

## **VISIONING EXERCISE : DUIET**

## **Co-created vision-DUIET**

*“To be an institution of academic excellence, globally networked and universally respected, with best in class faculty and students that will unceasingly strive to create an open teaching-learning environment by promoting passion for quality, creativity, innovative enquiry and cutting edge research, both basic and applied, thereby empowering its academic community to be ethical, learned, industry friendly, socially conscious and environmentally sensitive to make a difference in people’s lives”*

## **MISSION**

- **BE AN INSTITUTION OF ACADEMIC EXCELLENCE**
- **DEVELOP BEST-IN-CLASS FACULTY AND STUDENTS**
- **DEVELOP AN INTEGRATED AND INTERDISCIPLINARY RESEARCH AND SCHOLARSHIP COMMUNITY**
- **ESTABLISH AN IN-HOUSE PLACEMENT WING TO SUPPLEMENT PLACEMENT CELL**
- **DEVELOP A SOCIALLY CONSCIOUS AND ENVIRONMENTALLY-SENSITIVE ACADEMIC COMMUNITY**

# **MISSIONWISE OBJECTIVES AND ACTION PLANS**

## **MISSION 1: 'BE AN INSTITUTE OF ACADEMIC EXCELLENCE'**

**Objective 1.1: Develop a vibrant University campus environment radiating positive energy.**

**Actions: (Action by, time frame)**

- 1.1.1 A positive work culture is to be built in the institution, by internally;
  - a) Maintaining self discipline. (Faculty, immediate)
  - b) Interchange of classrooms. (Director, short term)
  - c) Developing its own logo. (Faculty and students, immediate)
  - d) Composing its own theme song. (Faculty and students, immediate)
- 1.1.2 The infrastructure facilities inside the department and the university should be aesthetically designed to encourage deep interaction and allow the students, faculties, administration and alumni ponder, debate and get immersed in creative process through
  - a) Critical assessment of the design of existing infrastructure (viz classrooms, laboratories, faculty cabins etc.) should be done by expert/architect. (University Authority/ Director, short term)
  - b) Modification/Renovation of the existing infrastructure as recommended by the expert/architect if any. (University Authority/ Director, midterm)
- 1.1.3 The interactive environment should be perennially sustained in the institute, through:
  - a) Integration of students' and teachers' residences, conveniently locating the guest houses and canteens, developing central plaza and food courts etc. (UA, midterm/long term)
  - b) Suitable intermingling of libraries, playgrounds, buildings of fine arts. (UA, midterm/long term)
  - c) Cultural activities and heritage studies should be developed to encourage creative interactive transactions. (UA/ Faculty and students, midterm/long term)
  - d) Innovatively designed classrooms with proper lighting and ventilation should be in place. (UA/Director, midterm/long term)
- 1.1.4 Setting up of state of art laboratories in the institute through
  - a) Upgradation of existing facilities. (Director, short term)
  - b) Purchasing of new equipment for advanced research (nearby PSUs may be approached for sponsorship). (Director, short term)
- 1.1.5 To have a campus network on ERP backbone by

- a) Studying and comparing the different ERP software used by the different institutes and suggesting a suitable one.(Faculties, Department of Computer Science and Engineering, midterm)
  - b) Money for capital and revenue expenditure to be allocated in budget. (UA/Director, phase wise)
- 1.1.6 To wire the entire campus in due course so that the class materials/ course assignments/ instructions can be electronically delivered to the target audience. (UA/Director, midterm)
- 1.1.7 To leave abundant space for greeneries, flower gardens and water bodies. (UA, ongoing)
- 1.1.8 To have integrated road and electricity network by
- a) Improving the road network. (UA/Director, continuous/ongoing)
  - b) 24×7 uninterrupted power supply to be ensured using solar and other renewable source of energy. (UA/Director, midterm/long term)
- 1.1.9 To have aesthetic and cleanliness as guiding principles. (universal, continuous)
- 1.1.10 To ensure high speed Internet Connectivity so that Lectures by some renowned Faculties of national or international repute can be organised through video conferencing. (UA/Director, midterm)

