Strategic Plan

2023-2028

(DEEMED TO BE UNIVERSITY)

KONERU LAKSHMAIAH EDUCATION FOUNDATION

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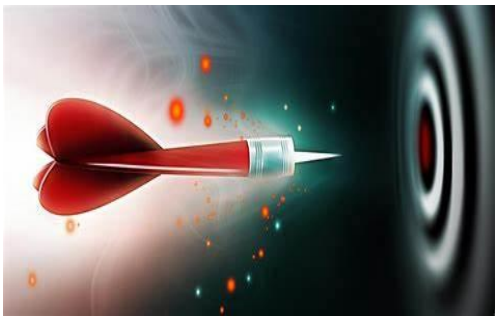
PREAMBLE

Established in 1980-81 as KL College of Engineering, KL Deemed to be University gained autonomy in 2006 and was conferred Deemed to be University status by UGC in 2009. Accredited by NAAC with an A++ grade in 2018, it was designated as a Category I Institution by UGC and MHRD in 2019. The institution's vision and mission align closely with the objectives of the National Education Policy 2020 (NEP 2020), emphasizing to promote startups and entrepreneurship for achieving objectives of Government scheme viz. ‘Vikasit Bharat’ and the integration of emerging technologies, innovation, and research into educational practices to meet evolving societal needs. KLEF focuses on producing technical professional’s adept in emerging technologies and ethical values, resonating with NEP 2020's emphasis on holistic development and global competitiveness. Its dynamic curriculum development and commitment to lifelong learning are in line with NEP 2020's goals of flexibility and multidisciplinary education. By prioritizing research and innovation, KLEF contributes to the Sustainable Development Goals (SDGs), particularly in education quality, industry innovation, and sustainability. Additionally, its pursuit of academic excellence and global recognition through initiatives like NIRF and international rankings enhances its global visibility and impact. Through education and research, KLEF actively advances knowledge, societal well-being, and global competitiveness, in alignment with NEP 2020, NCrF, SDGs, and its own vision and mission.

VISION

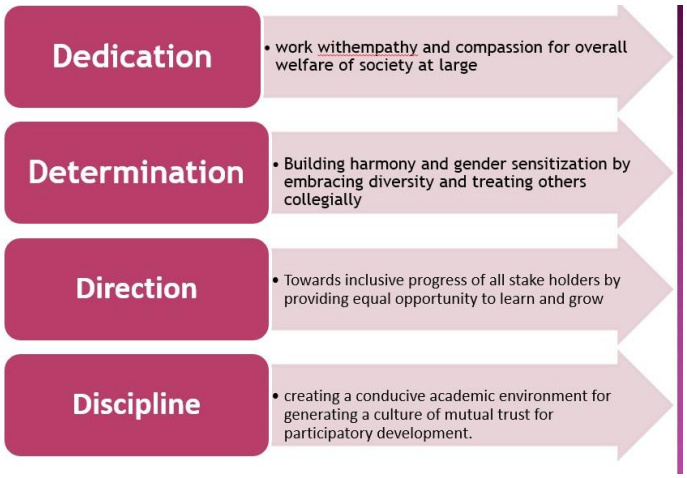
To be a globally renowned university.

MISSION



To impart quality higher education and to undertake research and extension with emphasis on application and innovation that cater to the emerging societal needs through all-round development of the students of all sections enabling them to be globally competitive and socially responsible citizens with intrinsic values.

CORE VALUES

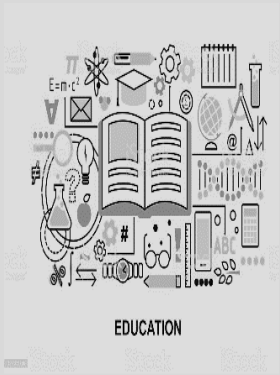


THE GROWTH STORY

KLEF has demonstrated remarkable growth and development, evolving from its inception to become a leading educational establishment in India. Beginning with modest beginnings, the institution has progressively expanded its academic offerings, infrastructure, and student intake. Through strategic planning, visionary leadership, and a commitment to excellence, it has achieved significant milestones, garnering recognition for its academic prowess and contributions to society. Today, it stands as a beacon of knowledge and innovation, empowering students to excel in their chosen fields and make meaningful contributions to the world.

KLEF University's growth is propelled by its unwavering commitment to innovation, excellence, and collaboration. Through fostering a culture of creativity and forging partnerships with national and international institutions, KLEF promotes interdisciplinary research and education. It offers flexible academic systems and choice-based credit programs, empowering students to tailor their learning

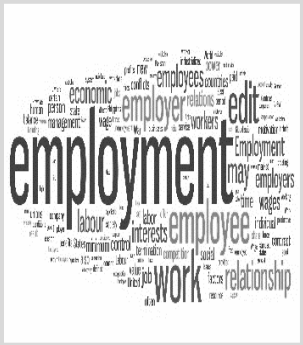
experiences. KLEF emphasizes discipline-specific mastery, ethical standards, and leadership qualities in its graduates. Looking forward, the university places significant efforts into future growth to achieve its vision and mission. Its strategic priorities include expanding the student body, fostering innovation, enhancing its reputation, improving infrastructure, and strengthening academics to facilitate optimal placements. By setting measurable goals, KLEF aims to realize its vision and mission effectively.



Choice of a wide range of employment-oriented programs ranging from engineering, technology and science, Biotechnology, Management and Humanities, Architecture Engineering, Creative Arts and Designs, Agriculture science etc. at par with global standards with flexible choice-based credit system
Outcome based teaching learning using active learning, experimental learning, and other methods with blending of pedagogy, andragogy and heutagogy.
Opportunity to learn by doing while on the job internship.

