



# GNIOT

ENGG. INSTITUTE

## 6.2.1

The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc.

**Strategic Plan**



**Greater Noida Institute of Technology (Engg. Institute)**

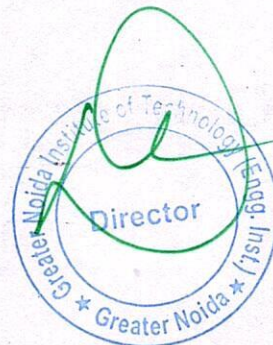
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ग्रेटर नोएडा इंस्टीट्यूट ऑफ टेक्नोलॉजी (इंजीनियरिंग इंस्टीट्यूट)  
**GREATER NOIDA INSTITUTE OF TECHNOLOGY** (Engg. Institute)

# Strategic Development Plan 2023-2028



(Approved by AICTE, Delhi & Affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow)  
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## About the Institute

GNIOT Engineering Institute is one of the premier Institution in the field of Technical and Management Education. It has been formed by Shri Ram Educational Trust, Noida on no profit basis with a firm determination and commitment to foster a holistic approach towards the development of Engineering and Management Education. The Trust was formed in the year 2000 and the Institute was established in the year 2001. The Trust has a meteoric rise, and as on date, has established a chain of educational institutions covering the fields of Engineering and Management leading towards Graduate and Post Graduate degrees. Plans are also a foot to introduce Doctoral Programmes in the very near future. It has been approved by AICTE, Ministry of HRD, Government of India and affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow.

The Institute distinguishes itself from other colleges and Institutes due to its holistic approach and unique foresighted planning in providing technical and professional education with the state-of-the-art techniques. The main objective of GNIOT Engineering Institute is to generate a bunch of highly creative professionals, who can contribute not only in the Human Resource Development but also in the Nation Building Exercise.

## Vision

Be known globally For value-added Education Innovation Research at the intersection of disciplines In service of humankind.

## Mission

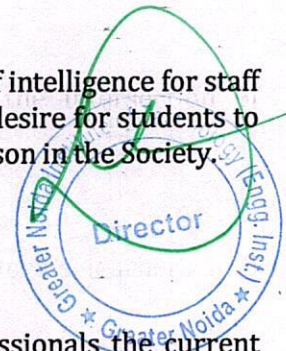
- Place a multidisciplinary engineering education ecosystem that transforms learners into future innovators, entrepreneurs, and professional leaders.
- Create an ambience of interdisciplinary research, innovation, and creativity To address regional and global challenges for benefit of human life and the environment.
- Provide the environment for enhancing knowledge, and inculcating critical & Design thinking, life skills through a quality learning System.
- Collaborate with globally renowned academic & research institutions and Corporate for improving Productivity and economics.

## QualityPolicy

Continuing to prosper a clean and healthy learning environment and culture of intelligence for staff & Students that can encourage active teacher participation and foster a deep desire for students to provide an Industry Readiness Education and thus be useful and confident Person in the Society.

## Core Values

"At GNIOT we believe in laying a solid foundation for our emerging Professionals the current situation requires Innovation, Ingenuity Continuous. Improvement and the right ideas to make the way of our life easier we strongly believe in these Values & Urge participants to adhere to them!"



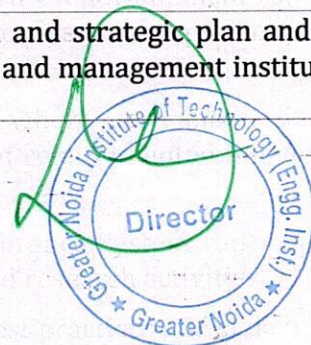


**Strategic Plan 2021–2026 identifies the following broad targets:**

These targets identified in the strategic plan for 2021-2026 are well thought-out and strategic in nature. By setting these targets, the institution can focus its efforts and resources on achieving its goals and measuring progress towards them. Here are some further insights on the targets:

1. Becoming a leading Technical and Management institution in the National Capital Region (NCR) of Delhi and being ranked among the top colleges in all disciplines is a challenging but achievable goal. This will require the institution to continuously strive for excellence in all aspects of its operations.
2. Establishing a track record as a creator of new and innovative projects and research that meet industrial needs can be a significant achievement for any technological institution. This will require the institution to focus on the research and development of cutting-edge technologies that can be applied in the industry.
3. Setting specific targets for the R&D cell and increasing publications in national/international journals and conference proceedings can help the institution focus its efforts and resources on achieving its research goals. This will also help the institution establish itself as a leading research institution in the NCR.
4. Signing new MoUs with academic and industrial organizations for research establishments and establishing Centre of excellence activities can help the institution collaborate with external partners and gain access to new technologies and resources.
5. Intensifying the involvement of alumni in all aspects of the Institute's development can help the institution build a strong alumni network and tap into the expertise and experience of its former students.
6. Providing an invigorating work environment for faculty and staff, where merit and hard work are recognized and rewarded can help the institution attract and retain talented individuals who can contribute to its success.
7. Restructuring the IQAC and implementing a robust quality assurance system can help the institution improve the overall quality of its teaching, learning, and research activities.
8. Reviewing the R&D policy and implementing changes based on best practices and stakeholder input can help the institution promote a research environment that supports innovation, creativity, and excellence.
9. Monitoring and evaluating the courses: B. Tech (CS-Design), B. Tech (CS-Artificial Intelligence) and B. Tech (CS-Artificial Intelligence & Data Science) can help the institution ensure that the courses are meeting their objectives and delivering high-quality instruction to students. Adjustments can be made if necessary based on feedback from students and faculty members.

Overall, these targets are aligned with the institution's mission and strategic plan and can help the institution achieve its goals of becoming a leading technical and management institution in the NCR of Delhi.





## SWOC Analysis

### Strengths

- Committed Management
- 23 Years of Standing
- Reputed Brand Name and most preferred institution
- Excellent Infrastructure
- Quality & Competent Faculty
- Increase in the no of Ph. D Teachers
- Research Centers & Publications
- Excellent internships & placements
- Completeness for NAAC Accreditation

### Weakness

- Existing policy limits attracting top quality faculty
- Lack of dissemination and understanding of HR policies
- No of Patents Publication and Book Publication are very low
- Skilled Staff shortage
- Disciplined campus
- Retention of faculties is increase.

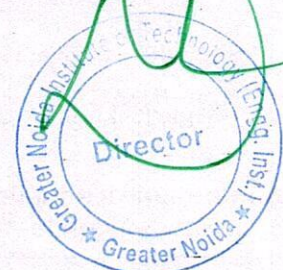
**GNIOT**

### Opportunities

- Strengthening collaboration with industry in research, consultancy, training & internships.
- Global initiatives through foreign university tie-ups.
- Opportunities for NAAC and NBA accreditations
- Enhanced community engagement
- To promote world class education through collaboration and linkage with national and international educational institutions.

### Challenges

- Entry of MOU with Foreign Universities
- Multiple compliance requirements time lines affecting Teaching & research
- Possible financial crunch
- Retention and recruitment of faculty.
- To get A++ NAAC grade
- To get students with good knowledge.





## Institutional Strategic Goals

Good Governance

Curricular Aspects and Teaching-Learning

Infrastructure development and Learning

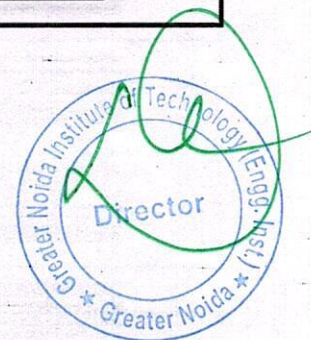
Research, Innovations and extension

Faculty and Staff empowerment strategies

Financial management and resource mobilization

Alumni engagement and interactions

Effective role of Internal Quality Assurance  
System





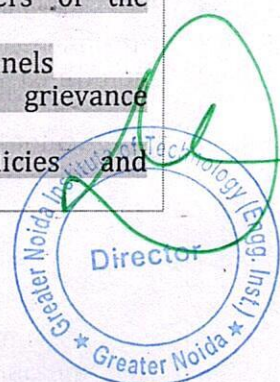
## The Targets for 2021-2026

### 1. Good Governance

#### Objectives:

- To facilitate a well administered institution and lead to its recognition to build up confidence in the stakeholders.
- To develop a coherent strategy and a sustainable growth development path

