

INSTITUTIONAL DEVELOPMENT PLAN

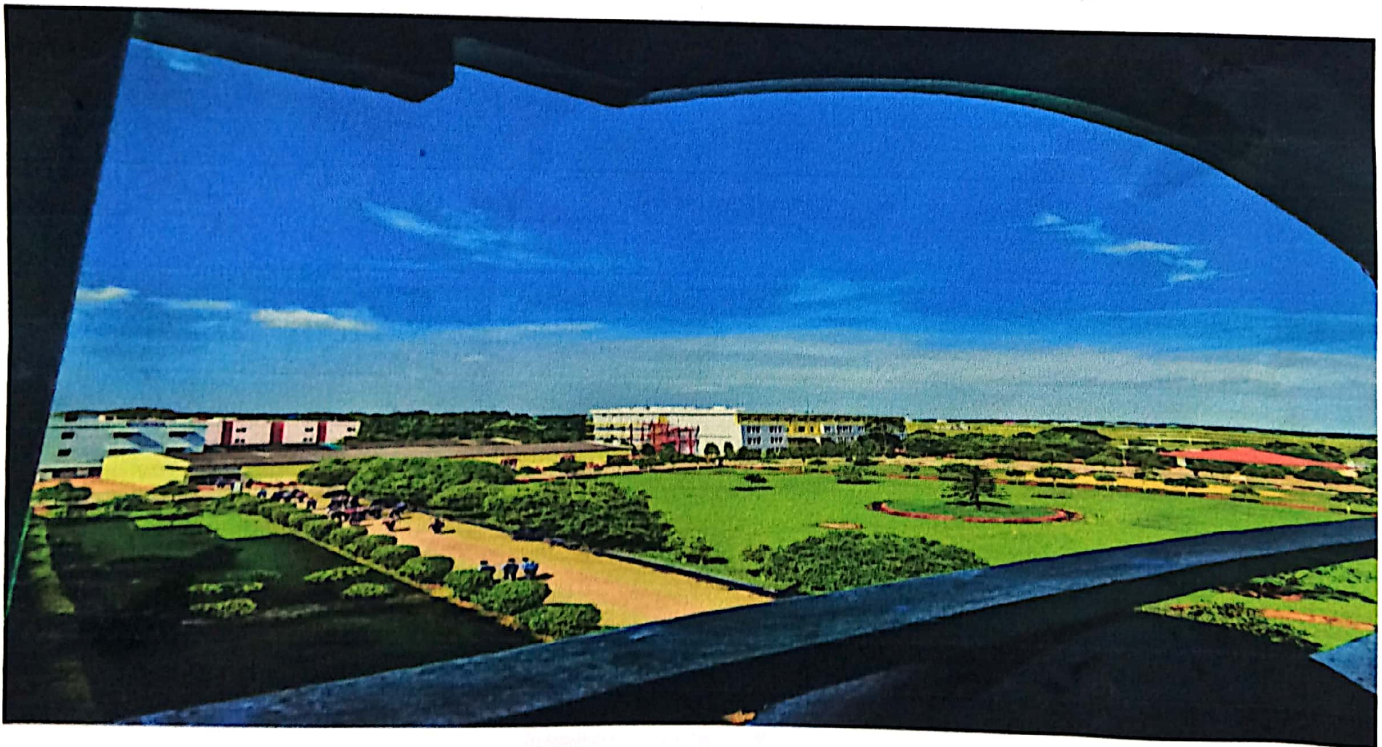
Academic Year: 2026-27 to 2036-37



Raajdhani Engineering College
राजधानी इंजीनियरिंग कॉलेज
ରାଜଧାନୀ ଇଞ୍ଜିନିୟରିଂ କଲେଜ

**Near Mancheswar Railway Station, Mancheswar,
Bhubaneswar, Dist-Khordha, Odisha-751017**

www.rec.ac.in



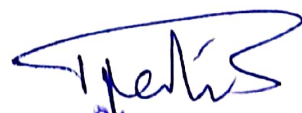
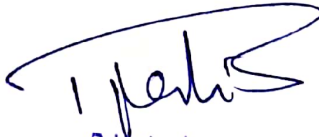

Principal
Raajdhani Engineering College
Bhubaneswar



Table of Content

1. Introduction to IDP	2
2. Objective of IDP	2
3. The Institution at a Glance	3
4. Guiding Principles of IDP, REC	4
5. SWOC analysis	5
6. Parameter wise Strategic Plan	
(A) Governance Enablers.....	8
(B) Finance Enablers and Funding Models (Resource Generation).....	10
(C) Academic Enablers	11
(D) Research, Intellectual Property, and Supportive Enablers	14
(E) Human Resource and Supportive-Facilitative Enablers.....	19
(F) Enablers for Networking and Collaborations.....	22
(G) Physical Enablers.....	26
(H) Digital Enablers	29
7. Strategic Action Plan for Ten Years	31
8. Proposed Budget.....	34


Principal
Raajdhani Engineering College
Bhubaneswar

Raajdhani Engineering College, Bhubaneswar

For the period: 2026-27 to 2036-37

1. Introduction to IDP:

The National Education Policy 2020 aims to develop good, thoughtful, well-rounded, and creative individuals. According to it, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and also develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st-century capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.

An Institutional Development Plan (IDP) is a systematic and long-term plan prepared by an educational institution to improve its academic quality, infrastructure, administration, faculty development, student support, research, innovation, and overall institutional performance. It provides a clear direction for the development of the institution and helps in achieving its vision, mission, objectives, and expected outcomes.

