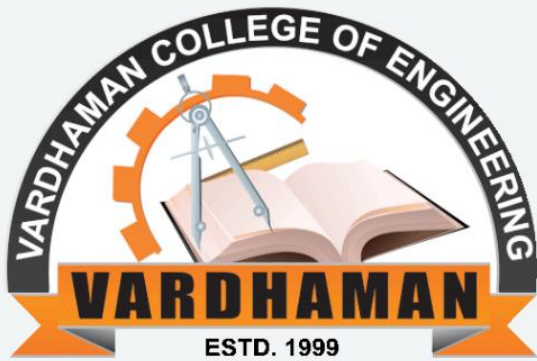




2021-2026

STRATEGIC PLAN

VARDHAMAN COLLEGE OF ENGINEERING

(Autonomous)

Affiliated to JNTUH, Approved by AICTE, Accredited by NAAC with A++ Grade
Kacharam, Shamshabad, Hyderabad-501 218, Telangana, India



www.vardhaman.org

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Section-1: Preamble

The Strategic Plan 2021–2026 of Vardhaman College of Engineering is a forward-looking framework designed to guide the institution's growth and development over the next five years. Rooted in the college's mission and vision, the plan is centered around six key focus areas: **Governance, Physical Resources, Human Resources, Education Processes, Research and Innovation, and Institute Perception.**

This strategic roadmap seeks to strengthen Governance by promoting effective leadership, participatory decision-making, and institutional accountability. Investment in Physical Resources will ensure the continuous development of advanced infrastructure and technological facilities that support both academic and research pursuits.

The focus on Human Resources reflects the college's commitment to empowering faculty and staff through professional development, recognition, and a supportive work culture. Through refined Education Processes, the institution aims to enhance curriculum delivery, adopt innovative pedagogies, and improve student learning outcomes in alignment with national and global standards.

In the realm of Research and Innovation, the plan emphasizes fostering a robust research ecosystem, encouraging interdisciplinary collaboration, and building strong industry linkages. Finally, enhancing Institute Perception remains a critical priority, with strategic efforts to strengthen the college's brand, outreach, and stakeholder engagement at national and international levels.

Collectively, these focus areas form the foundation of Vardhaman College of Engineering's journey toward academic excellence, global relevance, and societal impact—solidifying its position as a premier institution in technical education.

1.1. Vision, Mission, Quality Policy

Vision:

To be a pioneer institute and leader in engineering education to address societal needs through education and practice.

Mission:

- To adopt innovative student-centric learning methods.
- To enhance professional and entrepreneurial skills through industry-institute interaction.
- To train the students to meet the dynamic needs of the society.
- To promote research and continuing education.

Quality Policy:

We at Vardhaman College of Engineering, endeavour to uphold excellence in all spheres by adopting best practices in effort and effect.

1.2. Core Values

Academic Integrity: Achieving success by being sincere, loyal and ethical in all our practices.

Typical Actions

- We are sincere and committed in what we do.

- We conduct ourselves professionally and lead by example to all.
- We respond to a given situation rather than reacting.

Mutual Respect: Extending courtesy to all the stakeholders and to promote culture of inclusion and fairness.

Typical Actions

- We treat each other with dignity, courtesy and respect.
- We treat students impartially.
- We give due credit to others whenever it is due.

Social Responsibility: Being responsible citizens, share our collective achievements and contributions to the world around us.

Typical Actions

- We work together to maintain a safe and healthy campus where we live, learn and work.
- We collaborate, share knowledge and celebrate our collective achievements.
- We act with empathy and kindness to students while nurturing them.

Accountability: Accountable for our actions to the stakeholders in general and students in particular.

Typical Actions

- We take responsibility for our actions, decisions and the results.
- We practice ownership of our resources, managing them prudently and ethically.
- We strive to do our best in every situation to uphold the institution values.

Adaptability: Embrace change as a path to progress, success and innovation.

Typical Actions

- We embrace change that enables progress and innovation.
- We challenge the status quo and speak up when we find a better way to do something.
- We work with full potential and continuously expanding our knowledge, skills and capabilities .

Creativity: Become a change agent to performance, innovation and student success.

Typical Actions

- We embrace change that enables progress and innovation.
- We are committed to promote entrepreneurship among the interested students.
- We provide self-learning opportunities to the students to nurture their knowledge, skills and capabilities.

1.3. Chairman's Foreword

The primary aim of professional education is to provide accessible, high-quality education to all aspiring students with an emphasis on transparency and accountability. By ensuring sustainable skill development, we aim to pave the way for better professional prospects in various fields of engineering. This can be accomplished through the creation, transmission, and dissemination of knowledge.



As we step into the third decade of our commitment to educational excellence, Vardhaman College of Engineering has earned its reputation as a student-centric and technology-driven institution. Our learning environment is designed to foster the growth of budding professionals, empowering them to become self-reliant and competent engineering technocrats ready to meet the demands of the ever-evolving industry landscape.

The strategic direction for 2021-2026 is driven by the institute's core principles, which include identifying and nurturing the unique talents of our students, providing them with diverse platforms to showcase their potential, recognizing their core competencies, and maintaining an openness to experimenting with new paradigms in education. This comprehensive approach will ensure that our students are well-prepared for the challenges of tomorrow.

