REVISED
INSTITUTIONAL DEVELOPMENT PLAN

UPTO OCTOBER, 2016

MCKV INSTITUTE OF ENGINEERING
243, G.T. ROAD (NORTH), LILUAH, HOWRAH – 711204

CONTENTS

REVISED INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

1.1 Give the Executive Summary of the Revised IDP

MCKV Institute of Engineering through its successful participation in World Bank assisted Govt. of India sponsored Technical Education Quality Improvement Programme-II (TEQIP-II) during the last three years has already endeavored to enhance partnership with industry organizing expert lectures by Industry personnel, knowledge sharing initeatives through MOU etc., to provide academic support for week students by way of offering remedial teaching , aptitude and technical skill development training and improve their grooming soft skill and communication skill development. Through this project MCKVIE achieved up gradation of faculty quality through training on subject domain pedagogy that ultimately resulted improvement in teaching learning process. MCKVIE also endeavored to have its offered & eligible programmes accredited but achieved partial success.

 MCKVIE is committed to sustain the gains of TEQIP-II & also to move further during extended period of project for which a revised road maps required to be charted in this form of revised IDP (Institutional Development Plan) .

In the process of preparing revised IDP great **involvement of the faculty and staff is given utmost importance**. This **resulted in process clarity and process ownership increasing the level of preparedness of MCKVIE.**

MCKVIE is committed to the upliftment of the students with specific needs. To this effect **Finishing School is established for improving the performance of SC/ST/OBC/Economically & Academically weak students.**

MCKVIE also planned to continuously improve its learning resources like teaching aids, subscribing to latest e-journals, procurement of books etc. Keeping in mind the increasing Global demand, one of the major focus areas of the institute has been to strengthen its Training & Placement Cell. In addition to this, the Institute has created a detailed plan for development of teaching learning, academic results of students, improving their placement record, their transition rate, R&D activities, consultancy and other industry.

To this effect it has made plans for organizing and generating the necessary funds, formed the relevant committees (academic, financial, administrative and managerial), documented their roles and responsibilities, and made the ground work for the formation of the Board of Studies and Academic Council and other Statutory Committees as per the UGC guidelines. MCKVIE realizes that with autonomy come accountability and the requirement of developing competency. Therefore, MCKVIE has drawn up an ambitious management capacity development plan for training in Best Practices, Leadership, System Governance, Fund Management, Budgeting, Sustainability Strategy, etc. It has planned for improving student performance evaluation and strengthens the performance appraisal of faculty by students. MCKVIE has also drawn up faculty incentive plan for continuing education, consultancy and R&D.

1.2 SWOT Analysis

- Provide the details of SWOT analysis carried out (in terms of methodology used, analysis and information and data as collected and inferences derived with respect to strengths, weakness, opportunities and threats).
- Based on SWOT analysis, provide the strategic plan developed for institutional development.
- How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOT analysis.

Methodology

As a means of quality improvement of MCKVIE and to reinforce the current initiatives, the strengths, weakness, opportunities and threats and a strategic plan based on SWOT analysis, is underway. Obviously the key activities proposed in the IDP are linked with the results of SWOT analysis.

The action plan for achieving MCKVIE vision, an activity analysis of all stakeholders has been synthesized which is basically a brain-storming. The SWOT analysis was carried out in stages where the results of departmental SWOT were summated to take it to the institutional level involving all stakeholders. The brainstorming session ultimately

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crystallized in the institution's strength, weakness, opportunities & threats, and was evolved consensually. The institutional SWOT can be summarized as follows:-

STRENGTH

STUDENTS PERFORMANCE

1. Student performance, reflected in the university and national level competitive examinations have been outstanding with over 70 students qualifying in GATE. The stimuli of innovative developments by student's participation in technical exhibition such as off-road vehicle design, manufacturing, and testing were nationally recognized and the student project received awards.

FACULTY

2. The institution's teaching-learning process has been reinforced by qualified faculty with   PG- degrees including doctorates.

INFRASTRUCTURE

3. The institution can boast of its semi-automatic library with over 33,416 volumes and 6,784 titles and books and subscriptions to over 3,289 e-journals. It is also supported by book bank facility with over 11,720 text books issued to 1st & 2nd year students.

4. For nurturing healthy and mentally relaxed students, adequate facilities of Gymnasium, Meditation centre, Playgrounds & Common room are available for meeting student needs.

