Koneru Lakshmaiah Education Foundation

(Deemed to be University)

Strategic Plan (2013-2017)

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Perspective cum Strategic Plan of KLEF between 2013-2017

INDEX

1.1 Introduction to KLEF

1.2 Changing Environment

1.3 Reviews

1.4 SWOC Analysis

1.5 Strategic Development Initiatives

1.6 Highlights of KLEF Perspective Plan 2013-2032

1.7 Perspective Plan 2013-2017

- 1.7.1 Flexible Academic Programs
- 1.7.2 Research
- 1.7.3 Community Engagement
- 1.7.4 Infrastructure
- 1.7.5 Student Support & Progression
- 1.7.6 Innovation, Incubation & Entrepreneurship
- 1.7.7 Governance & E-Governance
- 1.7.8 Miscellaneous Aspects

1.8 The major highlights of the Perspective Plan 2013-2017

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1.1 K L E F

Genesis

The Koneru Lakshmaiah Charities was established as a trust in the year 1980 and started K L College of Engineering in the Academic year, 1980-81. The trust was converted into a Society by the name Koneru Lakshmaiah Education Foundation in the year 1996. The KL College of Engineering has attained autonomous status in the year, 2006 and in February 2009, the Koneru Lakshmaiah Education Foundation Society, was recognized as Deemed to be University.

Built within a rural setting of lush greenery, the institute is a virtual paradise of pristine nature and idyllic beauty. The campus has been aptly named "Green Fields" and the splendid avenue of trees and gardens bear testimony to the importance of ecology and environment. The campus ambience is most befitting for scholastic pursuits.

The University is located on the banks of river Krishna near Vijayawada City in the state of Andhra Pradesh. The City has been historically a cultural, political and educational center. It is well connected by National Highway and Rail with Chennai (440 km), Hyderabad (275 km), Vizag (385 km) and is a central junction for trains running from North to South India. Daily flights operate from Delhi, Mumbai, Chennai, Bengaluru and Hyderabad.

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 students of all sections enabling them to be globally competitive and socially responsible citizens with intrinsic values.

Goals

1. Equip students with skills and attributes to meet the changing global demands.
2. Design and implement highly transparent, fool-proof evaluation system.
3. Produce high quality technocrats, scientists, entrepreneurs, leaders and other professionals.
4. Develop sense of responsibility among students on ecology and environment.
5. Enhance capacity and improvement of infrastructure which can attract and facilitate the retention of the students from rural and backward areas as well as disadvantaged and marginalized social groups.
6. Deliver academic programs mainly through application-driven innovative and student centric methods using ICT.

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7. Design, develop and deliver faculty talent promotion programs including the use of ICT to enhance the competence of teaching fraternity.
8. Build character and develop value orientation among students.
9. Establish linkages with various academic, industrial and other organizations to collaborate in the areas of academics, research, consultancy, training, employment and extension.
10. Undertake research in contemporary and emerging areas of national priorities and international concerns.
11. Contribute to community development through field-based research.
12. Provide training and consultancy services to various organizations.
13. Focus on Science, Engineering, Technology and management disciplines with in-built specialization.
14. Contribute to community development through extension activities.

Credentials

- Accredited by National Assessment and Accreditation Council (NAAC) of UGC with 'A' Grade and 3.76 CGPA on 4 - point scale in 2008.
- Accredited by National Assessment and Accreditation Council (NAAC) of UGC with 'A' Grade and 3.16 CGPA on 4 - point scale in 2012.
- 6 Departments are accredited by NBA for 3 years in 2004, and in 2007 all the 9 programs, out of which 6 programs were accredited for 5 years.
- Certified by ISO 9001-2008 from 2008 to 2015 and ISO 9001-2015 in 2016.
- Ranked 59th and 68th by National Institutional Ranking Framework (NIRF) at National level in Engineering Category in 2016 and 2017 respectively.

1.2 Changing Environment

- The growth of KLEF has been in response to the regional and national changes taking place over the past two decades.
- India's population has grown rapidly. It was 389 million in 1941, and it grew by 50 per cent over the next three decades, becoming 550 million in 1971. In another 30 years, it almost doubled, becoming 1 billion in May 2030. The implications for technological education are obvious.
- The other developments which took place in India's economy and other contributors of GDP especially the growth of service sector has created technology interventions.
- These changes led to a new phase of globalization in terms of commerce, wherein all competitors enjoyed equal opportunity. Among these changes are a redefinition of political boundaries in Europe and Asia, an explosive growth in the use of the personal computer, outsourcing of service and manufacturing activities and the development of the Internet.
- All these have led to a redefinition of the role of technology in India. Given these circumstances, the IITs have been reviewed periodically.

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1.3 UGC review committee's recommendations

KLEF has applied to UGC for its renewal of Deemed to be University status. UGC has constituted a committee under the Chairmanship of Prof. Yogesh Singh, Vice-Chancellor, Delhi Technological University, New Delhi to review and recommend for the renewal of Deemed to be University status of KLEF.

UGC review committee's observations & recommendations

Observations

- The Deemed to be University has NAAC accreditation Grade A (CGPA 3.16).
- It has also secured rank 68 in NIRF ranking 2017 (Category – Engineering)
- The Deemed to be University has excellent infrastructure including classrooms, labs, seminar halls, workshop etc.
- The institute is maintaining required student teacher ratio.
- The management is dedicated and forward looking for the further growth of the institute.
- The campus is very green and environment friendly.
- They have a well-equiped library with adequate number of journals and books.
- Students use the reading rooms and digital library extensively.
- The University has transparent and well-documented admission process.
- Curriculum is designed as per UGC guidelines of choice based credit system.
- Students are enthusiastic in their academic and co-curricular activities.
- Sports infrastructure is quite impressive.
- Buildings are friendly for differently abled.
- Placement and internship opportunities for students are also satisfactory.

Suggestions

- As per UGC notification dated July 11, 2016, Clause number 20, "An institution deemed to be University shall not use the word 'University' suffixed to its name but mention the words "deemed to be university" within parenthesis suffixed thereto.

  University shall consider this clause and take necessary action.
- University should create research and development fund for promotion of research. At least 2% of the tution fee be transferred every year to this fund. Guidelines for utilization of this fund should be framed.
- University has many teachers who have studied here either at undergraduate or at postgraduate (including Ph.D) level. They need to understand the practices in renowned institutions in the country and abroad. In order to implement this, the University should provide 20 Ph.D fellowships and 15 postdoctoral fellowships every

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second year for the faculty members in the university. Research and development fund be utilized for this purpose.

- Teachers should be motivated to apply for externally funded projects.
- The University should study the examination practices of few good and old Universities. They should maintain and preserve records of students on standard examination-related printing paper keeping in view the life of the records.
- University should discontinue the practice of setting questions from question banks. The questions must be creative and innovative and should test the higher level learning outcomes.
- All answer scripts should be shown to students before declaring results.
- Question papers must be audited and moderated by experts including external experts.
- The University should organize FDPs and workshops in the subject areas and also should send their faculty members to other institutions to attend FDPs and workshops.
- The University may also introduce new programs in basic science and humanities subjects.

Recommendations

- Keeping in view the facts stated above in the report, the committee unanimously recommends the continuation of deemed to be university status to the "Koneru Lakshmaiah Education Foundation" (Deemed to be University)

1.4 SWOC ANALYSIS

METHODOLOGY

Based on internal and external evaluation through the following means, a SWOC analysis of KLEF is presented here.

- Students and other Stakeholders feedback.
- Self-appraisal of faculty.
- Departmental annual reports.
- NAAC peer review reports, reports of other UGC committees and various funding agencies.
- Scientific publications database (SCOPUS and INFLIBNET).
- National and international rankings.

INFERENCES

- Feedback from the students and other stakeholders is collected and based on their feedback, the BOS meetings are conducted to include the modifications suggested.
- The self- appraisal of faculty is useful to evaluate the role, performance and individual contributions to academics, research publications etc.

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- The annual report of the departments/units gives improvement in the quality of teaching, research, conferences/workshops conducted and interaction with industry. The Best practices adopted to improve the quality of university education can also be found in the annual reports.
- The national and international rankings help to identify the weaknesses, challenges and opportunities.

S: STRENGTHS

1) Restructure the curricula through continuous up-gradation of all University programs including research programs.
2) Choice Based Credit System in all programs including Pre-Ph.D programs.
3) A Good number of courses having focus on employability, entrepreneurship and skill development.
4) ICT for effective teaching with LMS and e-resources.
5) Academic Staff College programs leading to professional development and qualitative improvement of faculty.
6) Declaration of Results in about 10 days from the last date of examination.
7) Well defined Policy for Research Promotion.
8) Computational and connectivity facilities.
9) Excellent Infrastructure.
10) Presence of active Student Council and representation of students on academic and administrative bodies/committees.
11) Excellent green environment.
12) Excellent indoor and outdoor sports facilities.
13) Gender equity and sensitivity are initiated through 139 programs during the assessment period.
14) More than 20 quality initiatives were converted into best practices which are institutionalized.
15) Courses on Human Values and Professional Ethics help in creating an appropriate value system.

W: WEAKNESSES

1) Strengthening Research programs / activities.
2) Student diversity and Faculty diversity.
3) Government and Non-Government research funding.
4) Corporate Training and Consultancy.
5) International Students.
6) Centers of Excellence.
7) Absence of adequate collaborative approach within and outside the University.
8) Entrepreneurship activities leave yet to gather momentum and enter into the next level.

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O: OPPORTUNITIES

1) In expanding its research base through various UGC programs / schemes.
2) Emergence of Amaravathi on the national and international scenario.
3) Developing leadership qualities in the students.
4) Global collaborations for research and education projects.
5) Expanding the resource base through exploitation of the schemes / projects of Government and Non-Government funding agencies.

C: CHALLENGES

1) Global competition.
2) Hiring manpower for academic, administrative and technical work.
3) Patent earning level of research.
4) Motivating students towards research.
5) Attracting quality students for full-time Ph.D.
6) Motivation of students towards core branch employment.
7) Developing the good leaders and citizens.

UTILIZING STRENGTHS

1) Qualified and experienced faculty coupled with excellent infrastructure facilities has enabled the University to offer PG programs in diversified areas of specialization in interdisciplinary areas. It proposes to set up more number of centres of excellence in relevant areas and enhance R&D activities.
2) The Consultancy policy of the University encouraging the identifications the thrust areas for consultancy and taking the opportunity of providing consultancy services to the newly formed Andhra Pradesh State and the upcoming industries and business units coming in to the State.
3) Alumni services have been utilized for deliver expert lectures, on the state-of-the-art infrastructural facilities and for improving placements.

OVERCOMING WEAKNESSES

KLEF has taken the following measures to overcome weaknesses:

1) Promotion of Research and Collaborations with National and International Universities.
2) Designing and implementing transparent Admission Policy with a clear provision for promoting student diversity.
3) Promoting Faculty Diversity through necessary amendments to the HR Policy and by taking necessary steps for promotion of faculty diversity and their retention.
4) Preparing the University for obtaining Funds from Government Agencies like UGC, AICTE, DST etc.

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5) Exploiting the growth of Capital City, Amaravathi and the establishment of Government and other corporate offices would enhance the Corporate Training and Consultancy opportunities of KLEF.
6) Establishment of 'Foreign Students Cell' and Admission Promotion measures result in increased 'Foreign Student Enrolment'.

UTILIZING THE OPPORTUNITIES

1) Continuous review/revision and restructuring the programs to discover opportunities to develop the most advanced programs in collaboration with global universities.
2) The latest technology leading to efficient and effective teaching learning process results in quality education.
3) Well defined research policy helps in promoting the effective research environment in the University.
4) Academic Staff College helps the University faculty to update themselves in all respects meeting the emerging knowledge trends.
5) Representation of students on academic and administrative committees and the presence of value system helps in grooming good leaders / citizens.
6) Excellent facilities and quality faculty result in both horizontal and vertical expansion of the University.
7) The growth of capital city Amaravathi would help the University in growing both vertically and horizontally.
8) Initiated quality measures lead to quality enhancement and quality development leading to quality Education.

FACING THE CHALLENGES

1) In the Era of Globalization, to overcome the possible competitions from foreign Universities in Higher Education Institutions as potential competitors. KLEF has proposed to enter into MOUs with National and International Organizations.
2) The University has taken all necessary steps to identify and recruit efficient and effective manpower for all purposes through global search.
3) The existing research promotion policy and research environment would also help in taking the present level of 'patent publications' to the level of 'commercialization of patents'.
4) The students have been motivating towards research through students projects that are part of the curriculum both at UG & PG level. Further, they are motivated through incentives for doing research and its related activities.
5) KLEF has been following the well defined research policy with inbuilt norms of statutory regulatory authorities leading to admitting quality scholars for Doctoral programs students.

