



Guru Nanak Institute of Engineering and Technology



Strategic Plan (2015-2020)

Preface

This Strategic Plan of Guru Nanak Institute of Engineering and Technology will serve the purpose of the Institute towards a set of common goals so that the sum total of our efforts and achievements is much more than our individual contributions. Through the strategic road map, the Institute is committed to deliver excellence in educational experience and nurture its dedicated faculty and aspiring students. The plan outlines the institute goals to be achieved in academic, administrative and management field. The strategic plan and deployment is circulated to all the departments. Suggestions, feedbacks and requirements from the management, principal, committees, faculties and staffs are considered while preparing the strategic plan. Utmost care has been taken to spell out clearly the goals and implementation plans to achieve the desired outcomes. This will help in focusing our minds on the years ahead and to develop clarity regarding our objectives.

1. Introduction



Guru Nanak Institution's first campus Guru Nanak Institute of Engineering and Technology (GNIET) was established in the year 2007 by Guru Nanak Educational Society. The institute is affiliated to Rashtrasant Tukadoji Maharaj Nagpur University (RTMNU), Nagpur. It was established with the sole objective of providing a perfect platform to the students in the field of Technology and Management applications for their academic and overall personality development. GNIET has become one of the Premier Engineering College in the city for various Undergraduate and Post Graduate Courses including B.E., M.Tech and M.B.A.

GNIET is a threshold of knowledge & high learning is a premier professional establishment that has carved a niche for itself not only in the field of technical education but in the field of but in management studies as well. GNI offer an impressive system of education which is respected by many companies in search of the finest talent across streams. The reason behind this is that right from its conception, it was strategically planned to emerge as a centre of excellence The GNI culture is a blend of professionalism & value. Campus life is vibrant & full of enthusiasm along with self-disciplined environment.

2. Vision

To become a world class, globally competitive and flexible, technical and management institution, responsive to the growth of an individual, society, and the institute itself, satisfying the developmental needs of the people of Maharashtra and India.

3. Mission

- To educate students from all over India & other countries especially those from the local & rural areas, so that they become enlightened individuals, improving the living standards of their families, industries & the society. We will provide the world class quality education & pay serious attention towards the development of an individual for character building & the nation building.
- To implement a program of education in Engineering Technology and management studies, relevant to the current needs of the industry, alive to the long term requirements and responsive to the anticipated changes and developments.
- To serve as a centre for fostering the co-operation, exchange of ideas between the academicians and the research community.
- To create linkages between institute, industrial community and Government organizations to promote the entrepreneurship and skill development among the students.

4. Core Values

The college is named after GURU NANAK DEV JI , the great teacher and the founder of the Sikh Religion. Guru Nanak taught us way of life.

Nam Japa: To mediate on God’s Name and recite the Guru’s hymns to clean the mind.

Dharam di Kirat Karni: To work and earn by the sweat of the brow and practice truthfulness and honesty in all dealings.

Vand Ke Chakna: To share the firms labours with other to live as an inspiration and a support to the entire community.

Following core values of GNIET are the reflection of the teaching of Guru Nanak Dev Ji that would enhance the institutional culture.

- **Inculcating values :** We embrace our responsibility to flourish social, economic, cultural and environmental values in students
- **Empower Society:** Encourage higher educational values for development of the society.
- **Embrace Excellence:** Commitment to innovation, continuous learning and adopting new technologies to ensure the best results.
- **Global Competencies:** Prepare students to develop core competencies and skills to face global challenges.

5. Quality Policy

We at GNI aspire to establish a system of Quality assurance, which on a continuous basis, would impart, monitor and evaluate the quality of education innovatively and improve the teaching learning process in the direction to develop the institute as a Centre of Excellence.

6. SWOC Analysis

Strength

- Learning oriented ambience with academic discipline and dedicated faculties
- Visionary Leadership with highly qualified and efficient faculties
- High success rate in university exams
- State-of-the-art Infrastructure
- Advance campus facilities and equipped laboratories in all department
- Special mentoring through TG- scheme for personal attention and to keep track of students' progress
- Open spaces, lawns and gardens in campus supplement to elevate the grandeur of the environment and provide calm, peaceful and conducive atmosphere for academic pursuits
- Festivity campus environment with wide co-curricular and extra-curricular activities
- The campus is located on outskirts of Nagpur which has high industrial potential with Thermal stations, MIDC areas and metro projects.

