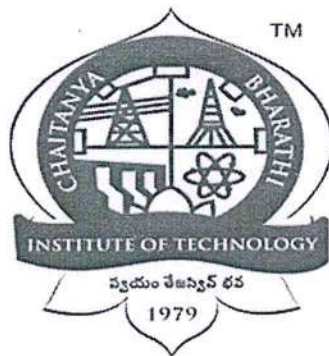# STRATEGIC PLAN

Implementation of Goals/Objectives and Monitoring

(2020 to 2025)

With effect from 01.07.2020

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY (A)

(Autonomous Institution under UGC, Affiliated to Osmania University)
Accredited by NBA and NAAC-UGC,
ISO 9001:2015 Certified Institution

Contents

Section-1

Preamble

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY, established in the Year 1979, esteemed as the Premier Engineering Institute in the States of Telangana and Andhra Pradesh, was promoted by a Group of Visionaries from varied Professions of Engineering, Medical, Legal and Managementwith an Objective to facilitate the Best Engineering and Management Education to the Students and contribute towards meeting the need of Skilled and Technically conversant Engineers and Management Professionals, for the Country that embarked on an Economic Growth Plan.

The Institute, committed to Education and Innovation, started with three-Degree Courses in Engineering for 200 Students and over the 42 Years(last four Decades), has emerged as a Dream Destination for; Students seeking to excel in Engineering and Management Education, Teaching Community to progress with a rewarding Career and Corporates to source well-rounded Engineers. Stringent Academic Standards, Industry compliant Teaching Methodology, Research Projects from Private and Public Sector Industries in Engineering and Management and Consultancy Practice, enabled the Institute to establish its Identity in the Technical Education and is Ranked No. 1 amongst the Private Engineering Colleges in both the Telugu Speaking States.

The Research and Entrepreneurship (R&E) Hub, established in 2018 with State-of-the-Art Infrastructure, helps to promote Research and Innovations amongst the Faculty and Students by identifying new Research Areas, developing Projects leading to Publications, Products, Innovations and Start-Ups. All research activities are being streamlined to make a mark in 'Make in India' concept of Indian Government.

The Practices and the Culture at the Institute have always been to provide Quality Education by enhancing the overall educational experience of Students adopting a wide range of Academic, Practical, Co-Curricular, Extra-Curricular Programs in the State-of-the-Art Facilities, Services and Activities to enable the required exposure to a variety of Social, Cultural, Intellectual, Recreational Opportunities and Challenges. Such learning experiences have enriched the lives of Students and helped them to develop into a Multi-Skilled and Multi -Tasking Personalities that ensured success in their Careers and Occupations. Co-curricular and Extra-Curricular activities are planned and executed through a number of Associations, Clubs, Societies, Students' Chapters of Professional Bodies, with a view to allow the students, the necessary freedom to plan and execute every effort and in the process nurture them to be the future Leaders who learn to address Challenges and carve a path of Success.

In its Four Decades of existence, all the Stake Holders of the Institute, relentlessly endeavored to position CBIT as an Institution that is a Leader and an Innovator in the Ecosystem of Engineering Higher Education. With the Students being the singular Objective, the Institute has established excellent Infrastructure such as State-of – the Art Laboratories, spacious Library with Printed and Digital Collection of Books and Journals, Sports, Hostel, and other Infrastructure for Extra and Co-Curricular Engagements with a total Built-up Area of about 62,521 Sq. Mts., in the serene Ambience of 50 Acres to inspire, encourage and pursue Academics. In its relentless strive for Academic excellence, CBIT has scaled great heights both Nationally and Internationally in Industry and Global Universities.

Section-2

Vision, Mission, Quality Policy and Core values

Vision: To be a Centre of Excellence in Technical Education and Research.

Mission: To Address the Emerging Needs through Quality Technical Education and Advanced Research.

> To create internationally competent students with capability to design, develop and validate world class hardware and software with latest technologies.

> To empower students by inculcating Human values, Team work, Professional skills and Positive attitude through continuous Teaching and Learning Process.

> To provide Transformative Education that facilitates the students to understand and solve the Societal needs.

> To facilitate an excellent platform to the students, research scholars and faculty for innovative and collaborative research to transform the institute into a centre of excellence in education and Entrepreneurship.

Quality Policy: Chaitanya Bharathi Institute of Technology (A) imparts value based Technical Education and Training to meet the requirements of Students, Industry, Trade /Profession, Research and Development Organizations for Self-sustained growth of Society

Core values:

> Academic integrity and accountability.
> Equal Opportunities to all.
> No Gender biasness.
> Healthy and Pleasant ambiance for effective teaching learning process.
> Respect individual differences and dignity of labor.
> Promote creativity, innovation, team spirit and healthy competition in all activities.
> Sharing of experience, knowledge and skills.
> Appreciation of intellectual excellence and creativity.
> Willingness to explore new ideas

Section-3

SWOC Analysis

Strengths

1. A very good image and has excellent brand value in the society for high quality teaching, laboratory based practical skills and knowledge development.

2. Emphasis on co-curricular and value-added programs on Emerging Technologies.

3. Beyond the syllabus Industry oriented curriculum to prepare the students ready for the fast-changing global scenario.

4. Continuous mentoring, monitoring, and a good feedback system of students

5. Employability skills by imparting technical training, soft skill, Group Discussion and Aptitude classes on need basis.

