6.2.1: The institutional Strategic / Perspective plan is effectively deployed.

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MIT ACADEMY OF ENGINEERING ALANDI (D), DIST. PUNE

MIT | Academy of Engineering

(An Autonomous Institute Affiliated to Savitribai Phule Pune University)

STRATEGIC PLAN 2019-24

CONTENTS

PREAMBLE

The strategy document of MIT Academy of Engineering, lays the path for our progress over next three years. The document has been prepared keeping in mind the SWOC analysis.

With the release of National Education Policy (NEP) 2020, the higher education environment will continue to see a paradigm shift, including greater student aspirations, increased competition, shift in society and industry expectations, changing social dynamics, and a major transition in the role of faculty.

We want to ensure that MIT Academy of Engineering shall remain relevant, creative and inventive to solve real world problems and bring a positive change in the society through academic and research excellence.

After extensive deliberations with stake holders, five core key areas viz., Teaching Learning Process, Research and Consultancy, Student Support and Success, Enhanced Students Experience, Enhanced Alumni Engagement and five support key areas viz., People and Welfare, Social Media Connect, Entrepreneurial and Innovation Ecosystem, Campus and Service and Sustainability for improvement have been identified.

To achieve the goals in the context of a dynamic environment, it is important that we have well defined objectives, meeting the new-age education scenario mapped to the measurable outcomes, set of strategies and controlled processes to achieve them.

This document lays the foundation and a sets a path for us to move from the plan to a realizable better future.

Director
MITAOE

VISION

To develop MITAOE into a new-age learning center with an excellent ambiance for academics and research conjugated with a vibrant environment for honing the extra and curricular skills of all its stakeholders, to enable them to solve real-world problems and bring a positive change in the society.

MISSION

To leave no stone unturned in our endeavor to ensure that every alumnus looks back at us and says MITAOE has not merely taught me, it has educated me.

CORE VALUES

Knowledge
We believe that knowledge is a premise of progress and we continuously strive for new ideas, discovery and creativity.

Excellence
It is the gradual result of our continuous effort to do better byskillful planning, execution and review.

Integrity
We believe in highest standards of ethics, wisdom and honesty in all academic and research activities.

Transparency
The institute works as per the defined policies and rules.

Empathy
The integral part of our education is being aware of and being sensitive to conditions of weaker sections of society and contribute towards their welfare.

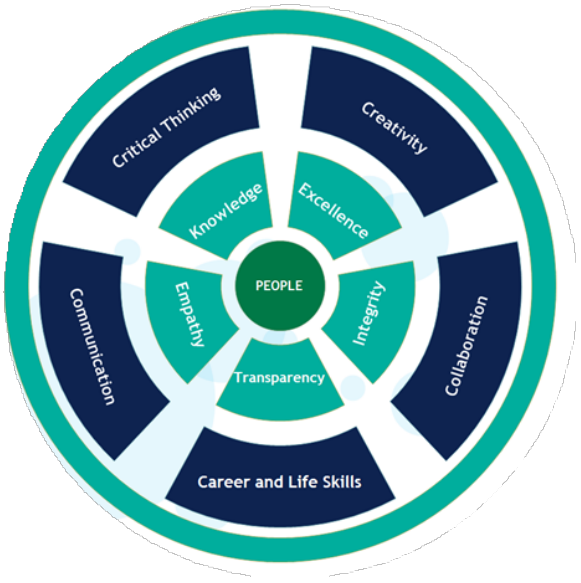
“TO BE A LEADING EDUCATIONAL INSTITUTE TO CREATE LEADERS, AND INNOVATORS FOR CONTRIBUTING TOWARDS THE INDUSTRIAL, ECONOMIC, AND SOCIAL GROWTH OF THE SOCIETY.”

OVERVIEW

MITAOE strategic plan is built upon five core values **Knowledge, Excellence, Integrity, Transparency and Empathy.** All activities at MITAOE are having people at its heart and for imparting essential skills of 21st Century, i.e. Critical Thinking, Creativity, Collaboration, Communication, Career and Life Skills.

The MITAOE strategic plan has been created through a detailed discussion process with all stakeholders. Institute core committee was formed to prepare a draft of the strategic plan based on inputs taken from internal and external stakeholders.

This plan was discussed in various stakeholder meetings followed by feedback on major focus areas. This plan sets the strategy and targets for all functions and units of the institute for the next three years. The implementation strategy and progress will be reviewed quarterly to assure progressive performance.



CORE FOCUS AREAS

1. Teaching Learning Process

We believe effective learning requires a comprehensive approach that involves appropriate curriculum, engaging pedagogy, continuous assessment, and adequate student support. At MITAOE, we offer flexible but rigorous academic program and opportunities for participating in a wide range of professional and extracurricular activities. The curriculum is designed to empower our students with four important and necessary skills of the 21st century, Critical thinking, Creativity, Collaboration and Communication.

