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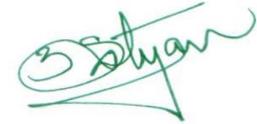
UNDERTAKING

We hereby undertake that we have complied with various UGC regulations and guidelines, particularly the rules, regulations and guidelines pertaining to:

**‘Guidelines for Institutional Development Plans for Higher Education
Institutions’**

and the same has been made available on the college website prominently.

College website: (<https://cmrithyderabad.edu.in/>)



Dr. B. Satyanarayana
Principal

Principal

CMR INSTITUTE OF TECHNOLOGY
Kandlakoya (V), Medchal Road,
Hyderabad-501 401.

CMR INSTITUTE OF TECHNOLOGY

(UGC AUTONOMOUS)

(Approved by AICTE, Affiliated to JNTUH, Accredited by NBA and NAAC with A+’ Grade)

Kandlakoya (V), Medchal Road, Hyderabad – 501 401

**Strategic Development Plan
(2025-2030)**



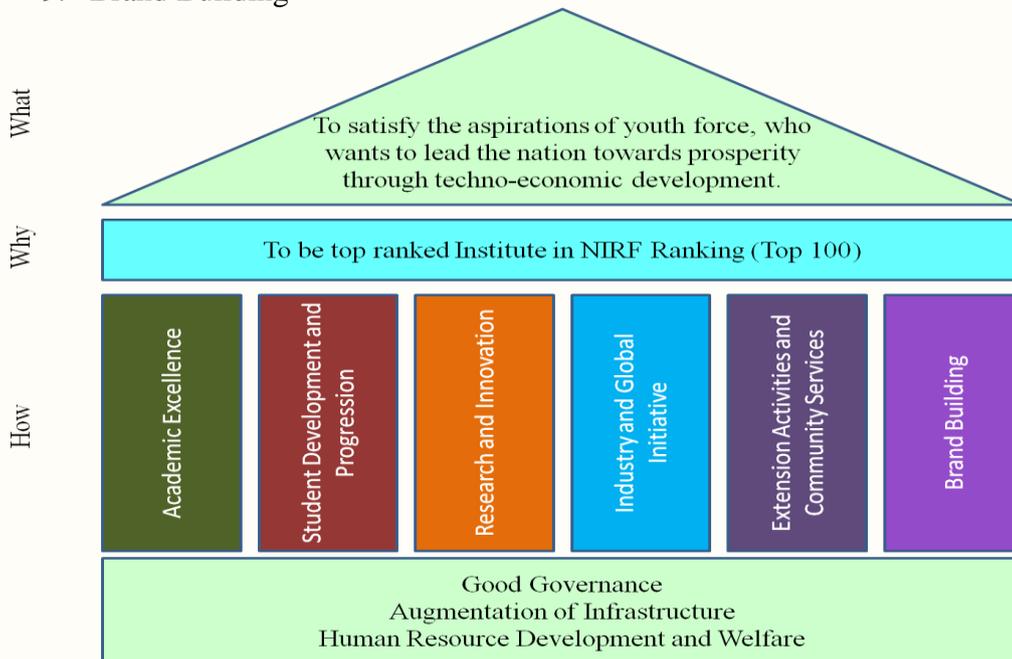
“CMRIT: VISION 2030”

Preface

Strategic Development Plan (SDP) is done to evaluate the institute’s goal achievement and fulfil stakeholders’ expectations of the institute. A well written SDP can be a panacea towards for growth of an engineering institute and its success to contribute global technical professional excellence. CMR Institute of Technology (CMRIT) focuses on strategic activities for the next level of inclusive excellence by accomplishment and achievement of its goals. The Academic Audit Cell (AAC) constituted a subcommittee to prepare an SDP called “CMRIT: VISION2030”. This SDP Plan document is based on analysing contemporary challenges and opportunities along with futuristic activities that leads to achieve its targets.

The stakeholder & institution expectation scan be achieved by an environmental scanning cum analysis of Strengths, Weakness, Opportunities and Challenges (SWOC). This analysis would help inredefining the strategies. The plan is directional &broad and offers a set of focused, goals, strategies, and activities. The plan addresses nine strategic goals selected as detailed below:

1. Good Governance
2. Academic Excellence
3. Augmentation of Infrastructure
4. Human Resource Development and Welfare
5. Student Development and Progression
6. Research and Innovation
7. Industry and Global Initiative
8. Extension Activities and Community Services
9. Brand Building



All the stakeholders (Management, HoDs, Deans, Faculty, Students, Industry, Parents and Alumni) are vital in the success of the organization and hence they have been involved in the formation of SDP and its implementation. A lot of efforts have been put together to prepare this document by identifying measurable outcomes. This plan stands a guiding document to CMRIT to attain the goals and to become the premier institute in terms of academic excellence and providing skilled engineers and managers to the society and nation.

Approved By	Image	Details
AICTE		CMR Institute of Technology is approved by All India Council for Technical Education (AICTE), New Delhi.
JNTUH		CMR Institute of Technology is affiliated to JNTUH.
UGC		<ul style="list-style-type: none"> • First time CMR Institute of Technology is UGC autonomous per a period of 6 years from 2017-2018 to 2022-2023. • Second time CMR Institute of Technology is UGC autonomous for a period of 10 years from 2023-2024 to 2032-2033. • CMR Institute of Technology has been recognized under Section 2(f) & 12(B) of the UGC Act, 1956.
NBA		<ul style="list-style-type: none"> • First time NBA accredited in the year 2013 for two B.Tech branches (CSE & ECE) for a period of 2 year from 2013 to 2015 under Tier-II. • Second time NBA accredited in the year 2016 for four B.Tech branches (CSE ,CIVIL,MECH & ECE) for a period of 2 year from 2016 to 2018 under Tier-II. • Third time Extension of NBA accredited for four B.Tech branches (CSE ,CIVIL,MECH & ECE) for a period of 1 year till 2019 under Tier-II. • Fourth time NBA accredited in the year 2019 for four B.Tech branches (CSE ,CIVIL,MECH & ECE) for a period of 3 year from 2019 to 2022 under Tier-II. • Fifth time NBA accredited in the year 2022 for Two B.Tech branches (CSE & ECE) for a period of 3 year from 2022 to 2025 under Tier-I. • Six time NBA accredited in the year 2022 for Two B.Tech branches (CSE & ECE) for a period of 3 year from 2025 to 2028 under Tier-I.
NAAC		<ul style="list-style-type: none"> • The Institution has been NAAC accredited with a CGPA of 3.16 on a four-point scale at 'A' Grade in 1st Cycle for a period of Five years from 03 July, 2018. and extension of 6 month till 31 Dec 2023. • Further, In 2nd Cycle of NAAC accreditation with a CGPA of 3.32 on a four-point scale at 'A+' Grade for a period of Five years from 10 April, 2024 to 09 April, 2029.
NIRF Ranked		<ul style="list-style-type: none"> • First time NIRF Ranking in Engineering Category with Band 251-300 in 2021. • Second time NIRF Ranking in Engineering Category with Band 201-250 in 2022. • Third time NIRF Ranking in Innovation Category with Band 101-150 in 2023. • Fourth time NIRF Ranking in Engineering Category with Band 201-300 in 2024.
MOE IIC		<ul style="list-style-type: none"> • In 2018-19 CMR Institute of Technology has been rated as One Star for the First time. • From 2019-20 -2023-24 CMR Institute of Technology has been rated between 3.5 and 4 Star.
ISO Certification		<ul style="list-style-type: none"> • For the First time CMR Institute of Technology ISO certified: <ul style="list-style-type: none"> ➢ ISO 9001:2015- Quality Management System from 12-02-2020 to 11-02-2023 ➢ ISO 14001:2015- Environmental Management system from 12-02-2020 to 11-02-23 • For the Second time CMR Institute of Technology ISO certified: <ul style="list-style-type: none"> ➢ ISO 9001:2015- Quality Management System from 17-03-2023 to 16-03-2026 ➢ ISO 14001:2015- Environmental Management system from 17-03-2023 to 16-03-26 ➢ ISO 50001:2018- Energy Management system from 02-04-2023 to 01-05-2026