Recommendation	Action plans
To make GNIOT activities a more productive mix of education, research, consultancy and services	<ul style="list-style-type: none"> <li>• Conduct a needs analysis</li> <li>• Enhance faculty development</li> <li>• Encourage research</li> <li>• Develop consultancy services</li> <li>• Foster industry partnerships</li> <li>• Create incubation centers</li> <li>• Improve infrastructure</li> <li>• Strengthen the career services</li> <li>• Increase collaboration</li> <li>• Review policies and procedures</li> </ul>
To make the organization more professional and more focused on quality	<ul style="list-style-type: none"> <li>• Develop a strategic plan</li> <li>• Enhance organizational structure</li> <li>• Define job roles and responsibilities</li> <li>• Conduct regular performance evaluations</li> <li>• Develop training programs</li> <li>• Implement quality control processes</li> <li>• Establish customer feedback mechanisms</li> <li>• Develop a culture of continuous improvement</li> <li>• Regularly review and update policies and procedures</li> </ul>
To form selective strategic alliances with academic, research and industrial organizations	<ul style="list-style-type: none"> <li>• Identify potential partners</li> <li>• Evaluate partner compatibility</li> <li>• Develop a partnership strategy</li> <li>• Define partnership terms</li> <li>• Establish communication channels</li> <li>• Monitor and evaluate the partnership</li> </ul>
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	<ul style="list-style-type: none"> <li>• Review existing policies and procedures</li> <li>• Establish a dedicated grievance redressal cell</li> <li>• Ensure confidentiality and impartiality</li> <li>• Develop a grievance redressal mechanism</li> <li>• Provide training to members of the grievance redressal cell</li> <li>• Establish communication channels</li> <li>• Monitor and evaluate the grievance redressal mechanism</li> <li>• Review and update policies and procedures</li> </ul>



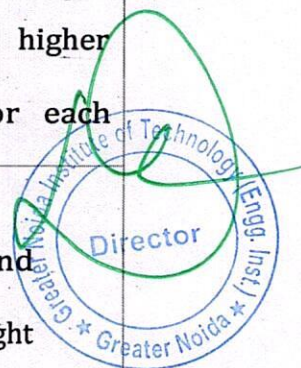


## 2. Curricular Aspects and Teaching-Learning

### Objectives :

- To formulate and implement quality teaching methodologies to ensure student-centred teaching-learning processes.
- To emerge as a recognized centre of excellence in the fields of engineering and management by research.

Recommendation	Action plans
Bench mark with Premier Institutes like	<ul style="list-style-type: none"> <li>• Constitute academic teams and visit premier institutions</li> <li>• Customise &amp; Implement best practices</li> <li>• To provide more opportunities for developing leadership qualities among our students.</li> </ul>
Effective Curriculum planning and implementation	<ul style="list-style-type: none"> <li>• Design curriculum as per all graduate attributes and Expectations of stake holders</li> <li>• Develop lesson plan as per academic calendar</li> <li>• Develop e-learning content</li> <li>• Benchmark with industry requirements</li> <li>• Use of LMS to support students</li> <li>• Identification of who is responsible for facilitating the changes that teachers will make.</li> </ul>
Upgrading faculty & staff competence	<ul style="list-style-type: none"> <li>• Conduct training need analysis</li> <li>• Conduct / depute faculty and for staff competence development</li> <li>• Support paper and publications presentations</li> <li>• Provide opportunities for networking</li> <li>• Train all faculty to use LMS effectively</li> <li>• Organize FDP for upgrading the knowledge of all faculties .</li> </ul>
Knowledge Delivery & Outcome based education	<ul style="list-style-type: none"> <li>• Define outcomes of each teaching learning initiative</li> <li>• Continuous Assessment and evaluation to measure outcomes</li> <li>• Establish Research Culture</li> <li>• Access to online learning</li> <li>• Mentor on academic, career &amp; higher educational opportunities</li> <li>• Complete Mentor mentee diary for each student</li> </ul>
Evaluation & Assessment	<ul style="list-style-type: none"> <li>• Create proper feedback system</li> <li>• Continuous progress assessment</li> <li>• Question bank development &amp; Term end examinations</li> <li>• Improve advising so students take the right courses</li> </ul>



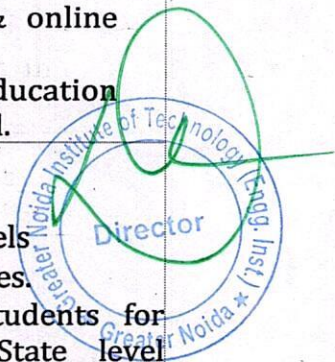


### 3. Infrastructure development and Learning resources

#### Objectives:

- To develop state-of-the art facilities
- To ensure effective utilization and maintenance of Infrastructure
- To benchmark institutional infrastructure and performance periodically