2. Research & Consultancy

MITAOE endeavors in creating learning environment conjugated with research, which helps students in understanding methods of knowledge creation and its impact in social and economical contexts. The curriculum is largely designed on inquiry based activities. Experiences of faculties working in research forefront areas are further integrated into students learning activities. Key skills of critical analysis, respect for evidence and informed decision-making are stimulated through Project based learning & Minor/Mini/Major projects.

3. Students Support & Success

MITAOE aims at providing its students a comprehensive platform for different curricular and co-curricular activities to achieve the graduate outcomes in the form of industrial placement, higher studies and entrepreneurship. The corporate relations office is a unique entity in the campus which offers counseling and provides assistance to the students to encourage them for skill-based training, various internship programs, recruitment in the industries of repute, and higher education in renowned universities across the world

4. Enhanced Student Experience

Nurturing a responsible, empathetic, creative and civilized citizen is the real need of the hour. Providing conducive environment for development of such citizens is our main intention. Student development activities at MITAOE tries to provide all possible facilities and infrastructure to turn an engineer into an ideal citizen.

5. Enhanced Alumni Engagement

Alumni are a powerful resource for the institutes and its students, both today and in the future. The alumni association has been envisioned to build a strong network between the present budding MITAOEians and its distinguished alumni. Alumni are the brand ambassadors of MITAOE, providing their services to the society.

SUPPORTING FOCUS AREAS

6. People & Welfare

An institute would be known by its contribution to the society in terms of its exemplary work dedicated to the upliftment of society and its outstanding alumnus who would showcase the Institute's mettle around the globe. This is possible only by a blend of passionate, competent academicians and enthusiastic students with an innovative mindset.

7. Social Media Connect

To build the brand image of MIT Academy of Engineering to attract the best of the talent by creating dynamic engaging content on the website, social media, print media platforms and exhibitions to improve communication with all the stake holders.

8. Entrepreneurial and Innovation Ecosystem

We provide mentoring, Networking & handholding support to students/ alumni/ others for real venture/startups in sector agnostic industries. Till date entrepreneurship education was provided for 1500+ students & 7 faculty were trained as entrepreneurship educators. The EDF also plans to offer a minor specialization for UG students in Innovation, Entrepreneurship & Startups.

9. Campus & Services

Digital infrastructure is an important part of today's academic system. It provides seamless access to the academic resources allowing students to collaborate and enable the productive environment for administration.

10. Sustainability

It is imperative that the institution has the infrastructure in place to help the students to learn, research and innovate, in their quest for knowledge viz., ambience, updated library, research labs and computer labs to meet the dynamic requirements of the curriculum in a very sustainable way without causing a negative impact on the environment.

Objectives

- To provide a professional and liberal education to students with guiding principle of a broad and strong foundation, a skillful training and a practical orientation towards solving real-world problems.
- To inculcate value added education for the highest professional competence and character to constructively deal with challenges and opportunities of 21st century.
- To educate the next generation of engineers as integrated expertise across many technical disciplines by enhancing academic flexibility.
- To achieve academic excellence in curriculum design, Content delivery, pedagogy, and assessment.
- To provide a robust learning environment and academic infrastructure for a better student experience
- To nurture industry collaboration and engagement to build student competencies, enhance innovation and solve critical problems.
- To initiate professional course for an in certificate demand career opportunities.

Actions

- Improve faculty competencies by supporting professional training programs
- An effective Blending of Face to face and online pedagogical practices for the enriched learning experience.
- Design a curriculum framework for providing academic flexibility in the selection of specialization courses.
- Embracing the curriculum with technological competencies and skills required in upcoming era of industry 4.0
- Integration of design technology and business thinking in the curriculum for creative and user –focused innovation solutions to the problem.
- Value –based education incorporating universal life skills, professional skills and sustainability.
- Enhance academic, laboratory and library infrastructure for new courses and specialization tracks.
- Formulate assessment and evaluation techniques for new courses and specialization tracks.
- Formulate assessment and evaluation techniques for effectively measuring learning outcomes of the new skill-sets of 21st century.
- Devise policy for academic credit earning through experiential learning in real world context and relevant achievement.
- Strengthen Industry collaboration in academic activities such as expert talks workshop collaborated skill laboratories and courses.

1. Teaching Learning Process

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Academic Framework					
Curriculum Flexibility (% of Credits))	18	18	18	22	25
Curriculum Revision (% of Contents)	20	20	20	25	30
Industry Engagement					
Expert Talk	75	90	100	100	100
Skill Courses	15	15	15	25	30
Laboratory Collaboration	3	3	3	3	4
Teaching Learning Centre					
Faculty Development Programs	7	7	7	7	7
Professional Courses (per Faculty)	2	2	2	2	2
Assessment Reform (% of Credits)	5	5	10	10	10
Digital Content Creation (No. of Courses)	5	5	10	10	10
Professional Certificate Courses	1	2	3	3	3

Goal

To meet the diverse future needs of society through flexible and interdisciplinary academic experience, innovative teaching-learning pedagogy, effective assessment and transformative student experience to promote lifelong learning.

