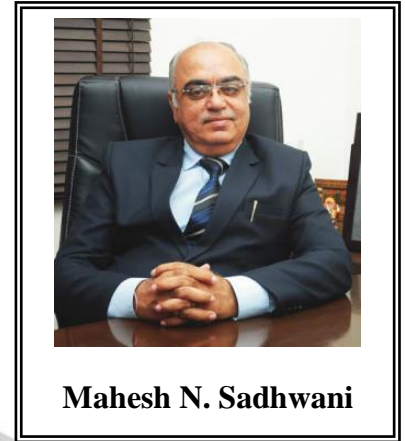


SSCT'S
JHULELAL INSTITUTE OF TECHNOLOGY
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Chairman's Message:

Jhulelal Institute of Technology, run by Samridhi Sarvajanik Charitable Trust which is a non-profit organization. It has been set up to promote technological and professional education of high standards. With the help of dedicated and experienced faculty members and a state-of-the-art campus with modern teaching and research facilities, the institution offers innovative, career-oriented degrees, post graduate programs matching the requirements of the industry and society at large.



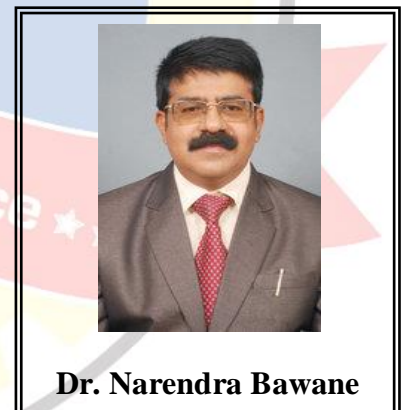
The institute was established in 2008 and seventh batches of B.E. have already graduated successfully and another batch is on the verge of outgoing. This is the right time that the institute should embark on its journey of success in the coming years.

The preparation of '**Strategic planning & deployment document**' is the first step towards this direction. The enthusiastic faculty members under the leadership of Principal, HOD's brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its full spirit.

I congratulate the Principal, HODs, Faculty members, staff and students and extend my best wishes for their future journey towards placing the institute to a new height.

Principal's Message

JIT is an eminent institution of central India. The evolution of the institute within a short span of 11 years has witnessed a blend of state-of-the-art infrastructure, energetic and devoted teaching faculty, committed to provide technical education with creativity and innovation.



The theme for the strategic development plan covers all critical aspects of the institution. The Strategic Development Plan (SDP) implementation in its full spirit may lead this institution towards the most preferred institution on a national level. The strategic development plan formulates clear vision, mission, quality policy, core values, institutional strategic goals, strategies, sub strategies and goals. The key performance indicator of SDP is in its successful implementation and evaluation aspects. I have utmost confidence in the institution's human resources and management capability in true implementation.

I am thankful to the committed management support, HODs, Faculty, Staff and Alumni's active participation in making this SDP possible. My heartfelt appreciation to all the members who are directly and indirectly involved in making an implementable document.

Wishing good luck!

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Preface:

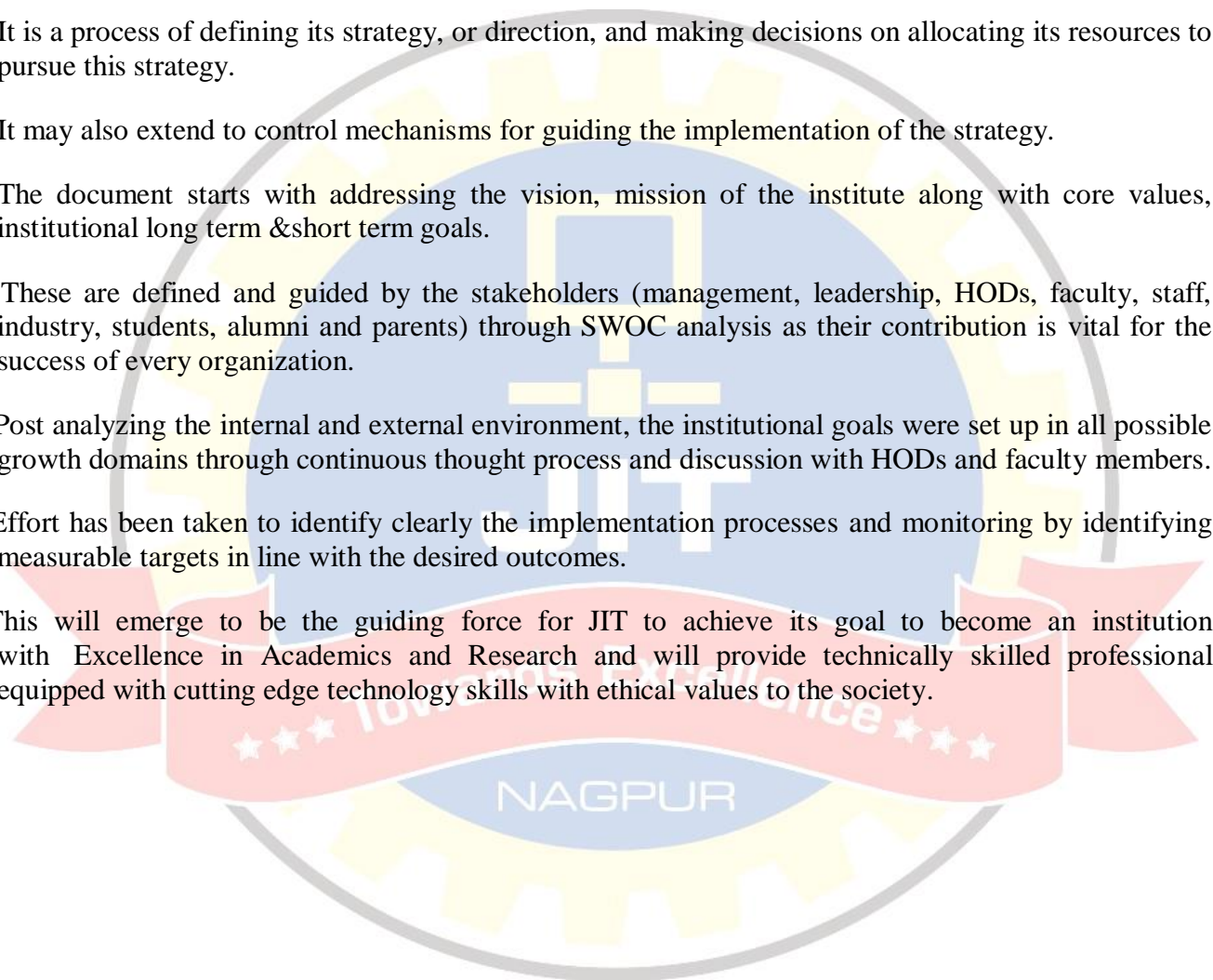
For any institute to grow, develop and to accomplish its mission & vision, it is essential to have a strategic planning system in place.

- Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world.
- Strategic Development Plan (SDP) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

It is a process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy.

It may also extend to control mechanisms for guiding the implementation of the strategy.

- The document starts with addressing the vision, mission of the institute along with core values, institutional long term & short term goals.
- These are defined and guided by the stakeholders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis as their contribution is vital for the success of every organization.
- Post analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members.
- Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes.
- This will emerge to be the guiding force for JIT to achieve its goal to become an institution with Excellence in Academics and Research and will provide technically skilled professional equipped with cutting edge technology skills with ethical values to the society.



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1. ABOUT THE INSTITUTION:

Jhulelal Institute of Technology is governed by SamridhiSarwajanik Charitable Trust with a noble cause of providing quality technical education to the students in Central India. The society has eminent persons from the fields of technology and education on its governing body and academic advisory council.

The institute is situated in a pleasant natural setting, 12 km away from the zero miles, off Koradi road. The peaceful environment in the campus provides an ideal atmosphere for academic pursuit, concentrated studies and research. Being in the geographical centre of India, Nagpur has easy connectivity with other parts of the country by air, rail & road.

In the tenth year of its inception, we have maintained our position amongst one of the top unaided engineering colleges. We have achieved remarkable placements, with our students getting recruited in some of the reputed companies like Infosys, TCS, L&T InfoTech, Mphasis, Zensar Technologies, HCL, Tech Mahindra, Persistent, Cognizant etc. The results of college have drastically improved and more than 180 JIT students also have university ranks to their credit. The students are trained through various training programs as a part of its industry-institute interaction..