Outstanding research profile, with 21,000+ publications in prestigious journals indexed with Scopus, Web of Science, etc., yielding over 120,000 citations and boasting H-Index scores of 77 (Scopus) and 61 (Web of Science). It has also contributed to 120+ books and 1800+ book chapters. With 140+ secured research projects, it has received grants exceeding Rs. 40 Crores, managing 45 ongoing projects valued at around 49 Crores. Additionally, it has awarded over 250 Ph.D. degrees, demonstrating its commitment to scholarly excellence and knowledge advancement.

KLEF fosters international collaboration, attracting global students to its campus. It offers internationally compatible programs and curriculum, ensuring a seamless academic experience for students from diverse backgrounds. The university maintains continuous interaction with international researchers and scholars, enriching its academic environment and promoting global perspectives.



With a student-focused, research-based, outcome-oriented teaching-learning methodology, the university has achieved remarkable success in placing its students with outstanding salary packages. KLEF has established a resourceful, efficient, and committed Student Placement and Progression Center to facilitate this process. To further ensure a higher success rate, KLEF provides continuous placement training and counseling by academic and industry experts.

The university has filed 1503 patents, with 353 patents already granted. Additionally, it boasts a well-established and efficient incubation center dedicated to fostering student startups and entrepreneurship. To date, the university has successfully incubated over 55 startups, furthering its commitment to innovation and nurturing entrepreneurial talent.

The university has attained notable NIRF rankings across multiple categories, securing 28th position in the University category, 44th position in Engineering, 52nd position in Management, and an overall ranking of 50th. These rankings underscore the institution's commitment to excellence and its strong performance across diverse disciplines.

University ranks between 1201-1500 in the World University Ranking, with subject-specific rankings of 801-1000 in Computer Science and Engineering. In the Young University Rankings, it falls within 301-350, and in the Impact Ranking, it ranks between 801-1000. The university is placed between 251-300 in the Asia University Rankings and 401-500 in the Emerging Economies University Rankings. These rankings reflect the university's rising global reputation and stature.

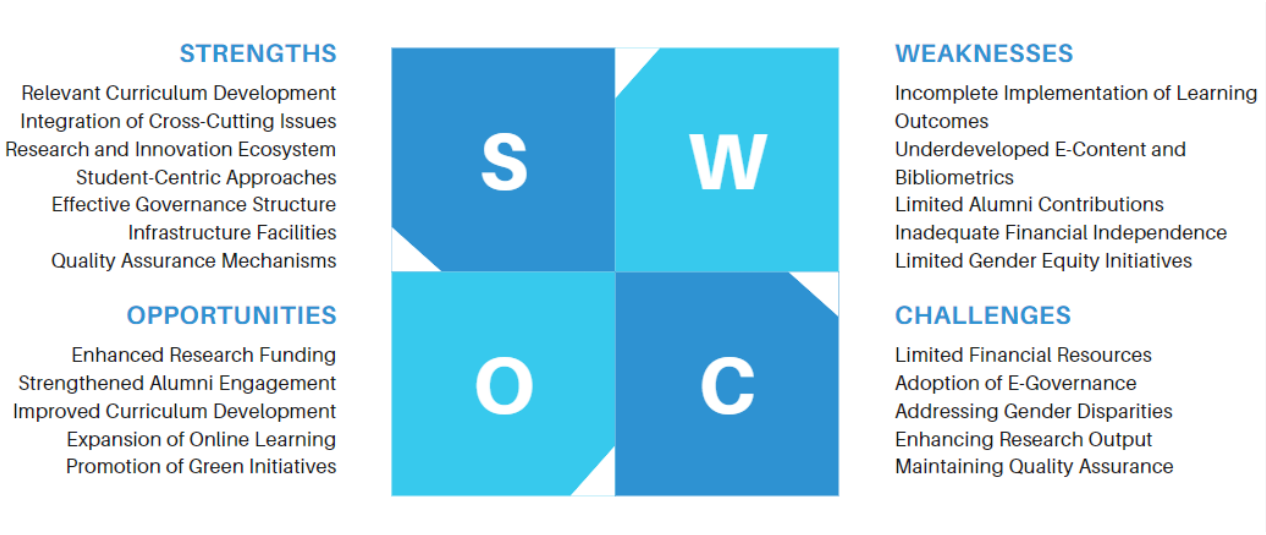
In the Times Higher Education's UN-SDG Impact Ranking for 2023, the university achieved a position between 801-1000. Additionally, it participated in 16 out of 17 Sustainable Development Goals (SDGs), demonstrating its commitment to addressing global challenges and contributing to sustainable development.

1) QS World University Rankings: Sustainability 2024: 1201+
2) QS Asia University Rankings 2024: 751-800
3) QS Asia University Rankings (Southern Asia) 2024:238
4) QS - I. GAUGE Rating 2023: DIAMOND overall rating
5) QS IGAUGE Advanced E-LEAD certification 2023: Scorecard-150/150

SWOC ANALYSIS

The SWOC analysis presented here is grounded in ongoing feedback from peers, stakeholders, and experts. It incorporates insights from internal audit reports conducted by the Internal Quality Assurance Cell (IQAC), as well as Academic and Administrative Audit (AAA) reports conducted by independent external auditors. Furthermore, it draws upon data from national and international rankings and ratings, as well as guidelines provided by government agencies. This multi-faceted approach ensures a comprehensive evaluation of the KLEF's strengths, weaknesses, opportunities, and challenges.

