

**MIT**

Academy of  
Engineering

(An Autonomous Institute Affiliated to Savitribai Phule Pune University)

# STRATEGIC PLANNER

## 2024-27



# CONTENTS

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|                                           |          |
|-------------------------------------------|----------|
| I. PREAMBLE                               | 2        |
| II. STRATEGY AT GLANCE                    |          |
| III. Vision, Mission and Core values      | 3        |
| IV. Overview                              | 4        |
| V. Focus Areas                            |          |
| <b>CORE FOCUS AREAS</b>                   | <b>5</b> |
| A. Teaching Learning Process              | 8        |
| B. Research and Consultancy               | 10       |
| C. Student Support and Success            | 12       |
| D. Enhanced Students Experience           | 14       |
| E. Enhanced Alumni Engagement             | 16       |
| <b>SUPPORTING FOCUS AREAS</b>             |          |
| A. People & Welfare                       | 18       |
| B. Social Media Connect                   | 20       |
| C. Entrepreneurial & Innovation Ecosystem | 22       |
| D. Campus & Services                      | 24       |
| E. Sustainability                         | 26       |

# PREAMBLE

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The strategy document of MIT Academy of Engineering (MITAOE), 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 sets a path for us to move from the plan to a realizable better future.



## VISION

- To be a new age learning center for holistic development of students into professional engineers, to cater to the changing needs of techno-society..

## MISSION

- To provide new age infrastructural facilities blended with skill based curriculum and activity based pedagogical approaches to develop competitive engineering professionals to solve real world problems.
- To prepare students for lifelong learning by transforming educational practices.
- To promote ethical and moral values by involving students into community services.
- To promote entrepreneurship and managerial skills by strengthening industry institute interaction.

## 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 by skillful 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.”

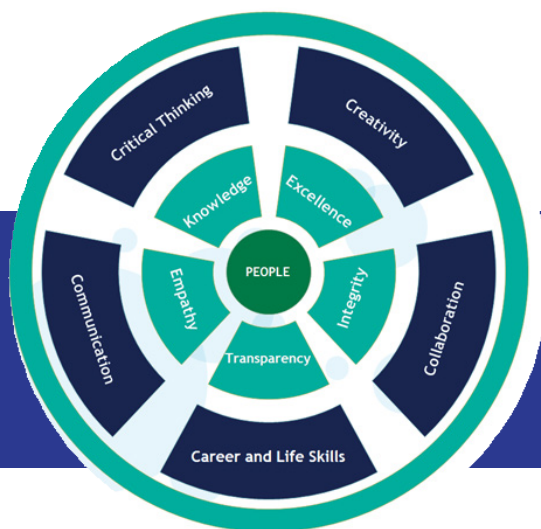


# OVERVIEW

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

MITAOE believe that effective learning demands a holistic approach, integrating a wellstructured curriculum, engaging pedagogy, continuous assessment, and robust student support. Our academic programs are designed to be both flexible and rigorous, providing students with opportunities to engage in professional and extracurricular activities that foster personal and professional growth. The curriculum is carefully crafted to equip students with the four essential 21st-century skills: Critical Thinking, Creativity, Collaboration, and Communication, empowering them to excel in an everevolving global landscape.

2

## Research & Consultancy

We strive to create a dynamic learning environment enriched with researchdriven education, enabling students to understand the process of knowledge creation and its impact on societal and economic development. Our curriculum is primarily designed around inquiry-based learning, fostering curiosity and deep engagement. Faculty members actively integrate their research expertise into student learning experiences, bridging the gap between academic concepts and real-world applications. Through Project-Based Learning (PBL) and Minor, Mini, and Major projects, students develop critical analytical skills, a strong respect for evidence, and the ability to make well-informed decisions, preparing them for success in both academia and industry.