INSTITUTIONAL

5. The institute is NBA accredited for UG programmes of AUE & IT and also certified as a ISO 9001-2008. The institute maintains high retention level of over 90% of employees and the institute is located conveniently vis-a-vis easy access to railway station, airport, medical and transport facilities.

6. Industry Institute Partnership – Through Ericsson India, Infosys, HLS India and Dassult Systems India – quality of training has been enhanced. This has up rated employability and the ready acceptance of our students by the industry.

7. The institute is discharging its social responsibilities by providing scholarships to economically poor but meritorious students.

8. The excellence and strength of MCKVIE have been recognized by the State Govt. and MCKVIE has been selected to mentor one of the new engineering institutions in the State.

9. MCKVIE has organized psychological and career counselling facilities for students and staff for improving their mental performance and strength to face toughest of selection process.

WEAKNESS:

STUDENT

1. Quality of industrial training of students needs to be upgraded as involvement during training period and lack of application of their subject knowledge is often deficient.

2. Language, communication skills and analytical thinking constrain employability.

3. Inadequate Focus on attributes of new-age engineers founded on knowledge, skill and attitude with the aim of attaining inclusive growth.

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FACULTY

4. Faculty with Ph.D. degree is much less than aspired for.

5. Large number of faculty with limited industrial and research background.

6. Lack of initiative in the areas of Research and Consulting.

INFRASTRUCTURE

7. Some laboratory facilities need to be improved with select cutting edge teaching facilities.

8. Need for complete automation of library for more effective utilization.

9. Internet, intranet and Wi-Fi facility for students and staff need to be strengthened further to build an environment advancing towards **a knowledge society**.

INSTITUTIONAL

10. Lack of training plan for faculty and staff focused on quality enhancement.

11. University regulations & policies are restrictive in so far as academic expansion vis-a-vis institution's own vision.

OPPORTUNITIES:

1. Participating in **Faculty and Student exchange programmes** with institutions of higher learning, both globally and nationally.

2. More **real life industrial research projects and consultancy** with involvement of students/industry/ govt./ international agencies to help inculcating innovativeness.

3. Launching programs to **develop entrepreneurial skills of students.**

4. Introduction of **new post - graduate courses** in Automobile Engineering and Information Technology and **Doctoral programmes** in all the fields.

5. **Partnering with foreign universities** for academic advancement and brand-building.

6. Implementation of institution-wide **Enterprise Resource Planning (ERP)** for effective academic and general administration.

7. Planned **faculty and staff training** on technical, communication and pedagogical skills.

8. Providing enlarged opportunities for faculty to attend workshops, seminars, etc. in the country with the objective of **collaborating with other peer groups of institutes.**

9. **Providing Continuous Education Programme** and more **short term courses** using institutional strengths for the locality and beyond.

10. Enhanced internal revenue generation **(IRG).**

THREATS:

1. Declining interest of graduates in academia as the Industrial jobs are more lucrative than academic Jobs.

2. Arrival of foreign universities in the market.

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3. There is an inherent gap in updating the curriculum in the face of which rapid change of current technology in industry and at the same time availability of suitably trained faculty have time gap.

4. Unpredictability of placement scenario due to global recession.

Vision of the Institute

To be a sustainable center of academic excellence and advanced research at national producing students recognized for their academic competence, attitudes and dedication.

Mission of the Institute

- To create a vibrant learning environment in the Campus
- To develop and enhance teaching - learning quality
- To have highly qualified faculty
- To support application oriented research and encourage entrepreneurship.

1.3 Strategic Plan

In order to achieve its Mission, MCKV is currently on the throes of re-structuring of academic and administrative procedures creating, reviewing and revamping the structure of academic administration; equipping labs with cutting-edge technology to enable students and faculty to take industrial projects, creating a unit for Postgraduate and Research studies, and enhancing organizational effectiveness and visibility. The details of Specific Objectives and Action Plans are focused on :-

1. **Improved Overall Performance of Students :**

   1.1 **Improved Quality of teaching**
      1.1.1 Incorporate the usage of state of the art **teaching aids** in the classrooms.
      1.1.2 **Organize Pedagogy Training to all faculty from time to time.**
      1.1.3 Provide significant **orientation and induction training** for the new faculty after appropriate TNA and through networking with senior academicians of repute.
   1.2 **Enhanced learning Effectiveness**
      1.2.1 Improving the **student-to-faculty ratio**
      1.3.2 Create **teaching excellence** through workshops, seminars, and consulting opportunities to enhance the effectiveness of teaching & research.
      1.3.3 Provide opportunities to all students to experience **hands-on learning** by participating in industry projects.
   1.**3** **Encourage and Impose Self Employment**
      1.3.1 Train Students in Entrepreneurial Skills.

