



RGM CET-STRATEGIC PLAN

The present strategic plan is scheduled for coming 5 years.

INSTITUTIONAL DEVELOPMENT PLAN

RGM College of Engineering & Technology, over the last 15 years, focused on creating infrastructure and systems for producing quality graduates and perfected the art of grooming young talent in to disciplined, task oriented and value driven workforce. Against several odds, the institute could develop a reputation for itself as the *“best place for learning technical education”* in the state of Andhra Pradesh. Utilizing the opportunity that has come in its way in the form of TEQIP Phase I, the institute has strengthened its laboratories, library, and computational facilities.

Efforts were made to promote research and the institute met with initial success in terms of few publications in journals of international repute and an international patent. But research is confined to individual level and mostly for obtaining doctoral degrees. To propel the institute from “best academic institute” to *“centre of excellence in R&D”* that spearheads research in latest technologies, the institute is striving hard to create research facilities, recruit faculty with proven expertise in R&D, create multidisciplinary research groups, network with national and international universities and bring about a change in culture and mindset of the faculty to pursue research seriously on continuing basis. The major thrust areas identified for the future are mitigating the slowdown in the job market through improving the employability of students and spurring up research and development in the campus on the issues of social relevance to move one more step closer to the basic vision of the Institution:

VISION

- ✚ To develop this rural based engineering college into an institute of technical education with global standards
- ✚ To become a Deemed University
- ✚ To inculcate value based education with noble goal of “Education for peace and progress”.

With a view to achieve the above set goals which are in line with the vision of institute we propose to

- Scaling up Post Graduate Education,
- Demand Driven R & D & I
- To improve learning outcomes and Employability of Graduates

The Institution has carried out a detailed SWOT analysis and set certain strategic objectives to follow during the next 05 years based on the outcome of the following activities.

- ✓ Carried out detail SWOT analysis identified strengths, weakness, opportunities and threats
- ✓ Strategic Plan developed for institutional development with 09 Strategic Objectives


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Strategic Objectives

- ✚ Enhancing graduate employability in changing, turbulent global technological environment
- ✚ Investing in human resources training and development
- ✚ Kick starting the research activities and leveraging the research to deliver better graduate output
- ✚ Put in place faculty retention programs
- ✚ Knowledge Management
- ✚ Capitalize on rich network of alumni for institution building
- ✚ Developing web resources for 24X7 learning experience
- ✚ Industry Institute Interaction
- ✚ Improve public image of the institute through active reciprocation to local community
- ✓ Proposed to upgrade existing PG labs
- ✓ Proposed to establish R & D labs which will caters the needs of research activities of the institute
- ✓ Proposed well planed measures to attract increased enrollment in PG and Ph.D programs
- ✓ Proposed to have MOUs with foreign universities and Research institutes
- ✓ Established world class remote learning class room to impart quality industry oriented training to our students and proposed to enhance its facilities.
- ✓ Proposed well planed Faculty Development Program(FDP) for all faculty and staff. The entire FDP is divided into the following heads:
 - ✚ Improving the quality of day-to-day class-room teaching.
 - ✚ TAP: Technology Awareness Programs
 - ✚ R & D ACTIVITIE

Action Plan to achieve above strategic Objectives and Goals

a) RESEARCH & DVELOPMENT & INNOVATIONS

Number of faculty members have involved in active research leading to Doctoral degrees. RGM has formed Multidisciplinary Research Groups to work on continuing basis in the following Fields of Study(FOS):

- ✓ FOS-1: Non-Conventional Energy and Alternate Fuels
- ✓ FOS-2: Geo-Hydro informatics and Disaster management
- ✓ FOS-3: Soft computing / Cloud computing / Pervasive systems etc.
- ✓ FOS-4: Advanced electronics [Embedded systems/Low power VLSI digital systems, Microwave / Radar /Signal processing /Image processing etc.]
- ✓ FOS-5: Biomedical Instrumentation

At present individual faculty members of various department are carrying out their research in the following areas shown below