2. VISION, MISSION AND POLICY STATEMENT:

Vision:

To become an eminent institution through knowledge and research.

Mission:

1. To produce world class engineers with academic and moral excellence who are not only equipped with cutting edge technology skills but also possess immense sense of social responsibility.
2. To inculcate awareness and acceptance of ethical values through co-curricular activities for overall skill development of students

Quality Policy:

“We at Jhulelal Institute of Technology, strive to bring out and nurture the talents and skills of youth with technical education, motivate them to be self-disciplined and develop their competence to face the challenges of globalization.”

Institutional Core Values:

· **Integrity**

Research and teaching shall be carried out in an environment of academic freedom and honesty. Honest, ethical and responsible behaviour will be fundamental to all our dealings and actions. We conduct activities that make us look into our work holistically. We adopt practices that are fair, honest and unprejudiced towards students, staff and stakeholders. The Institute will adhere to the highest standards of ethics in all its activities. We will always endeavour to keep our promises.

· **Leadership**

Leadership development is an important component of education for all segments of the faculty, students, and staff. JITians will become well-educated leaders and global citizens who excel in

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addressing the challenges of the 21st century; in them, we will cultivate critical thinking, creativity, and joy in lifelong learning. We will serve the state, the nation, and the world through our research, teaching, and outreach.

· **Excellence**

The Institute is committed to excellence in all spheres of its activities, and through internal and external reviews, will work towards continuous improvement. The Institute will recognise exceptional efforts through awards and honours.

· **Transparency**

The Institute will function according to defined procedures and rules, which will be informed to all stakeholders. The Institute will make public all important information related to its functioning.

· **Accountability**

JIT, has been a recipient of public funds partially and recognizes that it is accountable to the people of India and to all its immediate stakeholders including students, staff, faculty, alumni and industry

· **Ethical Decision-Making**

The institute empowers its staff and student with values which helps them in Ethical decision-making for holistic growth of the person and the organization.

Service

We strive for the genuine well being of our students by harnessing our abilities to deliver the curriculum and other essential services and respond to inquiries and requests from the stakeholders in appropriate and timely manner.

Quality

We provide quality education by utilizing our intellect, social, physical and ethical abilities. We also plan and prepare programs that lead to acquisition of knowledge and skills necessary to achieve information for career advancement, personal enrichment, leadership and service to the society. The technical education imparted caters for individual and social responsibility which is the indicator of success.

· **Empowerment**

All stakeholders are duly and appropriately empowered to facilitate quick decision making and to respond to market changes effectively.

· **Empathy**

We put ourselves in the shoes of our stakeholders in our decision making. An awareness of the conditions of the weaker sections of our society and contributions towards the solution of their problems will form an integral part of the research and education programmes of the Institute.

· **Reliability**

This includes Honesty and Integrity which is essential to sustain (Sustainability) the excellence in performance and faith of stakeholders.

· **Focus on Students**

Our primary mission is not only to educate students in their chosen disciplines, but also to inspire them to become innovators, leaders, and positive contributors to society.

· **Strengthen Faculty and Staff**

The faculty inspire and direct all we do academically, from basic education to discovery and the creation of new concepts, systems, and products. The staff deliver our administrative services and partner with the faculty to ensure an excellent student experience.

· **Commit to Diversity**

If we are to both remain relevant and attract the highest calibre of students, faculty, and staff, we must ensure that our community is inclusive and open to all viewpoints.

· **Engage Alumni**

Our greatest legacy is our alumni and their many contributions to business and society. We will celebrate their many achievements as a foundation of the JIT story. We will engage our alumni in planning for the future of JIT and rely upon our alumni for their involvement and philanthropic support in the execution of this plan.

