

# **Dr. Rajendra Gode Institute of Technology & Research (DRGITR), Amravati**

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

### **I. PREAMBLE**

Dr. Rajendra Gode Institute of Technology & Research (DRGITR), Amravati, envisions transforming itself into a centre of excellence through innovation, multidisciplinary education, research, and societal engagement. In alignment with the **National Education Policy (NEP) 2020**, **National Credit Framework (NCrF)**, **Academic Bank of Credits (ABC)**, and UGC guidelines for Institutional Development Plans, this IDP articulates a 15-year roadmap for sustainable growth, academic excellence, research advancement, and community impact.

### **II. SOCIAL AND ACADEMIC MISSION**

#### **Social Mission**

DRGITR commits to delivering equitable, accessible, and affordable technical education while contributing to regional and national development through:

1. Inclusive access to quality education, especially for rural, backward, and PwD students.
2. Development of technology-driven solutions addressing local and national challenges.
3. Integration of vocational education, skilling, and experiential learning into engineering education.
4. Generating industry-ready, ethical, and entrepreneurial graduates.
5. Promoting gender equality, inclusivity, sustainability, and social responsibility.
6. Strengthening international mobility and global exposure for students and faculty.

#### **Academic Mission**

DRGITR aims to nurture intellectually grounded, technically competent, ethically responsible, and innovative engineers through:

1. Promotion of holistic, interdisciplinary, and flexible learning ecosystems.
2. Attainment of discipline-specific learning outcomes aligned with NHEQF & NSQF.
3. Development of critical thinking, design thinking, innovation, computational thinking, and problem-solving skills.
4. Creation of a foundation for lifelong learning, research aptitude, and entrepreneurial mindset.



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### III. BASIC PRINCIPLES

The DRGITR IDP is guided by principles of:

- Learner-centric pedagogy and flexible curriculum
- Interdisciplinary integration aligned with NEP 2020
- Responsible autonomy with robust accountability
- Continuous improvement and data-driven decision-making
- Inclusive growth and stakeholder participation
- Integration of vocational and academic learning
- Strengthening research, innovation, and entrepreneurship
- Transparency, good governance, and ethical functioning
- A future-ready vision with digital transformation

### IV. MAIN OBJECTIVES OF THE IDP

1. Define a clear vision and mission aligned with NEP 2020 and DRGITR's long-term goals.
2. Assess institutional needs through stakeholder consultations.
3. Identify gaps in human, physical, digital, and financial resources.
4. Develop annual and long-term action plans for infrastructural, academic, and administrative improvements.
5. Promote skill integration, employability, and entrepreneurship.
6. Build international collaborations and enhance global mobility.
7. Enhance transparency, governance, digital operations, and stakeholder engagement.
8. Set measurable indicators and timelines for monitoring progress.
9. Establish mechanisms for periodic review, evaluation, and course correction.

### V. STRATEGIC GOALS AND DEVELOPMENT OBJECTIVES

#### Strategic Goals (DRGITR-Specific)

1. Achieve NAAC accreditation with A grade and improve NIRF ranking.
2. Strengthen faculty development, recruitment, and retention.
3. Promote a student-centric learning ecosystem.
4. Enhance employability through industry-aligned training and skilling.
5. Develop Centres of Excellence in AI, EV Technology, Smart Infrastructure, and Agriculture Technology.
6. Build a strong innovation and start-up ecosystem (IEDC/Incubation Centre).
7. Expand digital learning, blended learning, and virtual labs.
8. Boost admissions, retention, and graduation rates.
9. Strengthen alumni networks and CSR-funding channels.
10. Promote interdisciplinary research and IP generation.
11. Upgrade physical infrastructure: labs, classrooms, digital campus, green campus facilities.
12. Develop international collaborations and student exchange pathways



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## **VI. IDP FRAMEWORK – MAJOR COMPONENTS**

### **A. Governance Enablers**

#### **Targets for DRGITR**

- Fully functional Board of Governors, Academic Council, Finance Committee
- Transparent policies for HR, research, procurement, and student services
- Complete digitalization of administrative processes
- Inclusion of alumni and industry experts in governance bodies
- Establishment of Internal Quality Assurance Cell (IQAC) with enhanced functionality

