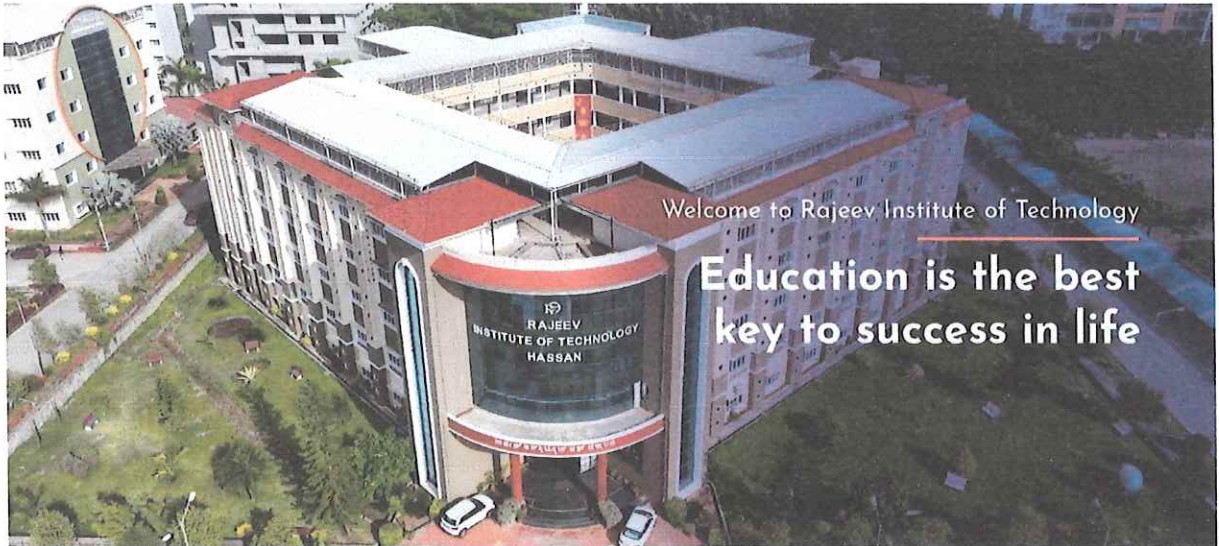


RAJEEV INSTITUTE OF TECHNOLOGY

Hassan



STRATEGIC PLAN: 2023 TO 2027



RIT STRATEGIC GROWTH PLAN

Preamble:

In charting the course for the future of Rajeev Institute of Technology, we recognize the profound responsibility bestowed upon us as stewards of education, shaping the intellectual and personal growth of our students. This strategic plan serves as our collective commitment to excellence, innovation, and societal impact. It encapsulates our aspirations, values, and the unwavering dedication to fostering an environment where learning thrives, knowledge transcends boundaries, and individuals emerge as empowered contributors to society.

As an esteemed education institute situated in Hassan, Karnataka, India, we acknowledge the dynamic nature of the educational landscape and the evolving needs of our diverse community.

This strategic plan embodies the collaborative efforts of our academic leadership, faculty, staff, students, alumni, and partners. Together, we envision Rajeev Institute of Technology as a beacon of intellectual curiosity, a crucible for innovation, and a catalyst for positive societal change.

Our vision extends beyond traditional boundaries, seeking to foster an educational experience that transcends disciplines, embraces diversity, and prepares individuals to navigate the complexities of the global landscape. We aim to empower our students not only with academic prowess but also with the critical thinking, adaptability, and resilience necessary to thrive in an ever-changing world.

Guided by a commitment to excellence, we strive to elevate the quality of education, research, and community engagement. This strategic plan outlines our objectives to enhance academic programs, invest in cutting-edge infrastructure, and cultivate a vibrant learning ecosystem that nurtures the holistic development of our students.

We acknowledge the integral role of our faculty, who are not only educators but also mentors and researchers contributing to the frontiers of knowledge. We commit to supporting their professional growth, encouraging innovative pedagogies, and fostering a culture of research and scholarly inquiry.

Furthermore, we recognize the significance of collaboration with industries, communities, and global partners. By forging meaningful partnerships, we aim to bridge the gap between academia and real-world challenges, creating opportunities for our students to apply their knowledge and contribute to societal advancements.

As we unveil this strategic plan, we invite all stakeholders to join hands in its implementation. We seek continuous feedback, insights, and contributions that will shape the trajectory of Rajeev Institute of Technology and ensure its enduring legacy as a hub of learning, discovery, and positive societal impact.