3

## Students Support & Success

At MITAOE, we are committed to providing students with a comprehensive platform that integrates curricular and co-curricular activities, ensuring they achieve holistic graduate outcomes in industrial placements, higher studies, and entrepreneurship. Our Corporate Relations Office serves as a dedicated hub for career guidance and professional development, offering personalized counseling, skill-based training, and assistance in securing internships, placements in reputed industries, and admissions to prestigious universities worldwide. Through these initiatives, we empower students to excel in their chosen career paths and contribute meaningfully to society.

4

## Enhanced Student Experience

Nurturing responsible, empathetic, creative, and socially conscious citizens is the need of the hour. At MITAOE, we are committed to providing a conducive environment that fosters holistic development beyond technical expertise. Our Student Development Initiatives are designed to offer comprehensive support, state-of-the-art facilities, and engaging activities that shape students into not just skilled engineers, but also ideal citizens who contribute positively to society.

5

## Enhanced Alumni Engagement

Alumni are a valuable asset to any institution, serving as a bridge between past, present, and future generations of students. At MITAOE, the Alumni Association is dedicated to fostering a strong and dynamic network that connects current students with accomplished alumni, facilitating mentorship, guidance, and professional growth. As brand ambassadors of MITAOE, our alumni play a pivotal role in enhancing the institution's reputation while contributing their knowledge, expertise, and services for the betterment of society.

# SUPPORTING FOCUS AREAS

6

People &  
Welfare

An institute's true recognition lies in its contributions to society—through exemplary initiatives for social upliftment and a distinguished alumni network that represents its excellence on a global scale. Achieving this vision requires a harmonious blend of passionate and competent academicians alongside enthusiastic students with an innovative mindset, driving meaningful change and progress.

7

Social Media  
Connect

To enhance the brand image of MITAOE and attract top talent, we focus on creating dynamic and engaging content across digital platforms, including the website, social media, print media, and exhibitions. This strategic approach aims to strengthen communication and engagement with all stakeholders, fostering greater visibility and institutional growth.

8

Entrepreneurial  
and Innovation  
Ecosystem

We offer mentoring, networking, and comprehensive support to students, alumni, and aspiring entrepreneurs in establishing and scaling their ventures/startups across diverse industries. To date, we have provided entrepreneurship education to 1,500+ students, and trained seven faculty members as certified entrepreneurship educators. Additionally, the Entrepreneurship Development Facility (EDF) is set to introduce a minor specialization in Innovation, Entrepreneurship, and Startups for undergraduate students, further strengthening the entrepreneurial ecosystem at MITAOE.

9

Campus &  
Services

Digital infrastructure is a crucial pillar of modern academic systems, ensuring seamless access to educational resources. It fosters collaboration among students, enhances learning experiences, and streamlines administrative operations, creating a highly productive and efficient academic environment.

10

Sustainability

A robust infrastructure is essential to support students in their pursuit of learning, research, and innovation. An institution must provide a conducive environment, including a well-equipped library, advanced research and computer labs, and modern facilities, that align with the evolving curriculum. Furthermore, it is crucial to develop these resources in a sustainable manner, ensuring minimal environmental impact while fostering academic excellence.

# 1. TEACHING LEARNING PROCESS

## OBJECTIVES

- Providing 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.
- Inculcating value added education for the highest professional competence and character to constructively deal with challenges and opportunities of 21st century.
- Educating the next generation of engineers as integrated expertise across many technical disciplines by enhancing academic flexibility.
- Achieving academic excellence in curriculum design, Content delivery, pedagogy, and assessment.
- Providing a robust learning environment and academic infrastructure for a better student experience
- Nurturing industry collaboration and engagement to build student competencies, enhance innovation and solve critical problems.
- Initiating 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 coses.