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6) The latest trends are restricting the software employment opportunities; the university has been promoting students towards core branch employment.
7) KLEF has developed a strategic plan to utilize the existing strengths, overcoming the weaknesses, exploiting the opportunities and facing the challenges.

1.5 Strategic Development initiatives

- Considering the major changes that had taken place regionally and nationally, the Board of Management of KLEF constituted a committee for developing a perspective plan for deciding the strategies needed to build up the internal capability for meeting the change. This committee reviewed the plan elements which have continued till 2011. It has taken up the task of developing an integrated and inbuilt perspective cum strategic plan for the period 2012-32. Several workshops and discussions were held with different stakeholders to develop a knowledge base and a consensus around key issues. A perspective plan outlining recommendations and action plan for implementing the strategy was developed.
- Subsequently as part of the planning cycle, the perspective plan has been reviewed and revised at regular intervals. For this purpose, the master perspective plan was prepared for a period of 20 years. Even within the 5 years, annual action plans are embedded and the same are reviewed periodically.

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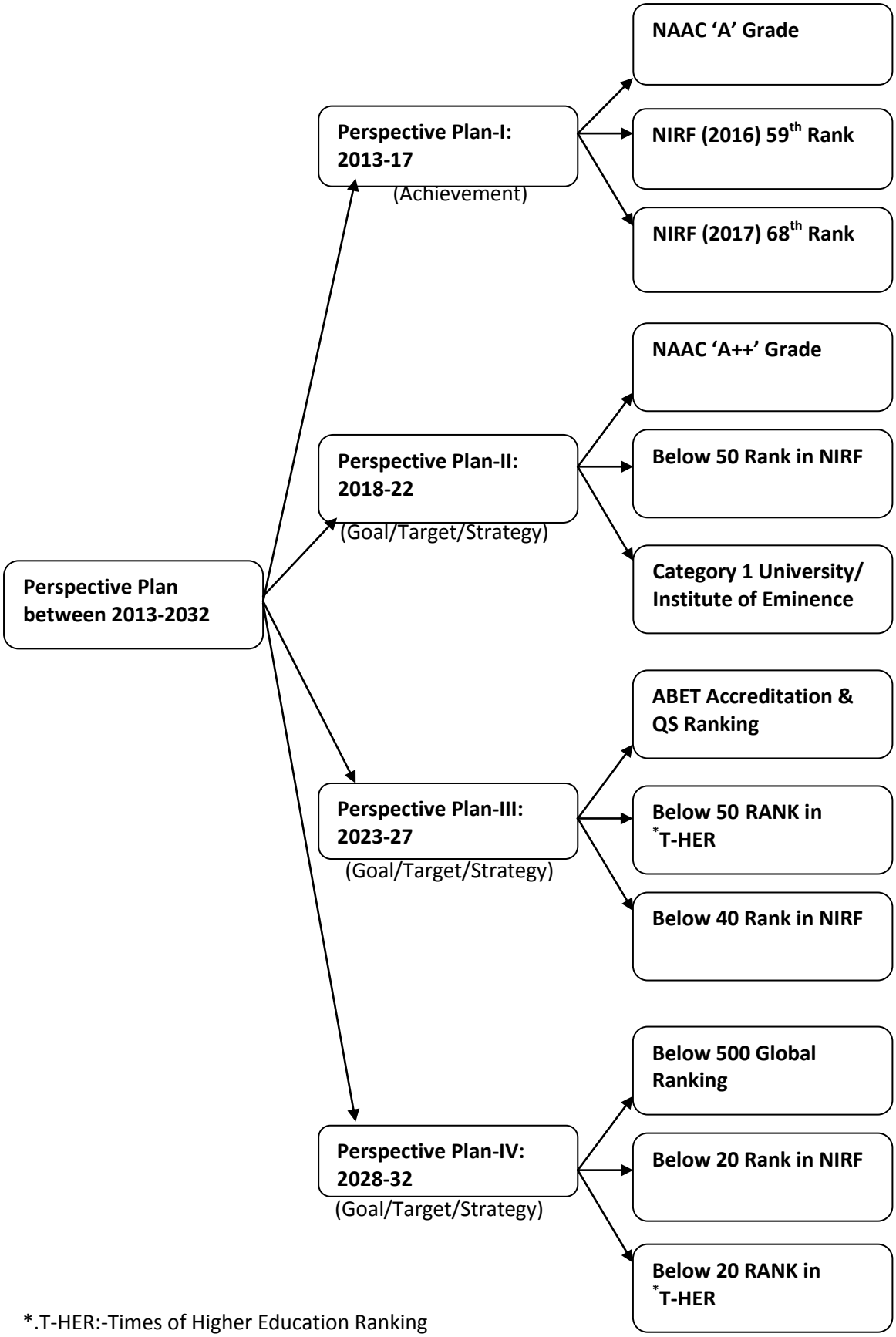
1.6 Highlights of KLEF Perspective Plan 2013-32



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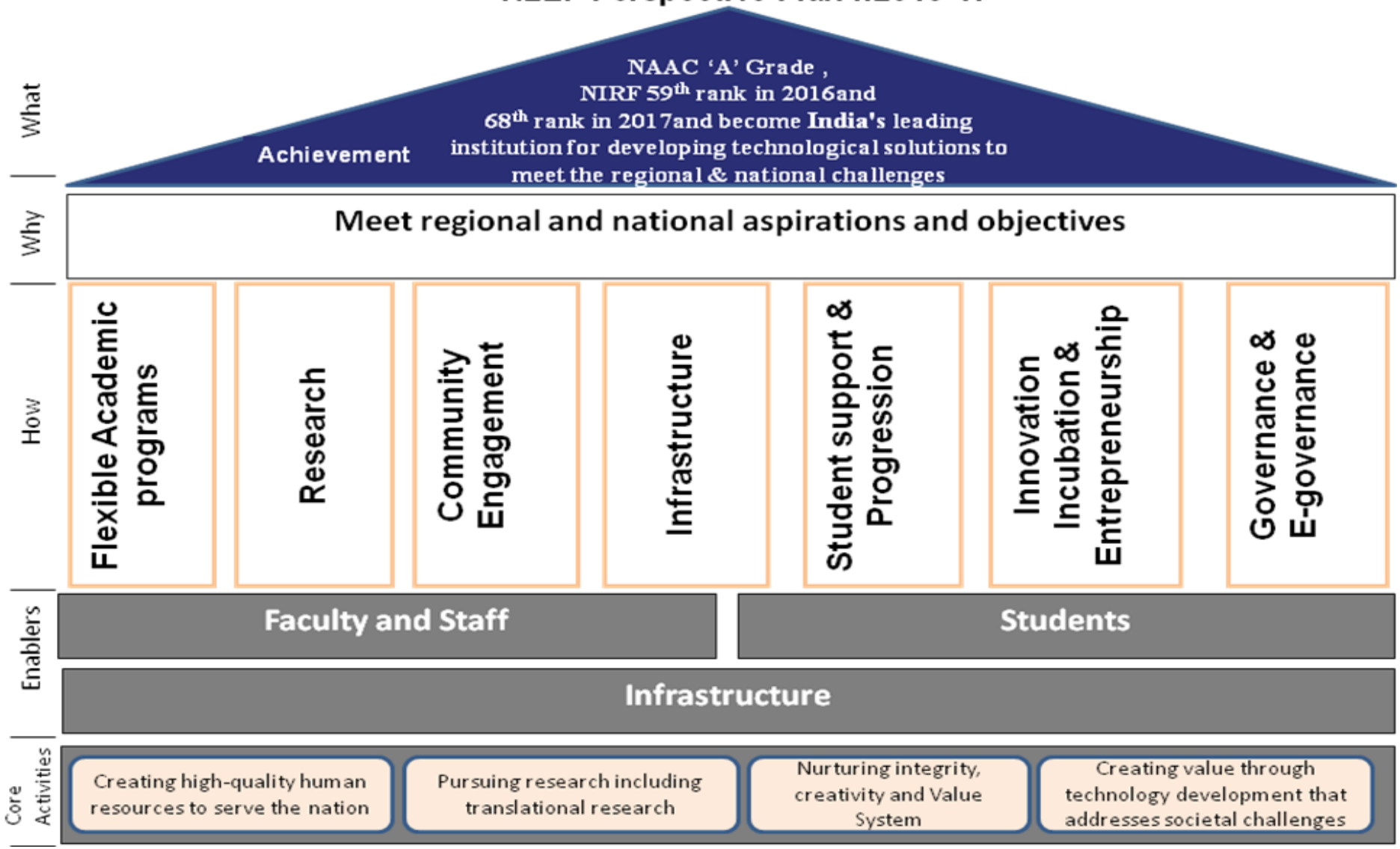

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1.7 Perspective plan 2013 to 2017

The Perspective cum Strategic Plan

This exercise was undertaken by a group of faculty members under the supervision of VC & Pro Vice-Chancellor. This group enabled participation from all the academic departments in the University of KLEF in a pre-designed format. The responses, along with those from the Students of the University have been studied and have been followed after repeated discussions based on the summary of recommendations for the plan and requirements of the perspective plan, the group has developed core strategies on which the perspective plan is built.

The ten common Core Strategies for our strategic plans are**,**

- **Enforce** enhancement programs to upstage the quality of faculty and showcase performances that merit peer appreciation and global recognition.
- **Grant** autonomy to selected Departments/Colleges promoting innovative proposals for new academic, Inter disciplinary, Trans disciplinary/ research programs and enable them reach National and International arena.
- **Attract** the best students through a National merit test and provide high-achievement programs that transform them into knowledge leaders.
- **Create** awareness among students that leave fewer opportunities about the advantage of a knowledge-driven society and made them join the mainstream culturally-diverse multinational University community.
- **Develop** futuristic academic programs incorporating gender and social equity and professional ethics.
- **Improve** the Quality of Teaching Learning Environment by promoting foundation-level knowledge in basic disciplines to help faculty revisit fundamental principles, understand the extent of changes and awareness in their subject areas and grow towards the realities of global competitiveness in education management.
- **Use** the best education technology, optimally in teaching methods, by providing the facilities equally amongst all departments encourage new inter-disciplinary research programs that help connect teaching and research, including applied and action research projects.
- **Enhance** teaching and research methodologies, support systems and infrastructure by encouraging new ways of learning, understanding and pedagogy within the academic community and peer review every three years.
- **Develop** the common Central library, and provide department-specific libraries, with e-journals, computer network etc., and provide for multi-institutional borrowing and lending networks.
- **Encourage** industry-academia interaction and promote entrepreneurship through a more diverse University community, academic programs and by rigorously promoting the brand name of "**Global KLEF**" as a reliable and choice location for high quality education.

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- The second perspective plan was prepared covering the period 2013 to 2017. A summary of the goals / targets of this plan as well as the key achievements are provided in this section.

MISSION

a) Become a leading technological University, with national recognition (National rankings) in atleast two disciplines.
b) National Ranking in one discipline against the two disciplines proposed.
c) "A" Grade with 3.16 against the target of 3.50 CGPA.
d) Achieved 69th Rank in NIRF Rankings against the target of top 50 Ranks.