Objectives

- To improve research publications and its impact
- To submit quality proposals to different funding agencies.
- To accelerate collaborative and interdisciplinary research.
- To enhance the Consultancy work
- To improve IPR related activities

Actions

- To organize various Workshops/Seminars/ Trainings related to different Research forefront areas and research methods.
- Create ecosystem for multi-disciplinary research groups in high potential research areas.
- Transform research environment to meet the highest standards of research conduct, integrity, sustainability and social impact.
- Encourage and support Research Conferences and Project Expos at MITAOE.
- Support seed amount for faculty/student's research projects and Conferences
- Establish Ph.D research centre in Mechanical & Computer Engineering.
- Encourage Faculty Industry Internship and Collaboration.
- Encourage Consultancy through Alumni Entrepreneurs and Industrial Sponsored Projects.
- Collaboration with Research Laboratories (NCL, IISER, DRDO etc) and Industries.
- Encourage Extension activities through Research Clusters.
- Establish mechanism to support research activities in forefront areas and identification of thrust areas through a biannual call for proposals.
- Substantial investment in the Research environment, Training, Digital resources and infrastructure.
- Articulate comprehensive Research/ Consultancy/IPR policy to foster culture of Research and Innovation.

2. Research & Consultancy

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Research Funding and Grants					
Seed Money (No. of projects/program)	2	2	2	2	2
External Funding (Per program)	2	2	2	2	2
Total per program	4	4	4	4	4
Research Publications scopus / SCI indexed (Nos.)					
International Journals (Nos.)	16	18	20	25	30
National Journals (Nos.)	2	4	5	5	5
International / National Conferences - (Nos.)	40	50	60	70	80
Book Chapters (Nos.)	2	3	5	10	10
Total (Nos.)	60	75	90	110	125
IPR (No. of Patents)	6	8	10	15	20
Consultancy					
Engineering Consultancy	2	3	4	8	8
Design Consultancy	NA	NA	2	4	6
Total	2	3	6	12	14

Goal

To provide conducive research ecosystem for faculties and students to solve techno societal problems, knowledge generation and broadening funding base.

Objectives

- Develop and offer skill-based programs to cater student's requirements from career point of view
- Organize goal setting sessions from career, entrepreneurship, and higher studies perspectives
- Provide platforms for consultancy work, internship, collaborative projects, and placement
- Improve employability quotient of students
- Develop strong industry institute interaction
- Enhance placement - qualitative and quantitative
- Build relations with National / International universities,research organizations, and industries of
- repute
- Enhance ecosystem for students aspiring higher education

Actions

- Provide skilled based training and assessment platforms required for employability
- Organise training programs to enhance the technical competencies of the students
- Encourage students for Summer Internship Program (SIP) to enhance their life, social and technical skills
- Maximise the industrial internships opportunities to provide real time industry exposure
- Motivate students for Semester Long internship Program (SLIP) to apply their knowledge and skills for solving the real time industry problems.
- Encourage students to participate in technical competitions like Hackathon, Baja SAE, programming contest
- Build strong network with industries to organize curricular and co-curricular activities, develop collaborative laboratory and arrange certification programs.
- Fetch maximum industry collaborative projects to strengthen the project-based learning experience.
- Motivate faculties for faculty internship and consultancy programs
- Organise seminar, webinar, expert talk to discuss current technical trends
- Counsel the students to improve their career exposure across the globe
- Conduct 'graduate outcome audit' to evaluate student's professional index
- Arrange workshop on leadership, time / stress management, creativity, and innovations
- Organize training sessions to develop soft skills, digital skills, aptitude, logical, analytical, and reasoning skills of students

3. Students Support & Success

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Employability-Training programs	4	6	8	10	12
SIP (Industry) – No. of students	300	350	400	450	500
SIP – No. of industry offers	150	250	350	400	450
SLIP – No. of students	100	125	150	200	250
SLIP – No. of industry offers	40	50	60	80	100
Placement – No. of students	300	350	440	480	500
Placement – No. industry offers	200	250	300	330	360
Placement - Average Salary	4.0L	4.4L	5.0L	5.4L	5.8L
Higher Studies – No. of students					
International	10	10	10	20	30
National	10	10	20	25	30
Total	20	20	30	45	60

Goal

To impart the necessary knowledge and skills, for enhancing the student's employability quotient, higher education aspirants and passionate entrepreneurs at MITAOE,by improving industry connects, international relations, entrepreneurial ecosystem.

Objectives

- Accomplish holistic development of students by providing essential ecosystem.
- Enrich joy of learning among students.
- Provide exposure to the students in technical, cultural, recreational and sports domain.
- Inculcate empathy and universal human values in students & Support students for their emotional and psychological well-being.
- Develop research aspiration in students through club activities.
- Define student welfare and scholarship policy.
- Improve Student Satisfaction Index.

