



Guru Nanak Institute of Engineering & Technology

Nagpur



Institutional Development Plan (IDP)

The Institutional Development Plan (IDP) of Guru Nanak Institute of Engineering & Technology (GNIET), Nagpur has been formulated as a strategic, comprehensive and future-oriented ***roadmap for institutional growth during the period 2020–2030***, coinciding with the implementation phase of the National Education Policy (NEP) 2020.

Higher Education Institutions (HEIs) in India are currently undergoing a paradigm shift from input-based education to outcome-based, learner-centric, multidisciplinary and innovation-driven education systems. In this context, the UGC has explicitly mandated every HEI to prepare a long-term Institutional Development Plan aligned with NEP-2020, accreditation requirements and national priorities.

GNIET, affiliated to Rashtrasant Tukadoji Maharaj Nagpur University (RTMNU), Nagpur and accredited with NAAC Grade “B” in 2018, recognizes the IDP as a critical instrument for quality enhancement, governance reforms, academic transformation and accreditation upgradation.

The Institutional Development Plan (IDP) 2020–2030 provides a long-term strategic roadmap for academic excellence, governance reforms, research growth, digital transformation and societal engagement. The plan ensures systematic, outcome-oriented and sustainable development.

The IDP Serves Multiple Interrelated Purposes:

The Institutional Development Plan (IDP) of Guru Nanak Institute of Engineering & Technology (GNIET), Nagpur acts as a strategic vision document for institutional transformation, guiding the institute’s academic, administrative and infrastructural growth in alignment with the National Education Policy (NEP) 2020. The IDP provides a clear and time-bound roadmap for quality enhancement and NAAC grade progression from Grade B towards Grade A and A+, through focused academic reforms, research strengthening and governance improvement. By aligning institutional goals, policies and action plans with the core principles of NEP-2020 such as holistic education, multidisciplinary learning, innovation and outcome-based practices—the IDP ensures systematic planning, effective implementation, continuous monitoring and periodic review of all developmental initiatives. Furthermore, the

IDP strengthens accountability, transparency and participative governance by defining roles, responsibilities, performance indicators and review mechanisms, thereby enabling informed decision-making and sustained institutional excellence in accordance with national higher education reforms.

- Acts as a strategic vision document for institutional transformation
- Provides a roadmap for NAAC Grade improvement (**B** → **A** → **A+**)
- Aligns institutional goals with NEP-2020 reforms
- Ensures systematic planning, implementation, monitoring and review
- Enhances accountability, transparency and participative governance

Alignment with National Education Policy (NEP) 2020

The Institutional Development Plan (IDP) of Guru Nanak Institute of Engineering & Technology (GNIET), Nagpur is fully aligned with the five foundational pillars of the National Education Policy (NEP) 2020—Access, Equity, Quality, Affordability and Accountability. In terms of Access, the IDP emphasizes expansion of academic opportunities through the introduction of new-age undergraduate programs such as Artificial Intelligence (AI), Computer Science & Data Science (CSDS) and Information Technology (IT), along with the adoption of digital and blended learning platforms to reach diverse learners. The pillar of Equity is addressed through structured mentoring systems, scholarship support and inclusive institutional policies that ensure participation and retention of students from varied socio-economic backgrounds. Quality enhancement is ensured through robust Outcome Based Education (OBE) implementation, continuous faculty development programs, curriculum enrichment and innovative teaching–learning practices. The IDP also addresses Affordability by promoting skill-oriented courses, value-added programs and earn-while-learn initiatives, thereby reducing the financial burden on students while enhancing employability. Finally, the pillar of Accountability is strengthened through IQAC-driven quality assurance mechanisms, defined Key Performance Indicators (KPIs), internal and external audits and systematic review processes, ensuring transparency, participative governance and continuous institutional improvement in line with NEP-2020 reforms.