The Strategic Plan for 2021-2026 has been carefully crafted with the vision of enhancing the institute's academic ecosystem, supported by a dedicated and passionate team of educators. With confidence in our established strengths, I am certain that Vardhaman College of Engineering will continue to stand out as a unique institution that sets new benchmarks in engineering education, research, and industry collaboration.

Together, we will continue to build a foundation for excellence and create opportunities for our students to thrive in a dynamic world.

1.4. Principal's Perspective

The Strategic Plan 2021-2026 has been crafted in alignment with the Institute's strategic growth objectives, focusing on key areas of Governance, Physical Resources, Human Resources, Education Processes, Research and Innovation, and Institute Perception. The goals of the plan are designed to leverage the institution's strengths while addressing the aspirations of faculty, staff, and students.

Through this plan, the institution aims to enhance its Governance structure to ensure effective leadership, transparency, and accountability. The Physical Resources component focuses on providing state-of-the-art infrastructure and facilities that support diverse educational, research, and innovation endeavors.

In the area of Human Resources, the plan emphasizes faculty and staff development, ensuring they are equipped with the skills and tools to foster an environment of continuous learning and excellence. The Education Processes section outlines strategies for advancing the curriculum, teaching methodologies, and student outcomes, ensuring the institution remains at the forefront of academic innovation.



The plan also emphasizes the importance of Research and Innovation, aiming to strengthen the institution's research culture and foster collaborations with industry and academia. Lastly, improving the Institute Perception is critical, with initiatives aimed at elevating the college's reputation and expanding its reach in the global education landscape.

This Strategic Plan serves as a roadmap for the next few years, providing a clear direction that aligns with the college's mission and vision to sustain a thriving environment of excellence, innovation, and entrepreneurship.

1.5. Governing Body

S.No.	Category	Name of the Member
1.	Management	Dr. T. Vijender Reddy Chairman, Vardhaman Educational Society
2.		Sri. M. Rajasekhar Reddy Vice-Chairman, Vardhaman Educational Society
3.		Sri. T. Upender Reddy Secretary, Vardhaman Educational Society
4.		Sri. E. Prabhakar Reddy Treasurer, Vardhaman Educational Society
5.		Prof. N. V. Ramana Rao Director, NIT Warangal
6.	UGC Nominee	Prof. P. P. Binu Professor, Department of Mechanical Engineering, Sree Narayana Gurukulam College of Engineering, Kerala
7.	State Govt. Nominee	Sri. T. Ram Mohan Principal, Govt. Polytechnic, Gadwal, Mahabubnagar Dist.
8.	University Nominee	Prof. M. Manzoor Hussain Registrar & Professor, Mechanical Engineering, JNTUH
9.	Industrialist (Nominated by the Management)	Sri. E. S. Chakravarthy Vice President & Global RMG Head, TCS, Bengaluru
10.	Educationist (Nominated by the Management)	Prof. Archana Mantri Vice-Chancellor, Chitkara University, Punjab
11.		Smt. Madhvi Chandra Gitanjali Group of Schools
12.	Faculty of the College (Nominated by the Principal)	Dr. S. Rajendar Dean (Academics) & Professor of ECE, Vardhaman College of Engineering
13.		Dr. H. Venkateswara Reddy COE & Professor of CSE, Vardhaman College of Engineering
14.	Ex-Officio (Member Secretary)	Dr. JVR Ravindra Principal, Vardhaman College of Engineering

Functions & Responsibilities:

- To formulate a strategic roadmap to achieve the institution's long-term goals and vision.
- To approve the recruitment of Teaching Faculty and/or the appointment of the Principal.
- To sanction the institution's annual budget to ensure sustainable growth.
- Allocate budget / arrange funds for various developmental initiatives and major capital expenditures.
- To establish and oversee necessary committees and initiatives for the holistic development of the institution.
- To scrutinize and approve the proposals initiated by the institute with or without modification.
- To recommend scholarships, fellowships, prizes and medals etc.
- To drawing Strategic plan for the institute and monitor its implementation.
- To derive policies for all facilities and welfare measures for the staff and students.
- To arrange and approve various CSR (Corporate Social Responsibilities).

1.6. Profile of the College

Vardhaman College of Engineering (VCE) was established in 1999 with an initial offering of three undergraduate programs, enrolling a total of 180 students. Today, the college offers 15



programs, including nine undergraduate (B.Tech), five postgraduate (M.Tech), and an MBA program.

In 2014, the college was granted autonomous status by the University Grants Commission (UGC) and is permanently affiliated with Jawaharlal Nehru Technological University (JNTU), Hyderabad. VCE is dedicated to delivering high-quality education and is committed to maintaining rigorous standards set by various apex bodies. This commitment has been recognized through multiple accolades, including the accreditation by the National Board of Accreditation (NBA) for six of its undergraduate programs under the Tier-I category, in alignment with the Washington Accord.

VCE earned a distinguished NAAC accreditation with a CGPA of 3.58 on a 4-point scale, securing an A++ grade. Additionally, the UGC has recognized VCE as a College with Potential for Excellence (CPE), further solidifying its commitment to quality education. The institution has consistently ranked among the top engineering colleges in India, achieving 141st place in the Engineering category and securing a position in the 151-200 band in the

overall category of the NIRF 2021 rankings. Notably, the college improved its position in 2020, rising to 143rd from 152nd in 2019, and has consistently been ranked in the 151-200 band in the NIRF rankings since its first inclusion in 2017.