# 1

## TEACHING LEARNING PROCESS

## OUTCOMES

### 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.”

| Key Performance Indicators                         | 24 -25 | 25 -26 | 26 -27 |
|----------------------------------------------------|--------|--------|--------|
| Academic Framework                                 |        |        |        |
| Curriculum Flexibility (% of Credits))             | 36     | 42     | 46     |
| Credit skill courses                               | 48     | 48     | 48     |
| Professional Certification (No. of students)       | 500    | 550    | 600    |
| Industry Sponsored Projects (Nos)                  | 80     | 90     | 100    |
| Laboratory Collaboration                           | 6      | 7      | 8      |
| Faculty Development Programs (Organized)           | 8      | 8      | 8      |
| Professional Courses (Attended)                    | 200    | 200    | 200    |
| Online Courses created by faculty (No. cumulative) | 16     | 32     | 48     |
| Engineering Education research papers (Nos)        | 16     | 16     | 16     |

## 2. RESEARCH & CONSULTANCY

### OBJECTIVES

- Improving research publications and its impact.
- Submitting quality proposals to different funding agencies.
- Accelerating collaborative and interdisciplinary research.
- Enhancing the Consultancy work.
- Improving IPR related activities

### ACTIONS

- Organizing various Workshops / Seminars / Trainings related to different Research forefront areas and research methods.
- Creating ecosystem for multi-disciplinary research groups in high potential research areas.
- Transforming research environment to meet the highest standards of research conduct, integrity, sustainability and social impact.
- Encouraging and support Research Conferences and Project Expos at MITAOE.
- Supporting seed amount for faculty/student's research projects and Conferences.
- Establishing Ph.D research centre in Mechanical & Computer Engineering.
- Encouraging Faculty Industry Internship and Collaboration.
- Encouraging Consultancy through Alumni Entrepreneurs and Industrial Sponsored Projects.
- Collaboration with Research Laboratories (NCL, IISER, DRDO etc ) and Industries.
- Encouraging Extension activities through Research Clusters.
- Establishing 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.
- Articulating comprehensive Research/ Consultancy/IPR policy to foster culture of Research and Innovation.



# 2

## RESEARCH & CONSULTANCY

### Goal

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

## OUTCOMES

| Key Performance Indicators                    | 24-25 | 25-26 | 26-27 |
|-----------------------------------------------|-------|-------|-------|
| Research Funding and Grants                   |       |       |       |
| Seed Money (No. of projects)                  | 30    | 40    | 50    |
| Research / Consultancy Funding (Nos)          | 20    | 25    | 30    |
| National / International Journals (Nos.)      | 90    | 120   | 150   |
| International / National Conferences - (Nos.) | 75    | 80    | 90    |
| Book Chapters (Nos.)                          | 15    | 20    | 25    |
| IPR (No. of Patents)                          | 25    | 30    | 40    |

# 3. STUDENTS SUPPORT & SUCCESS

## OBJECTIVES

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

## ACTIONS

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- Providing skilled based training and assessment platforms required for employability
- Organising training programs to enhance the technical competencies of the students
- Encouraging students for Summer Internship Program (SIP) to enhance their life, social and technical skills
- Maximising the industrial internships opportunities to provide real time industry exposure
- Motivating students for Semester Long internship
- Solving the real time industry problems through SLIP/SIP.
- Encouraging students to participate in technical competitions like Hackathon, Baja SAE, programming contest
- Build a strong network with industries to organizing curricular and co-curricular activities, develop collaborative laboratory and arrange certification programs.
- Optimising industry collaborative projects to strengthen the project-based learning experience.
- Motivating faculties for faculty internship and consultancy programs
- Organising seminar, webinar, expert talk to discuss current technical trends
- Counseling the students to improve their career exposure across the globe
- Conducting 'graduate outcome audit' to evaluate student's professional index
- Arranging workshop on leadership, time / stress management, creativity, and innovations
- Organizing training sessions to develop soft skills, digital skills, aptitude, logical, analytical, and reasoning skills of students