**Objective 1.2: Enthuse an intimate teaching learning community.**

**Actions: (Action by, time frame)**

- 1.2.1 To study and implement the recent developments in teaching/ learning techniques of the world class Universities so as to:
- a) create a place where students and faculty members share the joys of expanding their own field of knowledge and researchers draw from the environment the inspiration to expand their total scope of human discovery.( Faculty and students, continuous/immediate)
  - b) Inspire through the commitment, passion and techniques of a good teacher. (Faculty and students, continuous/immediate)
- 1.2.2 To improve the student experiences and achievements through:
- a) An excellent orientation programme. (Director, immediate)
  - b) An instructional balance between graduate teaching assistants and experienced professors. (Director/ Faculty, short term/midterm)
  - c) Appropriate class size. (UA/Director, short term)

- d) Optimising student to faculty ratio. (UA/Director, short term/midterm)
- e) Increasing the visibility of the department and its programmes. (Director/Faculty, continuous)
- f) Attracting and retaining high quality and diverse faculty, staff and students. (UA/Director/Faculty, continuous)
- g) Inviting reputed visiting professors/ chair professors/ adjunct faculty. (UA/Director, short term)
- h) Improving recognition for faculty, staff, students and alumni. (UA/Director/Faculty, continuous)
- i) Increasing scope for research and educational programmes. (UA/Director, short term/continuous)
- j) Having a visible role in shaping national, large research concept development. (UA/Director/ Faculty, continuous/midterm/long term)
- k) Providing the facility of individual carrier counselling/advice. (Director/Faculty, continuous/immediate)
- l) Improving ranking in the national level. (UA/Director/Faculty, immediate)
- m) To publish in more national papers. (Faculty, short term)
- n) To invite career counsellor. (Director/ Faculty, short term)
- o) Orientation program for the newly joined teachers. (Director, continuous/immediate)

1.2.3 To inculcate a culture of creativity, imagination and fun in every aspect of academic life by:

- a) Expanding classroom learning through inputs of music, arts, sports etc. and nuances of an active social life so as to contribute to the richness of the University education. To achieve this reputed artist should be invited to perform under the budget provided by the authority. (Director/ Faculty, continuous)
- b) Centre for Performing Arts may help as a key resource. (UA/Director, short term)

1.2.4 To develop it as an institution which values learning, emphasises collaboration and teamwork, support exemplars, ensures that all decisions support learning and also learns from other great institutions thus implementing best practices. For this faculty should have provision to visit other institutions. (Director/ Faculty, continuous)

**Objective 1.3: Encourage and structure enhanced practical/ industrial exposure for students as well as teachers.**

**Actions: (Action by, time frame)**

1.3.1 Collaboration with industries like OIL, ONGC, NRL etc. and signing of MOUs for facilitating training/exposure for teachers as well as students. (UA/Director/ Faculty, short term)

1.3.2 Compulsory 6 months internship for students in the industry. (UA/Director/ Faculty, midterm)

1.3.3 Faculties to be facilitated for onsite training at Industries. (UA/Director/us, short term/midterm)

**Objective 1.4: Effective and efficient examination and evaluation system.**

**Actions: (Action by, time frame)**

1.4.1 Best practices for examination and evaluation followed by renowned institutions to be studied for relevance and adopted as relevant. (UA/Director/Faculty, short term/midterm)

1.4.2 The whole examination process must be computerised. (UA/Director/us, short-term/midterm)

1.4.3 Establishing a system for analysing students' performance after every examination. (Director/ Faculty, short term)

1.4.4 Critical review of the existing examination and evaluation system to be done. (UA/Director/Faculty, short term)

1.4.5 We should request the University to bring external agency / expertise to study the evaluation system. (UA/Director, short term)

1.4.6 Possibility of online test to be examined for implementation. (Director/ Faculty, midterm)

**Objective 1.5: institute a mechanism for regular updating of curriculum keeping in pace with the industry/ recent developments.**

**Actions: (Action by, time frame)**



1.5.1 After every four years curriculum to be updated to keep pace with national/international knowledge/requirement of the industry. (Director/ Faculty, as scheduled)

1.5.2 Allow modification or changes to curriculum as per need with industry input to make curriculum relevant. (Director/ Faculty, as and when)