Actions

- Promote all-round development of students through various club activities
- Build a strong foundation for Liberal Learning courses by including it in curriculum structure to induce emotional, ethical, creative and intellectual competencies in the students in line with Modern Era requirements
- Develop MITAOE clubs as skill centers by providing essential training through expert talks, workshops and internships
- Explore various events and competitions for all clubs to encourage participation & Extend necessary support the students for participation in technical, cultural recreational and sports events
- Encourage club activities by providing best club of the year, outstanding club member and best club coordinator award
- Recognize contribution and efforts of the students for extra and co-curricular activities by linking it to assessment.
- Ensure publications, or product development patents as outcomes of technical clubs by guiding them on it.
- Inculcate empathy and universal human values in students by providing opportunity for Social internshipand activities
- Arrange 24*7 psychological and emotional wellbeing support for students through professional online platform.
- Conduct periodic reviews for monitoring the progress of all major events and competitions to ensure quality work and competencies
- Create various scholarships, welfare schemes for needy and meritorious students. Establish a strong bond with alumni through club activities by alumni mentorship
- Conduct periodic survey of student satisfaction for continual improvement

4. Enhanced Student Experience

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Competitions and Events Participation					
Technical-Participation (Nos.)	200	250	300	350	400
Number of Technical competitions	22	25	30	35	40
Number of Technical Achievements	20	25	40	45	50
Total number of students participation in various student events	25%	30%	35%	60%	75%
Total number of students Achievements	60	70	75	80	100
Number of events / competitions to be participated	60	70	90	100	120
MITAOE Club Events-Organization					
MITAOE Clubs (Cumulative Nos.)	18	20	25	28	20
Club events (Cumulative Nos.)	110	115	125	150	180
National level technical event (Nos.)	1	1	2	2	2
Sports events (Nos.)	1	2	3	3	3
Youth events	1	1	TEDx, Under 25	TEDx, Under 25	TEDx Under 25
Social Internship					
Number of Social internships	NA	NA	2	2	4
Number of students	NA	NA	40	60	100

Goal

To create and maintain a safe, healthy, and conducive environment and culture that synthesizes the intellectual, technical, physical, social, emotional, and ethical development of students

5. Enhanced Alumni Engagement

Objectives

- Enhance alumni involvement in curricular and co-curricular activities
- Engage alumni as an advisor to mentor the budding Engineers
- Increase awareness and career support through alumni for the ongoing students
- Arrange experience sharing sessions to strengthen educational and social activities
- Encourage alumni to sponsor the development activities
- Build strong alumni connect in and out of India
- Recognize the alumni achievements

Actions

- Involve alumni in curriculum design and delivery
- Engage alumni in project reviews and in other evaluation process
- Arrange expert talks, seminars, webinars, or guest lectures by inviting alumni
- Encourage alumni to extend their support in student placement and internship
- Involve alumni as a mentor in co-curricular and extra-curricular activities.
- Engage alumni in various awareness session to enhance the graduate outcomes
- Organize alumni-meet city wise and abroad

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Alumni Activities	20	30	60	80	100
Alumni meet (school/institute level)	2	4	6	8	10
Alumni meet – Student involvement	400	500	600	800	1000
Alumni - Sponsorship (Nos.)	2	3	5	7	9
Alumni – Internship / placement offers	NA	NA	40	80	120
Distinguished Alumni - Recognition	2	3	5	7	10
Appreciation	10	20	30	40	50

Goal

To build the strong rapport and networkingamong faculties, recent students & alumni.

6. People &Welfare

Objectives

- To maintain Faculty to Student ratio for Engineering and Design as per AICTE norms.
- To encourage faculty for lifelong learning.
- To enhance the cadre ratio.

Actions

- To enhance the competencies of faculties and staff:
  - Establishment of Faculty and Staff learning centre for continual skill updation.
  - Design a comprehensive competency matrix to address various skills in a measurable way.
  - Organizing institutional level FDP and SDP programs.
  - Monitoring the Effectiveness of Training·
  - Categorization of faculties as Academic / Research / Development / Administration based on their skills
- To enhance the competencies of Industry-ready faculties and staff:
  - To promote faculty internship in industry, Industry project, consultancy work. ·
  - Encouraging Schools to take up professional/industry projects
- To enhance FSR and Cadre ratio
  - Recruitment of faculties at the various positions for Engineering, Design, Behavioral sciences and niche technological skills.
- To enhance the process for accountability and ownership to make it more transparent and performance based. ·
  - Modify Faculty / Staff API scheme with specific and measurable parameters.
  - Enhance KRAs based review.
  - Quarterly review of performance.·
  - Appointing senior faculty to mentor ⇃unior faculty.
- To use HRMS process and services through ICT based technology.
- To follow the best practices of HR for motivation and welfare of employees:
  - Welfare scheme to provide support for Conferences, workshops, trainings and provision of Lien leave/ sabbatical leave / Study Leave.
  - Support for Health policy premium
  - ·Awards and recognition for outstanding performances.

