



UNNAMALAI INSTITUTE OF TECHNOLOGY

Suba Nagar, Kovilpatti-628502

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



**INSTITUTIONAL
DEVELOPMENT PLAN
2023 – 2028**



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INSTITUTIONAL DEVELOPMENT PLAN (IDP 2023-2028)

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1. Institutional Basic Information

1.1 Institutional Profile

Name of the institution	Unnamalai Institute of Technology Suba Nagar, Kovilpatti – 628 508		
Head of the Institution	Dr.D.Ravindran		
Contact Details	E-mail:principal@uitkovilpatti.ac.in CellNo.:7397061880		
College website	www.kovilpatti.ac.in		AISHECODE: C-27068
Name of the IQAC co-ordinator	Dr.S. Parvathi.	E-mail: parvarthi@uitkovilpatti.ac.in	CellNo.: 9944868956
NAAC Accreditation status			
1 st Cycle	2.21CGPA	2 nd Cycle	3.02CGPA
UGC Recognition	2(f)	12B	

ABOUT THE INSTITUTION

Unnamalai Institute of Technology, situated in the Thoothukudi district, was founded in 2009. It has received approval from AICTE, New Delhi, and is affiliated with Anna University, Chennai. The 33-acre campus boasts of a breathtaking landscape and captivating architecture, providing an idyllic setting for students pursuing technical education. The college offers five undergraduate programs to cater to a diverse range of interests. The college is built on a sprawling campus of 33 acres, with a blend of beautiful green landscaping and aesthetical elegance, which provide the campus with a tranquil and pleasant atmosphere for the pursuit of technical education.



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2. Institutional Development Plan

2.1 Vision and Mission Statement

Vision

To provide quality education fostering innovation and producing skilled professionals with entrepreneurial attitude for the nation.

Mission

- To impart technical knowledge with a culture of research & innovation, promoting ethical practices and preparing students for successful careers.
- To create a conducive learning environment encouraging critical thinking and instilling a sense of social responsibilities.
- To forge strong partnerships with industries, ensuring our graduates are well-prepared for real-world challenges.



2.2 CORE VALUES

Academic Excellence

- We pursue academic excellence through innovative teaching and learning methods.

Student-Centric Focus

- Our unwavering commitment is to foster a student-centric work culture.

Social Consciousness

- We are dedicated to nurturing social awareness among all our students and staff members.

Accountability

- Each one of us embraces accountability for the roles and responsibilities entrusted to us.

Ethical Standards

- We uphold the highest standards of professional ethics, characterized by fairness, honesty and mutual respect.

Effective Teaching and Learning Environment

- We create a conducive atmosphere that promotes effective teaching and learning.

Nation Building

- We firmly believe in providing education and disseminating knowledge among the youth, recognizing it as one of the most effective means of contributing to nation-building.



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2.3 COURSES OFFERED

UNDER GRADUATE COURSES (4 Years Duration)

- B.E. COMPUTER SCIENCE AND ENGINEERING
- B.E. COMPUTER SCIENCE AND ENGINEERING (CYBER SECURITY)
- B.E. ELECTRICAL AND ELECTRONICS ENGINEERING
- B.E. ELECTRONICS AND COMMUNICATION ENGINEERING
- B.TECH ARTIFICIAL INTELLIGENCE AND DATA SCIENCE



2.4 SWOC ANALYSIS

Strengths	Weaknesses
<ol style="list-style-type: none">1. We have earned a strong reputation for delivering high-quality teaching and fostering practical skills and knowledge development through laboratory-based education.2. Our campus provides an eco-friendly and welcoming atmosphere for productive work.3. We go beyond the standard curriculum to prepare students for the challenges of the global landscape.4. Our faculty is consistently encouraged to pursue Ph.D. programs, engage in research, and advance their qualifications.5. We maintain a robust system of mentoring, monitoring, and feedback for our students.6. We train and groom our students to be industry-ready, enhancing their employability with technical training, soft skills development, and courses in group discussions and aptitude.7. Our peaceful work environment contributes to good faculty retention.8. We offer various club activities to promote innovation and development through extracurricular activities.	<ol style="list-style-type: none">1. The institution is situated in a rural area, which offers limited exposure to industrial settings.2. The availability of faculty and support staff is insufficient relative to the workload.3. There is a shortage of highly qualified professionals, particularly those with Ph.D. qualifications and senior-level expertise, particularly in core engineering fields. Nevertheless, the management continuously strives to recruit experienced faculty members from esteemed institutions.4. There are constraints on research activities due to funding challenges from government, non-governmental, and external agencies.5. Space limitations restrict our ability to expand our facilities further.6. Our adherence to the Anna University curriculum leaves limited room for flexibility in academic programs.
Opportunities	Challenges
<ol style="list-style-type: none">1. Engaging a larger contingent of faculty members in research-oriented initiatives.2. Equipping students with essential soft skills, aptitude, group discussion techniques, GATE preparation, and readiness for government examinations.3. Motivate for research publications & patents.	<ol style="list-style-type: none">1. Educating students from rural backgrounds and enhancing their English language proficiency and communication skills presents a significant challenge.2. There exists a substantial disparity between our course curriculum and industry standards. Unfortunately, we face limitations in adapting it to the current market demands due to the constraints set forth by our affiliating university's guidelines.3. Encouraging faculty members to engage in activities such as new product development, research, and innovation is a priority.4. Less time for quality teaching due to change in priorities towards completion of administrative works.



