



SREE NARAYANA INSTITUTE OF TECHNOLOGY, ADOOR
Institutional Developmental Plan (IDP) - 2021-26



August 2021



MESSAGE

Strategic planning is the process of defining the direction in which an organization shall grow and strategies to be adopted for achieving the defined targets and other goals. The process involves setting strategic goals, determining actions to achieve the goals, setting a timeline, and mobilizing resources to execute the actions.

SNIT IS NOW in a transitional period. Practices followed today require revision to match with the growing dimension and direction of academia, to match with changing needs of the society.

Our Governing body has formed a task team consisting of Academic Chairman & Principal to prepare a five-year Strategic Plan for SNIT. The team presented the draft Plan in the Governing Body, in its special meeting convened. The plan was deliberated in detail, suggestions from all the members were collected. Task team members were requested to incorporate the points raised and also to review the plan based on the draft guidelines released by UGC as a part of the National Education Policy 2020 implementation. The final updated plan, "SREE NARAYANA INSTITUTE OF TECHNOLOGY, ADOOR - Institutional Developmental Plan (IDP) - 2021-26" was presented in the Governing Body and the Plan was approved.

Total commitment from all the faculty members is solicited for successful implementation of this Institutional Development Plan and to achieve the strategic goals stated therein.

Er. ABYIN AMPADIYIL
Managing Director

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SREE NARAYANA INSTITUTE OF TECHNOLOGY, ADOOR
INSTITUTIONAL BASIC INFORMATION

1	Institution Name	SREE NARAYANA INSTITUTE OF TECHNOLOGY
2	Date of establishment of the Institution	13-07-2011
3	Institutional Website Link	www.snit.edu.in
4	AISHE ID:	C-51630
5	Name of the Head of the Institution and Designation	Dr. R RADHAKRISHNAN. PRINCIPAL
	Mobile No	9497257007
6	Address	SREE NARAYANA INSTITUTE OF TECHNOLOGY, Theppupara PO, Ezhamkulam, Adoor, Pathanamthitta District. Kerala. Pin: 691554
7	Phone No	04734-244600/244700
8	Registered Email	principal@snit.edu.in
9	Type of the College	Self -financing Engineering College
10	Status of Approval & Affiliation	Approved by AICTE. Affiliated to APJ Abdul Kalam Technological University, Thiruvananthapuram, Kerala
11	Number of Programs Offered*	Undergraduate level: B. Tech - 5 programs Post graduate level: M Tech - 2, MBA - 1.

PROFILE OF THE INSTITUTION

Genesis

Sree Narayana Institute of Technology, Adoor, popularly known as SNIT ADOOR, is a college synonymous with knowledge empowerment that began under the tutelage of the Pattayil Kunjukunju Memorial Charitable Trust. It is situated in Theppupara, Adoor, Pathanamthitta District of Kerala State.

SNIT began its journey with engineering courses as its primary focus. In 2013, MBA was added to the College curriculum to meet the growing global significance of business education. SNIT was envisaged by our beloved Chairman Sri. K. Sadanandan to provide generations of students with opportunity for excellent technical and business education.

SNIT Adoor is approved by the AICTE and affiliated to the APJ Abdul Kalam Technological University.

Management Team

Chief Patron	: Sri. Vellappally Natesan
Chairman	: Sri. K. Sadanandan
Managing Director	: Sri. Abyin Ampadiyil
Executive Director	: Sri. Vipin Ampadiyil
Director	: Smt. Usha Sadanandan

Infrastructure (as on 31st March 2021)

Spread over 15 acres of green expanses, SNIT is located in the abode of breathtaking scenic beauty. The college comprises of exquisitely crafted buildings, complete with the most high-end facilities, an aesthetic selection of furnishings and interior materials. The academic buildings and labs are state-of-art and separately ear-marked.

Campus: College campus is spread over 10.46 acres of green land. All buildings are scientifically structured, aesthetically designed, luxuriously furnished ensuring good ambience.

Buildings: The main block is an eight storied building with a center court yard and houses administrative (1030 sq. m), Instructional (7457 sq. m) and amenities (2900 sq. m). Separate Faculty cabins/rooms for every program. Examination Cell, IQAC/NAAC/NBA, NSS, Women Cell, Placement Cell, Recreation etc. are all provided with separate halls/rooms. 30 well-furnished Classrooms, around 1/3 are ICT enabled smart classrooms.

Workshops & Laboratories: 28 for Engineering programs and 2 for MBA. Machines, Equipment, measuring instruments, Research facilities, Computing facilities including sufficient licensed software too are available. Basic workshops, Manufacturing Technology Lab, Machine shop, Auto Chassis Lab, Electrical Machine Shop, Electronics Circuit Lab, Fluid Mechanics Lab, IC Engine Lab, HMT Lab, Materials Testing Lab, FABLAB, Tinkering Lab, Innovation Lab are all there.