Honourable Secretary’s Message

MGRES have been established with the objective of promoting Education, COE, R&D, Academic-Infrastructure, Incubation, Innovation and Entrepreneurship in the field of Engineering, Medical, Pharmacy, and Management. We visualize that a social transformation can be brought about through the medium of dynamic professional education. CMRIT is thus an institution of higher education with rural and social commitment.

CMRIT is the flagship of MRGES. The institution is running 4 UG programs and 3 PG programs (M.Tech & MBA) programs. We, at CMRIT, have created a learning culture, a friendly environment that facilitates complete development of our students, staff and stakeholders. Our trinocular focus is on knowledge, skill and attitude aimed to meet the needs of our key-stakeholders. To achieve this, we owned the best faculty from diverse fields/expertise, state-of-the-art facilities, infrastructure and skilled human resources to supplement the culture and environment of CMRIT and MRGES good governance. The institute has earned a reputation of a college having learner-centric and technology-driven learning environment that fosters budding aspirants to become confident and competent engineering and management professionals.

To continue the excellent progress of this institution, the “CMRIT: VISION 2030” would act as guiding document for the coming 05 years to assess and improve the institution towards delivering high quality education there by earning due recognition and brand image. The focus of SDP would be on good governance, best in class teaching learning, research & innovation and highly employable students who act as brand ambassadors for the institution. I congratulate and commend the quality work done by the Principal, Deans, HODs, and Faculty towards developing SDP. The VISION - 2030 plan has been thought through well and keeping in mind the college's robust ecosystem and dedicated team, I am confident that CMRIT will make rapid growth towards a private university in 2030.

Dr.Ch. Gopal Reddy
Secretary & Correspondent
MRGES Group of Institutions

About MRGES Group of Institutions

MRGES was established in 2002 to create centres of excellence for education in the field of Engineering, Medical, Pharmacy, and Management.

This is by the vision of Sri Ch. Malla Reddy, MP, Founder, philanthropist and Educationist who thinks that, “Development of Techno – Entrepreneurial Society” is the key-growth-driver to achieve the vision, as perceived by our Former President of India, Dr. Abdul Kalam. Sri. Ch. Malla Reddy. is strongly believed that the establishment of excellent technical institutions is the only panacea to the problem of development of techno-economic society. Driven by a mission of providing an excellent quality professional technical education CMRIT society has left no stone unturned in setting up Educational Institutes in Medchal-Hyderabad. At present there are five Campuses in and around Hyderabad.

MRGES offers education from UG to PG. Under the CMRIT umbrella, we offer B. Tech, M.Tech and MBA At present, there are three Campuses in and around Hyderabad, having 1000+ staff, and 16000+ students.

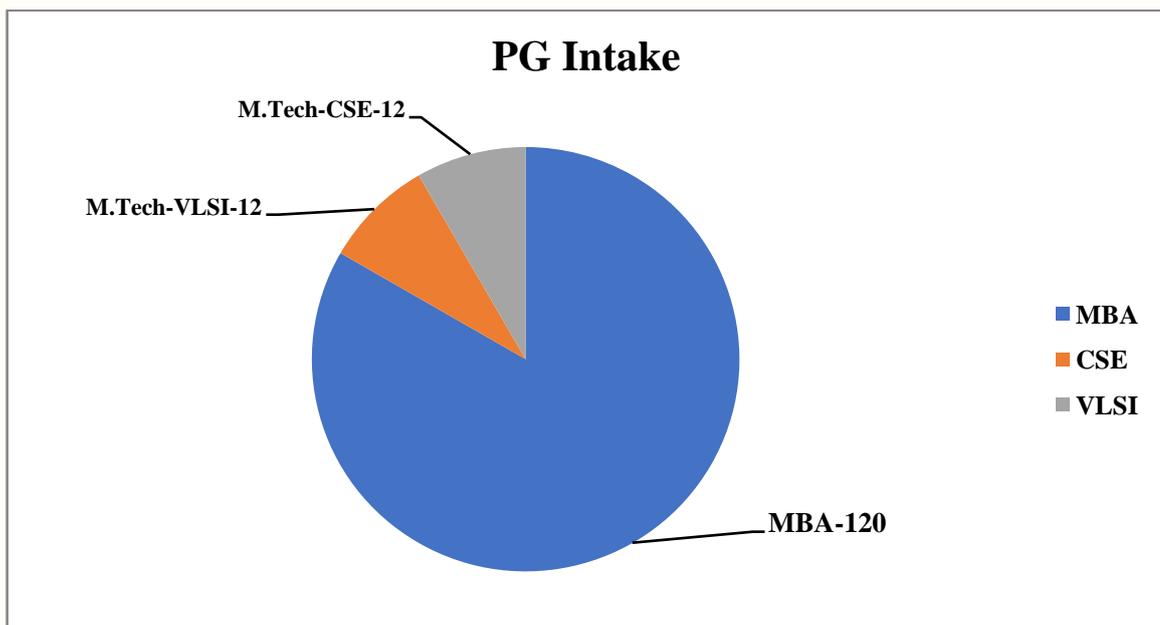
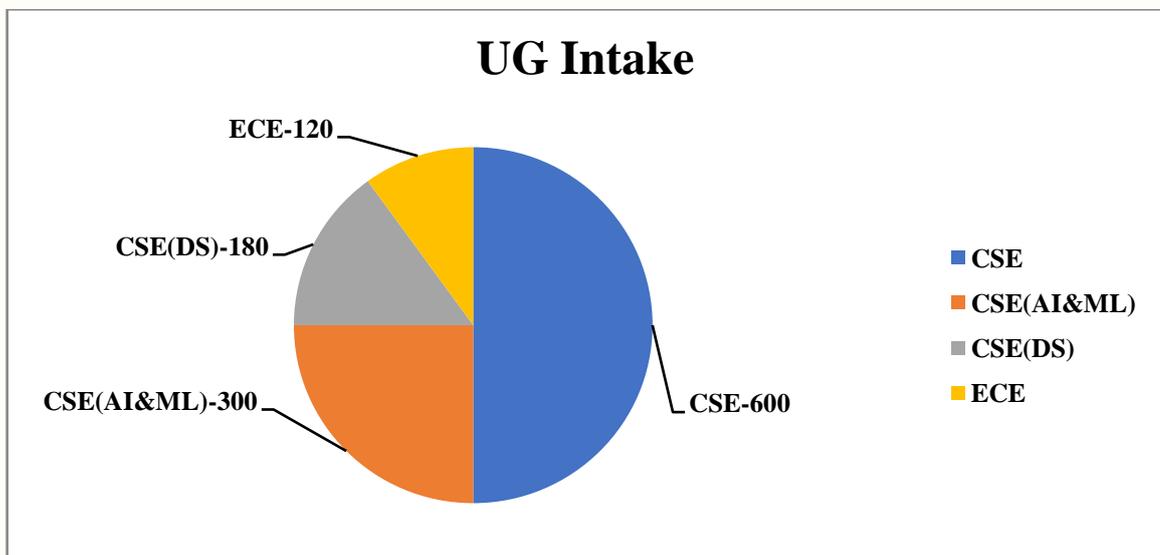
MRGES Group has been successful in establishing a Best Engineering and Pharmacy Colleges, spread across three campuses in Hyderabad. MRGES imparts quality education through right curriculum and innovative teaching methodologies at all its campuses.