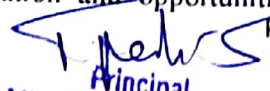
An IDP is not simply a list of activities or construction projects. It is a comprehensive strategic framework that identifies the present status of an institution, its strengths and weaknesses, future requirements, available resources, and the actions required to achieve continuous improvement.

1. Objective of IDP:

The IDP needs to reflect an integrated, comprehensive and holistic approach that is mindful of the institution's unique vision and mission, context, location, character, resources, environment, target group of students/learners, other stakeholders and overall aspirations. The overarching objectives of the IDP is to achieve excellence and holistic growth. It aims at -

- **Aligning** the vision and mission of the institution with the National Education Policy 2020.
- **Assessing** institutional developmental needs through wide consultative processes.
- **Identifying** the institutional capability (human, material and financial) and organizational gaps in the context of the institutional goals and priorities.
- **Developing** Annual Capacity Building initiatives to build capacity and remove gaps.
- **Improving** the quality of Education through updated curricula, teaching methods and faculty development initiatives.
- **Expanding** academic programmes and interdisciplinary approach, introducing new undergraduate and post graduate programmes that align with job markets and students interest.
- **Establishing** a transparent system for holistic, inclusive growth through the application of relevant tools, technological integration and opportunities (esp.

Page | 2


Principal
Raajdhani Engineering College



Digital Technologies) for ensuring optimal utilization of resources for overall balanced growth.

- **Fostering** research and innovation by providing necessary support and establishing linkages.
- **Improving** infrastructure and upgrading campus facilities for conducive learning environment.
- **Expanding** students' service to enhance students' life to inculcate the ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship.
- **Promoting** inclusivity and diversity among students, faculty and staff.
- **Developing** soft skills, leadership ability and employability.
- **Developing** an operative framework for collaboration and internationalization of education, academic and cultural exchange of faculty and students.
- **Promoting** community engagement through outreach programme and partnership, service learning community
- **Strengthening** alumni relations to create supportive network.
- **Enhancing** governance and leadership to ensure effective decision making and strategic planning to quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation Plans.
- **Undertaking** Periodic Reviews and appropriate measures for continuous course corrections and further improvements.
- **Seeking** diversify funding sources, efficient resource management and credible financial practice to achieve financial sustainability.
- **Encouraging and ensuring** meaningful engagement of all stakeholders in materializing the IDP.

2. The Institution at a Glance:

Raajdhani Engineering College (REC), Bhubaneswar was established in the year 2006 by Samriddhi Educational Trust, Odisha, with a group of highly talented professionals in the field of Education, Industry, Engineering and Technology over the years. The college is functioning near Mancheswar Railway Station in a sprawling campus of 15 acres in Bhubaneswar, Odisha. REC is Approved by AICTE New Delhi, Affiliated to BPUT and SCTEVT Government of Odisha. Raajdhani Engineering College is *accredited by NAAC with 'A' grade and the Programs of EE, Civil and Mechanical is accredited by NBA*. The institute is also recognized by Department of Scientific & Industrial Research (DSIR), Govt. of India as SIRO. The institute has ISTE & IE, CSI and SESI Chapter. Raajdhani Engineering College, Bhubaneswar is committed for creating, sustaining and improving the learning process through established quality management system, compliance to statutory & regulatory requirements that makes it a center of scientific & technological learning hub. Continual improvement and team work is its strength for achieving the set objective with its core value "Creativity & Innovation". The institute has an active Institution Innovation Council (IIC) and is a Nodal Centre for Career Counselling and Research of BPUT, Odisha. Awarded as the Best Emerging Private Engineering College by Govt. of Odisha in the year 2021, the institute is also a remote Centre of IIT, BOMBAY for conducting online FDPs and STTPs. It is equipped with a pool of facilities, viz., digitalized library, spacious classrooms, well equipped laboratories, playground, indoor stadium, auditorium, separate girls' and boys' hostels, etc.


Principal
Raajdhani Engineering College
Bhubaneswar

The institution has the following features.

- Eight departments offering Four Year under Graduate Programmes and eight postgraduate programmes in Choice Based Credit System (CBCS).
- Presently the student enrolment is about 1300 in the Under Graduate, post graduate
- Classrooms equipped with teaching facilities like Smart Board, LCD projector, etc.
- All Laboratories are well equipped
- Common Digital Hall for effective teaching-learning activities, to organize seminars, lectures, etc.
- Modern Conference Hall and Seminar Hall for organizing different programs etc.
- Separate Hostels for both girls and boys.
- Outdoor and indoor sports facilities include Football and Cricket ground, Volley Ball Court, Handball Court, Indoor Stadium with Badminton Court, and an attached Gymnasium, and one well equipped Yoga Centre.
- Regular assessment of students through sessional examinations, seminars, group discussions, home assignments, etc. for Under Graduate level, and terminal examinations for Higher Secondary level.
- Digital library (Central Library), along with Departmental Libraries
- Modern Language Laboratory with sophisticated facilities.
- Green campus with recreational importance.

3. Guiding Principles of IDP, Raajdhani Engineering College:

While formulating the IDP the following guiding principles are kept in mind.

Vision of the College

To become an Institution of Academic Excellence in technical education, innovative research, and entrepreneurship.

Mission of the College

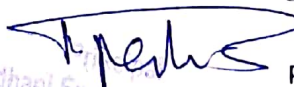
1. To educate students through academic courses and provide knowledge of social and industrial needs.
2. To collaborate with leading academic and scientific institutions across the globe to further enhance education and research.
3. To motivate young students on a sense of social responsibility through entrepreneurship and startup.

4. SWOC analysis:

The Raajdhani Engineering College has identifies its Strength, Weakness, Opportunity and Challenges (SWOC) in its journey towards excellence.