In 2018, JNTU, Hyderabad recognized the departments of Computer Science and Engineering (CSE), Electronics and Communication Engineering (ECE), and Mechanical Engineering (ME) as research centers. Furthermore, VCE holds recognition from the Department of Science and Technology (DST) as a Scientific Industrial Research Organization (SIRO). In the CII Survey, VCE is rated in the Platinum category and is ISO 9001:2015 certified.

The college has been implementing Outcome-Based Education (OBE) since 2015, ensuring the effective delivery of technical education and promoting student-centered learning. Since the academic year 2018-19, VCE has adopted a unique curriculum design, blending the AICTE model curriculum with OBE concepts, focusing on high-order Student Learning Outcomes (SLOs).

VCE boasts state-of-the-art infrastructure, including centers of excellence, advanced laboratories, a well-equipped library with digital resources, and other ICT facilities. The college strongly believes in the collaborative nature of education and has established partnerships through Memoranda of Understanding (MOUs) with several premier industries and organizations.

To ensure students are well-prepared for industry challenges, VCE places a significant emphasis on career development. The Competency Development Cell (CDC), supported by qualified and experienced faculty, focuses on imparting the necessary skills and training. The college's Training and Placement (TAP) team has been instrumental in securing placements for over 80% of its students. It is worth noting that a significant number of VCE students are first-generation engineering learners from their families.

Vardhaman College of Engineering actively promotes entrepreneurship through a range of strategic initiatives aimed at nurturing innovation and fostering entrepreneurial mindsets among students. To institutionalize these efforts, the college has established the Centre for Innovation and Entrepreneurship (CIE), which serves as a dedicated platform for cultivating entrepreneurial talent and supporting startup development.

The CIE regularly organizes Entrepreneurship Awareness Camps, Faculty Development Programs (FDPs), Entrepreneurship Talk Series, and Ideation Camps, providing students and faculty with the knowledge, mentorship, and exposure necessary to transform ideas into viable ventures. Several of these programs are funded by the Entrepreneurship Development Institute (EDI) and are well-supported by industry experts and mentors from TIE-GRAD, Hyderabad, ensuring real-world insights and guidance.

Through these concerted efforts, Vardhaman College of Engineering is committed to building a vibrant entrepreneurial

@VCE - Strategic Plan



ecosystem that empowers students to become job creators and innovative leaders of the future.

Vardhaman College of Engineering continues to advance its academic and research ecosystem through strategic initiatives and impactful outcomes. As part of its commitment to fostering innovation and interdisciplinary research, the college has initiated the setup of an AICTE IDEA Lab, aimed at enhancing hands-on learning and promoting a culture of innovation and product development among students and faculty.

To ensure high standards in research and academic integrity, the institution has strengthened its research policies, implementing stricter guidelines for quality assurance, project management, and ethical compliance.

Demonstrating robust research capabilities, the college has successfully secured 22 externally funded research projects, while 20 additional project proposals have been submitted to various funding agencies for consideration. In the domain of consultancy, the institution has generated a revenue of ₹18,34,500, reflecting its growing engagement with industry and practical problem-solving initiatives.

Academic contributions remain significant, with 245 research publications indexed in SCOPUS and Web of Science (WoS) journals and conferences. Among these, 13 publications have been featured in prestigious Q1 and ABDC-listed journals, underscoring the college's emphasis on high-impact research.

Furthermore, the college's innovation ecosystem is evident in the 35 patents filed, showcasing a thriving culture of intellectual property creation and applied research.

Through these efforts, Vardhaman College of Engineering continues to solidify its position as a leading institution in technical education, research, and innovation, contributing meaningfully to national development and global academic standards.

1.7. Mandate

Vardhaman College of Engineering, established in 1999, is an autonomous, unaided, co-educational institution affiliated with Jawaharlal Nehru Technological University, Hyderabad (JNTUH). The college offers AICTE-approved Undergraduate and Postgraduate programs in Engineering, Technology, and Management, with admissions conducted as per the norms prescribed by the Government of Telangana. The academic curriculum adheres to the guidelines recommended by JNTUH, ensuring alignment with national standards in technical education.

The core mandate of the college is to deliver quality technical education and foster a culture of innovation, research, and societal engagement. It strives to develop technically proficient, ethically grounded, and industry-ready professionals by offering a holistic educational experience that integrates classroom learning with real-world applications.

Section-3: SWOC

Institutional Strengths

Institutional Leadership & Governance :

- Guided by a progressive and supportive management cultivating academic excellence and continuous growth. The Governing Body comprises distinguished members from society, administration, academia, and industry, ensuring ongoing development.
- The institution operates under robust **Policies and Standard Operating Procedures (SOPs)** that facilitate smooth governance and clearly define roles and responsibilities across all levels. **Statutory and Non-statutory** committees actively participate in decision-making, ensuring transparent, efficient, and participative management practices.
- Well-defined vision, mission, and Program Educational Objectives (PEOs) are strategically aligned with institutional goals. Comprehensive strategic planning is implemented to ensure continuous growth aligned with the long-term vision of the institution.