6. Constant encouragement of faculty and students for attending training programs / workshops / conferences for updating their knowledge.

7. Academic achievements of student in university examination and other platforms.

8. Achievements in placement by students in various reputed organizations and reputed companies

9. A very good faculty retention and more than 38% of faculty with Ph.D

10. Recognition of Ph. D Research Centres for 5 Engineering departments by Osmania University

11. Research and Entrepreneurship Hub to promote Research and Innovations amongst the Faculty and Students leading to Publications, Products, Innovations and Start-Ups.

12. Availability of several technical, social, cultural and sports activity clubs for all round development of students.

13. The students have an option to acquire Honors degree or Minor Engineering degree in addition to the regular degree.

14. NPTEL Local Chapter to offer students MOOCs program

15. A very good Alumni base across the world to support the institution in terms of scholarships, information sharing that resultsin better careeropportunities.

Weaknesses

1. Very limited quarters for the faculty and staff.

2. Research activities confined to few individuals.

3. Limited Industrial consultancy.

4. Placement of PG students is to be improved.

5. Patent and IPR registration need to be improved.

6. Limited Sponsored Projects from Government, Non-Government & External agencies

Opportunities

1. Scope to establish CoE (Centre of Excellence) in emerging fields with the collaboration of R&D organization and industry.

2. To organise number of training programs/workshops and international conferences

3. Scope for Interdisciplinary Sponsored, Consultancy projects and Innovative programs

4. Student-Faculty exchange program with reputed International Academic Institutions

5. To offer training to students on Soft Skill, Aptitude, Group Discussion, GATE, MAT etc examinations on periodical basis.

6. To encourage and facilitate the students in Internship programs at renowned corporate

Challenges

1. To attract the top-ranking students in view of recently established institutes like IITH, IIITH, BITS and foreign universities.

2. To compete with renowned institutions such as IISC, IIT's and NIT's in academic excellence, research and Innovation.

3. To attract faculty who have excellent credentials in Research and Innovation.

4. To motivate faculty for New Product Development/Research/ R&D/ Innovation etc.

5. Herculean task to bring core companies to campus for bulk hiring.

Section-4
Strategic Plan-Goals

Strategic planning is a continuous process with a specific focus on accomplishing short-, mid- and long-term goals in this highly competitive world. It analyses current environment, expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives. This document reflects a record of **CBIT**'s strategies for the coming five years **(2020-2025)**, to accomplish the Vision and Mission, which it dreams of, through high level goals with long range planning.

As a first step, Vision and Mission are formulated and a good quality policy along with core values are evolved. These are achieved through many deliberations with all the stake holders (Management, Leadership, HODs, Faculty, Staff, Industry, Students and Parents). Scientific scanning of internal and external environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision and Mission, the goals are drawn by holding brainstorming sessions with Directors, HODs and Professors. Institutional strategic goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Departments play a pivotal for the institution; hence each department worked out on their vision, mission and goals. The implementation plan for the departments also reflected all details such as budget, resources needed as well as leader responsible with time lines. HODs form the core team for implementing departmental goals under the guidance of Directors and Principal.

The final draft document was discussed with Board of Governors and after its detailed review, the suggestions were incorporated towards its effective implementation. Committees were also formed to take care of effective implementation of Institutional Strategic Plan. This comprehensive plan forms the guiding source for the years **2020-2025**.

A Total of eight Goals are set, in consideration with various developments that are taking place nationally and globally, while maintaining educational policies and guidelines of MHRD as the periphery of the paradigm within which the Institute operates.

The Eight Goals are:

1. Enrichment of Curriculum and Teaching Learning Process
2. Human Resources: Faculty and Staff
3. Research, Innovation, Incubation and Entrepreneurship
4. Development of Infrastructure and Facilities
5. Placements
6. Alumni and Interaction
7. Good Governance, Resources and Committees
8. Quality Assurance and Enhancement

Section-4.1
Enrichment of Curriculum and Teaching Learning Process

Goal 1: *Achieving Academic excellence by curriculum orientation and fostering experiential learning through ICT*

CBIT, being an Autonomous Institution, aims to use the academic and administrative autonomy extended to such institutions by UGC and AICTE. Academic flexibility is enhanced by introducing innovative curriculum and regulations (R-13, R-16, R-18 and R-20) with more focus on project-based learning, open electives, one credit/two-credit courses, value-added courses, semester-long internships with fast-track opening and industry/research organization-linked projects. All these efforts are showing good results, placements, entrepreneurial activities and attract meritorious students through EAMCET, JEE.

Depending on the progress of the academic reforms the curriculum is upgraded from time to time by considering the Vision and Mission of the department in line with the institute Vision and Mission. All courses are designed with the stated Course Objectives and Outcomes which are in turn linked with Program Outcomes and Program Educational Objectives. To bridge the gap between academia and industry, appropriate measures are being taken to incorporate the latest developments in Engineering and Technology.

