SREENIDHI INSTITUTE OF SCIENCE AND TECHNOLOGY
(Autonomous)
(Approved by AICTE, Affiliated to JNTUH)
Yamnampet, Ghatkesar Hyderabad - 501 301

www.sreenidhi.edu.in

STRATEGIC PLAN

2023 – 2028

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1. PREFACE

Sreenidhi Institute of Science and Technology–Hyderabad, sponsored by Sree Educational Group was established in the year 1997 by the Chairman, Dr. K.T. Mahhe, an extraordinary educationist, a pragmatic leader, and a dynamic entrepreneur with rich experience in Academics and Industry. He is an outstanding personality devoted to the cause of providing high-quality technical and scientific education to urban and rural students of Telangana, Andhra Pradesh, and all other states alike. Mr. K. Abhijith Rao, CEO of the Institute is a visionary leader with an exceptional education from world-class institutes and embodies youth and dynamism. A genuine commitment to the mission and dedicated leadership makes SNIST one of the finest and well-recognized higher educational institutions in India. Variety of facilities on the campus including, state-of-the-art labs with sophisticated equipment, libraries, Wi-Fi enabled campus, knowledge centre, lavish AC auditoriums, smart classrooms, Hostels with premium facilities, amenities on campus including ATMs, bookstores, dining options, cafeterias, playground and many more give the students a truly fulfilling and enriching experience.

Highly qualified faculty, flexible and dynamic curriculum, exciting research projects, and global connections are the features that set SNIST ahead of the rest. The students here are encouraged to participate in a wide range of academic, practical, co-curricular, extra-curricular programs to enable them to gain the required exposure to a wide variety of social, cultural, and intellectual opportunities and challenges. Such interesting learning experiences have transformed our students into multi-skilled and multi-tasking personalities, ensuring success in their lives and careers.

PROGRAMMES OFFERED

SNIST is an UGC Autonomous college affiliated to JNTUH Hyderabad and is approved by the All India Council of Technical Education, New Delhi (AICTE). The college is accredited by NAAC with A+ grade in the year 2021 and all the eligible courses are accredited by NBA. The institute offers a wide range of specializations in various engineering disciplines. The courses offered are as follows:

UNDER-GRADUATE PROGRAMMES

S.No.	Department	Year of establishment
1.	B.Tech - Civil Engineering	2016
2.	B.Tech - Computer Science and Engineering	1997
3.	B.Tech. – CSE (AI and ML)	2020
4.	B.Tech. – CSE (Cyber Security)	2020
5.	B.Tech. – CSE (Data Science)	2020
6.	B.Tech. – CSE (Internet of Things)	2020
7.	B.Tech - Electronics & Communication Engineering	1997
8.	B.Tech - Electrical & Electronics Engineering	1997
9.	B.Tech. - Information Technology	1997
10.	B.Tech - Mechanical Engineering	1997

POST-GRADUATE PROGRAMMES

S.No.	Specialization	Year of establishment
1.	M.Tech - Computer Science and Engineering	2014
2.	M.Tech – Computer Electronics and Digital Systems	2004
3.	M.Tech – Electrical Power Engineering	2004
4.	M.Tech – Thermal Engineering	2017
5.	Master of Business Administration (MBA)	2006