MRGES provides latest curriculum and innovative teaching methodologies at all its campuses. MRGES implements a series of vibrant education and leadership strategies to gain an unbeatable strategic advantage from nationwide experts for its race in the human pace.

MRGES provides students a vibrant academic experience that adheres to stringent international quality standards, imbibes life skills among its students, and prepares them to take up competitive careers and be successful in life. Through extra curriculum activities, MRGES prepares dynamic students, personally and professionally, to take up future leadership roles in a global environment. The underlying vision of the MRGES is to nurture and engender creativity in thought and innovation, thereby encouraging their students to follow an unconventional path.

About CMRINSTITUTE OF TECHNOLOGY

CMR Institute of Technology is one among the hallmark institutes of Hyderabad, established in 2005 with the aim of providing quality technical education and excellence in the ever-expanding horizon of technical revolution of 21st century. The institute is becoming an icon in the field of engineering education in the state of Telangana. It is nurtured and managed by MRGES. The Institute is approved by the All-India Council for Technical Education (AICTE), New Delhi and Govt. of Telangana affiliated to JNTUH. All UG programs have been accredited two times by **National Board of Accreditation (NBA)** New Delhi.





VISION

“To create world class technocrats for societal needs.”

MISSION

“Achieve global quality technical education by assessing learning environment through

- Innovative Research & Development
- Eco-system for better Industry institute interaction
- Capacity building among stakeholders.”

Quality Policy

Strive for global excellence in academics & research to the satisfaction of the students and stakeholders.

Motto

Think Placements Think CMR

Environmental Scan

There are two significant components to an environmental scan; the external environment scan (market trends) and the internal environment scan (internal institute level). Conduction of the internal and external environmental scan provides the information about the positioning of the institute in the market and amount of goals and stakeholder expectations are achieved.

External Environment Scan

Location

The top engineering colleges in Hyderabad host thousands of students every year coming from different states and countries. Also, Hyderabad city is known as the prints of academics, it offers pleasant weather and the famous organisations like JNTU, UOH, OU, IPE, IIIT, IITH, DRDO, BHEL, etc.

Industry cluster in and around Hyderabad

Hyderabad is known as an IT, automobile, and manufacturing hub. The major and renowned industries in and around Hyderabad are providing excellent opportunities for aspiring candidates.

Engineering Education Scenario: An Overview- At National Level

Multidisciplinary and emerging technologies are increasingly getting popular as opposed to traditional engineering disciplines.

Competition in Hyderabad region

There are few private universities offering engineering courses in Hyderabad. More than 150 engineering institutes affiliated with JNTU, and more than 40 are in and around Hyderabad. Out of these, a total of nine institutes has autonomous status. Student preference in Hyderabad Region

- JNTUH Collage of Engineering Hyderabad is obvious choice, moreover, in the last three years, few private universities are also attracting the students.
- Computer Science Engineering and ECE are the most demanding branches across all institutes.
- Institute’s brand is an important deciding factor for prospective candidate
- CMRIT is ranked in the top 10 private institutes.

What new program or specializations competitors are offering to confront the challenges?

Considering the emergence of new technologies in the industries and future job prospects, competitors have started introducing such technologies into the curriculum. Some institutes have chosen to provide specialization by introducing courses like artificial intelligence, machine learning and data analytics in the undergraduate engineering program.

Education industry scenario in coming years in Hyderabad region

Current private universities have strategic advantages to fit in Type 2 institutes. Few education groups planning to convert their educational institutes into autonomous and subsequently into private universities by 2030.

Internal Environment Scan

Management Commitment

Institute management is committed to provide all necessary resources for growth of the institute.

Institute Administration (HOI, Deans and HODs)

All post of Deans has been created in the academic year 2015-16 as institute become autonomous. All the administrators are having more than 10 years of working teaching experience in university-affiliated institutes. CMRIT typically worked as “a well-oiled machine,” where all will look at the administrative hierarchy for decision making. Being a premier institute, the demarcation of each administrative post's ‘key responsible area’ is thinly defined. Though many Dean’s posts have been created, they are complimenting each other in the present situation. However, coming time, they are expected to work independently so that decentralisation can be achieved.

Faculty perception

Faculty members are feeling proud to work in the iconic institute. Many faculty members have achieved many milestones since foundation.

Institute, HR practices and welfare schemes shall be revised time to time and also to enhance teaching-learning process, faculty needs stronger internal support system which will reduce their administrative with controlled redundancy.

Currently, faculty are working on various teaching and research activity at the department level. However, in a future, faculty needs to work on interdisciplinary approach.

Support systems

Support systems consist of student support and faculty support. There is a need to augment the support system so that students and faculty can be teaching-learning, research and other creative activities.