Weakness

- Student's intake from poor socio-economic background with low entry level scores and poor language competence
- Quiescent university curriculum inadequate to deliver industrial requirements.
- Unable to execute innovative plans due to impediment of financial resources due to delay in government procedures for reimbursement of scholarship and tuition fees.
- Less number of faculties with doctoral degree and industry experiences

Opportunities

- To develop research centres in every department and get research grants
- To achieve Autonomous institution status
- To get national recognition in field of education
- To develop partnership and sign MoUs with nearby industries and research organizations to facilitate the students and the teachers
- Networking with other institutes and organizations
- To start Post Graduation Programs
- To receive Government funding and Research Grants

Challenges

- Impediment in generating funds from tuition fees due to government delayed procedures.
- Dismal scenario of engineering field due to slow down in global and domestic market and low preference to private institutes.
- Student's inclination to IITs, NITs, IIMs and other government institutes.
- To maintain the higher teachers cadre ratio due to due to scarcity of competent Ph.D. holders
- To provide cent-percent employment and lack of Involvement of competent industry professionals
- To achieve 100% admission, as limited students are available in home university.
- Slack in result declaration by university and complexity in admission and examination procedures.
- Low scholastic factor and grave financial background of admitting students leads to poor performance

7. Strategic Goals

Strategic goals of the institute were formulated after a brain storming session with Management, Principal and Faculties. After analysing the vision, mission, quality policy, core values, future goals, SWOC analysis, internal and external environment, the strategic goals were set up in all possible growth domains.

Strategic Goals of the Institute

1. Enhancing effective teaching and learning process.
2. Ensuring good governance.
3. Ensuring student and faculty development and participation.
4. Getting Accreditations from statutory bodies.
5. Continuous Internal Quality Assurance System.
6. Increasing Industrial and Alumni Interaction.
7. Encouraging Research, Development and Consultancy work.
8. Generating funds and grants from various schemes and policies of government and non-government organisation.
9. Ensuring Social engagement and Community service.
10. Encouraging Skill Development.
11. Enhancing Physical infrastructure, laboratories and other facilities.

8. Strategic Planning and Deployment

Strategic Plan	Deployment
<p>1. Effective teaching and learning process</p>	<ul style="list-style-type: none"> ➤ Adopting innovative teaching methods ➤ Encouraging e-learning ➤ Developing Interactive learning by using videos, presentations , software and labs ➤ Implementing Project based learning ➤ Regular feedbacks from the students ➤ Increasing students employability factor ➤ Enhancing overall personality and confidence of student ➤ Providing career and personal mentoring and counselling to students ➤ Encouraging research work and assignment ➤ Continuous assessment by the multiple layers of hierarchy ➤ Establishing virtual labs and latest technology trends in departments
<p>2. Good Governance</p>	<ul style="list-style-type: none"> ➤ Developing E- governance ➤ Developing a proper working channel for smooth working ➤ Establishing internal audit committee for various departmental and institutional audits ➤ Leadership development through Decentralisation ➤ Establishing various committees and cells for the institute development ➤ Establishing fair and transparent performance and appraisal system ➤ Simplifying the administrative work ➤ Regular performance evaluation of all departments ➤ Reviewing Internal Quality Management System

<p>3. Student and faculty development and participation</p>	<ul style="list-style-type: none"> ➤ Training sessions and Guest lectures on confidence building, motivation and life skills for students and faculties ➤ Establishing incubation and entrepreneurship cell ➤ Formation of department forums and student's committee ➤ Organising various competitions and social events at institute and departmental level for encouraging participation by students and faculties ➤ Rewarding the best performers and achievers in academics and in co-curricular activities. ➤ Developing facilities for recreation ➤ Establishing Research and Innovation cell
<p>4. Accreditation from statutory bodies</p>	<ul style="list-style-type: none"> ➤ Formulation of plans by top management and IQAC committee ➤ Resource and funds planning ➤ Constituting committees ➤ Inspection of the available institute and departmental data ➤ Creating and organising all the required institutional and departmental data ➤ NAAC and NBA accreditation with good grade ➤ NIRF Ranking
<p>5. Internal Quality Assurance System</p>	<ul style="list-style-type: none"> ➤ Reviewing and updating IQAC plans and policy ➤ Reframing of IQAC members and coordinator ➤ Framing vision and mission department wise for quality working ➤ Regular evaluation IQAC activities by the top management ➤ Developing effective IQAC initiatives for the quality improvement of the institute