HIGHLIGHTS

- ❖ 10 UG Programs with an annual intake of 1800+ students
- ❖ 135 Faculty members with Ph.D Degree in the college out of total strength of 402.
- ❖ Accredited by NAAC with A+ Grade
- ❖ All Eligible Engg. Depts accredited by NBA
- ❖ NIRF ranking, SNIST was placed in the band of 101-150 in Innovation category
- ❖ Campus-wide Networking with Wi- Fi connectivity, 500 Mbps Internet
- ❖ Dedicated Career development cell (CDC) and Centre for written communication (CWC)
- ❖ Four Engineering Depts recognized as research centres by JNTUH
- ❖ College is recognized by DSIR, Govt. of India as Scientific and Industrial Research Organization (SIRO)
- ❖ Power generation through solar power plant upto 500 kW
- ❖ Recipient of World Bank Assistance under TEQIP – I & II with total funding of Rs. 15.72 Cr
- ❖ Sponsored research projects from prestigious agencies such as DRDO-CAS, DRDO RCI, DLRL, DST, DBT, AICTE and UGC, research revenue worth over Rs.142.99 Lakhs.
- ❖ 134 Technology and Design Patents filed and published and 22 granted.
- ❖ Recognized as Host Institute to Support Business Incubation under the scheme of Development Commissioner, Ministry of MSME – GI.
- ❖ Top 5 % of TS-EAMCET candidates who have written the exam have chosen Sreenidhi to pursue B.Tech Program
- ❖ Enrolment rate of students is varying between 96 % - 98.5 % depending on the branch
- ❖ The Average Pass percentage of IV-year students is about 92 %
- ❖ 80-85 % of Eligible Students are placed in the campus Placements by various Companies

2. VISION, MISSION, QUALITY POLICY AND CORE VALUES

VISION

To emerge as a leading Center for Technical Education and Research with a focus to produce professionally competent and socially sensitive engineers capable of working in a multidisciplinary global environment

MISSION

1. To train the students in the fundamentals of Engineering, Science and Technology by providing a good academic environment to pursue undergraduate, postgraduate, and Doctoral programs in chosen fields of Engineering and Technology for a successful professional career.

2. To be a continuous learning organization by developing a strong liaison with Academia, R & D institutions, and Industry for exposure to practical aspects of engineering and providing solutions to the industrial and societal problems for sustainable development. To imbibe skills for entrepreneurship, project, and finance management.

3. To inculcate teamwork, leadership, professional ethics, use of modern tools, and IPR issues so that graduates are encouraged to obtain patents and respond to the competitive global environment.

4. To promote strong research culture in graduates for lifelong learning, to explore the frontiers of knowledge, and present at technical fora/publish in Journals at a national/international level.

QUALITY POLICY

Sreenidhi Institute of Science and Technology is committed to providing excellence in education, research, and innovation, fostering a culture of continuous improvement to meet student aspirations, industry standards and society at large.