# 3

## STUDENTS SUPPORT & SUCCESS

### 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.

## OUTCOMES

| Key Performance Indicators       | 24-25 | 25-26 | 26-27 |
|----------------------------------|-------|-------|-------|
| Employability- Training programs | 12    | 14    | 16    |
| SIP (Industry) – No. of students | 600   | 650   | 700   |
| SIP – No. of industry offers     | 300   | 325   | 350   |
| SLIP – No. of students           | 350   | 400   | 450   |
| SLIP – No. of industry offers    | 150   | 175   | 200   |
| Placement – No. of students      | 500   | 550   | 600   |
| Placement – No. industry offers  | 250   | 275   | 300   |
| Placement - Average Salary       | 6.0 L | 6.2 L | 6.5 L |
| Higher Studies students          | 25    | 30    | 35    |

# 4. ENHANCED STUDENT EXPERIENCE

## OBJECTIVES

- Accomplishing holistic development of students by providing essential ecosystem.
- Enriching joy of learning among students.
- Providing exposure to the students in technical, cultural, recreational and sports domain.
- Developing research aspiration in students through club activities.
- Inculcating empathy and universal human values in students & Support students for their emotional and psychological well-being.
- Improving Student Satisfaction Index.

## ACTIONS

- Promoting all-round development of students through various club activities
- Building 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
- Developing MITAOE clubs as skill centers by providing essential training through expert talks, workshops and internships
- Exploring various events and competitions for all clubs to encourage participation & Extend necessary support the students for participation in technical, cultural recreational and sports events
- Encouraging club activities by providing best club of the year, outstanding club member and best club coordinator award
- Recognizing contribution and efforts of the students for extra and co-curricular activities by linking it to assessment.
- Ensuring publications, or product development patents as outcomes of technical clubs by guiding them on it.
- Inculcating empathy and universal human values in students by providing opportunity for Social internship and activities
- Providing 24\*7 psychological and emotional wellbeing support for students through professional online platform.
- Conducting periodic reviews for monitoring the progress of all major events and competitions to ensure quality work and competencies
- Creating various scholarships, welfare schemes for needy and meritorious students. Establish a strong bond with alumni through club activities by alumni mentorship
- Conducting periodic survey of student satisfaction for continual improvement



# 4

## ENHANCED STUDENT EXPERIENCE

### 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 in a holistic way.

### OUTCOMES

| Key Performance Indicators                                       | 24-25 | 25-26 | 26-27 |
|------------------------------------------------------------------|-------|-------|-------|
| MITAOE Clubs (Cumulative Nos.)                                   | 25    | 26    | 26    |
| Technical-Competitions participated (Nos.)                       | 40    | 45    | 50    |
| Number of Technical Achievements                                 | 25    | 30    | 35    |
| Total number of students participation in various student events | 3000  | 3500  | 4000  |
| No. of sportsevents participated                                 | 20    | 25    | 30    |
| No. of student achievements in sports (Nos.)                     | 10    | 15    | 25    |

# 5. ENHANCED ALUMNI ENGAGEMENT

## OBJECTIVES

- Enhancing alumni involvement in curricular and co-curricular activities
- Engaging alumni as an advisor to mentor the budding Engineers
- Increasing awareness and career support through alumni for the ongoing students
- Arranging experience sharing sessions to strengthen educational and social activities
- Encouraging alumni to sponsor the development activities
- Building strong alumni connect in and out of India
- Recognizing the alumni achievements

## ACTIONS

- Involving alumni in curriculum design and delivery
- Engaging alumni in project reviews and in other evaluation process
- Arranging expert talks, seminars, webinars, or guest lectures by inviting alumni
- Encouraging alumni to extend their support in student placement and internship
- Involving alumni as a mentor in co-curricular and extracurricular activities.
- Engaging alumni in various awareness session to enhance the graduate outcomes
- Organizing alumni-meet city wise and abroad