Research Activities

Institute is having R&D and Incubation centre in the department of ECE,CSE, CSE(AI&ML) & CSE(DS). So, there is scope of having research centres in other departments. CMRIT has good number of publications and many journals. However,CMRIT has scope of publication in well referred and peer reviewed journals. Similarly, many products developed by students under various projects can be filed for patents.

Student Enrolment

CMRIT has adequate enrolment of students from Telangana state. However, there is a scope of student enrolment from other states.

Student performance

- Good university results and university toppers in every year.
- Success in extracurricular and co-curricular activities.
- Students need improvements in soft skills.

Student Progression

- CMRIT provides better placement offers to its students and record growth every year.

Extension and outreach activity

- Collaboration with TSGOV, NGOs and JNTU in and around Hyderabad
- MoUs with many government and private company were signed.
- Scope for improvement in industry interaction activity such as industrial consultancy or R&D project
- Active collaboration with TCS, IBM, Infosys,Edu Skills Foundation, Salesforce andCapgemini and, many other industries and institutes of excellence.
- Students are engaged with society through various clubs such as NSS, student welfare, etc.
- CMRIT adopted five villages through Shashwat club under Unnat Bharat Abhiyan program.

Stakeholder expectations

Table 1 Stakeholder Expectations

Stakeholder	Expectations
Governing Body	<ul style="list-style-type: none"> • CMRIT as Brand of excellence • Good Governance • Attract Brighter Students. • Achieve High Academic Excellence • Research and Entrepreneurship Opportunity to Students • Students to be Globally Competitive • Centres of Excellences • Financial Stability • Social Responsibility.
Faculties and Staff	<ul style="list-style-type: none"> • Job Security • Academic Freedom • Professionalism • Conducive Environment and Better Welfare Schemes • Faculty and Staff Development • Incentives for Research • Transparency with commitment
Students	<ul style="list-style-type: none"> • Good Academic and Experiential Learning Experience. • Industry Relevant Learning • Equipped to Face Global Challenge • All-round Development • International Learning at Affordable Cost • Quality Placement, Career Guidance and Entrepreneurial Opportunities • Support for Co-curricular & Extracurricular activities • State of the Art Infrastructure
Parents	<ul style="list-style-type: none"> • Branding • Quality Teaching and Learning Process • Disciplined Students • Good Placement
Industry	<ul style="list-style-type: none"> • Industry Ready Professionals with Right Attitude • Strong Fundamentals Knowledge • Strong Industry-Institution Interface: Joint Research, Consultancy • CMRIT as Brand
Society	<ul style="list-style-type: none"> • Social Service and Extension Activities by the Institute • Skill Development and Continue education Centre • Resource Centre for Other Institutes • Consultancy • Graduates with Moral, Ethical and Responsible Citizenship
Government	<ul style="list-style-type: none"> • Update curriculum with National Education Policies • Better Citizen • Better Professional

SWOC Analysis

 <p style="text-align: center;">STRENGTH</p>	<ul style="list-style-type: none"> • Committed Management • NBA (CSE, ECE –Tier -1) and NAAC Re-Accredited • UGC autonomous for a period of 15 years from 2017-2018 to 2032-2033. • Offering a variety of UG and PG. • Located in the vicinity of the India’s biggest Software development belt and close to Hi-Tech City. • Excellent Infrastructure. • The curriculum is designed in consultation with reputed Industries. • Qualified & Competent Faculty. • Well established Training & Placement Cell. • Research Centres&quality publications. • Respectable Internships & Placements. • Focus on co-curricular, extra-curricular, extension and outreach activities • Disciplined Campus. • Collaboration with national organizations and foreign universities. • The College campus is well equipped with free 1000 mbps WI-FI broadband connection.
 <p style="text-align: center;">WEAKNESS</p>	<ul style="list-style-type: none"> • Decentralisation of governance. • Quality Students. • Less emphasis on interdisciplinary projects. • Student Exchange Programs. • Book writing. • Placements in core companies are less. • ambitions to be as software professional. • Revenue generation through research, testing & consultancy is less.
 <p style="text-align: center;">OOPORTUNITIES</p>	<ul style="list-style-type: none"> • Strengthen collaboration with industry in R&D Consultancy, training & internships. • International-Connect initiatives through foreign university tie-ups. • Enhanced community engagement. • To become an entrepreneur in the society and to become a role model in the engineeringfield. • To encourage Environmental Awareness amongst the students by motivating them to participate in various environmental awareness programs. • Splendid opportunities forinterdisciplinary research. • Brilliant career opportunitiesfor graduates. • Excellent Opportunitiesfor fundedprojects through JNTUH/ AICTE/DST/NSF/NRB. • Improving Academic performanceIndex. • Student-Faculty exchange program with reputed International Academic Institutions.
 <p style="text-align: center;">CHALLENGE</p>	<ul style="list-style-type: none"> • To attract the top-ranking students in view of recently established institutes like IIT, IIIT, NIT and foreign universities. • Striking a balance between Academic, Researchand Consultancy.Achieving 100% Resultsand Placements. • Publishing Papers at Reputed/Indexed quarter 1 and quarter 2 journal. • To compete with renowned institutions such as IISC, IIT's and NIT's in academic excellence, research and Innovation. • To motivate faculty for New Product Development/Research/ R&D/ Innovation etc.

Strategic Goal I: Good Governance

The term “governance” indicates the formal and informal arrangements that allow CMRIT to make decisions and act. The Governance overlaps considerably with management which is seen as the implementation and execution of policies effectively. Following Objectives are set to promote good governance across a wide variety of situations at CMRIT. These objectives are framed by considering major principles of “Good Governance such as Academic Freedom, Shared Governance, Clear Rights and Responsibilities, Meritocratic Selection, Financial Stability, Accountability, Team Building and Transparency.

Objectives

- Vision, Mission and Institution Goals.
- Governing Body and Organization structure
- Budget Practices and Financial Management
- Faculty and Non-Teaching: Appointment, Development and Promotion.
- Accountability and Equitable Allocation of Responsibilities.
- Institutional Charters and Handbooks.
- Transparency
- Stakeholders’ Participation

Short Term Strategy

Aligning stakeholders with vision and mission of CMRIT

Vision and mission of the institution will be communicated effectively to all stakeholders. All departments, faculty members will be encouraged to align their activity, goals and target with vision and mission of CMRIT.

Decentralisation of administrative mechanism

Decentralization of administration with clear cut roles, responsibility, and accountability, will allow the institution to make significant strides towards realizing the goals of better administration. Therefore, CMRIT will modify existing committee structure (including Deans, HODs etc) and assign defined roles, responsibilities, and objectives. Moreover, key performance indicators, a set of targets and goal has to identify by members. Progress towards the goal realisation will be measured in administrative audit.