#### **Action Plan**

- Revise institutional policies to align with NEP and UGC norms
- Implement e-governance through ERP
- Mandate stakeholder participation in major decisions
- Conduct annual governance audits

### **B. Financial Enablers & Funding Models**

#### **Revenue Diversification**

- Consultancy, testing services, incubation revenue
- Sponsored R&D projects (AICTE, SERB, DST, MSME)
- Alumni-led endowments
- CSR partnerships with regional industries
- Short-term skill programs with certification bodies
- Professional development programs for industry

#### **Financial Management Strengthening**

- Transparent budgeting and audit mechanisms
- Outcome-based funding allocations
- Investment policy development

### **C. Academic Enablers**

#### **Key Initiatives**

- Curriculum revision aligned with NEP 2020 and industry needs
- Multidisciplinary electives and vocational courses
- Integration of skill-based learning (NSQF-aligned)
- Blended learning, MOOCs, LMS, virtual labs
- Faculty development programs (pedagogy, ICT, curriculum design)
- Mandatory internships, industry projects, community engagement



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## **Expected Outcomes**

- Higher student satisfaction
- Improved academic performance
- Increased employability

## **D. Research, IP, and Innovation Enablers**

### **Planned Interventions**

- Establish DRGITER Research & Innovation Council
- Set up specialised research clusters
- Incentive policy for publications, patents, prototypes
- MoUs with industries and research labs
- Pre-incubation and startup support system
- Annual innovation & research conclave

## **E. Human Resource Enablers**

### **Faculty Development**

- Mandatory FDPs (AICTE ATAL, ICT tools, NEP 2020 implementation)
- Research mentoring
- Sabbatical and industry immersion programs

### **Staff Development**

- Administrative training
- Digital competency building
- Performance-linked incentives

### **Student-Oriented HR Initiatives**

- Career counselling and placement services
- Mentoring and tutoring programs
- Scholarships and financial support

## **F. Networking & Collaboration Enablers**

### **Internal & External Linkages**

- MoUs with top national and international universities
- Industry partnerships for curriculum co-design and internships
- Alumni associations for mentoring, placements, funding
- Collaboration with NGOs and government bodies for social projects



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## **G. Physical Enablers**

### **Upgradation Plan**

- Modern smart classrooms
- Advanced laboratories in emerging areas
- Incubation & Entrepreneurship Centre
- Library modernization (digital library, e-resources)
- Green campus initiatives: solar power, waste management, rainwater harvesting
- Barrier-free, gender-inclusive infrastructure

## **H. Digital Enablers**

### **Digital Transformation Pathway**

- High-speed campus-wide Wi-Fi
- LMS integration for hybrid learning
- Virtual Lab deployment
- ERP for academic, admin, and finance
- Creation of digital content, MOOCs, and online certificates
- Monitoring dashboards for data-driven governance

## **VII. SUMMARY OF IDP**

The DRGITS IDP outlines a comprehensive, future-ready framework that integrates NEP 2020 directives, academic excellence, industry relevance, research growth, and social contribution. The 15-year plan establishes DRGITS as a progressive, dynamic, and impactful engineering institution with strong governance, advanced infrastructure, skilled human resources, and robust collaborations.



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## 1. YEAR-WISE DETAILED ACTION PLAN (5-Year Rolling IDP)

### YEAR 1: FOUNDATION & ALIGNMENT (2025–26)

**Objectives: Governance strengthening, baseline assessment, NEP alignment**

| Area            | Key Activities                                                               | Responsibility       | Deliverables                 |
|-----------------|------------------------------------------------------------------------------|----------------------|------------------------------|
| Governance      | Establish fully functional BoG, Academic Council, IQAC restructuring         | Principal, IQAC      | Revised governance policy    |
| Curriculum      | Begin NEP-aligned curriculum revision; introduce multidisciplinary electives | Dean Academics       | Draft curriculum structure   |
| Digital Campus  | Implement ERP Phase-1 (Academic + Administration)                            | ICT Cell             | Basic ERP modules live       |
| Research        | Create Research & Innovation Council (RIC)                                   | R&D Cell             | Research policy + incentives |
| Infrastructure  | Audit of labs, classrooms, digital tools                                     | Estate Office        | Gap analysis report          |
| HR              | Faculty training on NEP, OBE, LMS                                            | FDP Cell             | Minimum 5 FDPs               |
| Industry        | MoU with 10 industries                                                       | T&P Cell             | Industry partnerships        |
| Student Support | Launch mentoring system                                                      | Dean Student Welfare | Mentor-mentee structure      |

