

UNIV Code: H4
SBTET Code: 252



BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE

(Approved by AICTE, New Delhi; Accredited by NAAC, Bangalore; ISO 9001:2015 QMS Certified Institute;
Permanently Affiliated to JNTUK, Kakinada & SBTET, Vijayawada)

CET Code: BVTS



STRATEGIC PLAN

2020-2030

Founder



Late Sri. Bonam Venkata Chalamayya

"WORK THROUGH YOUR LIFE, THE RESULTS PROSPER YOU"

The BVC Educational Society (BVCES) was founded by Sri. Bonam Venkata Chalamayya, A visionary, who understood that the success of the country, its wealth and welfare, will depend on the nation's assets such as ideas and skills of its population. The world is becoming increasingly technological and the value of national assets will be determined by the effectiveness of science, technology, engineering and mathematics education. That gave birth to BVC educational society in 1992 and emergence of its Second engineering college, BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE, AMALAPURAM, East Godavari district, Andhra Pradesh in 2002.

Despite innumerable difficulties and insurmountable obstacles he had faced, he didn't budge from his firm determination to realize his vision and accomplish success while making significant contribution towards development of country in building assets.

Preface

An Engineering Education institution like any other organization requires high level goals with long range planning and strategies to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing short, mid and long term goals in this highly competitive world. Strategic Development Plan (SDP) analyses current environment expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SDP addresses Vision, Mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders (Management, Leadership, HODs, Faculty, Staff, Industry, Students and Parents). Scientific scanning of internal and external environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision & Mission, the goals are drawn by holding brainstorming sessions with HODs and Professors. Institutional strategic goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Financial constraints and fund availability is one of the important parameters of SDP. Internal Revenue Generation has been given due importance. SDP evaluation and committees to monitor the effectiveness has been clearly spelt out. The final out comes are discussed and approved by the Governing Body (GB).

As a good practice, inputs are drawn from stake holders through active participation .The SDP will stream line the processes and progress of the institution, it will also ensure that BVCITS becomes a torch bearer among technical education institutions at National and Asia-pacific level by 2030.

Strategic Development Process

The Chairman, Secretary and the members of the Governing Body have felt the need of preparing a strategic development plan for the institution in a formal written document format. The mandate was given to the Principal to develop strategic plan 2020-2030 for the institution. The institution leadership team was facilitated with a two days workshop on ‘strategic development leadership for excellence’. The management & top leadership team met and brain stormed on SWOC and stake holders expectations. The Leadership team met a number of times, deliberated in detail and arrived at vision, mission and core values for BVCITS. Environment scanning was done keeping vision in mind. The team also discussed about Institutes strategic High Level Goals (HLG) to be achieved by 2030.

Institution strategic goals formed the main theme for arriving at strategies, sub strategies and road to accomplish them. Each Strategy was deliberated and sub-strategies were arrived towards implementation plan. Implementation plan worked out all details such as budget, resources needed and leaders responsible to implement with time lines. This implementation is separately maintained by the head of the institution.

Departments play a pivotal for the institution; hence each department work out through their respective Vision, Mission and short in achieving , mid & long term Goals. The implementation plan for the departments also reflects all details such as budget, resources needed as well as leader responsible with time lines. HODs form the core team for implementing departmental goals under the guidance of Principal.

Strategic Development Plan emphasizes on evaluation measures, monitoring team along with deviation steps if any over a period of time. The evaluative components for each stake holder are clearly spelt out along with periodicity of performance evaluation reviews.

The final draft document was discussed with BOG and after its detailed review; the suggestions were incorporated towards its effective implementation. This comprehensive plan forms the guiding plan for the years 2020-2030.

INSTITUTE VISION

- To Be a Premier Institution In Education And Research, Producing Global Leaders In Engineering, Technology And Management.

INSTITUTE MISSION

- Imparting Quality And Outcome Based Education Towards Academic Excellence.
- Inculcating Team Spirit And Professional Ethics Among Internal Stakeholders
- Strengthening Links With Industry Through Internship And Collaborative Development Works.

INSTITUTE CORE VALUES

Core Values Provide the foundation for all the Academic ,Student and Societal Programs and Activities .The stated core values support the Mission of Bonam Venkata Chalamayya Institute of Technology & Science .

- **Being The Best :-**

We aimed at making the students become self –educating and Self sustaining and self motivating.