Accreditations & Academic Excellence:

- Achieved NAAC accreditation at the highest A++ grade with a CGPA of 3.58/4.
- All eligible UG programs accredited by NBA under Tier-I category (Washington Accord compliance); PG Management program also NBA accredited.
- Dynamic, future-focused curriculum incorporating industry trends and NEP 2020 provisions, approved by BOS and Academic Council.
- Integration of Purdue University courses, exposing students to global standards.
- Robust Outcome-Based Education (OBE) framework with interdisciplinary courses, Bloom's Taxonomy-aligned assessments, Alternate Assessment Tools (AAT), and project rubrics.

Faculty Strength & Development:

- Highly qualified faculty team of 315 members, including 144 Ph.D. holders, with balanced focus on teaching, research, and consultancy.
- Impressive faculty retention due to positive academic environment, strong values, and continuous professional development.
- Optimal Student-Faculty Ratio (SFR) maintained alongside adherence to prescribed faculty cadre ratios.
- Regular faculty development through workshops, FDPs, and use of a digital studio for MOOC creation.

Research & Innovation:

- Recognized by DSIR as a Scientific and Industrial Research Organization (SIRO) and as a Research Center by JNTUH in all core engineering disciplines.
- Over 80% faculty with Ph.D., serving as research supervisors nationally.
- 100+ funded R&D projects completed (₹18+ crores) and 15 ongoing projects (₹5+ crores) with support from DST, AICTE, UGC, ICSSR, and others.
- Innovation-driven initiatives like AICTE IDEA Lab and Vardhaman Research Promotion Scheme (VRPS) with ₹1.5+ crores investment.
- 400+ patents filed (35+ granted), 3500+ publications (250+ in Q1 journals), and 10,000+ citations.
- Strong global and national collaborations with universities (Purdue, UT Dallas, IITs, IISc) fostering joint research and exchange programs.
- Industry Collaboration & Societal Outreach
- 20+ Centers of Excellence with industry leaders including Intel, Salesforce, Cadence, NI, and MathWorks, enabling internships and problem-solving.
- STEM education outreach to 2000+ school students and 300+ teachers in underserved communities aligned with SDG 4.
- MoU with ChipINCenter to advance semiconductor skills, benefitting 350+ students and faculty.
- Consultancy projects generating ₹2+ crores in revenue with industry partners such as Dynosole and Powertronics.
- Robust entrepreneurial ecosystem via VEC-CRIF (Section 8 Company) recognized by Ministry of MSME, and implementation of National Innovation and Startup Policy (NISP).

Infrastructure & Learning Environment:

- Architecturally impressive campus with green, environmentally conscious spaces.
- Smart classrooms, advanced laboratories, high-speed internet, and a well-stocked library with extensive physical and digital resources.
- Comprehensive hostels, sports facilities, student lounges, and amenities supporting balanced student life.
- Well-maintained laboratories facilitating hands-on practical learning.
- Systematic documentation and ERP-enabled administration ensuring smooth academic and support operations.

Student Development & Support:

- Vibrant learning communities, clubs, and consistently strong admissions (95%-100%) with high academic success rates.
- Career Development & Training and Placement (T&P) cells provide continuous training, mentorship, value-added courses, and maintain over 90% placement rates in reputed companies.

- Registered alumni association with 7,618 members actively contributing through mentoring, internships, and institutional development.
- Emphasis on industrial visits, extension lectures, and self-learning spaces fostering industry readiness and independent learning.

Entrepreneurship & Innovation Ecosystem:

- 31 student entrepreneurs and 80+ innovation awareness activities reflecting entrepreneurial culture.
- 4-star rating by Institution's Innovation Council (IIC), Host Institute for MSME, and AICTE-MIC funded Mentor Institute under Ministry of Education Innovation Cell.
- Adoption of National Innovation and Startup Policy (NISP) and collaborations with Telangana State Innovation Cell and MSME.
- Outreach through ATAL Tinkering Lab and CISCO Thing Qbator promoting innovation among school and college students.
- VEC Experimental Hub Pvt. Ltd. (V-Hub) offering pre-incubation, co-working spaces, and consultancy for startups.
- Makers Space with 3D printing and prototyping facilities supporting sustainable innovations.
- E-Cell organizing business plan contests, pitch battles, hackathons, workshops, and networking events with entrepreneurs and investors.
- Major events like E-Summits, startup expos, and investor meetups nurturing a vibrant entrepreneurial ecosystem.

Community Engagement:

- Active participation in community outreach through NSS and NCC, fostering social responsibility among students.

Institutional Weakness

- Need to strengthen industry collaboration for faculty training, conduction of corporate training programs, and industry-sponsored research
- Limited foreign collaborations in R&D activities
- Consultancy Limited faculty exposure to industry practices and inadequate promotion of institutional capabilities have constrained the growth of consultancy activities
- Challenges in attracting NRI students, resulting in a lack of global perspectives.
- Insufficient targeted marketing strategies for out-of-state and out-of-region students, reducing the institution's outreach potential.
- Remote location of the institute.



