



MLR Institute of Technology



STRATEGIC PLAN 2020-2025 EXECUTIVE SUMMARY



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Preamble

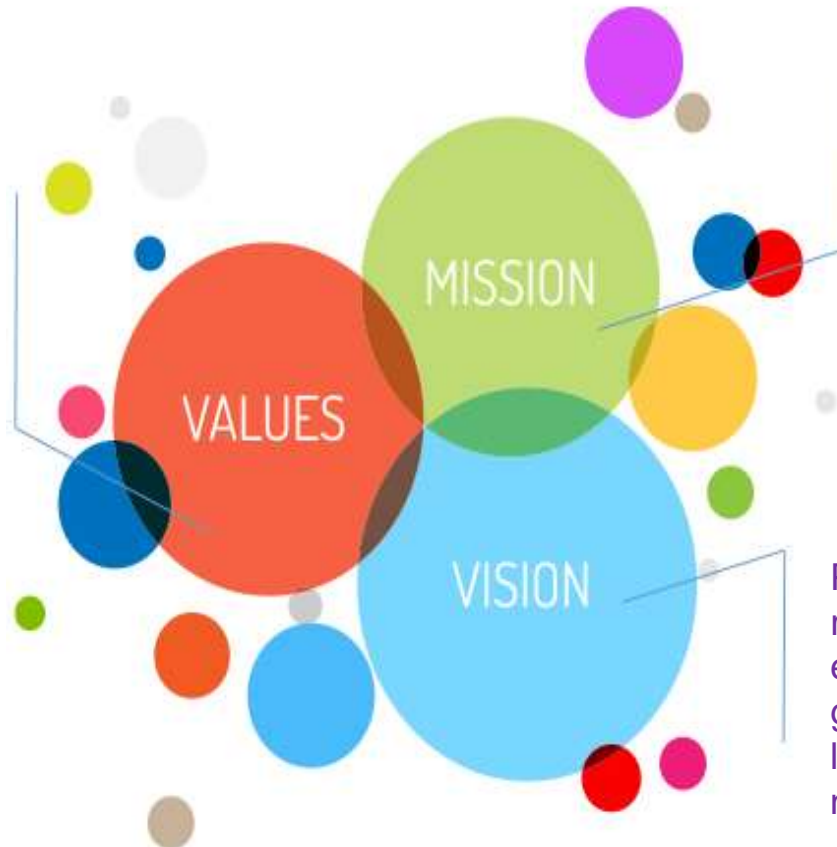
The Institute has created the Strategy document through a detailed consultation process with stakeholders during 2013-2015. A Committee was constituted in 2013 with key Institute leaders and faculty representatives. The Committee prepared a draft strategy document with a revised vision & mission, goals and action items. The draft document was presented by the Principal and HoDs with the stakeholders, faculty and alumni. The inputs given were incorporated and a final draft was prepared.

The first strategic plan was developed in 2015, which also included an operational plan for its implementation. Subsequently, MLRIT recognized the need to revise its strategy in line with the developments in higher education at that time and developed a revised Strategic Plan.

The final drafted document was presented to the Governing Body members and their suggestions were also incorporated in the final document. The Institute Strategy document has a plan for the ten identified goals for five years, action items and metrics. The Strategic planning process has created a participatory process for involving stakeholders in the visioning and planning process of the Institute and a dialogue and excitement for meeting future challenges. This is the strategic plan is for the period of 5 years, i.e. from 2020-2025

Vision and Mission

- Integrity
- Commitment
- Quality
- Team Work
- Execution with Passion



Provide student-centric education and training on cutting-edge technologies to make the students globally competitive and socially responsible citizens. Create an environment to strengthen the research, innovation and entrepreneurship to solve societal problems

Promote academic excellence, research, innovation, and entrepreneurial skills to produce graduates with human values and leadership qualities to serve the nation



About MLR Institute of Technology:

MLR Institute of Technology, established in 2005 is re-accredited by NBA and NAAC with 'A' Grade and is conferred autonomous status by UGC in the yr.2015. MLRIT offers seven undergraduate programs, seven post-graduates programs in Engineering apart from MBA. The major objective of MLRIT is to provide quality education in engineering and allied sciences through exchange of ideas between academic community and industrial organizations.