Strategic plan for the Implementation and Monitoring

S.No	Objectives	Action Plan	Implementation	Monitoring
1	Transformation of conventional classrooms with latest pedagogy and ICT tools	a. Conducting training program to create more awareness b. Procuring the necessary tools.	DA/JDA, DSP	IQAC
2	Promotion of experiential learning	a. Incorporating higher proportion in terms of practical components (40%), PBL/ Internships (20%) in the curriculum without compromising the classroom contact hours (40%) b. Procuring necessary tools	BoS/JDA	DA
3	Establishment of new industry-based labs	a. Improving the Industries/ Organizations/ Institutions collaborations	D-CDC, Heads, R&D	Principal
4	Implementation of reforms in assessment & evaluation	a. Integrating CIE and teaching-learning using tools as part of AICTE examination reforms and UGC assessment reforms in Higher Learning	DA, JDA, D-AEC & Heads/ CoE	IQAC

		Institutions. b. Digitalization of evaluation		
5	Skill and leadership development and promotion of self-learning	a. Including mandatory internships and activity points in the curriculum b. More collaboration with Industries/ Organisations c. Provision of academic credit transfer through recognized MOOCs	DA/JDA/R&E/CDA D-CDC DA	D-AEC &CoE
6	Offer Honours/ Additional Minor Engineering Degrees, value added courses	a. Obtain necessary approval from OU b. Identification of the various MOOCs platforms c. Creating Awareness among the students and faculty d. Facilitation of certification programs through partnered institutions/organizations	DA/HoDs	Principal, D-AEC &CoE
7	Personal and Professional development Community Outreach Programs Co and Extra curriculum activities	a. Organizing more events under professional bodies/ chapters b. Mentoring and Counselling c. Making provision in the curriculum and Academic Calendar as well. d. Community engagement as part of UBA and also in general engaging in community	R&D/ Heads/ NSS/Departmental coordinators of various clubs/ forums	D-SAP/JD-SAP
8	Introducing new programs in the emerging areas	a. Identifying appropriate programs of importance b. Developing scheme and syllabus c. Creation of facilities	DA & JDA/BoS	Principal
9	Addition of independent Centers of Excellence (CoE)	a. Identifying Departmental Research Committees (DRCs) b. Identifying appropriate organizations/institutions for collaboration c. Establishing the CoE	HoDs, D-R&D/ Director-II/D-CDC	Head R & E

Section-4.2

Human Resources: Faculty and Staff

Goal 2: *Create an environment on par with best academic Institution in the world to attract the finest talent for the growth of the Institution.*

We aim to bring in a transformation approach that enables our institute to operate more flexibly and resiliently in the long term that can help our institute emerge on a stronger footing from today's challenges. We tend to ponder on every best possible area to improve our standards and reach our goals at every point.

Strategic plan for Human Resources

Objectives	Action Plan	Implementation	Monitoring
Recruitment Policy formation & implementation	• Consider student and faculty ratio as per AICTE norms • To have 95% PhD Faculty in the campus • Involve Professors from IIT and IISC on the recruitment panel. • A continuous hiring model recruitment	HR Department	Principal
Staff performance evaluation system	• 360-degree appraisal system for teaching and non-teaching • Parameters as per AICTE/UGC/NIRF/ ARIIA and Industrial requirement are taken • External and Internal factors to be considered as parameters for the Non-academic staff	IQAC & HR Department	Principal
Staff Training for quality improvement	• Continuous professional development for both academic and non-academic staff • Identify the gaps and suggest the right program • All training and development programs provided by UGC / AICTE / MHRD are made accessible to the staff. • Industrial experts play a major role to train the staff on the latest trends and requirements.	IQAC & HR Department	Principal
Rewards, recognitions and incentives	• Recognize and reward the best performer in academics and non-academics • Rewards and incentives that affect performance, loyalty and commitment • Performance results from a combination of the effort of an individual and the individual's level of ability, skill and experience • Acknowledge individual and team contribution • Timely appreciation to foster work quality, that enhances excellent customer service • Research incentives based on best innovation, best research paper, best project etc.	IQAC & HR Department	Principal

Section-4.3

Research, Innovation, Incubation and Entrepreneurship

To enhance research activities and cultivate pleasant research atmosphere, a multi-crore state of the art building with all modern technical facilities was established in the year 2018. It accommodates all departments to carry out advanced research, establish incubation cells and start-ups.

The R&E Hub (Figure 1), with its State-of-the-Art Infrastructure, helps to promote Research and Innovations amongst the Faculty and Students by identifying new Research Areas, developing Projects leading to Publications, Products, Innovations and Start-Ups. All research activities are being streamlined to make a mark in 'Make in India' concept of Indian Government.

It has two main wings namely Research and Development (R&D) Centre and Innovation and Incubation Centre (IIC).

The institution has been actively involved in multidisciplinary areas of research and promotes engagement with industries through consultancy services. The research and consultancy activities are being taken up by the dynamic and experienced members of the institution. Young and enthusiastic minds of under graduate, post graduate and Ph.D students actively participate in all these activities. The institution is keen to foster the development of research in the diverse area of sciences, technology and management and create a wealth of human resources in specified fields

Figure 1: R&E Hub Front view and Back view

Considering the emerging engineering and technological advancements all over the world in general in particular in our country and Vision and Mission of our   institute, individual departments and centres, the following strategic goals on Research and Innovation are set to improve the quality and quantity of application-oriented research which ultimately benefits both students and faculty. These are in line with the educational policies and guidelines of both MHRD and AICTE

Goal 3a: *Enhancement of Research and Development activities in terms of quality publications and execution of nationally important sponsored and consultancy projects*

To achieve this goal, three objectives are set in motion and are being implemented and monitored.