(a) Institutional Strength:

- ✓ *Positive reputation in the external community.*
- ✓ *Financial sustainability and administrative autonomy which helps for the continuous growth of the institute.*
- ✓ *Better coordination between the staff and management establishing a healthy work culture.*


Raajdhani Engineering College
Gyandharwar

Page | 4



- ✓ The institute is recognized as Scientific and Industrial Research Organization (SIRO) centre by Ministry of Science & Technology, Govt. of India.
- ✓ Smart class rooms and use of ICT in teaching learning process.
- ✓ Good faculty retention ratio.

(b) Institutional Weakness:

The institutional weaknesses are identified through periodic assessment and evaluation of feedbacks attained from the stakeholders. They help in constituting new policies and best practices that will enable the institution to function more effectively.

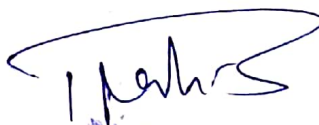
- ✓ Quality Consultancy activities are limited.
- ✓ Publications in SCI journals to be improved.
- ✓ More no of research projects from agencies like DST, AICTE must be targeted.
- ✓ Need to involve more graduate students in research and project works.
- ✓ Skill development and Entrepreneur oriented activities are ongoing
- ✓ Communication skills of students need improvement

(c) Institutional Opportunity:

- ✓ Academic Autonomy may be obtained which will enable the college to update curriculum to higher standards.
- ✓ Increase the collaboration with external agencies.
- ✓ To get departments NBA accredited.
- ✓ Institute has the potential to become an Autonomous institute.
- ✓ Reduce the operational cost by adopting automated procedure.
- ✓ The strong alumni base may be involved to contribute to the institution towards excellence.

(d) Institutional Challenge:

- ✓ Lack of interest among the students for engineering studies.
- ✓ Enhancing the communication and employability skill of the students as per the industry requirement.
- ✓ Opportunity for strengthening the existing PG programmes
- ✓ Networking and strengthening the relationship with the stakeholders.
- ✓ Encouraging students for competitive exams and higher studies.
- ✓ Generating more funds from various funding agencies and making institution self-supportive.


 Principal
 Raajdhani Engineering College
 Bhubaneswar

5. Parameter wise Strategic Plan:

(A) Governance Enablers:

Sl. No.	Type of Parameter	Current Status	Strategy/Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	BoG/ Senate/ Syndicate	Fully Functional and staffed Governing body with defined roles and responsibilities	Promote active involvement of members of governing body	√		
2	Quality Assurance	- IQAC is ensuring and smooth functioning for quality enhancement of the institution - Academic and Administrative Audit (AAA)	Regular monitoring and maintenance through IQAC	√		
3	Financial autonomy	- Striving for self-sustainability - Generating external revenue sources from Vermicompost, mushroom cultivation and organic farming	Generate revenue from self-funded, skill development courses and other projects	√		
4	Leadership	- Effective leadership - Strategic management - Effective Trainings program	- Prevalent of Leadership through both hard work and smart work - Promote and motivate for leadership qualities through workshops and personality development trainings	√		
5	Vision, Mission and Roadmap for the HEI	- Well defined vision mission and objectives - Detailed discussion with stakeholders for improvement of the institutions in terms of quality and quantity - Well developed perspective plan	Encourage to follow and persuade upon the plans for development of the institution	√		
6	Close monitoring by IT/Web-based management information system	Parameters are defined from UGC/affiliated University	Plans to develop an IT/Web-based management information system for close monitoring		√	


 Principal
 Raajdhani Engineering College
 Bhubaneswar

7	Risk Management Analysis	meeting with stakeholders to discuss scenarios for mitigating risks at regular interval	Promote meeting with stakeholders to mitigate risks at regular interval	√		
8	External Advisory Boards	- Existence of fully Functional Governing body with external members - Meet of governing body members through various functions at regular interval	External advisory boards will to be constituted		√	
9	Student Feedback	- Web based online Feedback system - Awarding/Acknowledging the faculty from the feedback retrieved - Monitoring and decision making needs to be instituted from the feedback retrieved	Motivate faculty members for improvement on the basis of student feedback	√		

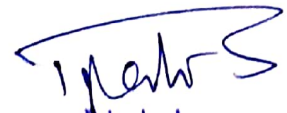
(B) Finance Enablers and Funding Models (Resource Generation):

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Financial Policies	- The institution is a purely self-financing institute. - Student fee and trust contributions are the main source of income - Having well-defined financial policies	The institution is planning to introduce more Self-Financed courses like ITEP, BCA etc.	√		
2	Action Plan and Budgets	Furnished on Page no. 33				
3	Main sources of revenue to be developed	Student fee the main source of income. Apart from this, the trust is contributing as and when required	Approaches for more government grants are	√		
		contributions made by local autonomous bodies and alumni	made through PM-USHA Self-finance courses to be introduced			

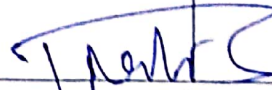
4	Close liaison with GOI ministries/ agencies and others for funding and Access to external grants and funding	A few of the faculty members have acquired fundings for their research projects from few government bodies	Emphasis on receiving more research funds from different government bodies	√		
5	Financial/ Investment Committee	A Purchase Committee is constituted to purchase products and make decisions regarding construction works.	A monitoring body is to be constituted to maintain transparency	√		
6	Staff providing financial services	The Accountant appointed is responsible for the documentation of the resource mobilization and the records are audited by a Registered CA at the end of every financial year	To continue the process	√		

(C) Academic Enablers:

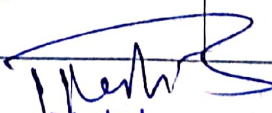
Sl. No	Type of Parameter	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Courses catering to professional/future requirements	- The Institute provide a varied choice of relevant programs as designed by the parent university along with a few Add-on courses designed by the faculties - Multidisciplinary courses and skill-based courses are provided to meet the demands of the present time	- Increase the number of Add-on courses - Design multidisciplinary courses to meet the demands of the current time.	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

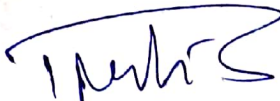
2	Curriculum-updated as per industry requirements	- The curriculum is prepared by the Parent University and gets updated with time. - The current curriculum is developed by the university in consideration with the National Education Policy 2020.	- Multiple Entry-Multiple Exit options are to be provided to the students as per NEP 2020 - To work on industry linked/internship/apprentice ship programs	√		
3	Curriculum embedded with Employability Skill	- Skill-based curriculum is provided to enhance the employability of the students - A variety of co-curricular and extra-curricular activities are available for building skills needed for workplace and everyday life.	- To introduce more training based certificate courses - To conduct workshops for skill development	√		
4	Curriculum embedded with Skill Enhancement Courses	The curriculum tries to foster critical thinking and problem solving; innovation and creative thinking; analytical thinking; adaptive thinking; social intelligence and cross-cultural competency; Conflict resolution and negotiation etc.	Expand the number of skill-based courses	√		
5	Curriculum embedded with emerging technologies to be integrated with future of work	There is a lack of industry-linked courses as per the current age.	To introduce industry-linked courses as per the requirements of the present time	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

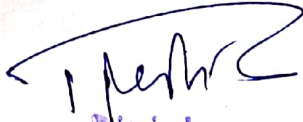
6	Center for Curricular & Life Skills Development (CCLSD)	NA	Center for Curricular & Life Skills Development (CCLSD) to be constituted			√
7	Faculty/teaching Staff	- More than 200 number of qualified and experienced faculty/teaching staff available - They are engaged in research activities and different faculty development programs	- More thrust on outcome-based research - More importance on different faculty induction programs on NEP and its implementation - More emphasis on enrollment of faculties in Ph.D		√	
8	Center for Faculty Development(CFD)	NA	Center for Faculty Development (CFD) to be constituted		√	
9	Non-teaching staff	Adequate and qualified non-teaching staff to support the organizational functioning	- To conduct more training sessions for skill enhancement of the staff in the digital era - Increase human resource	√		
10	Session wise teaching plan	Session wise teaching plan is prepared	To include extra sessions for competitive examinations in the teaching plan	√		
11	Learning material Like Study books	- Number of relevant and updated course materials are provided by the teachers - The libraries also provide for relevant books for the specified programme	- Frequent updating of study material as per the syllabus - To prepare and collect study materials for different competitive examinations of state and national level.	√		
12	Question bank	- A collection of old question papers is provided at the Central Library as well as Departmental Libraries - Teachers also provide for all the possible questions of a specific topic/areas	- To increase the resource pool of all subjects concerned - A model question repository for the various competitive examinations	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

13	Assignments	Relevant assignments of varying types and nature are conducted	Increase field-based assignment to better learning outcome	√		
14	Assessments	Assessments are conducted as per the guidelines of the affiliating University	Incorporate innovative ways of assessment	√		
15	Value added skills enhancement Papers	The present curricula based on NEP 2020 provides a number of value-added courses.	The number of Value-added courses to be increased	√		
16	Pedagogy	- A balanced mixture of both traditional and modern methods - ICT classes are conducted regularly - Experiential learning methods like mushroom production, vermicomposting, seminar presentations, project and assignments are used as part of learner-centric methods - MOUs are also functional to enhance the learning environment	- More learner-centric approaches to be adopted - More blended teaching-learning practices to be encouraged	√		
17	Other activities as part of learning	- Students are encouraged to experience to various skill oriented programmes etc. - The group skills are also tried to be developed with different initiatives with NSS	Activities to support the overall development of students like sports, music etc. to be integrated in the core curriculum	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

18	Earn while learn facility & flexibility	• Courses on Mushroom, Vermi-compost, Organic farming	• More income generated courses for increase working skill • Entrepreneurial initiatives • Large production	√		
19	Flexibility and multidisciplinary	• The courses designed focusing on multidisciplinary and flexibility	• Introduction of more certificate and skill-based courses	√		
20	Opportunities to develop & utilize Research & innovative thinking skills.	• The curriculum allows students to explore and work independently on projects/research under the guidance of the teachers • Participation in HAKTHANS	• Encourage students to pursue more research-based activities.	√		
21	International Exposure	• A few of the faculty members of the college have participated in and presented their papers in International Conferences • The institution has developed guidelines for foreign students	• The institution is to work on international agencies for collaborative activities.		√	


 Principal
 Raajdhani Engineering College
 Bhubaneswar

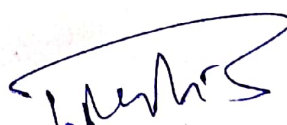
(D) Research, Intellectual Property, and Supportive Enablers:

Sl. No.	Research and Intellectual Property	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Quality Research	Encourage faculty members to conduct quality research for the knowledge and welfare of society	- Fostering Research Culture - Promote faculty members to have quality research projects - Inter-disciplinary Research Projects on issues for survival - Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes	√		
2	Research-oriented experienced faculty members	- Research-oriented faculty members - Encourage to participation in quality research	- Incentivize faculty members for quality research - Encourage to basic and applied research - Development of technologies for rural masses		√	
3	API based faculty compensation	Encourage to increase research participation	- Encourage students and faculty to participate in innovative and competitive programmes - Initiatives and new parameters to encourage faculty participation in research and publication	√		