The institute is recognized as a Scientific and Industrial Research Organization (SIRO) by the Department of Scientific and Industrial Research in 2015. In recognition to the significant contributions by MLRIT to the CSI activities the institute is awarded "Best Accredited Student Branch" by Computer Society of India (CSI).

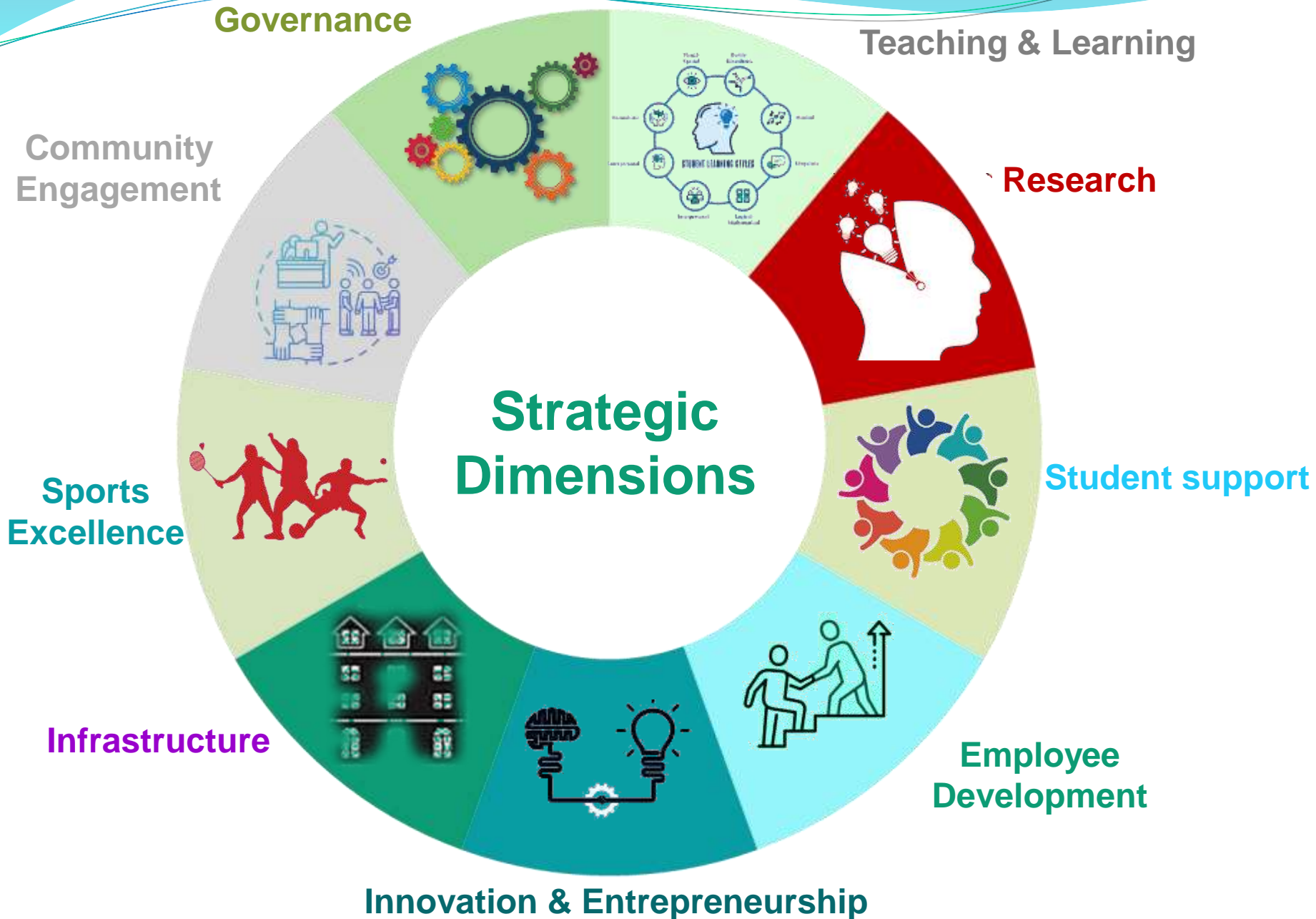
Interaction with industries such as IBM, Tata Advanced systems, Tata Technologies, National Instruments and Texas Instruments etc. has led to the establishment of State-of-the-art centre of excellences like IBM Centre of Excellence , Centre of Excellence for Embedded and Robotics, PLM Competency centre in association with TATA Technologies, Centre of Excellence for LabVIEW, Centre of Excellence for Digital manufacturing, Centre of Excellence for Internet Of Things, Centre of Excellence for Mobile Application Development, Centre of Excellence for BIG DATA and Cloud Computing facilities and collaborative academic programs. MLRIT is an Academic Member of Dassault Systems.