2.5 STRATEGIC GOALS

The dedicated team at UIT, following extensive discussions and meticulous planning, guided by the institution's Mission and Vision, Quality Policy, Core Values, and SWOC analysis, has formulated the strategic goals for the Institution.

These strategic goals encompass:

1. Implementing an effective teaching and learning process.
2. Cultivating leadership and embracing participative management practices.
3. Ensuring sound governance practices.
4. Prioritizing staff development and welfare.
5. Enhancing financial management.
6. Fostering strong Institute-Industry interactions and partnerships, with a focus on entrepreneurship development.
7. Promoting research and development activities, including project work, paper publications, and the establishment of Centres of Excellence.
8. Increasing engagement and participation of alumni and expanding outreach activities.
9. Engaging in community service and activities through initiatives such as NSS campus and blood donation drives.
10. Expanding and enhancing physical infrastructure.
11. Strengthening academic infrastructure to support the institution's objectives.



2.6 PROCESS OF STRATEGIC PLAN

To refine the strategic plan, the IQAC committee has formulated in the year of 2022 with five pillars of knowledge delivery to align with our established goals:

1. **Admission & Selection:** Our aim is to enrol, educate, and transform students into highly empowered human resources with global competence.
2. **Academic System:** We promote Outcome-Based education, encouraging all students to pursue quality education while instilling in them a passion for knowledge.
3. **Faculty Excellence:** We are committed to recruiting and retaining a diverse range of faculty members, scholars, and professors.
4. **Student Outcomes:** Our objective is to enhance academic excellence and foster creativity in our students, ultimately contributing to the betterment of society.
5. **Infrastructure:** We strive to provide a modern and conducive environment that facilitates free thinking and an effective knowledge delivery system.

The IQAC committee actively seeks input from stakeholders, including faculty, staff, students, alumni, and industry collaborators, to assess the appropriateness of our strategic goals and objectives. These inputs are collected through interactions and meetings with stakeholders, and adjustments are made as needed to ensure alignment with our mission and vision.



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2.7 STRATEGIC PLAN

1. Striving to attain a position among the top 100 colleges in the Anna University Rank list and consistently aiming for at least 10 rank holders in Anna University Examinations.
2. Endeavouring to secure a ranking among the top 250 institutions in both NIRF and India Today rankings.
3. To obtain Autonomous status from UGC and ANNA UNIVERSITY
4. Pioneering the establishment of Centres of Excellence.
5. Committing to maintain a placement record exceeding 90% every year.



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2.8 STRATEGIC IMPLEMENTATION AND MONITORING

The implementation of the strategic plan will undergo continuous monitoring by key stakeholders, including the Principal, Academic Council, and various committees, through regular reviews. Section heads will be responsible for preparing comprehensive progress reports, which will be presented during these review meetings.

To ensure the benchmarking of quality standards and their ongoing assessment, the IQAC will operate independently. The IQAC will then relay its findings to both the Academic Council and the Governing Board. After a thorough analysis of outcomes and based on the IQAC's report, recommendations for corrective actions, the need for further processes, and the allocation of resources will be made.

All these reports will be submitted for further discussions and subsequent implementation by the Board of Trustees.