Creating and implementing Standard Operating Procedures (SoPs) and Policies

CMRIT shall develop standard operating procedures for various academic and administrative activities for standardisation and quality assurance in academics, as well in administrative levels. Streamline the Recruitment and Selection procedures

CMRIT will streamline the recruitment and selection procedure to recruit best talent. The Recruitment and Selection is the paramount importance to recruit staff with proper skills and attributes to enable the institution to fulfil its objectives.

Being apart, the institution adheres to the AICTE/UGC/Affiliating University Guidelines attracting the right talent through the panel of Staff Selection Committee.

The incumbent who got shortlisted will then join the CMRIT institution with proper joining and induction formalities.

Goal setting of faculty members

Every new recruit will undergo faculty orientation program. The appointed faculty member prepares his/her profile in coordination with HOD/Principal of the institute which includes his/her attributes, research activities, papers/books published, etc and sets goals for the next academic year in line with situational goals. It is imperative to understand the importance of goal setting, for growing and expanding the department in terms of its departmental goals, student success and own career.

Faculty Performance Appraisal and Career Advancement Schemes

Faculties are being judged and evaluated by Students, HODs, and Director of CMRIT through Self performance Appraisal. The various parameters include the Results Analysis, Student’s Feedback, Conferences / Workshops attended, Research Areas, etc so as to distinguish between Evaluation, Assessment and Review. Based on appraisal, incentives, awards will be given and improvement measures (if required) will be suggested based on SoPs and policies. Suitable measures shall be taken for career advancement of faculty and staff. CMRIT encourages its faculties to update their Academic Performance Indicator (API) regularly. The objective of initiating this scheme is to ensure that the faculty would

enhance their academic credentials in line with the institute expectations by participating more actively in academic, research and administrative duties.

Train the faculty, Deans and HODs for autonomy

As all faculties, Deans and HOD are in transforming stage from traditional affiliating system to autonomy; CMRIT will identify the training needs for effective governance and will provide the training through various workshops, seminars and through deputation to various institutes of eminence.

Recruitment of faculty for Humanities and Social Science (HSS) & niche engineering domain

CMRIT have to introduce /have many courses related to Humanities and Social Sciences such foreign languages, courses related to economics and other courses. Currently, these courses are taught by engineering faculty. Therefore, CMRIT will recruit faculty of HSS background. Similarly, latest subjects such as robotics and automation, mechatronics are taught by mechanical engineering faculty who has expertise in other areas. Therefore, CMRIT will recruit faculty having the desired area of specialisation.

Recruitment of adjunct faculty from Industry or Eminent Institutes and skilled technical staff

The key thrust is to improve the employability prospects of the graduates, the quality and quantum of research. Therefore, it becomes imperative to involve experts, professionals and researches from diverse fields to contribute to the emerging needs of engineering education system.

To enhance relationships with the industry, renowned academicians and its alumni, it is proposed to bring in professionals as adjunct faculty from the industry/academia. CMRIT may have visiting/adjunct faculty from the industry or well-reputed universities or IITs.

Technical staff is one of the most critical parts of the support system in any institutes. Moreover, due to autonomy, admin and other works are significantly increase in the institute. Therefore, qualified, well trained, and a sufficient technical supporting staff should be available in the institute.

Long Term Strategy

Establishing E-Governance- ERP- Data analysis

CMRIT is committed to provide complete transparency in all its academic and administrative process for effective and transparent governance. Establishment of paperless e-Office for efficient, responsive and accountable administration is to be implemented. CMRIT shall automate all the administrative tasks by implementing an ERP system.

Human resource policies

CMRIT will also explore new avenues of incentives, awards & welfare measures to attract and retain experienced staff. For effective Human Resource Management following steps shall be taken:

- Periodical staff development programmes.
- Comprehensive and effective performance appraisal of staff.
- Team building initiatives and good interpersonal relations.
- Implement the performance appraisal system based on API.
- Talent Search and Time bound plan for filling in the vacancies with qualified staff.

Participation of students in governance

Efficient Students’ Council with wide representation of students in decision making, execution of policies and developmental aspects of the college is considered.

Budget Practices and Financial Management

For effective Financial Management following steps will be taken

- Growth oriented budgetary allocation.
- Financial freedom within the allocated budget.
- Effective internal control, monitoring mechanism and forecast & estimation of expenditure
- Continuous efforts to obtain development grants from funding agencies such as UGC, ICSSR, DBT, DST, University etc.

Administrative Audit at the end of every academic year

Administrative Audit shall be carried out every year for the continuous improvement of administrative performance. The objective of administrative audit should be:

- **To understand the existing system and assess the strengths and weaknesses of the departments**
- **Suggest the methods for improvement and for overcoming the shortcomings.**
- **To identify the bottlenecks in the existing administrative mechanisms and to determine the opportunities administrative reforms**
- **To evaluate the optimum utilization of financial and other resources.**

Measurable Parameters

- Departments are aligning their procedures, activities to meet the defined goals as per vision and mission statement.
- All Deans, HODs, and other administrators are performing various tasks and activities as per their roles and responsibilities.
- All standard operating procedures and policies are published on CMRIT websites and tasks are executed accordingly with clear transparency.
- Use of MIS/ERP for various approvals and data collection.
- Students are actively participating in various governance bodies.

Strategic Goal II: Academic Excellence

To cope with the rapidity with which knowledge itself changes, today’s student must seek to achieve academic excellence. CMRIT believes in the philosophy that academic excellence is making good grades along with maximum development of student’s intellectual abilities and skills in service to humanity.

Objective

- Tie-up with institute of eminence/reputed industry for curriculum development
- Syllabus development considering graduate attributes and stakeholder expectations
- Establishing Teaching and Learning Centre (TLC)
- Provide holistic education

Short term strategy

To adopt learner-centric academic practices and procedures to train quality teachers through outcome-based education, experiential learning, and continuous assessment.

To encourage reflective teaching practices, faculty mentoring, and continuous professional development.

To foster critical thinking, creativity, inclusiveness, and ethical values among learners through participative and activity-based learning.

Improving the course delivery to meet learning & assessment as per Bloom’s Taxonomy levels.

Collaboration with reputed industry and institute of eminence

CMRIT shall collaborate with reputed industry and institutes of eminence to match the industry expectations and provide holistic development though not autonomous institution. CMRIT will adopt the methodology of curriculum development under the guidance of such institutes which will be beneficial in the long run.

Setting up holistic environment: Formation of student’s clubs and other activities

CMRIT promotes a holistic campus environment through well-structured student clubs spanning science, technology, humanities, sports, and culture. The institution provides financial and institutional support for club activities, technical and cultural festivals, and community-based projects. These activities are integrated into the curriculum, including credit-based community engagement and hobby initiatives at UG and PG levels, fostering creativity, innovation, and critical thinking through expert interactions and interdisciplinary learning. CMRIT will establish clubs under two categories: (1) Technical clubs and (2) Art and social clubs. Faculty members will be advisor for various clubs, but will be operated and governed by students.