MLRIT has introduced Outcome Based Education and Bloom's Taxonomy-based Teaching, Learning and evaluation process. The institute has established ***Centre for Innovation in Teaching Learning Processes*** which is working towards bringing Innovation and Technology in Education. The centre is actively participation in- integrating Technology in teaching and learning, research in education, delivering webinars and training the faculty members to continuously enrich knowledge base of in various teaching pedagogies to bring the desired tangible changes in education.

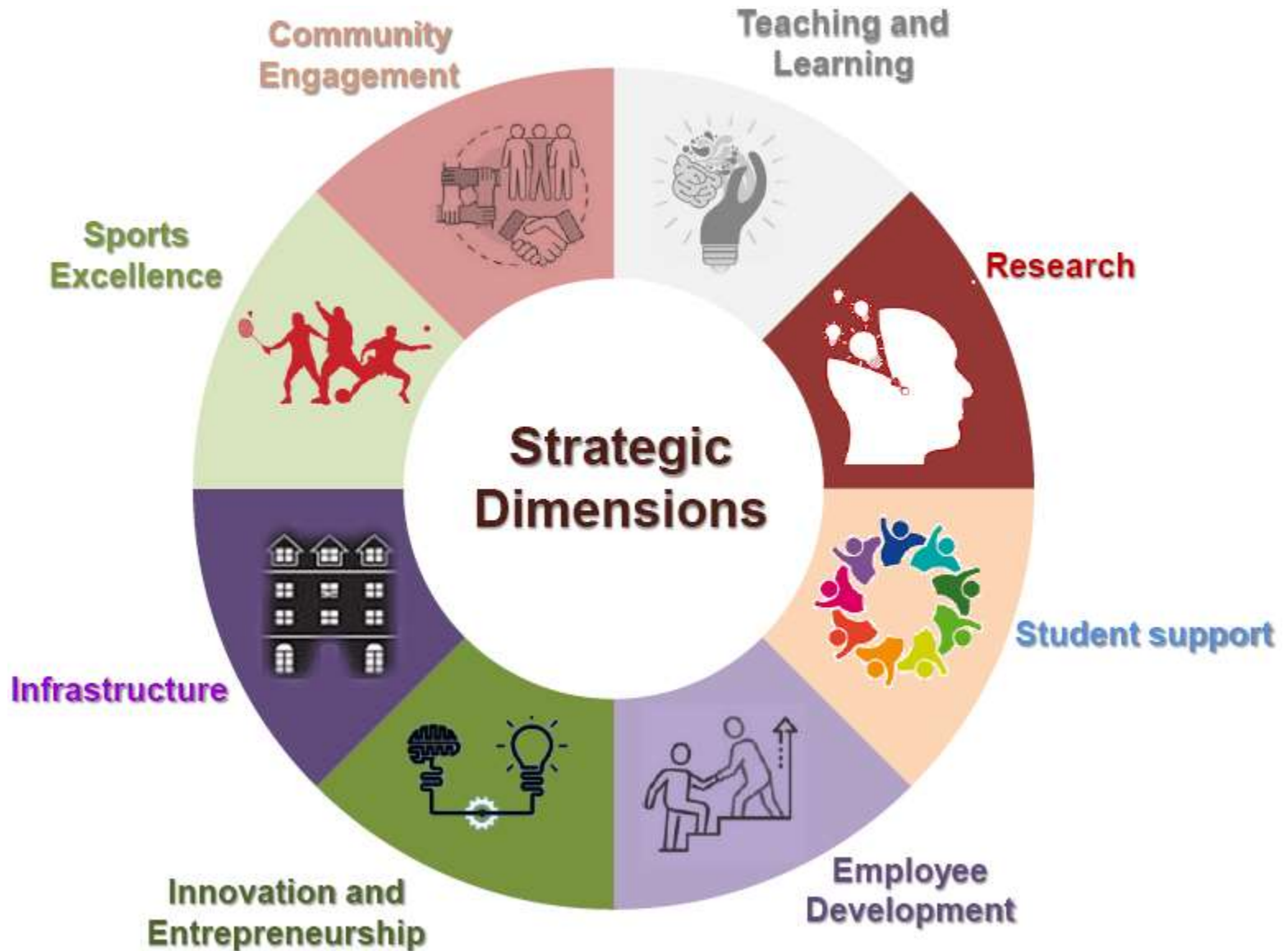
MLRIT strongly believes that a healthy body leads to a healthy and strong mind and to support it MLRIT have set up a three floor indoor stadium completely equipped with the state of the art gym, TT, SQUASH stadiums and a cricket stadium along with other sports equipment.