Recommendation	Action plans
Green Campus (Keeping with the Vision & Mission)	<ul style="list-style-type: none"> <li>• Plantation, Rain water harvesting and green cover</li> <li>• Energy harvesting &amp; management</li> <li>• Hygiene, solid waste management (zero plastic usage)</li> <li>• Reuse of waste</li> <li>• Efficient usage of recycled waste water</li> <li>• Conduct green Audit of the college campus to assess our strenghts and weaknesses&amp; long -term sustainability.</li> </ul>
Academic Infrastructure	<ul style="list-style-type: none"> <li>• Aesthetic Class rooms, Seminar halls</li> <li>• Smart Class rooms</li> <li>• Multi media and support equipment in classrooms</li> <li>• E-Learning facilities</li> <li>• State of the art Laboratory &amp; equipment</li> <li>• Online learning tools</li> <li>• Evaluation &amp; assessment tools</li> <li>• Learning Management System</li> <li>• ICT for 360 deg. Feedback.</li> <li>• Digital identity card is to be introduced for students and staff( both teaching &amp; non teaching)</li> </ul>
Library	<ul style="list-style-type: none"> <li>• Library infrastructure up gradation</li> <li>• Increase access for e-Resources</li> <li>• Resources automation &amp; Access ( 24X 7)</li> <li>• Digitization of Library resources</li> <li>• Establishing cloud based e-library &amp; online access</li> <li>• Encourage the use of alternative education materials to reduce the cost for material.</li> </ul>
Sports, Hostel Canteen	<ul style="list-style-type: none"> <li>• Effective utilisation of sports (indoor/outdoor) facilities</li> <li>• Add more recreational facilities in hostels</li> <li>• Upgrade food court/canteen area facilities.</li> <li>• Plan to encourage NCC and NSS students for participation in National/University/State level events.</li> </ul>
Laboratory- R&D Equipment	<ul style="list-style-type: none"> <li>• R&amp;D Laboratory and its maintenance</li> <li>• Industry equipment (centres of competence) for consultancy</li> </ul>



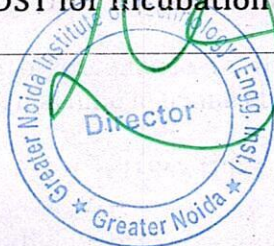


#### 4. Research, Innovations and Extension Services

##### Objectives:

- To achieve goals related to raising the quantum of research output and improving its quality.
- To plan and develop focussed Centres of Excellence in the Institute— on areas with potentially large societal impact
- To make significant contributions to the technology needs of the Nation
- To encourage students and Faculty to publish research papers in top journals and presentation at conferences where the world's leading researchers are present.

Recommendation	Action plans
R&D Infrastructure & Teams	<ul style="list-style-type: none"> <li>• Increasing both human and physical resources required for research.</li> <li>• Enhancing R&amp;D laboratories in all departments</li> <li>• Dedicated R&amp;D facilitation &amp; documentation centre</li> <li>• Competent technical staff for R&amp;D labs</li> </ul>
Establishing Centres of Excellence	<ul style="list-style-type: none"> <li>• Enhancing and upgrading the existing Centres of excellence.</li> <li>• To create more such active centres on areas with potentially large societal impact.</li> <li>• The Centres of Excellence will also be multi-institutional, involving partnerships with Industries, IITs and other Foreign Universities</li> <li>• Get the centre of excellence in the area of cloud computing, IOT, machine learning etc.</li> </ul>
MOU with premier institutes/ R&D labs	<ul style="list-style-type: none"> <li>• Collaborations with IISC, IITs, CSIR, ISRO, DRDO, etc.</li> <li>• Multi &amp; inter disciplinary research and product development</li> <li>• Get the MoUs with higher learning institutions in india &amp; abroad</li> </ul>
Incubation Centre /Product Development	<ul style="list-style-type: none"> <li>• Encourage more number of "idea to product" pre-incubation activities</li> <li>• Enhancing and developing the incubation centres.</li> <li>• Focus on Start-ups and Product development</li> <li>• Tie-up with DST for Incubation support</li> </ul>





## 5. Faculty and Staff Empowerment Strategies

### Objectives:

- To become the most favored destination for potential faculty members.
- To recognise and recruit Faculty different types of experience, be it in academics, industry or research.
- To recruit more number of Faculty from other states.
- To follow effective performance appraisal systems.