Objective 1: To Cultivate Research Culture and Promote Consultancy

S.No	Action Plan	Implementation	Monitoring
1.	Individual departments are encouraged to setup 'Centres of Excellence' to identify the strengths of the department and thereby attract consultancy funding.	Principal, Director & Head HRE, Director R&D and respective HoD.	Principal and Management
2.	Obtain sponsored projects form Governmental and Non-Governmental agencies to augment the existing infrastructure and identify projects of social relevance and also publish papers	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
3.	Student projects: CBIT encourages both undergraduate and post graduate students to carryout quality and application-oriented projects that result in papers, innovation and patents. Funding up to Rs. 10,000/- can be sanctioned. In exceptional cases, higher funding can also be considered	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
4.	Faculty projects: CBIT encourages faculty to carryout quality and application-oriented projects that result in papers, innovation and patents. Funding up to Rs. 40,000/- can be sanctioned. In exceptional cases, higher funding can also be considered.	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
5.	Flexibility in work-load: For faculty members with higher research engagement (teaching: research / consultancy: services – 50:35:15) flexibility in their work load to excel in their area of interest	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
6.	Implementation of Performance based incentives: To encourage the faculty to publish more quality publications, do more sponsored / consultancy projects etc.,	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
7.	Adjunct faculty of repute will be co-opted to speed up the publications, Innovations and maintain quality	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
8.	Anti-plagiarism software: Made mandatory for publications to maintain standards.	Director R&D and concerned HoD.	Principal and Management
9.	To establish an International Academic Collaboration Centre (IACC) for collaboration with foreign Universities for research in new areas, joint conferences and publications (Minimum one collaboration per Department) and attract foreign students	Principal, Director & Head HRE, Director R&D and respective HoD.	Principal and Management

Objective 2: To be Proactive in Industry-Institute Interaction

S. No.	Action Plan	Implementation	Monitoring
1.	Collaborations with Government & Private Institutes, Universities and Research Organizations through MoUs and visits for using facilities offered by the host institution and work on collaborative projects and technical papers	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
2.	To Provide industry based and socially relevant projects to undergraduate, postgraduate and Ph.D students for improving job opportunities to the students and also helps in writing quality papers	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
3.	Guest lectures are arranged to technically expose students and teachers to latest technologies and developments and motivate them to take up consultancy assignments and industry sponsored research projects.	Director R&D and concerned HoD.	Principal and Management

Objective 3: To Encourage Entrepreneurship Activities

S. No	Action Plan	Implementation	Monitoring
1.	Fund generation: i. Offering consultancy ii. Apply for Government / Non-Government sponsored and Industry sponsored projects. iii. Commercialize the technology / products that are relevant to industry	Director & Head HRE, Director R&D and concerned HoD.	Principal and Management
2.	Internationalization of Academic and Research Activities by recruiting Graduates with international exposure (15% in every Department). Helps to keep the pace with international developments	Principal, Director & Head HRE, Director R&D and respective HoD.	Principal and Management

Goal 3b: *Innovation, Incubation and start-up Related Activities to create a Vibrant Innovation Ecosystem for Entrepreneurship, start-up and Intellectual Property creation.*

CBIT has established its Business incubator with MSME in the year 2019. The main aim of the incubator goes hand in hand with MSME and ACIC objectives. The Incubation center aims to promote and support untapped creativity of individual innovators and to assist them to become technology-based entrepreneurs. The incubation Centre's Action and implementation plan is as follows.

Strategic Plan for MSME Incubation Centre

Objective	Action Plan	Implementation	Monitoring
MSME Incubation Centre To create awareness about the importance of entrepreneurship among the students and local community and to promote new technology, knowledge,innovation-based start-ups	Periodically, the events will be organized as per the objective	Director (I&I), Director (CDC) all HoDs	RE Hub Directors, and Director, IQAC

Atal Innovation Mission (AIM) at NITI Aayog is mandated to promote a culture of innova tion and entrepreneurship in India. CBIT has been selected from Telangana by AIM for the establishment of Atal Community Innovation Centre (ACIC) at our Campus. ACIC-CBIT Reserach and Enterpreneurship Foundation has been registered by CBIT as a Special Purpose Vehicle (SPV) under the comapanies Act.

Strategic plan for ACIC

| Strategic plan Objectives	Action Plan	Implementation	Monitoring
Atal Community Innovation Centre (ACIC) to nurture innovators to ideate in areas of societal importance through community innovation	Periodically, the events will be organized as per the objective	Director (I&I), HoD, Bio-Tech ACIC Centre Head	Principal and ACIC-CBIT Board