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Particulars	Monitoring Members	Frequency
Teaching learning Process	Principal, IQAC, Head of Departments, Faculty and Staff.	Continuous
Leadership and Participative Management	Head of Departments, Faculty members	Continuous
Internal Quality Assurance System	Principal, IQAC Coordinator and team.	Continuous
Effective Governance	Management & Members of GC, Administrative office	Continuous
Student's development and Participation	Head of Departments, Placement Officer, Department Placement Coordinators.	Continuous
Staff development & welfare	Members of governing Council, Finance Committee, Chairman, Principal, Office.	Continuous
Financial Management	Council, Finance Committee, Chairman, Principal, Administrative office.	Continuous
Institute - Industry Interaction	Coordinator (IIC) Coordinator (Placement & Training), Head of Departments, Coordinators.	Continuous
Entrepreneurship	Coordinator (Entrepreneur Development Cell), Head of Departments, Coordinators.	Continuous
Alumni Interaction	Coordinator (Alumni), Head of Departments, Coordinators.	Continuous
Community Services and Outreach Activities	Management, Coordinator (NSS, YRC & Professional societies) Departments, Coordinators	Continuous
Physical Infrastructure	Governing Council, Chairman, Principal, IQ AC, Management and team.	Continuous
Academic Infrastructure	Principal, IQAC, Librarian, Management and team.	Continuous



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2.9 STRATEGIC PLAN FOR 2023-2028

Particulars	Plan	Monitoring
Teaching learning Process	<ul style="list-style-type: none"> Formulating academic plans and crafting the Academic Calendar. Creating teaching plans aligned with Outcome-Based Education (OBE) principles. Crafting lesson plans based on Course Outcomes (CO) and Program Outcomes (PO) mapping. Utilizing a wider array of teaching aids and embracing Information and Communication Technology (ICT) in teaching. Developing electronic learning resources (e-learning) to enhance educational materials. 	<ul style="list-style-type: none"> Progress in covering the syllabus. The execution of mini-projects, major projects, and seminars. The quantity of educational resources accessible. Participation figures for students in counseling, mentoring, and training programs. Achievements of graduates.
Leadership and Participative Management	<ol style="list-style-type: none"> Adherence to the established reporting hierarchy. Distribution of authorities and responsibilities in academic, administrative, and student-related matters. To enhance competency in Environmental and social needs. 	<ol style="list-style-type: none"> Certain meetings conducted with their respective minutes. Documentation of action taken in response to issues and discussions.
Internal Quality Assurance System	<ul style="list-style-type: none"> Inauguration of the IQAC (Internal Quality Assurance Cell). Constitution of the Quality Monitoring Committee and its operational effectiveness. Provision of education and training for all employees. Routine assessments and guidance for enhancing quality. Establishment of an audit team and the associated processes. Conducting audits for implementing corrective measures. Promotion of exemplary practices. 	<ul style="list-style-type: none"> Quantification of IQAC initiatives per semester. Documentation of IQAC reports.
Good governance	<ul style="list-style-type: none"> Development and effective articulation of Vision and Mission at every key organizational level. Enlisting the expertise of industrialists and academicians in the Governing Body. Evaluating the Institute's performance 	<ul style="list-style-type: none"> Selecting the Governing Council, including academicians and industrialists. Quantifying the number of Governing Body meetings held.



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	<ul style="list-style-type: none"> and establishing benchmarks. • Crafting an Institutional Strategic Development Plan, complete with strategic goals. • Adhering to the designated organizational structure. • Smooth operation of statutory committees. • Instituting E-governance practices. • Promoting leadership development through decentralization efforts. • Establishing an internal audit committee and formulating, approving, and executing codes of conduct and policies. • Ensuring a just and transparent performance appraisal system 	<ul style="list-style-type: none"> • Reviewing and optimizing the organization's structure. • Evaluating the clarity and resonance of the Vision, Mission, and Quality Policy statements. • Assessing the degree of decentralization. • Evaluating the level of E-governance implementation. • Implementing strategies for resource mobilization. • Reviewing the staff appraisal system and career advancement scheme. • Ensuring compliance with service rules and benefits.
Student's development and Participation	<ul style="list-style-type: none"> • Allocation of budgetary resources for student development programs and initiatives. • Activities related to student training and placements. • The establishment and functioning of a student council. • Student representation across various committees and cells. • Involvement in both competitive events and the organization of competitions. . • Recognition and rewards for accomplished individuals. • Engagement in social welfare initiatives. • Participation in extracurricular pursuits. 	<ul style="list-style-type: none"> • The quantification of students involved in these activities. • The number of sports, cultural, and technical events successfully hosted. • Participation in regional, national, and international competitions.
Staff development & welfare	<ul style="list-style-type: none"> • Formulating and implementing a comprehensive recruitment policy. • Providing staff with training opportunities to enhance quality and performance. • Evaluating staff performance through a structured system. • Ensuring the provision of optimal working facilities. • Establishing clear codes of conduct, service rules, and leave policies. • Implementing policies for staff welfare and career advancement. • Promoting a culture of rewarding and recognizing excellence with incentives. • Facilitating staff participation in 	<ul style="list-style-type: none"> • Tracking the number of doctorates in each department. • Counting the journals published in reputable platforms like Scopus, UGC Care, Web of Science. • Recording the number of staff members participating in training programs. • Organizing staff training initiatives. • Implementing various staff welfare programs. • Honoring staff with awards, recognitions, and incentives.