Long term strategy

Offering open/professional/core/interdisciplinary electives and R&D centre for diversified multi-disciplinary research projects

CMRIT will offer the options of pursuing open/professional/core/interdisciplinary electives and R&D centre for diversified multi-disciplinary research for students of UG/PG degree program. This allows students to have additional knowledge in some focus areas, providing them a career edge or pursue an area of higher study in their field of interest.

Restructuring of the department

Department of humanities and social science (HSS) will be formed. Under the department of humanities and social science, courses on languages, home science, music, economics can be offered. In a long term, CMRIT has to check the response of students for various minor departments under its flag ship. Depending upon the response, splitting of department will also be considered of Applied science in department of physics and department of chemistry will be taken.

Increase the number of doctorate faculty members

CMRIT should focus on increasing the number of faculty with Ph.D. Faculty shall be hired from diverse and global backgrounds to ensure that they blend in a world-class curriculum and pedagogy. It is essential that the institution also works on a faculty development and retention strategy to harness their talent. Therefore, the percentage of researchers i.e. Ph.D. faculties, should be increased to 35% by 2027 and 50% by 2030 of total faculty. Faculty should have PhD degree obtained preferably from institutes of repute.

Infrastructure to Enable ICT based Teaching Pedagogy

The teaching-learning process has become more enjoyable and effective with the help of ICT tools. Therefore, all classrooms and laboratories should be ICT enabled. All laboratories should be equipped with the latest and industry-relevant equipment and software. Faculty should be encouraged for preparing ICT material by providing desktop. The required configuration of the desktop should be provided to the faculty involved in research.

The present workshop is equipped with the latest CNC lathe and VMC of industry standard. However, the workshop should be equipped with necessary manufacturing facilities such as foundry, sheet metal working, as well as advanced manufacturing facilities like wire EDM, 3D printing etc.

Enhancing Job Competence

CMRIT will encourage student participation in GATE, CAT, cross-institutional competitions, talent hunt and technical competitions organised by industries and global internships. Through its alumni portal CMRIT will publicise the employer networks with the help of alumni and by training and placement cell.

Cultivating Entrepreneurial Spirit and Experience

CMRIT shall strengthen the platform to promote entrepreneurship through the IIEC and R&D cell. CMRIT will promote key concepts in of entrepreneurship through formal course offerings, extra-curricular activities, student societies, and outreach activities. Through the extension and outreach activities, institute will widen the students' exposure to entrepreneurial experiences by collaborating with local and regional entrepreneurial programmes and engaging them as volunteer mentors. CMRIT will also help in filing intellectual property rights (IPR) to boost entrepreneurship.

Modernised Library & Information Centre

CMRIT will update the library buy buying latest eBooks and e-Journals from renowned publications based on latest technology and as per futuristic syllabus.

Inclusion of value addition courses, training, or certification

Currently, CMRIT is organizing many technical sessions asextra activityand certification courses and training courses for developing soft skills forfrom first year final year students who appear for campus interviews. Such courses are e part of the curriculum.

Move away from high-stakes examinations towards more continuous and comprehensive evaluation

This objective can be achieved by using more continuous and formative, and alternative assessment methods. The alternative assessment method can be reconfigured for online

assessment methods. The current practice of sharing detailed readymade notes, question and answer bank and asking questions from the same in examination shall be stopped. Assessment should encourage the critical thinking, analysis ability of students.

Innovation and use of IT facility for assessment

NEP 2020 suggests a range of assessment tools, e.g., peer and self-assessment, portfolios, assignments, projects, presentations, dissertations, adaptive testing, examinations, open-book examinations, examinations on-demand, modular certification, etc. to assess the learning outcomes. Moreover, COVID 19 situation has posed a question mark on the traditional examination system. Post COVID-19 will have a blended assessment method that is a combination of online and offline assessment. CMRIT shall use such a blended approach for the evaluation.

New UG and PG Programs on Emerging and Market Relevant Technology

Once the Major and Minor programs are reached a certain level of maturity, CMRIT shall diversify its educational offering. The offering will be of two types, new undergraduate programs and the other is starting new programs in disciplines currently not present in the Institute. Similarly, CMRIT shall offer new M.Tech. programs based on current industry demand and need.

PG program of one-year duration

Some students prefer short term programs after an undergraduate degree rather than a full-time PG program. CMRIT should offer courses which are having shorter duration and have high market values.

Measurable Parameters

- Publication of syllabus for UG & PG students before starting of new academic year.
- Publication of handbook for UG students before starting of new academic year.
- Streamlines curriculum development, monitoring and evaluation process.
- Introduction of courses on niche areas and courses on HSS.
- Inclusion of value addition courses, training, or certification courses.
- More comprehensive examinations.
- Full admissions and job placement for UG and PG Programs.
- Updating of Learning Management System.

- Availability of ebooks/books and journal publications based on latest technology and as per curriculum requirement.
- Minimum 35% faculty should be Ph.D. holders by 2027 and 50% by 2030
- Faculties are adjunct faculty from industry or institute of eminence.
- Sufficient and qualified staff available for lab and otherteaching-learning process
- Faculties receiving various incentives for teaching-learning, research and other contribution.Regular students’ activities in various technical and arts clubs.
- Involvement of students in the governance of institutes.
- Participations in various technical events.
- Increase the placement in industries, government sectors.
- Student’s admissions in reputed institutes through GATE, GRE, GMAT etc.
- Increase in the entrepreneurships and incubation activities
- Number of Patents published by faculties and students.
- Alumni participation in the activities
- Number of programmes are being organized
- Number of internships and projects completed

Strategic Goal III: Research, Development, and Innovation

"Research is creating new knowledge." -Neil Armstrong

CMRIT strongly beliefs that in the new era of technology advancement, and globalization, educational institute will be sustainable if it strives towards the new knowledge creation through research. Our vision about the research is align with the vision of NEP 2020 which states that “Evidence from the world’s best universities throughout history shows that the best teaching and learning processes at the higher education level occur in environment where there is also a strong culture of research and knowledge creation; conversely, much of the very best research in the world has occurred in multidisciplinary university settings.”

Objectives

- Boosting research culture across the institute
- Create awareness and opportunities in Research and Development among the faculty and students

- Motivate the faculty members of the group for R&D activities in the area of their specialization
- Undertake research and consultancy activities and development projects offered by various agencies

Short term strategies

Develop ‘R&D Policy’

It is important that research shall be conducted with the highest standards of integrity and probity. CMRIT shall set out the principles and code of conduct guiding the institution with regards to research of all kinds, in all the disciplines. Therefore, CMRIT shall develop a ‘R&D Policy’.