Central Library: SNIT has a Central Library having a built-up area of 456.8 sq. m. Library is provided with Integrated Library Management System (ILMS), "GRANDHA". 20163 Volumes, 4914 Titles, 66 Print Journals, membership in DELNET, NDL, Science Direct for E books and journals. Besides, Data Bases, Standards, Survey and other Reports, Thesis, Project Reports, College Magazines, Weeklies, Newspapers are also available for members.



There are two sections. One section is exclusively for reference having enough reading space and exclusive reference shelves. 10 Computers with internet connectivity are

provided for surfing, NPTEL etc. Photocopy machine and a Laser printer are provided so as to enable the students and faculty members to take copies of any document they prefer. Entire area is under CCTV Surveillance.

Library remains open on all working days from 8.30 to 5.00 pm.

Besides Central library, every program has got separate department libraries. Books includes those transferred from Central Library, books donated by teachers and students, books purchased utilizing departmental fund etc.

SNIT Business school has an exclusive Library, built up area 100 sq. m 3505 Volumes, 922 Titles, 12 Print Journals, membership in DELNET, NDL, Science Direct for E books and journals

Academic Management System: SNIT has adopted 'LINWAYS' as its academic management system. Students have 24 hours' accessibility to study materials, academic performance data, attendance etc.

Central Computing Facility: Area 150 sq. m, 300+ computers, 100 Mbps broadband.

Sports: Football ground, Cricket court, Volleyball court, Basketball court, two badminton courts, kabaddi court, Yoga hall, Gymnasium and an Olympic-size Swimming pool with swimming instructor to train students.

Auditorium:	Main auditorium	- seating capacity	2000
	Mini auditorium		1000
	5 Conference halls		100 each

Canteen: Area - 681 sq. m. Tables and chairs for 150 members.

Other Facilities: First Aid Center, Pantry, Cooperative society/ shops etc. Boys and Girls hostels, Guest house.

LEADERSHIP AT SNIT

Leadership at SNIT comprises of a 3 tier system - Governing Body (GB), Institutional Academic Council (IAC) and Internal Quality Assurance Cell (IQAC). Governing Body is the highest body having the ownership and supreme authority with regard to all the practices and processes in SNIT. GB chalk out the various policies, programs and strategies for the institution. The next level is the Institutional Academic Council, popularly known as College Council which includes all the senior functionaries of the College, viz. Academic Chairman, Principal, Vice-Principal, Academic Coordinator and HoDs. IAC plays the role of institutional level planning implementation and monitoring of the policies and programs released by the GB. Internal Quality Assurance Cell (IQAC) is at the third level and is delegated with the authority of continuous improvement and maintenance of the quality in the teaching-learning process. Department Councils are also there for departmental level planning implementation and monitoring of activities.

Besides, to monitor the different activities at micro level, there are various other committees for Discipline, Anti-ragging, Grievance, Hostel, Library, Training & Placement, Arts, Sports, Transport, Course, Class etc.

Principal is the Head of the institution answerable to all the statutory agencies like AICTE, University and the Government etc.

Course and Class committees monitor the conduct of the courses, adherence to the course plan and time schedule, completion of the syllabus, standards of internal tests, evaluation process and difficulties faced by the students and take suitable remedial actions at the appropriate time. This committee is headed by a senior faculty member and includes student representatives.

Every Program has formed their department associations which takes up the responsibility of organizing workshops, seminar, Expert Talks, Webinars, Newsletter etc. A final year student is nominated by the HOD as the Secretary in discussion with the Class in the presence of Class Advisor.

Every year a College Union is formed as per the statutes of the University wherein student representatives are elected to various slots and they are primarily responsible for conducting various events like Arts festival, Sports events, Tech Fest, College Day etc.

Like above, various other committees too have representation from student and faculty community to ensure participative approach in decision making process in the College.

OUR PRACTICES

Our institution continuously strives hard to attain self-sufficiency in our Energy & Water requirement. An eco-friendly green energy generation plant, a 50 kW grid connected solar power plant, is the unique installation among self-financing Engineering colleges in Kerala. Power generated during one month has gone up to 7500 kWh. In addition to this, we have a Biogas plant of 31m³ capacity.

Besides SNIT has a Rain water harvesting system with a capacity of 10,00,000 L.

A swimming pool of 50 m x 25 m is another unique facility in SNIT. This swimming pool not only cater to the swimming practices of students, but acts as a water reservoir during rainy seasons.

SNIT keeps very close liaison with our nearby community. One way of expressing our solidarity with them is sponsoring a one-day festival in a temple belonging to them. On the day, SNIT offers Meals to everyone under the scheme "Annadanam". Our students and staff members even undertake maintenance of nearby houses. We have even constructed and donated one full house for a very needy person staying near our college.

