

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

SHOBHAVANA CAMPUS, MIJAR-574225, MOODBIDRI



STRATEGIC PERSPECTIVE PLAN

2018



Vision

“Transformative education by pursuing excellence in Engineering and Management through enhancing skills to meet the evolving needs of the community”

Mission

1. To bestow quality technical education to imbibe knowledge, creativity and ethos to students community.
2. To inculcate the best engineering practices through transformative education.
3. To develop a knowledgeable individual for a dynamic industrial scenario.
4. To inculcate research, entrepreneurial skills and human values in order to cater the needs of the society.

Quality Policy

1. The Quality Policy aims to make Alva's Institute of Engineering & Technology striving for excellence by continuously improving the quality management system's effectiveness and scholastic ability.
2. The institution's governance is thus indicative of effective leadership and provides opportunities for involvement of stakeholders. IQAC regularly ensures Governance is transparent and in line with the institution's Vision and Mission.

**STRATEGIC PERSPECTIVE PLAN 2018****Preface**

Alva's Institute of Engineering & Technology (AIET) drafted out its strategic plan which draws out action plan for achieving the institutions Mission. The strategic planning process was initiated by the Governing Council to give a strategic direction for growth. A Strategic Plan Advisory Committee (SPAC) was constituted in the year 2018 with the following Members:

Strategic Plan Advisory Committee (SPAC)

Sl. No	Name	Designation	Details
01	Dr. M Mohan Alva	Chairman	Chairman, Alva's Education Foundation
02	Mr. Vivek Alva	Member	Managing Trustee, Alva's Education Foundation
03	Dr. Peter Fernandes	Member-Secretary	Principal, AIET
04	Dr. Praveen J	Member	Dean Academics & IQAC Coordinator
05	Dr. Basavaraju B	Member	Dean Academics (First Year)
06	Dr. Dattathreya	Member	Dean Planning
07	Prof. Ramakrishna Chadaga	Member	Dean, Department of Business Administration
08	Dr. Manjunath Kotari	Member	Head, Department of Computer Science
09	Dr. Manjunath D V	Member	Head, Department of Electronics & Communication
10	Mr. Jayanth Kumar Rathod	Member	Head, Department of Information Science
11	Mr. Ajith Hebbar	Member	Head, Department of Civil
12	Mr. Suresh K V	Member	Head, Department of Mechanical
13	Dr. Ramaprasad A T	Member	Head, Department of Physics
14	Dr. Ravi Kumar	Member	Head, Department of Chemistry
15	Mrs. Pameela S Konde	Member	Head, Department of Mathematics
16	Mr. Arvind Murthy	Member	Senior Manager-Talent Acquisition Aris Global, Bangalore
17	Dr. Annappa	Member	Professor, NITK, Surathkal

The Process

In order to have a better structure to the strategic plan, the SPAC adopted the five pillars of knowledge delivery which was the guiding pillar goals for the institution. They are:

1. **Admissions & Selection:** Enrol, educate, and graduate the most promising, deserving, and diverse



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student pool possible.

2. **Academic System:** Motivate all students with an education that is innovative, distinctive, and of the highest quality, and that inspires in them a zest for learning
3. **Faculty excellence:** Maintain and enhance efforts to recruit, nurture, and retain diverse faculty members who are outstanding scholars and teachers
4. **Student Outcome:** Improve our outputs by enhancing academic excellence, creativity in our students and thereby contribute to the betterment of society
5. **Infrastructure:** Create a most modern and conducive educational environment which facilitates free thinking and efficient knowledge delivery system

SPAC drafted Strategic Perspective Plan for fifteen years (2018-2032) by gathering inputs from various stake holders.