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3. STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional Strength

- Committed, Visionary and Technocrat management.
- Excellent Infrastructure with state of art laboratories, ICT enabled classrooms, Modern Learning Sources
- Conducive Environment for the overall development of the students and Faculty.
- The institution practices a highly transparent governance and authority with a well-defined HR policy, decentralized and participative administration.
- Equal emphasis on co-curricular and value added programs on Emerging Technologies
- Imparting Value added and beyond the syllabus curriculum to make the students ready for the present global scenario
- NAAC accredited and ISO 9001: 2015 Certified Institution
- English Language Lab with latest/Indigenous learning software.
- Implementation of Outcome Based Education.
- Eminent and Experienced, Energetic and dynamic faculty.
- Extremely Efficient and Active Placement Cell
- Dynamic Mentoring system and strong Feedback mechanism for students.
- Promoting E-learning through NPTEL, NDL, Swayam platforms.
- SWAYAM (Self Paced Course)Resource centre.
- MSME funded Incubation centre.
- Encourage students towards project based learning / innovative thinking skills.
- Industry- Institute -Interaction-Cell providing a platform for student's practical training in terms of projects, internship, Industrial Visits etc.
- Ragging free campus with supportive Grievance Redress Mechanism.
- Active student participation in community welfare programmes
- Special academic care and assistance for weak students/slow learners.
- JIT offers notable student support through fee waivers, merit, incentives and opportunities for higher studies
- Infrastructure for academic, co-curricular, extra-curricular, sports and health care facilities of the students, faculty members and administrative staff.
- Institutional social responsibilities are carried out through NSS, blood donation camps, tree plantations, educational outreach to rural students, health camps, computer literacy programs and awareness programs on digital financial transactions.
- Uninterrupted power and Internet facility
- Safety and Security: The Entire Campus is under CCTV surveillance.

Institutional Weakness

- Limited opportunity for procuring Government Funds
- Lack of industries in the nearby vicinity of college.
- Less interaction/collaboration with reputed universities at national/ international level in terms of specialized courses and sharing of the resources.

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Institutional Opportunity

- Expanding e-learning resources to enhance the knowledge of students and faculty.
- Obtain NBA accreditation and autonomous status from statutory bodies.
- Seek recognition under 2(f), 12(b) under the UGC norms, to improve funding for R&D from statutory bodies and other funding agencies.
- Enrichment of research activities at department level.
- Improve Collaboration with International and National Institutes of repute and other recognitions
- Enhance Faculty – student exchange program with reputed National & Foreign Universities
- Improve students in Soft Skill, Aptitude, to crack prestigious exams like TOFFL, GATE, CAT etc.
- Inculcate and promote Entrepreneurship mindset/temperament amongst students.
- Facilitate Skill centre for vocational / Advanced Skill / Research Centre / ATAL Incubation centre etc.
- Expansion in collaborative activities like consultancy.

Institutional Challenge

- Students come with various vernacular and ethnic backgrounds and training these students in English language and developing their communication skills is truly a challenge.
- Major Gap in course curriculum with respect to Industry standards and our inability to modify it as per present market scenario due to guidelines by affiliating university.
- Getting dream companies for on-campus placements.
- Carrying out interdisciplinary research activities.

Strategic Goals

The team of JIT after several rounds of discussions and planning, guided by the Mission and Vision of the Institute, Quality Policy, Core Values, Stakeholders expectations and SWOC analysis have framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process more scrupulously.
2. Refining leadership and participative management initiatives.
3. Strengthening continuous Internal Quality Assurance System and good governance.
4. Ensuring 360 degree development of students with active participation
5. Enhancing staff development & welfare
6. Strengthening financial management for optimisation of resources

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7. Promoting Entrepreneurship
8. Encourage research and development work
9. Increasing internal revenue generation
10. Increasing Alumni Interaction and participation and Outreach activities
11. Engagement in Community Services and Activities
12. Developing physical infrastructure as per the requirement & at par with norms.
13. Increasing memberships of professional bodies, Local chapters, student's chapters etc.
14. Obtaining Affiliation & Quality accreditations from various statutory organisations of higher grades.
15. Addition of new course in areas of Emerging technology and expanding existing courses.

Strategic Planning

As advised by the statutory organizations like AICTE, NAAC, NBA, Institute practices most of the mentioned points for good and effective governance, but at the same time it also believes in the scope of Further improvement.