KEY PERFORMANCE INDICATORS & STRATEGY

Key performance indicator	**Achievement / Outcome**	**Goal / Target**
1.7.1 Flexible Academic Programs 1.7.1.1 Academic Processes		
• Student quality (Demand Ratio)	Against the target, the University achieved 1:13.19 student quality. The reasons were analyzed and necessary steps were taken	KLEF proposes to have the best quality students by increasing application base by putting a target of 1:15.
• Student diversity in percentage	The achieved student diversity is 5.67% on an average during the plan period. The university is reviewing it's admission policy to attract non local students.	Another important factor considered by the University for this plan is student diversity which creates accessibility. The target fixed for this purpose is 20% of the total enrolment.
• Enrolment of reserved categories	The percentage of average enrolment of reserved categories during the plan period is 48.98% inspite of the scholarships given to the socially disadvantaged sections. The University has been revising its admission policy in this regard.	The target fixed for average percentage of seats filled against the seats reserved is 100%.
1.7.1.2 Academic Processes		

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• Number of Departments	The average outcome in the plan was 21 which is nearer to the target.	As a university, it has to expand horizontally by starting a number of departments depending on the emerging trends; the target fixed for this purpose is 25.
• Programs	The number of programs by the end of this plan is 51.	The relative number of programs fixed during this plan is 65.
• New courses (in percentages)	The university achieved 28.9% which is also good.	The target fixed for starting average percentage of new courses is 40%.
• Revision	The university has revised 80.39% of its existing courses to meet the exigencies.	KLEF proposed to revise the syllabus every three years to cope with the emerging trends in the respective disciplines.
• Value added courses in percentages	It has achieved 340 courses against the target.	KLEF proposes to offer 10 -20% out of total courses.
• Employability focussed courses (in percentage)	The University has achieved 75.23% as against the target of 40-50% of total courses.	The university proposed to focus on employability by fixing the target of 40-50% courses out of 2709 with employability focus.
• CBCS	It has met the target of 100% programs.	The university proposed to have 100% CBCS programs.
1.7.1.3 Academic Processes		
• Full time teachers against sanctioned posts in percentage	It maintained and met the 100 percent target.	K L E F has been maintaining 100% faculty against the sanctioned posts during the plan period.
• Percentage of teachers with Ph.D	KLEF achieved 37.44% against the benchmark and it is in the process of nearing to the benchmark by the end of next plan.	The university fixed 60 - 90 % as benchmark for teachers with Ph.D which is also the benchmark of NAAC.
• Average teaching experience of full-time teachers in number of years	The university maintained an average of 11.59 years experience.	K L E F fixed an average of 15 years teachers of experience during this plan period.
• Average percentage of full time teachers receiving awards	On an average 8.86% faculty have received awards in the University.	The plan target for an average percentage of full-time teachers receiving awards is 30%.
• Faculty diversity in percentages	KLEF could attain only 11% faculty diversity	The university fixed a target of 30% faculty

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	despite wide promotion.	from other states and countries.
• Average percentage of teachers using ICT	Average percentage of teachers using ICT is 100% as against the target of 100%.	The university took all necessary steps to train the teachers in the use of ICT and make them fully equipped and fixed the target at 100% .
1.7.1.4 Evaluation processes		
• Declaration of results in Number of days	The university has been declaring results within 9.8 days during this plan period.	KLEF automated it's examination system and fixed the target for announcing results within 5 days.
• Average percentage of student complaints about evaluation	The university received less than 1.98% average student complaints on evaluation from the students.	KLEF has been administering flawless examination system and fixed a target not exceeding 2% average complaints from the students.
• Average percentage of applications for evaluation leading to change in marks	The university received 10.07% of average applications for evaluation leading to change in marks against the target fixed.	The target fixed for average percentage of applications for evaluation leading to change in marks is 10% of the received applications.
• Automation of examination division in percentage	The university achieved the target of 100% Automation of examination system.	K L E F proposed to complete the 100% Automation of examination system during this plan period.
• Student pass percentage	Student pass percentage stood at 93during this period.	K L E F University targeted to achieve 95% student performance / pass percentage during this plan.

Key performance indicator	**Achievement / Outcome**	**Goal / Target**
1.7.2 Research • Seed money to teachers (average per year)	116.6 crores	15 crores
• Number of teachers awarded international fellowship in percentage/absolute figure	It has achieved the target of 11.57% of its teachers received international fellowship for research studies.	The university set a target of 2-5 % of teachers ought to receive international fellowship for research studies.
• Number of JRFs, SRFs, PDFs and Research associates	The University met the target of 226 members	As part of research promotion, the university

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	receiving all the types of fellowships.	has been encouraging JRFs, SRFs, PDFs and RAs by fixing a target of a minimum of 250 members in the plan period.
• Percentage of Departments with UGC-SAP, CAS, DST-FIST, ICSSR etc.	The University achieved a target of 28.57% of its departments enjoying these fellowships.	K L E F aimed at least 50% of its departments to attain UGC – SAP, CAS, DST – FIST, ICSSR etc.
• Grants for sponsored research projects by the government	It has achieved only about 1553.35 lakhs as against the target.	K L E F put a target of getting a minimum of Rs.30 crores worth of sponsored projects for this plan.
• Number of research projects for teachers funded by Government & Non Government Organizations	Only 0.13 research projects per faculty received both from Government and Non Government Organizations put together.	The university fixed a target of 1 research project per faculty on an average during this plan period.
• No. of Ph.Ds awarded	As a young University, it produced only 0.35 Ph.Ds per faculty per year.	K L E F University fixed a target of producing 1 Ph.D. on an average by each eligible faculty per year.
• Research papers per teacher	The average number of papers published during the plan period is only 1.15 per faculty per year.	The university fixed a target of publishing research papers minimum of 5 papers on an average by each faculty in a year.
• H-index	The University reached H-index 18 against the target.	Another significant parameter for research is H-index and it is fixed at 30.
• Revenue from consultancy	Inspite of the University initiatives, it could register an amount of Rs.271.48 lakhs per year on consultancy.	The University has been extending consultancy to all the departments and the target fixed at Rs.1 crore per year.
• Revenue from corporate training	Actual achievement is very disappointing and stood at only Rs.16.46 lakhs per year.	Another important indicator is amount from corporate training and the target fixed is a minimum of Rs.25 lakhs per year.
• Number of awards and recognition	It has achieved 31 awards and recognitions against the target of 40 awards	One of the important strengths of the University is community engagement and to participated actively to

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		achieve awards and recognitions a target of at bagging at least 40 awards.
• Number of functional MoUs	It has 43 active functional MoUs.	K L E F University fixed a target for functional MoUs with institutions of national and international importance, other universities, industries, corporate houses etc. for the plan period is 75.

Key performance indicator	Achievement / Outcome	Goal / Target
1.7.3 Community Engagement • Number of extension activities	Out of the targeted 400 extension activities, the University has achieved only 214 extension activities during the plan period.	The University has fixed a target of 300 extension activities during the plan period.
• Average student participation in extension activities	Average student participation in extension activities is 83.68 against the target fixed.	As stated earlier, it is interested in developing neighbourhood and fixed a target of 100% student participation either directly or indirectly.
• Number of collaborative activities	The University organized 46 collaborative activities for all the categories.	KLEF University fixed a target of 60 collaborative activities for research, faculty exchange student exchange per year.
• Number of linkages	It has achieved a chunk of 784 linkages against the target.	The University fixed a target of a 1000 linkages with institutions / industries for internship, on the job training, project work ,sharing research facilities etc . during this plan period.

Key performance indicator	Achievement / Outcome	Goal / Target
1.7.4 Infrastructure • Budget allocation for infrastructure augmentation excluding salary	As KLEF is a fast growing university, it has allocated more than the budget allocation and spends	Average % of budget allocation, excluding salary for infrastructure augmentation is fixed at

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	upto 72.02%.	50%for this plan period.
• Average annual expenditure for purchase of books and journals	The actual expenditure spent on these items is only 1.3% i.e 126.15 lakhs.	Average annual expenditure for purchase of books and journals is fixed at 3%of the budget.
• Student computer ratio	The University achieved computer student ratio of 1:3.99 as against the fixed target of 1:3.00	The university put a target of one computer for a group of 3 students.
• Average expenditure incurred on maintenance of physical facilities	The university has spent only 7.15 % of the specified budget for maintenance and other related items.	Average expenditure to be incurred on maintenance of academic and support facilities excluding salary is fixed at 20% of its budget excluding salary.

Key performance indicator	**Achievement / Outcome**	**Goal / Target**
1.7.5 Student Support & Progression • Students benefitted by Government scholarships/freeships	Though, the university extended all support in this direction to the students, it achieved only 0.28 %.	The university fixed a target of 10% of average of students should be benefited by government scholarships and free ships.
• Percentage of students benefitted by scholarships/freeships etc... by the institution	To compensate the setback of government scholarships, the university offered 77.65 % scholarships through various schemes beyond the budget allocation.	KLEF fixed the plan target of 60% of average students should get benefited scholarships provided by the university besides government schemes.
• Placement of outgoing students	The university placed 70% of the eligible outgoing students during this plan period.	The university fixed a target of 100% placing the eligible outgoing students during this plan period.
• Progression to higher education	The students of the university have progressed 8.97% during the plan period.	K L E F University has been organizing all types national level examinations to get into higher education both at national level and at international level and fixed the target at 30%.

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• Number of awards, medals for outstanding performance in sports/cultural activities	The students received 299 awards / medals.	The University fixed a target of 5%students must get awards/medals for their outstanding performance in sports and cultural activities. This will be a norm for this plan.
• Alumni association contribution	It has partially succeeded by getting a fund of Rs 1.08 crores during this period.	The University has fixed plan target of mobilization of Rs. 5 crores from its Alumni Chapters.

Key performance indicator	**Achievement / Outcome**	**Goal / Target**
1.7.6 Innovation, Incubation & Entrepreneurship Eco system for Innovation	KLEF has established separate centres for innovation, incubation and entrepreneurship development. The first centre i.e. Centre for innovation & incubation has paved way to promote innovative ideas both among the students and faculty. This has resulted many incubations leading to filing the patents. The other centre i.e. Entrepreneurship development centre has continuously put efforts by training the budding entrepreneurs resulting in setting up/small enterprises by creating employment to some more students.	The institute has to create an eco system for innovations including incubation centre and other initiatives for creation and transfer of knowledge.
• Seminars/Workshops on Intellectual Property Rights (IPR)	The University has organized 60 Seminars/Workshops covering the specified areas as mentioned above during the plan	KLEF has targeted to organize 75 Seminars/Workshops on Intellectual Property Rights and industry academia innovative practices during the plan

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	period.	period.
• Awards for innovation	The Number of awards for innovation won by the institution is 202 during the last five years.	The University has targeted to win 80 awards for innovation by Institution/ Teachers/ Research Scholars/ Students during the last five years.
• Start up's	It has achieved 22 start ups during the plan period.	KLEF has targeted 35 start ups to be incubated during the last five years.

Key performance indicator	**Achievement / Outcome**	**Goal / Target**
1.7.7 Governance & E-Governance • Percentage of teachers provided with financial support to attend workshops/ conferences	The University provided funding to 32.15% of its faculty to attend professional development programs	The university has fixed a target of 50% of its faculty has to received funding for attending the professional programs
• Teachers attending professional development programs (Average percentage)	The university almost achieved the target of deputing teachers to seminars, workshops etc. with little less than 100% i.e. 92.55%.	As part of professional development of the teachers, the university fixed a target of 100% deputation of teachers to refresher courses ,seminars, workshops etc. during the plan period.
• Productive Mix	A large section of the faculty operate with this productive-optimal mix.	To make KLEF activities more productive mix of education, research, consultancy and services, maintain an optimal faculty workload.
• Organizational processes	The processes were reviewed when the Workflow Automation Program was initiated, and where warranted, the processes were simplified and optimised.	Redesigning the organisational processes in the university at regular intervals is fixed as its strategy.
• Strategic alliances	A number of	Forming selective

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	relationships have been built or strengthened: with ISRO, DRDO, foreign universities, etc.	strategic alliances with academic, research and industrial organisations.
• Systems and procedures	The Institute has created the requisite processes and mechanisms for handling grievances covering all sections—students, staff and women.	Strengthening the existing systems and procedures for conflict resolution and redressal of grievances.
• Degree of Governance decentralization and participative management.	60% of decentralization is available in the form of existing verious different bodies and cells in the University.	100% decentralization and participative management is fixed as its strategy.
• Perspective/Strategic Plan	University has prepared perspective/strategic plan for a period of 20 years starting from 2013-2032.	The University is expected to develop perspective plan for a period of 15-20 years.
• Existence of a handbook of rules and regulations	The University has developed a manual covering service rules, procedures, recruitment promotional policies etc...	Handbook of service rules, procedures, recruitment promotional policies etc. should exist.
• E-Governance	The University has developed 5 modules out of 13 ERP modules	The University has proposed to develop e-governance in areas of operation like P&D, administration, Finance & Accounts, Student admission & support and examination through ERP system.
• Existence of IQAC	The University has IQAC functioning as per the norms of the NAAC.	The University should have IQAC functioning as per the norms of the NAAC.

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Key performance indicator	Achievement / Outcome	Goal / Target
1.7.8 Miscellaneous Aspects • Gender equity promotion	The University organized 140 gender equity programs per year.	University has fixed the target of organising 30 gender equity promotion programs per year.
• Renewable energy sources	The University has achieved 33.06% of the target of meeting the power requirements from alternate energy sources.	The University has targeted to have 60% of its power requirements met by the alternate energy sources.
• Existence of Waste Management	At present the University is having solid, liquid and e-waste management systems.	The University is expected to have all types of Waste Management.
• Rain water harvesting system	The University has been operating the rain water harvesting structure and its utilization through pits, check dams etc.	University is expected to have rain water harvesting structures and utilize to the fullest.
• Green practices	The University has been focussing much on green practices through various means like students and staff using public transport. The campus is plastic free campus, with green buildings, green landscaping with trees and plants.	The university is expected to adhere the green practices.
• Focus on human values and professional ethics	The University has developed courses/programs on the subjects of Human Values and Professional Ethics to inculcate the values and ethics among students.	The University has targeted to develop programs/courses on Human Values and Professional Ethics.