Institutional Opportunities

- A pathway has been established for attaining the status of a 'degree-granting autonomous institute.'
- Abundant placement opportunities in the IT sector, enhancing student career prospects.
- Potential for collaborations with prestigious national and international Academic / Research institutions& Industries.
- Opportunity to leverage a strong alumni network for the advancement of the college.
- Ample internship opportunities in and around the city for students across various disciplines.
- Proximity to the airport provides opportunities to connect with renowned national and international figures.
- The institute's location, though distant from the city, encourages day scholars to remain on campus, creating a more immersive academic environment.
- Opportunity to transform pedagogical approaches and integrate cutting-edge technology and relevant courses into the curriculum.
- Scope to develop incubation facilities for tech-based startups, increasing the viability of market-driven innovation.
- A diverse teaching-learning-evaluation system developed by the institute enables the attainment of higher-order thinking skills (HOTS).
- Leveraging the extensive alumni network of the institute as off-campus resource personnel for the internship program and to enhance start-up initiatives.
- Active engagement in community development programs to address regional needs
- Strengthening collaborations with local industries for student projects and experiential learning
- Excellent air & train connectivity with other parts of the country, especially the national capital.
- Institutional standards align with global recognition and Accreditations from International bodies

- Engagement of International Faculty Through MoU with Purdue University for Engineering and projects in community services courses' Courses

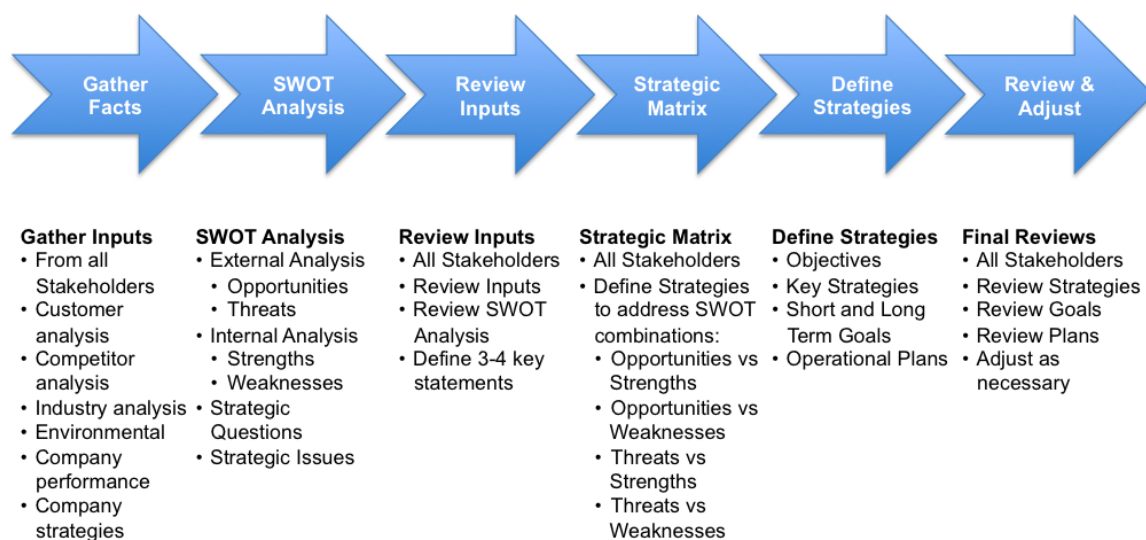
Institutional Challenges

- To constantly update and upgrade curriculum, faculty expertise and laboratory infrastructure to meet the needs of stakeholders and the market
- Insufficient exposure to new technologies and facilities may hinder the delivery of high-quality education to the students.
- Competitive financial packages as well as facilities and resources offered by private and foreign competitors can lead to loss of good faculty members
- Rapid changes in government policies within the education sector have led to the emergence of new foreign and private universities, presenting significant challenges and competition.
- Diminishing placement opportunities and decreasing interest in students for core engineering branches such as Mechanical, Electrical, and Civil.
- Emergence of corporate-run universities in close proximity poses competition.
- Saturation of the engineering education market, leading to increased competition for admissions.
- Rapid technological advancements challenge the employability of students.
- Inaccurate or unfair grading by ranking agencies, impacting institutional reputation.

Section-4: Strategic Plan:2021-2026

The process of setting the strategic plan

Strategic Plan Process



The institution has a five-year Strategic Plan (2021-2026) to ensure steady growth and sustainable development.

This plan focuses on six key areas: Governance, aimed at strengthening leadership and decision-making structures. Physical resources, ensuring continuous enhancement of infrastructure and facilities. Human resources, emphasizing faculty and staff development. Education processes are improved through curriculum advancements, innovative pedagogy, and enhanced student learning outcomes. The plan also prioritizes research and innovation, fostering a strong research culture and industry collaborations. Lastly, institute perception is a critical focus, working toward elevating the institution's reputation and outreach. By aligning initiatives with these focus areas, the institution ensures consistent growth, quality education, and progress toward its long-term vision. This strategic approach plays a crucial role in achieving the long-term goals of Vardhaman College of Engineering, including academic excellence, research innovation, industry partnerships, thereby strengthening its reputation as a center of excellence in technical education. The Institution has a 5-year strategic plan from 2021-2026 to ensure its steady growth.

The following are some of the key areas set for the strategic plan.

