

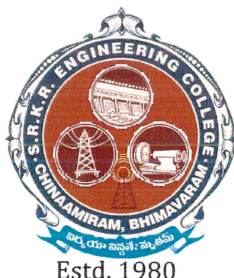
SAGI RAMA KRISHNAM RAJU ENGINEERING COLLEGE (AUTONOMOUS)

(Approved by AICTE, New Delhi, Affiliated to JNTUK, Kakinada)

Accredited by NAAC with A+ Grade, Accredited by NBA (UG: Civil, CSE, ECE, EEE, IT & ME)

Recognised as Scientific and Industrial Research Organisation

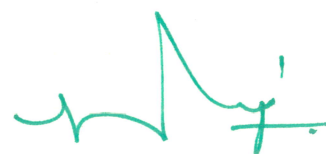
SRKR MARG, CHINAMIRAM, BHIMAVARAM-534204, W.G. Dt., A.P., INDIA.



INSTITUTIONAL DEVELOPMENT PLAN

2025-2035

www.srkrec.ac.in


PRINCIPAL
S.R.K.R. Engg. College (A)
BHIMAVARAM-534 204.

VISION:

- To emerge as a world-class technical institution that strives for the socio-ecological well-being of the society.

MISSION:

- To upgrade teaching-learning environment with state-of-the-art infrastructure to accelerate employability and entrepreneurship.
- To promote inter-disciplinary research and innovation through institute–industry partnership.
- To nurture ethical and ecological consciousness to sustain the holistic social well-being.

QUALITY POLICY:

The college is committed to achieving excellence in Teaching, Research and Consultancy:

- By adopting global best practices in education to create world-class professionals
- By establishing harmonious relationships with industry and society to promote mutual growth and social responsibility.
- By developing state-of-the-art infrastructure and ensuring sustained education excellence through a dedicated and well-endowed faculty
- By imparting knowledge through advanced learning and teaching methods

SWOC ANALYSIS – SRKR ENGINEERING COLLEGE**Strengths****1. Legacy and reach**

- Established reputation with a strong academic legacy and wide regional influence.
- Long-standing commitment to quality education and societal development.

2. State-of-the-art infrastructure

- Modern academic, laboratory, and research facilities supporting advanced learning.
- Eco-friendly, gender-sensitive, and disability-inclusive campus infrastructure.

3. Innovative teaching and learning

- Experiential and outcome-based pedagogy emphasizing hands-on learning and innovation.
- Integration of ICT tools and project-based learning for enhanced student engagement.

4. National and international collaborations

- Active MoUs with reputed universities, industries, and research organizations.

- Collaborative initiatives for student exchange, faculty development, internships, and joint research.

5. Future-ready academic programs

- Introduction of interdisciplinary and emerging technology programs such as Quantum Computing, Artificial Intelligence, Internet of Things, Cyber Security, and Business Analytics.
- Continuous curriculum review and upgradation are carried out in alignment with industry demands, global trends, and National Education Policy (NEP) guidelines.

6. Sustainability and environmental commitment

- Green campus initiatives such as renewable energy adoption, rainwater harvesting, waste management, and no-smoking policies.
- Active participation in environment conservation and climate awareness programs.

7. Social responsibility and community engagement

- Continuous involvement in health camps, school outreach, legal awareness, NSS activities, and rural development programs.
- Emphasis on holistic education with social consciousness that nurtures ethics and empathy among students.

8. Student well-being and holistic development

- Strong institutional support for mental and physical health, sports, and extracurricular development.
- Initiatives to ensure a balanced and inclusive campus life.

Weaknesses

1. Diversity in admissions

- Lower inflow of students from other states and international backgrounds.

2. International exposure

- Need to increase visits, lectures, and collaborations with international experts and scholars.

Opportunities

1. Alumni engagement

- Develop a more vibrant and structured alumni network for mentorship, internships, research collaborations, and fundraising.

2. Collaborative growth

- Expand national and international research partnerships with universities, industries and R&D centres.
- Strengthen regional technology adaptation research in areas like inland aquaculture, water management, and climate resilience.