# 5

## ENHANCED ALUMNI ENGAGEMENT

### Goal

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

### OUTCOMES

| Key Performance Indicators             | 24-25 | 25-26 | 26-27 |
|----------------------------------------|-------|-------|-------|
| Alumni Activities                      | 105   | 110   | 115   |
| Alumni meet (school / institute level) | 10    | 10    | 10    |
| Alumni meet – Student involvement      | 1150  | 1100  | 1200  |
| Alumni - Sponsorship (Nos.)            | 10    | 12    | 14    |
| Alumni – Internship / placement offers | 130   | 140   | 150   |
| Distinguished Alumni - Recognition     | 15    | 20    | 25    |
| Appreciation                           | 60    | 70    | 80    |

# 6. PEOPLE & WELFARE

## OBJECTIVES

- Maintaining Faculty to Student ratio for Engineering and Design.
- Encouraging faculty for lifelong learning.
- Enhancing the cadre ratio.

## ACTIONS

- Enhancing the competencies of faculties and staff:
- Establishing centre for continual skill updation.
- Designing 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 / Industry oriented
- Promoting faculty internship in industry, Industry project, consultancy work. ·
- enhancing the process for accountability and ownership to make it more transparent and performance based. ·
- Modifying Faculty / Staff API scheme with specific and measurable parameters.
- Enhancing KRAs based review. (Performance based)
- Adopting best practices of HR for motivation and welfare of employees:
- Support for Health policy premium
- Awards and recognition for outstanding performances.





# 6

## PEOPLE & WELFARE

### Goal

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

### OUTCOMES

| Key Performance Indicators                                                | 24-25 | 25-26 | 26-27 |
|---------------------------------------------------------------------------|-------|-------|-------|
| Faculty Strength (no.)                                                    | 202   | 265   | 333   |
| Engineering (Faculty : Student ratio)                                     | 1:20  | 1:20  | 1:20  |
| Design                                                                    | 1:20  | 1:20  | 1:20  |
| Tech Integration (%) HRMS (Automation of HR Processes) Central Repository | 80    | 90    | 100   |
| Employee Satisfaction (%)                                                 | 75    | 80    | 85    |

# 1. SOCIAL MEDIA CONNECT

## OBJECTIVES

- Enhancing the traffic on website (sessions or unique users / day)
- Increasing lead generation.
- Reducing overall cost per lead (CPL).
- Improving the number of admissions.
- Improving the ratio of registered to admitted students
- Improving the quality of students' intake.

## ACTIONS

- Encouraging rich keyword-oriented Blogs/ Article/ Publications in all forms of Content.
- Organic ranking of top keywords using local SEO.
- Create a standard event calendar for every quarter for content development
- Increasing followers and engagement on various platforms – Facebook, Instagram, LinkedIn, twitter etc
- Building audiences organically to help in lead generation during admissions.
- Long term marketing – Boosting content online periodically
- Increase quality leads through technology
- Focusing on Content Creation.







# 7

## SOCIAL MEDIA CONNECT

### 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

## OUTCOMES

| Key Performance Indicators                        | 24-25 | 25-26 | 26-27 |
|---------------------------------------------------|-------|-------|-------|
| Website traffic projection (unique users per day) | 1600  | 1800  | 2000  |
| Admission Engineering (%)                         | 95    | 100   | 100   |
| Design(%)                                         | 90    | 92    | 95    |
| Increase quality leads                            | 18000 | 28000 | 29000 |
| Sign up leads                                     | 2200  | 3360  | 4200  |

# 8. ENTREPRENEURIAL & INNOVATION ECOSYSTEM

## OBJECTIVES

- Encouraging students to opt for entrepreneurship as a career option and solve real time problems in the society
- Providing handholding support and facilities to students in establishing their ventures during their graduation period
- Equipping students with the necessary skills for managing their business enterprise.
- Strengthen the students, alumni and local entrepreneurial ecosystem by providing necessary information, support and facilities and organise community-level programs and summits to develop the start-up culture
- Connecting the start-up aspirants with the respective domain experts, entrepreneurship mentors, consultants, investors and local channel partners.