KLEF’s SWOC Analysis



Strengths:

- Robust Curriculum Development: The institution emphasizes the creation of curricula aligned with diverse developmental needs, demonstrated through strong Program and Course Outcomes (POs and COs).
- Integration of Cross-Cutting Issues: Cross-cutting topics like Professional Ethics, Gender, and Environmental Sustainability are effectively woven into the curriculum, reflecting alignment with Sustainable Development Goals and National Education Policy.
- Vibrant Research and Innovation Environment: A sustainable and efficient ecosystem for research and innovation exists, encouraging innovative pursuits and addressing societal requirements.
- Student-Centered Approaches: Student-centric methodologies such as experiential learning and problem-solving techniques enrich the learning environment.
- Effective Governance Structure: The leadership and governance structure of the institution align with its vision and mission, promoting decentralization and active participation.
- Adequate Infrastructure: The institution boasts ample infrastructure to support teaching, learning, and research, encompassing classrooms, laboratories, and modern ICT facilities.
- Robust Quality Assurance: Quality assurance mechanisms, including academic and administrative audits, IQAC initiatives, and internal systems, ensure high standards across operations.

Weaknesses:

- Incomplete Learning Outcomes Implementation: The institution struggles with fully integrating and assessing learning outcomes, hindering effective student evaluation.
- Underdeveloped E-Content and Scholarly Output: The development of e-content and scholarly publications requires enhancement to bolster the institution's academic standing.
- Limited Alumni Engagement: Alumni contributions are minimal, suggesting a need for stronger alumni engagement and support mechanisms.
- Dependency on External Funding: The institution heavily relies on external funding sources for infrastructure and development, raising concerns about financial sustainability.
- Insufficient Gender Equity Initiatives: Gender equity measures and audits are underdeveloped, highlighting gaps in promoting gender inclusivity.

Opportunities:

- Increased Research Funding: Opportunities exist to secure additional research funding from various sources, fostering greater research output and innovation.
- Enhanced Alumni Relations: Strengthening alumni engagement can unlock potential avenues for financial support, mentorship, and collaboration.
- Curriculum Improvement: Continuous updates to curricula can align with emerging trends and enhance the institution's competitiveness.
- Expansion of Online Learning: Leveraging online platforms can broaden educational access and improve student outcomes.

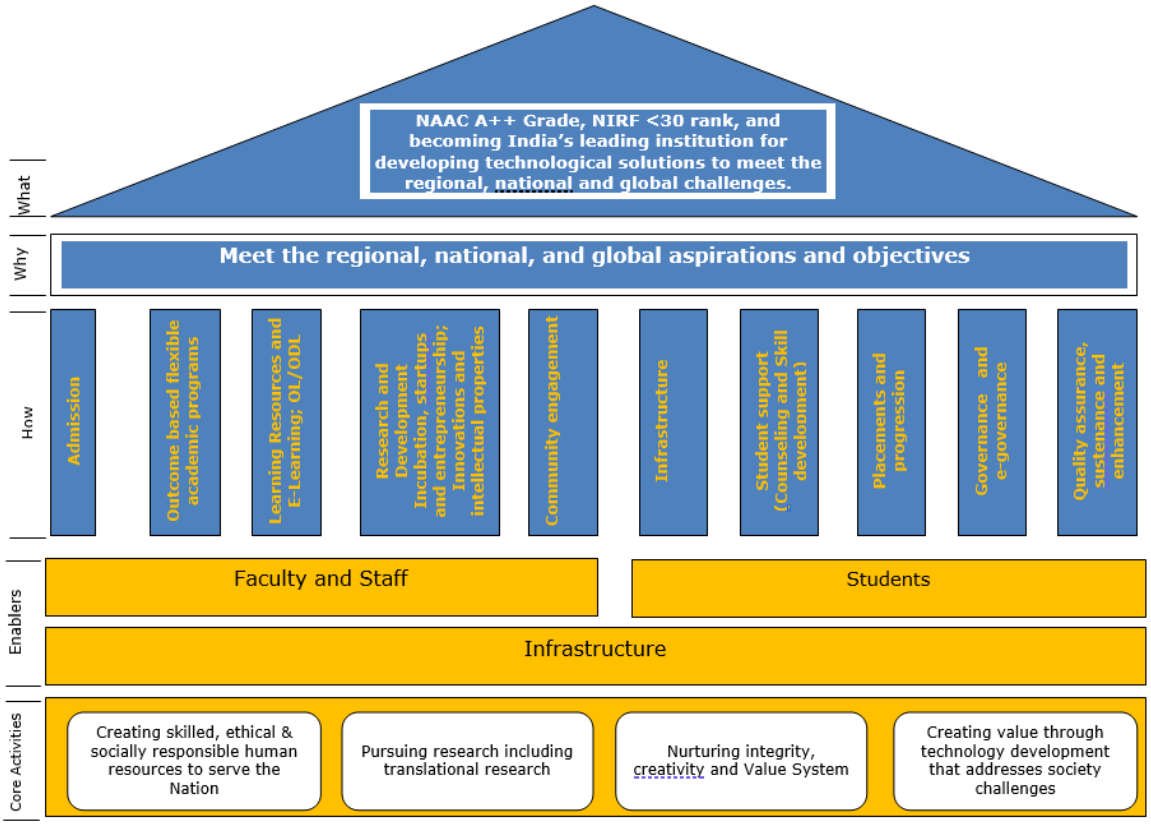
- Promotion of Sustainability: Investing in green initiatives like renewable energy and waste management can yield cost savings and environmental benefits.