Some of the important parameters shown in graphical form for five years
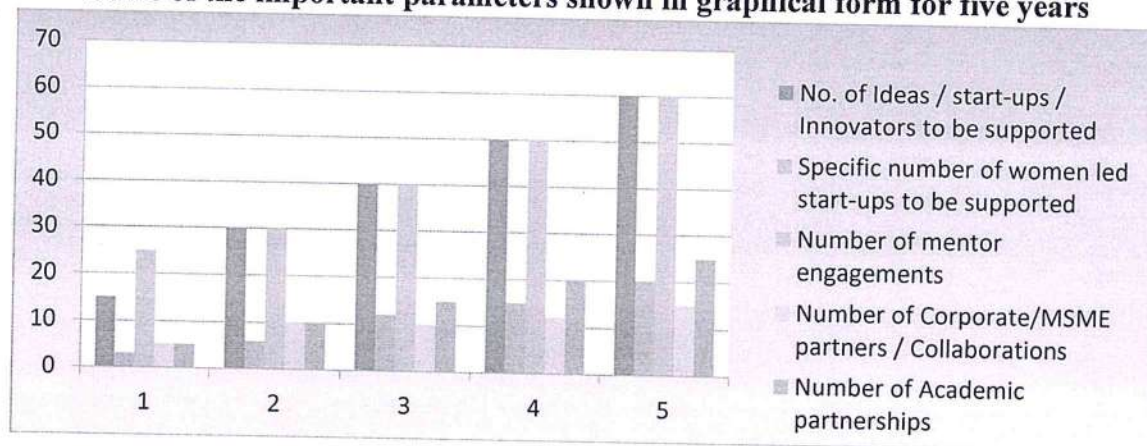
CBIT has established its own Institution's Innovation Cell (IIC) to systematically foster the culture of creative thinking amongst its students aspiring to be entrepreneurs and innovative minds. IIC conducts a number of programs related to Innovation, Incubation, Entrepreneurship, Start-ups and IPR related activities for the students and faculties in order to create innovation culture.

Strategic Plan for IIC

Objective	Action Plan	Implementation	Monitoring
Institute Innovation Cell for encouraging Innovation Culture among Students by Conducting training programmes/ workshops/events /competitions and IP asset Creation.	Periodically, the events will be organized as per the objective	All HoDs , Alumni, students	IIC and Patenting Committee

Implementaion of actvities over 5 yeras.
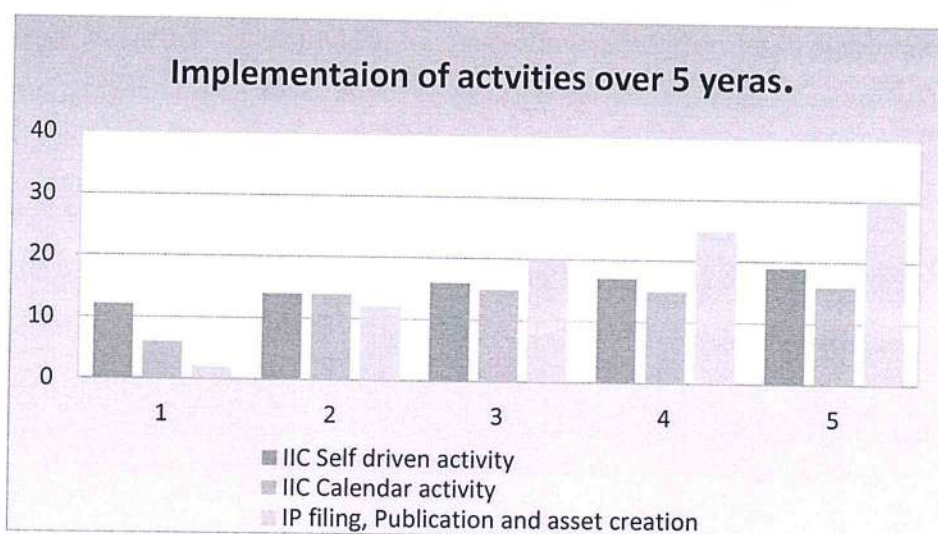
CBIT, had partnered with T-Hub's PAN India initiative, that envisions promoting and support Innovation & Entrepreneurship in students. T-Tribe's Launchpad and the Masterclass Programs would nurture & source the individuals and their endeavours and create world-class entrepreneurs. T-Tribe plans to accomplish its goals of creating world-class entrepreneurs through a two-way approach, "Launchpad" and "Masterclass". CBIT has taken membership for the Launchpad Platform. The comprehensive curriculum will inculcate entrepreneurial competencies and entrepreneurship as knowledge and practice among the students. Students will receive certificates for the course completion.

Strategic Plan for Collaboration with T-Hub and T-Tribe

Objective	Action Plan	Role	Monitoring
Collaborations with T-Hub's T-Tribe and TiE Hyderabad for Developing Entrepreneurship Culture and MoU Industries for internship and joint development with student focus.	Foster an entrepreneurial ecosystem in the campus	Director(I&I) and HoDs	Institute Industry Interaction cell, Scrutiny Committee for Collaborations
	MoU With Industries for Internship and joint Development	All HoDs	
	MoU with Academia for Internship and co-incubation	All HoDs	

Section-4.4

Development of Infrastructure and Facilities

Goal 4: *Development of Sustainable infrastructure and transform the campus to Green*

The Institute has established excellent Infrastructure such as State-of –the Art Laboratories, spacious Library with Printed and Digital Collection of Books and Journals, Sports, Hostel, and other Infrastructure for Extra and Co-Curricular Engagements in the serene ambience of 50 Acres to inspire, encourage and pursue Academics. In its relentless strive for Academic excellence, CBIT has scaled great heights both Nationally and Internationally in Industry and Global Universities. To maintain this impressive status, the following strategic plan is being carried out.