Facilitation of research by providing seed grants

A stable administrative support system is crucial for the research. A firm commitment of time, effort, money, and resources is required on top management, the administration, and the academic leadership. If there is no display of commitment or mixed signals about commitment, then we can hardly expect a flourishing research culture to develop. CMRIT should invest in the research facility by upgrading or procuring the suitable instruments and equipment. CMRIT supports the research internally by providing seed grants to selected projects.

Research Infrastructure

CMRIT shall establish a Centre of Excellence (CoEs) in the selected thrust areas. These CoEs shall have state of the art equipment to enable world-class research and innovation. The equipment will also be made available for industries, outside researchers on chargeable basis. The CoE shall house cabins for the faculties and designated seating cubicles for research scholars and other PG students.

Develop ‘National and International Relation Policy’

It is vital that collaboration should be conducted with the highest intensity of relationship. CMRIT shall define the principles, standard procedures with regards to collaboration between partners at national and international level. Hence, there has to a standard policy at institute level.

Facilitating industry and university alliances

For academic excellence, the CMRIT should deepen establish links with partners (industry, university, etc.) such type of initiatives will provide unique opportunities to all the students and faculty members of CMRIT. CMRIT will focus on knowledge transfer between CMRIT and university/industry through conferences, guest lectures.

Long term policy

Strengthening of Institutional Innovation & Entrepreneur Cell (IIEC) and R&D cell at the institute level.

CMRIT research policy paves way for establishing Centres of Excellence (CoEs). These CoEs will work to develop research proposals as per the thrust areas. Considering the future possibility, CMRIT will strengthen the Institutional Innovation Incubation & Entrepreneur cell (IIEC) and R&D Cell at the institute level. R&D cell shall work in motivating the faculty and students towards innovative ideas and projects.

Having direction, niche, or strategy for research

A research culture is enhanced by determining a research theme on thrust areas. Thrust areas will be selected based on national and State priorities/missions. Thrust areas currently under consideration by the Ministry of Education are Healthcare, Sustainable Habitat, Information and Communication Technology (IoT, AI, Cyber Security), Nanotechnology Hardware, Security and Defence, Environmental Sciences and Climate Change, Advanced Materials, Energy, and Manufacturing (Based on Imprint Program of MHRD)

National/ State Mission	Industry relevance	Import Substitution	Social Science and Humanities
Energy Security and Efficiency	Information & Communication Technology (IoT, Artificial Intelligence)	Manufacturing Technology	
Environment and Climate	Nano Technology	Security and Defence	
Healthcare Technology	Advanced Materials		
Water Resources			
Sustainable habitat			

CMRIT will develop research expertise in some of the above thrust areas. This will create a niche, and it will differentiate the CMRIT from the rest of the institutes.

Increased Industry Engagement

To understand the requirements of industries, it is vital to have collaboration with industries. By leveraging talent, time and treasures from industry, the industry engagement would be productive. This productive work could cater the service that solves the society problems. To match the pace of industry, the CMRIT would agree on establishment of Center of Excellence (CoE), industry-oriented programs, research activities, etc.

Enhance Academic collaborations

The institute will make deeper its engagement with industries to promote industry expert’s participation in institutional process like curriculum design, course content development, industrial internship and projects. The students will have a choice to study abroad for a short duration under international internship programme. Similarly, the student and faculty exchange programme will entail the number of joint academic study. CMRIT will identify the higher education offering universities/countries and initialize collaborations with them. This will help to increase identity of CMRIT globally. Considering the current students, the university selection would be meet student’s economic requirements.

The strategic partnership will help to build a relation with industries and universities in the area of curriculum planning, development of courses, help in resource management like laboratory, technology, space, etc. Similarly, the collaborative research will involve student and faculty in a research center to promote research project, higher education (MS, PhD, PostDoc, etc.)

Student internship and exchange programs (3-4 weeks) in between two semesters in a year will groom the students at the global level. The CMRIT will plan faculty exchange programs to teach or learn new technologies or work on a research topic at other university. CMRIT will identify international universities to create joint programs that enables to transfer credits by the year 2027.

Measurable Parameters

- Number of publications in reputed Scopus/WoS index journals.

- Students’ involvement in the Undergraduate research
- Effective use of R&D lab
- Admission in post graduate programs.
- Focus on faculty undertaking various research projects. Faculty receiving grants from various
- agencies for their research projects Number of MoUs, CoEs, etc.
- Number of field studies and industry projects and their outcomes
- Consultancy and number of graduated candidates
- Number of MoUs and beneficiaries

Strategic Goal IV: Extension and Community Services

Extension and Community Services involves students and faculty members of CMRIT to serve community. This is one type of teaching pedagogy where students learn and develop through active participation in organized community service. The aim is to meet local community needs, while developing their academic skills, civic responsibility and commitment to the community. The basic elements of this goal include Graduates with Moral, Ethical and Responsible Citizenship, Social service activities by the institution, Skill development for needy, Resource centre for other institutions, Consultancy and Continuing Education Programs. The objectives of these activities are to strike and strengthen relations with industry, to contribute directly to society at large and to spread awareness in the community about the important contributions of CMRIT.

Objectives

- Green Campus
- Development of Organizational Structure and Staffing
- Spreading Awareness Programs to Empower the Citizens
- Mechanism to Understand Local Needs and Timely Delivery
- To Develop Vocational Training That Assist the Local Persons to Get Jobs

Short Term Strategy

CMRIT will focus on the organizational structure and staffing to increase the reach of extension and community services to the citizens of a particular region. New partnership with key leaders, maintain diverse workforce, and expansion of committees can increase

the reach of services. CMRIT will provide professional development opportunities to enhance the capacity of the volunteers to deliver high quality expertise.

Transforming and maintaining the green campus

CMRIT is committed towards the green movement to mitigate the impact of climate change.

CMRIT will contribute it's a bit by tree plantation activity, install rainwater harvesting, and adopt the policy of zero use of plastic. CMRIT will also aim to generate and use of at least 5% electricity out of total consumption through renewable energy resources. CMRIT will also install water recycling plant and will aim to use the recycle water for plantation and gardening activities.

Long Term Strategy

CMRIT will support priority programs through adequate base funding, extramural funds and revenue generation. This also includes writing proposals and seeking the possibilities of funding with local and state agency partners.

The integration of research, technology transfer and extension educational programming provides a sustainable model to fulfil the mission. The integrated network of local, regional and campus-based expertise is vital to the quality and relevance of applied research and timely information delivery.

Reach out to students/Industry

Enhance the public image of CMRIT Research and Extension as a premier information and educational resource include easy access from local offices, answering email to receive requires, establishing public electronic communications, etc.

Aimed at filling gaps in mainstream services

CMRIT offers short courses and workshops for professionals, particularly in industry/society, to enable them to stay up-to-date and get qualified further. Also, conduction of different camps like health awareness, basic educations, etc. will help the citizens and empower them eventually. For the specific tasks, CMRIT provide technical expertise to individuals and organizations involved in socially relevant projects.