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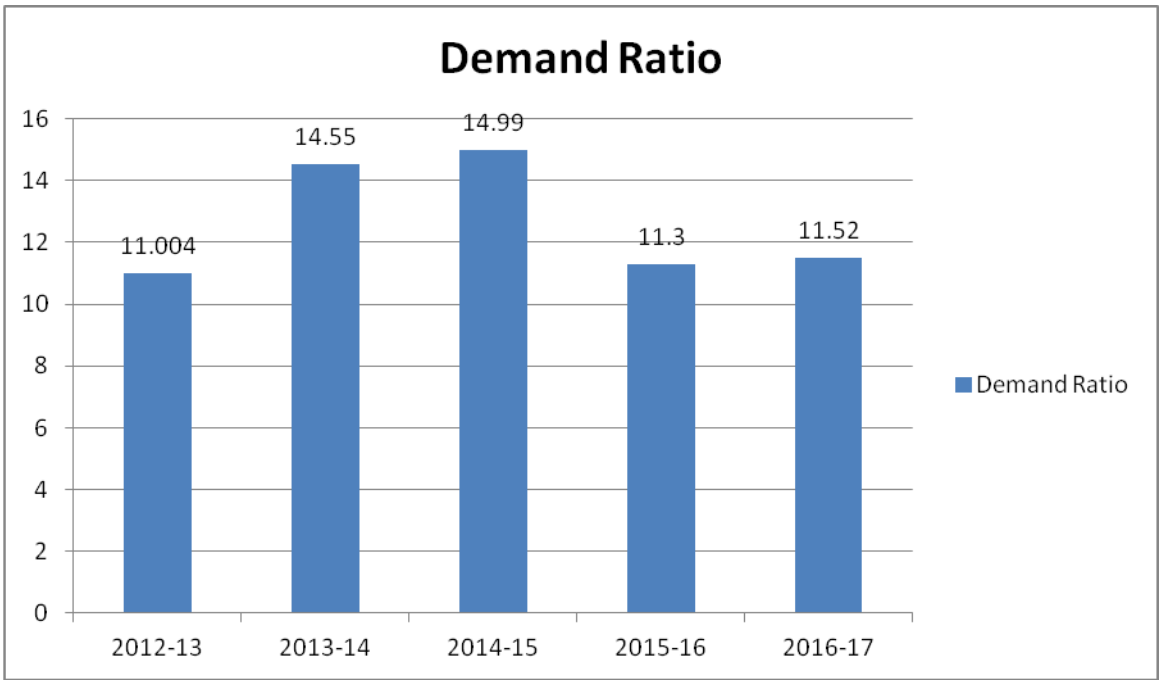
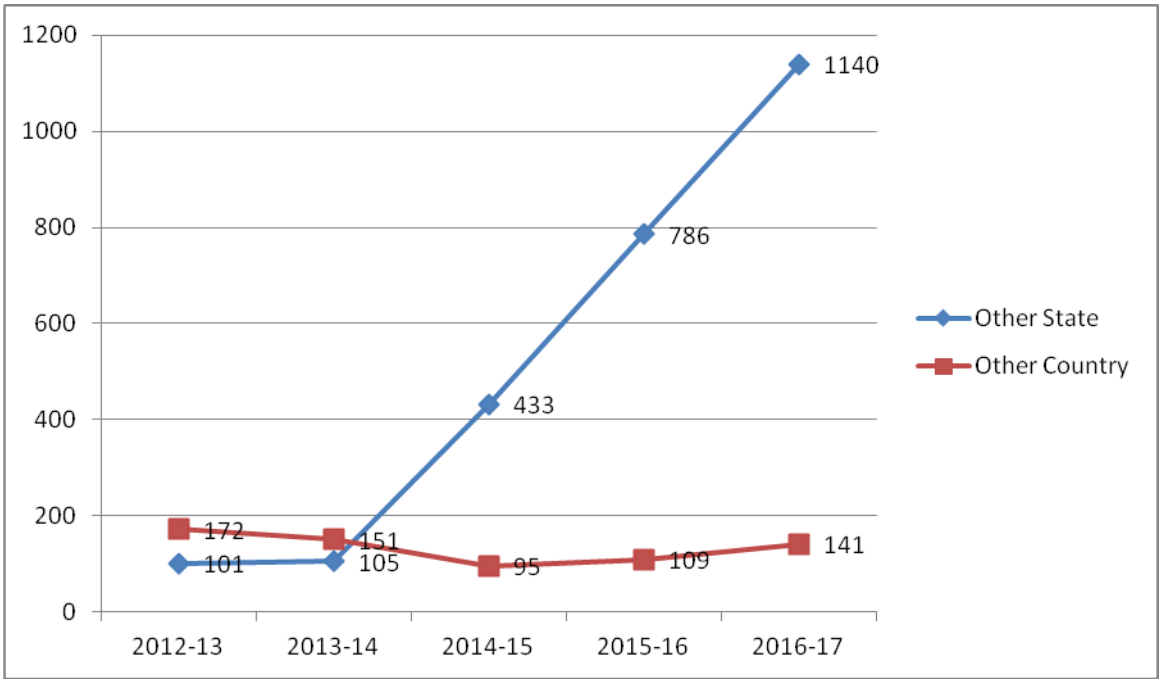
1.8 The major highlights of the perspective plan 2013-17 are covered in the following section.

Student quality (Demand Ratio)



Student diversity



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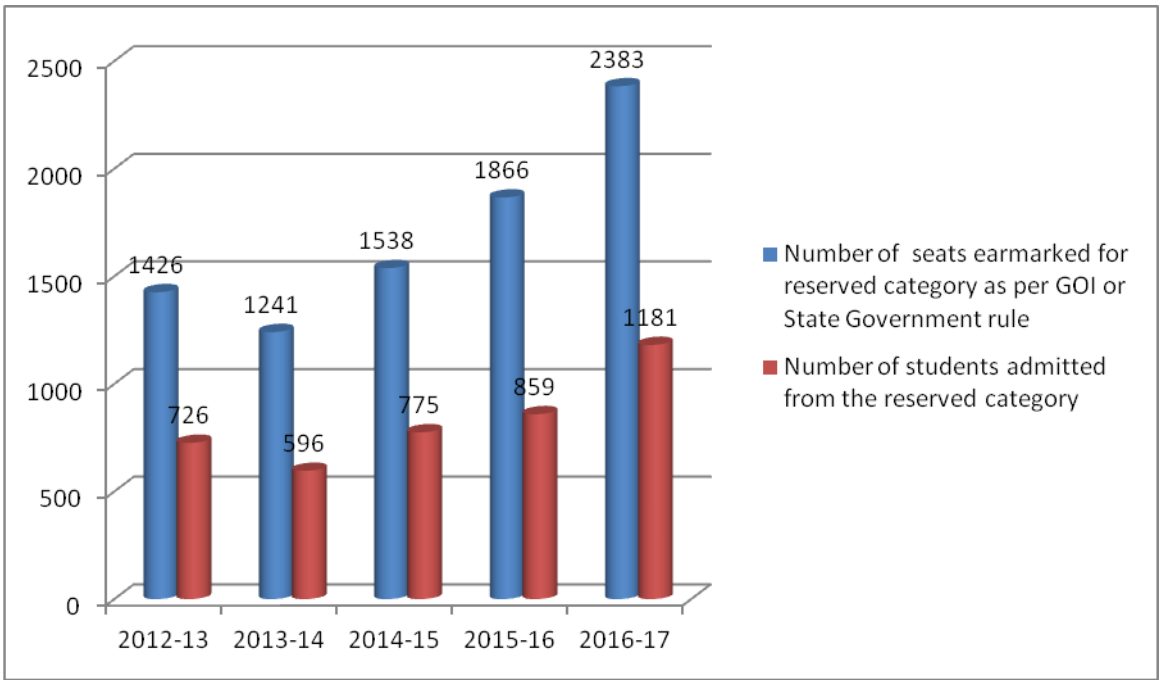
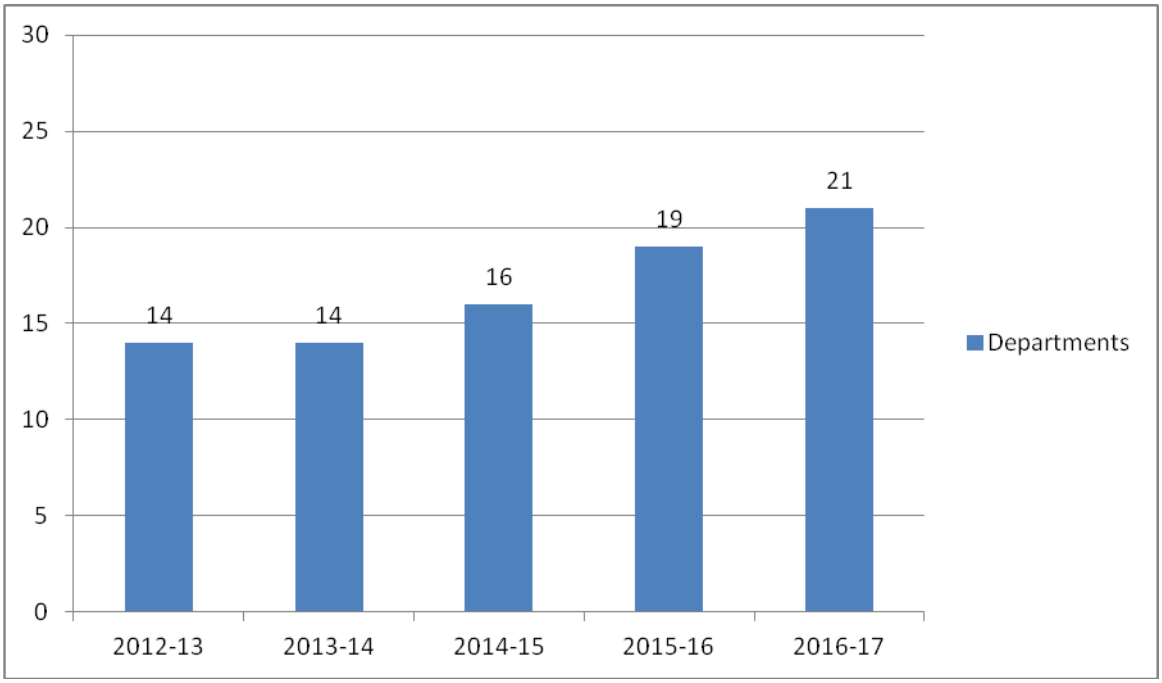
Enrolment of reserved categories



No. of Departments



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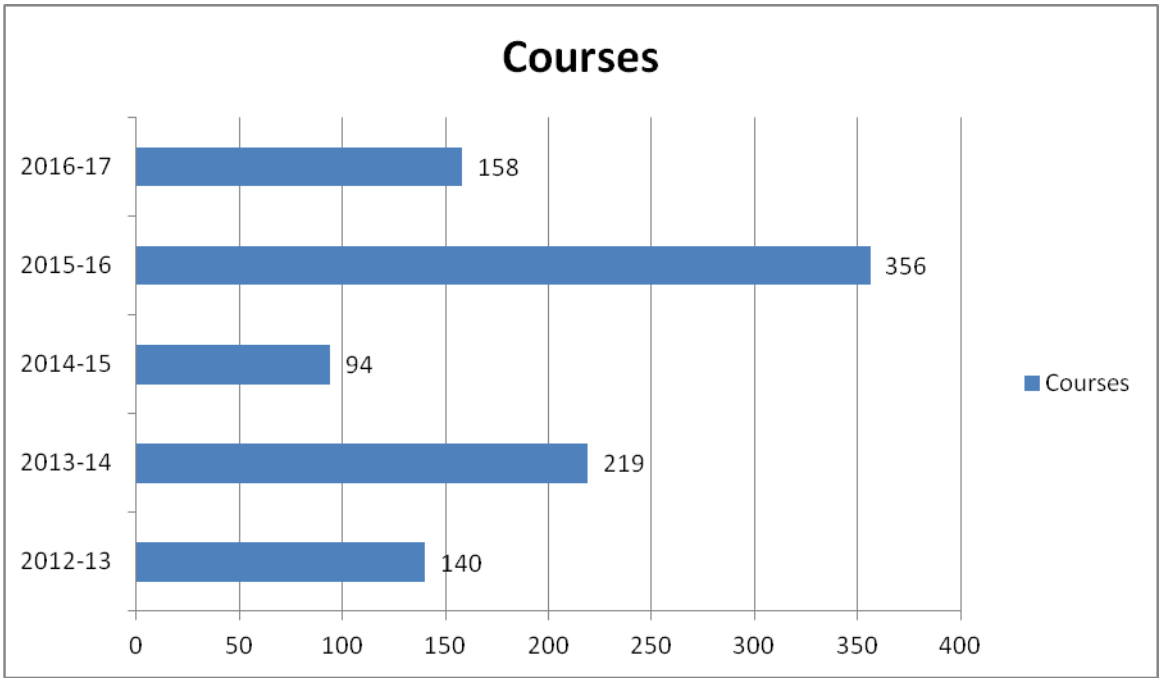
New Courses