CORE VALUES

- ❖ Encourage and develop a academic culture that is focused on students, their needs, goals, and aspirations
- ❖ Ensure Good academic & working ambience for Quality teaching- learning
- ❖ Propose innovative programs and courses in cutting edge areas
- ❖ Pledge transparency, accountability and appropriate evaluation at all levels of the institute
- ❖ Promote tolerance, respect for diversity, and an appreciation of it within our academic endeavour.
- ❖ Continuous Engagement in Social service activities
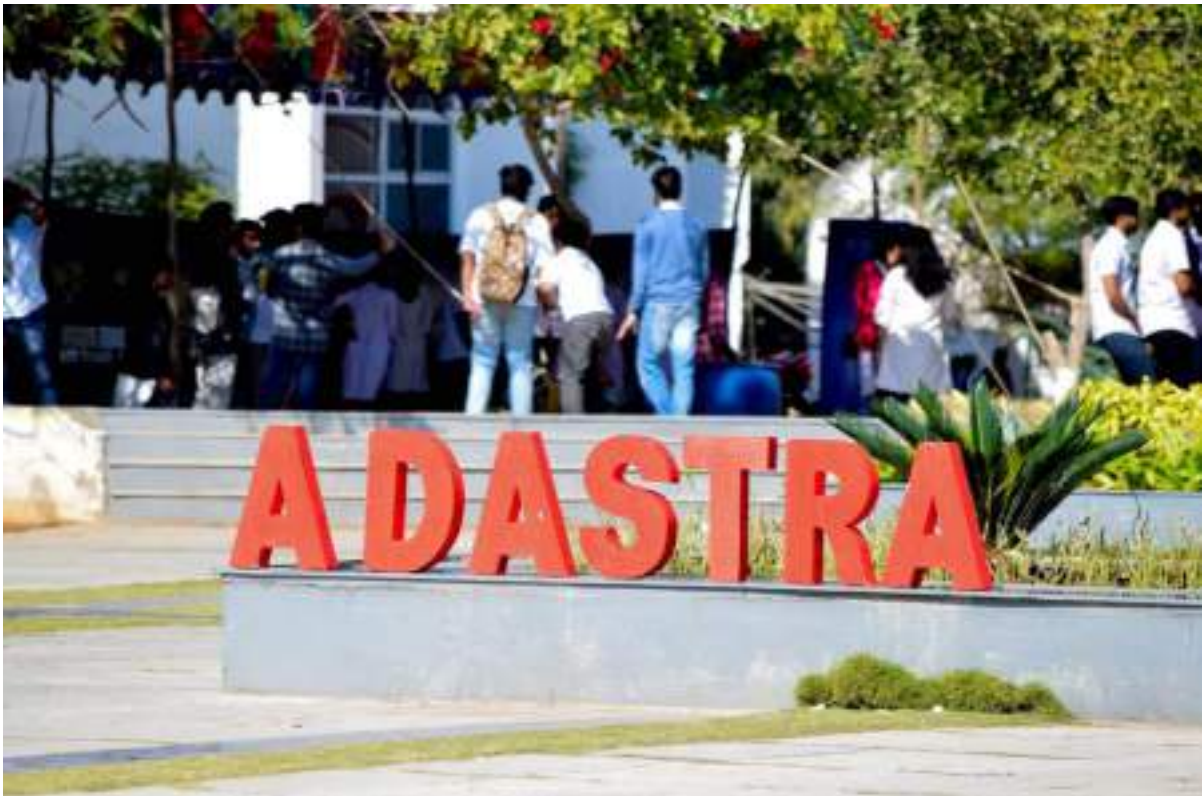
3. SWOC ANALYSIS

STRENGTHS:

1) Strategic location in Telangana provides easy access to major technology hub in Hyderabad, and several industrial areas, enhancing opportunities for internships, collaborations, and industry partnerships.

2) Strong Curriculum with wide choice of courses for students to choose to prepare students for global challenges.

3) Clearly specified calendar of events and strict adherence to it

4) Infrastructure includes well equipped labs, ICT enabled class rooms, attracting students seeking a conducive learning environment.

5) A highly qualified and experienced faculty can provide quality education and guidance to students. Good Faculty retention rate and more than 100 faculty with Ph.D.

6) Proximity to research institutions and industries offers ample opportunities for research projects, internships, and practical exposure.

7) Depts. of the College recognised as research centres by JNTUH.

8) Dedicated Innovation and Incubation Center (Sreenidhi Ascend) to promote and support Innovation culture in the college

9) Excellent student support system by the way of career enhancement training resulting in good placements, remedial classes for academically weak, mentoring and several vibrant technical, social, cultural and sports clubs for the all-round development of students.

10) Several Green campus initiatives by the college for better ambience and environment

WEAKNESSES:

1) Sponsored Research projects from funding agencies like SERB, DST etc to be enhanced and Industrial consultancy is limited.
2) Research infrastructure need to be improved
3) Non-availability of faculty quarters and limited student hostels
4) Alumni engagement with college needs to be further enhanced.
5) Self-financed institute tuition fee regulated by government

OPPORTUNITIES:

1) Eligibility for Deemed University status
2) Strengthen Collaboration with local industries can lead to internships, research funding, and placement opportunities for students thus contributing to institute reputation
3) Offering skill development programs aligned with industry needs can enhance employability and attract students.
4) Cultivating strong alumni networks can lead to mentorship, placement opportunities, and financial support for institutional growth
5) Mobilize Research funds from Government and Non-government agencies