- **Value Creation in Education:-**

We Provide Education with Innovative Spirit with our diverse learning environment to broaden understanding of different Strategic Approaches.

- **Creative Education:-**

We inculcate Creative education to bring out the imaginative skill and critical thinking of the students to create new ideas where they can take viable risks to become independent and resilient.

- **Innovation and best Practices:-**

We serve to enhance Quality and impart value Based education to tap the inherent skills of the students.

- **Team Work:-**

we mould the students to learn in a team Environment so that they will have teamwork skill when they enter the workforce .

- **Self Reliance :-**

We educate the students to nurture the qualities of self-reliance and entrepreneurship in national development.

Profile of the College

Bonam Venkata Chalamayya institute of technology and sciences (BVCITS), Amalapuram was established in the year 2002, pioneered by a great philanthropist Late Sri **Bonam Venkata Chalamayya**, Founder President of B V C Educational Society, whose vision came true with inception of the first private engineering institution in East Godavari District ,is an emerging centre for excellence in Engineering education, renowned for its energetic, experienced and dedicated faculty, thriving students, state of the art infrastructure and very good placement record. The management encourages the students and the faculty to “**Dare to Dream** and **Strive to Achieve**”. The institute is indeed “**dream come true**” for many aspiring youngsters from rural areas of East Godavari District and Andhra Pradesh. The institute is also admitting students from other states of India. The employees of the institute work in the spirit of founder chairman and follow his philosophy “*Work through your life, The results prosper you*”.

BVCITS is located in a sprawling campus of 25.94 acres of enormous Campus , free from pollution bounded by gorgeous countryside and located amongst lush green scenic beauty with pleasant, calm, serene ambience of environment which is conducive for the study of professional courses and personality development with a functional area of 23456.75 sq.m. The zeal in promoting technical education for rural literacy and continuous good results of this institution fetched an overwhelming response from aspirants of engineering education. The institution is affiliated to Jawaharlal Nehru Technological University Kakinada, and received permanent affiliation in the year 2016 for three years renewed in 2019 for three years up to 2022.

The institution offers undergraduate and post graduate programmes – BBA,BCA& B. Tech in seven branches, M.Tech., in Two specializations and MCA , MBA. The institution has received NBA accreditation for Computer science and Engineering, Electrical & Electronics Engineering and Electronics & Communication Engineering branches in 2014. Second cycle NBA accreditation for Computer science and Engineering, Electrical & Electronics Engineering in the year 2023. The institution was also accredited by NAAC with “B” grade in 2015 for five years. The institution was also accredited by NAAC with “A” grade in 2021. The institution becomes Autonomous in the year 2023. Above all, the institution is bestowed with the abundant trust of its students and their parents which resulted in phenomenal increase in UG intake of the students from 180 to 780.

This college was established with a total intake of 180 in CSE, EEE, and ECE Branches of B. Tech courses in 2002. Keeping in view of the demand for quality education with credibility and employment prospects as aspired by the parents and students seeking engineering education, the college has registered a phenomenal growth with additional branches and intake in both UG & PG programmes. The present intake strength at first year level is 660 in B. Tech, 60 in BBA, 60 in BCA, 27 in M. Tech , 120 in MCA and 60 in MBA.

AUTONOMY, APPROVAL, AFFILIATION & ACCREDITATIONS

The institute is approved by
**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION (AICTE) NEW DELHI
with Extension of Approval (EoA).**

The institute is permanently affiliated to
**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA,
KAKINADA from 2016 for 3 years renewed in 2019 for 3 years up to 2022, reviewed in 2022
for up to 2025**

The institute is graded B by
**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC) BANGALORE in
2015 for a period of 5 years and next cycle from 2021 to 2026 with Grade-A**

**The institution was included in UGC recognized colleges under section 2(f) and declared fit to
receive UGC grants under section 12(B) of UGC act 1956 from 15/01/2019**

The institute has been independently assessed by
**ODPL Certification and is Compliant with the requirement of ISO 9001:2015 Quality
Management System in 2017 for period of 3 years.**

COURSES OFFERED

The College offers the following courses, extending over a period of four years, leading to Bachelor Degree in Technology, and also a two year P.G. courses leading to M. Tech.

U.G Courses: B. Tech.