Challenges:

- Limited Financial Resources: Acquiring adequate funding for development projects, research, and scholarships may prove challenging given the competitive funding landscape.
- E-Governance Implementation: Adopting e-governance systems across operations requires significant investment and organizational adaptation.
- Addressing Gender Disparities: Overcoming cultural and systemic barriers to gender equity necessitates comprehensive awareness campaigns and policy reforms.
- Boosting Research Output: Encouraging faculty to publish in reputable journals and securing research grants may require additional support and incentives.
- Maintaining Quality Standards: Ensuring consistent quality across academic and administrative processes demands continuous monitoring and evaluation.

This SWOC analysis offers valuable insights into the institution's internal strengths and weaknesses, alongside external opportunities and challenges, guiding the development of a strategic plan focused on growth and improvement.

STRATEGIC PLAN



STRATEGIC GOALS

Mission 1: Impart quality higher education and foster innovation.
Strategic Goals:

- Implementing National Credit Framework (NCrF) and Academic Bank of Credits (ABC) to ensure seamless student mobility and credit transfer, promoting distributed and flexible teaching-learning.
- Creating and sustaining networks for institutional growth and development through engagement with alumni, local communities, industry, and other stakeholders.
- Building a sustainable and efficient research and innovation ecosystem for faculty, scholars, and students to foster innovation and contribute to societal needs.

Mission 2: To prepare students for the real world and become good global citizens.
Strategic Goals:

- Inculcating an entrepreneurial mindset and orientation among students and faculty through experiential learning and acquisition of vocational skills, preparing them for real-world challenges.

- Enhancing the HEI's regional, national, and global reputation and rankings by promoting academic and research excellence, global collaborations, and student exchange programs.
- Promoting digital learning and teaching to equip students with 21st-century skills and competencies required for success in a globalized world.

Mission 3: Ensuring holistic development of students and faculty.
Strategic Goals:

- Contribute to the overall social, emotional, and intellectual development of students and faculty by providing opportunities for personal growth, creativity, and well-being.
- Increasing overall student enrolment, retention, and graduation rates by implementing support mechanisms and inclusive policies to cater to the diverse needs of students.
- Building a supportive, inclusive, and transparent system for hiring and retaining qualified teachers, while fostering their continuous professional development through faculty development programs.

These strategic goals aim to align the university's mission with the overarching objectives outlined in the NEP 2020, fostering a conducive environment for academic excellence, innovation, and holistic development.

STRATEGIC OBJECTIVES

Mission 1: Promote Quality Higher Education and Foster Innovation

- Implementing the National Credit Framework (NCrF) and Academic Bank of Credits (ABC) to facilitate seamless student mobility and credit transfer, thereby promoting distributed and flexible teaching-learning methods as advocated by NEP 2020.
- Cultivating robust networks with alumni, local communities, industry partners, and stakeholders to foster collaboration, resource sharing, and mutual support, in alignment with NEP 2020's emphasis on institutional autonomy and community engagement.
- Building a sustainable research and innovation ecosystem by providing essential infrastructure, resources, and support services to faculty, scholars, and students, in accordance with NEP 2020's vision of fostering a culture of research and innovation in higher education.
- Producing Technically Proficient Professionals: To produce technical professionals abreast with emerging technologies, mind-set, and ethical values synchronous with the futuristic requirements of the University to maintain global recognition and competitiveness.

Mission 2: Prepare Students for Real-World Success and Global Citizenship

- Integrate experiential learning and vocational skill development programs into the curriculum to nurture an entrepreneurial mindset among students and faculty, aligning with NEP 2020's focus on holistic student development.

- Enhance the university's regional, national, and global reputation and rankings by promoting academic and research excellence, fostering international collaborations, and facilitating student exchange programs, reflecting NEP 2020's vision for global exposure and collaboration.
- Implement digital learning and teaching initiatives to equip students with 21st-century skills and competencies essential for success in a globalized world, leveraging technology to enhance learning outcomes and engagement as per NEP 2020's emphasis on digital education.
- Dynamic Curriculum Development: To design, develop, and implement curricula of various programs using dynamic and responsive processes, in tune with the needs of the global industry and economy, ensuring relevance and competitiveness.

Mission 3: Ensure Holistic Development of Students and Faculty

- Provide comprehensive support for the social, emotional, and intellectual development of students and faculty through diverse opportunities for personal growth, creativity, and well-being, reflecting NEP 2020's focus on holistic education.
- Increase overall student enrollment, retention, and graduation rates by implementing inclusive policies, support mechanisms, and interventions tailored to meet the diverse needs of students from varied backgrounds, in line with NEP 2020's inclusivity and equity objectives.
- Establish a supportive, inclusive, and transparent system for recruiting, retaining, and developing qualified teachers, emphasizing continuous professional development and fostering a culture of excellence in teaching and learning, echoing NEP 2020's emphasis on faculty empowerment and development.
- Continuous Development Programs: Ensure an environment where students, faculty, and staff are encouraged to enhance their intellectual curiosity and improve their technical and professional skills through Continuous Development Programs.
- Research Program Enhancement: Accelerate research programs in various fields to cope up with the growing demands of both industry and academia, aligning with NEP 2020's emphasis on research and innovation.

STRATEGIES FOR ACHIEVING STRATEGIC OBJECTIVES

Mission 1: Promote Quality Higher Education and Foster Innovation

- Enhance the implementation of the National Credit Framework (NCrF) and Academic Bank of Credits (ABC) to further facilitate seamless student mobility and credit transfer, thereby promoting distributed and flexible teaching-learning methods as advocated by NEP 2020.
- Strengthen existing networks with alumni, local communities, industry partners, and stakeholders to foster deeper collaboration, resource sharing, and mutual support, in alignment with NEP 2020's emphasis on institutional autonomy and community engagement.