CHALLENGES:

1) Competing with established engineering colleges/pvt universities etc in the region can be tough, requiring innovative marketing and educational strategies.
2) Meeting accreditation requirements and maintaining quality standards can be a continuous challenge.
3) Retention and recruitment of Quality faculty
4) Securing funding for infrastructure development, research, and scholarships can be a persistent challenge.
5) As tuition fee is govt. regulated, this could impact the college's operations and planning.
6) Attracting and enrolling talented student body can be challenging, especially in a competitive market.
7) Adapting the curriculum to meet industry trends and technological advancements requires continuous effort and resources.
8) Communication skill Training students from rural background and placing them in industry.

4. STRATEGIC PLAN DEVELOPMENT AND ESTABLISHMENT OF GOALS

In today's fiercely competitive world, strategic planning is an ongoing process that focuses on attaining the institution's envisioned Vision and Mission successfully. The key advantages of strategic planning lie in its capacity to align the organization with its surrounding conditions, encompassing both internal and external factors that can impact the institution's activities either positively or negatively. This document serves as a record of SNIST's five-year strategy (2023 to 2028) for achieving its aspirational vision and mission through ambitious long-term goals.

The initial section of document provides a clear exposition of the institution's vision, mission, quality policy and core values, coupled with its long-term and short-term goals. The establishment of the vision and mission relied on a SWOC analysis of the institute, taking into account input from stakeholders. Following a comprehensive evaluation of both internal and external factors, the institution's goals were established across various areas of potential growth, a process facilitated through brainstorming sessions involving Deans, Heads of Departments (HODs) and faculty members. Subsequently, strategies with associated action plans were formulated to realize the institution's strategic plan.

When creating the strategic plan and deployment document, a concerted effort is made to engage every stakeholder, fostering a sense of ownership among them. This document is circulated to all departments, with particular emphasis placed on providing explicit guidance for execution and monitoring through the establishment of measurable targets aligned with expected results. The SPD is thoroughly deliberated upon and subsequently endorsed by the institution's Governing body.

Strategic plan identifies the following goals for the years 2023-2028:

GOAL-1: Enhancement of Curriculum, Teaching-Learning and Evaluation

GOAL-2: Recruit, Develop and Retain High quality Faculty

GOAL-3: Enhancement of Research, Innovation and Entrepreneurship

GOAL-4: Effective Student Support in Academics and Co-Curricular & Extra-Curricular Activities

GOAL-5: Improve Student Placements through Career Guidance and Training

GOAL-6: Upgrade the College Infrastructure and Technology to Support Academics, and Administrative Tasks

GOAL-7: Upholding Quality Assurance through National accreditations, Audits and feed back

GOAL-8: Implementing Good Governance, Stable Finance, Outreach and Institute Branding

5. STRATEGIC PLAN 2023-2028

The SNIST Strategic Plan for the years 2023 – 2028 is presented hereunder. The goals of SNIST to establish a multi-disciplinary engineering institution with a strong student focus are clearly expressed. We are confident that the SNIST will reach a higher level of quality and success during the next five years with the support and diligent work of all the stakeholders.

5.1
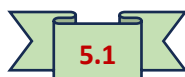
GOAL -1: **ENHANCEMENT OF CURRICULUM, TEACHING - LEARNING AND EVALUATION**

As an autonomous institution, SNIST seeks to make use of the academic and administrative freedom. Academic autonomy has led to implementing novel curricula that place a greater emphasis on project-based learning, professional and open electives, mandatory courses, value-added courses, and internships. All of these initiatives are resulting in the better student empowerment leading to placements, entrepreneurship and better ranked students opting the college through the TS-EAMCET.

The curriculum is periodically updated based on the internal and external academic factors and also by taking into account how the department's vision and goals align with those of the institute. All courses have explicit course outcomes, which are connected to the program outcomes and program educational objectives. The most recent advancements in engineering and technology are being incorporated appropriately to bridge the gap between academia and industry.

