



Nine Strategic Goals

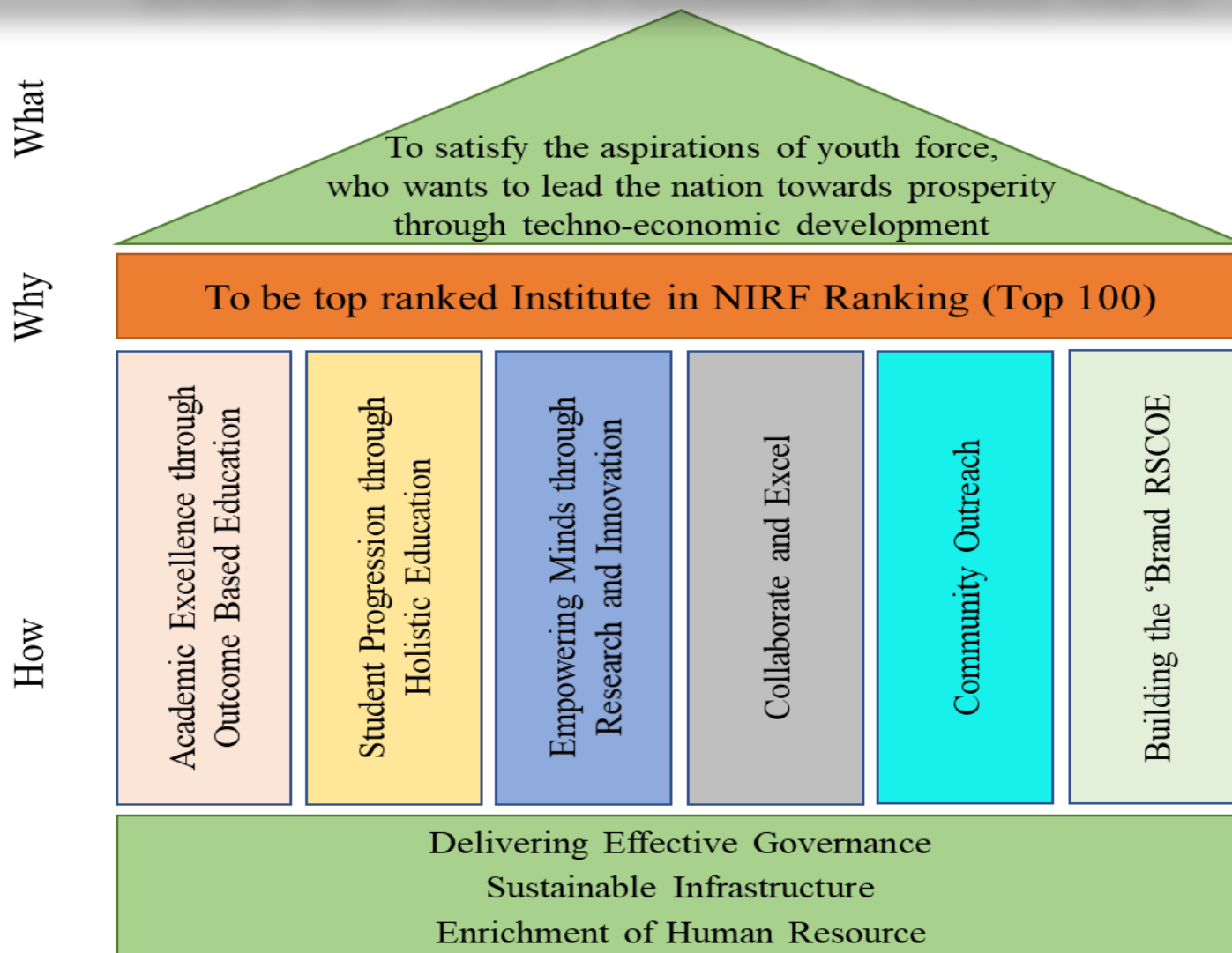
1. **Delivering Effective Governance**
2. **Academic Excellence through Outcome Based Education**
3. **Sustainable Infrastructure**
4. **Enrichment of Human Resource**
5. **Student Progression through Holistic Education**
6. **Empowering Minds through Research and Innovation**
7. **Collaborate and Excel**
8. **Community Outreach**
9. **Building the 'Brand RSCOE'**

Every Goal: Objectives

Short Term Strategy

Long Term Strategy

Measurable Parameters



Strategic Development Plan



Goal I: Delivering Effective Governance



Measurable Parameters	Present Status	Remarks
Effective Performance Appraisal	At the end of every academic year, the Performance Appraisal of each faculty member along with department is carried out. The awards based on the score under various criteria were given.	Implemented
Human Resource Policies	Handbook containing HR policies is being prepared exclusively for RSCOE.	In process
Use of MIS/ERP for various approvals and data collection.	New ERP system – EduPlus , is implemented from 2023-24. All the data about students, faculty and other administrative aspects is now being functioned using the ERP to the maximum possible ways.	All the functions in the institute are tending towards paperless work - Zero Paper Policy
Students actively participating in various institute's governance/activities	Fair Students, representation at various committees viz. discipline committee, hostel committee, canteen/mess committee, students clubs / chapters and many more.	Student centred governance is in place. Ensuring students' participation to fullest extent.