**Objective 1.6: Establishing academic infrastructure/atmosphere/environment.**

**Actions: (Action by, time frame)**

1.6.1 Establishing academic infrastructure for constructive teaching learning process. (dependent on implementation of earlier action plans like 1.1.3)

1.6.2 Better accessibility to internet resources. (refer 1.1.5 above)

1.6.3 Focus on the development of existing human resource. (covered earlier)

1.6.4 Establishing a state of the art digital library. (UA/Director/Computer department, short term/midterm)

**Objective 1.7: To promote creativity, capability and competence among the students to make them class professionals.**

**Actions: (Action by, time frame)**

1.7.1 Different clubs for different fields to discover the talent. (Director/Faculty/students, immediate)

1.7.2 Regular event to show case the individual or group talents. (Director/Faculty/students, immediate)

1.7.3 A corpus fund to be created as a start-up grant for some 'innovative' projects. (UA/Director, short term)

**Objective 1.8: To develop and promote national and international linkages by way of teaching-learning and research.**

**Actions: (Action by, time frame)**

1.8.1 Collaboration with different people from Industries and other Academic Institute in India and abroad. (Director/ Faculty, continuous)

1.8.2 MOUs to be signed with Institutes of National/International repute to have student as well as faculty exchange programme. (UA/Director/ Faculty, continuous)

**Objective 1.9: To provide a stimulating intellectual environment.**

**Actions: (Action by, time frame)**

1.9.1 Rich conversation, creative collaboration, and interdisciplinary course. (UA/Director/ Faculty, continuous)

- 1.9.2 Strong partnerships with other divisions, departments, and centres throughout the Institute.  
(Director/Faculty, continuous)
- 1.9.3 Organization of departmental talk regularly. (Director/Faculty, continuous)
- 1.9.4 Language lab to be set up to enhance soft skill. (UA/Director/Faculty, continuous)

**Objective 1.10: To develop the institute as a trend setter in areas crucial both for industry and research and to have an effective institute and industry interaction.**

- 1.10.1 To accelerate interface with industry and reputed R&D organizations. (UA/Director/ Faculty, continuous)

## **MISSION 2: DEVELOP BEST IN CLASS FACULTY AND STUDENTS**

### **Objective 2.1: Up-gradation of knowledge and improvement of skill profile of the faculty members of the DUIET**

#### **Actions: (Action by, time frame)**

2.1.1. To give exposure to faculties in different industries for at least Two weeks per year, necessary budget for each faculty to be allocated in a phased manner. (UA/ Director/Faculty, continuous)

2.1.2. To encourage the faculty members organize and participate in various conferences, public seminars, workshops by industries and institutes of repute; budget to be allocated and system of recognition/ award to be developed. (UA/ Director/ Faculty, continuous)

2.1.3. To sponsor faculty members for various certified courses conducted by reputed institutions. (UA/ Director/Faculty, continuous)

2.1.4. To establish network with other globally recognized world class institutes by sending technical papers or signing MOUs. Incentivize publication of research papers particularly in the international journals. (UA/ Director/Faculty, continuous)

2.1.5. To encourage faculty members to pursue higher studies/ specialization by providing incentives. (UA/ Director/Faculty, continuous)

### **Objective 2.2: Up gradation of quality level of Students admitted in DUIET**

#### **Actions: (Action by, time frame)**

2.2.1. To take students in DUIET based on quality with a qualifying score discipline wise devised by management. . (UA/ Director/Faculty, midterm)

2.2.2. To strictly follow the evaluation procedure of the students by conducting viva voce, mini projects , tests and seminars in every semester. (UA/ Director/ Faculty, short term)

2.2.3. To develop team spirit of the students by making them participating in various programmes and events every semester under the banner of DUIET. (UA/ Director/ Faculty and students, short term)

2.2.4. To engage the students in placement oriented training and projects funded by management under guidance of faculty. Necessary budget may be allocated. (UA/ Director/Faculty and students, short term)

2.2.5. To assign Academic Advisors/Counselor to students from the members of the faculty. (Director/Faculty, short term)

2.2.6. To introduce peer assisted study session. A reward/remuneration system is to be introduced. (Director/Faculty/ students, short term)