1. Civil Engineering	60
2. Information Technology	60
3. Electrical and Electronics Engineering	60
4. CSE(AI&DS)	60
5. AI&ML	60
6. Electronics and Communication Engineering	180
7. Computer Science and Engineering	180
8. BBA(Bachelor of Business Administration)	60
9. BCA(Bachelor of computer application)	60

P.G Courses: M. Tech.

1. Computer Science & Engineering	09
2. VLSI- Very Large Scale Integrated Systems	18
3. MCA- Master of Computer Applications	120
4. MBA- Master of Business Administration	60

Stakeholders' Expectations

Management	• Global Brand • Sustainability • Good Governance • University Status • Social Responsibility
Leadership Team	• BVCITS ranking with in top 100 in India • Competent Faculty • Internal Revenue growth for sustainability • Industry oriented /continuing education programs • Bench marking through Accreditation of programs and institution • Creation of Centers of excellence
Faculty Staff	• Good academic & working ambience • Career growth ,Research facilities & incentives • Academic independence with accountability • Transparency and uniform processes
Students	• Good academic & research ambience • Support for co-curricular & Extracurricular activities • State of the art infrastructure • Experiential learning & Opportunity for talent exposure • International learning at affordable cost • Quality Placement, career guidance and entrepreneurial opportunities
Parents	• Branding • Quality teaching-learning • Disciplined students • Good placements
Industry	• Industry ready professionals with proper attitude • Strong fundamentals • Strong Industry-Institution interaction • Collaborative research, consultancy • Brand and accreditations of the institute
Society Others	• 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

Environmental Scanning and Analysis

Economic Factors are analyzed, GDP is 147.79 lakh crore for 19-20, with existing government in place, and GDP is likely to sustain at level of 8%. Huge opportunities may come up in terms of placement, Higher Education, research and innovation. This will have positive impact for the institutes providing quality education and research.

Social Factors were analyzed and the parent community and society are encouraging their wards and looking for placements but not on real education which will enhance knowledge. This trend may pose grave dangers in the years to come. Placement should be one of the goals in students mind but not the only goal; this trend will bring down the curtains on innovation and entrepreneurship.

Technological Factors were discussed and the extensive use of technology in teaching-learning needs to be a key enabler in higher education. Emerging technologies and need for training faculty to face these challenges. E-learning /online learning/online examination may replace traditional class room teaching-learning practice. The faculty needs to change their pedagogical skills to match these challenges.

Political Factors at the state & centre are not favoring faculty in research facilitation for those working in private institutions. Also there is no clarity on admission policy and fee structure from government which could be a challenge. Higher education is getting a big priority from political decision making. National Skill Development is the need of the hour and funding with a specific focus on building skill inventory needs to be strategically planned.

Regulatory Factors are of concern as BVCITS though being is plagued by several unscheduled inspections, the slow pace of Accreditation is also a worrying factor though BVCITS is the most preferred institute to pursue technical education.

Entering of Foreign Universities may pose a great challenge in the years to come in the form of competition. No immediate challenges seen for BVCITS. However, faculty retention and need to look into curriculum reforms to keep pace with flexible system of foreign universities needs an immediate looking in.

Market /Competition Factors are posing some challenges as many Deemed /Private state universities- Industry lead universities are getting started in many states. Infrastructure and funding may not be a differentiator any more. Quality teaching, research, ambience and placements could be critical factors. There needs to be a serious thought on incentives for performers for this a consensus has to be arrived at. An internal IQAC will take care with external experts.

SWOC Analysis

The SWOC analysis of the institution

Institutional Strength:-

- NBA accreditation to 03 UG Engineering programmes B.Tech – CSE,ECE & EEE in 2014.
- Accredited by NAAC with ‘B’ Grade in 2015 for 5 years.
- Permanently affiliated thrice to JNTUK, Kakinada, A.P. valid up to 2022
- Students have representation on academic and administrative bodies.
- Participative work culture.
- Low students’ dropout rate.
- INFLIBNET / IUC facility is available.
- Experienced and competent faculty with good retention ratio.
- Abundant trust of parents, alumni and Employers.
- Visionary management team
- Innovative teaching – learning practices
- End examinations are monitored through CC TV system
- Student Counseling and Guidance system
- Exclusive Training Department and Excellent Placement record
- Industry specific and-on training programmes
- State of the art Infrastructure
- Strong brand image in Andhra Pradesh
- Exclusive Industry Interface and Corporate Alliances
- Well settled alumni all over the globe
- Conduction of extensional activities through Red Cross, NSS, BVCITS FSS & LSquare .