In its journey, so far, MLRIT has transformed itself from a well known institute, to be one of the leading private institutes with leadership in academic practices.

Strategic Framework and Dimensions



Our Strategic Framework and Dimensions



Dimension 1

Teaching and Learning

MLR Institute of Technology will offer learning experience that stimulates, challenges, and fulfils the potential of students, leading to meaningful careers and profound contributions to society.

We want students to be attracted to MLRIT for the distinctive content and quality of our programs offered. Curriculum renewal is a vital strategy for enhancing the quality of learning and teaching. The broad design of academic programs is aligned to the Program Outcomes specified by the National Board of Accreditation and in consideration of future expectations of graduates.

The students will have the benefit of an extensive range of enrichment experiences within, or alongside, assessed curriculum. We will continually adapt and innovate learning-focused pedagogical models and technologies to provide outstanding experience to the students

We want our students to be 'work ready' and 'world ready' .

STRATEGIC DIMENSION 1: TEACHING & LEARNING

Dimension	Objective	Specific Objectives:
1.1 Curriculum Distinctiveness	<i>Provide a distinctive curriculum that is challenging, innovative, relevant, and consistent with the current and future needs of graduates.</i>	<ul style="list-style-type: none">a. Implement curriculum development, curriculum revisions and program improvements through the use of appropriate curricular framework and adapting best practices from educational research.b. Ensure that curriculum strongly reflects relevant Graduate attributes and deliver high quality programs that meet national and international standards.c. Continually engage employers / industry in curriculum design .d. Evolve Strong verticals that are connected to the industry trend and employment opportunities.

STRATEGIC DIMENSION 1: TEACHING & LEARNING

Dimension	Objective	Specific Objectives:
1.2 Learning experience	<i>Deliver a transformative Learning experience that is experiential, global and Technology rich</i>	<ul style="list-style-type: none"> a. Provide opportunities for experiential and integrative learning in all programs. This can include projects, research, field work, internships. b. Create new and innovative physical and virtual learning spaces. c. Encourage co-curricular and extra-curricular activities, events that complement formal learning experiences and help students shape their future.
1.3 Teaching Innovation	<i>Develop innovative, adaptive and creative approaches to educational delivery that are based on sound pedagogy and enhance effective student learning</i>	<ul style="list-style-type: none"> a. Promote and support research-informed innovation in teaching and learning that enhances student achievement and engagement . b. Enhance the teaching skills and practices of faculty through effective induction, continuous training and professional development opportunities .

STRATEGIC DIMENSION 1: TEACHING & LEARNING

Dimension	Objective	Specific Objectives:
1.3 Teaching Innovation	<i>Develop innovative, adaptive and creative approaches to educational delivery that are based on sound pedagogy and enhance effective student learning .</i>	<ul style="list-style-type: none"> c. Improve the alignment between learning outcomes –teaching /learning process and assessment practices in all the courses. d. Enrich teaching, learning and outreach activities by drawing on international best practice e. Leverage new delivery models and technologies to provide flexible blended and / or online learning.
1.4 Assess and Improve	<i>Build an institutional culture of student learning outcome assessment and continuous program improvement.</i>	<ul style="list-style-type: none"> a. Evolve student learning assessment plans and appropriate methods or instruments for gathering data to measure attainment of student learning outcomes. b. Identify the means by which information that results from assessment can be used the effectively in course design, curriculum review, and program development

Dimension 2

Research

MLRIT will actively nurture and organize its research efforts and creative endeavors to enhance regional, national and global impact and reputation as a research intensive institute

Improving our performance in research metrics is a necessary step for obtaining credibility and resources needed to elevate MLRIT in the Indian higher education system. A greater part of our research effort will be aligned / concentrated in the areas of national interest. We need to build on these areas to develop substantial research strength by selective strategic investments, research leadership and support. This selective strategic investment will need to be provided to inter-disciplinary and disciplinary areas.