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- ✓ CSE, ECE, IT
 1. Pattern recognition and data mining
 2. Image and video analysis
 3. Speech and signal processing:
 4. Software engineering
 5. Computer networks and communication systems
 6. VLSI
 7. Big data

- ✓ EEE
 8. Power Systems Engineering
 9. Electrical Machines and Control
 10. Advances in Power electronics
 11. Simulation, testing and implementation
 12. Renewable Energy Sources

- ✓ MECH.
 13. Thermal Engineering
 14. Manufacturing
 15. Machine Design
 16. Composite Materials

- ✓ CE
 17. Sediment transport
 18. Geo computing/Technical Engineering
 19. Structural and Earthquake Engineering
 20. Transportation Engineering
 21. Water Resource Engineering
 22. Remote Sense and GIS

In all 77 faculty members Ph.D. Few more faculty have applied for Ph.D registration under various universities. Most of the faculty are young enough to carry out their research work. Sponsored research programs are also being taken in the above mentioned areas.

Kick starting the R&D activities and leveraging the research to deliver better graduate output

- ✓ Strategy (A): Creating and promoting multidisciplinary research groups to work on problems relevant to local and global societies
 - Action Plan 1: Multidisciplinary Research Groups are created to work on continuing basis in the following Fields of Study;
 - FOS-1: Non-Conventional Energy and Alternate Fuels
 - FOS-2: Geo-Hydro informatics and Disaster management


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FOS-3: Soft computing / Cloud computing / Pervasive systems etc.

FOS-4: Advanced electronics [Embedded systems/Low power VLSI digital systems, Microwave / Radar etc.]

FOS-5: Biomedical Instrumentation

- Action Plan 2: Recruiting faculty with good research capabilities and leadership qualities to effectively collaborate across disciplines, institutes and countries
- ✓ Strategy (B): Creating infrastructural facilities [hard & soft components] to support research activity
 - Action Plan 1: Establishing Laboratories and supporting infrastructure in the FOS identified with latest equipment
 - Action Plan 2: Procuring computational software to support research
 - Action Plan 3: Subscribing to the online research databases
 - Action Plan 4: Obtaining funding for research activities through sponsored projects.
 - Action Plan 5: Creating free time for the research groups for daily interaction
- ✓ Strategy (C): Networking & Consultancy
 - Action Plan 1: Networking and collaborate with other universities and people of eminence in the proposed FOS through video conferencing.
 - Action Plan 2: Creating *Research Advisory Committee* consisting of eminent people from academics and industry to guide the R&D&I activities
 - Action Plan 3: Providing consultancy services to local industry, NGOs and Government agencies independently and jointly with other universities and institutions
 - Action Plan 4: Sharing of resource with other institutes in the region for inclusive development
- ✓ Strategy (D): Leveraging research facilities and expertise to improve graduate and master level programs
 - Action Plan 1: B.Tech. and M.Tech. projects in the FOS proposed for R & D
 - Action Plan 2: Extending opportunity for the Undergraduates and Masters students to participate in exciting research from first semester onwards
 - Action Plan 3: Sponsoring research scholars for the doctoral research programs in the domain areas of FOS
 - Action Plan 4: Launching new P.G. programs connected to the FOS
 - Action 5: Non-credit, certificate courses for the U.G. students in the FOS


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FOR INDIVIDUAL RESEARCH

- ✓ Making mandatory minimum one or two publications in journals for sanction of annual increment for individual to motivate towards research
- ✓ Incentives for publication of books/lab manuals etc
- ✓ Incentives for publication of papers in conferences and Journals/ Patents / Ph. D.
- ✓ Sponsoring faculty for conferences/ workshops/ industry visits to motivate him towards research
- ✓ Arranging guest lecturers in research areas by eminent professors
- ✓ Promotions based on publication of papers/attending workshops/organizing paper contest etc
- ✓ Arranging visits to premier institutes and R & D institutes