SWOC Matrix for AIET

Strengths <ol style="list-style-type: none"> 1. Management Commitment. 2. Legacy and Brand Value in Karnataka. 3. Diversity 4. Infrastructure. 5. Human Resources. 6. Strong Outreach experience 		Weakness <ol style="list-style-type: none"> 1. Low visibility outside Karnataka. 2. Funding source depended on fees. 3. Small Size in terms of expansion. 4. Lack of differentiation. 5. Lack of core-competency. 6. Low research outcomes. 	
Opportunities <ol style="list-style-type: none"> 1. Growing Industry. 2. Emerging market for skill development. 3. Rise of entrepreneurship 4. Scope for Industry Linkages 	Opportunity-Strength Strategies <ol style="list-style-type: none"> 1. Expand the reach of AIET. 2. Develop more skill development programs. 3. Consolidate strength across India. 4. Work for Autonomous college status and later Deemed University status. 5. Leverage Incubation cell 6. Leverage Corporate & Industry Network. 	Opportunity-Weakness Strategies <ol style="list-style-type: none"> 1. Develop brand outside Karnataka. 2. Generate more funding opportunity through networks. 3. Develop consultancy as a funding resource. 4. Find and strengthen core competence. 	
Challenges <ol style="list-style-type: none"> 1. Competition for students 2. National and International Competition for human resources 3. Change in attitude towards learning. 4. Technology Disruption like MOOC. 	Challenges -Strength Strategies <ol style="list-style-type: none"> 1. Develop brand outside Karnataka. 2. Build a bridge with regulators. 3. Focus on outcome-based learning to attract prospective students. 4. Strengthen placements to deliver more value. 5. Create environment for attracting and retaining human resources 6. Build technology capability for enhanced teaching and learning. 	Challenges -Weakness Strategies <ol style="list-style-type: none"> 1. Consolidate position in the Home state for sustainability. 2. Build brand as a differentiator. 3. Increase scale of courses and departments. 4. Create Research centres in all departments. 	



Strategic Plan Process

Strategic Goals for 2018-2032.

- 1. To become an Autonomous College in 2024, Deemed University by 2028 and Institution of Eminence by 2032.**
- 2. Be acknowledged as one among the Most Highly Respected University/Institution focused on Teaching and Learning by 2032**
- 3. Sustain and Enhance Excellence in Academics, Research and Social Impact.**
- 4. Expand the global footprint by having students from around the globe enrolling in 'Alva's Institute of Engineering & Technology' programs.**
- 5. To create a sustainable, world-class, infrastructure that creates an effective learning environment.**



Tactical Objectives and Plans



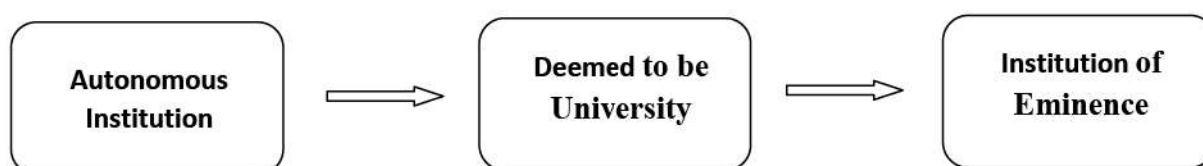
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Goal 1: To become an Autonomous College in 2024, Deemed University by 2028 and Institution of eminence by 2032.

The vision of the founders of Alva's Institute of Engineering & Technology, Moodbidri is to create a University of Excellence. The process of becoming a university requires the approval of Central and State Government and other regulatory bodies. The task is to get the approval of the authorities where a lot of external factor play a critical role.

- **Strategic Performance Measurement:** Achievement of **Autonomous** status in 2024, deemed to be university status by 2028 and Institute of Eminence by 2032. Development of University infrastructure. Funds Generated, Organizational Structure Creation. HR appointments.
- **Key Milestones:** Government Approval, Application Submission, Visit of the expert committee, Final Approval.
- **Key Risks:** Government and Regulatory policy against Deemed to be University.

The college has identified the first milestone towards becoming the University as becoming Autonomous Institution



Since the regulation regarding autonomous Status is still to be framed, the strategic plan presented here is in view of the larger goal of becoming a Deemed to be University.

Strategy 1. 1: Create Scale in terms of Departments and Courses

Actions

- Deemed university status will be given to institute with sufficient scale in terms of courses and departments. The immediate priority of AIET is to create enough scale in terms of the programs by launching new programs and departments.



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Strategy 1.2: Financial Stability and Funding for University Development

Actions

- There are a lot of infrastructural requirements for applying for deemed university status. That requires a lot of resources and funding is a priority for AIET. Create a sustainable financial sourcing model with a diversified funding source reducing overdependence on fee income.
- An endowment will be created which will be a source of funding for AIET. The endowment will solicit donations from Alumni, Industry and other stakeholders. The endowment will be handled by an internal group who has expertise in treasury management.