The IDP is fully aligned with the five foundational pillars of NEP-2020:

NEP-2020 Pillar	IDP Alignment at GNIET
Access	New programs (AI, CSDS, IT), digital learning
Equity	Scholarships, mentoring, inclusive policies
Quality	OBE, faculty development, curriculum reforms
Affordability	Skill courses, earn-while-learn
Accountability	IQAC, KPIs, audits

NAAC Context and Accreditation Baseline

GNIET received NAAC Grade “B” in 2018, which serves as the baseline reference point for this IDP. The IDP systematically addresses:

- Gaps identified across NAAC Criteria 1–7
- Need for documentation, benchmarking and measurable outcomes
- Strengthening of research, innovation and governance systems

Strategic Domain-Wise Roadmap for Institutional Development (2020–2030):

The table presents a **comprehensive, domain-wise strategic framework** for the Institute’s long-term growth and transformation aligned with NEP-2020, **outcome-based education (OBE), quality benchmarks and sustainable governance practices**. It systematically maps **key focus areas, short-term and long-term goals, strategic actions, expected outcomes and monitoring mechanisms** across seven critical domains—Academic Development, Research & Innovation, Governance & Leadership, Infrastructure & Digital Transformation, Student Development, Financial Sustainability and Quality Assurance. This structured roadmap ensures balanced progress by integrating academic excellence, research productivity, student-centric development, robust governance and financial resilience within a unified institutional vision.

Furthermore, the table acts as a **dynamic monitoring and decision-support tool**, enabling evidence-based planning, periodic review and continuous improvement through defined mechanisms such as **IQAC audits, Academic Council reviews, KPI dashboards, ATRs and committee-level evaluations**. By clearly linking strategic actions to measurable outcomes, the framework strengthens accountability, transparency and stakeholder participation. Over the 2020–2030 horizon, this roadmap will guide the Institute toward **academic leadership, research innovation, digital maturity, employability enhancement and sustained accreditation excellence**, thereby positioning the institution as a future-ready and socially responsive center of higher education.

Domain	Key Focus Areas	Short-Term Goals (2020–2024)	Long-Term Goals (2025–2030)	Strategic Actions Planned	Expected Outcomes	Monitoring Mechanism
Academic Development	Curriculum quality, teaching–learning, OBE	Implement OBE framework, revise curriculum as per NEP-2020, faculty training in innovative pedagogy, introduce value-added and skill courses	Multidisciplinary curricula, industry- integrated programs, academic excellence with global benchmarks	Curriculum revision, innovative teaching practices, FDPs, interdisciplinary and skill-based courses	Improved learning outcomes, enhanced academic quality, curriculum relevance	Academic Council review, IQAC audits, CO-PO attainment analysis
Research & Innovation	Research culture, innovation, IPR, startups	Establish research mentoring, encourage publications, activate IIC, conduct innovation workshops	Funded research projects, patents, start-ups, strong research ecosystem	Promote interdisciplinary research, IPR awareness, incubation support, industry collaboration	Increased publications, patents, start-ups, innovation culture	Research Committee review, IIC reports, publication/IPR tracking
Governance & Leadership	Decentralization, transparency, leadership	Strengthen committees, delegate administrative powers, formulate policies, leadership orientation	Participative governance culture, autonomous decision-making, institutional leadership maturity	Policy implementation, decentralization, leadership development	Transparent governance, efficient administration	Governing Body review, IQAC monitoring, internal audits
Infrastructure & Digital Transformation	Physical facilities, ICT, smart campus	Upgrade laboratories, classrooms, ICT infrastructure, implement LMS and e-governance	Smart and green campus, advanced research labs, fully digitalized administration	Infrastructure development, smart classrooms, digital library, green initiatives	Enhanced learning environment, digital readiness	Infrastructure Committee review, ICT audits, utilization reports
Student Development	Holistic growth, employability, welfare	Strengthen mentoring, skill development, internships, placement training, student support systems	High employability, leadership qualities, entrepreneurship and lifelong learning	Mentoring, skill programs, internships, co-curricular activities, welfare schemes	Improved placement, student satisfaction, holistic development	Student feedback, Placement Cell reports, mentoring records
Financial	Resource	Strengthen budgeting,	Diversified revenue	Consultancy, research	Optimized	Finance Committee