FOR JOINT RESEARCH

- ✓ Forming research groups
- ✓ Acting as guide or co guide with university faculty and other institutes
- ✓ Carrying out inter disciplinary research
- ✓ Guiding industry persons for their PG/Ph.D programs
- ✓ To have fruitful industry institute interaction for joint research

FOR COLLABORATIVE RESEARCH SIGNED

- ✓ Jawaharlal Nehru Technological University, Hyderabad
- ✓ Foundation for Assessment and Integration of Traditional Health System (FAITHS), Bangalore
- ✓ Infosys Campus Agreement, Bangalore
- ✓ Jytra Engineering Services, Hyderabad
- ✓ The Institute of Civil Engineering, Ludhiana, Punjab
- ✓ Indian Society for Technical Education
- ✓ Seventh Sense Talent Solutions, Bangalore
- ✓ ARK Rao Engineering Solutions (ARES), Karnataka
- ✓ Jackson State University, Mississippi, USA
- ✓ Budapest University of Technology and Economics (BME), Hungary
- ✓ Indian Telecom innovation Hub - TBI (ITIHTBI), Kochi
- ✓ AP State Skill Development Corporation (APSSC) in According with APSICHE, Hyderabad
- ✓ Sai Society for Advanced Scientific Research, Karnataka
- ✓ SAP SE, Germany
- ✓ Oracle Support Services
- ✓ BYNDR Technologies India Private Limited, Hyderabad


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- ✓ Hyderabad Management Association, Hyderabad
- ✓ Microsoft License Agreement
- ✓ Steel Hacks Industries, Vithal Udyaganagar, Gujarat
- ✓ Indian Society for Training & Development, New Delhi
- ✓ Talent Pool Academy, Hyderabad
- ✓ Learn & Lead Training & Staffing Solutions Pvt. Ltd., Hyderabad
- ✓ Synopsys
- ✓ Holy Immanuel's Spoken English, Nandyal
- ✓ Yardstrick Computer Services Ltd., Hyderabad
- ✓ Mercuri Work & Play Pvt. Ltd. Secunderabad
- ✓ Phoenix Maritime Services, Pvt. Ltd, Nagpur
- ✓ Synergy Infosystems, Delhi
- ✓ Triumphant Institute of Management Education Pvt. Ltd, Hyderabad
- ✓ Manhattan Review Education Pvt. Ltd, Hyderabad
- ✓ Monster.com India Pvt. Ltd., Hyderabad
- ✓ Weston Solutions (India) Private Limited, USA
- ✓ Globarena Technologies Private Limited, Hyderabad
- ✓ Pivotal Management Consulting Pvt. Lid
- ✓ Addon 8, Hyderabad
- ✓ Dell
- ✓ Learning Curve Management Services,
- ✓ Omega Career Solutions, Hyderabad
- ✓ Adecco India Private Limited, Bangalore
- ✓ Technophila, Bangalore
- ✓ University Southern Queensland, Australia
- ✓ EMC² Academic Alliance, Bangalore
- ✓ STEP from the HINDU Group, Chennai
- ✓ AIOTOMATE TECHNOLOGIES, Bangalore
- ✓ Andhra Pradesh State Skill Development Corporation, Vijayawada
- ✓ ORL Industries, Hyderabad (Regarding ORL Launchpad)
- ✓ ORL Industries, Hyderabad (Regarding ORL Makers Garage)
- ✓ Andhra Pradesh State Skill Development Corporation (APSSDC), Vijayawada
- ✓ Red Hat India Pvt. Ltd., Mumbai
- ✓ Sannidhi Systems, Vijayawada - 14.08.2017
- ✓ Red & White Multi Branded Men's Wear, Nandyal 12.07.2018
- ✓ Code Tantra Tech Solutions Pvt. Ltd., Hyderabad