VISION / MISSION STATEMENTS

VISION:

To evolve SNIT Adoor as a CENTER OF EXCELLENCE in Technology and Management.

MISSION:

1. Apply Technology and Management education as a powerful means to eliminate social inequalities.
2. Encourage inquisitiveness, innovation, creativity, and entrepreneurship among Students and Teachers.
3. Improve the teaching-learning process through experimental and participatory learning.
4. Impart technical and management education enabling the students to think and act beyond boundaries.
5. Abreast with advanced e-learning/management technologies for effective teaching transactions.
6. Encourage sustainable practices for the management of energy, provisional ecosystem services and environmental resources.

VALUES:

7. Mutual Trust & Respect
8. Transparency in all our Activities
9. Commitment in Everything we do
10. Professional Ethics & Integrity
11. All our success attributed to Team spirit.

SWOT ANALYSIS

Strengths:

1. One of the premier, well known Engineering Colleges in Kerala.
2. Direct involvement and high commitment from Management.
3. Very good infra structure, exceeding the standards stipulated by statutory bodies.
4. Situated in a convenient location.
5. Picturesque campus.
6. Highly committed and dedicated faculty members with good team spirit
7. High amount of synergy among staff and students.
8. Involvement of students and faculty in large number of social activities
9. Collective Leadership by a team of four senior Personalities.
10. PG courses in Engineering and Management available in the same College.
11. On campus training for Civil services examination provided by Amrita IAS Academy.
12. About 75 % self-sufficiency in Energy & Water requirement.
13. Eco-friendly green energy through a 50 kW grid connected solar power plant. Monthly generation has gone up to 7500 kWh.
14. Additional Biogas plant of 31m³ capacity.
15. Rain water harvesting capacity of 10,00,000 L.

Weakness:

1. Financial resource is only through Fee collection.
2. Non-availability of IT related programs.
3. Not yet accredited for NAAC & NBA.
4. Less number of PhD holders among faculty members.
5. Lack of funded projects from National and Government agencies.
6. Faculty Retention

Opportunities:

1. Increasing preference for Engineering graduates among Employers from different sectors.
2. Increasing trend for Entrepreneurship.
3. Wide acceptance for graduates from our affiliating University, APJ Abdul Kalam Technological University.

Threats:

1. Number of eligible students from Kerala for admission is showing a declining trend.
2. Seats not getting filled up even under Merit quota.

STRATEGIC PLAN 2021-26

Introduction:

The ultimate objective of the Strategic Plan of any educational institution is to ensure excellence in imparting educational service to its students and thereby improving their capability for serving the society around them. In the National Education Policy 2020, it has been made obligatory for every educational institution to prepare a Strategic Plan/ Institutional Development Plan.

“Institutional Development Plan (IDP) is very important and necessary for academic quality and excellence. IDP is the vision document of education” said Prof. Rajnish Jain, Secretary, University Grants Commission.

In pursuit of our commitment to excel in Engineering Education and Research coupled with Ethics and Concern for the Environment, Society and Nation, this Institutional Development Plan of SNIT, ADOOR is prepared.

Basic Inputs for this plan are:

1. Experience and strength developed during the past one decade.
2. Ideas put forward by our faculty members in a brain storming session
3. Thoughts and dreams of our beloved Managing Director, Sri. Abyin Ampadiyil.

This IDP is prepared for the period 2021-26.

Objectives:

1. To be acknowledged as one of the most desired institutions for Learning, Teaching & Research in Engineering & Management among the self-financing colleges in Kerala.
2. To get recognized as the best institution in systems, practices and documentations.
3. To be the bench mark in Teaching-Learning-Evaluation process.
4. To get acceptance as a Research Center for financed projects.

Goals:

1. Academic Accreditation:

- a. NAAC accreditation before the commencement of AY 2023-24.
- b. NBA accreditation for MBA during AY 2023-24.
- c. NBA accreditation for B. Tech. Civil Engineering during AY 2023-24

2. Academic Excellence:

- a. To be recognized as an institution for practicing the best Teaching Learning practices.
- b. To be among first 25 in success rate among the colleges under KTU by 2026.

3. Capability enhancement of Faculty members:

- a. FQI (Faculty Qualification Index) of 40% PhD holders by 2026.
- b. Faculty Retention
- c. Paper publications/presentations – Average of one per faculty in 2023-24 and two by 25-26.
- d. FDPs and National/International conference in every year
- e. Coaching for Civil Service Examinations.

4. Capability Enhancement of Students:

- a. Placement success rate of 100% for our graduates / post graduates by 2025.
- b. Increase the Student strength, collaboration and students exchange programs with foreign Universities
- c. Live College campus.