S.No.	Key Progress Area (Key Activity)	Implementation plan	Responsibility	Time line
1)	Modernize course curriculum and introduce new programs	Design curriculum as per all POs and expectations of stake holders Introduce programs of importance in emerging areas and relevance to industry	Deans, HoDs, BOS, Principal, Director	2 years

		Identify and Develop new courses in current technology Develop e-learning content		
2)	Promotion of Self and Collaborative learning	Integrating MOOCS such as NPTEL with curriculum Increasing the Practical content of courses Engaging in Technical Seminars Mandatory Internships during summer break	Deans, HoDs, BOS	2 years
3)	Offer Honor/Minor Degree/Value added courses	Identifying appropriate programs to offer additional degrees of value MoUs with with Industry/training partners for Collaboration to offer skill-based courses Implementation of NEP 2020 as per UGC/AICTE/JNTUH guidelines	Deans, HoDs, BOS	2 years
4)	Outcome based education	Well defined course outcomes of each teaching - learning initiative Continuous Assessment and evaluation to measure course outcomes Focus on achieving the defined course outcomes and Program outcomes	HoDs, Deans, Principal, Director, IQAC Director	2 years
5)	Evaluation & Assessment	Create proper feedback system	HODs, IQAC, COE	Annual

		Continuous assessment practices		
		Evolving towards total Digital evaluation		

5.2

GOAL -2: **RECRUIT, DEVELOP AND RETAIN HIGH QUALITY FACULTY**

SNIST recognizes that among the resources required to realize its goals, faculty are the most crucial. Particular emphasis is placed on this necessity in the current environment of rapid growth. To enhance the effectiveness of the teaching-learning process, the student-teacher ratio is crucial. High caliber and diverse teaching and non-teaching staff will be attracted to and retained by SNIST.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Faculty Recruitment	Recruit faculty as per AICTE student: faculty ratio or better Recruitment of competent, diversified and experienced faculty from reputed institutions and Industry	Deans, HoDs, BOS, Principal, Director, CHRO	Annual
2)	Faculty training and development	Encourage and depute faculty to acquire higher qualifications so as to increase the number of Ph.D. faculty Identify and depute faculty for need based training programmes/FDPs of UGC/AICTE/JNTUH etc., Faculty Induction and Pedagogical programme for faculty with less years of teaching experience and newly joined faculty Enhance NPTEL certification of faculty Sponsorship to participate in national /international conferences	HoDs, Principal, Director	Annual

3)	Appraisal, Rewards and Incentives	Implement a comprehensive performance appraisal system	HoDs, Deans, Principal, Director, CHRO	Annual
		Best Teacher awards for best overall contribution by faculty		
		Incentives for research work and innovation		

5.3

GOAL -3:	ENHANCEMENT OF RESEARCH, INNOVATION AND ENTREPRENEURSHIP

High caliber Research, Innovation and Entrepreneurship are priorities for the institution. The Institution has created a well-drafted research policy to direct, promote, fund, support, and oversee core and multi-disciplinary research in order to streamline research activities. The Institution supports its faculty in achieving and maintaining research excellence. Institute innovation cell (IIC) has been established to encourage and support enthusiastic students and faculty to take up innovative ideas and incubate them in the college. The college has also been promoting entrepreneurship through IIC. The center holds ideation camps, entrepreneurial talk series, and FDPs; some of these events are backed by TiE-GRAD, Hyderabad and some are funded by the AICTE.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Encourage faculty to engage in high quality research	Incentives for faculty having: paper publication, research projects, patents, consultancy, funded FDPs, Ph.D awarded, Ph.D supervised, Ph.D. guiding Seed money to faculty to carry out internal projects leading to paper publication, patent, innovation etc. Ph.D. registration by faculty with M.Tech qulaification Institutional support to conduct conferences Conducting/Attending Awareness program/seminars on cutting edge technologies and funding agencies Research Review meetings Guidance to faculty to apply for research	HoDs/Dean-Research/Principal/Director	Semester