Together, let us embark on this transformative journey, inspired by a shared vision and united by the conviction that education has the power to illuminate minds, enrich lives, and shape a better future for all.

Rajeev Institute of Technology, Hassan
06.01.2023

About RIT

Established in 2008, Rajeev Institute of Technology offers 4-year engineering courses and has a total of 8 Academic Departments, 2 Post graduate and Interdisciplinary Programmes. It is reputed for the quality of its faculty and the outstanding calibre of students graduating from its undergraduate and postgraduate programmes. The institute has holistic approach towards education and training. We at RIT systematize professional manpower for tomorrow and future. In quest of this commitment, the management and faculty accept the responsibility to ensure ceaseless progress towards this objective.

The Rajeev Educational Trust was started by people with noble thoughts, who aimed to bring quality education and to serve the society on a large scale. The Rajeev Institute of Technology has been Established by Dr. V. Rajeev a great visionary and philanthropist. posthumously, his dynamic and enterprising daughter Dr. Rachana Rajeev took up the reins of the Establishment.

Dr. Rachana Rajeev, the President, Dr. Ranjith Rajeev, the Vice President and Dr. B.N Rathna Rajeev, the Secretary of the Rajeev education trust. President's role is instrumental in initiating the new B.E courses such as Computer Science & Engineering (Artificial Intelligence & Machine Learning) from the year 2022 and B.E. in Electronics Engineering (VLSI Design and Technology) from the year 2023.

About RIT's Education

To embark on a journey of triumph one needs the paraphernalia of knowledge, opportunity and skills to create values. In order to initiate these values Rajeev Institute of Technology an affiliated college of Visvesvaraya Technological University, approved by All India Council for Technical Education (AICTE) is the unique initiative of Rajeev Education Trust started in December 1998 under the aegis of Dr. V. Rajeev a medical practitioner and philanthropist of Hassan.

At our Institute - one would be constantly challenged, whether it is in the classroom or outside. Individual can look forward to be trained by stellar faculty, getting hands on experience at leading organizations and building enduring bonds with peers. All professional education is driven ultimately by practical societal needs. Nevertheless, these needs can be connected to deeper concerns that are the normal

subjects of pure academic inquiry. Certainly, academic inquiry in the engineering, social sciences and even many of the natural sciences is driven by interests in practical issues as much as the pursuit of knowledge for its own sake.

Vision

To be an academic institution in vibrant social & economic environment, striving continuously for excellence in education, research and technological service to the society.

Mission

- To achieve academic excellence in engineering and management through dedication to duty, offering state of the art education and faith in human values.
- To create and endure a community of learning among students, develop outstanding professionals with high ethical standards.
- To provide academic ambience conducive to the development, needs and growth of society and the industry.

Quality Policy

- Develop technical, managerial human resource of excellence suitable for global standards.
- Ensure quality academic synergy for management education to meet industry requirements.

The Institution has a 5-year strategic plan from 2022-2027 to ensure steady growth of the organization.

SWOT ANALYSIS

Institutional Strength

- Visionary and benign management
- Vision, Mission, Programme Educational Objectives are well defined and followed
- Availability of Strategic Planning
- Excellent infrastructure facilities
- Well qualified, committed and experienced faculty
- Internet with high bandwidth
- Well stacked library of text books, journals and digital resources
- Experienced faculty members with a balance of interest in teaching, research, and consultancy
- Integrated Courses for enhancing the learning
- Question papers are set as per Bloom's Taxonomy
- Assessment Rubrics for mini and major projects
- Practicing outcome-based Education
- Team work of faculty & staff
- Research Development and Growth in terms of several outcomes
- Active learning environment to enhance overall development for the students
- Robust network infrastructure in place
- University approved research centres
- Good Classroom ambience for learning
- Use of ICT tools by all faculty members
- Well-equipped and neatly maintained Laboratories
- Well maintained hostels for boys and girls
- Effective Mentoring system to provide individual attention

Institutional Weakness

- Less priority for Sports and games activities and other extracurricular activities
- Student mentoring system
- Poor Communication skill of students: As most of the students are first generation learners and from rural background, their communication skills need to be improved
- Lack of long-term budget planning and a process that is transparent
- Lack of targeted advertisements to students of out-of-state or out-of-region
- Moderate placement