Strategy 1. 3: Faculty and Staff Development for University

Actions

- For deemed university status, each departments should have a requisite number of Professors, Associate and Assistant Professors. Hence recruitment will be made for these positions to meet the requirements.
- The existing Faculty Policy will be redrafted to incorporate the changes mandated by regulatory authorities like UGC.
- Positions of Vice-Chancellor, Registrar, and Head of Department etc will be created as per UGC regulations.
- University requires a robust administrative infrastructure which is much different in terms of depth and scale compared to a standalone institution. Hence AIET will be investing in scaling up administrative resources to meet the needs of a University.
- A comprehensive HR policy that meets the regulatory requirements and also caters to the needs of the faculty will be drafted.

Strategy 1. 4: Develop opportunities for placement and entrepreneurship for students

Actions

- Since universities would cater to a larger number of students from diverse streams, the office of Training and placement cell would be strengthened to meet the needs of a larger group.
- AIET envisages that the University would generate entrepreneurs who will, in turn, create jobs for the society. Under EDC a state of the art Incubation Centre would be set up to promote entrepreneurship thereby providing impetus to societal growth.

Strategy 1.5: Infrastructure for University



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Actions

- Universities require extensive infrastructure to cater to a large number of students, different departments, faculty members, hostels etc. The immediate priority of AIET will be to cater to the regulatory requirements that will enable us to apply for deemed university status. A task group will be created for identifying the infrastructure gap and suggest a plan to bridge the gap.
- AIET wants to develop world-class infrastructure both in terms of physical and knowledge infrastructure. AIET would be investing in developing infrastructures like classrooms, library, lab etc specific to the needs of various departments.
- Since universities will be accommodating a large number of students, infrastructure like hostels, recreational facilities etc will be created/upgraded as per the regulations of the UGC.
- An infrastructure team will be created who will recommend the necessary details and budget.

Tactical Plan

Goal 1 : To become an Autonomous institution by 2024, Deemed University by 2028 and Institution of eminence by 2032.			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of team which work towards achievement of Autonomous status as first milestone	Requirement Identification Process conformance	Principal	9 Months
Create plan for scaling up courses and infrastructure	Plan approval	Principal	6 Months
Create Human Resources Plan in line with the scaling up of various Department.	Plan approval	HODs of various departments	3 Months
Creation of financial budget	Plan approval by Management	Principal	9 Months
Creation of administrative structure for Autonomous institution	Plan approval by Management	Principal	9 Months
Strengthening of various offices like corporate relation, alumni, student affairs etc.	First Phase – Plan creation and approval. Second Phase – Execution	HODs of various departments	9 Months

Goal 2: Being acknowledged as one among the Most Highly Respected University/Institution focused on Teaching and Learning by 2032



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AIET will encourage the development of an enriching student experience through innovation in teaching and learning, enhancing the holistic development of students through immersive learning pedagogy. The institution believes that students learn more by doing and hence the entire pedagogy is designed to give student's hands-on experience with the concepts.

Strategic Performance Measurement: Feature among top 200 institutions/university in India in various rankings, ratings; various Departments ranked among top 200 in rankings, Global accreditations for programs, High scores in Teaching and Learning component in rankings and accreditations.

Key Milestones: Annual Growth in Rankings of various Departments in ranking by reputed rating/ranking agencies. NAAC, NBA accreditations.

Key Risks: Competition. Culture, Costs involved in accreditation conformation.

Strategy 2.1: Enrich Student experience through pedagogical innovation, immersive learning, student-centric pedagogy, and living environment.

Actions

- AIET would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. The institute believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions. The existing Immersive Learning framework would be strengthened by including innovative activities under the four dimensions.
- AIET believes that students would gain a holistic perspective through interacting with a diverse set of cohorts. Hence AIET would be investing in building a diverse community of students, staff and faculty members so that a vibrant cosmopolitan experience can be given to the students.
- Institute will Increase faculty engagement with students aimed at augmenting the students' life transforming experience and favoring the development of their abilities, skills, and competencies through the effective mentoring program. Institute will invest in training our faculty members to become excellent mentors for our students thereby enriching the student's life at Alva's.
- AIET commit to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students. A teaching philosophy will be formulated that will act as the differentiator for AIET in the Teaching and Learning domain.
- Assessment and feedback is vital in any teaching and learning endeavor. AIET would develop



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competency in analytics and use data to measure the student's learning, competency and satisfaction.