3. MOOC integration and digital learning

- Promote blended and self-paced learning using platforms such as SWAYAM, NPTEL, Coursera, and edX.
- Integration of digital learning tools can enhance lifelong learning and multidisciplinary competencies among students.

4. Skill development and entrepreneurship

- Align institutional initiatives with Skill India, Make in India, and Start-up India missions.
- Establish innovation and incubation hubs to nurture student entrepreneurship.

5. Curricular expansion

- Introduce more career-oriented UG/PG programs in emerging sectors to meet future job market demands.
- Continuous curricular innovation can address evolving job market demands and promote employability.

Challenges

1. Keeping pace with global trends

- Adapting to the rapid transformation in global higher education, research priorities, and digital pedagogy models.

2. Technology and innovation uptake

- Need for faster institutional response to emerging technologies and innovative teaching-learning practices.

3. Strengthening research ecosystem and revenue generation

- Enhance the number and quality of funded research projects, consultancies, patents, and innovation-based income streams.

4. Wider MOOC adoption and engagement

- Motivate students and faculty to proactively enrols and complete online courses for skill enhancement and lifelong learning.

THE SRKREC INSTITUTIONAL DEVELOPMENT PLAN

In an era of rapid transformation in education, growing global competitiveness, and continuous technological advancement, higher education institutions in India are redefining their roles to go beyond traditional academics. They are emerging as drivers of innovation, inclusion, sustainability, and social impact. In this context, the Institutional Development Plan (IDP) of SRKR Engineering College serves as a forward-looking framework to guide the institute's progress from 2025 to 2035, aligning with the National Education Policy (NEP) 2020, the Sustainable Development Goals (SDGs), and the changing expectations of the 21st-century knowledge society.

As SRKREC approaches its 50th anniversary in 2030, the institution envisions this milestone as a significant moment to celebrate its legacy and reaffirm its commitment to excellence. Building on its strong foundation of quality education, research, and community engagement, the college aims to evolve into a multidisciplinary, globally recognized institution that embodies the values of equity, sustainability, innovation, and student-centric learning. The IDP reflects this vision, serving as both a strategic roadmap and a pledge to achieve continuous growth and meaningful societal contribution.

A. Governance Enablers:

Governance Enablers ensure transparent, accountable and efficient decision-making in an institution by balancing autonomy with responsibility. They strengthen leadership, quality assurance and stakeholder participation to drive sustainable institutional excellence.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
A1	Institutional Structures	- Strengthening statutory bodies and functional committees - Clear roles, responsibilities, and standard operating procedures	- Dedicated centers, cells, and interdisciplinary units - Streamlined administrative and academic structures	- Autonomous, flexible, and scalable institutional framework - Globally aligned, sustainable governance and academic structure
A2	Quality Assurance	- Functional IQAC - NAAC accreditation under new Maturity Based Graded level	- Consistent accreditation and recognitions for programs - Secure and consistent place in the NIRF rankings	- International recognitions - Participation in International Ranking
A3	Stakeholder Inclusion	Structured feedback from students, parents, and faculty	Active industry and employer participation	Strong academia–industry–society

		• Transparent communication and grievance redressal • Engagement of alumni and local community	• Collaborative decision-making with key stakeholders • Continuous stakeholder satisfaction and impact assessment	• partnership model • Inclusive governance with global stakeholder networks • Sustainable, trust-based stakeholder engagement ecosystem
A4	Alignment with Society	• Community outreach and service-learning programs • Social awareness initiatives and local problem-solving	• Technology transfer and societal impact projects • Strong linkage with NGOs, local bodies, and rural development	• Institution as a regional change-maker • Sustainable development, inclusivity, and nation-building initiatives
A5	Transparency & accountability	• Clear policies, procedures, and public disclosures • Internal audits and grievance redressal mechanisms	• Digital reporting and performance monitoring systems • Stakeholder participation and periodic reviews	• Institutionalized accountability culture • Benchmarking with global governance best practice