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- ✓ M/s M.K. Hitech-India, Bangalore
- ✓ Tech Fortune Services, Telangana
- ✓ Lincoln University, Malaysia
- ✓ Indian University and GEMS and APS 15.02.2019
- ✓ Oracle Corporation, Oracle Support Services, India 11.03.2019
- ✓ SUMVN, Hyderabad - 20.05.2019
- ✓ GRK Technologies Pvt. Ltd.- 31.05.2019
- ✓ HMA Students Chapter Award & RGM CET -26.06.2019
- ✓ ISIE(Imperial Society for Innovative Engineers)- 01.08.2019
- ✓ Information and Communications University (ICU), Lusaka, Zambia - 01.08.2019
- ✓ Reference Globe-Steer Consulting and software Technologies 28.08.2019
- ✓ Institute of Engineering & Technology, Kolkata
- ✓ RGM & Santhiram Group of Institutions & Rise Sharp Technologies, Hyderabad 23.11.2019
- ✓ Madblocks Technology Pvt. Ltd., Hyderabad -25.02.2020
- ✓ National Highways Authority of India (NHAI) - 21.08.2020
- ✓ Rupakalpana Engg & Constructions Pvt Ltd - 16.10.2020
- ✓ Hardinge Machine Tools India LLP 20.10.2020
- ✓ Jeyasorna Agro Tech, Dindigul, Tamilnadu 04.11.2020
- ✓ Steelhacks Industries -15.02.2021
- ✓ Centre of Excellence on Quantum Learnings - 20.03.2021
- ✓ Andhra Pradesh State Skill Development Corporation (APSSDC) - Dassault Systems 3D Experience Centre -20.07.2021
- ✓ Eduskills Foundation- 02.08.2021
- ✓ National Highway Authority of India - 21.08.2021
- ✓ CodeTantra Tech Solutions Pvt. Ltd - 01.09.2021
- ✓ **Indonesian Institute of Science, The Republic of Indonesia - 09.11.2021**
- ✓ Suraj Krishna Greenaries, Kadapa - 19.11.2021

ACTION PLAN FOR DEVELOPING RESEARCH INTEREST AMONG UG AND PG STUDENTS

- ✓ Sponsoring students for presenting papers
- ✓ Incentives for publishing papers in journals
- ✓ Making students to be a part of faculty research
- ✓ Encouraging students to use research facilities created
- ✓ Giving assignments related R & D
- ✓ Insisting on real projects for their UG and PG projects
- ✓ Allowing/Encouraging students for internships
- ✓ Arranging visits to research institutions
- ✓ Frequently conducting innovative/working model competitions


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- ✓ Best paper award for the papers presented in seminars of the institute

ACTION PLAN FOR COLLABORATING WITH INDIAN & FOREIGN INSTITUTIONS IN ACADEMIC & RESEARCH AREA THROUGH MOUS

The College has signed a number of MOUs with National & International Institutions for following activities:

- Joint Research & Consultancy
- Joint M.Tech. programmes
- Faculty exchange programmes such as guest lecturers, visiting / adjunct faculty etc.
- Student exchange programmes such as joint projects at UG & PG level.

During TEQIP Phase-I MOUs are signed with other participating institutions under Networking and successfully implemented some of the above mentioned programmes. To excel further in PG education and R & D & I we have already signed MOUs with some of the foreign Universities, Institutions and Industry as mentioned below:

- ✓ Jawaharlal Nehru Technological University, Hyderabad
- ✓ Foundation for Assessment and Integration of Traditional Health System (FAITHS), Bangalore
- ✓ Seventh Sense Talent Solutions, Bangalore
- ✓ Jackson State University, Mississippi, USA
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Proposed to establish **THREE** advance research facilities apart from **TWO** testing facilities and as follows

1. High Performance Computing facility
2. Energy studies
3. Advanced VLSI lab
4. Testing Laboratories (Structural, Soil & Water Analysis)
5. Central Instrumentation


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These facilities will be made available to all other institutions in the region at state and National level.

b) Action plan for improving collaboration with industry

- ✓ Jawaharlal Nehru Technological University, Hyderabad
- ✓ Foundation for Assessment and Integration of Traditional Health System (FAITHS), Bangalore
- ✓ Infosys Campus Agreement, Bangalore
- ✓ Jytra Engineering Services, Hyderabad
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Established world class remote learning centre in RGM to impart training for students.