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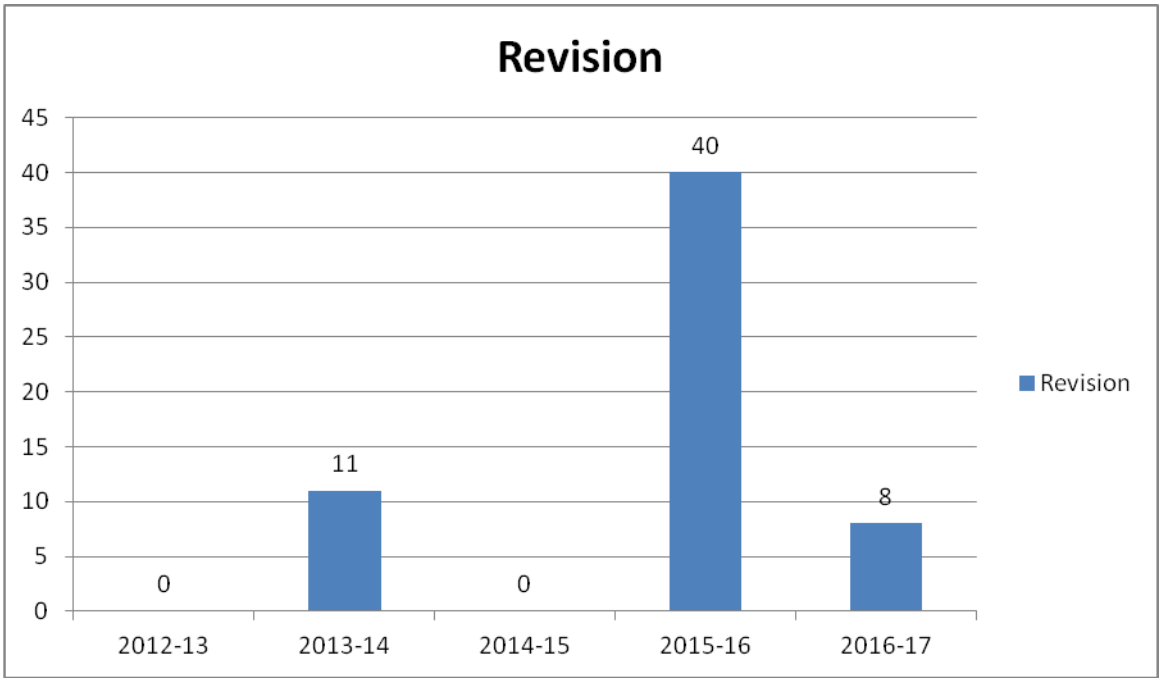

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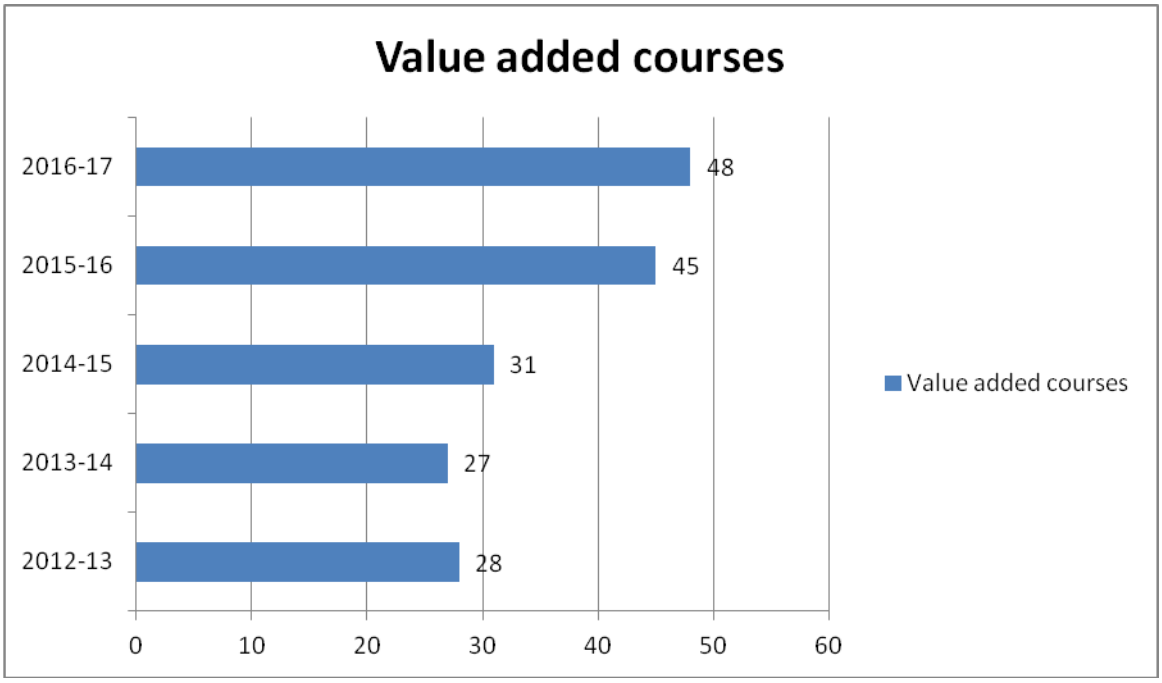
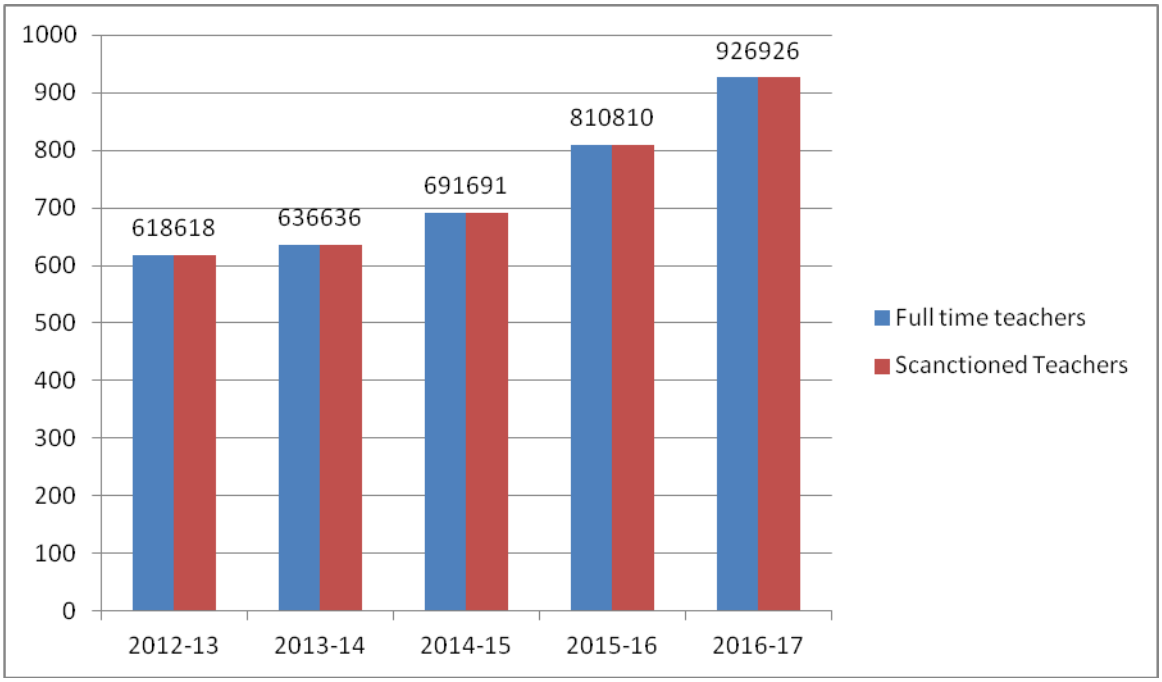
Value added courses



Full time teachers against sanctioned posts



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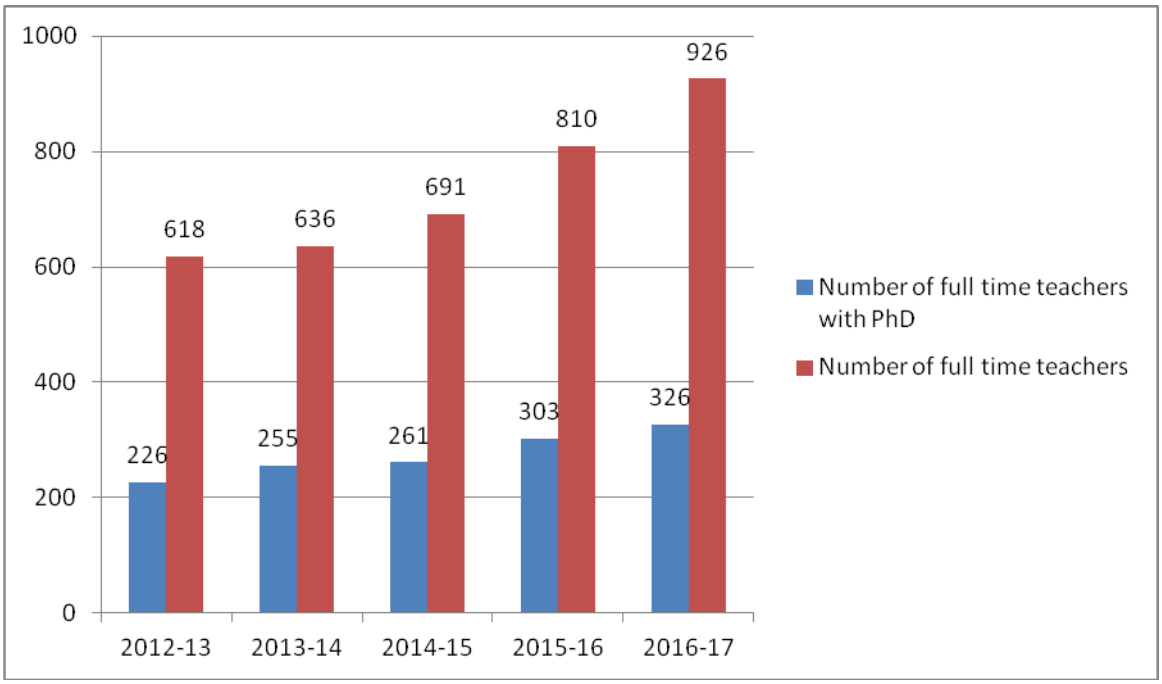
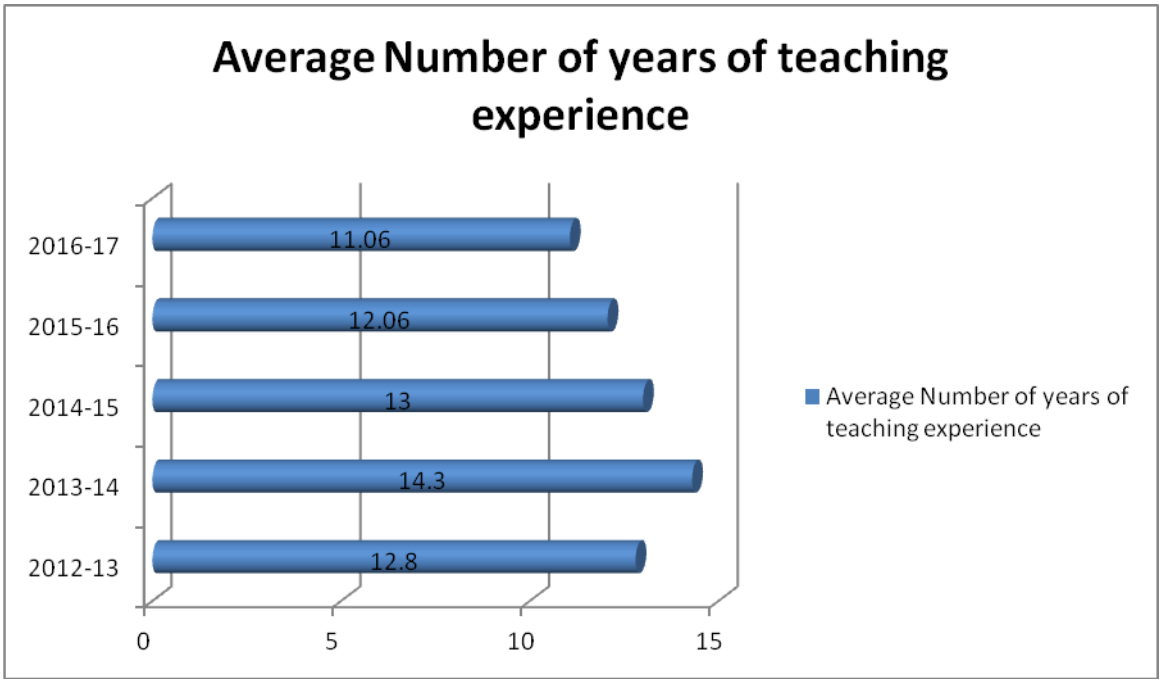
Teachers with PhD