		grants from AICTE, DST, DRDL, SERB etc		
2)	Research center	Increase the number of departments recognized as research centers by JNTUH All Ph.D faculty should be recognized as research supervisors	HODs, Dean-Research	
3)	Consultancy	Promoting Industrial consultancy activities in departments	HODs, Dean-Research	
4)	Institute Innovation Cell	Organize student events/competitions and prizes for best innovation ideas/products Conduct training programs, workshops to create awareness about innovation among students/faculty Encouraging students to participate in contest conducted by AICTE, MSME etc.,	Dean Innovation	Annual
5)	Entrepreneurship	Collaboration with T-Hub for Formal training on entrepreneurship and developing eco system Organize special awareness and training for students in developing the requisite skill set for entrepreneurship with the participation of successful entrepreneurs Provide incubation support for students	Dean Innovation	Annual

| 6) | Sreenidhi Ascend | Financial and Administrative support is provided to all faculty/staff/students for filling of patents/other IPR related activities

Improve upon the number Patents to be filed and Published | Dean-Innovation, Director, CEO | |
| 7) | AICTE IDEAS Lab | Effective utilization of resources available under the scheme for the skill training of students

Expand the scope of training to youth/artisans of nearby community | Principal, Coordinator-IDEAS | |

5.4

GOAL -4: | **EFFECTIVE STUDENT SUPPORT IN ACADEMICS AND CO-CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES**

SNIST would work tirelessly to provide students with the greatest support possible through student-centric educational approaches such as a flexible elective system, extended library hours, and the availability of e-learning resources, etc. Mentoring system is in place to understand and address the students' problems. The College offers a variety of co-curricular activities, such as student technical clubs, student organizations like NCC and NSS are active in the college. Extra-curricular activities such as arts, photography, non-voluntary organization etc., are also available for students to take part for their overall development.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Student centric initiatives in academics	Full execution of Choice based credit system Conducting Industrial visits and Value-added courses Offering further Project based learning Enhancing students technical skills using AI tools Enhance Student publications Feedback mechanism to assess and improve student satisfaction	Deans, HoDs, Principal, Director	Semester
2)	Student support-Academics	Strengthen existing Mentoring system to expand student interactions Effective support systems (remedial classes) for academically needystudents. Timely redressal of student's grievances	HODs, Faculty, Principal	Semester

		Parent – teacher meeting for improving students performance		
3)	Student support-Extra curricular	For holistic development Encourage students' participation in technical clubs and non-technical clubs, NCC, NSS, Professional societies Conducting National level competitions for students	HODs, NCC Coordinator, NSS Coordinator, Dean-Student Affairs	Annual
4)	Student Participation in Innovation programmes	Engaging students to develop innovative projects Funding support to develop projects	Dean Innovation, HODs	Annual
5)	Celebrating Students Success	Merit Awards for students for excelling in academics, co-curricular and extra curricular activities	HOD, Principal, Dean academics, Director, PD	Annual
6)	Alumni Interaction	Strengthen Alumni association and engagement by Regular interactions /invitations	HOD, CDC, Dept Alumni coordinators	Annual