STRATEGIC DIMENSION 2: RESEARCH

Dimension	Objective	Specific Objectives:
<p>2.1 Focus</p>	<p><i>Promote and support research as the ‘flagship’ activity of each discipline, with a clear expectation that all faculty are expected to contribute to building-up of research profile of the Institute.</i></p>	<ul style="list-style-type: none"> a. Evolve strategic research roadmap for each department by identifying research focus areas (RFA) that build on present strengths / future opportunities and align with national strategic importance and priority b. Implement an integrated and coherent approach to planning, delivering, managing, rewarding and funding research across all the departments. c. Enhance research active faculty d. Establish metrics to measure and reflect research output and impact using a range of measures at individual and institutional level.
<p>2.2 Interdisciplinary Research Centers</p>	<p><i>Build strategic aggregations of people and programs to strengthen inter-disciplinary areas of research & development, that will allow us to compete successfully for large funding opportunities and provide the ability to create innovative solutions to societal needs.</i></p>	<ul style="list-style-type: none"> a. Promote and support interdisciplinary research and development centers, that leverage breadth of our expertise. b. Ensure that these centers give priority to problems/opportunity-focused projects/products that demonstrate successful interdisciplinary collaboration and address the market needs.

STRATEGIC DIMENSION 2: RESEARCH

Dimension	Objective	Specific Objectives:
2.3 Funding	<i>Foster a supportive environment for research by facilitating access to internal grants and providing strategic expertise to maximize external grants.</i>	<ul style="list-style-type: none">a. Hire research faculty who are among the best in their respective fields, and have ability to make rapid and substantial contribution to the goal of generating research funding.b. Seek funding from governments, research agencies and industry to sustain the research initiatives and enable specific research projects .c. Drive the commercialization of research and technology transfer, through mechanisms such as licensing, patents, creating spin-off companies and supporting external entrepreneurs.d. Strengthen, institute research fund, for providing internal support to faculty, to enhance their research profile.

Dimension 3

Student Support

MLRIT will provide its students with a challenging and thought provoking student experience, to enable their all-round as well as professional development. The institute shall provide support to its students to ensure that their concerns are addressed and resolved.

Students are continually evolving, as are their learning needs. But this growth is far from limited to academics. In fact, the MLRITs curriculum ensures that our students develop into well-rounded individuals -- mentally, physically, emotionally, socially, and culturally. Indeed, tomorrow's leaders require a 21st century skill set which isn't found in the average classroom.

Students are taught the importance of academic excellence while simultaneously learning universal values, ethics, discipline, creativity, and personality development which stay with them during their academic years and continue throughout life.

STRATEGIC DIMENSION 3: STUDENT SUPPORT

Dimension	Objective	Specific Objectives:
3.1 Professional clubs	<i>Provide a platform for students to interact with alumni and professionals in their fields of interest. This helps them to build formal and informal networks while exploring career opportunities.</i>	<ul style="list-style-type: none"> a. Evolve strategic roadmap for each department by identifying the professional clubs. b. Provide chance to apply classroom learning to the outside world.
3.2 Student clubs	<i>Provide a platform to pursue their hobbies and interests and help in showcasing ones domain interest, balance between work and hobbies.</i>	<ul style="list-style-type: none"> a. Give student s the opportunity to dabble in the fine arts, music, dance, theatre – everything that feeds the mind and spirit.
3.3 Student – Society	<i>Integrate civic engagement and service learning into student learning experience, wherein students can understand and connect to societal needs.</i>	<ul style="list-style-type: none"> a. Create educational experiences wherein students develop a greater understanding of social issues and take responsibility to evolve innovative solutions to address them. b. Encourage and support the students to take up projects that have distinctive feature of community engagement and benefit the local and regional communities.



Dimension 4

Employee Development

MLRIT will recruit, develop and retain highly motivated and energized academic and administrative staff by providing them a challenging, high performing and supportive environment that would ensure their personal goals and aspirations.