Strategic Plan for Infrastructure and Facilities

Objective	Action Plan	Implementation	Monitoring
1.Physical Infrastructure			
(a)Academic Infrastructure	Removal of Obsolescence and Development of Aesthetic Facilities	Respective HoDs and Project Engineer	HoD, Civil Engineering department
(b) library	Up-gradation of Library Infrastructure and Introduction of state-of-the-art learning facilities	Librarian and Project Engineer	Joint Director-Informatics
(c)Residential Township	Staff Quarters with Modern facilities,	Project Engineer	Head, Civil Engineering department
(d) Sports, Extra-Curricular Facilities, Hostel and Canteen	Upgradation and Modernization of Sports, Hostel and Canteen facilities	Physical Director and Project Engineer	Director – SA& P
(e) Girls Hostel	To have Girls Hostel on priority	Chief Warden, Project Engineer	Director – SA& P
2. Teaching – Learning Infrastructure			
(a) Teaching facilities	Smart class rooms Digital studios	Respective HoDs and Project Engineer	Director IQAC
(b) Digital Education & Training Infrastructure	Digital studios with all relevant facilities	Joint Director – Informatics & Project Engineer	Director IQAC
(c) KE & ICT	Software, ICT for 360 deg. Feedback, Video Conferencing Equipment	HoDs and Joint Director informatics, Librarian	Director IQAC

(d) Books and e-Learning	Procurement of latest learning material		Joint Director – Informatics
4. Green Campus	Energy harvesting & management	Energy Savers' Club of CBIT	
	Plantation, Rain water harvesting and green cover		
	Hygiene, solid waste management (zero plastic usage)	Parivritha , the environmental Club of CBIT	Director – SA&P
	Reuse of waste		
	Efficient usage of recycled waste water from STP		

Section-4.5

Placements

Goal 5: *Enhancement of placements and internships through industry focussed training programs.*

CBIT Placement cell was established in 1998 with the primary objective of placing students in world class corporate companies. The cell is headed by Director-CDC. The cell is provided with state of art infrastructure facilities. The cell is housed in 18000 Sq.Ft. with two halls of 200 seater and 600 seater capacity with state of art Audio visual facilities,12 Air-conditioned Interview rooms and Online exam center with 256 systems to conduct online exams & Trainings. Since inception, 16,500 students have been placed in more than 100 diversified corporations with the highest package of Rs.43 LPA, which is highest in two telugu speaking states. Reputed companies which visit CBIT for Campus placements are Microsoft, Google, Amazon, ServiceNow, Oracle, Deloitte, Accolite, ITC, HUL, Godrej, Cognizant, Infosys, Accenture, TCS. Wipro, Capgemini, LTI,Medha, Dr.Reddy's, Aurobindo, Hetero, Saolifesciences, Hexagon, JK Paper, MRF, Bluestar, Hyundai and Orient Cements.

Strategic plan for Placements

Objectives	Action Plan	Implementation	Monitoring
To increase Industry specific eligible students Placements from 71% to 80%	(a) Training Students in Competitive Coding. (b) Training Students on Coding Platforms like Hacker Rank, Hacker Earth, Code Chef, Code Force, LeetCode (c) Encouraging Students in Participating Hackathons (d) Making Certifications like AWS, Google Android Mandatory (e) Introducing Minor path in Placements. (f) Credits for Industry 4.0 Technologies through Coursera online courses (g) Offering Employability Course in 5th & 6th Semesters (h) Time Table is framed to Train students on employability skills (i) Special focus to Train Non-IT Students to place in IT industry.	(1) Career Guidance Cell (2) Coding School (3) Soft Skill Training & Development Committee	Director – CDC All HOD's. Director - Academics Director - SA&P
To increase Internships to 50% of eligible students.	Students are encouraged to do Internships as per AICTE norms from 2nd year onwards. Accordingly R-20 Curriculum is framed.	(1)Career Guidance Cell (2) Institution Industry Cell	Director - CDC All HOD's. Director – Academics Director - SA&P

To Train Students to improve core Industry Placements	CBIT is Institutional Member of TASK & CII to connect with core industries. Identified areas for Core branches to be introduced for increasing placements, **(1) CIVIL:** (a) Staad.Pro (b) ETAB (c) Rivet Structure (d) BIM (e)AutoCad **(2) EEE:** (a) Signed MOU With HIEE (b) Electric Vehicles (c)High Voltage Tech(d)Nano Sensors **(3) ECE:** (a)Networking (b)Embedded Systems (c)VLSI **(4) Bio-Technology:** (a)Institutional Member of FABA(b)Bio Informatics (c)Molecular Modelling (d) Biosensors **(5) Chemical Engg:** (a) Battery Technology (b) Smart Materials(c) Process Intensification (d) Smart Plant Design **(6) Mechanical Engg:** (a) 3-D Printing (b) Robotics (c) Mechatronics(d) Additive Manufacturing, (e) CAD & CAM	(1) Career Guidance Cell (2) Soft Skill Training & Development Committee (3) Institution Industry Cell	Director - CDC All HOD's. Director – Academics Director - SA&P
Guiding Students for Higher Education	Signed MOU with ATLAS, Gradvine to Guide students on GRE/GMAT/GATE/CAT patterns. Counsel the students on Admissions based on their scores in the above exams.	Career Guidance Cell	Director - CDC All HOD's. Director – Academics Director - SA&P

Section-4.6

Alumni and Interaction

Goal6:*Alumni Engagement and Interaction*

Alumni are the strongest representation of CBIT in the outside world. The CBIT Alumni is a family of more than 30000 Alumni, many of them are doing extremely well in their respective fields and also contributing to the growth of our institute with their support and expertise. The Alumni Relations Team engages in various initiatives to connect with the alumni at various platforms.