FACULTY DEVELOPMENT PROGRAM AND TNA

The Institution is working to accomplish certain set goals with the following short Term and Long Term goals in Teaching & Learning Process.

Short Term Goal:

- To scale up the enrollment in PG education
- To improve Research & Development & Innovation
- To plan required trainee to the faculty to improve their competence
- To provide basic & advanced pedagogy training to the faculty
- To improve the skills of Technical Staff & other supporting Staff.
- To improve the results of students at both UG & PG levels.
- To improve Placement of both UG & PG students
- To emerge as a leading institution to share its facilities and provide necessary training to the faculty of the neighboring institutions in the region.

Long Term Goal:

- To emerge as Center of Excellence in field of Technology
- To develop as an Advanced Research Center in cutting edge Technologies.

To achieve the above goals we have analyzed the training needs of the faculty in different areas and arrived at a faculty development programme.

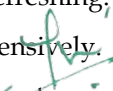
The entire FDP is divided into the following heads:

1. **Improving the quality of day-to-day class-room teaching.**
2. **TAP : Technology Awareness Programs**
3. **R & D ACTIVITIE**
4. **Management and leadership qualities**

PART I. IMPROVING THE QUALITY OF DAY-TO-DAY CLASS-ROOM TEACHING.

Teaching is the primary responsibility of an academic department and promoting the quality of teaching is a continuous process.

- Faculty members frequently opt for teaching a new course and they need refreshing,
- Fresh faculty joining the department certainly needs to be trained comprehensively.
- Even the experience faculty will stand to gain by attending development programs /orientation programs offered by experienced teachers.


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To maintain high standards of teaching, the department, as policy, has decided to encourage FDP and the related TNA for the faculty of the above three categories in addition to Basic and advanced pedagogy training. The institute will also provide modern teaching aids required for better teaching & learning process.

UG PROGRAM (All Departments)

- ✓ Identified areas for "Teaching Purposes"
- ✓ Individual detail TNA for all the faculty has been prepared for next 18 months

PG PROGRAM (All Departments)

- ✓ TNA has been prepared based on: Peers' feedback, students feedback, self assessment by the faculty
- ✓ Identified sub areas where TNA is required
- ✓ Identified at least two faculty members in each of these subject areas so that they could teach the M.Tech students better.
- ✓ Defined things to be learned in TNA pertaining to PG courses are
 - Course content
 - Teaching methodologies
 - Related software and implementation of simple projects
 - Avenues /Topics for M. Tech projects.
- ✓ Decided to have one week to one-month intensive training with hands on experience
- ✓ Identified training agencies, institutes etc.


PART II: TAP: TECHNOLOGY AWARENESS PROGRAMS

[Knowledge Development Program In Advanced Subject]

- ✓ Objective:
 - Identified areas to gain awareness in some niche thrust areas of current interest.
 - Identified latest technologies that are used in the industry and academia research but have not found a place in the regular curriculum followed in the college.

PHASE OF TRAINING:

- Initial Phase: Acquainting the group with the subject matter of these areas through seminars, lectures, online e-learning etc.,
- In-depth study phase: through attending workshops, orientation programs, conferences, giving seminars etc.,
- Problem solving phase: trying out or guiding B. Tech, M. Tech level projects in these areas with or without external help


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PLAN OF EXECUTION:

Phase 1: a set of overview talks

Phase 2: guided study and interactive discussion on selected topics of the chosen area

Phase 3: exploration for avenues for research and development.