Sustainability	mobilization, budgeting, accountability	internal audits, explore consultancy and training programs	streams, long-term financial stability	grants, alumni engagement, transparent financial management	resource utilization, financial stability	review, audit reports, budget analysis
Quality Assurance	Continuous improvement, accreditation readiness	Strengthen IQAC, implement feedback systems, conduct academic & administrative audits	Sustained quality culture, improved NAAC grade, institutional excellence	KPI-based monitoring, audits, ATR implementation	Continuous quality enhancement, accreditation readiness	IQAC reports, ATRs, KPI dashboards

Strategic Time Horizon and Phased Implementation Framework:

The Institutional Development Plan (IDP) of Guru Nanak Institute of Engineering & Technology (GNIET), Nagpur is designed with a clearly defined time horizon from 2020 to 2030, aligned with the implementation timeline of the National Education Policy (NEP) 2020. To ensure systematic, phased and outcome-oriented institutional development, the IDP is structured into two strategic phases, each with distinct priorities and focus areas. This phased approach enables the institute to stabilize core academic and administrative systems in the initial phase, followed by expansion, excellence and accreditation enhancement in the subsequent phase.

Phase I (2020–2024): Stabilization and NEP Adoption focuses on strengthening foundational systems and aligning institutional practices with NEP-2020 reforms. Key initiatives during this phase include implementation of Outcome Based Education (OBE), curriculum revision, faculty capacity building, establishment and strengthening of quality assurance mechanisms, digital transformation of teaching–learning and administration and reinforcement of governance structures. This phase aims to create a stable, compliant and quality-driven institutional framework capable of supporting long-term growth.

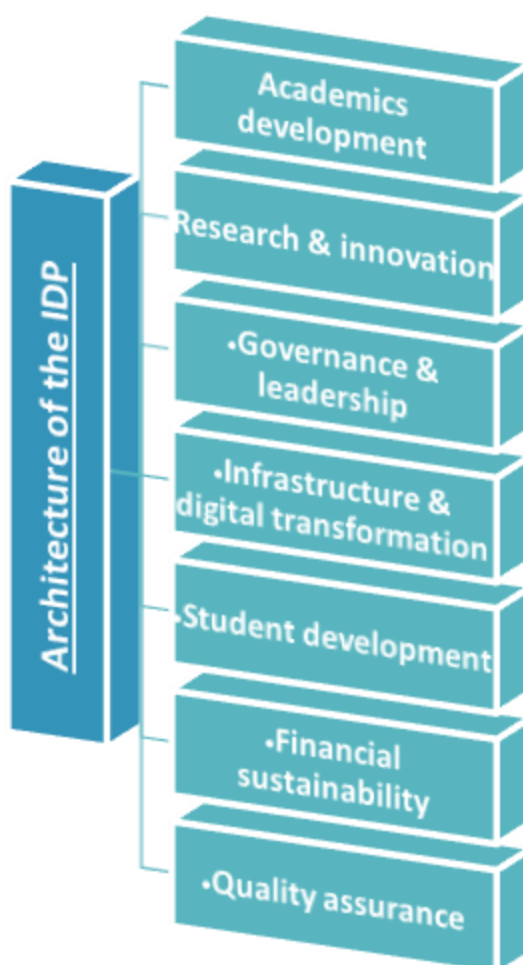
Phase II (2025–2030): Expansion, Excellence and Accreditation Upgradation builds upon the foundations laid in Phase I and emphasizes scaling up academic quality, research output, innovation and institutional reputation. This phase focuses on expansion of academic programs, strengthening research and innovation ecosystems, enhanced industry collaboration, infrastructure augmentation, student employability and entrepreneurship and continuous quality enhancement. A key objective of this phase is to achieve accreditation upgradation and benchmarking with higher standards of excellence, positioning the institute for sustained academic leadership and national recognition.

