



# Acharya Institute of Graduate Studies

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*Strategic*

*Planning*

*and*

*Deployment*

*Document*



**ACHARYA INSTITUTE OF GRADUATE STUDIES**  
(NAAC Re - Accredited 'A' and Affiliated to Bengaluru City University)  
Soldevanahalli, Bengaluru-560107

## **VISION**

Acharya Institutes, committed to the cause of value-based education in all disciplines, envisions itself as a fountainhead of innovative human enterprise, with inspirational initiatives for Academic Excellence

## **MISSION**

"To take learning beyond the boundaries and to provide exposure to the students that would help them remain focused and gain knowledge in all respects. To help them learn professional ethics, social values and societal commitment so that they become globally acceptable and competent professionals"

## **CORE VALUES**

- Discipline
- Determination
- Dedication
- Integrity & Trust
- Involvement
- Professionalism with good human values
- Team spirit and healthy competition
- Equality, integrity, patriotism and brotherhood
- Transparency
- Better academic environment
- Communal harmony

## **OBJECTIVES**

- Impart new ideas and concepts to the students, aids them in development of critical thinking thus enhancing effective learning and competency building.
- Impart value based education for holistic development of the students and to transform them to be better citizens.
- Create forum for academic and professional debates with experts in equipping the students to meet the up-coming market-challenges of the dynamic world.
- Provide better facility and environment for teaching-learning and research.
- Ensure transfer of knowledge and skills for the fulfillment of societal needs to be in pace with modernization.

## **SWOC Analysis**

### **STRENGTHS**

- Visionary and committed Management
- Financially sound Management
- Implementation of NEP 2020
- College is located near Industrial area
- State-of-art Laboratories
- Digital library facilities
- Wi-Fi enabled campus with high intranet facility
- Information and Communication Technology (ICT) enabled classrooms
- Indigenously developed Acharya Live (ALive) platform for virtual classes
- Olympic size Stadium for sports
- Auditorium for the conduct of cultural and co-curricular activities
- Qualified, experienced and committed Faculty
- Meritorious, Institutional scholarships and Freeships
- Student centric teaching-learning
- Comprehensive holistic approach to teaching-learning

- Industry readiness training programme
- Student exchange programs at international level
- Organising seminars, workshops and conferences for student and Faculty
- Well-connected alumni network for internship and placements

## **WEAKNESS**

- Encourage Faculty to publish research paper in Q1 and Q2 journals
- Strengthen funded projects
- Improve in consultancy
- Attract meritorious rank students

## **OPPORTUNITIES**

- Enhancing research aspects by involving students
- Engage in extension activities for rural populations to be addressed and catered for qualitative transformation.
- Improvise language proficiency of students
- Plan to beam e-learning
- Translating learners interests to inventors/developers/designers
- Wide scope for placements
- Career opportunities in foreign Universities

## **CHALLENGES**

- Retention of young Faculty due to industry interests
- Competing with Foreign/Deemed/Private Universities
- Evolving educational ecosystem
- Adaption of fast Changing Technology trend
- Encourage innovation and startups
- Complete implementation of NEP 2020 in the present scenario

## **STRATEGIC GOALS**

The team of AIGS after several discussion and planning, guided by the Mission and Vision of the Institute, Quality Policy, Core Values, Stake holder's expectations and SWOC analysis have framed the Institutions strategic Goals.

### **INSTITUTION STRATEGIC GOALS:**

1. Curriculum Development
2. Adopting effective teaching learning methodologies
3. Developing and following leadership and participative management
4. Establishing a continuous Internal Quality Assurance System
5. Ensuring good governance
6. Ensuring student's development and participation
7. Ensuring staff development & welfare
8. Developing financial management
9. Emphasize on Institute – Industry interaction and partnership
10. Entrepreneurship Development
11. Encouraging research and development work
12. Increasing internal revenue generation
13. Increasing Alumni Interaction and participation and Outreach activities
14. Engagement in Community Services and Activities
15. Developing physical infrastructure
16. Getting memberships of professional bodies, Local chapters, student's chapter

# **STRATEGIC PLANNING**

## **1. Curriculum Development**

- Certificate/ value added courses
- Vocational Education and training (VET) to be initiated
- Capacity enhancement programs

## **2. Teaching-Learning Process**

- Academic planning and preparation of Academic Calendar
- Development of teaching plan as per OBE
- Preparation of Lesson Plan and Internal tests Question Papers based on CO & PO mapping
- Use of more teaching aids and adopt more ICT
- Development of e- learning resources
- Promote research culture & facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Conduct training, based on need analysis
- Evaluation parameters and benchmarking
- Continuous assessment to measure outcomes
- Performance/ Professional development through various courses /administrative training programs/ workshops/talk
- Student and faculty exchange programs
- Student and faculty internships
- Enrolling staff and students for MOOCs
- Enhance/ upgrade qualification of Faculty
- Prepare students for Competitive examinations
- Improving Results