2. **Ensure Equity at all levels:**

   2.1 **Improved Performance of Students in University/ Competitive Exams.**
      2.1.1 Generation of student learning need assessment process to Identify student's needs and Implement remedial teaching to bridge their academic weakness.
      2.1.2 Develop programs that build **communication, presentation and team building skills** of all students.
   2.2 **Improved skill of staff at all levels.**

      2.2.1 Develop training calendar based on Training Need Assessment (TNA) and train teachers & staffs on identified academic and pedagogical & functional needs
      2.2.2 Provide facilities to the faculty and staff for **higher qualifications**

3. **Improving academic and research facilities with better infrastructure and communication network**

   3.1 **Facilities for starting PG & Doctoral programmes**
      3.1.1 Provide additional research & laboratory space and create / upgrade equipment for PG programmes .
      3.1.2 Initiate Doctoral programmes after attaining Autonomy.

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3.2 Modernized Library

 3.2.1 Enhance e-learning capacity as an ongoing process.

 3.2.2 Provide Wi-Fi connectivity of all Faculty Rooms, Departmental library and all Hostels with the central Library

3.3 Continuous enhancement of digitization library and sharing of on-line facilities with other institutes through synergic networking..

3.4 Wi-Fi Networked Campus

 3.4.1 Provide higher end PCs and high speed **Wi-Fi connectivity** to the campus for enhanced communication facility as a continuous process.

4. Continuously Improving Work Culture:

4.1 Increased job satisfaction & Motivation

 4.1.1 Sponsor events, programs, etc. that develop a **cohesive workforce.**

 4.1.2 Reinforce staff responsibilities and set **reasonable workloads regularly,**

 4.1.3 Accelerate and automate the process of appraisal to improve work cycles, consistency and productivity.

 4.1.4   **Celebrate and reward** excellence in innovation, leadership, initiative, quality and productivity.

4.2 Retention and development of faculty & staff

 4.2.1 Formulating policies for motivating & developing Faculty & Staff for better retention.

5. Increased initiative for Industry interaction:

5.1 Industry Oriented Curriculum

 5.1.1 Involve Industry representatives in the curriculum review process

 5.1.2 Continuously review program objectives and outcomes **consistent with the industry requirements every 2years to improve teaching – learning process.**

 5.1.3 Conduct intensive revision **of the curriculum** every 4 to 5 years *to* accommodate emerging areas.

 5.1.4 Networking with Chambers of Commerce.

 All the above to be initiated after attainment of Autonomy.

5.2 Higher Placement

 5.2.1 Enhanced activity of Training and Placement Cell to sensitize the technological changes forecasting/ adopting by the industry and orient our students accordingly.

 5.2.2 Setup and run a Finishing School in campus catering to students from within & outside the institute.

5.3 Collaborative partnership with industry and academic institutions of repute

 5.3.1 Aggressively pursue collaborative research programs with academic institutes of repute.

 5.3.2 Provide sufficient fund and infrastructure for the growth of industry oriented **R&D** activities

 5.3.3 Increased industrial contact to generate Consultancy projects and Research initiatives.

6. Achieve increased academic, managerial, administrative & financial Autonomy:

6.1 Obtain Autonomy

 6.1.1 Orient all Stakeholders towards new process in autonomous status.

 6.1.2 Develop Systems and policy manual for the new requirements of Autonomous MCKVIE and train the manpower for the same

 6.1.3 Design and develop suitable curriculum to meet the requirements of the industry and society at large.

6.2 Brand Building

 6.2.1 **IEC (Information Education and Communication)** campaign using Media mobilization and promotional   initiatives.

 6.2.2. Initiate various programmes for the school students through different programmes Advertised in News Papers, Website, etc.

 6.2.3 Reaching information materials, brochures, handouts to schools.

6.3 Accreditation of all Programme

 6.3.1 To achieve quality bench marking all the eligible programmes shall be accredited through outcome based accreditation process of NBA.

 6.4 Increase in Internal Revenue

 6.4.1 Identifying subjects of research collaboration, establishing multidisciplinary research centres, facilities, equipments etc. and giving more emphasis on research & development and testing work

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6.4.2 Conducting more number of continuing education programs, offering certificate/diploma courses in various subjects, technical executive programmes etc. for working persons using the faculty and infrastructure of the institute.