## ACTIONS

- Inculcating a socially responsive mindset among students aspiring to launch start-ups
- Organizing events, programs, workshops on entrepreneurship and innovation.
- Offering the Foundational and Advance courses in entrepreneurship.
- Conducting up-skilling and outreach programs for incubated startups
- Creating the state-of-the-art facilities and infrastructure for the startups to work efficiently
- Encouraging faculty and students to make use of NISP policy for establishing their ventures
- Elevating the NIRF-innovation ranking of the institute
- Signing MOUs with potential mentors, accelerators, investor firms and government organizations for funding and mentorship support





# 8

## ENTREPRENEURIAL & INNOVATION ECOSYSTEM

### 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

### OUTCOMES

| Key Performance Indicators                                            | 24-25 | 25-26 | 26-27 |
|-----------------------------------------------------------------------|-------|-------|-------|
| Innovation and Entrepreneurship Awareness and Promotional activities  | 10    | 12    | 15    |
| Networking & engagement with accelerators                             | 5     | 8     | 10    |
| Upskilling and Outreach program                                       | 5     | 8     | 10    |
| Alumni engagement activities                                          | 4     | 5     | 6     |
| No of incubated startups (Nos)                                        | 30    | 35    | 40    |
| Infrastructure and facilities – Incubatee Seating space (Cummulative) | 25    | 30    | 35    |
| Patents at MITAOE EDF                                                 | 5     | 6     | 7     |



# 9. CAMPUS & SERVICES

## OBJECTIVES

- Building an e-learning infrastructure for online & on campus courses. technology intervention.
- Enhancing and improving the administrative services by
- Building 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

### Goal

## OUTCOMES

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

| Key Performance Indicators | 24-25 | 25-26 | 26-27 |
|----------------------------|-------|-------|-------|
| Wi-Fi Infrastructure       | 50%   | 80%   | 100%  |
| LMS Users                  | 4K    | 5K    | 6K    |
| Internet Bandwidth (GBPS)  | 0.5   | 1     | 2     |
| ERP/LMS                    | 70%   | 80    | 95    |
| Smart Campus               | 10%   | 20%   | 30%   |