### **3. Research and Innovation**

- Dedicated R&D facilitation centre for all the departments
- Establish and develop Laboratories with more research facility
- Fund generation through Project proposals
- Apply for Government/Non-Government industry sponsored, projects
- Collaborations with Government & Private Institutes, Universities and Research Organizations
- Encourage research publications in reputed journals
- Support for research, consultancy, innovation
- Support for Organizing national and international conferences
- Participation in FDPs/Workshops/Conference, Community outreach programs
- Incubation center
- To establish linkages/MOUs with industry/institution/ research lab for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc

### **4. Infrastructure and Learning Resources**

- Campus homes recreational spaces
- Open green spaces on campus
- Plentiful Plantation landscape
- 24/7 under Camera Surveillance and monitored by a centralized security team
- ATM Facility
- Health care center to deliver medical aid to the students and faculty
- 24/7 Ambulance facility can be availed in case of emergencies
- Parking area for vehicles
- Wi-Fi enabled campus with state-of-art infrastructure and facilities
- Well-maintained canteen and hostels with an ambience for learning
- Eco-friendly and hygienic Cafeterias
- Facilities for indoor and outdoor games to promote sports activities
- Gym facilities
- Rest rooms

- Lift facility
- Water facility
- First aid service
- Computer labs with Wi-Fi and LAN network, high-end systems with stable configured servers for the students and staff members.
- Library books, e-journals and e-books on NLIST
- e-Journals and e-books on Proquest online database.
- Infrastructure, building development & modification
- Smart Class rooms
- Seminar halls
- ICT enabled classrooms
- System up gradation
- Rain water harvesting & Sewage treatment plant.
- Renewable energy usage
- Facilities for e-content development such as Media Centre, Recording facility for e-learning
- Facilities for NSS and NCC activities
- Transportation for students, faculty and guests.

#### **5. Student's Development and Participation**

- Budget allocation for student development programmes and activities
- Students Training & Placement Activities
- Student's representation in various committees and cell
- Organizing & Participation in competitions
- Rewards & recognitions of achievers
- Organizing/participating Co-curricular and Extra Curricular activities Industry/field /clinical visits

#### **6. Financial Management**

- Framing & implementation of Purchase and financial policies.
- Department wise Budget planning and allocation



- Forecasting income & expenditure
- Effective functioning of purchase committee
- Budget formulation & approval through Finance Committee
- Periodic Audit

## **7. Good Governance**

- Vision, Mission development & their articulation in every key position
- Inclusion of industrialists & academicians in the GB
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management Systems
- Following organization structure
- Smooth functioning of statutory committees
- Established e-governance
- Leadership development through decentralization
- Establishing internal audit committee
- Develop Policy and Procedural Documents and implementation
- Code of conduct, service rules, leave rules and Staff welfare policy implementation
- Establishing fair and transparent performance appraisal system
- Participation in NIRF
- Recruitment Policy formation & implementation

## **8. Internal Quality Assurance System**

- Conducive academic to uphold holistic education,
- Innovativeness and adaptive educational policy.
- Academic and administrative aspects.
- Monitors and supervises Teaching-Learning,
- Conduct programs to uplift Research & Development
- Adequate utilization of funds

- Analyze the key areas for improvement and suggest remedial measures/corrective action.
- Creation of the Academic Calendar,
- Monitoring feedback mechanism,
- Review of Institutional Infrastructure
- Review of Faculty performance
- Implementation of inputs from the faculty members representing Academic Council, Syndicate body, Board of Studies, Board of Examination and Evaluators
- Preparing AQAR reports and NIRF India ranking
- Coordinating Governing Council meetings.
- Ensures quality initiatives through the conduct of Workshops/Seminars/Conferences/FDPs
- Academic and Administrative Audits
- Green audit
- Institutional Inclusivity to engage in best practices and implementation of activities.

## **9. Staff Development and Welfare**

- Staff performance evaluation and appraisal system
- Staff Training for quality improvement
- Best possible work facilities & infrastructure facilities
- Rewards, recognitions and incentives
- Deputation for seminars, conferences and workshops etc
- Support for enhancing qualification/learning improvement

## **10. Innovative Practices**

- Institutional Distinctiveness
- Gender equity promotion Program
- Use of renewable energy sources
- Liquid waste management
- E-waste management
- Rain water harvesting

- Conduct and document Green audit
- Contribution to local community
- Code of conduct handbook (Human Values and Professional Ethics) for students, teachers,
- Activities organized to increase consciousness about national identities and symbols
- Courses on Human Values and professional ethics

### **11. Alumni Interaction**

- Formation of Alumni association, participation and registration
- Data base creation, Regular interactions with alumni and networking
- Leverage for guest lecturers/internships/placements/training/ entrepreneurship
- Exploring Contributions
- Brand ambassadors

### **12. Community Services**

- Identify community and social development work
- Identify challenges of society for development work
- Conducting awareness camps

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## **STRATEGY IMPLEMENTATION AND MONITORING**

During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. Principal along with the other members of IQAC periodically review the strategic plan and its deployment.