4	Targeted research and collaborative research	Encourage searching for research gap for patents	- Support for targeted and collaborative research and publication - Academic support for file patent		√	
5	More Ph.D. Post-Doctoral research scholar	Engaging retired faculty for teaching-learning process	Initiatives for engaging retired faculty for guiding students project		√	
6	More faculty members with Ph.D	Encourage to pursue Ph.D. among the existing faculties	Encourage to act as mentor for both faculty and students' research projects	√		
7	Faculty encouragement for Book Publication, Research Publications and Patents	- Familiarize students with IPR - Research papers are published in journals - Funded projects	- Supportive policies for IPR infrastructure to stimulate research and publication among students and faculty members - Promote IPR among UG students		√	
8	More conferences (at least two conferences per year college)	Faculty members are engaged in periodic organization of seminars, workshops and FDPs	- Proposed more seminars and workshops for recharging students and faculty - Academic discussion to increase networking with other academics	√		
9	Student involvement in research	Students are engaged in research activities through curriculum	- Discipline-wise project monitoring cell for guiding students' projects - Involve students in IPR infrastructure		√	


 Principal
 Raajdhani Engineering College
 Bhubaneswar

10.	Industry and institutional collaboration & consultation	Organised seminars to promote collaboration-based research for IPR	- Effort will be made for industry-academic research - File patent	✓		
11.	University Incubation centers	Organised programmes through IIC and Entrepreneur and Development Cell	Efforts will be made for innovative idea generation and patent			✓
12.	University publication through its own press	Online and digital Publications are prevailing	Initiative will be taken for its own publishing Press		✓	
13.	University publication & citation service	Media and Publication Cell	Citation service will be created			✓
14.	Target patent claim for UG&PG projects in professional subject areas	Setting goals for under graduate students in terms of internship and mentoring	Encourage students through Institution Innovation Cell, Research and Development Cell for invention outcome	✓		
15.	Faculty Ranking (annual) system	- Best Teacher Award - Faculty Performance feedback	New parameters will be taken to provide more support to faculty members for their academic achievements and involvement in community services	✓		
16.	Chief Technology Officer (CTO) Research Monetization	Research and Development Cell	- Processes and guidelines for Technology transfer, licensing and royalty structure - Training programmes on IP protection, licensing and Technology Transfer - Research Monetization	✓		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

17.	Value added skills enhancement papers	Value added courses under broad areas of Science and Social science discipline	- Modules on general skills for enhancing student employability - Add on courses for skill development - Teaching-learning pedagogy with experiential learning - Governmental schemes for up-skilling and re-skilling for enhancing employability	√		
18.	Other activities as part of learning	- Traditional and cultural skills - Activities for collective responsibility	- Increase design thinking abilities among students - Encourage teamwork skills among students - Support for EWS students	√		
19.	Earn while learn facility and flexibility	Courses on Mushroom, Vermi-compost, Organic farming	- More income-generating courses for increased working skills - Entrepreneurial initiatives - Large production		√	
20.	Flexibility and multidisciplinary	- Certificate courses - Student projects	- Additional multidisciplinary certificate courses in collaboration with industry-academia - Guidance to explore and work independently on student's project		√	
21.	Opportunities to develop & utilize research & innovative thinking skills	- Individual and team work - Encouraged to raise skills, attitude and confidence	- More academic support for innovation - Talent search and competition for innovative ideas - Support to enhance innovative ability		√	

(E) Human Resource and Supportive-Facilitative Enablers:

(a) Human Resource Enablers:

[Signature]
Principal
Raajdhani Engineering College
Bhubaneswar

Sl. No.	Type of Human Resource Enablers	Details of Human Resource Enablers & its usage	Current Status	Strategy (Goal/Target)	Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Student and Learner Enablers	Holistic Admissions Framework	The College has streamlined the student selection process with holistic process as per Govt.'s directive in online mode	To continue the process more transparently.	√		
2		Merit and Equity-Based Financial Aid: Awarding of merit-based scholarships and financial aid for underrepresented groups	Such a system is in place having scholarships like UGC-IshanUday, PM-scholarship etc.	To spread awareness by streamlining different cells like Placement/ Entrepreneur Development etc.	√		
3		Academic Success Programs: Mentorship programme	Institute has robust mentoring programs that provide tailored support to the learners so that they end-up educational paths successfully.	- To continue this programme with adoption of more components. - To organize Psychological counseling programs regularly.	√		
4	Staff Empowerment Enablers	Competency-Based Recruitment: Adoption of a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	Staff are recruited as per their competency under Govt.'s existing guidelines	To continue the process	√		
5		Professional Development and Growth: Continuous professional development opportunities	Staff are encouraged and given opportunities to develop their professional skills	To organize more Professional Development Programms	√		
6		Transparent Recruitment and Appointment: Implementation of transparent procedures for faculty recruitment	Appointments are made in a transparent way prioritizing excellence, research expertise, and pedagogical skills	To continue this practice as per Govt.'s existing guideline	√		

Principal
Raajdhani Engineering College
Bhubaneswar

7	Faculty and Researcher Enablers	Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	This process is continuing	To incentivize the faculties for development of their skills	√		
8	Cross-Functional Enablers	Recognition and Reward Systems: Introduction of comprehensive recognition systems that celebrate a wide array of achievements		To introduce a cell for recognition and reward to competent staff	√		
9		Leadership and Collaborative Opportunities: Development of leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects.		To introduce a cell dedicated to offer opportunities for leadership development to staff and faculty	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