Goal II: Academic Excellence through Outcome Based Education



Measurable Parameters	Present Status	Remarks
Each BoS will design the curriculum in association with at least one institute of eminence and/or industry of repute	Each BoS has a good representation of the academic expert who belongs to an institute of eminence (IITs/NITs) and industry expert from an well reputed industries. Departments are directly mentored by industries and eminence institute for curriculum design and faculty enrichment. Each Dept are having a dedicated academic and industry advisory board.	Implemented
Curriculum as per NEP 2020 (Introduction of courses on niche areas in domain, arts and HSS)	The curriculum have been designed in-line with NEP-2020 and the guidelines given by Govt from time to time. The first cycle of NEP curriculum is implemented from AY 2023-24. Also more focus is given on the inclusion of art and HSS courses. Further, the updated curriculum will be implemented from AY 2025-26	Implemented
Inclusion of value addition courses, training, or certification courses.	Value added course added such as Universal Human Values II, Industrial Psychology, Economics, Indian Knowledge systems etc. Also during the last semester of the final year, the students have a flexibility to join for training / certification courses for empowering themselves for the placements.	Implemented
Digitalization of students' academic record and academic credit bank.	ERP system are now in place to maintain the academic record of the students. Each student is enrolled for the Academic Credit Bank. The assessment is designed to be more continuous and comprehensive as well.	Implemented



Goal III: Enrichment of Human Resource



Measurable Parameters	Present Status	Remarks
Streamline and standardize HR policy document	The HR policy document is considerably streamlined and standardised as well. Hand book containing HR policies is in process exclusively for RSCOE.	In process
Recruitment of HSS and faculty of niche areas	In process	In process
Minimum 30% faculty should be Ph.D. holders by 2022 and 50% by 2024.	Percentage of PhD holders-2022 : 23 % . Percentage of PhD holders-2024 : 41% .	30%
10% faculties are adjunct faculty from industry or institute of eminence .	One faculty invited by each department	10% faculties adjunct faculty by 2025
Faculties receiving various incentives for teaching-learning, research and other contribution.	Implemented	Implemented



Goal VI: Sustainable Infrastructure



Measurable Parameters	Present Status	Remarks
Modern lab instruments, equipment and software available in the laboratory and classroom equipped with ICT facilities.	One classroom from each department is converted into smart classrooms . Majority of the lab equipments are upgraded as per the need of the curriculum. Also few Centers of Excellence viz. Apple Lab, Janatics Lab, Intel Lab equipped with modern computing facilities are established. Software required as per the updated curriculum are being purchase regularly.	In process
Generation of 5% electricity through renewable energy sources out of total consumption	Solar panels have been installed on the administrative buildings and hostel building. So far it is resulting in generation of 3% of the electricity through renewable energy that is solar energy	In process
Availability of indoor sport facility Research infrastructure enabling research activities in place	Indoor sports facilities viz. Carom, chess, table tennis etc. made available in the Gymkhana in order to boost the sports spirits among the students. Also, the few research facilities are developed such as VARTEM set up at Mechanical Dept. Shake table in Civil Dept and others.	In process
Availability of e-books/books and journal based on latest technology & curriculum requirement.	Summary of the library resources : E-books – 1,18,378, Books- 42707, E-journals- 79,917 Budgeted: 2024-25: 78 Lakhs Expenses: 2023-24: 71.25 Lakhs	Progress satisfactory



Goal V: Student Progression through Holistic Development



Measurable Parameters	Present Status	Remarks						
Formation of various technical and cultural clubs .	60+ students technical and social clubs are active in the institute.	Implemented						
Regular students' activities in various technical and arts clubs.	The activity calendar for every student club and chapter is prepared at the beginning of the semester and the activities are executed as per the schedule.	Implemented						
Involvement of students in the governance of institutes.	Students are representing in the various committees viz. discipline committee, hostel committee, canteen/mess committee, students chapters and many more.	Implemented						
Increase the placement in industries, government sectors .	<ul style="list-style-type: none"> • Increase in Median and Average Salary • 15% rise in number of opportunities • Internships mostly with stipends • 1500 + internships • Increase in internship + PPOs 	<table border="1"> <thead> <tr> <th>Median Salary</th> </tr> </thead> <tbody> <tr> <td>2024-25 – 5.2</td> </tr> <tr> <td>2023-24 – 4.25</td> </tr> <tr> <td>2022-23 – 4.01</td> </tr> <tr> <td>2021-22 – 4</td> </tr> </tbody> </table>	Median Salary	2024-25 – 5.2	2023-24 – 4.25	2022-23 – 4.01	2021-22 – 4	Satisfactory progress
Median Salary								
2024-25 – 5.2								
2023-24 – 4.25								
2022-23 – 4.01								
2021-22 – 4								
Student's admissions in reputed institutes through GATE, GRE, GMAT etc.	Students' Progression for HS during last three years : 2023-24 – 42 2022-23 - 28 2021-22 - 20	Satisfactory progress						
Increase in the entrepreneurships and incubation	Facilities created at RSCOE incubation Innovation Foundation (IIF) , awareness sessions are conducted . There is good response. Presently 5 students start ups and 5 virtual start ups are functional.	In process.						