5. R & D (Research & Development).

- a. Joint working arrangement with Industries & Research Institutions - 1 in AY 2022-23, reaching a target of 5 by 2025-26.

6. Facility Development:

- a. Implementation of 5S in all departments and, Labs & Workshops.
- b. Construction of new academic and administrative buildings.
- c. Parking place.

d. Landscape

7. To be an Autonomous Institution before the end of the next 5-year plan period.

8. Global presence of the Institution by 2031.

The realization of each objective and each goal listed above is dependent on the achievement of other objectives and goals too envisaged above.

ACTION PLAN FOR REALIZATION OF STRATEGIC GOALS

Goal 1. Academic Accreditation:

Goal 1 a. NAAC accreditation before the commencement of AY 2023-24.

A wider Task team at institutional level has been already constituted drawing members from all the programs to streamline various processes and to prepare the various documents required for NAAC accreditation with 30th Nov 2022 as the target date for submission of application. Required supporting facilities like exclusive room, hardware setups including exclusive LAP TOP are being provided to the team.

Progress of activities related to NAAC accreditation is being regularly reviewed and monitored at Academic Chairman's level. Governing Body of the College is closely monitoring the progress of activities.

Goal 1 b. NBA accreditation for MBA during AY 2023-24.

A special Task team will be constituted to prepare the documents required for NBA accreditation for the MBA with 30th July 2023 as the target date for submission of application.

Goal 1 c. NBA accreditation for B Tech Civil Engineering during AY 2023-24

A special Task team has to be constituted to prepare the documents required for NBA accreditation for B Tech Civil Engineering with 30th July 2023 as the target date for submission of application.

Other departments will also be encouraged to get ready with all the data in the prescribed formats required for NBA accreditation.

Goal 2. Academic Excellence:

Goal 2 a. To be recognized as an institution for practicing the best Teaching Learning practices.

NEP 2020, released by Govt. of India, envisages higher educational institutions and Universities to have increased level of activities focused on Research, Teaching and Learning. SNIT has realized that we have to focus first on our teaching - learning competency and then intensify our R&D activities. Accordingly, we plan to bring in synergy to the teaching-learning process and enhances its effectiveness through various strategies:

Digital technology is the latest and mostly accepted tool in teaching-learning process. SNIT also wish to take maximum advantage of this technology in imparting knowledge to our students and also in our plans in R&D.

At present, our campus is provided with Wi-Fi facilities having 100 mbps internet leased line by BSNL. This we plan to increase up to 500 mbps step by step before the commencement of 2nd five-year plan. Thus we will be able to ensure Wi-Fi connectivity at increased speeds to all our students.

As on today, only 16 out of 44 classrooms are ICT enabled. We plan to convert all the classrooms to Smart Classrooms enriched with Audio-Visual aids and internet access to enhance the quality of Teaching & Learning process before the commencement of 2nd five-year plan. We plan to present more academic related videos from NPTEL, SWAYAM and other MOOC platforms to students. Study materials available in YouTube channels will be utilized.

After class hours our teachers and students will be encouraged to interact with each other through various ONLINE platforms.

Films on motivational topics and latest trends in Technology will be played once in a while to enlighten the student and faculty community.

Academic Management System software, "LINWAYS" presently used by Teachers to share the academic data (Attendance, Time Table, Study materials like Class Notes, PPTs & videos, Assignments etc., previous question papers supported with answer keys, students' performance in internal evaluations etc.) with students will be upgraded for additional options available. SNIT will try to enhance the effectiveness and robustness of this software package through continuous interaction with the package providers.

Every program will be provided with additional computer terminals/Lap tops to access e-journals and e-books in the faculty room itself.

Involving bright students in research projects is another plan to impart latest topics to them.

Students passing out from SNIT shall have competencies like Teamwork, Trust, Transparency, Leadership, Communication skills, Social obligations etc. This will be achieved by encouraging the students to participate in various extra-curricular events and inter-collegiate competitions.

Goal 2 b. To be among first 25 in success rate among the colleges under APJ Abdul Kalam Technological University by 2026.

Academic performance based on the end semester examinations conducted at the University level is the first criteria upon which parents seeking admission for their children are attracted. Factors like improved infrastructure including lab facilities, better SFR etc. are targeting better academic environment & performance. Added to this our faculty members shall evaluate the learning capability of each student, group them into slow learners, fast learners and others. They shall design different teaching styles which suits each group. While preparing the Time Table, enough periods shall be provided to include revision and solving previous Question papers. Course plan shall be envisaged ensuring special emphasis on difficult modules. Combine study among students shall be encouraged. Special classes on Saturdays, special support to students staying in hostels shall be considered for improving the results.

Mentoring programs, intensified interaction between faculty members and students will be encouraged to enhance the student's life-facing capabilities, other abilities and skills. Faculty members will be provided with enough training to mold them into excellent mentors.