Recommendation	Action plans
Talent Hiring & Retention policy	<ul style="list-style-type: none"> <li>• Merit based hiring policy formulation &amp; implementation</li> <li>• Career advancement Schemes</li> <li>• Scientific induction/ orientation of new talent</li> <li>• Critical talent identification &amp; retention measures</li> </ul>
Rewards & Recognitions	<ul style="list-style-type: none"> <li>• Rewards - recognitions &amp; incentives</li> <li>• Welfare policy formulation &amp; implementation</li> <li>• Yearly increment.</li> </ul>
Conducive work environment	<ul style="list-style-type: none"> <li>• Best work facilities and infrastructure</li> <li>• Role &amp; responsibilities clarity and empowerment</li> <li>• Best policies for faculties future.</li> </ul>
Career growth & Development	<ul style="list-style-type: none"> <li>• Sponsorship/ Deputation, for higher education &amp; Exchange programmes</li> <li>• Sponsorship to participate in national / international conferences</li> <li>• Encourage to do research and publications in reputed journals</li> <li>• Active participation in product development</li> <li>• Provide Appreciation letters and Awards to staff and faculty</li> <li>• Provide financial support to attend conferences /workshops and membership fee of professional bodies.</li> </ul>



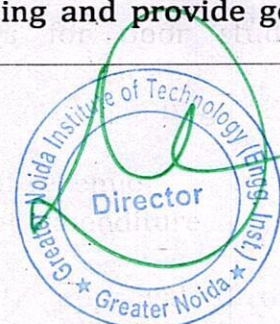


## 6. Financial Management and Resource Mobilisation

### Objectives:

To develop and implement effective financial system to directly support the fundamental functions of education, research, and service and to enhance the effectiveness of using the financial resources.

Recommendation	Action plans
<b>Financial Management And Resource Mobilisation</b>	<ul style="list-style-type: none"> <li>• Develop diversified revenue streams and maximize our opportunities to leverage our resources across the College through internal revenues</li> <li>• Encourage initiatives to mobilize resources by participation/contribution of society in their development through extension activities</li> <li>• Encourage Institution to provide research / consultancy not only to the industries but to the government, and other bodies and society</li> <li>• Manage deficit through the parent society, through loans.</li> </ul> <p>Provide best facilities for poor students through different type of scholarship</p>
<b>Budgeting</b>	<ul style="list-style-type: none"> <li>• Department wise Budget planning of all heads of accounts</li> <li>• Forecast-&amp; estimation of revenue</li> <li>• Forecast &amp; estimation of expenditure</li> <li>• Emergency plans</li> <li>• Budget formulation &amp; approval through Finance committee for different types of activities of all departments.</li> </ul>
<b>Financial Governance</b>	<ul style="list-style-type: none"> <li>• Planned expenditure management</li> <li>• Procurement and Financial policies implementation</li> <li>• Audit (internal /External) checks- balances</li> <li>• Support the students through research, consultancy and training and provide good environment.</li> </ul>



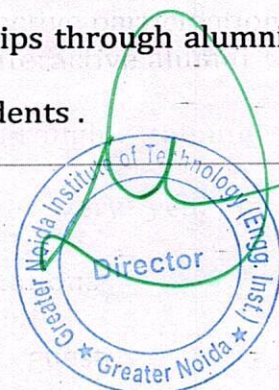


## 7. Alumni engagements and interactions

### Objectives:

- To build mutually beneficial relations with its alumni so that a range of modes of engagement can be explored.
- Creating more opportunities / activities for alumni to spend time on campus and engage with students and faculty.
- To support alumni activities of PSVPEC in multiple dimensions: nurturing PSVPEC–industry relations, facilitating interactions between aspiring students, faculty entrepreneurs and alumni entrepreneurs, etc.s
- To increase and promote alumni contributions