Goal VI: Empowering Minds through Research and Innovation



Measurable Parameters	Present Status		Remarks
Number of publications in reputed Scopus/WoS index journals	SCI 2024-25: 7* 2023-24: 18 2022-23: 15 2021-22: 18	SCOPUS 2024-25: 293* 2023-24: 248 2022-23: 183 2021-22: 120	Scope for improvement
Faculty undertaking various research projects (Research funding)	2024-25: Rs. 1,66,869* 2023-24: Rs. 26,39,600 2022-23: Rs. 5,37,600 2021-22: Rs. 1,16,14,429		Scope for improvement
Students' involvement in the Undergraduate research	2023-24 <ul style="list-style-type: none"> • No. of Publication: 177 • No. of Patents published: 12 • Copyrights: 17 2024-25* <ul style="list-style-type: none"> • No. of Publication: 64 • No. of Patents published: 11 • Copyrights: 39 		Scope for improvement
Development of Innovation Ecosystem and aligned outcomes	<ul style="list-style-type: none"> • 4 star ranking for consecutive three years by AICTE-IIC • Mentor-Mentee Scheme Status by AICTE-IIC with funding of Rs. 2.25 Lacs – mentoring 5 institutions from western region 		Scope for improvement



Goal VII: Collaborate and Excel



Measurable Parameters	Present Status	Remarks
MoUs with partner universities as per 'National and International Relation Policy' of RSCOE.	No. of MoUs signed with partner universities for last three years : 2021-22 --- 1 2022-23 --- 2 2023-24 --- 3 2024-25 --- 3*	In process
Student exchange program with at least two partner universities	No. of students under students exchange program with partner universities for last three years : 2021-22 --- 0 2022-23 --- 4 2023-24 --- 3 2024-25 ---- 6*	In process
At least two joint research projects with industries and universities per year.	No. of Research Projects with partner industries and universities for last three years : 2021-22 --- 03 2022-23 --- 02 2023-24 --- 04 2024-25 --- 02*	Progress is less
Industry based Curriculum Design and Development for all years of B.Tech.	- Industry representation in BoS, AC and GB - Elective proposed by Industries like KPIT, TCS etc and institutes like IIT Ropar. - Curriculum supported by TCS, Persistent, KPIT , Janatics etc.	Implemented



Goal VIII: Community Outreach



Measurable Parameters	Present Status	Remarks
At least one course is designed by industry in each department.	Elective proposed by Industries like KPIT, TCS etc. Curriculum supported by TCS, Persistent, KPIT , Janatics etc.	Implemented
Industries helping in laboratory development in the form of equipment or donation.	Centres of Excellence established till Dec. 2024 : 1. Apple CoE 2. Industry 4.0 CoE by Janatics 3. Intel CoE	In process
Social events organized in collaboration with industries.	Kirloskar Vasundhara International Film Festival – 2023, 2024	In process
Secure position in first 5 place in Pune region	NIRF Ranking in band of 150 to 200 Empowered Autonomous College status by SPPU Best College Award by SPPU , ISTE	We are placed at better position
One international conference every year.	International Conferences organised during last three years : 2024-25* - 1 (Proposed in March -2025) 2023-24 – NIL 2022-23 --- 01 2021-22 --- 01 in association with IEEE	Satisfactory progress
Provide techno-social solution of at least one identified society problem.	Projects by faculty and students addressing the societal issues during last three years : 2024-25 – 97* 2023-24 - 115 2021-22 - 69 2022-23 – 84	Nos can be improved



Goal IX: Building the 'Brand RSCOE'



Measurable Parameters	Present Status		Remarks
Increase enrolment from Pune region and other states.	Following efforts are taken: <ul style="list-style-type: none"> • Branding partner is appointed. • Social medial reach increased through LinkedIn, FB, Twitter, Instagram • RSCOE YouTube channel • Media ranking increased - Times Ranking 		In process
Improvement in placements.	<ul style="list-style-type: none"> • Increase in Median and Average Salary • 15% rise in number of opportunities • Internships mostly with stipends • 1500 + internships • Increase in internship + PPOs 	Median Salary 2024-25 – 5.2 2023-24 – 4.25 2022-23 – 4.01 2021-22 – 4	Satisfactory
Attracting meritorious students	Improvement in the rank of admitted students during last three years : (No.of students with Rank less than 20K) <ul style="list-style-type: none"> • 2021-22 - 318 (Total admitted -823) • 2022-23 - 388 (Total admitted -933) • 2023-24 - 397 (Total admitted -937) • 2024-25 – 413 (Total admitted – 953) (Students with Rank 1 between 20K to 40K) <ul style="list-style-type: none"> • 2021-22 - 156 • 2022-23 - 92 • 2023-24 - 142 • 2024-25 – 200 		Improved
Secure position in first 5 place in Pune region in terms of admission	- 3 rd Position according to Shiksha Ranking		Satisfactory