Institutional Weaknesses:-

- Non-utilization of Consultancy policy by faculty.
- Ph.D. holders are less in number.
- No residential facility for Faculty and staff.
- Non availability of formal faculty performance index.
- Limited sponsored funds for Research and Development
- Association with eminent research centers requires a boost
- Unable to secure TEQIP grants
- Consultancy has to pick up
- Financial limitations for rapid progress, being an un-aided institution
- Inability to depute faculty for full-time research
- Sustained effort to reach 100% placements

Institutional Opportunities:-

- To become Institute of excellence.
- To undertake R&D projects with funding from Government and Private Sectors.
- To undertake consultancy assignments.
- To improve employability of the students.
- Scope for introduction of revenue generating short term self financed courses.
- Strong brand image in Andhra Pradesh to be extended at National & International level
- Government's support for economically weaker sections
- Focus on "Skill Development" at Central and State Government level
- Possible job opportunities due to "Make in India" initiative
- Parents / students Aspiration towards engineering education

Institutional Challenges :-

- Maintaining intake at the approved level.
- Inculcating research culture across all the departments and disciplines.
- Increased competition and declining admission at all India level.
- To have adequate senior faculty with Ph.D.
- To establish linkages with National / International Organizations / Institutes.
- Some of the students are rural back ground who are the first generation literates in their families in some cases
- English language proficiency levels of the students
- Growing competition in nearby towns.
- Vast academic syllabus and rigid academic schedule
- Huge delay by the Government in reimbursing the tuition fee for economically and socially weaker sections.

Recognitions:-

- Recognized & Approved by AICTE, New Delhi.
- Recognized under section 2(f) and 12 (B) of the UGC Act 1956
- NAAC accreditation with B grade (1st May 2015 – 30th April 2020)
- NAAC accreditation with A grade (15th sep 2021 – 16th Sep 2026)
- Permanently affiliated to JNTUK, Kakinada in 2016, 2019, 2023 for three years respectively
- ISO 9001:2015 Quality Management System for all Activities.
- Member of Andhra Pradesh Information Technology and Academy (APITA) of A.P. State Government with Star Status.
- MoUs with various Organizations like Hi-Q Labs, Silicon Labs, MSME, Aspiro, Code Tantra , TCS etc .
- Member of Indian National Digital Library, MHRD
- NPTEL Local chapter membership
- Institutional Member of IEEE, ISTE, IETE, CSI
- Student section/Chapter/Forum of IEEE, IETE, CSI
- Registered Institution for TEP – Technical Entrepreneurship Program of ISB, Hyderabad.

Strategic Goals

BVCITS Leadership Team after brain storming the Vision, Mission, Quality Policy, Core Values, Environmental Factors and SWOC analysis arrived at the step to establish High Level Goals (HLG) which are also called Institution Strategic Goals (ISG)



1. Good Governance

Governing Body	- Revised GB as per revised UGC Guidelines - Performance management of GB members through specific responsibilities - Evaluation of institutions performance and benchmarking - Guiding and approving policy matters
Vision, Mission and Institution Goals	- Vision, Mission development & their articulation - Setting short term and long term goals - Institutional Strategic development plan - Institutional strategic goals setting
Transparency & Leadership	- Transparency in Leadership & appointment of Key positions - Service conduct rules and policies formulation, approval & implementation - Grievance Redressal mechanism - Leadership Development through decentralization - Establishing E-Governance- MIS- Data analysis
Internal Quality Assurance Cell & Accreditation	- Setting up of IQAC with internal & external members to audit processes - Establishing internal audit committee for regulatory compliance - Systems, checks and balances- Remedial measures.
Students Participation	- Students participation in various committees and bodies - Their suggestions in various academic and student affairs

2. University Status

Vision & Budget allocation	- Discussion in Governing Body and approval for University status - Resource planning & budget approval
Preparation of UDP & pre-assessment	- Constitution and appointment of committee to prepare University Development Plan (UDP) - Formation of Academic Council, BoS and Liaison officer...etc) - Preparation for pre-assessment & assessment
Accreditation & Certifications	- Accreditation & Assessment cell - Inspections preparation & Approvals
Statutory Inspections	- Statutory inspections planning and preparation - Inspections facilitation & remedial measures - Provisional university approval status