1. Diversified Teaching learning process

- a. Improved Academic planning and preparation of Academic Calendar
- b. Preparation of teaching plan as per Outcome Based Education with CO & PO mapping.
- d. Enhanced mentoring efforts and personal support.
- e. Improve Continuous assessment to measure outcomes
- f. Strengthen a transparent and fair feedback system
- g. Conduct training based on need analysis
- h. Evaluation parameters and benchmarking
- i. Strengthen Performance development through various courses/workshop/talk
- j. Increase use of more teaching aids and adopt more ICT
- k. Development of more e- learning resources
- l. Promote research culture & facilities

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- m. Practice & enhance Project Based learning with emphasis on Skill Development.
- o. Enhance Technical paper publication on Projects.
- p. Emphasise Filing of Patent, Copyrights on technical and literary contributions.

2. Enhance engagement with Industry

- a. Increase Sponsored projects and Industry internship
- b. Enhance MoU with industry.
- c. Arrange industry academia exchanges (Guest Lectures).
- d. Involve industry experts in academic planning.
- e. Procure Industry sponsored Laboratories.

3. Leadership and Participative management

- a. Adherence to Organogram for reporting and responsibility.
- b. Complete decentralization of the academic, administration and student related authorities & responsibilities
- c. Prescribe duties, responsibilities and accountability
- d. Functionalise statutory committees as per regulating bodies, like AICTE, DTE & University.

4. Strengthening Internal Quality Assurance System

- a. Formation of Various Quality Monitoring Committees & ensure its functioning.
- b. Periodic check & guidance for quality improvement
- c. Strengthening of academic & administrative process
- d. Improve mechanism of Academic and administrative Audit
- e. Annual report preparation & submission

5. Enhance Student's development and participation

- a. Budget allocation for student development programmes and activities
- b. Students Trainings & Placement Activities

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- c. Formation of student representative council
- d. Student's representation in various committee and cell
- e. Organizing & Participation in technical competitions
- f. Rewards & recognitions to achievers
- g. Participation in extracurricular, social and welfare activities

6. Improve Staff development & welfare

- a. Improve Recruitment Policy formulation & implementation
- b. Strengthening Staff performance evaluation system
- c. Promote Staff Training for quality improvement
- d. Enhance Best possible work facilities & infrastructure facilities
- e. Code of conduct, service rules, leave rules and Staff welfare policy implementation
- f. Rewards, recognitions and incentives
- g. Deputation for seminars, conferences and workshops etc
- h. Sponsorship/ Motivation for qualification/enhancement
- i. Support for research, consultancy, innovations

7. Financial management & Resource Mobilization

- a. Framing & implementation of Purchase and financial policies.
- b. Department wise Budget planning and allocation
- c. Forecasting income & expenditure
- d. Effective functioning of purchase committee
- e. Budget formulation by Finance Committee & approval
- f. Periodic Internal & External Audit

8. Good governance

- a. Vision, Mission development & their articulation in every key functioning

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- b. Inclusion of industrialists & academicians in the GC and advisory committee
- c. Evaluation of Institute's performance and benchmarking
- d. Institutional strategic goals setting
- e. Institutional Strategic development plan
- f. Monitoring and Implementing the Quality Management Systems
- g. Following organization structure
- h. Staff welfare policies
- i. Smooth Working of statutory committees
- j. Thoughtful decentralization and delegation of responsibilities.
- k. Establishment & functioning of various grievance redress cells for student & staff
- l. Establishing E governance
- m. Leadership development through decentralization
- n. Establishing internal audit committee
- o. Code of conduct and policy formulation, approval and implementation
- p. Establishing fair and transparent performance appraisal system

9. Promote Entrepreneurship

- a. Functional Entrepreneurship Development Cell
- b. MoUs with organizations for entrepreneurship development
- c. Providing training & guidance for entrepreneurship development
- d. Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- e. Establishing ATAL incubation centre.
- f. Promoting & facilitating entrepreneurship development

10. Enhance Research Culture to promote innovation

- a. University approved Research centre for eligible departments.
- b. Establish and develop Laboratories with more research facility

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- c. Apply for 2(f) & 12(b) status to U.G.C.
- d. Fund generation through Project proposals and consultancy
- e. Apply for Government/Non Government industry, sponsored funds
- f. Collaborations with Government & Private Institutes, Universities and Research Organizations