STRATEGIC DIMENSION 4: EMPLOYEE DEVELOPMENT

Dimension	Objective	Specific Objectives:
4.1 Teaching Learning Centre	<i>Aspires to be an employer of choice, where faculty and staff achieve their full potential, professionally and personally with deep sense of institutional pride.</i>	<ul style="list-style-type: none"> a. Attract, develop and retain the best academic and professional staff and support them to achieve excellence. b. Develop innovative induction and professional development programs to assist faculty and staff to build their knowledge, capabilities and skills to deliver world-class research and educational experiences. c. Determine professional development needs of those progressing to leadership roles and invest in appropriate leadership development opportunities. d. Foster a culture of high aspiration and performance, drawing on excellent leadership, effective management and employee engagement. e. Ensure that all staff have clear performance expectations aligned to their roles and to their prospects of career development in the context of the strategy.

STRATEGIC DIMENSION 4: EMPLOYEE DEVELOPMNET

Dimension	Objective	Specific Objectives:
4.1 Teaching Learning Centre	<i>Aspires to be an employer of choice, where faculty and staff achieve their full potential, professionally and personally with deep sense of institutional pride.</i>	<ul style="list-style-type: none">f. Ensure that all staff have effective and regular performance feedback that links to reward, recognition and future development planning.g. Recruit faculty with industry experience in regular positions or as adjunct faculty to enhance the relevance of the programs being offered.h. Ensure all staff appointed to research enabled positions have a PhD or a Research Development Plan as a condition

Dimension 5

Innovation And Entrepreneurship

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Students are taught the importance of academic excellence while simultaneously learning universal values, ethics, discipline, creativity, and personality development which stay with them during their academic years and continue throughout life.

STRATEGIC DIMENSION 5: INNOVATION AND ENTREPRENEURSHIP

Dimension	Objective	Specific Objectives:
5.1 Entrepreneurship	<i>Create entrepreneurial ecosystem driven by innovation and collaboration for the growth of industries and employment opportunities.</i>	<ul style="list-style-type: none"> a. Enhance formal and informal opportunities to students to participate in entrepreneurial activities leading to start-up company creation. b. Engage entrepreneurial community to create vibrant entrepreneurial ecosystem in the campus and in the region. c. Promote and support innovation and research by students and faculty leading to solutions that address wide range of societal needs and also create value for the new enterprises.
5.2 Partnerships	<i>Proactively seek mutually beneficial partnerships that lead to achievement of shared aims and aspirations.</i>	<ul style="list-style-type: none"> a. Identify Develop strong partnerships with alumni, educational institutions, business, industry, government and community organizations to work on shared aims and aspirations.

Dimension 6

Infrastructure

MLRIT will provide its students with a challenging and thought provoking student experience, to enable their all-round as well as professional development. The institute shall provide support to its students to ensure that their concerns are addressed and resolved.

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STRATEGIC DIMENSION 6: INFRASTRUCTURE

Dimension	Objective	Specific Objectives:
6.1 Infrastructure	<i>To provide modern, effective and efficient infrastructure and services that supports stimulating working and learning environment of the institute.</i>	<ul style="list-style-type: none">a. Continue to invest investment in buildings, plant and equipment at an appropriate level to meet the changing needs of the institute.b. Ensure that all existing infrastructure is maintained and used as efficiently as possible.c. Demonstrate agility in our approach to planning and delivery of estates projects.d. Enhance capacity for on-campus residential students by creating high-quality accommodations.e. Develop and maintain an information and communications infrastructure and platforms that supports access needs for teaching, learning and research, and that enables the institute to gain strategic value from information to achieve best practice in administration and decision support.

Dimension 7

Sports Excellence

MLRIT strongly believes that a healthy body leads to a healthy and strong mind and to support it MLRIT have set up a three floor indoor stadium completely equipped with the state of the art gym, TT, SQUASH stadiums and a cricket stadium along with other sports equipment.