	<ul style="list-style-type: none"> ➤ Developing E-Working system for the quick and effective working ➤ Initiating quality related suggestions from staff, faculties, students, alumni, employers and management ➤ Identifying the changing trends in the global education sector and implementing the required
<p>6. Industrial and Alumni Interaction</p>	<ul style="list-style-type: none"> ➤ Dedicated faculties and organised activities for alumni interaction building ➤ Establishing dedicated Alumni cell ➤ Generating and maintain the database of all alumni and industrial contacts ➤ Recognition of successful alumni ➤ Engaging faculties and students with alumni and experienced industrial persons by inviting them for guest sessions ➤ Receiving suggestions on latest requirements and technological trends from the industrial persons and alumni. ➤ Focusing on developing professional relations, generating sponsorships and signing MoUs with the industries ➤ Participating in various educational and industrial meets and conferences ➤ Supports for internships, visits, training and guest seminars ➤ Developing and establishing consultancy projects
<p>7. Research and Development Work</p>	<ul style="list-style-type: none"> ➤ Funds raising projects and proposals for the research work ➤ Apply for various governmental schemes for funds and grants ➤ Creating a dedicated Research and Development cell

	<ul style="list-style-type: none"> ➤ Implementing various research development work ➤ Organising research and project related events for the faculties and students ➤ Conducting seminars on recent and upcoming trends and technology ➤ Providing effective and updated Research facilities
<p>8. Funds and grants from various schemes and policies of government and non-government organisation</p>	<ul style="list-style-type: none"> ➤ Identifying and listing various schemes and policies of the government and educational bodies. ➤ Developing plans for promoting and generating sponsorships, funds and MoUs from private and multinational organisations ➤ Dedicated staff or team for the fund generating work ➤ Identifying the domains of the institute that requires funding
<p>9. Social engagement and Community service</p>	<ul style="list-style-type: none"> ➤ Resource and funds analysing for the social and community activity ➤ Analysing the social and community requirements in the surrounding rural areas ➤ Promoting and sponsoring educational awareness ➤ Initiating the Rotract Club , NSS and departments to design and organise community development drives and events ➤ Encouraging students to participate in social and community activities ➤ Organising various social activities in college ➤ Conducting student’s visits to ashrams, old age and orphanage homes

<p>10. Skill Development</p>	<ul style="list-style-type: none"> ➤ Conducting various skill development programs for the 10th and 12th passed outs; also for students and faculties of all colleges ➤ Establishing dedicated skill development centre and infrastructure ➤ Applying for various governmental initiatives for skill development in the institute. ➤ Promoting Kaushalya Vikas Yojna and conducting programs on same by college faculties. ➤ Establishing a dedicated committee for promoting skill development in institute and in society.
<p>11. Physical infrastructure and facility</p>	<ul style="list-style-type: none"> ➤ Enhancing the classrooms and laboratories ➤ Planning and Analysing the requirement of facilities ➤ Establishment of e-learning and virtual labs ➤ Establishing various cells for dedicated purpose ➤ Enhancing basic amenities of the college ➤ Upgradation of departments and library ➤ Improving safety and security management ➤ Adopting efficient and economical sources for power, water and waste management ➤ Dedicated staff for infrastructure maintenance and regular audit of the facilities

9. Conclusion

The strategic plan is an effort to sketch down a pathway for the development and accomplishing the goals of the institute. The framework is designed for conveying the goals of the institute for upcoming years. The proper implementation of strategic and regular evaluation will be carried out through team work with good spirit to lead success and sustainability over the time. The detailed deployment plans are not spelled due to planning restrictions. This plans may not be static and possibly be updated according to the requirements.