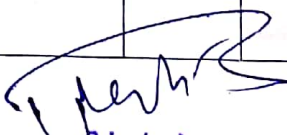
(b) Supportive- Facilitative Enablers:

Sl. No.	Type of Emotional Strength Enablers	Details of Emotional Strength Enablers & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Institutional Values (Core Values)	A belief system of the institution which forms the foundation to guide the behaviour and decisions of all stakeholders.	The College has incorporated such a system of core values	To update the system with latest inputs and challenges/opportunities		√	
2	Vision	A well-articulated and ambitious vision to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	The College has incorporated such a vision of moving forward.	To work keeping this vision in mind.	√		
3	Goal setting in every student	Encouraging students to set and work towards their goals by creating awareness about opportunities.	The College has been working in this field by organizing awareness programs from time to time.	To engage different cells like Career Counseling cell, Entrepreneur Development cell, Placement cell etc. in a clear cut focused direction.	√		
4	Legacy of the system	Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals	The College has been organizing such programs regularly to maintain these traditions.	To make aware of these traditions by engaging students to organize programs on their own.	√		
5	Mental Health	Ensuring students mental health, providing appropriate infrastructure and support	Through different forums and cells by way of counseling, this aspect is being looked into.	To have a dedicated cell to look into this aspect.	√		


Principal
Raajdhani Engineering College
Bhubaneswar

(F) Enablers for Networking and Collaborations:

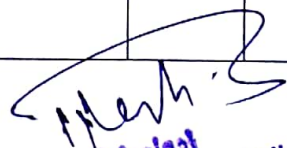
Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Strategic Collaborations	- MOUs with other institute for research, curriculum design etc. - Collaboration with local and urban local bodies and communities. - Partnership and community involvement for multiple venture.	- To sign more MOUs with industries, Indian Institutes of National Importance (IITs), other institutes, and research bodies. - Collaboration with rural and urban local bodies in order to expand community-based programming. - To engage more thoroughly and effectively with the neighborhood through community radio, social responsibility cells, etc. - Develop and fortify a strong relationship with our local and religious communities through community radio and the community responsibility program.	√		
		- To foster connections amongst alumni by holding alumni meets and alumni conclaves. - Involvement of alumni in teaching learning process.	- Boost alumni engagement by keeping them informed about the institute and each other, as well as by encouraging generosity and alumni involvement in fulfilling the goals of the institute. - Encourage, inspire, and organize the alumni to advance their knowledge and participation in volunteer work. - Introduce student-alumni mentorship programmes.	√		
		MOU with industries for internship programmes	- To boost industry-based internship and apprenticeship. - Industry partnership in the design of curriculum and content across the various curriculum. - Strengthen ties between the academic and industry to provide more projects, training, and part-time and full-time internship opportunities. - To conduct more number of placement drive.	√		


Principal
Raajdhani Engineering College
Bhubaneswar

2	Academic and Research Excellence	- Cooperation with other educational institutions that have established core competencies in relevant fields of study for joint curriculum development and research, etc. - Student and faculty exchange program	- International collaboration - Increase the number of student and faculty exchange programme to promote research environment in the institute. - More collaborative educational program for innovative outcomes.		√	
			- Collaboration with research associates for good quality research - Access to scientific journals physical and cloud. - Government-funded national and international research projects		√	
3	Practical Exposure and Experience		- Live projects for learning and earning opportunities for the students. - Allowing students to participate such hybrid learning models in addition to their regular curriculum. - Collaboration with industries which provide such opportunities. - Introduction of online classes which provide learning and earning opportunities. - To introduce more skill-based courses.		√	
4	Community Engagement and Service	- Rural outreach and fieldwork to raise awareness about the rural problems for students and teachers. - Collaboration with government programs like Unnat Bharat Abhiyan for the above mentioned cause.	- To boost the Rural outreach and Field work program to raise awareness about the rural problems for the students and teachers. - Creating possibilities for rural development internship. - Collaboration with national, and international NGOs to identify the key areas which is need to be developed in the neighborhood and promote	√		

Principal
Raajdhani Engineering College
Bhubaneswar

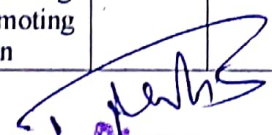
			sustainable development. • To motivate the students for their active participation in the rural development program such as camps and workshop.			
5	Professional Development and Employment	• To establish network with local, national and international industries for training, workshops and job opportunities for students.	• To establish network with national and international industries for training, workshop and job opportunities for students. • Faculty based consultation must be encouraged as this makes the faculty up to date with the present industrial practices. • To boost the quantity of consulting partnerships. • To organize awareness program and workshops for professional development.	√		
6	Quality and Credibility	• By using best practices, the institute should raise the caliber of its services. • The quality and credibility of the institute can be assessed by its recognition by national accreditation bodies. • Certification, accreditation and ranking will indeed help in the upgrading the brand value of the institution and make it more aspirational for the students.	• Quality assurance frame work must be adopted by such agencies in order to raise internal standards and enhance learning outcomes.	√		
7	Innovation and Entrepreneurship		• To establish generic and domain specific incubation centers • To monitor startup funding organizations. • Ideation and network broads for startups. • Digital infrastructure for supporting startups. • To Inspire and support entrepreneurship among the students.	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