1. **Governance**
2. **Physical Resources**
3. **Human Resources**
4. **Education Processes**
5. **Research and Innovation**
6. **Institute Perception**

1.	Governance	
	Genesis	Governance is the mechanism and procedure by which an organization organizes itself to meet its Vision. It deals with the systems and processes that helps the organization for easy decision-making, to inculcate accountability among the administrators, create transparency, increase supervision, and implement codes of conduct. It is expressed through legislation, policies and by-laws, and informal norms. The goal of good governance is to build robust organization that achieves the best results.
1.1	Objective	To create new and/or update Governance models and processes that provide greater autonomy at all levels
	Actions	- Develop leadership through decentralization. - Strengthen various statutory and non-statutory committees and cells for effective functioning. - Develop standard operating procedures for all processes and systems at all levels. - Initiate quality enhancement strategies at all levels by taking suggestions from all stakeholders. - Facilitate easy access to and use of institute services and systems to reduce duplication and complexity. - Ensure transparency at all levels to promote good governance. - Ensure inclusivity, equity and diversity - Transition to digital evaluation of exams and automated examination control systems
	Metrics and	- Define roles and responsibilities clearly for all administrators - Use ERP effectively

	Targets	- Collect feedback from all the stakeholders and take corrective measures - Continuously Seek accreditation from reputed accrediting agencies such as NBA/NAAC/ ISO/ABET and others continuously. - Adequate representation of all stakeholders reflecting diversity in all administrative positions and committees - Introduce software that enables the digital evaluation of answer scripts, improving accuracy and reducing turnaround time. - Introduce an automated system for exam scheduling and hall tickets generation. - Integrate RFID or barcode systems for efficient book tracking and inventory management. - Establishing a center of Excellence for all departments.
2.	Physical Resources	
	Genesis	Physical resources, which include facilities, equipment, land, and other assets improve institutional effectiveness. Physical resource planning is integrated with institutional planning.
2.1	Objective	To augment infrastructure which facilitates wholesome education for learners.
	Actions	- Create infrastructure proportionate to increase in intake with effective space utilization and minimal environmental impact. - Establish state-of-the-art industry supported laboratories to ignite research acumen among learners. - Transform existing classrooms to smart classrooms meeting the needs of digital natives. - Ensure seamless internet connectivity throughout the campus. - Equip library with e-learning and print resources to promote self-learning as well as self-paced learning. - Augment infrastructural facilities for extra and co-curricular activities for holistic development of learners. - Renovating campus building to align with international safety and cleanliness standards. - Establish a fully equipped Health Centre with essential facilities.
	Metrics and Targets	- Construct green building for increased intake. - Enhancing biodiversity by cultivating medicinal plants near refreshment centers. - Developing an eco-friendly footpath across the campus. - Implementing a vertical wind turbine for wind power generation. - Deploying sensor-based technology for energy conservation - Implement sustainable design features such as energy-efficient lighting and waste management systems. - Replace all non LED bulbs with LED bulbs for energy conservation by 2023. - Increase solar power generation to 250kW by 2024. - Establish atleast two industry supported laboratories in each department by 2026. - Upgrade all classrooms to smart classrooms by 2025. - Enhance Wi-Fi bandwidth by five times with seamless connectivity by 2024. - Increase book titles in the library to 20,000 by 2025. - Double e-journal subscriptions by 2026 (IEEE, IET, ACM, ASME, Taylor and Francis, Elsevier and Springer etc.) covering all areas of science,

		technology, engineering and management. ▪ Construct five bedded health center with all mandatory facilities by 2023. ▪ Install automated firefighting facilities in the entire campus by 2026. ▪ Establish Makerspace by 2023. ▪ Install hydrogen research lab by 2023 as a part on green initiatives. ▪ Establish idea lab and bring it into full utilization by 2025. ▪ Provide open gym facility, dance practice room and music room with necessary equipment by 2023. ▪ Create open lounge for collaborative learning by 2023. ▪ Create space for dining and cafeteria for a capacity of 500 by 2023. ▪ Develop an institutional repository with DSpace by 2024. ▪ Implement RFID system for self-check-in and check-out, issuance and return of the books etc. by 2023. ▪ Go paperless by end of 2023. ▪ Upgrading rainwater harvesting systems in Block 1 and Block 3. Construction of a central rainwater storage tank near the indoor stadium. ▪ Upgrading the biogas plant for improved efficiency.
3.	Area	Human Resources
	Genesis	▪ Development of human resources is essential for any organization that would like to be dynamic and growth-oriented. Unlike other resources, human resources have rather unlimited potential capabilities. The potential can be used only by creating a climate that can continuously identify, bring to surface, nurture and use the capabilities of people
3.1	Objective	▪ To transform and become an aspirational destination of human resource for industry and society at large.
	Actions	▪ Recruit and retain highly competent faculty and staff to produce deployable engineers. ▪ Maintain required number of faculty and staff reflecting diversity in all aspects. ▪ Impart incessant training to faculty and staff based on training need analysis (TNA) to meet competencies laid down by lead societies.
	Metrics and Targets	▪ Maintain faculty student ratio 1:15 ▪ Reach the target of 60 % faculty with doctoral degree by 2025. ▪ Maintain 90% faculty retention. ▪ Maintain 1:1:1 experience ratio(0 to 8 Y : 8 to 15 Y :>15 Y) ▪ Maintain 1:2:6 Faculty cadre ratio (P: Asso. P: Asst.P). ▪ Ensure to maintain Gender Diversity (50:50) ▪ Ensure at least 50% of the faculty from the departments undergo training on cutting edge technologies every year. ▪ Recruit at least 10% Faculty under POP (Professor of Practice). ▪ Enhancing well-being and provide comprehensive support for faculty members.
4.	Area	Education process
	Genesis	▪ Institution, as a seat of learning, exists for providing quality education by creating, advancing, and disseminating knowledge with collective wisdom. It is a premier higher education institution (HEI) engaged in fulfilling educational requirement of diverse sections of the society in the core academic disciplines. It aims at achieving academic excellence through multidisciplinary course curriculum, blended teaching methods and technology enabled joyful learning environment. In addition to