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Faculty Strength (no.)					
Engineering (Faculty : Student ratio)	1:15	1:18	1:18	1: 18	1:18
Design	NA	1:20	1:20	1:10	1:10
Tech Integration (%)					
HRMS (Automation of HR processes) Central Repository	10	20	70	100	100
Employee Satisfaction (%)	70	70	70	75	80

Goal

To identify, develop, update and maintain competencies of faculties and staff for teaching pedagogy, assessment and evaluation, Researchand Development, real time problem solving, interaction with outside world, consultancy and ICT tools.

7. Social Media Connect

Objectives

- To enhance the traffic on website (sessions or unique users / day)
- To increase lead generation
- To reduce overall cost per lead (CPL)
- Improve the number of admissions.
- Improve the ratio of registered to admitted students
- Improve the quality of students intake.

Actions

- Use rich keyword-oriented Blogs/ Article/ Publications in all forms of Content.
- Organic ranking of top keywords using local SEO. Increase submission of images /infographics and videos
- Increase domain credibility .
- Create a standard event calendar for every quarter for content development
- Increasing followers and engagement on various platforms – Facebook, Instagram, LinkedIn, twitter etc
- Build audiences organically to help in lead generation during admissions.
- Long term marketing – Boosting content online periodically
- Reduce paid advertising spend on Social Media gradually
- Increase quality leads through LMS
- Focus on Content Creation and Optimization – In house – 80% and 20% from external sources – Alumni, Corporate nominees as guest writers

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Website traffic projection (unique users per day)	500	750	1000	1200	1400
Admission					
Engineering (%)	80	80	85	90	95
Design(%)	NA	50	85	95	100
Increase quality leads	6000	7000	8000	10000	11000
Sign up leads	750	1000	1500	2000	2500

Goal

To create an image of the institute using digital and other media so as to attract better quality students as well as recruiters and engage with all the stakeholders in a meaningful way

8. Entrepreneurial & Innovation Ecosystem

Objectives

- To encourage and support students and youngsters to opt for entrepreneurship as a career opportunity
- To strengthen the students, alumni and local entrepreneurial ecosystem by providing the necessary information, knowledge, support, facilities and organise community-level programs and summit to develop the start-up culture
- To connect the start-up aspirants with the respective domain experts, entrepreneurship mentors, consultants and investors
- To work and network with various organizations in the field of entrepreneurial development

Actions

- Organize the events, hackathons, ideathons, summits for strengthening network.
- Encourage interested students, faculty and staff members for Program (for Engineering and other disciplines) incollaboration with School of Design
- Contribute in long term institute branding activities
- Conduct upskilling and outreach programs
- Execute the capacity building program in Pune region
- Execute and evaluate the outcome of minor specialisations in innovation, entrepreneurship and
- Amendment of existing IPR and Innovation & Startup policy
- Constitute the alumni council for startup and innovation.
- Encourage to adopt and strengthen the NISP (National Innovation and Startup Policy for Students and Faculty) policy for all stakeholder of institute.

Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Innovation and Entrepreneurship Awareness and Promotional activities	4	6	10	12	12
Networking	2	3	4	6	6
Upskilling and Outreach program	2	2	4	4	6
Alumni engagement activities	2	2	3	4	4
Project to Product (P2P) Transformation Program	1	1	4	6	8
Course offering in IEV (Innovation, Entrepreneurship and Venture)	Offering Minor course	Offering Minor course	Offering Minor course	Certification course in Innovation and E'ship	Continue the existing activities
No of student startup	5	10	20	25	30
Infrastructure and facilities – Incubatee Seating space	5	10	15	20	25
Patents at MITAOE EDF	1	2	4	6	8
Crazy quilt with mentor investor and channel partners	5	10	20	30	40

Goal

To be a leading contributor in the field of Incubation to cultivate, foster and stimulate the to create innovative, sustainable, profitable and job creating start-

Objectives

- Build an e-learning infrastructure for online & on campus courses.
- Enhance and improve the administrative services by technology intervention.
- Build a student information system for all the academic and placement related records.

Actions

- Centralized Wi-Fi network to support mobility and connectivity to any device.
- Gigabit internet and intranet connectivity.
- LMS and ERP to support academic and administrative activities.
- Digital classrooms equipped with internet and smart learning infrastructure.
- Setup a recording studio and build a separate team for creating the digital content required for the online courses.

9. Campus & Services Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Wi-Fi Infrastructure	20%	30%	40%	70%	100%
LMS Concurrent Users	1K	1K	1.5K	2K	3K+
Internet Bandwidth	250	250	500 Mbps	1 GBps	2 Gbps
ERP/LMS	30%	30%	60%	80%	100%
MATLAB License Unlimited	Standard + 40 Add-On + 50 Tool Box	Standard + 40 Add-On + 50 Tool Box	Standard + 40 Add-On + 50 Tool Box	Standard + 50 Add-On + 60 Tool Box	Standard + 60 Add-On + 70 Tool Box
Turnitin Plagiarism	100	100	1000	1000	1000

Goal

To provide the technology enabled digital campus services blended with mobility, any device, e-content availability, and secure access to network

Objectives

- To directly work with the society and community needs.
- To work with the industry on real world projects.
- To develop market driven and technology driven projects.
- To reduce waste generation
- To reduce carbon footprint
- To avoid single use plastic and thermocol.
- To reduce paper consumption by use of digital technology.
- To enhance digital library.