- Invest in expanding and upgrading research infrastructure to further bolster the sustainable research and innovation ecosystem, providing essential infrastructure, resources, and support services to faculty, scholars, and students, in accordance with NEP 2020's vision of fostering a culture of research and innovation in higher education.
- Producing Technically Proficient Professionals:
- Enhance existing programs aimed at producing technically proficient professionals by incorporating emerging technologies, cutting-edge knowledge, and ethical values, ensuring that graduates are equipped with the skills and mindset necessary to maintain global recognition and competitiveness.

Mission 2: Prepare Students for Real-World Success and Global Citizenship

- Strengthen the integration of experiential learning opportunities, internships, and industry projects into the curriculum to further nurture an entrepreneurial mindset among students and faculty, aligning with NEP 2020's focus on holistic student development.
- Expand efforts to enhance the university's regional, national, and global reputation and rankings by intensifying initiatives that promote academic and research excellence, foster international collaborations, and facilitate student exchange programs, reflecting NEP 2020's vision for global exposure and collaboration.
- Accelerate the implementation of digital learning and teaching initiatives to equip students with 21st-century skills and competencies essential for success in a globalized world, leveraging technology to enhance learning outcomes and engagement as per NEP 2020's emphasis on digital education.

Mission 3: Ensure Holistic Development of Students and Faculty

- Strengthen existing support systems for the social, emotional, and intellectual development of students and faculty through an expanded range of opportunities for personal growth, creativity, and well-being, reflecting NEP 2020's focus on holistic education.
- Expand inclusive policies, support mechanisms, and interventions to further increase overall student enrollment, retention, and graduation rates, catering to the diverse needs of students from varied backgrounds, in line with NEP 2020's inclusivity and equity objectives.
- Intensify efforts to establish a supportive, inclusive, and transparent system for recruiting, retaining, and developing qualified teachers, emphasizing continuous professional development and fostering a culture of excellence in teaching and learning, echoing NEP 2020's emphasis on faculty empowerment and development.

IMPLEMENTATION PLAN

Mission 1:
Promote Quality Higher Education and Foster Innovation

- Responsibility: Vice-Chancellor (VC), assisted by the Academic Council.
- Action Steps:
    - Ensure the development of clearly defined, independent, and transparent processes and criteria for faculty recruitment, including the establishment of a 'tenure-track' system with suitable probation periods to ensure excellence.
    - Implement a fast-track promotion system to recognize high-impact research and contributions by faculty members.
    - Develop a system of multiple parameters for proper performance assessment, including peer and student reviews, innovations in teaching and pedagogy, and the quality and impact of research, as outlined in the Strategic Plan.

Enhancing Institutional Autonomy and Governance:

- Responsibility: Executive Council (EC)
- Action Steps:
    - Encourage KLEF to attain the highest level of accreditation over the next 5 years, fostering self-governance and autonomy.
    - Develop mechanisms for self-assessment and progress tracking in alignment with accreditation requirements, ensuring continuous improvement and quality enhancement.
    - Facilitate the preparation of strategic plan by KLEF, involving all stakeholders, to guide strategic initiatives and assess progress.

Mission 2:
Prepare Students for Real-World Success and Global Citizenship

- Responsibility: Dean (Academics), Dean (Skilling and Student Progression), Dean (Placement) Dean (F&SA)
- Action Steps:
    - Ensure that faculty recruitment processes adhere to transparent criteria and are aligned with the institution's objectives, fostering a culture of excellence and accountability.
    - Develop initiatives for experiential learning, internships, and industry projects to prepare students for real-world challenges and global citizenship, in accordance with NEP 2020 guidelines.
    - Collaborate with industry partners and local communities to provide opportunities for practical learning and engagement, promoting holistic student development.

Mission 3:
Ensure Holistic Development of Students and Faculty

- Responsibility: Vice-Chancellor (VC) and Pro-Vice-Chancellor, with support from the Dean (Faculty and Staff Affairs) and Dean (Quality).
- Action Steps:
    - Implement transparent and merit-based faculty recruitment processes, incorporating criteria outlined in the institution's strategic plan for tenure, promotion, and recognition of excellence.
    - Foster a culture of continuous professional development for faculty and staff through training programs and opportunities for skill enhancement, as per the institution's objectives.
    - Establish mechanisms for evaluating faculty performance and providing constructive feedback, integrating peer and student reviews, research contributions, and teaching innovations, as specified in the strategic plan.

Governance Structure and Decision-Making Process:

- The Executive Council (EC) serves as the apex body for decision-making, overseeing the effective implementation of strategic plan.
- The Academic Council provides academic leadership and guidance, ensuring alignment with NEP 2020 guidelines.
- The Planning and Monitoring Board monitors progress and identifies areas for improvement, reporting to the EC.
- The Finance Committee allocates resources and funds necessary for the implementation of strategic initiatives.
- The IQAC Advisory Committee provides guidance on quality assurance and enhancement processes, ensuring adherence to NEP 2020 standards.

Key Stakeholders:

- Executive Council (EC)
- Academic Council
- Planning and Monitoring Board
- Finance Committee
- IQAC Advisory Committee
- Vice-Chancellor (VC)
- Pro-Vice-Chancellor
- Pro-Vice-Chancellor (Admin.)
- Registrar
- Deans (Academic, R&D, SD&SP, Placement, F&SA, SA, P&D, MHS and Quality)
- Faculty Members
- Non-Teaching Staff
- Students
- Parents
- Alumni
- Industry Partners
- Local Communities

Timeline and Milestones:

- Annual reports presented to the EC highlighting achievements and areas for improvement.
- The Academic council must meet at least twice a year, review academic implementation, improvement proposals and take decisions.
- Quarterly reviews by the Planning and Monitoring Board to assess progress and address challenges.
- Quarterly reviews by the IQAC Advisory Committee to monitor and propose improvement initiatives.
- Continuous feedback and evaluation mechanisms in place to ensure dynamic adaptation to changing needs and circumstances.