3. Leadership Development

Developing Ownership	▪ Motivating through interactions ▪ Partnership incentive plans
Assessment & Identification	▪ Expert committee to assess all existing leaders potential ▪ Find gaps and structure changing ▪ Identify positions for external
Decentralization	▪ Decentralize the academic, administration and student related ▪ Prescribe duties , responsibilities and accountability ▪ Rotation of key posts to build leadership
Development & Job Rotation	▪ Develop Leadership competencies ▪ Plan for Job rotation /enlargement /enrichment assignments ▪ Plan for new /crisis assignments
Retention Measures	▪ Growth retention plans through Career advancement. ▪ Golden handcuffs through (monetary /welfare)

4. Financial Management

Budgeting	▪ Department wise Budget planning of all heads of accounts ▪ Forecast & estimation of revenue (Both IRG and ERG) ▪ Forecast & estimation of expenditure ▪ Emergency plans ▪ Budget formulation & approval through Finance committee
Financial Governance (HODs)	▪ Planned expenditure management ▪ Procurement and Financial policies implementation ▪ Monthly Audit (internal /External) checks-balances ▪ Support through research, consultancy and training
Outflow Management & Growth plans	▪ Monitoring expenses as per budget planning ▪ Predicting internal revenue generation ▪ Treasury (surplus funds)management ▪ Growth- Expansion plans

5. Physical infrastructure

Green Campus (Keeping with the Vision & Mission)	▪ Plantation, Rain water harvesting and green cover ▪ Energy harvesting & management ▪ Hygiene, solid waste management (zero plastic usage) ▪ Reuse of waste ▪ Efficient usage of recycled waste water from TIP
Academic infrastructure	▪ Aesthetic Class rooms, Tutorials, Seminar halls ▪ State of the art Laboratory & equipment
Library	▪ Library infrastructure up gradation ▪ Functional Furniture and fittings for learning
Residential Township	▪ Safety, Security management ▪ Water facility and health centre
Sports, Hostel & Canteen	▪ Developing sports (indoor/outdoor) facilities ▪ Hobby clubs, Canteen & community centre ▪ Additional Hostels facility for boys & Girls within the campus

6. Teaching- Learning Infrastructure

Smart Class rooms	▪ Smart boards ▪ Multi-room instructional facility ▪ Multimedia and support equipment ▪ E-Learning facilities
Laboratory- R&D Equipment	▪ R&D Laboratory and its maintenance ▪ Simulators ▪ Industry equipment (centers of competence) for consultancy
KE & ICT	▪ Licensed software's- Higher BW ▪ Hardware (Servers, Computers...etc.) ▪ Pedagogy tools ▪ Online learning tools ▪ Evaluation & assessment tools ▪ Learning Management System ▪ ICT for 360 deg. Feedback.
Books & E-Learning	▪ Books, Journals, Periodicals, Magazines ▪ Online access to E-media ▪ Departmental library books

7. Library & Information Centre

Infrastructure enhancement	▪ Budget allocation ▪ Infrastructure(Buildings & Furniture) ▪ CCTV and Lockers facility
Removal of obsolescence in Books & Resources	▪ Books, journals procurement, storage and retrieval ▪ Resources automation & Access
Digital & E-Library	▪ Digitization of Library resources ▪ Establishing cloud based e-library & online access

8. Attraction, strengthening and retention of Faculty

Talent Hiring & Retention policy	▪ Merit based hiring policy formulation & implementation ▪ Career advancement Schemes ▪ Scientific induction/ orientation of new talent ▪ Critical talent identification & retention measures
UGC /AICTE Scales, Rewards & Recognitions	▪ UGC /AICTE scales implementation for all cadres / designations ▪ Additional cadres to be created for deserving staff ▪ Rewards – recognitions & incentives ▪ Welfare policy formulation & implementation
Conducive working environment	▪ Best work facilities and infrastructure ▪ Role & responsibilities clarity and empowerment ▪ Online access to Library- journals
Career growth & Development	▪ Sponsorship/ Deputation, sabbaticals for higher education & Exchange programs ▪ Sponsorship to participate in national /international conferences ▪ Deputation to premier national /international universities/industry