STRATEGIC DIMENSION 7: SPORTS EXCELLENCE

Dimension	Objective	Specific Objectives:
7.1 Infrastructure	<i>To provide modern, effective and efficient infrastructure and services that supports stimulating environment for sports.</i>	<ul style="list-style-type: none">a. Continue to invest investment in sports equipment at an appropriate level to meet the changing needs of the institute.b. Ensure that all existing infrastructure is maintained and used as efficiently as possible.c. Demonstrate agility in our approach to planning and delivery of estates projects.d. Enhance capacity for on-campus residential students by creating high-quality accommodations.e. Develop and maintain an information and communications infrastructure and platforms that supports access needs for sports



Dimension 8

Community Engagement

The institute will actively seek out those strategic opportunities to contribute to the socio-economic development of the region and benefit the people. Societal engagement will be distinctive feature of learning and research endeavors.

STRATEGIC DIMENSION 8: COMMUNITY ENGAGEMENT

Dimension	Objective	Specific Objectives:
8.1 Institute-Society	<i>Actively engage in advancement of the region through leadership role in the community and emerge as a model for community engagement.</i>	<ul style="list-style-type: none">a. Be a leader in a strong network of local and regional organizations, government entities, educational institutions and private foundations that link the institute to external communities to create a positive impact.b. Address needs, challenges, and perspectives of our region with services, applied research and collaboration with appropriate organizations.c. Support educational institutions and students in the region through outreach programs and services to enhance quality of education.



Dimension 9

Governance

The institute will actively seek out those strategic opportunities to contribute to the socio-economic development of the region and benefit the people. Societal engagement will be distinctive feature of learning and research endeavors.

STRATEGIC DIMENSION 9: GOVERNANCE

Dimension	Objective	Specific Objectives:
<p>8.1 IQAC</p>	<p><i>Evolve and implement Governance and Management mechanisms that are responsive, reliable and efficient to meet the future challenges of the Institute.</i></p>	<ul style="list-style-type: none"> a. Develop and regularly review Institute-wide strategic and operational plans to provide coordination and focus for key strategic goals. b. Ensure that all policies and procedures of the Institute align with the rules and regulations of regulatory bodies. c. Identify relevant good governance practices of comparable institutions and benchmark Institute governance against them. d. Maintain a high level of transparency to keep all the stakeholders informed about the Institute activities
<p>8.2 Academic Audit</p>	<p><i>Develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.</i></p>	<ul style="list-style-type: none"> a. Implement continuous improvement processes across all academic, support services and administrative activities. b. Develop Key Performance Indicators to measure and review the performance of the Institute and leadership team.

STRATEGIC DIMENSION 9: GOVERNANCE

Dimension	Objective	Specific Objectives:
8.3 Financial Audit	<i>Evolve and implement Governance and Management mechanisms that are responsive, reliable and efficient to meet the future challenges of the Institute.</i>	<ul style="list-style-type: none"><li data-bbox="1029 339 1846 554">g. Prioritize and align resources to our strategic priorities by actively monitoring the funding position and objectively appraising the short and long-term financial implications of all major decisions .<li data-bbox="1029 561 1846 729">h. Maintain a comprehensive and effective risk management, internal audit and assurance framework and carefully managing major financial risks to the Institute.



Strategic Priorities and Enablers

Strategic Priorities

STRATEGIC DIMENSION 1: TEACHING & LEARNING

Primary Area of Focus	Critical Success Factors	Strategic Enabler
The institute aims to adapt to the evolving needs and trends in imparting education, and provide a distinctive teaching and learning environment, emphasizing on practicality. The institute also seeks to raise the quality of its graduates by raising the intake standards and constant feedback and monitoring of student progress.	<ol style="list-style-type: none"> 1. Quality of graduates 2. Employment rates of graduates 3. Satisfaction rate of employers 4. Workforce readiness of students 5. Satisfaction rates of students 	<ol style="list-style-type: none"> 1. ICT Infrastructure 2. Industry & Employer relations 3. Alumni relations and support 4. Quality faculty & staff 5. Intake student quality

STRATEGIC DIMENSION 2: RESEARCH

Primary Area of Focus	Critical Success Factors	Strategic Enabler
The institute will invest in and drive research excellence by improving the research governance and conduct and enhancing the research capacity. The institute will focus its areas of research towards economic & national important aspects and agenda by maintaining originality	<ol style="list-style-type: none"> 1. Quality of research outputs 2. Economic and social Impact 3. Strong processes for resource allocation 4. Institutional rankings 	<ol style="list-style-type: none"> 1. Financial strength 2. Infrastructure and capabilities 3. Industry and Employer relations 4. Alumni relations and support 5. Quality faculty and staff