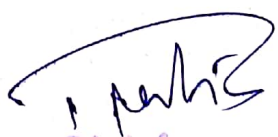
(G) Physical Enablers:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Smart Campus	The campus has embraced the smart campus leverage technology to enhances the educational environment via digital infrastructure, e-governance, security system, etc.	- promote smart and sustainable campus - Continuous upgradation of smart facilities for teaching and learning - Enhanced administrative efficiency and resource management		√	
2	Green/ Sustainable building	Involved in eco-friendly environmental impact through energy and water management and sustainable landscaping practices	- Promote Sustainable Landscaping Practices - Promote management of energy, water and waste - Promote healthy indoor environmental quality - Green Building Certification		√	
3	Infrastructure to commute	- Existence of designated signage, building sign and roadmaps - Designated facilities and services for specially-abled	- Continuously monitor and maintain the effectiveness of the commuting infrastructure - Ensure the enhancement of the quantity of designated infrastructure and access for specially-abled - Promote Green Spaces and Landscaping for parking - Encourage the usage of bicycle for commute to mitigate carbon emission		√	
4	Administrative Block (Admission & Counseling Area)	Presence of designated administrative block for admission and counseling activities	Expand departmental resources to enhance quality and service	√		
5	Library/ Digital resource centre	Upgraded the Central Library with latest state-	Expansion of central library space and collection	√		

		of-the-art integrated library management software and presence of adequate collections and digital resources	Promotion of digital and open access resources			
6	Lecture Complex, Classrooms	- Various-sized classrooms, tutorial rooms, and conference rooms with seating configurations - ICT based teaching and learning facilities - Eco-friendly greenery open classroom "Lyceum"	- Expansion of numbers of classrooms and discussion rooms - Introduction of video recording facilities for tutoring	✓		
7	Examination branch	Designated examination branch with strong room and security system	Separate strong room for examination branch	✓		
8	Facilities to Faculty and Staff	- Adequate numbers of chambers to accommodate faculty members - Recreational facilities for faculties	- Separate chambers will facilities for the faculties of all departments - Residential facilities for faculty members	✓		
9	Meeting and office rooms	Conference halls/meeting rooms with modern equipped technologies	Maximum seat capacity meeting rooms with smart display and soundproofing	✓		
10	Laboratories and Research Centers	Adequate laboratory facilities	- Expansion and upgradation of laboratory resources - Separate research center for teachers and students with computing facilities	✓		
11	Computer Centre/ Multimedia Studios	- Adequate computer center facilities - E-resources corner for students in Central Library	Expansion of Computer laboratory facilities for skill based courses	✓		
12	Cafeteria/Dining Room/ Mess Facility	Available cafeteria/dining room/mess facility	- Maintenance of health and hygiene - Adopt modern cooking apparatus promoting energy conservation	✓		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

13	Games & Sports facility	Available indoor stadium, gymnasium and playground with football, volleyball and handball court	Extension of sports resources	√		
14	Auditorium and conference rooms	- One Auditorium - Five smart conference halls	Renovation of auditorium with modern soundproofing, screen and comfortable seating configuration	√		
15	Hostels	One girls' hostel and one boys' hostel	New hostel building for both girls' and boys'	√		
16	Parking	Separate parking spaces	- Expansion of parking space with shade - Designated Parking space for female students	√		
17	Exhibition Hall	Museum in Anthropology Department	Construction of Museum building	√		
18	Guest Accommodations	Guest house	Construction of fully equipped and functional guest house	√		
19	Commercial Shops/ centers	Nil	Plans to construct Commercial shops for the college fraternity	√		
20	Health and well being	Health and first Aid Room	Extension of Health facilities	√		
21	Student recreation facilities	Boys' and Girls' common room for recreation along with Lyceum (eco-friendly open classroom)	- Upgradation of resources - Renovation of Boys' and Girls' common room	√		
22	International student centers	NIL	Designated international student centre	√		
23	Incubation centre and Research Park	IIC	Upgradation and functional Incubation centre	√		
24	Park/ Garden	Available Garden,	Requires extension and space and resources	√		
25	Vocational Education, Training and Skilling infrastructure	Skill learning center available	Upgradation with functional materials based on specific course	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

(H) Digital Enablers:

Sl. N o.	Type of Digital Infrastructure	Details of digital infrastructure & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Internet Usage	- Wifi- facilities - Broadband Connectivity	Adequate Facilities	- To provide more high speed service - To setup a sophisticated Computer and Communication Centre - To set up Data Backup Hub		√	
2	Website	A dynamic website for delivering all relevant information to the stakeholders	A well maintained website has been providing the necessary information	- Adding more components for fast delivering information as well as maintaining database. - To develop facilities for web designing and maintenance		√	
3	E-resource corner	Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching- learning process	The College Website has been working as a medium for providing online study materials.	- To upgrade and strengthen this system. - To collaborate for start of MOOC and SWAYAM courses	√		
4	Paperless Office	Development of academic administrative software for an online office environment	An Office Management Software is in place.	- To upgrade the software to make all official communication as paper-free - To work for web-mail development		√	
5	Online Evaluation	Automated & digitized online evaluation system eliminates the wastage of time of evaluations & speeds up the evaluation process.	Working through platforms like Google Classroom and Google Form	To incorporate this facility in the proposed Learning Management Software		√	

Principal
Raajdhani Engineering College
Bhubaneswar

Page | 26



Scanned with OKEN Scanner

6	Website based result announcement	Declaration of examination results in website for fast and long distance reachability		To incorporate this feature in all Internal Examinations' result declarations.	√		
7	Plagiarism software facility	A software facility available to every stakeholder to check plagiarism content in the documents		To adopt a plagiarism software to the help of all stakeholders in research and academic writings	√		
8	Online digital magazine & student publication	Online digital magazine & student publication for distant reach	Few departments have been publishing magazines and e-capsules in online mode	- To make this feature as wide practice in all departments - To start an online peer-reviewed journal	√		
9	Social Media based promotions	Use of social media for academic and administrative promotions	The College and various departments have Facebook pages, X handles etc.	To create brand-building using the services of renowned personalities	√		
10	Learning Management System (LMS)	Use of e-learning software to streamline the teaching and learning process more effective		- To make use of such a software for Teaching-Learning process - To make aware and create opportunities for training/skill development of faculties.		√	
11	Smart Boards	Use of Interactive Digital Board for better teaching experiences	The College has been using such boards.	To install such boards in each of the class rooms and laboratories		√	
12	Digital Library	Digital library for easy access to books, periodicals, study materials online	The College, being a member of National Digital Library (NDL) has been a part of this exercise.	To upgrade the preservation process of own cultural heritage and manuscript	√		