We consider our alumni to be family and are committed to find meaningful ways to strengthen the bond between alumni and alma mater. We organise Alumni meets every year on 25th December and take feedback for strengthen the activities further. We believe we can do better in creating opportunities to enrich lives of both alumni and current students. Keeping this in mind, an Alumni Engagement Strategies planned for 2020 to 2025.

Strategic plan for Alumni and Interaction

Objectives	Action Plan	Implementation	Monitoring
Building Strong Alumni Association	• Establishment of alumni association office • Creation of Interactive Alumni website	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Strengthening Relationships and Leveraging	• Regular interactions /invitations • Recognise successful alumni • Leverage for guest lecturers/internships/placements • Academic advisors/ Board of governors	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Endowments	• Explore Contributions / endowment partnering • Brand ambassadors • Sponsorships/scholarships	Respective HoDs/ Department Alumni Coordinators	Institute Alumni Committee
Set up Incubation Centres	• Identify the potential Alumni • Create Conducive Environment	Respective HoDs, Department Alumni Coordinators, Alumni Advisory Committee, students	Institute Alumni Committee, Director I&I, Director CDC
Mentorship Programs	• Identify the potential Alumni • Provide the necessary facilities	Respective HoDs, Department Alumni Coordinators, Alumni Advisory Committee	Institute Alumni Committee, Director I&I, Director CDC

Section-4.7

Good Governance, Resources and Committees

Goal7: *Overseeing the institution's activities and determining its future direction*

Governing Body is an essential component of good governance to lead, guide and support the institute in its on-going mission for sustainability and viability. This ensures effective financial management and efficient resource mobilization while maintaining transparency, integrity and to follow an egalitarian approach. To sustain this impressive status and take it to newer heights, a strategic plan is being implemented.

Strategic Plan for Good Governance

Objectives	Action Plan	Implementation	Monitoring
Good Governance	Creation of an advanced automatic AI based monitoring, evaluation of appreciation and corrective digitized system for all the essential parameters of Good Governance.	Principal	Management
Financial Management	➢ Constitution of Finance Committee	BOG	Management
	➢ Optimization of Fee and salary structure	Principal	Management
	➢ Internal Revenue Generation Through R&D Projects, Consultancy and Training	R & E Hub	Management and Principal
Resource Mobilization	➢ Planning for, recruitment of and retention of qualitative human resources	HR and HoDs	Principal
	➢ Planning , Procurement and Purchase of Material/Machinery (Equipment)	HoDs	Principal

Section-4.8
Quality Assurance and Enhancement

Goal8: *To accomplish Quality in Technical Education, Research, Consultancy and Innovation*

Quality Assurance and its continuous improvement are the foremost important elements in taking the Institute to International Level in academics and research. The Institute's quality framework is monitored by Internal Quality Assurance Cell (IQAC) using established norms recommended by competent government agencies such as AICTE, MHRD etc. The quality assurance is realized through an Outcome Based approach focusing on Continuous Improvement by Benchmarking against the Practices adopted in the institution through Internal Quality Assurance Cell (IQAC)

Strategic Plan for Quality Assurance

Objectives	Action Plan	Implementation	Monitoring
Three Level Academic Audit	• Level-1, Academic audit is planned at the beginning of the semester • Level-2, Academic audit is planned after the Class Test-1 of the Semester Class work • Level-3, Academic audit is planned after the completion of Semester Class work.	Respective Course Faculty	IQAC and Respective HoD
Program Exit Survey feedback by Outgoing students	• Collecting of feedback through online is planned from the outgoing students of all the Programs.	Every outgoing Student of the respective Program	IQAC and Respective HoD
Academic Audit of the Departments/ Sections	• Conducting of Academic audit after completing of academic year for all Departments including AEC&CoE	Respective HoD/ Director	IQAC
NBA Accreditation	• Reviewing of Previous NBA reports • Adopt the process based on accreditation parameters • Frame the time lines for preparing and Auditing the same • Initiate the process for NBA Accreditation of UG Programs in the Year 2021 • Initiate the process for NBA accreditation of PG Programs in the Year 2022	Respective HoDs	Institute Level NBA Committee
NAAC Accreditation	• Reviewing of Previous NAAC reports • Adopt the process based on accreditation parameters • Frame the time lines for preparing and auditing the same	Respective HoDs/ Directors	Institute Level NAAC Committee

	• Initiate the process for NAAC accreditation Year 2022		
MHRD-NIRF	• Reviewing of Previous NIRF reports • Adopt the process based on NIRF parameters • Frame the time lines for preparing and auditing the same. • Initiate the process for uploading institutional information	Department NIRF Coordinators	NIRF Committee and IQAC
Submission of Annual Quality Assessment Report	• Collecting and Consolidating the data in every academic year • Uploading the Same by December of every Year	Respective HoDs/ Director	Institute Level NAAC Committee
Periodic Updates in the Curriculum under Autonomous Status	• Amending and updating the curriculum changes as notified by AICTE/UGC/Osmania University authorities.	Director and – Jt. Director Academics	Academic Council and IQAC
Pedagogy Training	• Organising Pedagogy training Programs for the Yong Teachers in every academic year during semester break.	Director IQAC/Academic s/SA&P	IQAC
Targets in Research, Consultancy and Innovation	• To fix the targets in terms of Publications, R&D/Consultancy Projects and IPRs	Director-R&D/I&I and All HoDs	Head & Director-R&E Hub & IQAC
Placement and Training Activities	• Conducting training programs on Coding and Soft Skills during V and VI Semesters for UG students. • Striving for placements in Core sectors.	Director-CDC and Coding Club /Soft skills In-charges	IQAC
Auditing of HR Department	• Implementing of approved procedures in recruiting the Faculty/Staff • Adhering to the minimum Qualifications and experience requirements as per approved norms. • Implementing of approved service rules.	Head-HR	IQAC
Auditing of Accounts and Purchase Departments	• Implementing of approved procedures. • Implementing of approved procurement procedures.	Head-Accounts/Purcha se Department	IQAC
Assessing the feedback on Faculty	• Implementing of Direct and Indirect feedback in every semester. • Remedial Measures.	Head-HR, Director-AEC and HoDs	IQAC
Assessing of Self-Appraisal Report	• Submission of SAR by respective faculty/staff in every year.	Every Individual of the Institute	Principal
Internal Controls	• Establish audit process and Audit teams • Train internal auditor teams • Auditing and remedial measures	Director-IQAC	Principal