**Objective 2.3: Setting up of world class laboratory and library facilities.**

**Actions: (Action by, time frame)**

2.3.1. To provide proper training facilities to instructors and laboratory assistant by experts to be arranged by faculty, budget to be allocated. (Director/ Faculty, short term)

2.3.2. To establish suitable laboratory equipment maintenance system. (Director/ Faculty, short term)

2.3.3. To regularly upgrade existing laboratories by procuring latest laboratory equipment, budget to be allocated. Also nearby big industries can be approached. (UA/Director/(Director/ Faculty, short term, midterm)

**Objective 2.4:-Improvement of the facilities/utilities**

**Actions: (Action by, time frame)**

2.4.1. To provide 24×7 uninterrupted power supply. (UA/Director, short term)

2.4.2. To provide 24×7 laboratories and library services. (UA/Director/Faculty, short term)

2.4.3. To make endeavour to allot accommodation facilities to all teaching and non-teaching staff within the premises of university. (UA, long term)

2.4.4. To procure latest books, international journals and e-library as required in various disciplines. (Director/Faculty, continuous)

2.4.5. To establish modern computerized examination cell for proper conduction of examinations. (UA/ Director/ Faculty, midterm/long term)

**Objective 2.5: Provision of ample human resources for smooth functioning of the institute**

**Actions: (Action by, time frame)**

2.5.1. To provide judicious mixture of permanent and contractual faculties in the institute according to UGC/AICTE norms. (UA/ Director, short term/midterm)

2.5.2. To develop the teacher student ratio as per UGC/AICTE standard in the long run. (UA/ Director, long term)

2.5.3. To provide ample office and technical staff in each and every branch of engineering in DUIET. Requirement study is to be initiated. (Director, midterm)

2.5.4. To provide dedicated staff by including/re-deploying in the exam cell for smooth functioning of examination process. (UA/ Director, short term/midterm)

**Objective 2.6: Establish a co- curricular center**

**Actions: (Action by, time frame)**

2.6.1. To set up facilities and assign manpower for enabling willing students to take up subjects like foreign language, soft-skill training including spoken English, communication/presentation skills, motivation, personality development.(UA/ Director/Faculties, short term/midterm)

**Objective 2.7: Establish a ‘success story’ documentation desk**

**Actions: (Action by, time frame)**

2.7.1. To document student success initiatives, learning initiatives and academic enquiry. To develop system for recognition through rewards and/or sponsorships to attend and present case studies in seminars/conferences in India and abroad. (UA/ Director/Faculties, short term/midterm)

2.7.2 To design and implement a reward system for teaching successes. To document past success and failure stories in ‘lesson learnt formats’. (UA/ Director/Faculties, short term/midterm)

**Objective 2.8: Create a health and wellness center**

**Actions: (Action by, time frame)**

2.8.1. To provide health services, counselling and advising including peer advising and health and wellness courses. (UA/ Director/Faculties, short term/midterm)

2.8.2. To design creatively employee incentive programmes for involvement in fitness for fun and health. (UA, short term/midterm)

2.8.3. To arrange structured sporting and yoga activities. (Director/Faculties/students, short term/midterm)

### **MISSION 3: DEVELOP AN INTEGRATED AND INTERDISCIPLINARY RESEARCH AND SCHOLARSHIP COMMUNITY**

**Objective 3.1. To create a conducive environment for encouraging and developing research culture**

**Actions: (Action by, time frame)**

**3.1.1.** Faculties to organize seminars, conferences and workshops on recent developments in Applied Science and Engineering, latest technologies on programming tools and software development. (Director/ Faculties, continuous)

**3.1.2.** Steps to be taken to establish video conferencing classes and conducting popular talks with renowned academicians around the globe in order to enhance the research potential of faculties and students.(Director/ Faculties, short/midterm)

**3.1.3.** Faculties/ students to be encouraged/rewarded for carrying out application oriented research work leading to patent generation. (Director/ Faculties/ Students, short/midterm)

**Objective 3.2. To generate funding for research and development**

**Actions: (Action by, time frame)**

**3.2.1.** Funding to be generated by submitting major/ minor project proposals to various National/ International funding agencies namely AICTE, DST, DIT, DBT, UGC, ISRO.IMF, World Bank etc. (Director/ Faculties, continuous)