11. Enhance Alumni Interaction

- a. Formation of Registered Alumni association and enhanced participation.
- b. Data base creation, Regular interactions with alumni and networking
- c. Leverage for guest lecturers/internships/placements/training/entrepreneurship
- d. Exploring Contributions
- e. Brand ambassadors

12. Enhance engagement in Community Services

- a. Adoption of nearby villages.
- b. Social outreach activities.
- c. Participation in Unnat Bharat Abhiyan (UBA)

13. Physical infrastructure

- a. Infrastructure building development & modification
- b. Smart Class rooms, Tutorials, Seminar halls
- c. Modernization of Laboratory & equipment
- d. More ICT enabled classrooms and Enhance ICT usage.
- e. Library infrastructure upgradation
- f. Functional facilities for e-learning
- g. Safety & Security management
- h. Basic amenities like, Water facility, Subsidised transport, Internet etc.
- i. Sports (indoor/outdoor) facilities

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- j. Plantations and other green initiatives
- k. Rain water harvesting & Sewage Treatment Plant.
- l. Renewable Energy usage
- m. Hygienic, Plastic free & green campus

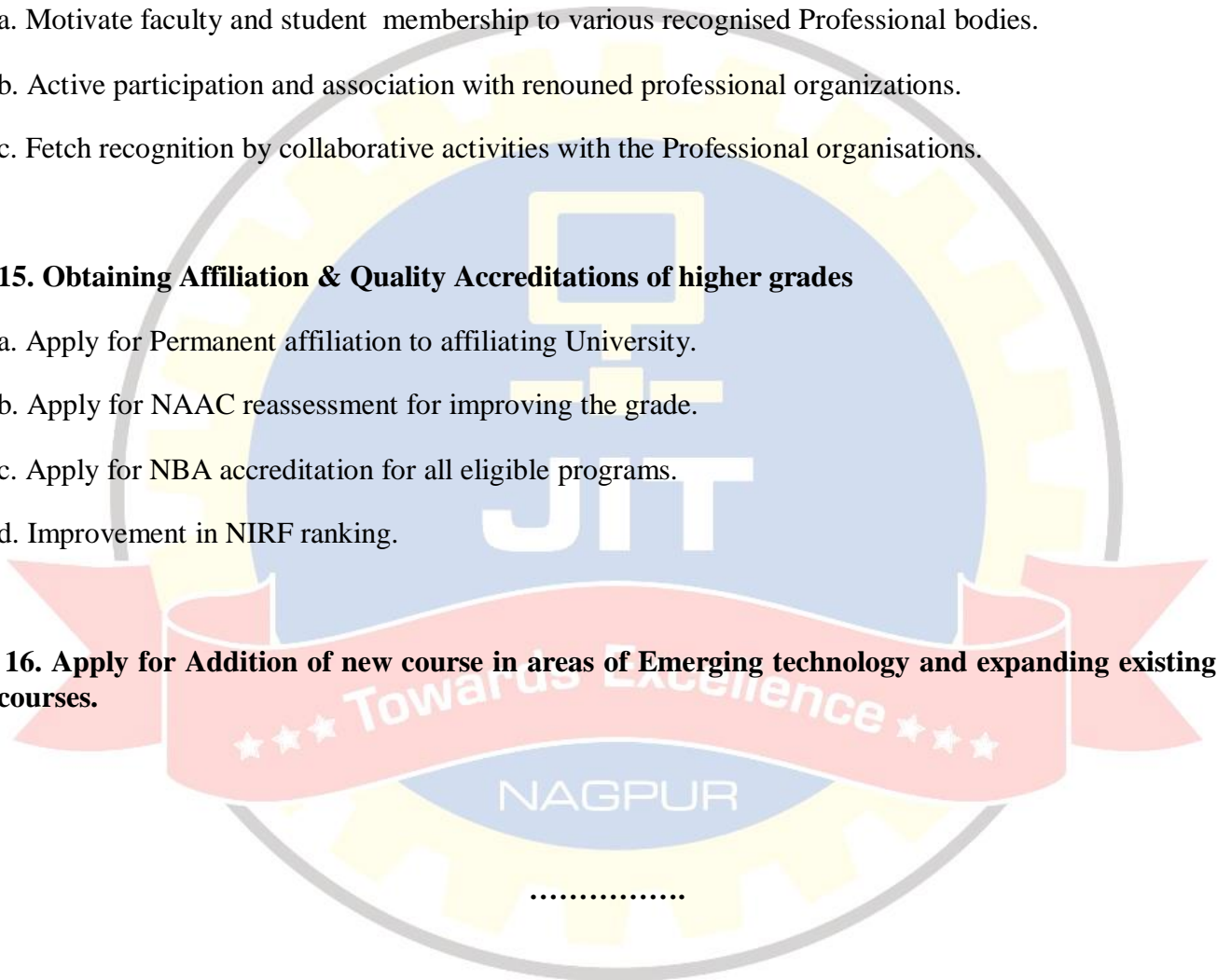
14. Enhance Professional Membership

- a. Motivate faculty and student membership to various recognised Professional bodies.
- b. Active participation and association with renowned professional organizations.
- c. Fetch recognition by collaborative activities with the Professional organisations.

15. Obtaining Affiliation & Quality Accreditations of higher grades

- a. Apply for Permanent affiliation to affiliating University.
- b. Apply for NAAC reassessment for improving the grade.
- c. Apply for NBA accreditation for all eligible programs.
- d. Improvement in NIRF ranking.

16. Apply for Addition of new course in areas of Emerging technology and expanding existing courses.



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Sr. No	Strategic Plan	Sub Plans	Status
1	Diversified Teaching learning process	OBE, Mentoring, Feedback, ICT, PBL, Patent filing, copyrights	Deployed
2	Enhance engagement with Industry	Guest Lectures, Internship, MOUs, Live Projects, Other Initiatives. Industry based laboratories	Partially Deployed
3	Enhance Leadership and Participative management	Decentralization, Functional Statutory Committees.	Deployed
4	Strengthening Internal Quality Assurance System	Audits Mechanism, Initiatives, Collaborations	Partially Deployed