Institutional Opportunity

- Placement opportunities in IT sector
- Scope for tie up with institute of national and international repute
- Scope to harness potential of strong Alumni base for betterment of college
- Scope for student internship opportunities in and around the city for students of all streams.
- Transform pedagogical practices and adopt latest technological relevant courses in curriculum
- Scope to incubation facilities for tech-based startup providing higher viability for market Space

Institutional Challenge

- Decreasing placement opportunities for Digital branches
- Input quality of students and their academic performance affects placement record
- Too many colleges within the district and multiple government colleges.
- Continuous change in technology that challenges the employability of the students.
- To develop the language proficiency levels of the students
- There is a big challenge to retain experienced and qualified faculty

STRATEGIC GOALS

1. Attracting Meritorious & Diversified students.

Action Plan

- a) Institute engagement in local schools & colleges in career guidance education for SSLC/ PUC/ 12th/Diploma with parent involvement to build RIT aspirant's pool.
- b) Brand building and enhancing the reputation of college by giving wide publicity for all college achievements.
- c) Scholarships and Financial assistance for meritorious and needy students respectively.
- d) Improving the commuting facility to make it efficient & affordable.

2. Enhancement in Placements.

Action Plan

- a) Strengthening of the Training & Placement Department.
- b) Creating awareness among students about the need of the industries and to make them to take up Training & Placement activities seriously.
- c) Train the students with soft skills, Aptitude, etc.
- d) Identify and implement skill development programs in domain-specific skills for students in line with industry expectation.

- e) Creation of Database of Potential industries & companies for Internship & Placement along with entering into MOUs & relationship management.
- f) Effective implementation of the Placement process with proper coordination with the involvement of students.

3. Encouraging Entrepreneurship activity

Action Plan

- a) Establishment of dedicated Entrepreneurship Cell with sufficient budget/seed fund to encourage budding entrepreneurs.
- b) Identifying the students interested in entrepreneurship and mentoring them by successful entrepreneurs.
- c) Encourage pre-incubation activities & Establishing incubation centers
- d) Formal training on entrepreneurship and Networking with EDP Agencies.
- e) Success stories celebration for both Placement & Entrepreneurship and Brand building.

4. Augmentation of Research, Development, Consultancy Activities.

Action Plan

- a) Enhancing facilities in Research labs by providing additional budget allocation.
- b) Encouragement for Collaborative research with other institution and industries.
- c) Strengthening the quality of technical staff to improve participation and contributing to research work of the institution.
- d) Fund raising through Project proposals and consultancy.
- e) Apply for TEQIP/Government/ other funding

5. Effective Monetary Management and Expanding Revenue Base.

Action Plan

- a) Department wise Budget preparation.
- b) Emphasis on internal revenue generation through consultancy projects, research projects, etc.
- c) Improved Financial Management using ERP.
- d) Implementation of effective and efficient Procurement & Financial Policies.

6. Improvement in Faculty/Staff support system.

Action Plan

- a) Clear Job Description Statement for faculty thereby defining the roles & responsibility.
- b) Formulation & Implementation of Faculty Welfare Program.
- c) AICTE/State Govt scales implementation for all cadres/designations.

- d) Talent identification, recognition and reward.
- e) Creating additional cadres for deserving faculty/staff through career advancement scheme.
- f) Encouraging for higher studies / continuing studies by sponsorships /deputation and sabbatical leave.
- g) Upgrading faculty orientation and mentorship programme for new faculty members.

7. Upgrading in Teaching, Learning & Evaluation Process.

Action Plan

- a) Working towards Curriculum Autonomy.
- b) Encourage self-learning through E-resources.
- c) Improve support systems like counseling, etc. for academically weak and vulnerable students.
- d) Conduct annual student satisfaction survey and set up a complaint redressal system.
- e) Upgrading the competency of Faculty/Staff by analyzing the training needs and conducting/deputing them for skill enhancement program.

8. Fostering greater engagement with Industry.

Action Plan

- a) Identify potential industries who can establish centers of excellence department wise.
- b) MoUs with potential industries/companies for internships, research projects, consultancy & placements.
- c) Professional bodies membership.
- d) Invite industry experts for guest lecturers /talks/seminars on the latest development in the industry.
- e) A deputation of faculty to Industry on sabbatical
- f) Enrolling industry personnel for Ph.D.