B. Financial Enablers and Funding Models (Resource Generation):

Financial Enablers ensure sustainable resource generation and efficient financial management through diversified funding sources, transparency, and accountability. They support academic, research, and infrastructure development while strengthening long-term financial sustainability of the institution.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
B1	Transparency	• Clear budgeting processes and financial disclosures • Regular internal audits and compliance reporting	• Digital financial management and ERP integration • Periodic external audits and stakeholder reporting	• Institutionalized financial transparency culture • Global best practices in financial governance and accountability
B2	Financial Sustainability	• Financial discipline and cost optimization • Efficient utilization of existing resources	• Diversified revenue streams and funded projects • Strong industry, alumni, and consultancy support	• Endowment and corpus fund strengthening • Self-sustaining financial ecosystem through innovation and global collaborations
B3	Financial assistance for stakeholders	• Scholarships and fee concessions for students • Support for faculty and staff professional development	• Research grants, travel support, and project funding • Financial aid programs for industry collaboration and training initiatives	• Endowment-backed scholarships and fellowships • Sustainable funding models for lifelong stakeholder support

C. Academic Enablers:

Academic Enablers strengthen teaching–learning quality by promoting innovative curricula, effective pedagogy, and multidisciplinary education. They support student-centric learning, faculty development, and the integration of skills, technology, and industry relevance.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
C1	Courses catering to Professional /Future requirements	• Introduction of skill-based and industry-relevant electives • Hands-on or model-based learning value-added courses	• Curriculum updates with emerging technologies and interdisciplinary programs • Internship-integrated and industry-aligned courses	• Industry-academia co-designed programs and global certifications • Future-ready, research-driven, and innovative course offerings
C2	Curriculum updating as per Industry requirements	• Industry feedback integration and periodic syllabus review • Inclusion of latest tools, technologies, and case studies	• Collaborative curriculum design with industry experts • Industry delivered value added courses	• Continuous alignment with global industry trends • Dynamic, flexible, and future-ready curriculum framework
C3	Curriculum embedded with Employability and Skill	• Skill-based electives and practical training modules • Soft skills, communication, and employability workshops • Provide earn while learn opportunities for students	• Industry-integrated projects and internship programs • Certification courses and experiential learning opportunities	• Continuous upskilling aligned with emerging industry needs • Globally competitive, employability-focused curriculum framework
C4	Academic Bank of Credit	• Awareness and orientation programs on ABC system for students and faculty • To promote student Registration on	• To enhance number of student registration on Academic bank of Credit Portal	• National and international recognition of credits and lifelong learning opportunities

		Academic bank of Credit Portal		
C5	Integration of Sustainable Engineering concepts in the Curriculum	• Inclusion of Indian Knowledge System (IKS) concepts and Sustainable Development Goals (SDGs) awareness modules in existing courses • Faculty training and workshops on IKS and Sustainability principles and concepts	• Curriculum enrichment with projects, case studies, and interdisciplinary learning on SDGs • Collaborative initiatives with NGOs, industries, and research centres aligned to SDGs	• Industry immersive curriculum focused on real-world projects for sustainable development. • Recognition as a model institution for sustainable living.

D. Research and Intellectual Property Enablers:

Research and Intellectual Property Enablers foster a strong research and innovation ecosystem by supporting knowledge creation, funding, collaborations, and ethical research practices. They promote IP protection, commercialization, and startup development to translate research outcomes into societal and economic impact.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
D1	Quality Research	• Faculty workshops on quality paper writing, patent filing and research proposals • Training and awareness on research integrity and COPE guidelines in research writing • Access to licensed plagiarism detection software	• Research internship programs under institutional Centres of Excellence to strengthen research skills and innovation • Interdisciplinary research centres and advanced laboratory facilities • Faculty Mentorship and support for patent filing facilitated by the IPR Cell • High impact publications and patent grants	• Continuous assessment of R&D outcomes. • Institutional Centres of Excellence and industry partnerships • Technology commercialization by translating research outcomes into market-ready solutions. • Sustainable innovation ecosystem with societal impact
D2	Financial support for promoting the Research	• Seed funding incentives for quality publications and patent grants, and research recognitions • Travel support as per research policy	• Organizing two international conferences per year on emerging areas • Industry-government institution sponsored funded research projects	• Endowment and corpus funds for sustained research • Long-term funding for Centres of Excellence and innovation hubs
D3	Innovation Ecosystem	• Innovation awareness programs and idea competitions • Basic incubation support and mentorship for startups	• Dedicated innovation labs and industry collaboration • Support for prototype development and patent filing	• Advanced incubation centres and entrepreneurship hubs • Sustainable ecosystem for research commercialization