		acquire subject knowledge and required skills, the students will be groomed to think, perform, and communicate in a critical, creative, and effective manner
4.1	Objective	▪ To provide holistic and multidisciplinary education which imparts knowledge, skills and attitude in vibrant, congenial, and conducive environment.
	Actions	▪ Strengthen existing academic programmes by enriching course curriculum in the light of global standards, technological advancements, and industry requirements. ▪ Chalk out scholastic and co-scholastic activities to make the educational environment livelier. ▪ Transform learning process from traditional pedagogy to heutagogy. ▪ Develop innovative assessment tools that effectively measure the attainment of graduate attributes.
	Metrics and Targets	▪ Introduce 'Engineering Clinics' in the curriculum to foster multidisciplinary innovations in engineering. ▪ Provide flexibility in choosing their own paths in their career through CBCS, inline with NEP-2020. ▪ Conduct atleast 50 technical activities through professional societies like IEEE, ACM, ISTE, ASME, ASCE and etc. every year. ▪ Maintain success rate more than 90% (Percentage of Students graduating in stipulated time). ▪ Provide placements for all eligible students. ▪ Prepare the students to pursue higher education and ensure that atleast 30% would succeed in getting admissions every year. ▪ Ensure atleast 5% of the students would become entrepreneurs every year. ▪ Zero tolerance for plagiarism and malpractice. ▪ Develop e-content and deploy in institute student portal for the access by all students. ▪ Use effectively the edu-tech tools for content delivery and assessment. ▪ Offer atleast 25% courses through MOOCs enabling self-directed learning. ▪ Effective Student-Mentoring System through online tools for streamlined mentor-mentee communication. ▪ Introduce and expand distance learning programs(ODL/OL) offering flexible course options and grade recognition for learners. ▪ Establish virtual lab platforms in collaboration with academic experts to provide students with hands-on learning experiences. ▪ Launch industry- based mentorship programs. ▪ Identify subject matter experts from the industry to teach honors courses and invite them as guest lecturers. ▪ Incorporate international collaborations, exchange programs, and exposure to global best practices, including internships and interactions with faculty and peers from renowned global institutions. ▪ Attracting High-quality students through targeted campaigns. ▪ Establish an NCC Army unit and provide students with the opportunity to undergo training and obtain an NCC certificate.
5.	Area	Research and Innovation
	Genesis	▪ The Institution is committed to high quality research and innovation. To facilitate research activities, the Institution has developed a well drafted Research Policy to guide, encourage, fund, support and monitor core

		and interdisciplinary research. Individuals in the Institution are encouraged to achieve and sustain research excellence.
5.1	Objective	▪ To enhance the quality of research which leads to substantial path-breaking innovations.
	Actions	▪ Build research collaborations with industries and premier institutions. ▪ Encourage faculty and students to excel in emerging areas for potential research. ▪ Engage faculty and students to undertake research in multidisciplinary areas. ▪ Establish mechanism for technology commercialization to foster innovation and entrepreneurship. ▪ Focusing on research sustainability and green tech initiative. ▪ Establish key partnerships and industry collaborations with academic & research institutions, startup ecosystem enablers, event & hackathon sponsors, incubators & innovation hubs, industry & corporate partners, and government & policy support organizations. ▪ Procure advance equipment and tools necessary for research and prototype development ▪ Establishing in-house journal
	Metrics and Targets	▪ Apply for minimum five research funding projects in collaboration with industries and premier institutes to develop patentable products/ design / processes useful for the society. ▪ Promote atleast five startups every year ▪ Transform atleast 50 students into entrepreneurs every year. ▪ Establish atleast 10 centers of excellence in emerging areas for potential research by 2026. ▪ Ensure atleast 10 sponsored ongoing research projects from external funding agencies every year till 2026. ▪ Exchange atleast 20 MoUs with industries and premier institutes by 2026 for collaborative research activities ▪ Generate 50 Lakh/year income through consultancy. ▪ Publish atleast 5000 research papers in indexed journals and conferences by 2026. ▪ Achieve institutional Scopus h-index of 50 by 2026. ▪ Atleast 50 publications every year in Q1/ABDC Journals. ▪ Publish 50 patents every year with commercialization of atleast 5 patents by 2026. ▪ Encourage 50 multidisciplinary projects to be carried out by students by 2026. ▪ Establish at least 5 MOUs per year with IITs/NITs, management & business schools, IPR & law schools for technical mentorship, business model training, and patent filing workshops. ▪ Partner with at least 3 startup enablers such as TiE, FICCI & CII Startup Forums, and accelerator programs (Y-Combinator, Indian Angel Network) to provide mentorship, funding, and startup growth opportunities. ▪ Secure sponsorships from at least 5 organizations, including tech companies (Google, Microsoft, AWS, IBM, Intel), banks & financial institutions (SBI, HDFC, ICICI), and corporate CSR programs to support innovation challenges and competitions. ▪ Collaborate with at least 4 incubators & innovation hubs, including Atal Incubation Centers (AIC), MSME Innovation Hub, TSIC, RICH, T-Hub,