9. Teaching-Learning and Evaluation Process

Bench mark with Premier institutes	- Constitute academic teams and visit premier institutions - Customize & Implement best practices
Curriculum Design & Lesson plan	- Design curriculum as per all graduate attributes and expectations of stakeholders - Develop lesson plan as per OBE & academic calendar - Develop e-learning content - Benchmark with industry requirements - Use of LMS to support students
TNA(Training Needs Analysis) and upgrading faculty & staff competence	- Conduct training need analysis every two years - Conduct / depute faculty and staff for competence development - Support paper publications and presentations - Provide opportunities for networking - Train faculty to use LMS effectively
Knowledge Delivery & Outcome based education	- Define outcomes of each teaching learning initiative - Continuous Assessment and evaluation to measure outcomes - Establish Research Culture - Access to online learning - Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	- Create proper feedback system - Continuous progress assessment - Question bank development & Term end examinations - Credit transfers and performance development

10. Industry- Institute Relationships

Industry Data base & Intelligence	- Strengthen placement, training and industry institute interaction cell - Identify branch wise preferred industries & companies - Identification of potential areas of research - MoUs & NDA with potential industries/companies - Professional bodies membership
Leverage Industry Resources	- Invite industry experts for guest lecturers/talks/seminars - Partner with industry for syllabus reviews/advisory roles - Deputation of faculty to Industry on sabbatical - Leverage for internships, research projects, consultancy & placements - Scholarships
Leverage Institutional Resources for Industry	- Training and talks by faculty - Consultancy and testing to industry - Starting of postgraduate programs for industry personal - Enrolling industry personnel for Ph.D.
Setting up Centers of Excellence	- Identify potential industries who can establish centers of excellence department wise - Establish and operationalize centers of excellence - Setting up of chairs in specific domains by industry

11. Research, Development and Innovation

R&D Infrastructure & Teams	- Enhancing R&D laboratories in all departments - Modernization and removal of obsolescence of laboratories - Dedicated R&D facilitation & documentation centre - Competent technical staff for R&D labs - Start new Journals with Scopus indexing.
Establishing Centers of competence	- Fund raising through Project proposals - Apply for TEQIP/Government/ other funding - Establishing centers of excellences - Establishing Consultancy cell
MOU with premier institutes/ R&D labs	- MoUs with higher learning institutions in India. - Collaborations with MSME TOOL ROOM(CITD), TRIECODERS, Codetantra, Eduvance, QSpiders, SB Technology Services, Nicco Ventures, VIDAL NDT, Tata Consultancy Services, RedHat Academy, Coign Edu & IT Seviles, BrighTex Bio-Photonics Pvt. Ltd, TalentSprint Educational Services Pvt....etc. - Multi & inter disciplinary research and product development
Incubation Centre /Product Development	- Encourage “idea to product” pre-incubation activities - Establishing incubation centers - Focus on Product development - Startup of maker Space (FAB Lab) – Product and development
Setting up of Patent cell	- Patent filing, Scaling up & commercialization - Starting of patent cell - Appointment of search and Patent Attorney

1. Quality Assurance Systems

Establishing Quality Systems	- Setting up bench marks & system flow - Quality Policy steering committee - Publishing Quality system design & culture - Educating & Training of all employees
Internal Quality Assurance & Assessment cell	- Setting up of IQAC team - Periodic checks and guidance
Accreditation & Certifications	- Internalize the process based on - Choose accreditation/certification agency - Audit and certifications
Audit Internal Controls	- Establish audit process & audit teams - Train internal auditor teams - Audit and remedial measures
Continual improvement, Rewards & Recognitions	- Setting up of Quality assurance cell - Identifying achievements & best practices - Quality circle competitions & rewards - Annual competitions

2. Entrepreneurship

EDP Cell	▪ Establishment of dedicated EDP cell ▪ Budget /seed funding for funding initial projects ▪ Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	▪ Identify interested students for entrepreneurship ▪ Identify mentors from successful entrepreneurs from Alumni/others ▪ Formal training on entrepreneurship
Leverage Promotion agencies	▪ EDP agencies and networking ▪ Competitions participation ▪ Leverage for funding & support
Incubation & Pilot projects	▪ Establish incubation centre for prototypes ▪ Provide incubation support for students ▪ Incubation support for outside SMEs