5.5

GOAL -5: **IMPROVE STUDENT PLACEMENTS THROUGH CAREER GUIDANCE AND TRAINING**

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Improve student employability for placement in Industry	Conducting aptitude, logical reasoning, and psychometric assessments in collaboration with various training agencies for better placement opportunities. Encouraging student participation in hackathons, Ideathons and Student Innovation competitions Counseling, coaching, and mentoring students from rural backgrounds in order to enhance their communication and interpersonal skills to match up their skillsets with the urban students. Intensive Career enhancement training from II year onwards Coding practice on platforms like code tantra from I-Year Imparting Company specific training Obtaining AWS, CISCO, NPTEL certifications Special coding sessions for Non-Circuit branches	CDC, Dean & Associate Dean-Training CWC, HODs	Annual
2)	Student internship in industry	Addition of more engagement	CDC, HODs	Semester/ Annual

		opportunities for students i.e., Industry visits, Guest lectures, Special workshops, Seminars from Industry personnel, Skill training by Value added courses		
3)	Higher education guidance	Conduct International education fairs in campus	CDC	Annual

5.6

GOAL -6: | **UPGRADE THE COLLEGE INFRASTRUCTURE AND TECHNOLOGY TO SUPPORT ACADEMICS, AND ADMINISTRATIVE TASKS**

The institute works constantly to upgrade the physical infrastructure as well as the academic infrastructure to cope with the growth of SNIST. Laboratory equipment are regularly upgraded and well maintained. The institute wants to increase the efficiency and efficacy of the teaching-learning process by providing ICT facilities in each classroom. ERP software SAP is being used to automate the administrative tasks of the college. Energy conservation measures are in place for maintaining Green campus initiative. The library has good collection of books to cater the academic and research needs of students and faculty.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Upgrade classroom infrastructure to support modern teaching methods	Maintain Aesthetic Class rooms and Seminar halls Implement Smart Campus/Class room (more wi-fi spots,) for effective teaching-learning Access to e-lectures Increase availability of e-content by Digital recording studios	Deans, HoDs, Director-Infrastructure, Principal, Director	Semester
2)	Maintenance of Laboratories	Removal of obsolescence and improve laboratory ambience and aesthetics	HODs, Principal, Director	Semester
3)	Industry supported Labs	Develop/Establish laboratories in various departments with Industry	HODs, Principal, Director	Annual
4)	Student facilities	Enhanced student facilities like sports facilities, cafeterias, water facility, hostel and exclusive club rooms	PD, Principal, Director, Director-Infrastructure,	Annual
5)	Library	Strengthen digital content creation Enhance subscription to electronic resources and databases	Dean Library, Library Incharge	Annual

6)	Campus security & safety	Better campus surveillance by cameras and drone technology	Director-Infrastructure, Chief security officer	Annual
7)	Administration	Adopting ERP system SAP for improving efficiency and transparency of 0perations the administrative tasks like accounts, student data etc.,	CTO	Semester/Annual
8)	Clean and Green Campus	Adopting efficient and economical sources for power, water and waste management like solar power, rain water harvesting, solid waste management, water recycling, energy audits, minimal plastic usage, Plantation	Director-Infrastructure	Semester/Annual

5.7

GOAL -7:   **UPHOLDING QUALITY ASSURANCE THROUGH NATIONAL ACCREDITATIONS, AUDITS AND FEED BACK**

Autonomous status with accreditation from organizations like NAAC and NBA, are desirable for an institute to survive over the long term and withstand the dynamic changes in the academic environment. These accreditations would raise the institute's academic and administrative standards as well. Additionally, there would be an increase in placement opportunities and research grants from national level organizations. Hence, obtaining accreditation is strongly emphasized. Periodic feed back from stake holders and conducting internal and external academic audits raise the institution's operational standards.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Academic and Administrative Audit of various Departments	Conducting regular Academic audit at the end of the academic year for all the departments	IQAC- Director/ HoDs/Principal/Director/	Annual
2)	Student Satisfaction Survey	Obtaining periodic feedback from students across the college on various aspects of college functioning to seek improvement	IQAC	Annual
3)	Student feed back on faculty	Seeking feedback on the effectiveness of teaching-learning thrice in a semester	HoDs	Annual
4)	NBA accreditation	Critical Review of previous NBA evaluation reports and existing processes in the departments as per NBA criteria Creating and organizing all the required Institutional and departmental data To apply for and secure NBA accreditation for all eligible depts at the end of existing cycle	HODs, Principal, Deans, Director, CEO	2025

| 5) | NAAC accreditation | In-depth Review of previous NAAC evaluation reports and existing processes in the institute as per NAAC criteria