STRATEGIC DIMENSION 3: STUDENT SUPPORT

Primary Area of Focus	Critical Success Factors	Strategic Enabler
<p>The institute will provide its students with a challenging and thought provoking student experience, to enable their all-round as well as professional development. The institute will also provide support to its students to ensure that their concerns are addressed and resolved</p>	<ol style="list-style-type: none"> 1. Student's Satisfaction Rate. 2. Faculty's perception of students. 3. Employer's perception 4. Student engagement in activities. 5. Student Competitiveness. 	<ol style="list-style-type: none"> 1. Professional Clubs 2. Students clubs 3. ICT Integration 4. Industry Relations 5. Collaboration with other premiere institutes

STRATEGIC DIMENSION 4: EMPLOYEE DEVELOPMENT

Primary Area of Focus	Critical Success Factors	Strategic Enabler
<p>The institute will recruit, develop and retain highly motivated and energized academic and administrative staff by providing them a challenging, high performing and supportive environment that would ensure their personal goals and aspirations.</p>	<ol style="list-style-type: none"> 1. High quality and well recognized faculty and staff 2. Number of PhD. Faculty 3. Leadership and Innovative Activities undertaken to improve MLRIT 4. Contribution to Research and Development 	<ol style="list-style-type: none"> 1. Ease of Regulatory Approvals 2. Financial Strength 3. Competitive Salary Structures 4. Marketing and Branding Efforts 5. Economic growth

STRATEGIC DIMENSION 5: INNOVATION AND ENTREPRENEURSHIP

Primary Area of Focus	Critical Success Factors	Strategic Enabler
<p>The institute aims to foster a strong sense of innovation and entrepreneurship in its graduates by encouraging critical and independent thinking, nurturing teamwork and leadership skills and sensitizing students to the existing opportunities available to them.</p>	<ol style="list-style-type: none"> 1. Establishment of an Incubator 2. Establishment of a Center of Excellence 3. Number of entrepreneurs/ Incubated businesses at MLRIT 4. All-round learning methodologies. 	<ol style="list-style-type: none"> 1. Financial Strength 2. Infrastructure and Capabilities 3. Adoption of Innovative Methods and Technology by Stakeholders 4. Marketing and Branding Efforts

STRATEGIC DIMENSION 6: INFRASTRUCTURE

Primary Area of Focus	Critical Success Factors	Strategic Enabler
<p>The institute aims to provide its students with solid infrastructure for the purpose of learning, physical fitness, recreation, etc. MLRIT also aims to strengthen its ICT infrastructure in its drive to integrate technology into all its processes.</p>	<ol style="list-style-type: none"> 1. Quality of labs, studios and Library 2. ICT Infrastructure Quality 3. Institute Building Appearance 4. Student Satisfaction Rate 5. Faculty and Staff satisfaction rate 	<ol style="list-style-type: none"> 1. Financial Strength 2. Marketing and Branding Efforts 3. Ease of Regulatory Approvals 4. Leadership and Management Support 5. Technology Adoption by stakeholders

STRATEGIC DIMENSION 7: SPORTS EXCELLENCE

Primary Area of Focus	Critical Success Factors	Strategic Enabler
The institute aims to provide modern, effective and efficient infrastructure and services that supports stimulating environment for sports.	<ol style="list-style-type: none"> 1. Establishment of an Indoor stadium 2. Establishment of cricket ground 3. Training by good coaches 4. Financial support for the players. 	<ol style="list-style-type: none"> 1. Financial Strength 2. Infrastructure and Capabilities 3. Marketing and Branding Efforts

STRATEGIC DIMENSION 8: COMMUNITY ENGAGEMENT

Primary Area of Focus	Critical Success Factors	Strategic Enabler
The institute aims to engage with the larger community around it, establishing a strong industry relationship and alumni network, while addressing the needs of the community, thus contributing to advancement of the society.	<ol style="list-style-type: none"> 1. Number of Industry Relations 2. Number of government body relations 3. Alumni network and involvement 4. Society and community engagement 	<ol style="list-style-type: none"> 1. Industry and Employer Relations 2. Alumni relations and support 3. Government body collaboration 4. Social Engagement 5. Infrastructure and Capabilities