### YEAR 2: IMPLEMENTATION & EXPANSION (2026–27)

**Objectives: Curriculum rollout, digitalization, research strengthening**

| Area              | Activities                                          | Responsibility  | Deliverables                  |
|-------------------|-----------------------------------------------------|-----------------|-------------------------------|
| Academics         | NEP-compliant curriculum implemented                | HoDs            | New syllabus + CBCS           |
| Skill Integration | Introduce NSQF-aligned vocational courses           | Skill Centre    | 2–4 vocational courses        |
| Digital           | Virtual Labs + LMS full deployment                  | ICT Cell        | 100% course content online    |
| Research          | Establish 3 research clusters (AI, EV, Smart Infra) | RIC             | Cluster labs functional       |
| Incubation        | Set up DRGITR Incubation Centre (pre-incubation)    | Innovation Cell | 10 student startups supported |
| Infrastructure    | Smart classrooms Phase-1                            | Estate Office   | 10 smart classrooms           |
| Alumni            | Alumni portal + fundraising mechanism               | Alumni Cell     | 2 alumni chapters             |
| Community         | Unnat Bharat Abhiyan pilot activities               | NSS             | 2 villages adopted            |

  
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### YEAR 3: CONSOLIDATION & ACCREDITATION (2027–28)

**Objectives: NAAC preparation, research growth, industry immersion**

| Area           | Activities                                  | Responsibility    | Deliverables                 |
|----------------|---------------------------------------------|-------------------|------------------------------|
| Accreditation  | NAAC preparation + SSR submission           | IQAC              | SSR filed                    |
| Curriculum     | Add interdisciplinary minors/certifications | Dean Academics    | 5 interdisciplinary minors   |
| Research       | File minimum 20 patents; 40 research papers | R&D Cell          | Patent + publication targets |
| Incubation     | Establish CoE in AI/EV (CSR-funded)         | Incubation Centre | 1 Centre of Excellence       |
| Industry       | Mandatory internship, industry courses      | T&P               | Internship MoUs              |
| Infrastructure | Green campus initiatives                    | Estate            | Solar + waste mgmt system    |
| HR             | Industry immersion program for faculty      | HR Cell           | 15 faculty trained           |
| Digital        | ERP Phase-2 (Finance + HR)                  | ICT               | 100% digital operations      |

### YEAR 4: GROWTH & INTERNATIONALIZATION (2028–29)

**Objectives: Global partnerships, advanced research, ranking improvements**

| Area                 | Activities                                 | Responsibility     | Deliverables         |
|----------------------|--------------------------------------------|--------------------|----------------------|
| Internationalization | MoUs with 3 foreign universities           | International Cell | Exchange programs    |
| Research             | International conferences, funded projects | R&D                | 5 funded projects    |
| Academics            | Dual-degree/B.Tech (Hons) options          | Dean Academics     | Honors program       |
| Industry             | Joint labs with industries                 | T&P Cell           | 2 industry labs      |
| Infrastructure       | New research block + innovation lab        | Estate             | Research facility    |
| Students             | Career accelerator programs                | Placement Cell     | 300+ placements      |
| Digital              | MOOC development by faculty                | ICT                | 10 MOOCs on SWAYAM   |
| Community            | Rural innovation hub                       | NSS/UBA            | 5 community projects |

  
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## YEAR 5: SUSTAINABILITY & EXCELLENCE (2029–30)

**Objectives: Autonomous status, strong research output, visibility**

| Area           | Activities                               | Responsibility   | Deliverables                |
|----------------|------------------------------------------|------------------|-----------------------------|
| Governance     | Apply for Autonomous Status              | Principal        | Proposal submission         |
| Accreditation  | NAAC (Cycle II) readiness                | IQAC             | AQAR documentation          |
| Research       | 50+ publications, 25 patents, 8 startups | R&D, Incubation  | Research milestones         |
| Industry       | Consultancy cell with revenue targets    | Consultancy Cell | □ 25-50 lakh yearly revenue |
| Infrastructure | Campus expansion + hostels upgrade       | Estate           | 10-year master plan         |
| Digital        | Complete Digital University model        | ICT              | 100% digital workflows      |
| Alumni         | Endowment fund of □ 1 crore              | Alumni Cell      | Alumni-funded scholarships  |
| Ranking        | NIRF participation; aim for top 300      | Ranking Cell     | Ranking dashboard           |