Key Performance Indicators

Key performance indicator	Goal / Target / Strategy
1) Effective Admission Policy **1.1 Policy Statement**	This policy specifies norms for admission of students into KLEF. This policy supports the principle of academic excellence and the University's commitment to providing access to

	KLEF for those of high potential irrespective of background. The Policy applies to admission to undergraduate, postgraduate coursework and higher degree research programs.

Key performance indicator	Goal / Target / Strategy
1.2 Policy Provisions **i) Principles for admissions:**	Selection of applicants for admissions will be on merit. Eligibility requirements for admission will be clearly expressed and made available to public. The University is committed to social equity and ensures that students of potential from all backgrounds can be admitted. Therefore, the University may provide alternative entry pathways for admission or mechanisms to facilitate access of applicants from selected target groups or to particular disciplines. Eligibility requirements and the number of seats available in a program may differ for specified cohorts of applicant.
01.2 Policy Provisions **ii) Eligibility requirements for admission:**	To be eligible for selection into a program, an applicant must meet both the University's general entry requirements and the program entry requirements, and apply via the approved admission process. Meeting the eligibility requirements does not guarantee admission to a program.
1.2 Policy Provisions **iii) General entry requirements:**	The University's general entry requirements are: • English language proficiency requirements appropriate for undergraduate, postgraduate and research higher degree programs; and • Minimum age requirements. • International applicants must meet additional, mandatory general entry requirements specified by Ministry of External Affairs, Government of India and Foreign student admission policy of KLEF.
1.2 Policy Provisions **iv) Program entry requirements:**	The University determines minimum academic requirements for admission to broad program types. Elements included in an individual program's entry requirements are specified by the Program Authority as part of program approval by the

	Academic Board. Program entry requirements must: • Include a measure of academic achievement (such as a minimum admission rank); and • Be consistent with the University's commitment to academic excellence and appropriate to the academic demands of the program. Program entry requirements may also • Specify other elements (such as Portfolio, Interview, Entrance Test, etc.); • Include compulsory non-academic (inherent) attributes required for successful completion of the program; • Broaden access from disadvantaged or under-represented groups. For each element included under eligibility requirements, the University may set specific cut-offs for a program or broad program type.
1.3 Policy Provisions **v) Selecting applications for admission:**	Only applicants who meet the eligibility requirements for admission will be considered for selection into a program. Selection may involve consideration of an applicant's suitability for admission, capacity constraints, and availability of personnel or resources. The University can limit the number of places in a program at its discretion. Where the number of eligible applicants for a program exceeds places available, applicants may be selected according to a ranking based upon the eligibility requirements or other process approved by the University.

Key performance indicator	**Goal / Target / Strategy**
1.3 Reservation Policy i) Reservation quota for SC, ST & OBC	The target fixed for average percentage of seats filled against the seats reserved is 100%.
ii) Women Reservation	The target fixed for women reservation as per the new policy is 40%.
iii) Reservation for differently abled students	Statutory reservation for differently abled students is 3% and it is fixed as target.

iv) Reservation for sports persons	The university revised its policy and 5% seats are reserved for NCC, Sports, Games and extracurricular activities to promote sports, games, extra-curricular activities.

Key performance indicator	**Goal / Target / Strategy**
2) Learning, Teaching and Assessment Learning, Teaching and Assessment	Enable students to become autonomous learners and to take responsibility for their studies at KLEF and beyond.
Critical and reflective approach	Develop and implement a critical and reflective approach to self-learning and professional practice.
Explicit learning outcomes	Foster independent learning and student choice through the provision of explicit learning outcomes in a standardised format.
Research and scholarship	Promote learning and teaching in a supportive yet challenging environment, enriched by research and scholarship.
Similar standards	Ensure that the learning experiences of all students conform to similar standards, irrespective of whether they are campus-based or through e-learning.
Department wise framework	Develop a department wise framework for the induction of new undergraduate students.
Code of Practice on assessment	Develop a Code of Practice on assessment and feedback to students to promote understanding of the impact of assessment and feedback on student learning.

Key performance indicator	**Goal / Target / Strategy**
3) Research that makes a difference Promotion of Research	• Improving the Research input. • Creating a better ambience for Research. • Process for continuous performance improvement. • Publication in top journals. • Improving Quality Research scholar intake. • 50 Workshops/ Training/ Sensitization/ Seminars of research to be conducted. • The Institution has to facilitate the visits of the Researchers of eminence.