Creating and organizing all the required institutional and departmental data

Follow the guidelines and schedules and apply for accreditation | HODs, IQAC-Director, Principal, Director, CEO | 2025 |
| 6) | MHRD-NIRF | Critical Review of previous NIRF reports Creating and organizing all the required institutional data

Submission of requisite data as per NIRF format | Dean-Academics, Principal, Director, CEO | 2024 |

5.8

GOAL -8:	IMPLEMENTING GOOD GOVERNANCE, STABLE FINANCE, OUTREACH AND INSTITUTE BRANDING

The institute's ongoing objective to ensure sustainability and viability requires the leadership, direction, and support of the governing body, which is a crucial element of good governance. In addition to ensuring transparency, integrity, and an equitable approach, this ensures good financial management and efficient resource allocation. A strategic plan is being put into action to maintain this excellent status and raise it to newer heights by defining plans for good governance, conducting outreach activities and doing Focused branding and marketing which will help the organization improve its reputation and visibility.

S.No.	Key Progress Area	Implementation plan	Responsibility	Time line
1)	Good Governance	Leadership development through Decentralization of Institute tasks for better monitoring and evaluation Governing body meetings for guiding and approving policy matters	Principal/Director/CEO/Governing Body	Annual
2)	Finance	Budget formulation & approval through Finance Committee and Monitoring expenses as per budget planning Fee and Salary structure monitoring Procurement and Financial policies implementation IRG by Support through research, consultancy and training	CFO, CEO, Principal, Director, HODs	Annual
3)	Outreach	Identify nearby rural/backward community to	Faculty, NCC, NSS, Student Clubs, Director, CEO	Annual

		provide support related to teaching, books, clothes, health and any other for children, students and elders Financial support to needy students		
4)	Institute Branding	To enhance the college's brand visibility and reputation by leveraging digital platforms, social media	Director - Digital marketing	Regular

6. SHORT TERM AND LONG-TERM GOALS

SHORT TERM GOALS (2023-25)

1) To attain NAAC A++ grade during 3rd Cycle Accreditation.

2) To renew the Autonomous status of the institute for 10 years

3) To secure TOP 100 position in NIRF-Innovation Ranking 2024

4) To achieve Academic excellence by achieving by 95 % pass rate in examinations

5) Periodically review the curriculum and introduce industry relevant courses

6) Improve the multi-disciplinary projects (Research and Students) in the institution

LONG TERM GOALS (2023-28)

1) Establish Centres of Excellence in upcoming engineering fields like Artificial intelligence, Cyber Security and Internet of things.

2) To start new UG programs in emerging areas and enhance the intake of existing programs.

3) Adopt (NPTEL) courses in the curriculum

4) To have 60% of Faculty with PhD qualification.

5) Increasing the placement % of students to 90%

6) To be ranked among TOP 200-250 Engineering institutions in NIRF Ranking.

7) Incubate successful start-ups and creating innovative products using the knowledge and technologies developed by the Institution.

8) Attain the status of Deemed to be University within next 10 years.

7. CONCLUDING REMARKS

The strategic planning document created will function as a monitoring instrument for self-assessment across different organizational levels, providing guidance from management to staff. Regular evaluations will be conducted to gauge progress relative to the plan and implement any required adjustments. The aspiration is that through consistent dedication, engagement, vigilance, and support, the objectives outlined in this document can be achieved. SNIST is committed to carrying out the Five-Year Strategic Plan in a successful manner and keeping track of its implementation. A core team that meets quarterly to discuss the progress, will implement and closely monitor the plan. The core team for the institutional strategic plan (2023–2028) will support the strategic plan's effective execution.