### ***Responsibility & Accountability Matrix for various activities at institute level***

<b>Governance &amp; Administration</b>	Chairman, Governing Council (GC) Member, Principal & Administrative office
<b>Infrastructure (Academic &amp; Physical facilities)</b>	GC, Chairman JMJ education society, Principal & HOD's
<b>Teaching- Learning</b>	Principal, HODs, Faculty and Staff, supporting Departments (Housekeeping, Transport & Maintenance)
<b>Departmental Activities</b>	HODs and Faculty
<b>Students Development</b>	Principal, HODs and concerned committee.
<b>Research &amp; Development</b>	Principal, HODs and R&D cell
<b>Training &amp; Placement</b>	Principal, TPO and HODs
<b>Quality Assurance</b>	Principal and Director IQAC

## **CRITERION**

- **Curricular Aspects.**
- **Teaching & Learning, Evaluation.**
- **Research, Consultancy, and Extensions.**
- **Infrastructure and Learning Resources.**
- **Student Support and Progression.**
- **Governance, Leadership, and Management.**
- **Institutional Values & Best Practices**

### ***Key Result Areas to be measured during implementation.***

#### **1. Curriculum Development**

- Planned academic calendar and documentation for academic aspects
- No. of faculty Representation in BOS/BOE/Evaluator/Setter etc
- No. of Certificate / Value added / Add-on courses
- No. of crosscutting issues
- No. of project work / dissertations / field work / internships

#### **2. Effective teaching learning process**

- ERP System
- Lesson plan
- Syllabus completion
- No. of learning resources
- No. of teaching aids
- Healthy student teachers ratio
- Student engagement in seminars/ conferences/ visits
- Mini and Major projects
- No. of co-curricular and Extracurricular activities
- No. of student counselling/ mentoring/ training sessions conducted

- Conduct of Internal Test
- University Examination Results (Pass, First classes, Distinction, Ranks)
- Student feedback
- Implementation of OBE
- Implementation of NEP

### **3. Research and Innovation**

- Government fund generation through Project proposals
- Incubation Center for ecosystem
- Conducted the events on research methodology, entrepreneurship and IPR
- Encourage research publications in reputed journals
- Encourage books / chapters / conference proceedings publications
- Involved in extension activities to benefit the societal community
- Outlook to explore much beneficial extension activities that attracts the awards and recognitions
- Engaged in extension and outreach programs
- Enhance linkages/MOUs with Industry/ Institution/ Research lab for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research and academic activities

### **4. Infrastructure and Learning Resources**

- Campus homes recreational spaces
- Open green spaces on campus
- Plentiful Plantation landscape
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- ATM Facility
- Health care center to deliver medical aid to the students and faculty
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- Parking area for vehicles

- Wi-Fi enabled campus with state-of-art infrastructure and facilities
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- Rain water harvesting & Sewage treatment plant.
- Renewable energy usage
- Facilities for e-content development such as Media Centre, Recording facility for e-learning
- Facilities for NSS and NCC activities
- Transportation for students, faculty and guests

## **5. Student's Development and Participation**

- Impressive Government / Acharya Institute Scholarship / freeships
- Enhanced capacity building and skill enhancement initiatives
- Involvement of students in competitive examinations and career counselling
- Adherence to policy and, rules and regulations for redressal of student grievances
- Student's representation in various committees and cell
- Appreciative progression of students in placements and higher education
- Motivate the students by the conduct of sessions for State / National / International examinations
- Engagement of students participation in sports and cultural competition events
- Organizing/participating Co-curricular and Extra Curricular activities

## **6. Governance, Leadership and Management**

- Vision and Mission statement
- Policy documents listed on Website
- Effective Institutional strategy and deployment
- E-governance in administrative, finance and accounts, student admission and support and examinations
- Effective performance appraisals for teaching faculty through ERP system -FARM, DMU and IMU
- Quality enhancement through execution of faculty development programmes, professional development and administrative training programs
- Financial audits
- Quality initiatives are engaged by IQAC through the conduct of programs on teaching-learning processes and Outcome Based Education (OBE)
- IQAC performs academic review, collects student feedback on curriculum and teaching faculty
- Tracking of faculty improvisation
- Participates in AISHE, NAAC, NIRF and LIC



## **7. Institutional Values and Best Practices**

- Organises events on gender sensitization / equity, celebration of commemorative days
- Solar panel implanted on Institution terrace area
- Sewage Treatment Plant (STP)
- Rain water harvesting
- e-waste disposal
- District green champion awardees for maintaining green campus
- Ramps and lifts facility for disabled friendly barrier free support
- Green Audit
- Green and picturesque campus
- Plantation events
- Institutional Social Responsibilities (ISR) events, Swatch Bharat Abhiyan, Clean India events at nearer localities
- Unnat Bharat Abhiyan (UBA) activities
- Green Initiatives, and e-governance and ICT practices

## **MONITORING STRATEGIC PLAN**

The implementation of strategic plan will be monitored time to time by Principal, IQAC through periodic review. The section heads & committee coordinators will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Principal. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. The Management & GC members review the reports forwarded for further discussions and approval.