Resource Mobilization for Research	• Patents signify the status of Research. The University fixed 50 Patents as target and the same to be applied and published during this plan period. • The university has fixed a target of 50 Crores worth of sponsored projects from the Government sources. • KLEF aimed at a minimum of 50% of its departments must be getting financial support from any of the following: UGC-SAP, CAS, DST-FIST, ICSSR etc. • The University fixed a target of one Research project per faculty during the plan period.
Research Facilities	• Number of Research labs must be increased, at least two per year during this plan period. • Establish Centers of Excellence, at least one centre per year. • Strengthening of students, infrastructure facilities for Research.
Research Publications and Awards	The University fixed a target/research paper, a minimum of 5% each faculty in a year
Establishment of University Research based park	KLEF has targetted to establish university reseach based park on or before 2024-25.
Translation of KLEF Research into products	The university is expected to maximise the translation of KLEF research into products for public benefit through promotion of entrepreneurship & innovation by 2019.
Technology transfer	The university is proposed to manage commercialization of research through licensing and faculty led strategies by 2020.
Corporate Collaborations	Identify mutual interests between university and the corporate. The university has to identify and develop corporate relationships for its research at least a minimum of 15 per year.
Types of Engagement	The University has targeted to focus on the types of engagement with corporate like. Industry involvement in universities research, practice school/internship access to corporate resources, involvement with centres of excellence and

	colleges/schools, funding support for various research activities during this plan period.
Build Relationships	KLEF has focused to build relationships with industries/corporate through research activities like sponsored research licensing, incubator access, new company creation, equity investment etc... during this plan period.
Key performance indicator	**Goal / Target / Strategy**
4) Strategic alliances with Industries Strategic Alliances with Industries	Enhance opportunities for learning and teaching through the development of appropriate strategic alliances.
Collaborative Partnerships	Develop a range of collaborative partnerships within the Country.
Inter- Professional Learning	Enhance opportunities for inter- professional learning through appropriate initiatives.
Learning and Teaching at KLEF	Develop collaborative partnerships with other Indian, Higher Education and research institutions as appropriate to extend opportunities for learning and teaching at KLEF.
Overseas partners for collaborative	To secure further appropriate overseas partners for collaborative delivery of undergraduate and postgraduate programs.

Key performance indicator	**Goal / Target / Strategy**
5) Learning Resources and E-Learning **a) Learning**	To provide appropriate, high-quality resources to enhance learning opportunities of students in the University.
i) standards for learning and teaching accommodation	Establish standards for learning and teaching accommodation.
ii) Provision of appropriate learning technologies	Meet the expectations of students through the provision of appropriate learning technologies in all teaching and learning settings, from large lecture theatre to those of small group teaching.
iii) effective use and development of technologies	Provide high quality and appropriate learning technologies and to support staff in the effective use and development of these technologies.

iv) Needs of learning	Develop library collections in printed and electronic form to meet the needs of learning.
v) Interactive and multimedia group learning	Provide appropriate spaces and resources for interactive and multimedia group learning, to include appropriate staff development policies and hardware.
b) E-Learning	Stimulate and encourage the development of high-quality e-learning embedded as part of the University teaching learning activities.
i) E-learning platform	Sustain and develop provision and support of an e-learning platform ('virtual learning environment') and other online tools.
ii) student access	Improve and broaden student access to the flexible practice and management of their own education.
iii) On-campus technologies	Encourage and support the effective use of on-campus technologies which can enhance teaching and learning.
iv) Digital library resources	Ensure access to quality digital library resources on the same basis as on-campus resources.
v) E-learning Unit	Strengthen E-learning Unit to support staff and students in their use of e-learning.

Key performance indicator	**Goal / Target / Strategy**
6) Quality Enhancement and Assurance Quality Enhancement and Assurance	Ensure that robust systems are in place to assure and enhance the quality of all teaching and learning within the University.
Best practice in learning, teaching and assessment	Review and enhance the means by which best practice in learning, teaching and assessment within the University is shared between all stakeholders.
Quality Assurance Procedures	Review quality assurance quality assurance procedures in relation to approval of new academic programs.
Student feedback	Enhance existing practice in the light of student feedback and opinion and to make changes explicit to students.
Evaluation of programmes of study	Develop and implement mechanisms for the evaluation of programmes of study.

Online Evaluation system for courses	Implement the KLEF online Evaluation system for courses.
Teaching as a formative tool	Develop a Code of Practice on observation of teaching as a formative tool to enhance t he quality of teaching and student learning.
Research student supervision	Prepare a Code of Practice on postgraduate research student supervision, recognising research supervision as a specialist form of teaching.
Key performance indicator	Goal / Target / Strategy
7) Support for Students Support for Students	Ensure that there is equality of opportunity and support for the range of students studying in the University to take account of diverse backgrounds, disabilities and learning styles.
Student's abilities	Develop student's abilities to communicate appropriately in writing and other modes, to acquire skills for future development and to develop their critical thinking abilities.
Plagiarism	To deter plagiarism through assessment design.
International students	Support international students in English Language and academic study skill through both separate central provision and more integrated courses within disciplines.
Educational technologies	Develop the skills of undergraduate and postgraduate students so that they make full and effective use of information and educational technologies to support their own learning.
Multiple placement options	Provide multiple placement options with highest pay.
Single window system	Develop efficient single window system fulfilling all types of career aspirations of the students.

Goals

Dean (Academics)

S.No		Item
1	**STUDENT OUTCOMES**	Dual Degree, Interdisciplinary degrees, Minor, Honours Degrees, Semester Abroad

2	**INPUT**	MS programs in collaboration with foreign Universities, PG & Ph.D. Programs in Sciences, MBA programs in collaboration with Industries., Internationally collaborated MBA programs
3	**CORPORATE PROGRAMS**	Industry Driven Executive MBA, PG Programs , Customized programs on Industrial Demand
4	**FACULTY**	International Faculty sharing the course with our faculty.
5	**TEACHING LEARNING PROCESS**	Curriculum Design, Program Outcome, Course Outcome, Industrial Orientation, Skilling, Project Handling., Component Based Learning (Subject + Project), Self-learning MOOCS Platforms Coursera, Udemy, NPTEL etc., Online Mode of Teaching, Lab Taken to Class model., Hybrid Model., Flipped Classroom, Video Lectures of Courses (Digital Studios), Laboratories Hybrid model,
6	**ADMINISTRATION**	Academic Council, Advisory Boards to Departments

Dean-Faculty & Staff Affairs

S.No		Item
1	**Faculty**	Quality Faculty, Recruitment Process, Staff Welfare & Incentives, Retention of faculty, My Feeling of the faculty(owning), Echo System, Discipline, Faculty Promotion Policies, Teaching & Non-Teaching Appraisals, Knowledge upgradation Schemes, International Faculty collaborative work with our Faculty, International Faculty sharing the course with our faculty, Faculty exchange Program both sides.