Goal 3. Capability enhancement of Faculty members.

Capability & Commitment of faculty members is the number one criteria for success of any academic institution. SNIT too recognize this and will ensure that their pool of faculty

members also is of high competency in teaching-learning and research work. More professionals from industries and other R& D organizations will be recruited as faculty members. Increase in remuneration and other incentives and other recognitions will be offered for faculty members who excel in their performance.

Goal 3 a. FQI (Faculty Qualification Index) of 40% PhD holders by 2026.

FQI (Faculty Qualification Index) of 40% Ph.D. holders by 2026. All departments to be headed by Ph.D. holders before 2024-25.

While recruiting new faculty members, preference will be given for PhD holders so as to achieve the goal of 40%. Few existing faculty members have already registered for PhD and few more will be encouraged and motivated to register and complete Ph.D. They will be extended the required support too from the institution.

Goal 3 b. Faculty Retention.

Attachment and commitment of staff members towards any organization is directly proportional to the period that they have spent within the organization. SNIT plans to take advantage of this universally accepted principle.

College commenced its academic journey in the AY 2011-12 with 4 UG programs and 14 faculty members. Out of them only 2 members are still in SNIT's roll. As on now only around 20 out of 66 members have association with SNIT for more than 5 years. By the end of this five-year Plan, the institution plans to achieve and ensure that at least 50 % of the total faculty members to be of the group having greater than 5 years of experience in SNIT. This will be achieved through improved faculty-retention policies, motivational programs etc.

Goal 3 c. Paper publications/presentations – Average of one paper per faculty in 2023-24 and two by 25-26.

SNIT will encourage its faculty members in publishing quality papers in peer reviewed/ scopes indexed international journals. The target is to achieve two publications per faculty member by 2025-26. Number of publications by each faculty member will be considered as one of the key areas of the performance appraisal system. Faculty

members will be encouraged to register for National Digital Library coordinated by IIT Kharagpur.

Every department in SNIT will be motivated to publish their own journal and ensure that it matches with national/international standards. Through appointment of a strong editorial team, the Institution will ensure that these journals attain the standards of world-class journals.

Goal 3 d. FDPs and National/International conference in every year.

Organize a minimum of two FDPs and one National/International conference in every year.

Goal 3 e. Coaching for Civil Service Examinations.

SNIT has identified few faculty members having potential for Civil Services. To motivate and support them, SNIT shall open a Civil Services coaching center within the campus. Discussions shall be initiated with AMRITA IAS Academy and other similar institutions for the same. Academic Chairman has been already entrusted with task with a target date, before the end of AY 2021-22.

Goal 4. Capability Enhancement of Students:

Goal 4 a. Placement success rate of 100% for our graduates / post graduates by 2025.

To motivate bright students for higher studies, an exclusive coaching center will be established for the benefit of not only students from SNIT but from outside also for competitive entrance examinations like GATE, GMAT etc.

To increase the acceptance level of our graduates, add on courses shall be offered to students. SNIT shall enter into MoUs with different agencies like ICT Academy, Kerala for skill acquisition courses in emerging domains. Training programs on communication skills, presentation skills, ethics, negotiation skills, interview techniques etc., workshops/seminars on different opportunities available in terms of job and higher studies, etc. shall be organized. Also MoUs with industrial leaders shall be explored for hands-on training and employment of our graduates.

SNIT has identified few students having potential for Civil Services. They also shall be motivated and supported in the proposed Civil Services coaching center discussed already.

Goal 4 b. Increase the Student strength, collaboration and students exchange programs with foreign Universities.

Student strength during the AY 2020-21 is only 541, less than 50% of the approved strength. Our target is above 90% by the end of this five-year plan period. We believe this can be achieved not just through releasing more advertisements, but creating such an image for the institution so that students are attracted towards this institution. The plans include attractive Fee structure, providing financial support to financially weak students, one to one attention towards each student, continuous support and motivation, increasing the results of the University examinations, increasing the placement figures, ensuring a well clean college premises, increasing the quality of lab courses, more and more student centric co-curricular and extracurricular and cultural activities and celebrations.

Diversity of students: To develop and cultivate nationalism and universal brotherhood among our students and teaching fraternity, SNIT plans to attract students and faculty members from various parts of the country followed by from abroad too. A moderate target 2% of total intake is planned by the end of the 1st five-year plan. SNIT wish to achieve global mix of students during the 2nd five-year plan period. Also the institution plan achieves faculty diversity by attracting brilliant candidates from outside Kerala.

NEP 2020 envisages every institution to admit around 10,000 students every academic year. SNIT will cross this figure before the beginning of next five-year plan through developing itself as a group of institutions offering diploma, graduate and post graduate courses in various streams.