Recommendation	Action plans
Alumni Association	<ul style="list-style-type: none"> <li>• Strengthen Alumni association and engagement</li> <li>• Enhance alumni association office on campus, engage students active participation</li> <li>• Data base updation and interactive alumni website</li> <li>• Increase activities through alumni Association</li> <li>• Conduct the alumni meet very year in different cities of india.</li> </ul>
Relationships & Leveraging	<ul style="list-style-type: none"> <li>• Regular interactions /invitations</li> <li>• Recognise successful alumni</li> <li>• Leverage for guest lecturers/internships/placement</li> <li>• Academic advisors/ Board of governors</li> <li>• Do the expert lecture by alumni in different departments time to time.</li> </ul>
Endowments	<ul style="list-style-type: none"> <li>• Increase and promote contributions / endowment partnering</li> <li>• Sponsorships / Scholarships through alumni association</li> <li>• Scholarships for poor students .</li> </ul>





## 8. Effective role of Internal Quality Assurance System

### Objectives :

To achieve Excellence in Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Recommendation	Action plans
Establishing Quality Systems	<ul style="list-style-type: none"> <li>• Setting up bench marks &amp; system flow</li> <li>• Quality Policy steering committee</li> <li>• Publishing Quality system design &amp; culture</li> <li>• Educating &amp; Training of all employees</li> <li>• Conduct FDP for trained all employees.</li> <li>• Maintain ISO quality standards in all aspects</li> <li>• Will Restructure the IQAC cell .</li> </ul>
Accreditation & Certifications	<ul style="list-style-type: none"> <li>• Internalize the process based on accreditation/ certification agency</li> <li>• Audit and certifications</li> <li>• Get the A++ grade in NAAC</li> <li>• Initiate the process for NBA accreditation</li> </ul>
Audit Internal Controls	<ul style="list-style-type: none"> <li>• Establish audit process &amp; audit teams</li> <li>• Train internal auditor teams</li> <li>• Audit and remedial measures for all faculty and staff.</li> </ul>
Continual improvement, & Rewards Recognitions	<ul style="list-style-type: none"> <li>• Effective function of Quality assurance cell</li> <li>• Identifying achievements &amp; best practices</li> <li>• Quality circle competitions &amp; rewards</li> <li>• Give the rewards to faculties for good academic</li> </ul>



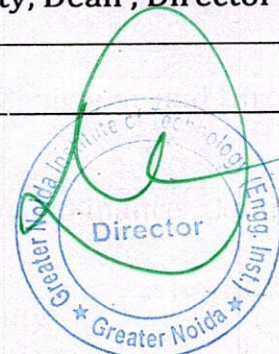


## 9. Strategy implementation and monitoring

Strategic development plan once approved by Governing Body, will be advocated to the members of the institution for implementation. Strategy when being implemented, the progress shall be measured from time to time through the IQAC.

### Implementation roles at the Institutional level

Target	Roles
Good governance	Governing Council, Management
Curricular aspects Teaching learning	Director, HODs, Faculty and Staff
Infrastructure development and learning resources	Governing Council, Chairman, Director Management and team
Research, Innovation extension services	Research cell, HODs and Faculty
Faculty and Staff empowerment strategies	Governing Body, Chairman, and Director
Financial management resource mobilization	Governing Council, Finance Committee, Director
Alumni engagements interactions	Alumni cell, Faculty
Placement and Training	Dean, Training & Placement Officer, HoDs and Departmental (Faculty) Placement Coordinator.
Departmental activities	HODs and Faculty, Dean, Director
Quality assurance	IQAC





## The Path Ahead

Strategic Plan 2023–2028 sets out specific targets in every sphere of activity of the Institute - academic programmes, research, collaboration with industry, human resource development, entrepreneurship, development of infrastructure and facilities, student life, placement, community outreach and alumni relations. These targets have been set after extensive consultation to ensure that they are both ambitious and achievable.

The Institution plans to have special and more focus on promoting and increasing the research activities. Specific targets are fixed with respect to research and development cell for the next five years.

- Increase the number of research projects
- Increase publications in national/international journals and conference proceedings
- New MOUs signed with academic and industrial organizations for research establishments
- Establish Centres of excellence activities
- To get the A++ grade in NAAC
- Increasing the more Branches and no of seats.
- Get the centre of excellence in the area of cloud computing, IOT, machine learning.

The targets will be achieved if the contributions of stakeholders — faculty, staff, students, alumni, partners and collaborators from industry — are aligned and reinforce each other. Thus the vision outlined in the Plan will then be realized, and GNIOT can be justifiably proud that the trust reposed in it by the society will stand redeemed.