Strategy 2.2: Retain and Develop excellent faculty

The faculty is the key to success of any institution of repute. AIET recognize this and will ensure that there is a resource pool of faculty members who have a high caliber of research and teaching. Institute will encourage the recruitment and retention of quality faculty resource by committing greater rewards for excellence in teaching and research. Institute will ensure that AIET have a best faculty student ratio.

Actions

- Faculty size: Fine-tuning the number of faculty in terms of the number, quality, and competency. Institute will ensure that all the Departments under AIET would have an adequate number of faculty resources to pursue teaching and research.
- Faculty composition: Institute intend to strengthen the research output of our various Departments by recruiting faculty with research aptitude and competency. The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.
- *Faculty internationalization*: AIET plan to recruit professors and associate professors from the international job market. The plan is to start with visiting professor position for international faculty resources and then building regular positions from there. The target for 2030 would be to increase the percentage of foreign faculty members by 10 percentage from the current level.
- Recruit Faculty with Ph.D. over the next five years and encourage existing faculty members who do not have Ph.D. to complete their doctoral degree. The goal is to have all the faculty members having their doctoral degree by 2025.
- Keep the average salary of the faculty members above the median among the peers. Institute wish to open up new avenues for the funding of additional resources in the faculty domain. AIET has identified consultancy and training division as a prospective resource generating division. Efforts are on to develop the division by recruiting of experts in various domains for consulting and training.

Strategy 2.3: Harness technology to develop teaching and learning

Institute will use the digital technology environment to open new ways to discover, test, create, and advance knowledge that will enhance the teaching and learning of our students. Institute will increase its capacity to provide faculty, students, and staff with access to high-quality, physical and virtual educational environments; transform education to reflect new realities and to lead in translating those to



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life skills and workforce development; and push the capacity of digital tools and technologies to empower our research on the world's most pressing challenges.

Actions

- Encourage faculty, students, and staff to use the strength of technology to enhance the teaching and learning process. AIET already is using ERP and LMS for delivering the course resources and educational processes. Institute will try to enhance the effectiveness and robustness of the existing technology.
- MOOC is a game- changer in the delivery of education. AIET plans to introduce add-on MOOC program for internal and public consumption.
- Create an effective Information Technology (IT) platform and infrastructure that support the academic and research need of the institute in a financially viable manner.
- Institute will use the cutting edge technology to create an environment of collaborative work among the faculty and students thus creating a culture of collaborative work and sharing.

Strategy 2. 4: Enhance student and faculty diversity

Diversity is an important priority for AIET. Having a diverse community of faculty and student would enhance the teaching and learning process and increase the exposure of both student and faculty to a wide range of experience. In the next five to ten years, AIET would strive to increase the diversity in terms of gender and geography.

Actions

- AIET will create specific goals for each department in terms of gender/ geographic diversity of students and faculty members and each department would provide actionable inputs in achieving the goals.
- AIET will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes Food Court facility which supports the diverse culinary needs of the members, facilitation of accommodation of faculty members who relocate to AIET from other parts of the country.

Institute will ensure that all department will give appropriate attention and focus on increasing the diversity through effective monitoring. The department will include diversity as an important pillar in their strategic plan.

Strategy 2.5: Develop highly relevant course curricula, focus on learning outcomes.



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Teaching is the core responsibility of any institution of education. As an institution, AIET has to ensure that the students get the best of the resources, environment, and support for learning. For this, the involvement of all stakeholders is necessary. AIET commits to invest a major amount of focus and resource to enhance the learning outcomes of the students.