Average teaching experience of full-time teachers in no. of years



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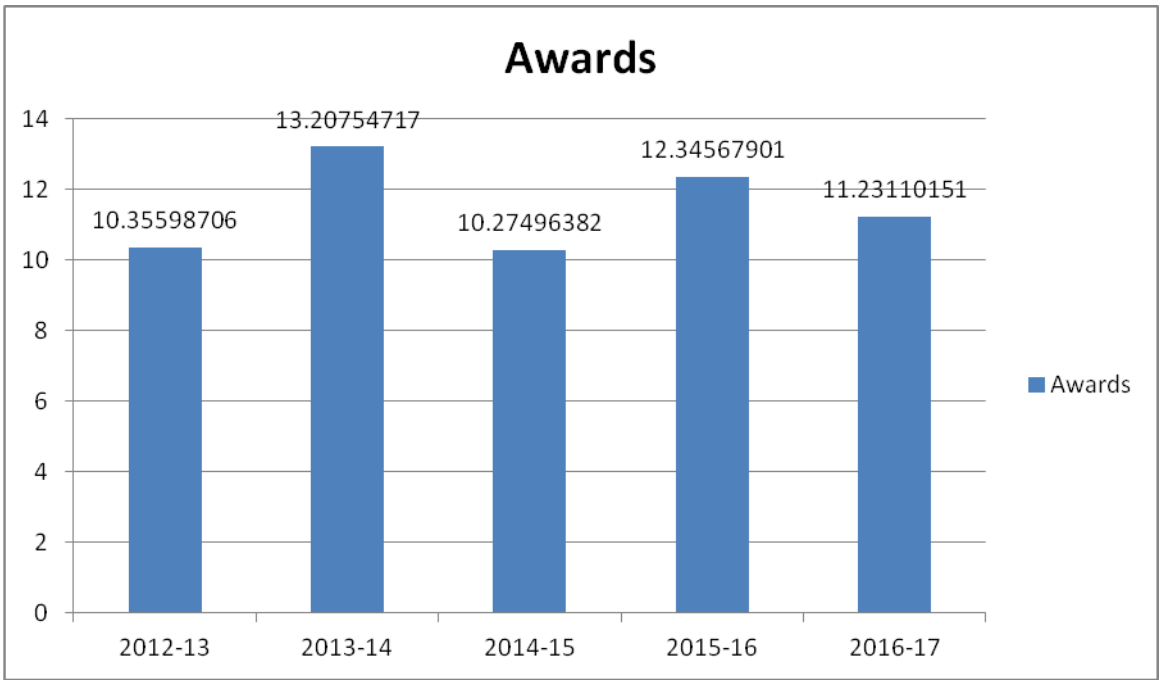
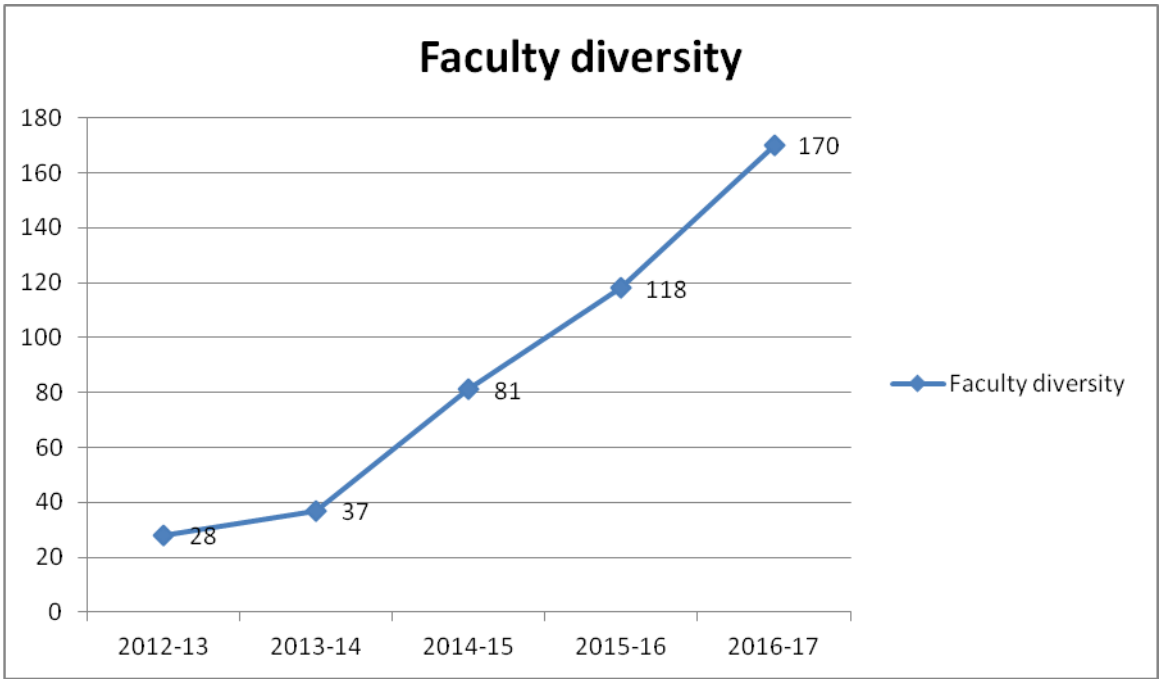
Average percentage of full time teachers received awards



Faculty diversity in percentages



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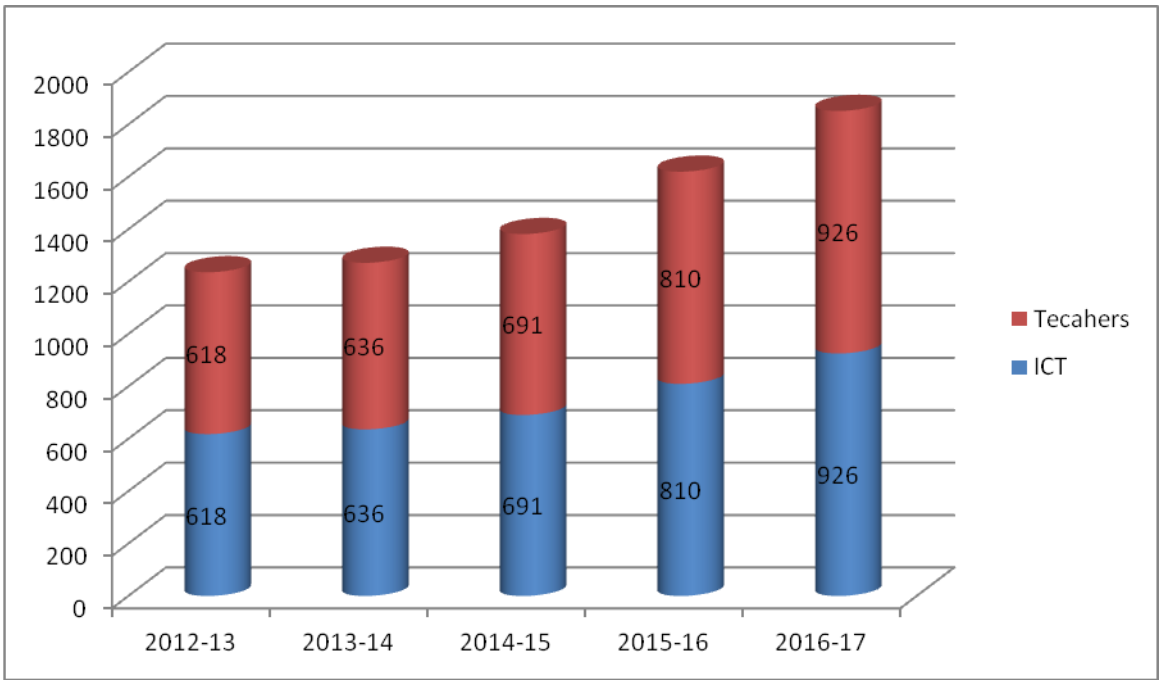
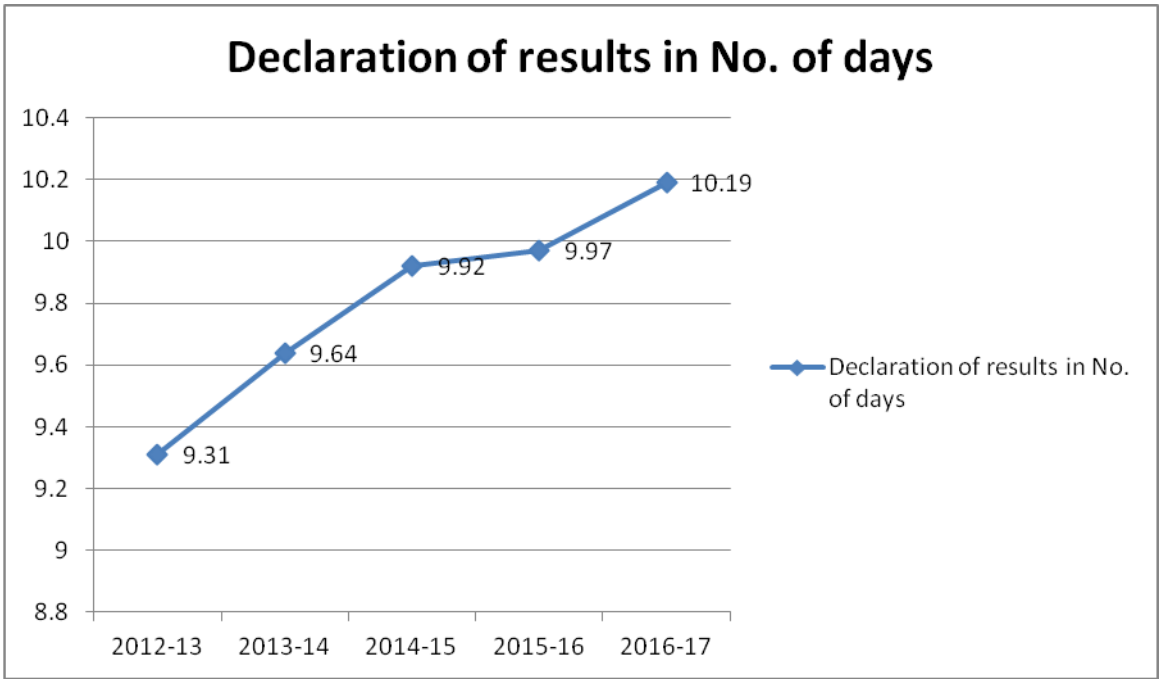
Average percentage of teachers using ICT