TASKS TO DO:

- The is to be carried out in all engineering branches in the college
- Identify the areas to be taken up in a semester and the participants
- Identify the experts, place of interaction, goals and mode of interaction.
- Once the area, experts and participants are identified, prepare a comprehensive plan of execution.
- Provide them needed knowledge and training to pursue these areas
- Build necessary lab facilities

INFRASTRUCTURE:

- Build a multimedia based lecture theatre where in lectures, discussion, and meeting can be conducted online by experts with the college faculty & students. The seating capacity should be 120 to 150. The seating arrangement should be flexible so that it could be used for all-purpose like, lectures, online training, meeting, discussion forums etc.

PART III: R & D ACTIVITIES

Objectives: To strengthen Ph. D and M. Tech related research activities.

Tasks to do:

- Identified the areas that are currently pursued and decided to bring focus and polarization
- Decided to build a self sustaining environment to enthuse younger faculty and students to take up research activities more seriously.

TNA - ON DOING RESEARCH.

It is almost a fashion of the day to talk about R & D and consultancy at various levels by different people with or without any experience or achievements in either of these. Often, even experts tend to be very superficial or too general in their advice. The biggest confusion to a fresher wanting to take up research faces is - what area? Which topic in that area? What to read? What skills are to be mastered? How to identify a problem? Whom to choose as a guide? What are the place/people to seek help in case of difficulties? How to know that the approach is correct and the solution will be acceptable? How to write a paper and when to write a paper? Where to send it for publication? And many more such questions.


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General belief is that a guide will have answers to all these. It is difficult to find knowledgeable & experienced guides. Even when one succeeds in finding one such guide, he/she may not find time for such mundane issues. Those working in established research groups are better off, since the senior members of the group could mentor the juniors. But the less fortunate ones could easily get lost in the wilderness of literature and in the complexity of the problem domain. Only few blessed ones, who are very bright or having their share of good luck may come out successfully, filled with confidence, ideas and inspiration. For majority it is just a matter of completing the game somehow. Few unlucky one may even give up.

The aim of the proposal is to build environment, and design a system of training that will take the young researchers through a serious of stages of training to mould him/her into a successful researcher.
Initial phase:

- To upraise one about what research is? What it requires? What it takes? And help one to assess himself/herself how willing they are for this kind of career?

FIRST PHASE:

- A domain independent advice/guidance on doing research and help in choosing an area of research

SECOND PHASE:

- Domain specific advice + training:
 - Suggesting the books and journals to be consulted
 - Techniques to be master
 - Proportion of theory and experimentation required
 - Active groups in the area
 - Milestones in the area

This type training and counseling can enthuse fresh postgraduates to seek an academic career, fill them with self-confidence and make them resourceful.

LEVELS FOR GATHERING AND PREPARING TNA

❖ INDIVIDUAL LEVEL

Identified the following things

- For teaching a course(s)/lab
- For guiding projects
- For his research
- For broadening the knowledge base


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❖ DEPERATMENT LEVEL

Identified the following things

- Programs to be conducted by the department based on the mission & vision statement
- Subject area to be strengthened in the above context
- Training needed to establish the chosen area
- SWOT analysis of the participants
- TNA for the participants - group level and individual level.

❖ INSITTUIONAL LEVEL

Identified the following things

Aggregating of the above information give TNA from the college perspective.

SWOT analysis will be focused and made purposeful if it is done with reference to certain stated goal.

Eg. We want to improve teaching, build research, encourage in-house projects, etc.,

PART IV: MANAGEMENT AND LEADERSHIP TRAINING

- ✓ Identified agencies for management and leader ship training for Principal, HODs and other administrators
- ✓ Identified areas of training

ACTION PLAN FOR TRAINING TECHNICAL AND OTHER STAFF IN FUNCTIONAL AREAS

- ✓ To organize in house training programs related to laboratory experiments
- ✓ To conduct internal workshops and to create awareness among technical staff on latest developments
- ✓ Identified agencies where technical staff in laboratories and workshops for operation and maintenance of equipment and research related relevant activities
- ✓ Identified training agencies for imparting training in office automation, usage of software etc
- ✓ Complete library automation and training to all the library staff and maintenance of digital library


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