		T-Works, NASSCOM Startup Warehouse, and local university incubation centers, to provide incubation space, mentorship, and funding opportunities for startups. - Engage with at least 5 major corporate partners in sectors such as local manufacturing & IoT companies (for prototyping workshops), fintech & investment firms (for fundraising workshops), legal consultancy firms (for startup legal compliance), angel investors & venture capitalists (for funding guidance), and IPR & patent consultants (for IPR awareness & patent filing assistance). - Work with at least 3 key government bodies such as Startup India, DPIIT (Department for Promotion of Industry and Internal Trade), MSME Ministry, National Research Development Corporation (NRDC), National Innovation Foundation (NIF), and AICTE & MIC (MoE's Innovation Cell) to align with policy frameworks, gain financial assistance, and participate in government-led innovation initiatives. - Focusing on research sustainability and green tech initiative. - Providing support for start-up incubated on the campus to commercialize research innovations annually.
6.	Area	Institution Perception
	Genesis	Contemporary society is not only a society of knowledge but also a competitive society. Educational institutions, in their capacity as providers of educational services to the whole society, are responsible for specific marketing actions to popularize their educational offer in response to the needs of society, in accordance with the resources and culture of the respective organization. In other words, the main task of educational marketing is to identify and understand both trends in the field as well as educational and training needs of the consumers of the educational market.
6.1	Objective	To raise the visibility of the institution on par with institutions of international repute.
	Actions	- Seek Deemed-to-be University status. - Strengthen outreach activities - Expand alumni network - Participate in national and international accreditations and rankings.
	Metrics and Targets	- Become Deemed-to-be University by 2026. - Expand Alumni base to 12000 by 2026. - Alumni Association Registration by Society Registration Act Telangana by 2023 - Register the official Vardhaman Alumni Network (VAN) and create opportunities for students through active engagement in mentorship programs, industry collaborations, networking events, and knowledge-sharing initiatives. - Organize 20 international conferences by 2026. - Organize 2 inter-institutional competitions every year. - Invite 50 eminent Professors of international repute or industry experts to deliver expert talks every year. - Depute atleast 2000 students to participate in inter-institutional events every year. - Depute every faculty to attend atleast one event outside the institution every year. - Maintain a standard that atleast 30% of faculty are from institutions of international repute.

		- Collaborate with industry to provide hands-on training and certification programs for faculty. - Participate in ABET accreditation process by 2026. - Seek NIRF rank under 80 by 2026. - Sponsor atleast five faculty to attend international events every year
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Section-5: Planning and Evaluation Committee

S.No.	Name of the Member	Position
1.	Dr. JVR Ravindra Principal and Professor of ECE	Chairman
2.	Dr. P. Nageswara Rao HOD and Professor of ECE	Convener
3.	Dr. H. Venkateswara Reddy Dean (Examination & Evaluation) and Professor of CSE	Member
4.	Dr. E. R. Aruna Dean (IQAC) and Associate Professor of CSE	Member
5.	Dr. S. Rajendar Dean (Academics) and Professor of ECE	Member
6.	Dr. M. A. Jabbar HOD and Professor of CSE(AI&ML)	Member
7.	Mr. Vivek Kulkarni Dean (Faculty Welfare) and Associate Professor of IT	Member
8.	Dr. GAE Satish Kumar Dean (Accreditation) and Professor of ECE	Member
9.	Dr. Md. Asif Dean (Student Affairs) and Associate Professor of EEE	Member
10.	Dr. Sukanya Metta HOD and Professor of MBA	Member
11.	Dr. Shanthi Makka Professor of CSE	Member

Functions & Responsibilities:

- To design and implement a strategic roadmap for the holistic development and long-term growth of the institute ensuring alignment with institutional objectives and national educational priorities.
- To conduct periodic assessments of strategic plan execution to identify gaps and propose targeted interventions to achieve institutional goals effectively.
- To oversee the implementation of decisions by the Board of Management to ensure timely execution while planning for evolving academic and infrastructural needs.
- To envision and develop perspective plans to foster sustainable growth, innovation and global competitiveness of the college.
- To recommend initiatives for enhancing the quality of education including curriculum, faculty development and accreditation compliance.
- To promote research, interdisciplinary collaborations and industry partnerships to strengthen academic excellence and employability outcomes.
- To develop community outreach and extension programs to enhance social impact and institutional visibility.

- To strengthen alumni engagement through institutional networking, knowledge-sharing, and funding opportunities for academic initiatives.