**3.2.2** Consultancy projects to be acquired from reputed industries and companies first locally, then nationally and internationally. (Director/ Faculties, continuous)

**Objective 3.3. To publish papers in peer reviewed SCI journals with high impact factor**

**Action: (Action by, time frame)**

**3.3.1.** Faculties from each discipline to be motivated to publish at least two high quality research papers in reputed journals in a year. (Director/ Faculties, continuous)

**Objective 3.4. To motivate students and faculties for innovation and incubation**

**Actions: (Action by, time frame)**

**3.4.1.** Students to be encouraged to participate in various in major/ minor projects with the faculties as mentors to upgrade their research abilities. (Director/ Faculties/ Students, short/midterm)

**3.4.2.** Hands-on training by experts to be provided to the students periodically. (Director/ Faculties/ mid/long term)

**3.4.3.** Students to be encouraged to participate in project competitions organized by premier institutions, R&D laboratories, industries and companies. (Director/ Faculties/ Students, continuous)

**3.4.4.** The research community of the institute to be encouraged for technology innovation. (Director/ Faculties, mid/long term)

**3.4.5.** Scholarships and award schemes to meritorious students to be introduced who take up academic and research pursuits. (Director/ Faculties, mid/long term)

**Objective 3.5. To enhance collaborative research and innovation with reputed academic Institutes and industries**

**Action: (Action by, time frame)**

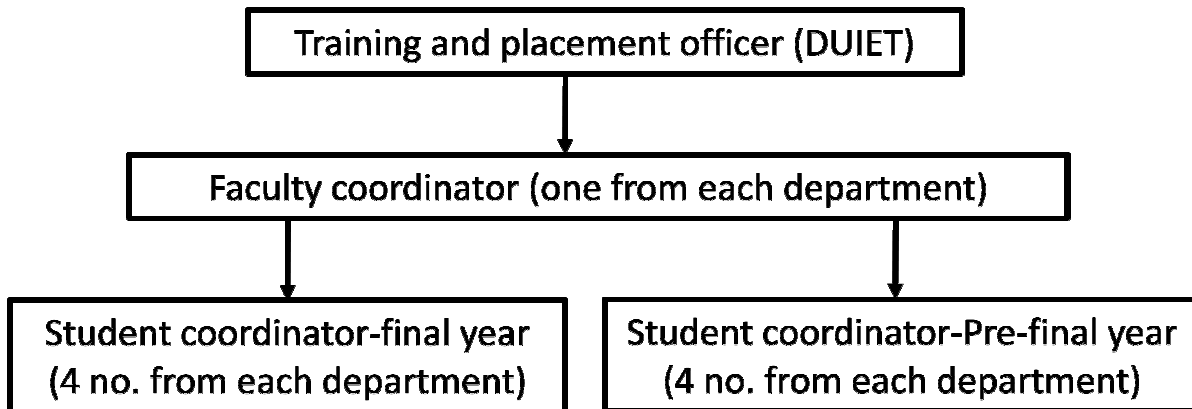
**3.5.1.** Collaborative research with National/ International institutions and industries to be encouraged. (Director/ Faculties, mid/long term)

## MISSION 4: ESTABLISHMENT OF AN IN-HOUSE PLACEMENT WING

**Objective 4.1: To establish a separate fully fledged placement cell for DUIET**

**Actions: (Action by, time frame)**

**4.1.1** To establish a smooth and efficient placement wing operating round the year. The structure of training and placement wing of DUIET should be as follows progressively.



**4.1.2** The placement wing to improve placement of passing out students.

**4.1.3** To establish a system for monitoring and receiving feedback.

**Objective 4.2: To prepare the students for career advancement.**

**Actions: (Action by, time frame)**

**4.2.1** Soft skill development through:

- a. Setting up a Language laboratory. (already covered)
- b. Communication skill experts to be invited for talks and workshop once in every semester. (UA /Director/Faculty, continuous)
- c. Regular mock interviews and group discussion session to be organised by placement wing. (Placement wing/Director/ Faculty, continuous)