Declaration of results in No. of days



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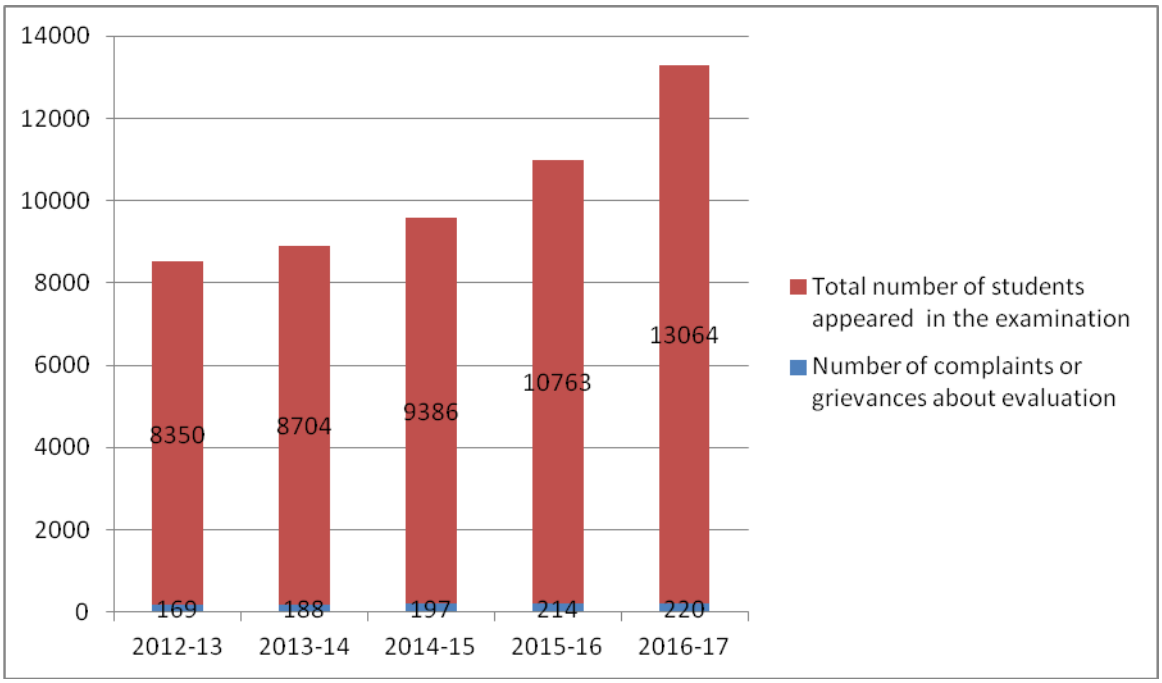
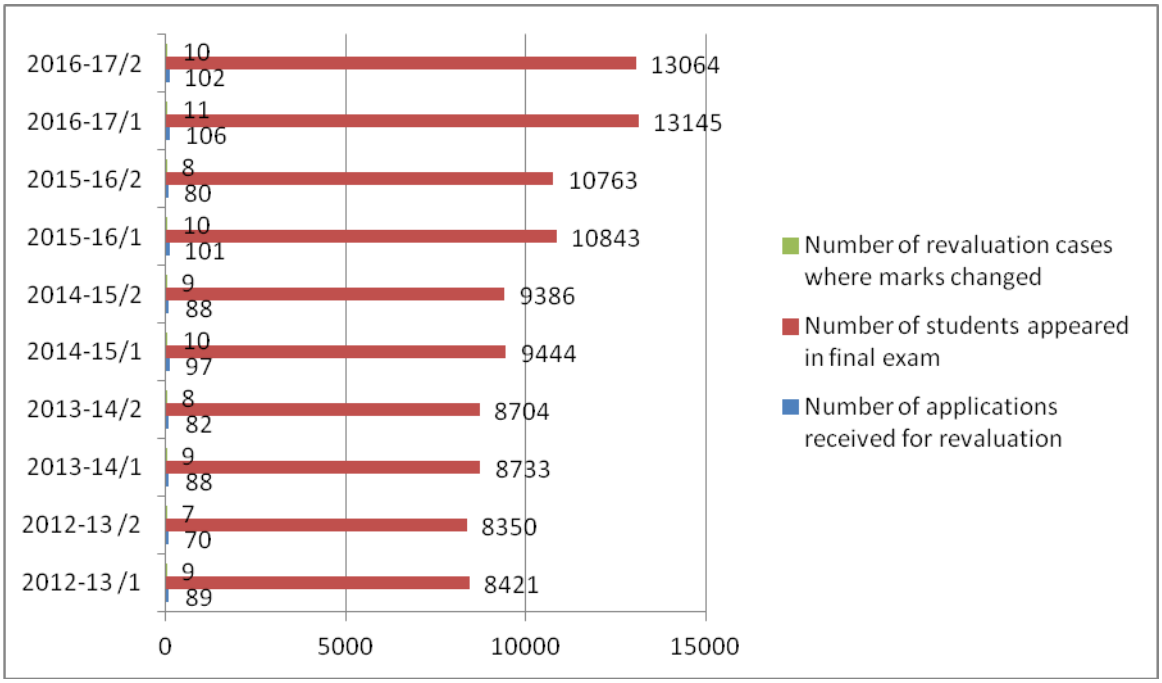
Student complaints about evaluation



Applications for evaluation leading to change in marks



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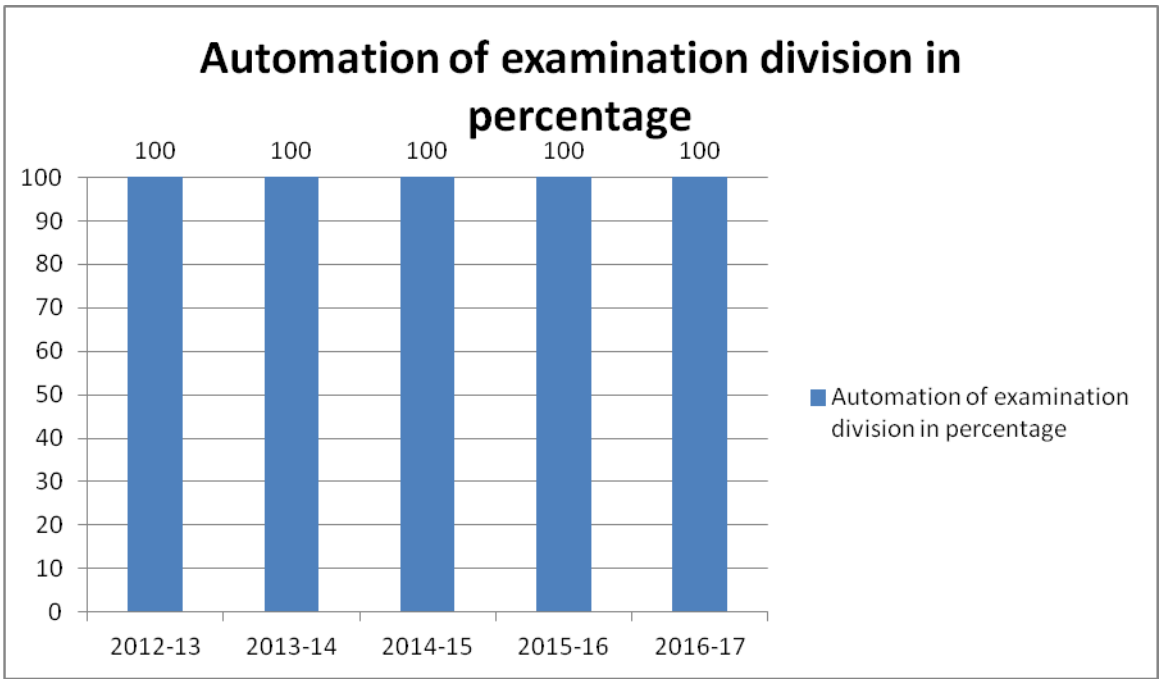
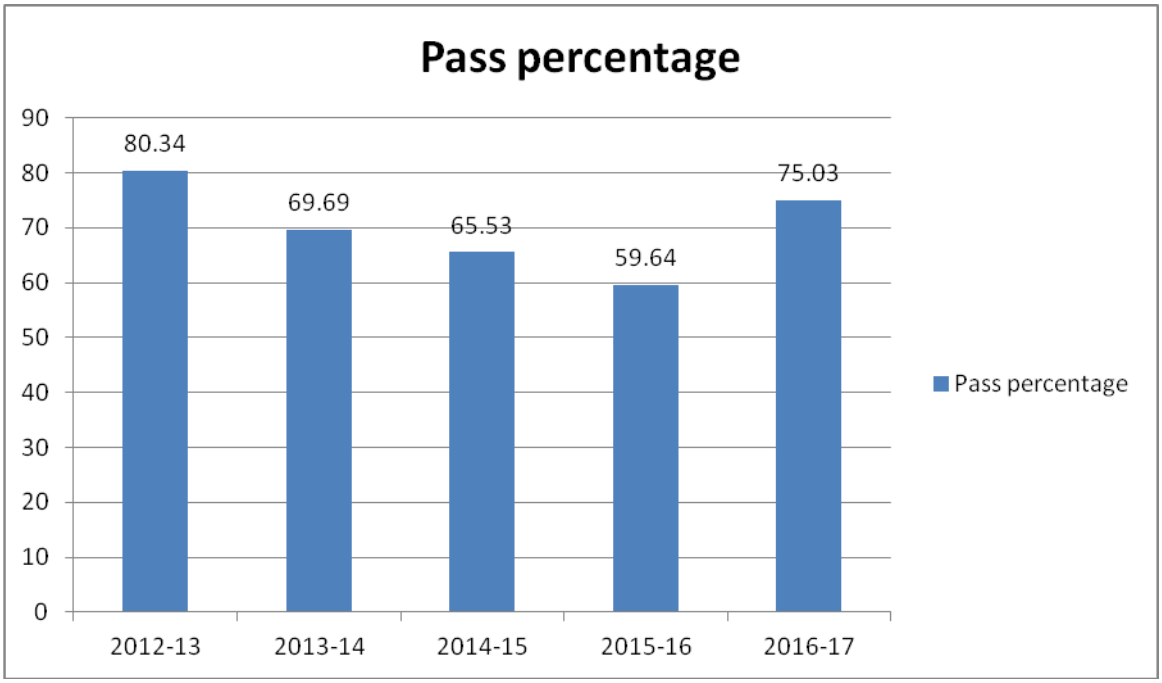
Automation of examination division in percentage



Student pass percentage



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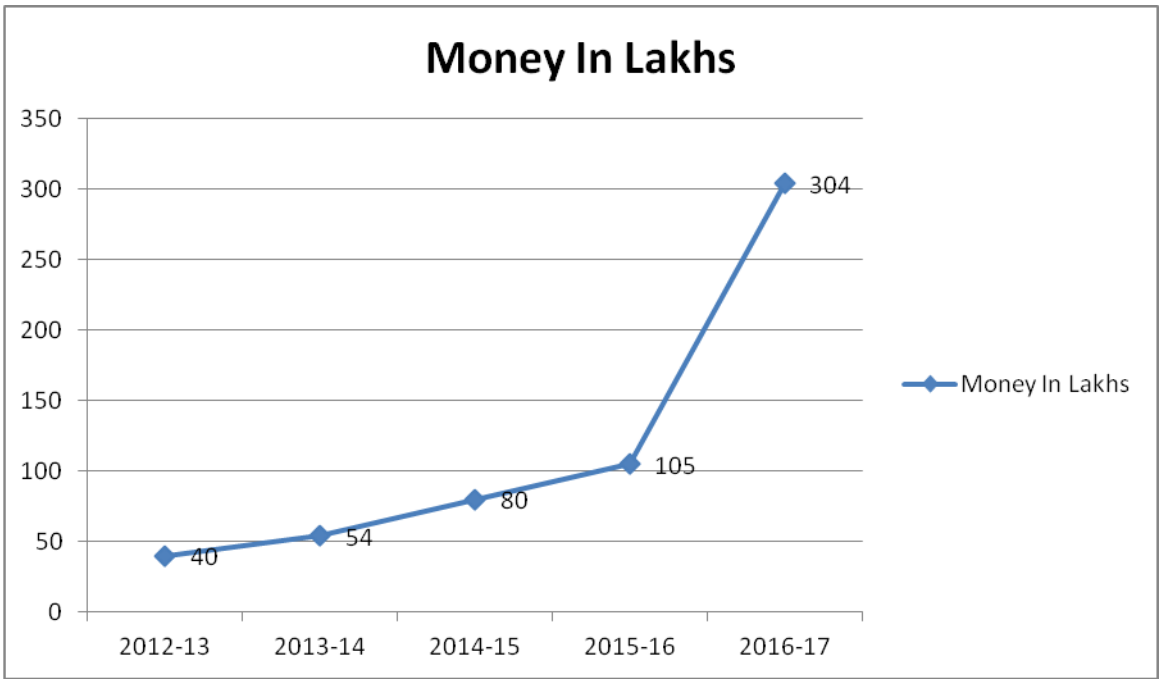
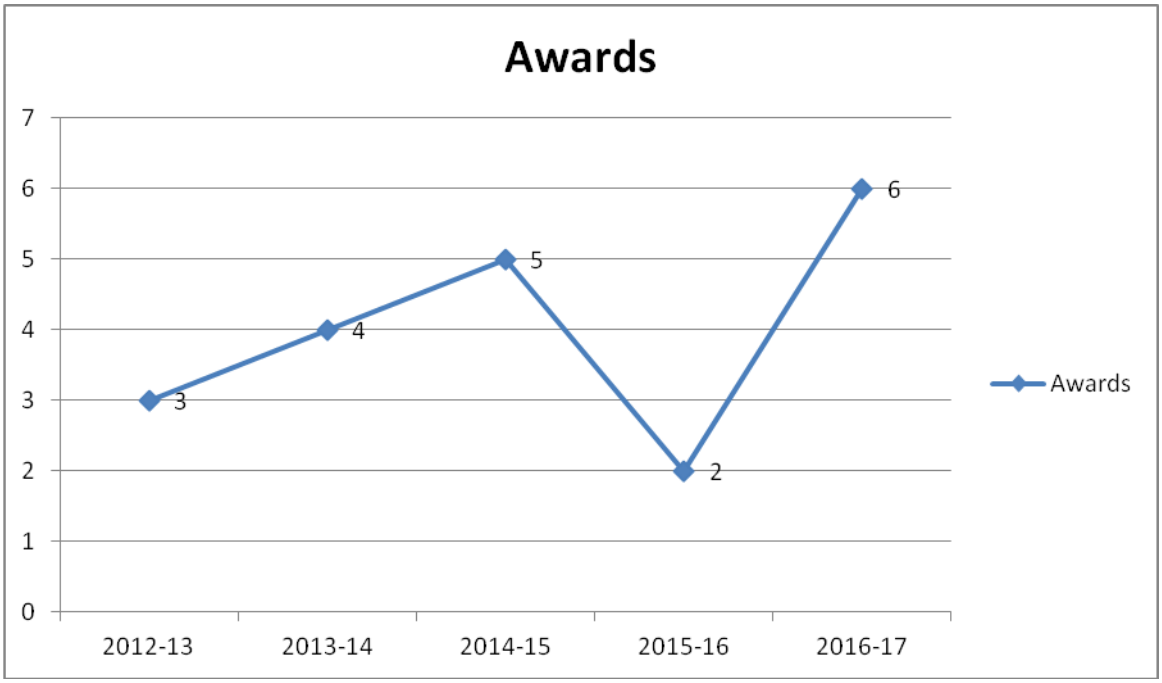
Seed money to teachers