Implementation of IQAC Objectives

Objective	Five Years Implementation Plan				
	Year 2020-21	Year 2021-22	Year 2022-23	Year 2023-24	Year 2024-25
Three Level Academic Audit	✓	✓	✓	✓	✓
Program Exit Survey feedback by Outgoing students	✓	✓	✓	✓	✓
Academic Audit of the Departments/Sections	✓	✓	✓	✓	✓
NBA Accreditation	✓ UG Programs		✓ PG Programs		
NAAC Accreditation			✓		
MHRD-NIRF	✓	✓	✓	✓	✓
Submission of Annual Quality Assessment Report	✓	✓	✓	✓	✓
Periodic Updates in the Curriculum under Autonomous	✓		✓		✓
Pedagogy Training	✓	✓	✓	✓	✓
Targets in Research, Consultancy and Innovation	✓	✓	✓	✓	✓
Placement and Training Activities	✓	✓	✓	✓	✓
Auditing of HR Department	✓	✓	✓	✓	✓
Auditing of Accounts and Purchase Departments	✓	✓	✓	✓	✓
Assessing the feedback on Faculty	✓	✓	✓	✓	✓
Assessing of Self-Appraisal Report	✓	✓	✓	✓	✓
Internal Controls	✓	✓	✓	✓	✓

Section-5

Implementation, Monitoring, and Evaluation

Once the strategic plan is approved by the Management, prompt implementation of the Strategic plan in a time bound manner is the essence of this scheme. As implementation progresses, time to time it is to be checked whether it is going in right direction or not. For this, measurable success indicators are clearly defined. The Principal, along with all Directors and other selected senior members are custodians of this implementation plan.

Evaluation Indicators for the Projected Goals

S. No	Goal	Evaluation Indicators	Responsible for Implementation
1.	Curriculum and Teaching Learning Process	➤ Stakeholders Feedback ➤ COs, POs, PSOs attainment ➤ Result Analysis	Director Academics
2.	Human Resources	➤ Faculty Feedback ➤ Actions taken	Director, HR
3.	R&D and Consultancy	➤ No. of projects Applied and sanctioned ➤ No. of publications ➤ No. of training programs organised ➤ No. of Guest Lectures arranged ➤ No. of faculty availed R&D facilities	Director R&D
4.	Innovation, Incubation and Entrepreneurship	➤ No. of patents ➤ No. of Start-ups ➤ No. of Incubation Centres	Director I&I
5.	Infrastructure and Facilities	➤ Funds Invested and Ambience	Director, Student Affairs
6.	Placements	➤ No. of placements	Director, Placements
7.	Alumni and Interaction	➤ No. of Alumni settled in good positions ➤ No. of Alumni chapters across the World ➤ No of current students benefitted	Alumni Association
8.	Good Governance, Recourses and Committees	➤ Complaints and Action taken	Joint Director, Academics
9.	Quality Assurance and Enhancement	➤ No. of Audit objections solved	Director, IQAC

Monitoring of Strategic Plan

An independent committee formed by the principal will periodically monitor the progress of the implementation of strategic plan. If the implementation evaluation indicators show that the progress is not up to the mark or it is not going in the correct direction, then the committee will suggest corrective steps and has to be followed by the implementation team. Monitoring is an important and essential aspect of the Strategic Plan. The evaluation committee will prepare a comprehensive report and submit to the Governing Body through Principal. Implementation team may not be a part of Evaluation committee. The outcomes of the whole strategic plan will be reviewed by outside agencies.

Section-6
Summary and Path Ahead

Strategic Plan is a guiding framework towards implementation of goals of CBIT in Teaching Learning Process, Research and Human Resource Development, Entrepreneurship, development of Infrastructure and Facilities, Placement, and Alumni Relations, Quality Assurance. Proper Implementation depends on the ideas and commitment of the faculty and staff with continuous feedback from students. The success of the plan depends on timely assessment of progress of the plan and any corrective steps taken on need basis. The success evaluation indicators are clearly identified and directly provide the extent of the success of the plan. The IQAC along with the expert committee with external members, provide objective determinations of our achievement of the goals and milestones. The Governing Body will require periodic reports on the goals and justification for any deviation from the plan. The implementation process and evaluation process are as important as the plan itself. This strategic plan is dedicated to continuous improvement and quality, and belongs to faculty, staff and students in CBIT. We will certainly achieve our Goals and reach our Vision to make a mark in the International Academic Arena.