**4.2.2** Technical skill development through:

- Industrial visits. (Placement wing/Director/Faculty, short term)
- Collection of Engineering Objects and equipment from nearby industries for research purpose. (University Administration /Director/Faculty/students, mid/long term)

**4.2.3** Career counselling lectures by professionals. (Placement wing/Director/Faculty, short term)



**Objective 4.3: To highlight students' achievements.**

**Actions: (Action by, time frame)**

**4.3.1** Placement wing to play a lead role to inspire students to take part in national and international conferences, workshops, competitions etc . Placement wing to maintain a calendar of the events and also arrange documentation. (Placement wing/Director/Faculty /students, short/mid/long term)

**4.3.2** Students achievement to be highlighted in university website and a special section at website to be dedicated for the purpose. (UA /Director/Faculty, short term)

**4.3.3** Organizing entrepreneurship workshop with the help of various organisations (MSME, FICCI, CII). (Director/Faculty, continuous)

**Objective 4.4: Establishment of an active Alumni Association**

**Actions: (Action by, time frame)**

**4.4.1** Facilitate Alumni Association to hold an annual meet and Placement wing should maintain a proper database of ex- students which should be again uploaded in the university website. (Placement wing/Director/Faculty, continuous)

**4.4.2** Each outgoing students to submit a form regarding their personal database just before appearing in the Final year exam to in-charge of Alumni Association. (Placement wing/Director, continuous)

**MISSION 5: DEVELOP A SOCIALLY CONSCIOUS AND ENVIRONMENTALLY  
SENSITIVE ACADEMIC COMMUNITY**

**Objective 5.1: To apply inter-disciplinary knowledge for solution of real life problems in relevant communities**

**Actions: (Action by, time frame)**

- 5.1.1 To make the surrounding society aware to avail the relevant expertise available at the institute. (Faculty/students, continuous)
- 5.1.2 Students may volunteer to visit the nearby community under the guidance of a willing teacher for imparting knowledge regarding hygiene and cleanliness. (Faculty/students, continuous)
- 5.1.3: The students of nearby schools to be selectively given exposure of the scientific facilities/lab etc. available in the DUIET. (Faculty/students, periodic)
- 5.1.4: Students to be encouraged to volunteer for skilling /career guidance to the local students. (Faculty/students, periodic)

**Objective 5.2: To make the neighborhood society aware of the use and benefit of the renewable energy**

**Actions: (Action by, time frame)**

- 5.2.1 The renewable energy related projects to be demonstrated in the villages during holidays. (Faculty/students, periodic)
- 5.2.2: Visits to make the surrounding society aware about the need of the conservation of energy (example using of CFL, LED bulbs instead of conventional ones). To be done during holidays. (Faculty/students, periodic)

**Objective 5.3: To protect the environment**

**Actions: (Action by, time frame)**

- 5.3.1 The campus of the institute to be made green and clean by systematic plantation. (Director/ Faculty/students, continuous)
- 5.3.2 The surrounding society to be informed about the disadvantages of deforestation.

(Faculty/students, periodic)

5.3.3 The primary schools to be made aware of the importance of plantation and cleanness as done through the techno fest AUXESIS. (Faculty/students, periodic)

5.3.4 A day of the month can be made vehicle free in the institute to set an example of anti-pollution drive. Rest of the month use of shared vehicle to be encouraged. (Universal, as scheduled)

**Objective 5.4: To take up wellness programme.**

**Actions: (Action by, time frame)**

5.4.1 People to be encouraged to do culture of yoga for health benefit. For this, conduct workshop in yoga in the neighboring schools and colleges with yoga experts.

(Faculty/Staff /students, as scheduled)

5.4.2 To conduct the awareness programme about the physical activities for keeping oneself physically and mentally fit.

(Faculty/Staff /students, as scheduled)

5.4.3 To arrange medical camps through experts for the rural people to bring awareness of the chronic diseases.

(Faculty/Staff/students, as scheduled)

**Objective 5.5: To follow and implement environmental policies of the government.**

**Action: (by, time frame)**

5.5.1 The students of the nearby schools to be made aware of the existing and new missions of the government which have been specified for the benefit of the environment. (Faculty/students, as scheduled)

5.5.2 DUIET community to participate in environmental events. (Director/Faculty/Staff/ students, as scheduled)