S. No.	Key Activities Proposed	Strength	Weakness	Opportunity	Threats
1	**Improved Overall Performance of Students :**				
1.1	Improved Quality of teaching	2,4,5,6,7,8,10	1,2,3,4,5,6,7,8,9,10,11	1,2,5,7,8	1,3
1.2	Enhance learning Effectiveness	1,2,3,4,5,6,7,9	1,2,4,5,6,7,8,9,10,11	1,2,3,4,5,6,7,8	1,3,4
1.3	Self Employment	1,4,9	1,2,5,6,7	2,3,5,6,9	1,4
2	**Ensure Equity at all levels:**				
2.1	Improved Performance of All Students in University/ Competitive Exams.	1,2,3,4,5,6,7,10	1,2,3,4,5,6,7,8,10,11	1,2,5,6,7,8	3
2.2	Improved skill of staff at all levels.	2,9	1,4,5,7,9,10,11	1,2,5,7,8	,3
3	**Improving academic and research facilities with better infrastructure and communication network :**				
3.1	Facilities for starting PG & Doctoral programmes	2,3,5,7	4,5,6,7,8,10	4,5,7,8	-
3.2	Modernized and Digitised library	3	8	5	-
3.3	Wireless Wide Area Networked Campus	-	9	-	-
4	**Continuously Improved work Culture:**				
4.1	Increased job satisfaction and Motivation	5	10	1,4,56,7	-
4.2	Retention and Development of Best faculty team and staff	5	9,10	14,5,6,7,8	2
5	**Increased initiative of industry interaction:**				
5.1	Industry oriented curriculum	6	13,5,6,10	2,5,9	3
5.2	Increased Placement	1,2,3,5,6,9	1,2	2,3,4	4
5.3	Collaborative Partnership with Industry and academic institution of repute	1,2,3,6	6,11	1,2,5,8,9	-
6	**Achieve increased academic, managerial, administrative and financial autonomy:**				
6.1	Autonomous institution status within two years	2,3,8	4,5,6,7,8	1,4,5,6,8,9	-
6.2	Brand building	1,2,3,5,6,7,8,11	-	1,2,4,5,9	-
6.3	Accreditation of our remaining departments	1,2,3,5,6,7,8	4,5,6	-	-
6.4	Increase in Internal Revenue	2,4, 5, 7, 9, 11	6	2,8,9,10	-

State the specific objectives and expected results of your proposal in terms of, "Institutional strengthening and improvements in employability and learning outcomes of graduates". These objective and results should be linked to the SWOT analysis.

Objectives and Expected Results:

After successful existence of almost 11 years MCKVIE used the opportunity of TEQIP (Phase – II) to review its performance and revisit its plan for growth and expansion to be able to cater to the needs of the society it is committed to. Accordingly we did an exhaustive SWOT analysis. SWOT analysis of the institute gives a direction for strategic planning. It is clear that the environment provides a lot of opportunities for the institute to grow and the threats can be turned into opportunities. In its strategic plan, MCKV IE will use its strengths to exploit the opportunities and

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minimize its weaknesses. Based on this analysis we've zeroed down on our priority objectives for next five years which is as follows :-

General Objectives: MCKVIE aspires to be in line with the Global Leaders in dissemination of technological knowledge & skill through up gradation of teaching learning process with a view to produce high standard of human resource resulting in enhanced Employability Quotient (EQ) and to inculcate innovative and interdisciplinary research initiatives among the faculty and students. Finally MCKVIE aims at achieving autonomy to bring about complete transformation towards excellence for quality benchmark.

1.4 Provide an action plan for –

    (a) Improving employability of graduates
    (b) Increased learning outcomes of the students
    (c) Obtaining autonomous institution status within 2 years
    (d) Achieving the targets of 60% of the eligible UG and PG programmes accredited within one year and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programmes
    (e) Implementation of academic and non-academic reforms
    (f) Improving interaction with industry

	OVERALL ACTION PLAN							
Sl. No.	(A) IMPROVING EMPLOYABILITY GRADUATES	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Generation of student learning need and Implement remedial teaching							
2	Develop programme to improve skills of students							
3	Run a Finishing School in campus							
4	Train students in Entrepreneurship Development Programmes							
5	Organise workshops, seminars and consulting opportunities							
6	Provide opprtunities to all students to participate in research and industry projects							
7	Design and develop suitable curriculum to meet the requirements of the industry and society at large							
8	Involve Industry representatives in the curriculum review process							
9	Increase Involvement of Alumni from various Inustries							
10	Increased industrial contact to generate Consultancy projects and Research initiatives							
11	Enhanced activity of Training and Placement Cell to sensitize industry about new pro-industry changes							
12	Provide teaching assistant ship to Non GATE students							
13	IEC campaign using Media mobilisation and promotional initiatives							