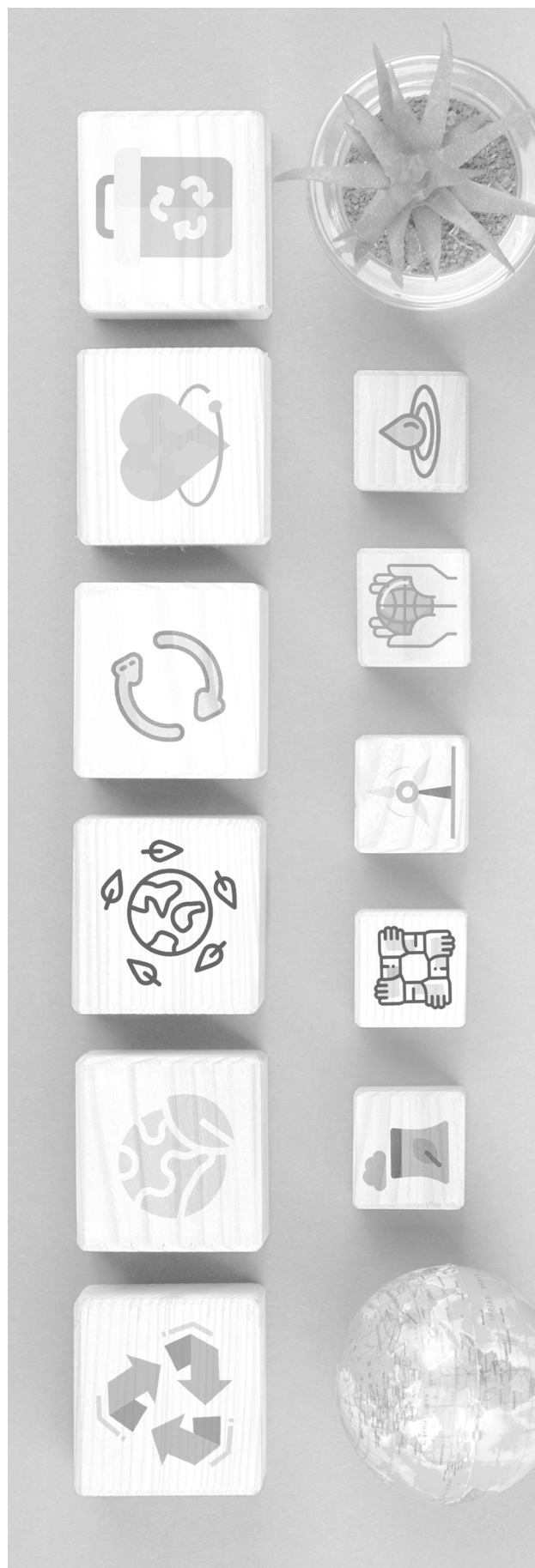
# 8. SUSTAINABILITY

## OBJECTIVES

- Engaging communities through environmental projects.
- Transition to paperless operations for reduced consumption.
- Eliminating single-use plastics and thermocol in all activities.
- Implementing measures to drastically reduce carbon footprint.
- Minimizing waste generation with composting and segregation.
- Developing market-driven projects using sustainable technologies.
- Collaborating with industries on impactful sustainability initiatives.
- Enhancing digital library resources for better accessibility.

## ACTIONS

- Organizing clean-ups, tree planting and awareness campaigns.
- Implementing digital document systems and train staff.
- Using renewable energy, optimize transportation and promote efficiency.
- Setting up composting, educate on segregation and incentivize recycling.
- Research markets, develop eco-products and use green tech.
- Partner for waste reduction and sustainable supply chains.
- Digitize materials, expand online access and provide training.