				on and societal impact
D4	Externally funded projects	• Awareness and training on funding opportunities • Support for proposal writing and submission	• Strengthening industry and government collaboration • Multi-disciplinary and collaborative project initiatives	• High-impact industrial projects and consultancy • Sustainable funding pipelines and global research partnerships

E. Human Resources and Supportive Facilitative Enablers:

Human Resources and Supportive–Facilitative Enablers focus on attracting, developing, and retaining competent faculty and staff while fostering a positive, inclusive, and motivating work environment. They support professional growth, well-being, collaboration, and effective administrative systems to enhance overall institutional performance.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
E1	Recruitment & selection	• Transparent recruitment policies and merit-based selection • Streamlined advertisement, interview, and on boarding processes	• Talent acquisition aligned with emerging academic and research needs • Faculty development and competency-based hiring practices	• Strategic workforce planning and succession management • Recruitment of globally competitive faculty and staff
E2	Training and development	• Orientation programs and skill enhancement workshops • Faculty and staff refresher courses • Soft skills and pedagogy training	• Advanced technical training and research skill development • Industry exposure and collaborative learning programs • Leadership and managerial skill development	• Continuous professional development and lifelong learning culture • Global faculty exchange and benchmarking programs • Centres for excellence in teaching, research, and innovation
E3	Performance management	• Transparent performance appraisal and feedback mechanisms • Clear Key Performance Indicators (KPIs) for faculty and staff	• Data-driven performance monitoring and continuous improvement • Recognition, rewards, and career progression based on merit	• Institutionalized culture of high performance and accountability • Benchmarking against national and global standards
E4	Supportive Facilitative Enablers	• Student support services and mentoring systems • Academic, administrative, and IT facilitation	• Career guidance, training, and placement support • Counselling, inclusivity, and	• Holistic student development and lifelong support systems • Strong alumni, industry, and community

		Grievance redressal and wellness initiatives	accessibility services Digital platforms for student and faculty facilitation	support networks Inclusive, student-centric, and service-oriented institutional culture
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F. Networking and Collaborations Enablers:

Networking and Collaboration Enablers strengthen institutional growth by building partnerships with industry, alumni, academia, and the community. They enhance academic quality, research impact, innovation, and global exposure through active knowledge exchange and collaboration.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
F1	Alumni Engagement and Contribution	- Alumni database development and regular communication - Alumni participation in guest lectures and mentorship programs - Engagement through events, webinars, and networking sessions	- Alumni-driven internships, placements, and industry connections - Fundraising and sponsorships for college initiatives - Collaborative projects and knowledge-sharing platforms	- Strong alumni endowment and strategic partnerships - Global alumni network for research, innovation, and placements - Sustained culture of giving back and institutional development
F2	Networking with Higher Education Institutions	- MoUs and academic collaborations with regional institutions - Faculty and student exchange programs	- Joint research projects and interdisciplinary programs - Collaborative workshops, seminars, and conferences	- Strategic national and international partnerships - Centres of Excellence and global academic networks
F3	Networking with Industry	- Industry tie-ups for guest lectures, workshops, and internships - Advisory boards and industry mentoring for curriculum relevance	- Collaborative research and consultancy projects - Skill development programs and joint training initiatives	- Strategic long-term industry partnerships and innovation hubs - Industry-sponsored Centres of Excellence and technology commercialization
F4	Networking with Society	Community outreach programs and	Joint projects addressing regional and societal challenges	Sustainable societal engagement and

		social awareness initiatives • Collaboration with local NGOs and civic bodies	• Student participation in service-learning and extension activities	development programs • Institution as a regional leader in social impact and community transformation
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G. Physical Enablers:

Physical Enablers provide well-planned, safe, inclusive, and sustainable infrastructure that supports teaching, research, and student life. They enhance learning outcomes through modern facilities, green campus initiatives, and accessibility for all stakeholders.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
G1	Green/Sustainable Building	- Energy-efficient lighting, water conservation, and waste management - Green landscaping and eco-friendly campus initiatives	- Smart classrooms and sustainable laboratory infrastructure - Renewable energy integration and carbon footprint reduction	- Net-zero energy campus and advanced green building design - Recognition as a model for sustainable and resilient infrastructure
G2	Sports Facilities	- Upgradation of existing sports infrastructure and equipment - Organization of intra-college tournaments and fitness programs	- Development of specialized training facilities and coaching programs - Participation in inter-collegiate and state-level competitions	- Sports excellence centres and professional coaching academies - Recognition as a hub for holistic student fitness and competitive sports
G3	Hostels	- Safe, hygienic, and well-maintained hostel facilities - Basic amenities, Wi-Fi, and recreational spaces	- Upgraded infrastructure with modern rooms and common areas - Student support services, mess improvement, and hostel management systems	- Smart, sustainable, and fully integrated residential facilities - Holistic living environment fostering community, wellness, and learning
G4	Infrastructure for ensuring Health and Wellbeing	- Basic healthcare facilities, first-aid centres, and counselling services - Awareness programs on hygiene,	- Fully equipped health centre with medical staff and wellness programs - Fitness centres, recreational areas, and stress	- Comprehensive campus-wide health and wellbeing ecosystem - Preventive healthcare, mental

		nutrition, and mental health	management initiatives	wellness, and lifestyle management programs
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H. Digital Enablers:

Digital Enablers strengthen institutional efficiency and learning quality through robust ICT infrastructure, e-governance, and digital teaching-learning platforms. They enable blended learning, data-driven decision-making, and seamless access to academic and administrative services.

S.No.	Enablers	Short Term (2 Years)	Medium Term (5 Years)	Long Term (10 Years)
H1	E- governance	- Digitalization of basic academic and administrative processes - Online portals for student, faculty, and staff services	- Integrated ERP and data-driven decision-making systems - Transparent reporting, monitoring, and stakeholder access - Make offices paper less	- AI-driven smart governance and predictive analytics - Fully automated, transparent, and globally benchmarked e-governance ecosystem
H2	Website	- User-friendly and updated website with essential information - Centralized portal for admissions, academics, and announcements	- Integration of interactive features, digital forms, and student/faculty dashboards - Real-time updates, analytics, and feedback mechanisms	- Dynamic, AI-enabled website with personalized experiences - Global outreach, virtual tours, and online collaboration platforms
H3	Digital Library and Learning resource	- Access to e-books, e-journals, and open educational resources - Promote the use of ICT tools - User training and awareness programs for digital resources - Learning management system for course materials, case study reports and assessment	- Integration with Learning Management Systems and research tools - Remote access, personalized resource recommendations, and analytics - Subscription to international databases, MOOCs and skill-based certification platforms - Faculty developed MOOCs/e-content	- AI-driven digital library with advanced search and knowledge discovery - Global collaborations and access to international research repositories - AI integrated personalized learning platforms with adaptive content delivery

			Analytics based tracking of student learning progress and outcomes.	- Immersive learning through AR/VR, virtual classrooms and digital twins - Digital knowledge ecosystem supporting lifelong learning.
H4	Wi-Fi Campus	- Campus-wide high-speed Wi-Fi access in classrooms, labs, and hostels - Secure network with basic connectivity and user authentication	- Expansion to outdoor areas and seamless connectivity across the campus - Integration with digital learning platforms and administrative systems	- Smart campus with AI-enabled network management and IoT integration - High-capacity, future-ready, and globally benchmarked Wi-Fi infrastructure
H5	Data privacy and security	- Training and awareness on the ethical usage of the data - Implementation of basic data security policies, access controls and secure data storage systems	- Establishment of an in-house cybersecurity team to oversee cybersecurity protocols - Deployment of advanced cybersecurity tools, periodic security audits, and incident response mechanisms	- High-security future-ready digital infrastructure with AI-enabled - Institution-wide data governance framework aligned with national data protection standards



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