Actions

- AIET want all departments to have a robust list of competencies/Graduate Attributes for their students. These attributes should be used to derive the learning outcomes of various courses and each department should map these Learning Outcomes to courses so that at the end of the program, all learning outcomes are effectively embedded in the various courses.
- AIET want all departments to develop a robust assessment of the learning outcomes and ensure that these assessments are standard and transparent.
- Institute will ensure that the students would be given feedback on their performance on the learning outcomes.
- AIET want all departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.
- AIET will encourage faculty members to innovate on pedagogy and also suggest innovations that go beyond classrooms.

Tactical Plan

Goal 2: Be acknowledged as one among the Most Highly Respected University focused on Teaching and Learning by 2030			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of positions responsible for learning and pedagogy	Performance of students. Number of training programs across departments. Number of innovative pedagogy implemented.	Respective Head of Departments.	One year
Faculty Development programs on teaching and learning	Number of training programs. Feedback of faculty members	Respective Head of Departments.	Two Years
Creation of Faculty recruitment and retention plan for next 5 years.	Number of faculty recruited. Retention Ratio. Faculty Diversity	Respective Head of Departments.	6 months

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Audit of current technology platform and creation of plan for technology up- gradation	Plan approval by management.	IT Department	One year.
Drive towards student diversity with a target of 20% in every department.	Number of students from outside Karnataka	Administrative officer	Five years
Creation of MOOC in every department.	Number of MOOC courses offered.	HODs	Three years
Launching of new programs.	Regulatory Approval.	AIET management	Three years.
Strengthening training and consultancy programs.	Number of programs in training. Income from consultancy	Consultancy coordinator	One Years
Respective Programs to be rated among the top 200 in rankings.	Progression in ranking of programs and institutions by various agencies.	HODs	Three years

Goal 3: Sustain and Enhance Excellence in Research and Social Impact

AIET aspires to be a centre of excellence in research which has an impact both on academics and industry. The institution wants all the faculty members to contribute to the body of knowledge of their respective departments through research and publication. Hence each department would be treated as centres of excellence in their respective domains.

Strategic Performance Measurement: Number of research publications from each Department, Quality Journals publications, Doctoral students and awardees, Number of funded research projects.

Key Milestones: Research Centres in all departments

Key Risks: Competition for HR resources. Research Culture, Balance between research and teaching

Strategy 3.1: Develop Centres of Excellence in Research in various Departments**Actions**

- Identify departments which have the potential to deliver world-class research output in the next five years. These departments would be given enough resources and mentorship to deliver results. Develop better criteria for each department to monitor and track research progress.
- Create Research Budget for each department for the resources needed for encouraging and conducting research. A research committee constituted at the highest level would oversee research fund allocations.



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- Create positions of Dean (Research), would be to encourage research and publication in the respective departments. Investment in resources like Research Students would be encouraged in line with the research budget.
- Each department would strive to recruit and retain faculty with research aptitude and create a system of mentorship for faculty members who are in their initial stages of research

Strategy 3.2: Develop a culture of research in various departments and create strong performance management system.

Actions

- AIET want to make research and publication to be one of the priorities of the faculty members. Hence every department would include research and publication as one of the key result areas of the performance management system.
- Adequate training and mentorship will be provided to the faculty members to develop themselves as excellent researchers.
- The departments would be encouraged to introduce research-based pedagogy like a dissertation, research projects to the students so that they can be converted into research and publication.

Strategy 3.3: Enhance financial support for research and development

Actions

- Institute will encourage the faculty members to get funding for their research from AICTE, UGC, Government of India and other funding agencies. Necessary administrative support will be given by AIET.
- AIET would allocate a specific budget to ensure proper research output is produced by various departments. A Research & Development cell (R&D Cell) would be constituted which will monitor the effective use of the budget.

AIET recognizes that library is the primary resource center for any research-based activity. The institute proposes to increase the focus on developing AIET library as the best in the region by creating enough resources to develop both hard and soft resources.

- AIET will encourage inter-departmental collaboration in research and publication.

Strategy 3.4: Develop doctoral research centres for each Department

Actions



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- Doctoral research centres are vital in the development of research output in organizations of higher learning. AIET will encourage every to become an approved research centre for universities.
- AIET would encourage the faculty members who are doctorate to enrol themselves as research guides at affiliated universities.
- All the research centres would be directed to conduct training programs to encourage the scholars to pursue excellent research.
- The current research programs would be strengthened with the addition of resources like experienced faculty members and other administrative resources.