The IDP is structured into two strategic phases:

Phase	Period	Focus
Phase I	2020–2024	Stabilization, NEP adoption
Phase II	2025–2030	Expansion, excellence, accreditation upgradation

Strategic Architecture of the IDP:

The IDP is structured as a strategic architecture that integrates academic, administrative, financial and quality assurance functions into a unified institutional roadmap. The plan focuses on seven core domains; Academic Development, Research & Innovation, Governance & Leadership, Infrastructure & Digital Transformation, Student Development, Financial Sustainability and Quality Assurance which collectively guide institutional growth and transformation. These domains are interdependent and mutually reinforcing, enabling systematic planning, effective implementation and continuous improvement in line with NEP-2020 principles of quality, accountability and institutional autonomy.



Key Performance Indicators (KPIs):

KPI	Baseline (2020)	Target (2030)
NAAC Grade	B	A / A+
NEP Compliance	Partial	Full

Monitoring Mechanism:

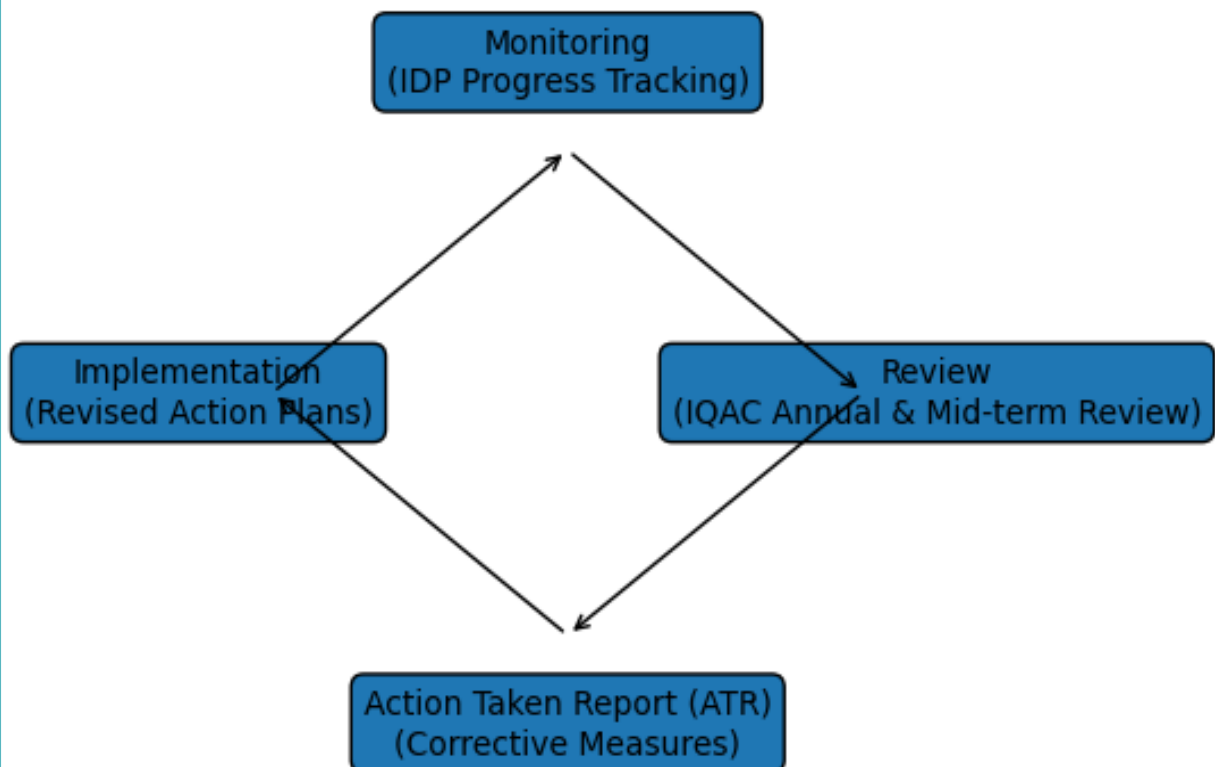
To ensure effective implementation and continuous progress of the Institutional Development Plan (IDP), Guru Nanak Institute of Engineering & Technology (GNIET), Nagpur has established a structured and transparent monitoring mechanism in alignment with NAAC quality assurance practices and NEP-2020 principles of accountability and outcome-based governance. The monitoring framework is designed to track progress, identify gaps and facilitate timely corrective actions across all institutional domains.