Goal 4 c. Live College campus.

SNIT realizes that college campus has to reward a lot of new experiences to students. Opportunities for 360^o growth has to be provided for them. For this a special committee will be constituted to list out various days/functions/celebrations/cultural programs/

regional and national festivals and to plan and organize all the events as per a pre-planned calendar.

Goal 5. R & D (Research & Development):

Goal 5 a. Joint working arrangement with Industries & Research Institutions - 1 in AY 2022-23, reaching a target of 5 by 2025-56.

Invite Industrial Experts to the institution to address the Teachers and Students. Utilizing the bond developed, explore the possibilities of joint working in research and training. Automobile short term training courses is one plan which can be materialized through associating with reputed automobile manufacturers. Electronic industries and other such opportunities are to be explored.

Utilizing the service and expertise of experts from industries & other R & D organizations as adjunct faculty is another potential to be explored.

Goal 6. Facility Development:

Goal 6 a. Implementation of 5S in all departments Labs & Workshops.

SNIT has successfully completed one successful decade of its service in Engineering and Management education service. During this period a lot of files, documents, damaged stationeries and broken furniture etc. are piled up in different sections. These will be sorted, segregated and stored properly. Unwanted items and scrap materials will be removed permanently to have enough clean working space in all sections. This task will be completed before the end of AY 2022-23.

Goal 6 b. Equip our labs to meet 100% requirements for B. Tech. program (2019 scheme).

Verify the availability of machines and other equipment's and assess the same with respect to the University curriculum and project requirements. Primary target is to ensure 100% compliance with University curriculum for B. Tech. program (2019 scheme) before the commencement of AY 2023-24.

Goal 6 c. Construction of new academic and administrative buildings

Modernize the existing infrastructure to global standards and sustainable in nature which will facilitate higher standard of Teaching-Learning process. In line with NEP 2020, SNIT also plans to be a large institution which accommodate a large number of students. In that situation, SNIT may require wide-ranging infrastructure to cater to more number of courses/departments and increased number of students. Regulatory requirements are another criterion that we have to meet as we grow. A task group has been already formed and is functioning under an Assistant Professor from Civil Engineering department and they have already identified the infrastructure gap and have proposed the following plan to bridge the gap. Following is the plan for additional buildings:

Academic building for Polytechnic	AY 2022-23
Academic building for Arts College	AY 2022-23
Academic building for Law College	AY 2024-25
Academic building for Higher Secondary School	AY 2024-25
Academic building for Pre-school/LKG/UKG	AY 2024-25
New Administrative block	AY 2025-26
Central Library	AY 2025-26
Food Court	AY 2023-24
Open Air Theatre	AY 2025-26
Athletic Ground with synthetic track	AY 2025-26
New Basket Ball Court, Volleyball Court	AY 2025-26

Goal 6 d. Parking place

More parking space for faculty members, staff members, students and guests will be developed separately identified.

Goal 6 e. Landscape

SNIT plans to invite the attraction of students, their parents, placement agencies and other stake holders through different means. First is through projecting academic achievements. The other route is projecting the infrastructure and the campus. Beautification of the campus will be taken up as a special task during this five-year plan

period. Maintenance of the existing trees, planting of more plants and trees, development of a new garden/park etc. will be taken up.

SNIT Campus is surrounded by very beautiful natural hills. We will take advantage of this terrain and construct a tourist spot, thereby attracting school students, our promising engineers.

Goal 7. To be an Autonomous Institution before the end of the next 5-year plan period.

Strategies:

In its pursuit of Excellence, SNIT wish to attain the status of a large HEI/University. One way is to increase the intake for the existing programs. But better than that is to start new schools/departments/programs.

SNIT plans to start new programs in line with its desire of identifying itself as a multi-disciplinary HEI/University, thereby ensuring different programs under one umbrella and a diverse stream of students.

Commencement of new Programs:

Engineering: Diploma courses:

Automation & Robotics	AY 2022-23
Cyber Forensic & Information Security	AY 2022-23
Artificial intelligence & Machine Learning	AY 2022-23

B. Voc. courses:

Refrigeration and Air-conditioning	AY 2023-24
Electronics Manufacturing Services	AY 2023-24
Construction Management	AY 2023-24

D. Voc. courses:

Automobile Servicing	AY 2023-24
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Engineering: B. Tech.

Computer Science and Engineering	AY 2023-24
Cyber Security	AY 2023-24

Robotics and Automation	AY 2024-25
Artificial Intelligence	AY 2024-25

Engineering: M. Tech.