3. Placements, Internships & Career Guidance

Placement & Career guidance Department	▪ Dedicated team ▪ Modernization of infrastructure (Video conferencing, interview & conference rooms) ▪ Video recording of mock up interviews of students and feedback
Industry MOUs- Intelligence	▪ Data base of various potential industries/companies ▪ MOU s and relationship management ▪ Industry experts as resource persons
Training & Development	▪ Awareness programs ▪ Value added programs (soft skills & domain expertise) ▪ Competency enhancement centre
Internships, Placement process & Success stories	▪ Internships planning and execution ▪ Placement process coordination ▪ Success stories celebration- Brand building

Extra-Curricular and Co-curricular activities

State of the art infrastructure	▪ Budget allocation ▪ Establish state of the art infrastructure (indoor/outdoor) ▪ Formation of hobby clubs
Coaching, training & competitions	▪ Dedicated coaches /trainers recruitment ▪ Regular training /coaching classes ▪ Participation in tournaments/competitions ▪ Hosting competitions/tournaments
Credit transfer, Rewards & Recognition	▪ Admission priority for state/national achievers ▪ Academic credits transfer ▪ Attendance compensation ▪ Reward & Recognize achievers

4. Alumni Interaction

Alumni Association	▪ Strengthen Alumni association and engagement ▪ Establish alumni association office on campus, engage students ▪ Data base updating and interactive alumni website ▪ Establish global chapters and networking
Relationships & Leveraging	▪ Regular interactions/invitations ▪ Recognize successful alumni ▪ Leverage for guest lecturers/internships/placements ▪ Academic advisors/ Board of governors
Endowments	▪ Explore Contributions / endowment partnering ▪ Brand ambassadors ▪ Sponsorships/scholarships

5. Community Service and Extension activities

Budget and Resources	▪ Budget from institution resources ▪ Budget from Faculty/students/Govt./other donors
Village adoption & Rural Projects	▪ Identify nearby villages for adoption ▪ Study rural projects and challenges ▪ Explore & provide support to the execution of projects
Vocational training	▪ Identify the job oriented courses as per local needs ▪ Provide vocational training at the institute ▪ Educational tuitions/ support to village students
Health and hygiene support	▪ Conducting health awareness camps ▪ Providing free medicines to the needy ▪ Psychological and psychiatric support

Strategy Implementation and Monitoring

Strategic development plan once approved by Governing Body 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 is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.

Implementation Plan at Institution Level

Good Governance & Administration	GB, Chairman, Members of GB
Finance Management	Finance Committee, Principal
Institution Statutory Compliance	Principal and Coordinators
Branding /Expansion	GB members, Leadership team & Public relations team
University Status	GB / Special Committee
Talent Management	GB, Chairman and Principal
Infrastructure (physical)	GB, Chairman, Principal & team
Infrastructure-Academics	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research	Research Committee
Student affairs	Principal
Student admissions	Principal
Departmental activities	HODs and Faculty
Placement & Training	Principal, TPO and HODs

Measurable during Implementation

Good Governance	GB selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance, Policies implementation ,grievance Procedures, Educational ERP implementation. . etc.
Talent Management	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC/AICTE norms, Track Faculty and staff performance.
Student Intake Quality	EAMCET ranking, Students profile, Intermediate marks score

Student Academic Performance	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback.
Placement	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT...etc, Public sector and other Government jobs, percentage of graduates Transformation into Entrepreneurs.
Curriculum	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.
Alumni	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure Development.
Research and Consultancy	Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organized, New MOUs signed with academic and industrial organizations, Centers of competence Established.
Physical Infrastructure	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
Social Responsibility	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the Society.
Extra-Curricular Activities	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International Recognitions received, competitions participated.
Sources of Funding	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income

The committee will be formed for review from time to time. The following leadership team will monitor the time to time implementation scheme against the measurable and do prepare detailed MIS for BOG review.

- Chairman, GB
- Principal, HODs
- Professors, Faculty & Staff
- Student representatives
- Parent nominees
- Accreditation/Inspection bodies

Conclusion

BVCITS was started with humble beginnings in 2002. The institute has progressively grown and achieved many milestones. The institute has done very well in placements in spite of the economic recession for the last five years. Autonomy lead to development of Strategic Development Plan (SDP) for the institute 2020-2030.

The SDP is an outcome of commitment from management, institute leadership and steering committees detailed deliberations with the all the stakeholders. This collective wisdom ensures participation, ownership of the plan among all the stakeholders. The strategy is not static document but dynamic due to continue changing environmental and it is an ongoing process to evolve as per the necessity.



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