Strategy 3.5: Create strong outreach activities that touch a large spectrum of stakeholders.

AIET believes that the academic research should benefit all stakeholders especially the students, industry, and society.

Actions

- AIET envisages that the research output of the various departments would benefit the large sections of the industry & society. Hence AIET encourage research which is action-oriented and also those areas where there is a maximum impact. AIET would thus encourage close working between the researchers and the live labs for identifying projects that have maximum impact on the society.
- AIET encourages the departments to work closely with industry for identifying the research projects. AIET wants to help the industry by disseminating the research output through conferences and workshops where the research output of the faculty members are shared.

Tactical Plan

Goal 3 : Sustain and Enhance Excellence in Scholarship and Research			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of Research Centers in every department.	Research Output. Grants Received. International Collaboration. Doctoral Candidates.	HOD	Three Years

Goal 4: Expand the global footprint by having students from around the globe enrolling in AIET

The dream of the Alva's Education Foundation is to make AIET an international hub for higher learning. Institute realize that it takes a lot of effort and investment to realize that dream. Over the last 10 years, the institution has made a lot of progress in building a collaborative relationship with universities abroad. AIET want to sustain the momentum and build on the solid foundation that is



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created.

Strategic Performance Measurement: Number of MOUs Signed, Active Relationships, Number of exchange programs, Number of global enrolments, International Faculty in rolls. Relationship Satisfaction.

Key Milestones: Annual Growth in MOUs

Key Risks: Regulations.

Strategy 4.1: Enhance the global outreach through increased collaboration with global Universities.

Actions

- AIET already has tie-ups with foreign Universities. The institution would take steps to strengthen the tie-up through more intensive interactions.
- AIET will give emphasis to build relationship with universities of repute across the world.
- Develop proper metrics for evaluation of the relationship in terms of faculty exchanges and student exchanges.
- AIET would encourage the various departments to identify areas where global linkages can be utilized.

Strategy 4.2: Develop and support more enrolment from across the globe

Actions

- The long-term objective of AIET is to have at least 5% of its student enrolment from across the globe. This requires a lot of regulatory approvals and AIET would be investing resources in achieving those goals.
- In order to attract enrolment from outside India, AIET need to develop strong brand equity outside the host country. Hence AIET has identified Accreditations as a brand building opportunity. AIET want all departments to identify world-class accreditations and start working towards getting accredited globally.
- Necessary infrastructure would be developed to support the internationalization of the various programs.

Strategy 4.3: Develop globally relevant courses in all Departments

Actions

- Every department should develop a short-term and long-term course. These courses should be communicated to our partner universities to explore the possibility of getting student enrolment.



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- Necessary training will be given to the faculty to develop competencies to teach to an internationally diverse group of students.

Strategy 4.4: Attract and retain faculty from across the globe and also encourage existing faculty to become globally competent.

Actions

- AIET would devote its focus to attract international faculty members to teach at Alva's either on a visiting or permanent basis.
- Sufficient infrastructure will be created to ensure that the international members would have homely feeling at AIET.
- AIET would encourage its faculty members to develop competencies required to teach in a globally recognized institution.

Strategy 4.5: Create globally relevant research through collaborative research projects.

Actions

- AIET will encourage faculty members to have collaborative research projects with our partner universities.
- Each department should develop at least one research project every year with a partner university in the next 10 years.

Tactical Plan

Goal 4 : Expand the global footprint by having students from around the globe enrolling in AIET.			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Increase the number of collaborations across world	Number of MOU signed	Alva's Education Foundation	Five Years
Enrolling international students (5%) in various departments	Number of foreign students	Alva's Education Foundation	Five Years
Creation of specific courses for international students	Updated Syllabus and new courses like Summer/Winter Programs	HODs	Five Years
Creation of appropriate living experience for International Students.	Plan approval by management	Alva's Education Foundation	Three Years
Collaborative research projects with partner universities.	Number of projects. Number of publications.	HOD	Three Years



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Global Accreditations for Respective Departments	Number of programs accredited.	Principal & Accreditation teams	Five Years
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Goal 5: To create a sustainable, world class, infrastructure that support an effective learning environment.