 Principal
 Raajdhani Engineering College
 Bhubaneswar

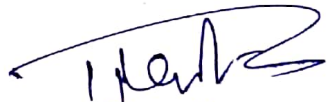
6. Strategic Action Plan for Ten Years:

I. Academic Plan

- Increase the number of Add-on courses
- To work on industry linked/internship/apprenticeship programs
- Expand the number of skill-based courses
- To introduce industry-linked courses
- Center for Curricular & Life Skills Development (CCLSD) to be constituted
- More emphasis on enrollment of faculties in Ph.D.
- The number of Value-added courses to be increased
- Introduce more certificate and skill-based courses
- The institution will work on international agencies for collaborative activities
- Introduction of video recording facilities for tutoring
- Working for boosting alumni engagement in teaching-learning process
- To collaborate for start of MOOC and SWAYAM courses
- To make use of such a Teaching Learning Software (LMS) for Teaching-Learning process
- To install Smart Boards increases in each of the departments
- To adopt a plagiarism software to the help of all stakeholders in research and academic writings
- To start an online peer-reviewed journal

II. Research and Development

- Fostering Research Culture
- Incentivize faculty members for quality research
- Support for targeted and collaborative research and publication
- Academic support for file patent
- Discipline wise project monitoring cell for guidance students project
- Initiative will be taken for own publishing Press
- Emphasis on receiving more research funds from different government bodies
- To sign more MOUs with industries, Indian Institutes of National Importance (INIs), other institutes and research bodies


Principal
Raajdhani Engineering College
Bhubaneswar

III. Skill Training and Employability

- To generate revenue from self-funded, skill development courses
- To promote and motivate for leadership qualities through workshops and personality development trainings
- Include vocational training to the present curriculum for further employment opportunities for the students
- To conduct more number of placement drive
- To conduct workshops for skill development

IV. Student Support and Progression

- A model question repository for the various competitive examinations
- To organize Psychological counseling programs regularly

V. Faculty Development Programme

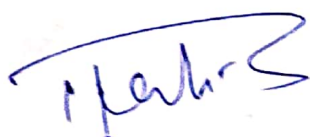
- Conduct more training sessions for skill enhancement of the staff
- To increase the frequency of organizing Professional Development Programms
- To introduce a cell for recognition and reward to competent staff
- To introduce a cell dedicated to offer opportunities for leadership development to staff and faculty
- To have a dedicated cell to look into mental health of the students

VI. Physical Infrastructure

- New hostel building for both girls and boys
- Expansion of parking space with shade
- Renovation of Boys' and Girls' common room
- Renovation and extension of Classroom, digital classroom and library
- Upgradation and functional Incubation centre
- Renovation of auditorium and language lab with modern sound proofing, screen and comfortable seating configuration
- Construction of fully equipped and functional guest house
- Plans to construct Commercial shops for the college fraternity
- To setup a sophisticated Computer and Communication Centre
- Expansion and upgradation of laboratory resources
- Separate strong room for examination branch
- Maximum seat capacity meeting rooms with smart display and sound proofing
- Separate research center for teachers and students with computing facilities
- Extension of sports resources

VII. Governance and IT Infrastructure:

- Plans to develop an IT/Web-based management information system for close monitoring
- External advisory boards will to be constituted


Principal
Raajdhani Engineering College
Ghubaneswar

- To develop facilities for web designing and maintenance
- To upgrade the office management software to make all official communication as paper-free

VIII. Institutional Upgradations

- Establishment of centres of excellences
- Upgradation to State Private Universities or Deemed to be Universities

7. Proposed Budget:

Action Plan and Budget							
Sl. No.	Details of financial infrastructure	Fund allotment (Rupees in lakh)					Total (Rupees in Lakh)
		2026-27	2027-28	2028-29	2029-30	2030-31	
1	Infrastructure Development, Augmentation & Maintenance						
	(a) Infrastructure augmentation and Skill based courses classroom	500	500	500	300	300	2100
	(b) Infrastructure for Museum	100	--	--	--	--	100
	(c) Roof renovation and digital class room	50	50	50	50	50	250
	(d) Extension of Library facilities	50	50	50	50	50	250
	(e)Renovation of Girl's and Boy's Hostel	50	50	50	50	50	250
	(f)Extension and Upgradation of Auditorium hall	25	25	25	25	25	125
	(g)Expenditure for sound proofing Laboratories and Language Lab.	25	25	25	25	25	125
	(h) Computer and Communication Centre	75	75	50	50	50	300
	(i) Setting up of Examination Control Room	25	10	10	10	10	65
	(j) Extension of Guest House	10	10	10	10	10	50
	(k) Construction of Cycle Stand						
	(l) Construction of Commercial Shop	10	10	10	10	10	50
2	Recurring Expenditure	200	200	200	200	200	1000
3	Research, Innovation & Extension	300	300	300	300	300	1500
Total:							2550

Principal


Principal
Rajdhani Engineering College
Bhubaneswar

Page | 30