Measurable Parameters

- Budget from institution resources
- Number of nearby and adopted villages that went for Installation of rainwater harvesting projects and water recycling plant
- Generation of 35% electricity through renewable energy sources out of total consumption
- Modernisation of medical facility and availability of medical staff 24x7
- Number of projects executed or supported
- Educational tuitions/ support to village students (a list)
- Number of health awareness camps being conducted

BRAND BUILDING

Creating the brand name and then promoting it, is very essential to attract students from far off places. A brand name for educational institutions is defined by intangible factors like the quality of the education it imparts, its faculty, culture and resources available for students. Various other factors like campus size, infrastructural facilities available, quality of the graduating batch and their track recording getting jobs, assistance in placement of the students after completing their studies are very much relevant. CMRITinstitutemust define its brand, decide what it stands for, articulate its distinctive features, develop a brand plan and then implement it. Effective brand building should take a holistic view of the institute and capitalize on its strengths and unique qualities.

Objectives

- Design and Development of Brand Building Policy at Institute level
- Understand and analyses the institute’s brand value from the stakeholders
- Financial support from management/leadership to enhance and execute branding activities
- Undertake the communication activities to increase the brand value of the institute
- Enhancing Academics and R&D Activities to gain brand value

Development of Brand Building Policy

Higher education institutions are experiencing environmental changes like privatization, internationalization, decentralization, etc. Due to this, the competition is high and leading to form and execute branding activities. Hence, it is required to have standard system at CMRIT. This institute shall define the principles, standard procedures with regards to branding activities at regional, national, and international level.

Extensive analysis of stakeholders

For an institute like CMRIT, the stakeholders like industry, alumni, parents, students are vital in to know their expectations. These expectations have to be gathered and analysed to understand their perception and the expectations. At CMRIT, the institute should define the system to identify and analyses the expectations which will help to decide brand value enhancing activities.

Academics and Institute Reputation

The academics in one of the important pillars of the institute. There is a strong relationship between the courses/programme offered and the reputation of the institute. The key parameters include strong curriculum, value added courses, technology-enabled learning, promising state of the art infrastructure, well qualified faculty, employability, research culture, etc. Hence, the institute should have strong academic and R&D processes.

To reach out at the outside institute, the communication channels are important and must connect the stakeholders. The CMRIT should establishes these channels to get connected and spread the information about institute that help to enhance brand value of CMRIT

The strong commitment from CMRIT management is vital and should provide financial support to the brand building activities. Leveraging the alumni network is one of the most effective and low-cost options to create and then promote the brand. Build a web portal just for alumni and students. The institute have started spending very much annually on advertising and promotional activities. Such advertisements are not limited to newspapers/journals of repute only, rather CMRIT started giving advertisements on a number of reputed TV Channels, educational websites, etc.

Moving with Evolving Digital World

Modern era is the era of constantly evolving digital world. ICT has transformed the way young students communicate, network and access information. Educational institutions must make concerted efforts to cater to the needs of this online. Various social media tools such as Twitter and Facebook must be used in order to attract the students.

Create a virtual tour with personality

Through audio, video, and graphics, online campus tours can provide potential students with a personal experience that identifies the unique offerings and culture of the institution. all designed to give prospective students a look at what people on campus are like.

Communication using stakeholders

CMRIT should involve their students in the brand building exercises. In other words, students should be given a chance to contribute to the branding effort. Colleges can raise visibility and build their brand with their target audience by offering programs tailored to that audience.

CMRIT incorporate some features like real stories about students, faculty, and alumni to make admission brochure somewhat special instead of concentrating on typical facts and figures found in a typical college.

Celebrity Endorsement can be used to promote their brand name.

STRATEGY IMPLEMENTATION AND MONITORING

Upon receiving the approval of Strategic development plan “VISION 2025” from the Governing Body then the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (specific, Measurable, Attainable, Realistic and Time bound) concept shall be used of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the Institute (Director) along with leadership team is the custodian for implementation and its success.

Implementation Plan at Institution Level

<i>Strategic Goal</i>	Responsibility
<i>Good Governance</i>	GB, Chairman, Members of GB
<i>Academic Excellence</i>	Principal, Dean (academics), HODs, Faculty and Staff
<i>Human Resource</i>	
<i>Augmentation Of Infrastructure</i>	GB, Chairman, Director, HODs, Deans (Academics),
<i>Student Development & Progression</i>	HODs and Faculty, Dean (Student Affairs) and HoDS
<i>Research, Development and Innovation</i>	Coordinator (R&D), Entrepreneurship Coordinator, Deans Academics,
<i>Industry And Global Initiative</i>	Coordinator (IIEC) and Coordinator(R&D)
<i>Extension And Community Services</i>	Dean (Student affairs), HoDs, Faculty,
<i>Institute Branding</i>	GB members, Leadership team & Public Relations team

Measurable during Implementation

Strategic Goal	Measurable Parameters
Good Governance	<ul style="list-style-type: none"> • Departments are aligning their procedures, activities to meet the defined goals as per vision and mission statement. • All Deans, HODs, and other administrators are performing various tasks and activities as per their roles and responsibilities. • All standard operating procedures and policies are published on CMRIT websites and tasks are executed accordingly with clear transparency. • Use of ERP for various approvals and data collection. • Students are actively participating in various governance bodies.
Academic Excellence	<ul style="list-style-type: none"> • Compilation and publication of syllabus for autonomy • Publication of handbook for UG students before starting of new academic year. • Streamlines curriculum development, monitoring and evaluation process. • Introduction of courses on niche areas and courses on HSS • Inclusion of value addition courses, training, or certification courses. • More comprehensive examinations. • Full admissions and job placement for new UG and PG Programs
Research, Development and Innovation	<ul style="list-style-type: none"> • Reduction of publications in predatory and cloned journals and increase publications in reputed Scopus/WoS index journals. • Faculty undertaking various research projects • Faculty receiving grants from various agencies for their research projects
Extension and Community Services	<ul style="list-style-type: none"> • Budget from institution resources • No of nearby and adopted villages • No of projects executed or supported • Educational tuitions/ support to village students (a list) • No of health awareness camps being conducted

CONCLUSIONS

Strategic planning document is prepared by using scientific methodology available in the literature. CMRIT believe that strategic planning is a critical component for effective governance and management. Therefore, committee has taken rigorous efforts to analyse the education scenario at national and regional level, identified the expectations from various stakeholders. While designing the strategic planning. All strategies are designed by keeping vision of CMRIT in the mind and these strategies are aligned to achieve the mission of the institute. By implementing all strategies successfully, various criteria of accreditation and many attributes will be automatically satisfied.

We, CMRIT, hopes that our strategic plan will push us towards the goal of achieving excellence in the education.