Mechanical Engineering – Mechatronics	AY 2024-25
Civil Engineering – Environment Engineering	AY 2024-25

Arts College: B. Sc. / B.A. AY 2023-24

Law College: L.L.B. AY 2024-25

Higher Secondary School AY 2025-26

Pre-school/LKG/UKG AY 2025-26

Administration

For any organization, the administrative setup, various processes and procedures are to be reviewed periodically, improved or modified suitably to ensure increased effectiveness and performance of the organization. Our own experience for the past years, the system followed in similar other organizations, standards published under ISO and other accreditation boards will be the reference for this review.

The objective of reformation in administrative set up is to create a governance and operation than can expedite the realization goals listed in this plan.

When SNIT grows into a multi-disciplinary group of institutions, the time will call for a strong administrative setup, both in terms of size and depth compared to present position. SNIT has already realized this and has evolved plans to meet this requirement. The process of inducting experts from Industries, R & D organizations, Government departments and Universities will be intensified. Smooth transition of powers and responsibility in every administrative positions through a well-defined succession plan and professional development schemes will be ensured.

Governing body of the institute will be strengthened by including more eminent academicians and industrialists. Persons with experience and competency will be placed in key slots.

Besides strengthening the existing human resources for administrative functions, SNIT proposes to streamline various processes and procedures both for Administration and Academics and to document them under the title "MANUAL OF PROCEDURES" (MOP). Transparency, delegation of powers, ownership and accountability at different levels will be clearly included in the MOP. MOP shall include the administrative setup of the organization, procedure for appointment, service rules etc.

R & D (Research & Development).

Work done under R & D has great influence not only on academics but on industry too. SNIT desires to be recognized as a center of excellence in R & D.

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 centers of excellence in their respective domains and they will be supported through required resources and guidance to achieve the goals. SNIT will formulate policies to retain faculty members with research aptitude and contribution. Contribution of each faculty member towards research and publications will be included as one of the key areas of the performance appraisal system. SNIT would encourage all PhD holders to enroll themselves as research guides in different universities.

Project work taken up by students as a part of their curriculum in their final year or as a part of MINOR/HONOURS program will be monitored and guided so that they can be developed into research and publications. SNIT School of Management will be motivated to work closely with industries and identify their project topics. Students will be encouraged to participate in national/international seminars/conferences/workshops and present their research output.

SNIT visualizes to transform itself gradually into research focused educational institution building on improved infrastructure including our Lab facilities, increased capability of our faculty members and intensified practices in teaching – learning process.

The institution plans to get associated with other Colleges, Universities and R & D organizations and to take up externally funded projects. Similarly, association with them and other industrial organizations will be strengthened to take up challenging topics for

the final year project work of our under graduate and post graduate students. Students will be encouraged in project related competitions announced by different agencies.

NEP 2020 includes creation of a research funding agency to support R&D work in educational institutions. Such resources like Grants from University, Consultancy services, UGC/AICTE/DST funding, Alumni support will be explored. Also at the time of recruiting new faculty members, care will be taken to include faculty members with research aptitude. We intend to strengthen the research output of our various schools by recruiting faculty with research aptitude and competency

Library is the principal resource center for R & D projects. SNIT will ensure that existing central library is equipped with all facilities, both hard and soft.

SNIT wish to motivate our faculty members in conception of patents and intellectual properties in Engineering especially in Automobile Engineering.

To meet the increased financial needs for the intensified R & D activities as envisaged above, an endowment will be formed. Donations from Alumni, Industry and other stakeholders will be requested. A research committee will be constituted under the leadership of a Dean (Research) to accelerate and monitor the progress of R & D activities. Members of this committee will be given enough training in financial management too.

Academic Chairman is already an approved Guide for Research. Attempts to appoint three more qualified persons shall be made and application for recognizing SNIT as a research center shall be submitted to the university before the end of AY 2021-22.

Consultancy as a funding resource

SNIT recognizes that consultancy and training are potential opportunities for resource generation and plan to intensify its activities through forming a separate section under an experienced person. Department of Civil Engineering is already active in this field. Other departments also shall be encouraged to venture into consultancy work to generate resources which can be utilized for R & D work in the respective department.

Other strategies such as increasing the faculty strength, improvement in laboratories /workshops, joint working with other Industries & Research Institutions, enhancement of the Teaching-Learning processes, diversity of students by attracting B Tech., M Tech and MBA aspirants and Research scholars from various parts of the country/abroad, intensifying outreach programs being undertaken by our Staff club and NSS units etc. have been already discussed earlier in detail.

As on now, SNIT is affiliated to APJ Abdul Kalam Technological University and as such we have to follow the curriculum and course syllabus as prescribed by the University. Outcomes from the courses and programs are also defined by the University. Once SNIT is conferred the status of an autonomous institution, all departments will be directed to formulate the outcomes of each course and each program ensuring attributes and competencies required for a professional matching with global requirements. Assessment process of the learning outcomes will also be reviewed and improved ensuring accuracy, reliability and transparency. Students will be updated regarding the outcomes expected and outcome achieved by them. Corrective actions will be taken whenever outcomes are observed to be poor.