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Sl. No.	(B) INCREASED LEARNING OUTCOMES OF THE STUDENTS	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Incorporate modern teaching aids in the class rooms							
2	Improve student-to-faculty ratio both in UG & PG courses							
3	Generation of student learning need and Implement remedial teaching							
4	Develop programme to improve skills of students							
5	Provide opprtunities to all students to participate in research and industry projects							
6	Ensure recruitment of qualified faculty as per AICTE Norms							
7	Providing significant **orientation and induction training** for the new faculties							
8	Develop training calendar based on Training Need Assessment (TNA) and train teachers							
9	Enhance e-learning capacity							
10	Provide connectivity to all important locations with the central Library							
11	Enhancement of digital library and providing multimedia facility							
12	Provide Wi-Fi connectivity to the campus							

Sl. No.	(C) OBTAINING AUTONOMUS INSTITUTION STATUS	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Set up of various bodies, cells and restructuring the Governing Body as per the UGC norms of Autonomy							
2	Restructure Internal Administrative process to keep for handling the demands of autonomy							
3	Orient all Stakeholders towards new process in autonomous status							
4	Develop Systems and policy manual for the new requirements and train the manpower for the same							
5	Design and develop suitable curriculum to meet the requirements of the industry and society at large							

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Sl. No.	(D) Accreditation obtained and applied for of the eligible UG & PG programmes by the end of the Project	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Ensure recruitment of qualified faculty as per AICTE Norms							
2	Encourage faculty to get Sponsored projects publish more Technical papers							
3	Creating an Accreditation team in each department							
4	NBA Accreditation of all Eligble UG & PG Programmes							

Sl. No.	(E) IMPLEMENTATION OF ACADEMIC AND NON-ACADEMIC REFORMS	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Improve student-to-faculty ratio both in UG & PG courses							
2	Design and develop suitable curriculum to meet the requirements of the industry and society at large							
3	Providing significant **orientation and induction training** for the new faculties							
4	Provide facilities to the faculty and staff for **higher qualifications**							
5	Provide teaching assistant ship to Non GATE Master students							
6	*Celebrate and reward* excellence in innovation, leadership, initiative, quality and productivity							
7	Implement an **evaluation and appraisal process**							
8	Set up of various bodies, cells and restructuring the Governing Body as per the UGC norms of Autonomy							
9	Restructure Internal Administrative process to keep for handling the demands of autonomy							

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Sl. No.	(F) IMPROVING INTERACTION WITH INDUSTRY	Project Months (Jan 2015- Oct 2016)						
		1-3	4-6	7-9	10-12	13-15	16-18	19-22
1	Involve Industry representatives in the curriculum review process							
2	Increased industrial contact to generate Consultancy projects and Research initiatives							
3	Increase Involvement of Alumni from various Inustries							
4	Academic networking with industry/research institutions including industry-exposure to teachers and students							
6	Campus placements of graduates (UG & PG)							
7	Students Training / internship at industry							
8	Joint activities like Seminar, Workshop, Short Term Course etc. with industry							
9	Expert Lecture by Industry Expert							

1.5 Provide an action Plan for organising a Finishing School and for improving the academic performance of SC/ ST/ OBC/ academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability

Sl. No.	ACTIVITIES	Project Months						
		1-3	4-6	7-9	10-12	13-15	16-18	19-21
1	Sets parameters for Identification of weak students							
2	Identify Weak Students							
3	Designate a Faculty Mentor for every Week students							
4	Arrange for Remedial Classes for the Subjects they are weak in							
5	Creates opportunity for them to attend conference etc. at National Levels for Paper Presentation							
6	Arrange Industry related smaller projects							
7	Creates Opportunity for Industry Interaction through Workshops & Seminars							
8	Arrange for lectures and seminars to be conducted by the eminent individuals from Industry and academia.							
9	Continuation Finishing School Activities							
	(a) Free coaching in personality development, soft skills, appitude tests, Group Disscussions and Personal Interview							
	(b) Providing in-house training programmes for the benefit of the faculty members.							