Actions

- To modify the existing infrastructure for a sustainable future.
- To adopt at least one village in the surrounding area to give back to society.
- To collaborate with industry and research centers to share resources for project development, research and consultancy.
- To enhance biogas generation from canteen food waste.
- To enhance vermicomposting from garden waste
- Enhance ground water level by water harvesting.

10. Sustainability Outcomes

Key Performance Indicators	19-20	20-21	21-22	22-23	23-24
Transport Pollution Carbon Footprint Reduction (%)	1	2	4	8	15
Energy					
Reduction in Energy Consumption	4	4	4	8	17
Solar Energy (% of total)	15	15	15	30	45
Water					
Water Consumption (Reduction %)	15	15	15	30	45
Rain water harvesting (Nos)	1	1	1	1	1
Plastic Bottles purchased (Reduction %)	10	20	30	50	80
Paper					
Paper printing (reduction %)	10	20	25	40	50
Paper recycling (increase %)	10	10	10	20	30
Waste					
Food waste (reduction %)	10	10	10	25	40
Vermicompost (increase %)	10	10	10	20	30
Green Campus					
Land Scaping (increase %)	10	10	10	20	30
Maintenance (reduction %)	5	5	10	20	30
Home-grown organic produce	10	10	10	15	20
Awareness and Training Sessions per year					
Students	2	2	7	10	12
Employees	1	1	2	2	2

Goal

To create infrastructure ina sustainable way i.e., generation of income, wealth and opportunities that result in the creation of additional incomes, wealth and opportunities without reducing the ability do the same in future

Education is the most powerful weapon which you can use to change the world.

-NELSON MANDELA

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Quality Objectives (Entrepreneurial & Innovation Ecosystem)

Academic Year: 2020-21 **Date: 15/07/2021**

Sl. No.	Objective	Methodology	Indicator	Target	Status	Proposed Action / Action taken
Entrepreneurial & Innovation Ecosystem						
a	IE Awareness and Promotional activities	No of entrepreneurship activities conducted, participated per quarter	Nos.	6	9	Every year will be going to arrange the Virtual E-summit
b	Networking	No of connects established with industry and Startup experts for overall ecosystem supports per quarter	Nos.	3	4	Achieved
c	Upskilling and Outreach program	No. of entrepreneurship activities conducted & organized to expand the outreached of MITAOE-EDF per quarter	Nos.	2	5	Achieved
d	Alumni engagement activities	No. of entrepreneurship Activities organized with involvements of alumni entrepreneurs per year	Nos.	2	3	Achieved
e	Project to Product (P2P) Transformation Program	No. of student's project converted into the commercially viable products per year	Nos.	1	2	Two IP has been shortlisted for Product Development. However, It required dedicated funds (around 1lakh per IP based product) for

						execution and development of the same.
f	No of student startup	No. of student's startup supported for idea to MVP and further growth per year	**Nos.**	**10**	13	Dedicate personnel requirements has been proposed to the incubation activities
g	Infrastructure and facilities -Incubatee Seating space	No. of Incubatee seats allocated (physically and virtually) for incubation period per year	**Nos.**	**10**	**10**	Achieved
h	Patents at MITAOE EDF	No of student's startups patents filled per year	**Nos.**	**2**	0	Policy has been prepared as per NISP guidelines and ARIIA Ranking requirements (Parameter 7 & section 8.3) However, waiting for the approval of Dean,R&D.
i	Crazy quilt with mentor, investor and channel partner	No. of collaboration and MOU's signed with mentor, investor and channel partners	**Nos.**	**10**	11	Dedicated personnel requirements at incubation centre has been proposed.

Quality Objectives (Students Support & Success)

Academic Year: 2020-21 **Date:15 / 07 / 2021**

Sl. No.	Objective	Methodology	Indicator	Target	Status	Proposed Action / Action taken
1. Students Support & Success						
a	Employability-Training programs	Number of employability training programs organised at school / institute level to enhance the professional / soft skills of the students	**Nos.**	**6**	**6**	• More training and assessment programs are planned for all the batches (First year to Final Year) for A.Y. 2021-22.
b	SIP(Industry) - No. of students	Number of TYBTECH students enrolled for the industrial internship during June-July	**Nos.**	**350**	**514**	• All students of TYBTECH shall get the industrial internship opportunities from A.Y. 2021-22
c	SIP - No. of industry offers	Number of industries offered the short-term internship program to TY BTECH students during June-July	**Nos.**	**150**	**197**	• More number of companies shall offer the internship opportunities to SY and TY BTECH students
d	SLIP - No. of students	Number of Final Year BTECH students enrolled for the industrial internship during their 8th semester	**Nos.**	**125**	**249**	• Maximum final year BTECH students shall get the full time industrial internship opportunities in A.Y. 2021-22