## 2. DETAILED KPI & MONITORING MATRIX

### A. Governance KPIs

| KPI                          | Baseline  | Year 5 Target    | Measurement        |
|------------------------------|-----------|------------------|--------------------|
| Governance bodies functional | Partially | 100% functional  | Minutes, reports   |
| ERP coverage                 | 20%       | 100%             | Monthly dashboards |
| Policy approval cycle        | Manual    | <10 working days | IQAC monitoring    |

### B. Academic KPIs

| KPI                       | Baseline | Target       | Monitoring Mechanism |
|---------------------------|----------|--------------|----------------------|
| NEP-aligned curriculum    | No       | Yes (Year 2) | Academic Council     |
| Student-teacher ratio     | 20:1     | 15:1         | HR Audit             |
| Pass percentage           | 75%      | 90%          | CO/PO attainment     |
| Multidisciplinary courses | 0        | 10           | BOS reports          |
| Implementation of OBE     | Partial  | Full         | LMS Analytics        |

  
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### C. Research KPIs

| KPI                      | Baseline | Year 5 Target | Monitoring            |
|--------------------------|----------|---------------|-----------------------|
| Publications per faculty | 0.5      | 2 per faculty | Scopus/Web of Science |
| Patents filed            | 2        | 25+           | IPR Cell              |
| Funded projects          | 1        | 10            | Funding dashboard     |
| Research clusters        | 0        | 3             | RIC reports           |
| Consultancy revenue      | □ 2 lakh | □ 50 lakh     | Finance cell          |

### D. Student Development KPIs

| KPI                  | Baseline | Target       | Monitoring        |
|----------------------|----------|--------------|-------------------|
| Placement percentage | 70%      | 95%          | Placement reports |
| Internships          | 50%      | 100%         | Internship portal |
| Skill certifications | 0        | 500 per year | LMS               |
| Dropout rate         | 2–3%     | <1%          | Academic records  |

### E. Industry Collaboration KPIs

| KPI                  | Baseline | Target     | Monitoring       |
|----------------------|----------|------------|------------------|
| MoUs                 | 10       | 50+        | MoU repository   |
| Industry-led courses | 0        | 8 per year | Academic council |
| Industry projects    | 10       | 100        | T&P analytics    |
| Incubated startups   | 2        | 15         | IEDC dashboard   |

### F. Infrastructure KPIs

| KPI                   | Baseline | Target        | Monitoring        |
|-----------------------|----------|---------------|-------------------|
| Smart classrooms      | 5        | 30            | Physical audit    |
| Research labs         | Limited  | 10            | R&D cell          |
| Green energy          | 10%      | 40%           | Energy audit      |
| Digital library usage | Low      | 100% students | Library analytics |

### G. Digital KPIs

| KPI              | Baseline | Target | Monitoring    |
|------------------|----------|--------|---------------|
| LMS usage        | 30%      | 100%   | LMS reports   |
| MOOC development | 0        | 10     | NPTEL/SWAYAM  |
| ERP integration  | 20%      | 100%   | ERP dashboard |
| Wi-Fi uptime     | 85%      | 99%    | Network logs  |

  
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## H. Social & Community KPIs

| KPI                 | Baseline | Target | Monitoring     |
|---------------------|----------|--------|----------------|
| UBA projects        | 0        | 20     | UBA Cell       |
| Outreach activities | 10       | 50     | Social audit   |
| Women participation | 25%      | 40%    | Admission cell |

## Monitoring & Review Mechanism

| Level                   | Frequency   | Method                         |
|-------------------------|-------------|--------------------------------|
| IQAC Review             | Quarterly   | KPIs, audits, data analytics   |
| BoG Review              | Half-yearly | Progress reports               |
| Academic Council Review | Yearly      | Curriculum + teaching-learning |
| External Review         | Biennial    | Peer review & accreditation    |
| MIS Dashboard           | Real-time   | Data-driven decisions          |

  
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