9. Fostering greater engagement with the Society.

Action Plan

- a) Creating an office for outreach with local communities.
- b) Increased budget provision for Social Responsibility Activities.
- c) Encouraging students, Faculties/Staff to engage in community service by taking up a case study, supporting execution of projects, etc.
- d) Adoption of School, Health centre or the Village itself.
- e) Providing Vocational training for rural students.
- f) Organizing Health camps, blood donation camps, awareness about hygiene, etc.

Planning and Evaluation Committee

Strategic Planning and Evaluation Committee	Dr. Mahesh PK	Chairman
	Dr. Arjun B C	Member
	Dr. Prakash H N	Member
	Dr. Dhananjaya D A	Member
	Dr. Radhakrishna K	Member
	Dr. Aravind B N	Member
	Mr. Sujay S	Member
	Mrs. Chandana S N	Member
	Mrs. Veena K P	Member
	Mrs. Jyothi B G	Member
	Mrs. Bhavani B S	Member
	Dr. Rammurthy D	Member Secretary

Functions & Responsibilities:

- To send proposals to AICTE, UGC etc., for continuation of approval / introduction of new courses / Reduction in Intake / Closure of Course etc.
- To send the proposals to university for extension of affiliation.
- To prepare, implement and execute strategic plan.
- To co-ordinate among the departments to apply for various schemes/grants to AICTE and other funding agencies.
- To plan and execute various activities to be conducted in a year.



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STRATEGIC GOALS IMPLEMENTATION TILL DATE

1. Attracting Meritorious & Diversified students.

SL. No	Action Plan	Implementation
1.	Institute engagement in local schools & colleges in career guidance education for SSLC/ PUC/ 12th/Diploma with parent involvement to build RIT aspirant's pool.	Institute engagement in local schools and colleges has been started
2.	Brand building and enhancing the reputation of college by giving wide publicity for all college achievements.	Brand building and enhancing the reputation of college by conducting events and being active in the social media platform to reach larger audience.
3.	Scholarships and Financial assistance for meritorious and needy students respectively.	Scholarship and financial assistance are being provided in the form of various awards under Dr. V Rajeev Vidya Aasare scholarship for meritorious students.
4.	Improving the commuting facility to make it efficient & affordable.	Providing college bus transportation for students in a more efficient and economic ways to make an ease in commuting.

2. Enhancement in Placements.

SL. No	Action Plan	Implementation
1.	Strengthening of the Training & Placement Department.	Various programs have been curated to strengthen training and placement department
2.	Creating awareness among students about the need of the industries and to make them to take up Training & Placement activities seriously.	Conducting various workshops and technical talks to make students understand the importance of training activities before entering into real world
3.	Train the students with soft skills, Aptitude, etc.	Regular aptitude and soft skill training is conducted along with

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		the regular curriculum since the inception.
4.	Identify and implement skill development programs in domain-specific skills for students in line with industry expectation.	Domain specific training for students is organised in line with the core branch of the student.
5.	Creation of Database of Potential industries & companies for Internship & Placement along with entering into MOUs & relationship management.	Various MOU has been signed to have benefits for the students in terms of placement & internship at various industries.
6.	Effective implementation of the Placement process with proper coordination with the involvement of students.	Active participation of the students in the placement activities is ensured by regular monitoring of the attendance.

3. Encouraging Entrepreneurship activity

SL. No	Action Plan	Implementation
1.	Establishment of dedicated Entrepreneurship Cell with sufficient budget/seed fund to encourage budding entrepreneurs.	Entrepreneurship cell has been established to encourage student with the ability to push themselves beyond to be an entrepreneur.
2.	Identifying the students interested in entrepreneurship and mentoring them by successful entrepreneurs.	Students are mentored by the respective mentors to understand their interests and provide a conducive atmosphere for their active involvement.
3.	Encourage pre-incubation activities & Establishing incubation centers.	Efforts are being made for establishing an incubation centre for the benefit of the student.
4.	Formal training on entrepreneurship and Networking with EDP Agencies.	-





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5.	Success stories celebration for both Placement & Entrepreneurship and Brand building.	An effort is been made to bring successful entrepreneur to share their experience among the students.
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4. Augmentation of Research, Development, Consultancy Activities.

