

INSTITUTIONAL DEVELOPMENT PLAN 2025-30

SCMS School of Engineering and Technology (SSET)



Institutional Development Plan (IDP)

SCMS School of Engineering and Technology

Period: 2025-30 (5-Year Plan)

Pillars: Governance | Resource Generation & Financial Sustainability | Academic Development | Human Resource Management | Networking & Collaborations | Infrastructure | Digital Enablers

1. Governance

Objectives: Strengthen transparent, participatory, and outcome-oriented governance aligned with national higher education policies.

Key Strategies:

1. Establish structured strategic planning through statutory bodies, academic leadership, and stakeholder engagement.
2. Expand e-governance for academic administration, examinations, finance, and student services.
3. Implement data-driven decision-making via institutional dashboards monitored by IQAC.
4. Promote decentralized governance enabling departments to lead research and academic initiatives.
5. Periodically review institutional policies to ensure compliance, accountability, and responsiveness.

Expected Outcomes:

- Efficient and transparent administrative processes.
 - Enhanced stakeholder engagement in decision-making.
 - Empowered departments with autonomy for innovation and research.
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2. Resource Generation, Financial Sustainability, and Funding

Objectives: Ensure long-term financial sustainability and reduce dependence on tuition fees.

Key Strategies:

1. Diversify funding through research projects from government, industry, and innovation agencies.
2. Expand consultancy services, professional certification courses, and continuing education programs.
3. Promote intellectual property generation, technology transfer, and incubation activities.
4. Enhance alumni engagement through structured contributions and endowment development.
5. Modernize financial management with digital tools to improve transparency and planning.

Expected Outcomes:

- Increased externally funded research and projects.
 - Additional revenue streams from consultancy and professional courses.
 - Strengthened institutional resilience and financial sustainability.
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3. Academic Development

Objectives: Strengthen academic excellence and innovation-driven learning aligned with NEP 2020 and outcome-based education.

Key Strategies:

1. Periodically revise curricula in consultation with industry and academic experts.
2. Integrate emerging areas such as AI, data science, sustainability, and interdisciplinary technologies.
3. Expand experiential learning: project-based learning, internships, and service learning.
4. Promote research-integrated teaching and student-led innovation projects.
5. Introduce flexible, multidisciplinary learning pathways for enhanced employability.

Expected Outcomes:

- Updated and industry-relevant curricula.
 - Improved student competencies in emerging technologies.
 - Increased research-oriented and experiential learning opportunities.
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4. Human Resource Management

Objectives: Build a competent, motivated, and future-ready faculty and staff.

Key Strategies:

1. Recruit faculty with expertise in emerging research and pedagogical practices.
2. Conduct continuous professional development, FDPs, and research training.
3. Align performance appraisal with teaching, research, and institutional service.
4. Provide incentives for publications, patents, and innovation initiatives.
5. Train administrative staff in digital systems and institutional processes.

Expected Outcomes:

- Enhanced faculty and staff performance and motivation.
 - Growth in research output and innovation activities.
 - Leadership readiness among faculty for academic administration.
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5. Networking and Collaborations

Objectives: Strengthen academic, research, and industry linkages at national and international levels.

Key Strategies:

1. Establish MoUs with universities, research organizations, and industries.
2. Expand industry collaboration through internships, joint projects, and sponsored labs.
3. Facilitate faculty exchange, student mobility, and collaborative research.
4. Engage alumni for mentoring, placements, and institutional development.
5. Promote participation in innovation ecosystems and research consortia.

Expected Outcomes:

- Improved global exposure and collaborative research opportunities.
 - Stronger industry engagement and employability outcomes.
 - Enhanced knowledge exchange and mentoring support.
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6. Infrastructure

Objectives: Develop a sustainable, safe, and technology-enabled campus environment.

Key Strategies:

1. Upgrade smart classrooms, laboratories, and research facilities.
2. Expand library access with digital resources, databases, and repositories.
3. Implement green campus initiatives: renewable energy and energy-efficient systems.
4. Strengthen student facilities, collaborative spaces, and innovation hubs.
5. Ensure accessibility, safety, and inclusive infrastructure planning.

Expected Outcomes:

- Enhanced teaching, learning, and research environment.
 - Sustainable and eco-friendly campus development.
 - Inclusive and safe infrastructure supporting holistic student development.
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7. Digital Enablers

Objectives: Achieve digital transformation for academic, administrative, and research excellence.

Key Strategies:

1. Strengthen LMS platforms for blended and hybrid learning.
2. Integrate ERP systems across all institutional functions.
3. Deploy academic analytics tools to monitor student outcomes and performance.
4. Adopt AI-enabled teaching tools, virtual labs, and online assessment systems.
5. Enhance IT infrastructure, cybersecurity, and digital research repositories.

Expected Outcomes:

- Seamless academic and administrative operations.
 - Improved teaching, learning, and research through digital tools.
 - Secure, data-driven, and technologically advanced campus ecosystem.
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Conclusion

The 5-year IDP provides a structured framework to enhance governance, academic quality, financial sustainability, research capacity, and digital transformation. Implementation of this plan will strengthen SCMS School of Engineering and Technology's academic reputation, societal impact, and institutional resilience.