5	Enhance Student's development and participation	SRC, Placement, Rewards, Participations	Deployed
6	Improve Staff development & welfare	HR Policy, Performance Appraisal, Service Rules, Sponsorship, Support	Deployed
7	Financial management & Resource Mobilization	Purchase and financial policies, Budget planning and allocation, Purchase & Finance committee, Periodic Internal & External Audit	Deployed
8	Good governance	GC and advisory committee, performance benchmarking, strategic goals, Strategic development plan, Staff welfare ,decentralization and delegation of responsibilities., grievance redress cells for student & staff, E governance, performance appraisal system.	Deployed
9	Promote Entrepreneurship	MoUs with organizations, training & guidance for entrepreneurship development, Establishing ATAL incubation centre.	Partially Deployed
10	Enhance Research culture to promote innovation	University approved Research centre for eligible departments., SCI, Scopus journals, Apply for 2(f) & 12(b) status to U.G.C., Apply for Government/Non Government industry, Collaborations with Government & Private Institutes, Universities and Research Organizations	Partly Deployed

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11	Enhance Alumni Interaction	Registered Alumni, Regular interactions with alumni and networking, Exploring Contribution	Deployed
12	Enhance engagement in Community Services	Adoption of nearby villages, Social outreach activities, NSS, Disha, Participation in Unnat Bharat Abhiyan (UBA)	Deployed
13	Physical infrastructure	Infrastructure development , Smart Class rooms, Modernization of Laboratory, More ICT enabled classrooms and Enhance ICT usage, Library upgradation, for e-learning, Rain water harvesting, Renewable Energy usage, Plastic free & green campus	Deployed
14	Enhance Professional Membership	Enhance membership to Professional bodies., Fetch recognition by collaborative activities with the Professional organisations.	Partially Deployed
15	Obtaining Affiliation & Quality Accreditations of higher grades	Permanent affiliation Status from affiliating University, Apply for NAAC reassessment for improving the grade, Apply for NBA accreditation for all eligible programs.	Partially Deployed
16	Apply for Addition of new course in areas of Emerging technology and expanding existing courses.	Apply for Addition of new course in areas of Emerging technology and expanding existing courses.	Deployed