The Internal Quality Assurance Cell (IQAC) plays a central role in monitoring the IDP and is responsible for conducting an annual review of IDP implementation and outcomes. This review involves assessment of action plans, performance indicators and domain-wise progress reports submitted by academic and administrative units. Based on the review findings, Action Taken Reports (ATR) are systematically prepared and documented to record corrective and preventive measures undertaken by the institution.

In addition to annual reviews, mid-term evaluations are conducted to assess the effectiveness of strategies and to realign institutional priorities wherever necessary. These mid-term reviews enable the institute to respond proactively to emerging challenges, regulatory changes and evolving academic and technological needs. The outcomes of these reviews are communicated to the Governing Body and academic leadership, ensuring participative decision-making and informed governance.

Through this multi-level monitoring mechanism, the institution ensures that the IDP remains a dynamic and living document, facilitating continuous improvement, transparency and sustained institutional excellence in line with NEP-2020 and NAAC benchmarks.

Monitoring – Review – Action Taken Report (ATR) Cycle



Domain-wise Year-wise Objectives (2020–2030):

Year	Academic Development	Research & Innovation	Governance & Leadership	Infrastructure & Digital Transformation	Student Development	Financial Sustainability	Quality Assurance
2020–21	NEP-2020 orientation, strengthening Outcome Based Education (OBE), curriculum gap analysis	Research orientation programs, awareness on IPR and innovation	Policy formulation, role clarity, committee restructuring	ICT audit, basic digital readiness assessment	Mentoring system initiation, student orientation	Budget rationalization, cost optimization	IQAC strengthening, baseline quality benchmarking
2021–22	Curriculum revision aligned with NEP-2020, skill-based add-on courses	Research mentoring framework, seed money planning	Decentralized decision-making mechanisms	Smart classroom planning, ERP roadmap	Career guidance, soft-skill training	Resource mobilization planning	Academic & administrative audit (AAA)
2022–23	Blended learning adoption, faculty training on e-pedagogy	Increased publications, minor funded proposals	E-governance adoption	Digital LMS implementation, e-content development	Online learning support, internships	Digital fee & finance systems	Feedback system strengthening, ATR implementation
2023–24	Industry-linked curriculum enrichment	Interdisciplinary research proposals	Leadership capacity building	Lab modernization planning	Employability skill certification	Consultancy & training initiatives	Internal quality audits
2024–25	Launch of B.Tech programs in AI, CSDS & IT, curriculum expansion	Innovation-driven projects, IIC strengthening	Accreditation-oriented governance	Advanced computing & AI labs	Competitive exam & placement readiness	Budget alignment for expansion	NAAC readiness & documentation strengthening
2025–26	Academic benchmarking with reputed institutions	Formation of research clusters, collaborative	Strategic planning review	Digital campus expansion	Alumni meet & alumni engagement	Alumni contribution framework	Mid-term IDP review

Year	Academic Development	Research Innovation &	Governance Leadership &	Infrastructure & Digital Transformation	Student Development	Financial Sustainability	Quality Assurance
		research			programs		
2026–27	Interdisciplinary electives	Strengthening funded research & patents	Data-driven governance	Research-focused infrastructure	Student research participation	Grant utilization optimization	Quality enhancement initiatives
2027–28	Curriculum flexibility & credit mobility	Industry-academia research MoUs	Institutional autonomy preparedness	Green sustainable campus initiatives	Leadership & entrepreneurship programs	Revenue diversification	Pre-autonomy compliance
2028–29	Curriculum autonomy planning	Research excellence centers of excellence	Autonomy application & governance reforms	Autonomous academic systems	Student autonomy awareness	Financial autonomy planning	Autonomy readiness & external benchmarking
2029–30	Launch of new technical / emerging technology programs	Mature research ecosystem	Autonomous institutional leadership	Advanced digital & research infrastructure	Global exposure & higher studies support	Sustainable long-term financial model	Continuous accreditation upgradation

Expected Outcomes and Vision 2030

By 2030, the institution aims to achieve academic excellence, improved research output, high employability, digital maturity and accreditation readiness.