# 10

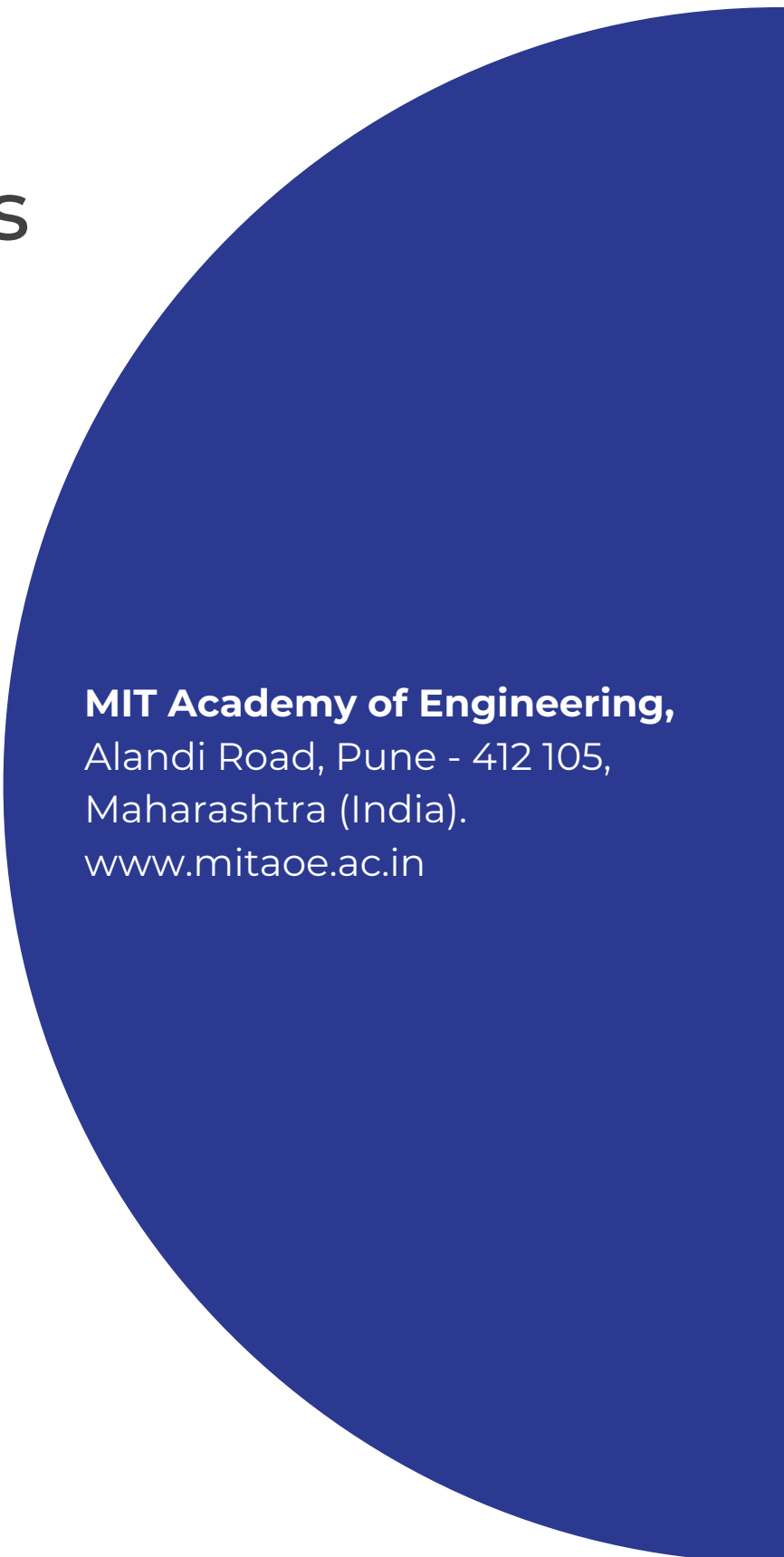
## SUSTAINABILITY

## OUTCOMES

### Goal

To create infrastructure in a 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 to do the same in future

| Key Performance Indicators                                | 24-25 | 25-26 | 26-27 |
|-----------------------------------------------------------|-------|-------|-------|
| Total Carbon footprint reduction (%)                      | 5     | 10    | 15    |
| Carbon Audit                                              | 1     | 2     | 2     |
| Solar Energy Usage (%)                                    | 100K  | 95    | 90    |
| Total Energy Saving (%)                                   | 5     | 7     | 9     |
| Energy Audit                                              | 1     | 2     | 2     |
| Wastewater recyclability (%)                              | 10    | 15    | 20    |
| Rain water harvesting (%)                                 | 80    | 85    | 90    |
| Plastic Reduction in Plastic usage (%)                    | 10    | 15    | 20    |
| Paper Reduction in Paper Usage (reduction %)              | 25    | 30    | 35    |
| Food waste (reduction %)                                  | 5     | 10    | 15    |
| Vermicomposting (increase %)                              | 10    | 20    | 30    |
| Green Campus Land Scraping and Tree Planting (increase %) | 5     | 10    | 15    |
| Home-grown organic produce                                | 10    | 15    | 20    |
| Awareness and Social Impact Initiatives NSS Engagement    | 1     | 2     | 3     |
| Unnat Bharat Abhiyan Initiatives                          | 5     | 6     | 7     |
| Project Initiatives from students and faculties           | 10    | 15    | 20    |



Education Is  
The Most  
Powerful  
Weapon  
Which  
You Can  
Use  
To Change  
The  
World

-Nelson Mandela

**MIT Academy of Engineering,**  
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