SL. No	Action Plan	Implementation
1.	Enhancing facilities in Research labs by providing additional budget allocation.	Additional budget is been approved to encourage R & D activities in the institute.
2.	Encouragement for Collaborative research with other institution and industries.	Various MOUs with industries have been made to encourage the young minds towards research.
3.	Strengthening the quality of technical staff to improve participation and contributing to research work of the institution.	Recruitment of the staff who are competitive and open minded towards research and encourage the existing staff towards research by providing incentives.
4.	Fund raising through Project proposals and consultancy.	Fund is being raised by providing the project proposals and carrying out the consulting work for the society on the need basis.
5.	Apply for TEQIP/Government/ other funding	Efforts are being made to get research projects under Govt. funding agencies.

5. Effective Monetary Management and Expanding Revenue Base.

SL. No	Action Plan	Implementation
1.	Department wise Budget preparation.	Decentralization of the powers for the effective management of the resource by preparing budget from each department is done.
2.	Emphasis on internal revenue generation through	Encouragement to do more consultancy work by providing

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	consultancy projects, research projects, etc.	testing facility and Research labs.
3.	Improved Financial Management using ERP.	Institute has ERP software for end to end solution to handle various activities in a hassle-free manner such academics, finance, leave management etc.,
4.	Implementation of effective and efficient Procurement & Financial Policies.	-

6. Improvement in Faculty/Staff support system.

SL. No	Action Plan	Implementation
1.	Clear Job Description Statement for faculty thereby defining the roles & responsibility.	Employee handbook has been provided to the faculty members to understand and assimilate their roles and responsibilities.
2.	Formulation & Implementation of Faculty Welfare Program.	Various faculty centric policies has been formulated for the benefit of the faculty.
3.	AICTE/State Govt scales implementation for all cadres/designations.	Efforts are made to provide scales according to Govt. norms.
4.	Talent identification, recognition and reward.	Best Teacher Award and incentives for achievement by the faculties to encourage them.
5.	Creating additional cadres for deserving faculty/staff through career advancement scheme.	-
6.	Encouraging for higher studies / continuing studies by sponsorships /deputation and sabbatical leave.	Encouragement for the faculties is being provided to pursue higher education.
7.	Upgrading faculty orientation and mentorship programme for new faculty members.	-

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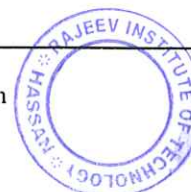


**7. Upgrading in Teaching, Learning & Evaluation Process.**

SL. No	Action Plan	Implementation
1.	Working towards Curriculum Autonomy.	Institute has a goal to be an autonomous institute in the coming days.
2.	Encourage self-learning through E-resources.	Faculties are encouraged to attend FDP's, Workshops, Swayam courses and NITTTR courses.
3.	Improve support systems like counseling, etc. for academically weak and vulnerable students.	Mentoring is being conducted on a regular basis to understand the student state of mind to improve his/her orientation towards studies and career.
4.	Conduct annual student satisfaction survey and set up a complaint redressal system.	Student satisfaction survey in the form of a feedback and Grievance Redressal cell is being constituted to address various grievance of the students.
5.	Upgrading the competency of Faculty/Staff by analyzing the training needs and conducting/deputing them for skill enhancement program.	Encouraging student to attend SDP's, Workshops by providing incentives to the faculties

8. Fostering greater engagement with Industry.

SL. No	Action Plan	Implementation
1.	Identify potential industries who can establish centers of excellence department wise.	Centre of Excellence has been established in the institute.
2.	MoUs with potential industries/companies for internships, research projects, consultancy & placements.	MOUs with industries have been made to encourage the young minds towards research and a successful career.





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3.	Professional bodies membership.	Institute has few professional memberships and is looking forward to have more in the coming days.
4.	Invite industry experts for guest lecturers /talks/seminars on the latest development in the industry.	Various guest talk by industry experts to encourage the interaction among students and the experts to bridge the gap between the industries and current curriculum
5.	A deputation of faculty to Industry on sabbatical	-
6.	Enrolling industry personnel for Ph.D.	-

9. Fostering greater engagement with the Society.

SL. No	Action Plan	Implementation
1.	Creating an office for outreach with local communities.	-
2.	Increased budget provision for Social Responsibility Activities.	-
3.	Encouraging students, Faculties/Staff to engage in community service by taking up a case study, supporting execution of projects, etc.	Various projects on an academic level have been encouraged to take up projects in case studies providing solutions to existing issues.
4.	Adoption of School, Health centre or the Village itself.	-
5.	Providing Vocational training for rural students.	Training to rural students has been encouraged through AICTE activities.
6.	Organizing Health camps, blood donation camps, awareness about hygiene, etc.	Health camps and blood donation camps are organized by NSS wing of the institute.

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