Infrastructure is the most visible element in any educational institution. Infrastructure provides the ambiance and learning environment. The importance of infrastructure as a goal is high because AIET is aiming to become a deemed university that requires developing infrastructure to sustain a large number of courses and departments that will be created by the University. The infrastructure should also support the quest for internationalization which is one of the major goals of AIET.

Strategic Performance Measurement: Benchmark scores in comparison with an exemplar institution, Satisfaction of students, faculty in infrastructure.

Key Milestones: Plan creation, approval by management, funding

Key Risks: Funding.

Strategy 5.1: Create world-class infrastructure in terms of classrooms, and technology that supports global and local students.

Actions

- Infrastructure is the backbone of creating an effective learning environment. AIET constantly tries to provide the best infrastructure in terms of classrooms and other audio-visual equipment. In line with the stated objective of creating world-class infrastructure, AIET will continue to invest in creating an environment that promotes teaching and learning.
- AIET is also an institution which is sensitive towards the environment. Hence efforts would be made to create an infrastructure that promotes environmental sustainability. It is our endeavor to create a green campus where nature and modernity would co-exist.
- In order to reduce the power generated by non-renewable source, it is planned to replace all illumination to LED blubs and to use solar water heaters in hostels
- In the quest to create sustainability in power generation, AIET would invest in harnessing solar energy to power its energy requirements. The goal is to generate One MWph of the energy through solar with in next 3 years.
- In order to provide best services to visiting international faculty members and guests from the industry, AIET would be investing in residential complex to cater to the needs is in the long-term plan.



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Strategy 5.2: Develop world-class learning infrastructure in terms of library, computing facilities, online resources etc.

Actions

- AIET would be developing a world-class library which will cater the needs of the academic community across various departments. Since the world is moving towards digital repository, AIET would be focusing more on harnessing the digital resources which provide cutting-edge knowledge. AIET would be strengthening the already robust networking system by adding more bandwidth. Security is also a priority; hence AIET would be strengthening the IT department with more resources.
- AIET would also invest in developing IT-enabled infrastructure to facilitate collaboration and engagement between teachers, students, various campuses, industry, potential students etc

Strategy 5.3: Develop infrastructure for developing entrepreneurship, placement, Skill development,

Actions

- AIET already Established Entrepreneurship Development cell (EDC) to cater needs of students. Institute will invest in developing infrastructure for entrepreneurship development.
- AIET already established a dedicated Placement & Training cell for catering all needs of students.

Strategy 5.4: Create avenues for funding the infrastructure requirements by creating endowments, revenue streams etc.

Actions

- The development of infrastructure requires a lot of funding. AIET would be looking at developing resources for funding of infrastructure through endowments from alumni, create new revenue streams through Government grants etc.
- AIET wants its various departments to create a strategy for self-reliance in the infrastructure funding.

Strategy 5.5: Create strong infrastructure for corporate relations, consulting, alumni relations and outreach activities.

Actions

AIET will be investing in creating infrastructure for the outreach activities concerning the alumni and industry.

- The institute will be creating separate infrastructure for training and consultancy. The creation of this infrastructure would be met through internal accruals especially through the contribution from Alumni.



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resources for funding of infrastructure through endowments from alumni, create new revenue streams through Government grants etc.

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Tactical Plan

Goal 5: To create a sustainable, best in the world infrastructure that is best that creates an effective learning environment.			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Create a plan for infrastructure development in line with Deemed University and Internationalization	Plan approval by Management.	Principal	Five years
Strengthening of Technology Platform	Plan approval and execution	IT Department	Five years
Creation of plan to develop sustainable power generation.	Plan Approval. Funds generated.	Engineering Department	Five years
Strengthening the knowledge Infrastructure including library and e-resources.	Number of books. Number of journals and e-resources.	Library department.	Five years
Dedicated infrastructure for international students.	Plan approval by management. Funding for the infrastructure.	Principal	Five years


PRINCIPAL
Alva's Institute of Engg. & Technology,
MIJAR, MOODBIDRI - 574 225, D.K


CHAIRMAN
CHAIRMAN
ALVA'S EDUCATION FOUNDATION (RJ)
MOODBIDRI - 574 227 (D.K.)