Entrepreneurship, Technology & Incubation cell:

SNIT believes that educational institutions have to mold entrepreneurs who will generate jobs for the society. NEP 2020 also emphasizes on skill development and holistic learning. SNIT will formulate new methodologies to ensure that our students are more skilled when they complete their program and leave our institution. A state-of-the-art Incubation Center has been already established in our institution. Activities of this cell will be intensified to promote entrepreneurship among our students thereby providing acceleration to communal growth.

MOOC

MOOC has already accomplished the role of a game-changer in the delivery of education. SNIT wish to offer its own MOOC programs not only for our own students, but also for the general public. Faculty members and also our students will be encouraged in handling MOOC Courses.

Outreach Programs

SNIT organizes various activities in neighboring community and encourage our students and faculty members to participate and derive a direct feeling of the pulse and needs of the society. Organizations through which we undertake these activities are Departmental Associations, NSS, NGOs, Government establishments and projects. Few programs are listed below:

- "SPARSAM"–Staff & students save and donate money for charitable purposes nearby.
- Awareness programs on Energy Conservation Cleanliness, Plastic ban, Waste Management, Preservation of natural resources etc. Staff and students jointly organized "Cleanliness Drives" in the district core areas like hospitals, bust station.
- Academic support to nearby schools.
- On the Job Training for students from VHSE institutions.
- Science exhibitions–Students of nearby schools comes out with their ideas on applications of Technology.
- Students and Staff members celebrate festivals like Onam, Christmas with the inmates of nearby old age homes and orphanages. Books, clothes, blankets and food material are distributed to them.
- Blood Donation Camps are organized wherein local people also get motivated and donate blood.
- Workshops are organized in nearby schools on Science & Engineering topics to enlighten students on latest trends in Technology like Robotics, Drone Assembly etc.

SNIT considers the above programs as a way of sensitizing our students towards the society around them. From the point of view of financial resources, SNIT take it as its Corporate Social Responsibility. SNIT will expand these activities to wider area once it attains the status of an autonomous institution. SNIT wish to get recognized as a committed NGO.

SNIT ADOOR as a reputed educational national/global brand

SNIT consider its students, faculty members, industries and others employers as its customers. To get well accepted by them, we have to build a powerful and authentic brand. SNIT will invest in raising the SNIT ADOOR brand to a very strong, widely accepted one for excellence in quality. A separate marketing team has been already formed under the leadership of one Assistant Professor. The team will be strengthened more. Campaign through various media, public relations, outreach programs will be planned. Seminars, webinars, workshops etc. will be planned to boost the perception of SNIT ADOOR as an institution which delivers excellence in everything that it delivers. Existing Alumni organization will be strengthened. Bright students will be invited to join our teaching and non-teaching streams. More Alumni activities will be chalked out. Alumni chapters will be established across the country/globally. Joint working arrangements with industry for placements, consultancy and projects will be coordinated by the parent cell of Alumni and the College Corporate Relations Office.

Financial Strategy

Pattayil Kunjukunju Memorial Charitable Trust, under which SNIT ADOOR has been established and is being administered is strongly committed to achieving the strategic objectives detailed in this plan. The Trust will support the resources for new initiatives and investments described above. College also generates revenue from the course fees collected from the students and through consultancy programs.

Goal 8. Global presence of the Institution by 2031

For achieving the global standards and acceptance level, SNIT will have to develop solid brand equity outside India. Global accreditation is one approach towards this goal. SNIT will select globally accepted accreditations and prepare for getting accredited.

During the next five-year plan period, SNIT wish to build a collaborative relationship with universities abroad. For attracting students from abroad, we may have to create a necessary infrastructure like canteen and accommodation matching with the taste and requirements of people from outside Kerala and abroad.

Action plan on diversity of students also has been discussed. A moderate target 2% of total intake has been planned by the end of the 1st five-year plan. Once SNIT is conferred the status of an autonomous institution, SNIT will formulate plans to attract global mix of students during the 2nd five-year plan period. Also the institution plan achieves faculty diversity by attracting brilliant candidates from outside Kerala.

We shall formulate various short-term and long-term course precisely matching with expectations and requirements of the international students. Also necessary faculty development program will be arranged for our faculty members to develop their capabilities in handling international group of students. SNIT will also have to have policies to attract faculty members having global acceptance.

Conclusion:

Total commitment from all the faculty and other staff members of SNIT Adoor is essential for successful implementation of this Institutional Development Plan and to achieve the strategic goals stated therein. If the Governing Body, Academic Council and Heads of Departments prepare, monitor and update a check list for implementation of this IDP, then naturally this plan will be successful.

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