e	SLIP – No. of industry offers	Number of industries offered the semester- long internship to Final Year BTECH students during their 8th semester	**Nos.**	**45**	**49**	• More number of companies shall offer the internship opportunities to final year BTECH students
f	Placement – No. of students	Number of Final Year students placed through campus placement process	**Nos.**	**300**	**336**	• Remaining students of 2021 batch will be supported till December 2021 for placement activities Maximum final year BTECH students shall get the campus placement opportunities in A.Y. 2021-22
g	Placement – No. industry offers	Number of industries recruited Final Year students through campus placement process	**Nos.**	**250**	**172**	• Due to the pandemic situation very less support received from core industries for campus placement for A.Y. 2020-21 • Will approach more number of companies and invite them for recruitment drives in A.Y. 2021-22
h	Placement - Average Salary (in Lakhs)	Average salary calculated considering the salaries of all the placed students through campus placement process	**Rs. in Lakhs per annum**	**4.4**	**4.71**	Achieved

Quality Objectives (Alumni Engagement)

Academic Year: 2020-21 **Date:15 / 07 / 2021**

Sl. No.	Objective	Methodology	Indicator	Target	Status	Proposed Action / Action taken
1. Alumni Engagement						
a	Alumni Activities	Delivering Talk on curricular, co-curricular, and extra-curricular activities , conducting mock GD/PI, mentor for club activities, external examiner, jury	Nos.	30	46	Achieved
b	Alumni meet (school/institute level)	Physical meet or online through Google meet or MS Team	Nos.	4	6	Achieved
c	Alumni meet - Student involvement	Motivating through portal, social websites and invitation through project guides, senior teachers	Nos.	500	289	Action proposed: Arrange the meet citywise Alumni meet batchwise
d	Alumni - Sponsorship (Nos.)	Raising the funds in various developmental activities (club activities, conference, support for economically	Nos.	3	1	Action proposed: Lab development proposal Conference proposal

		weaker students, lab development, awards through alumni)				
e	Alumni - Internship / placement offers	Career and Internship support campaign	**Nos.**	**24**	**37**	Achieved
f	Distinguished Alumni / Recognition Appreciation	Award Ceremony, publicity, and recognition	**Nos.**	**3\20**	**3\16**	Action proposed: Recognition of remarkable work every quarter

MIT Academy of Engineering
STRATEGIC PLAN for 5 years

S.No.	PARTICULARS	2016-17		2017-18		2018-19		2019-20		2020-21		2021-22	
1	**Research & Consultancy**	Target		Target		Target		Target		Target		Target	
1.1	**Research Funding and Grants**												
1.1.1	Seed Money (No. of projects/program - 8)	2 (16)	0	2 (16)	0	2 (16)	0	2 (16)	11	2 (16)	9	2 (16)	17
1.1.2	External Funding (Per program) - Total 8	2	8.49	2	5	2	7.97	2	12.09	2	3.86	2	0.1
1.1.3	Research Publications (Nos)	90	36	90	40	90	51	90	54	90	99	90	35
1.1.4	IPR (No. of Patents)	15	2	15	7	15	4	15	6	15	10	15	6
1.2	**Consultancy**												
1.2.1	Engineering Consultancy	4	7.85	4	10	4	3.32	4	2.24	4	8.81	4	0.15
1.2.2	Design Consultancy	2	NA	2	NA	2	NA	2	NA	2	0	2	0
2	**Students Support & Success**	Target		Target		Target		Target		Target		Target	
2.1	Employability- Training programs	8	10	8	10	8	14	8	12	8	12	8	9
2.2	SIP(Industry) – No. of students	400	0	400	0	400	0	400	419	400	400	400	400
2.3	SIP – No. of industry offers	NA		350		350		350		350		350	
2.4	SLIP – No. of students	NA	0	150	0	150	0	150	107	150	249	150	325
2.5	SLIP – No. of industry offers	NA	0	60	0	60	0	60	48	60	56	60	96
2.6	Placement – No. of students	440	315	440	311	440	330	440	482	440	441	440	435
2.7	Placement – No. industry offers	300	180	300	189	300	298	300	288	300	196	300	260
2.8	Placement - Average Salary (in Lakhs)	5	2.7	5	4.32	5	3.69	5	4.46	5	4.64	5	5.61
2.9	Higher Studies – No. of students	30		30		30		30		30		30	

