these initiatives, including any challenges and recommendations for adjustments.

3. Monitoring Dashboards and KPIs

Digital Dashboard: A real-time digital dashboard will be developed to track progress against KPIs such as accreditation milestones, rankings improvement, research output, international collaborations, faculty retention, and student well-being initiatives.

KPIs:

- › **2024:** Successful alignment of the Outcome-Based Education framework and expanded activities of Centers of Competence.
- › **2025:** QS Ranking participation, Wellness Centre launch, establishment of Alumni Chapters.
- › **2026:** Five international university partnerships, faculty incentive programs, and startup incubation under Section 8.



- › **2027:** Graded Autonomy application and onboarding of 200 full-time research scholars.
- › **2028:** Top 750 QS ranking and Graded Autonomy achievement.

Monitoring Frequency: Monthly progress updates from departments and quarterly Strategic Planning Committee reviews.

4. External and Internal Audits

- › **External Accreditation Audits:** RVCE will engage with external accrediting bodies (e.g., ABET, NIRF) to conduct annual or biennial audits, ensuring alignment with global and national standards.
- › **Internal Academic and Administrative Audits:** Regular internal audits by the Strategic Planning Committee to review processes, adherence to timelines, and efficient resource utilization.

5. Stakeholder Engagement

- › **Alumni and Industry Involvement:** Alumni and industry stakeholders will participate in bi-annual feedback sessions, providing insights on how well the initiatives (e.g., CoEs, Placement, and Skill Development) are aligned with industry needs and global standards.
- › **Student Feedback Mechanism:** Regular student surveys will be conducted to gather input on new facilities (e.g., the Wellness Centre), curriculum, and the effectiveness of skill development programs.

6. International Relations and Collaborations Office

- › **Role:** A dedicated office will handle international collaborations and the onboarding of international professors and students.
- › **Monitoring:** Regular reports on partnership status, exchange programs, and research output will be submitted to the Strategic Planning Committee.

7. Research and Innovation Monitoring

- › **Centres of Excellence Monitoring:** Each CoE will be required to submit periodic reports on funded projects, publications, patents, and research partnerships.
- › **Incubation Activity Tracking:** The Section 8 incubation company will provide quarterly updates on startups incubated, funding secured, and outcomes of mentorship programs.



8. Annual Review and Adjustment

- › **Mid-Year and Annual Review:** Comprehensive mid-year and annual reviews will assess progress, identifying any deviations from the roadmap. This will allow for corrective actions and reallocation of resources as necessary.
- › **Adjustments:** Based on the review, the roadmap may be adjusted to accommodate unforeseen challenges or emerging opportunities, ensuring flexibility in strategic execution.

9. Communication and Transparency

- › **Annual Report:** RVCE will publish an annual report detailing the progress made on the roadmap's objectives. This will be shared with faculty, students, alumni, industry partners, and accrediting bodies to maintain transparency and accountability.

10. Incentivization Mechanisms

- › **Faculty and Staff Incentives:** Introduce recognition and incentive schemes for departments and individuals who achieve or exceed their targets (e.g., international collaborations, research outputs, successful startup incubation).
- › **Student Recognition:** Scholarships or awards will be offered to students contributing to the success of CoEs, incubation centers, and research initiatives.