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	<ul style="list-style-type: none"> seminars, conferences, and workshops through deputation. Offering sponsorship and motivation for professional qualification improvement. Supporting research, consultancy, and innovation endeavors. 	<ul style="list-style-type: none"> Providing sponsorship opportunities for higher education pursuits.
Financial Management	<ul style="list-style-type: none"> Developing and putting into action Purchase and Financial policies. Conducting department-specific budget planning and allocation. Predicting income and expenditure. Conducting regular audits. 	<ul style="list-style-type: none"> Creating income and expenditure statements. Effectively managing the utilization and allocation of funds. Conducting both internal and external audits.
Institute - Industry Interaction	<ul style="list-style-type: none"> Creating an Industry Institute Interaction Cell. Establishing Memorandums of Understanding (MoUs) with various industries. Facilitating internships, site visits, training programs, and guest lectures with industry partners. Promoting opportunities for industry-based or sponsored projects. Providing valuable career guidance to students. Fortifying our training and placement efforts 	<ul style="list-style-type: none"> Quantifying the number of active MoUs in place. Tracking the number of activities and training programs conducted through MoUs. Recording the number of internships and industrial visits organized.
Entrepreneurship	<ul style="list-style-type: none"> Establishing an Entrepreneurship Development Cell. Ensuring the productive operation of the Entrepreneurship Development Cell. Offering comprehensive training and guidance to foster entrepreneurship. Inviting industry experts for seminars, lectures, and workshops to promote entrepreneurship. 	<ul style="list-style-type: none"> Quantifying the number of entrepreneurial training programs conducted. Tracking the number of graduates who have successfully embarked on entrepreneurial journeys.
Research and Innovation	<ul style="list-style-type: none"> Creating and enhancing laboratories with expanded research capabilities. and Encourage the faculty members to do PhD Seeking government and non-governmental industry-sponsored funding opportunities. Pursuing patent applications. 	<ul style="list-style-type: none"> Tracking the commercialization of research projects. Recording the number of filed patent applications.
Alumni Interaction	<ul style="list-style-type: none"> Establishing an Alumni Association, including alumni participation and registration. 	<ul style="list-style-type: none"> Tracking alumni data and interactions. Providing alumni support for



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	<ul style="list-style-type: none">• Creating and maintaining a comprehensive alumni database, fostering regular interactions, and expanding alumni networking.• Honoring and recognizing accomplished alumni.• Utilizing alumni as valuable resources for guest lectures, internships, placements, training, and entrepreneurship initiatives.	various seminars and placements.
Academic Infrastructure	<ul style="list-style-type: none">• Enhancing the library facilities.• Establishing a digital library.• Implementing ICT-enabled classrooms.• Deploying smart classrooms.	<ul style="list-style-type: none">• Measuring the count of national and international journals available.• Assessing the extent of digital resources.• Tracking the number of ICT-enabled classrooms.



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2.10 PERSPECTIVE PLAN FROM 2023-2028

PHASE 1 (2023-2025)	PHASE 2 (2025-2028)
2f Status	Autonomous Status
ARIIA Ranking	NBA Accreditation
Initiating Funded projects	10 University Rank Holders
Top 150 Positions in Anna University Ranking	Top 100 Positions in Anna University Ranking
Planned to conduct IIC-related programs	Establishment of Research Centre
Participated in NIRF	Autonomous



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CONCLUSION

The creation of the Strategic Plan Development Document (SPDD) is a proactive step towards realizing UIT's aspiration objectives. Crafting this strategic plan establishes a roadmap that UIT envisions to follow. The formulation of this plan is the result of collaborative brainstorming involving various stakeholders. The effective execution of these strategies, achieved through collaborative teamwork and a positive mindset, paves the way for success and long-term sustainability through a dynamic process. It is crucial to continually adapt and improve the strategies, incorporating valuable lessons learned during implementation. The IQAC plays a pivotal role in guaranteeing the quality of the plan's execution, underlining its importance in the ongoing evolution and refinement of the strategic approach.