MIT Academy of Engineering
STRATEGIC PLAN for 5 years

S.No.	PARTICULARS	2016-17		2017-18		2018-19		2019-20		2020-21		2021-22	
3	**Enhanced Student Experience**	Target		Target		Target		Target		Target		Target	
3.1	**Competitions and Events Participation**												
3.1.1	Technical-Participation (Nos.)	75	50	80	55	100	95	200	250	250	700	300	800
3.1.2	Numberof Technicalcompetitions	15	7	17	12	20	45	22	63	25	23	30	42
3.1.3	Numberof Technical achievements	10	0	12	8	15	36	20	55	25	34	40	39
3.1.4	Totalnumber of students participation in various student events	400	300	500	400	600	620	700	680	800	1300	1008	1500
3.1.5	Totalnumber of students Achievements	30	7	40	18	50	61	60	72	70	37	75	48
3.1.6	Number of events /competitions to be participated	20	15	30	25	40	65	60	75	75	54	90	50
3.2	**MITAOEClub Events- Organization**												
3.2.1	MITAOEClubs (Cumulative No.)	12	12	14	14	16	16	18	18	20	24	25	25
3.2.2	Club events(Cumulative No.)	60	13	70	69	96	82	108	98	110	115	125	100
3.2.3	National level technical event(No.)	1	1	1	1	1	1	1	1	2	3	2	2
3.2.4	Sports events(Nos.)	1	1	1	1	1	1	1	1	3	1	3	1
3.2.5	Youth events (TEDx, U25)	0	0	0	0	0	0	2	2	2	1	2	1
3.3	**Social Internship**												
3.3.1	Numberof Social internships	0	0	0	0	0	0	0	0	2	3	2	
3.3.2	Number of student	0	0	0	0	0	0	0	0	20	30	40	

MIT Academy of Engineering

STRATEGIC PLAN for 5 years

S.No.	PARTICULARS	2016-17		2017-18		2018-19		2019-20		2020-21		2021-22	
4	**Enhanced Alumni Engagement**	Target		Target		Target		Target		Target		Target	
4.1	Alumni Activities	36		36		36	10	36	10	36	46	60	*38
4.2	Alumni meet (school/institute level)	4		4		4	1	4	3	4	6	6	*4
4.3	Alumni meet – Student involvement	360		360		360	350	360	100	360	289	600	*103
4.4	Alumni - Sponsorship (Nos.)	3		3		3	1	3	0	3	1	5	*4
4.5	Alumni – Internship / placement offers	24		24		24	0	24	0	24	37	40	*74
4.6	Distinguished Alumni / Recognition Appreciation	3 \ 18		3 \ 18		3 \ 18	0\150	3 \ 18	0\35	3 \ 18	3\16	5 / 30	*2\26
5	**People & Welfare**	Target		Target		Target		Target		Target		Target	
5.1	**Faculty Strength (no.)**												
5.1.1	Engineering (Faculty : Student ratio)	01:15	1:14.28	01:15	1:14.42	01;20	1:16.42	01:20	1.17.53	01:18	01:20	01:18	1:20.7
5.1.2	Design	NA		NA		NA		NA		01:15	01:18	01:12	01:18
5.2	**Tech Integration (%)**												
5.2.1	HRMS (Automation of HR processes) Central Repository	70		70		70		70		70	Nil	70	10
5.2.2	Employee Satisfaction (%)	70		70		70		70		70	70	70	
6	**Social Media Connect**	Target		Target		Target		Target		Target		Target	
6.1	**Admission**												
6.1.1	Engineering (%)	85	513/28	85	438/29	85	489/32	85	495/90	85	529/96	85	523/93
6.1.2	Design (%	85	NA	85	NA	85	NA	85	NA	85	19	85	56

MIT Academy of Engineering

STRATEGIC PLAN for 5 years

S.No.	PARTICULARS	2016-17		2017-18		2018-19		2019-20		2020-21		2021-22	
7	**Entrepreneurial & Innovation Ecosystem**	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
7.1	IE Awareness andPromotional activities	-	4	-	6	10	10	10	12	10	10	10	9
7.2	Networking	-	-	-	-	4	4	4	4	4	4	4	4
7.3	Upskilling and Outreach program	-	-	-	-	2	2	2	2	4	4	4	5
7.4	Alumni engagement activities	-	-	-	-	1	1	2	2	3	2	3	2
7.5	Project to Product (P2P)Transformation Program	-	-	-	-	-	-	-	-	1	1	4	2
7.6	No of student startup	-	-	-	-	4	4	6	5	8	8	15	8
7.7	Infrastructure and facilities -Incubatee Seating space	-	-	-	-	5	5	10	10	10	10	15	In process
7.8	Patents at MITAOE EDF	-	-	-	-	-	-	-	-	-	-	4	2
7.9	Crazy quilt with mentor,investor and channelpartner	-	3	-	5	5	5	10	10	10	10	20	14
8	**Campus & Services**	Target		Target		Target		Target		Target		Target	
8.1	Wi-Fi Infrastructure	40%	40%	40%	50%	40%	50%	40%	50%	40%	60%	40%	65%
8.2	LMS Concurrent Use	1.5 K	1 K	1.5 K	1 K	1.5 K	1 K	1.5 K	1 K	1.5 K	1 K	1.5 K	1 K
8.3	Internet Bandwidth	500 Mb	500 Mb	500 Mb	220 Mbps	500 Mb	250 Mbps	500 Mb	290 Mbps	500 Mb	500 Mbps	500 Mb	500 Mbps