Number of teachers awarded with international fellowship



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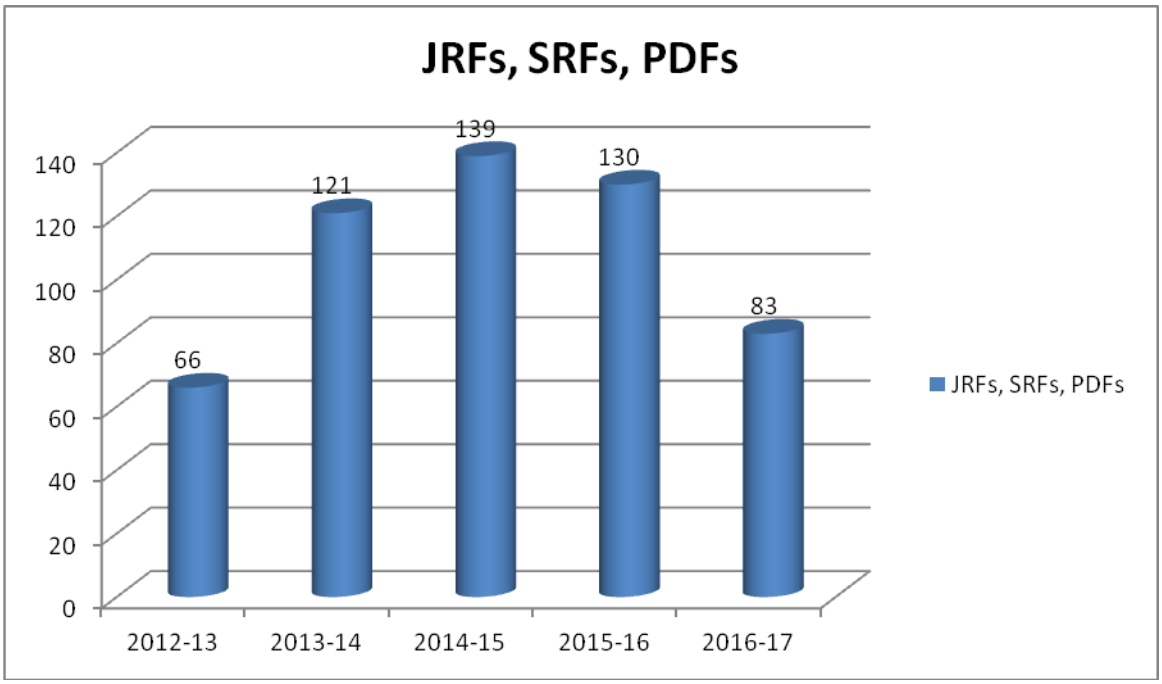
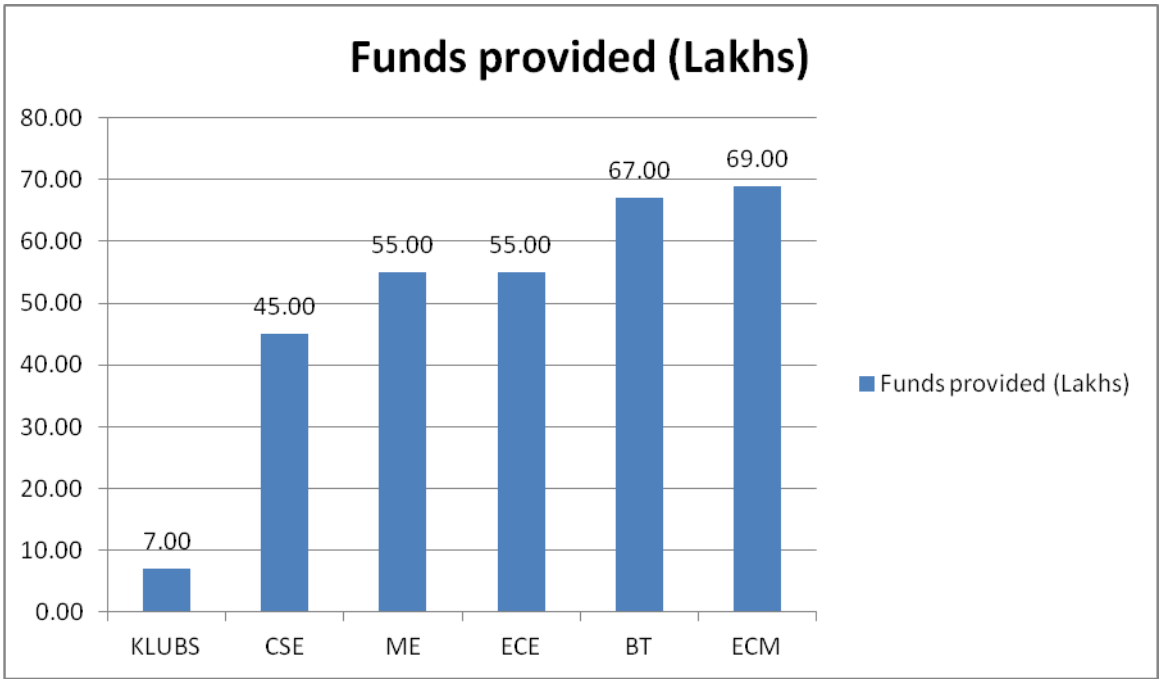
Number of JRFs, SRFs, PDFs and Research associates



Departments with UGC-SAP, CAS, DST-FIST, ICSSR etc.



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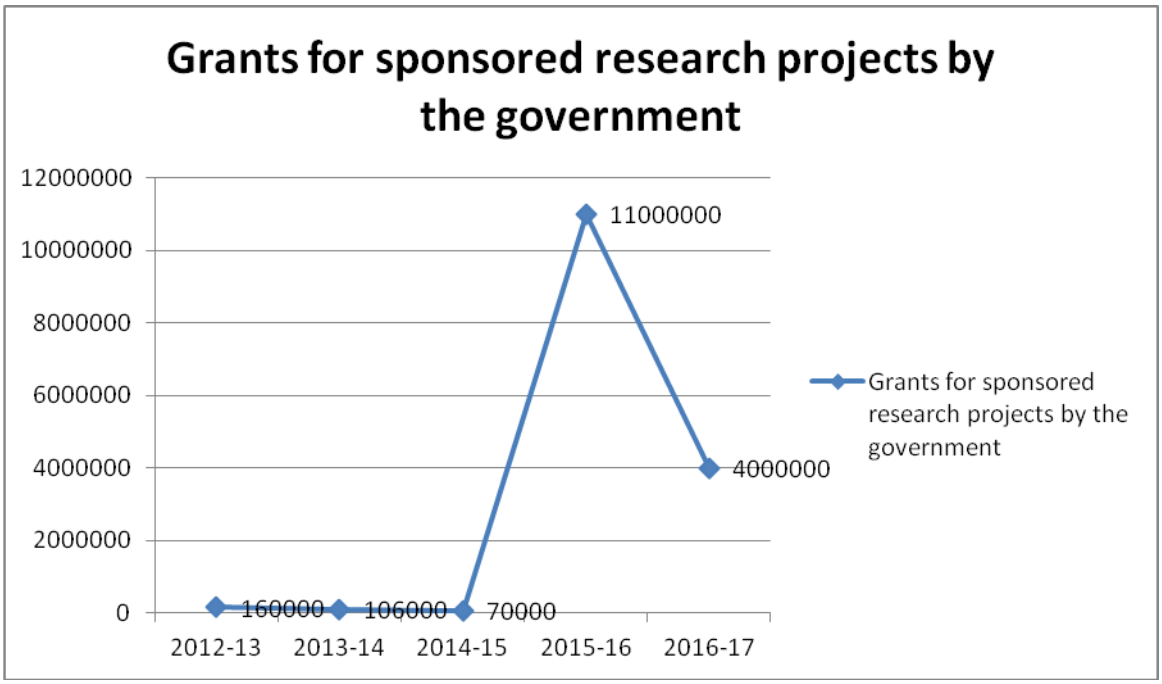
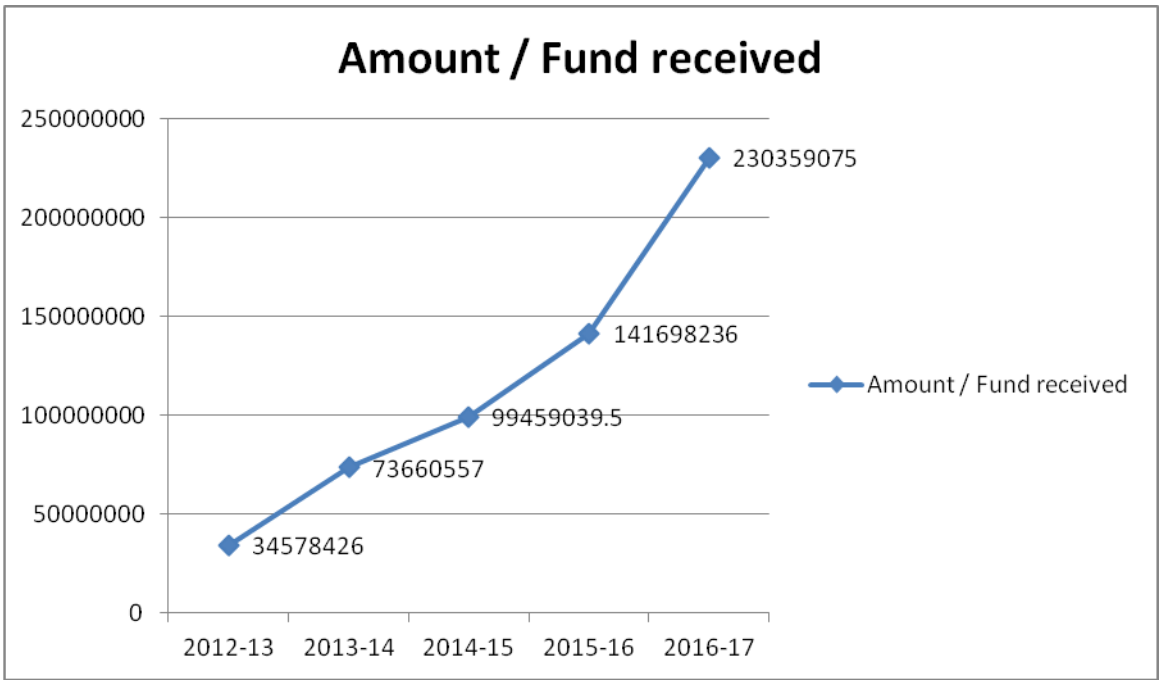
Grants for sponsor research projects by the government



Number of research projects for teachers funded by Government & Non Government Organizations



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