Dean-Quality

S.No		Item
1	**INSTITUTE**	Category –I University to UPE (University with Potential of Excellency), NIRF Rank <30, QIS Ranking, Kapila Ranking Research Ranking MHRD, ARIIA Ranking, NAAC A++ , NBA , ABET
2	**ADMINISTRATION**	IQAC

Dean-R&D

S.No		Item
1	**STUDENT OUTCOMES**	Start Ups

2	**INPUT**	Ph.D. Programs intake from all over India, Establishing Research Center of Excellence and offer Ph.D. and Post Docs from them, Foreign university collaborative Ph.D. Programs, PG & Ph.D. Programs in Sciences
3	**RESEARCH**	Publications, Quality Publications Research Professors (for Quality Publications), Citations, H-Index, Research Journal hosting, Research projects, International Collaborative Research, Innovation, Startup, Incubation, Entrepreneurship, Fab-Lab, Makers Space, Prototyping, Center of Excellence, Consultancy, Research Labs.
4	**STATUTORY BODIES PERMISSION**	DST

Dean-Skill Development

S.No		Item
1	**STUDENT OUTCOMES**	360 Degree personality Development
2	**INPUT**	BBA, BSC, B com, BA courses with skilling and specifications (CA, ICWA, Accounting, Banking, AI etc.
3	**CORPORATE PROGRAMS**	Industry driven Executive programs in all disciplines, Certificate skilling courses on Industrial specializations
4	**TEACHING LEARNING PROCESS**	Skilling, Coding Platforms
5	**SKILLING**	Industrial Center of Excellence, Certifications, Technology Center, Coding Platforms, Offering Skilling courses for Industrial Placements
6	**STATUTORY BODIES PERMISSION**	Skill India

Director – International Relations

S.No		Item
1	INSTITUTE	Foreign University Collaborations, International Awards
2	STUDENT OUTCOMES	Semester Abroad
3	INPUT	MS programs in collaboration with foreign Universities, Foreign university collaborative Ph.D. Programs, internationally collaborated MBA programs

4	FACULTY	International Faculty collaborative work with our Faculty, International Faculty sharing the course with our faculty, Faculty exchange Program both sides
5	STATUTORY BODIES PERMISSION	International Relations with Universities.

Registrar

S.No		Item
1	**INSTITUTE**	Foreign University Collaborations, Perception India & Abroad
3	**INPUT**	B.Tech Students from Andhra, Telangana to all over India & Abroad , Strengthen B.Arch. and M.Arch, M.Tech Programs in all specifications
4	**ADMINISTRATION**	Procedures & Policy Orientation, System should run on its own, Roles & Responsibilities, Note file, University level Committees, Statutory bodies requirements, Governing Body, BOM, Academic Council, Finance Committee
5	**STATUTORY BODIES PERMISSION**	Liaison work at Delhi, UGC, AICTE, MHRD, Niti aayog

Principal-Academic Staff College

S.No		Item
1	FACULTY	Knowledge upgradation Schemes.

Dean-International Placements & Internship

S.No		Item
1	STUDENT OUTCOMES	Quality Placements, International Placements & Internships, International exposer
2	PLACEMENTS	Quality Placements, International Placements & Internships

Dean-P&D

S.No		Item
1	ADMINISTRATION	ERP orientation
2	FINANCE	Engineering, Scinces & PG Programs, PhD Programs, Skilling Programs, Online Programs, Foreign Collabration Programs, Twinning Programs, Sciences PG Programs, Scinces PhD Programs

3	Digitalization	ERP, LMS, Office Administration, Placement Software, Exam Automation Software, Digital Studios

Dean-Student Affairs

S.No		Item
1	**TEACHING LEARNING PROCESS**	Co-Curricular & Extra Curricular Programs, Outreach Programs
2	**STUDENT ACTIVITIES**	Hobby Clubs, Innovation Clubs, Design Clubs, Coding Clubs, 360 Degrees Personality Development, Sports clubs
3	**ADMINISTRATION**	Transparent, Discipline, University level Committees
4	**Outreach Programs**	National, International, Corporate

Dean-Student Affairs

S.No		Item
1	**STUDENT OUTCOMES**	Quality Placements, MS Programs, Civil Services, GATE
2	**INPUT**	BBA, BSC, B com, BA courses with skilling and specifications (CA, ICWA, Accounting, Banking, AI etc.
3	**TEACHING LEARNING PROCESS**	Internships
4	**PLACEMENTS**	Quality Placements, Placement oriented Training, Finishing School
5	**ALUMNI**	Guest Lectures, Lab Development, Endowment Fund, Adoption of students, Scholarships to students, Startups Funding

Director ODL-OL

S.No		Item
1	CORPORATE PROGRAMS	Online Programs

Director-Admissions

S.No		Item
1	**INPUT**	B.Tech., Students from Andhra, Telangana to all over India & Abroad, Strengthen B.Arch. and M.Arch, M.Tech Programs in all specifications
2	**CORPORATE PROGRAMS**	Online Programs