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1.6 Provide an action plan for strengthening of PG programmes and starting of new PG programmes

Sl. No.	ACTIVITIES	Project Months						
		1-3	4-6	7-9	10-12	13-15	16-18	19-21
	OVERALL ACTION PLAN FOR STRENGTHENING PG PROGRAMMES AND STARTING NEW PG PROGRAMMES							
1	Strengthening existing PG courses							
	(a) Creating opportunities for Faculty members for regular interaction with the industry							
	(b) Inviting Experts in the field from the Industry to deliver lectures and seminars.							
	(c) Ensuring that the laboratories are equipped with the latest technology.							
	(d) Creating opportunities for both in-house and external research projects in collaboration with the Industry.							
2	Provide teaching assistant ship to Non GATE Master students							
3	Qualification upgradation of faculty							
4	Providing opportunity to pursue part of research in premier Institution/ Industry in India.							
5	Preparation & Getting Accreditation of All Eligible PG Course							

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1.7 Provide an Institutional Project Budget

Institutional Project Budget for Sub-Component 1.1

S. No.	Activities	2014-15 (Jan 2015 - Mar 2015)	2015 - 16	2016-17 (April 2016 - Oct 2016)
1	Infrastructure Improvement for Teaching, Training and Learning through :			
	(i) Modernisation and strengthening of laboratories	NOT APPLICABLE		
	(ii) Establishing of new laboratories for existing UG and PG programmes and for new PG programmes	NOT APPLICABLE		
	(iii) Modernisation of classrooms	NOT APPLICABLE		
	(iv) Updation of Learning Resources	1.500	0.000	0.000
	(v) Procurement of Furniture	NOT APPLICABLE		
	(vi) Establishment/ Upgradation of Central and Departmental Compter Centres	NOT APPLICABLE		
	(vii) Modernisation / Improvement of supporting departments	NOT APPLICABLE		
	(viii) Modernization and strenghtening of Libraries and increasing access to knowedge resources	0.000	43.000	0.000
	(ix) Refurbishment (Minor Civil Works)	NOT APPLICABLE		
2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	11.000	46.000	23.000
3	Enhancement of R&D and institutional consultancy activities			
4	Faculty and Staff Development (including faculty qualification upgradatio, pedagogical training and organising/ participation of faclty in workshops, seminars and conferences) for improved competence based on TNA	6.000	29.000	27.000
5	Enhanced Interaction with Industry	2.000	8.000	11.000
6	Institutional Management capacity enhancement	1.000	10.000	3.000
7	Implementation of Institutional Reforms	2.000	14.000	8.000
8	Academic support for weak students under the aegis of Finishing School	3.000	35.000	20.000
9	Technical assistance for procurement and academic activities			
10	Incremental Operating Cost	4.000	15.000	9.000

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1.8 Project Targets for Institutions

<table>
<tr><th colspan="3">Project Targets for Institutions under Sub-Component 1.1</th></tr>
<tr><th>S. No.</th><th>Deliverables</th><th>Targets to be achieved by 31st October 2016</th></tr>
<tr><td>1</td><td>Number of students registered for
(a) Masters in Engineering programme
(b) Doctoral programme in Engineering</td><td>65
00</td></tr>
<tr><td>2</td><td>Revenue from externally funded R&D projects and consultancies in total revenue (Rs. In Lakh)</td><td>Rs.1 Lakhs per year</td></tr>
<tr><td>3</td><td>Number of Publications in referred journals
(a) National
(b) International</td><td>
02 per year
40 per year</td></tr>
<tr><td>4</td><td>IRG as % of total annual recurring expenditure</td><td>0.10%</td></tr>
<tr><td>5</td><td>Number of co-authored publications in referred journals
(a) National
(b) International</td><td>
02 per year
30 per year</td></tr>
<tr><td>6</td><td>Student credentials
(a) campus placement rate of
• UG students
• PG students

(b) average salary of placement package for (Rs.) in lakh per annum
• UG students
• PG students</td><td>

50%
25%

4.0
4.5</td></tr>
<tr><td>7</td><td>Number of collaborative programmes with Industry</td><td>Atleast 2</td></tr>
<tr><td>8</td><td>Accreditation status (obtained and applied for)</td><td>100%</td></tr>
<tr><td>9</td><td>Vacancy position for faculty and staff</td><td>No Vacancy</td></tr>
<tr><td>10</td><td>Percentage of regular faculty having a
(a) Masters Degree or
(b) Doctorate Degree in Engineering disciplines</td><td>
100%
Increased by 10%</td></tr>
<tr><td>11</td><td>Transit rate from 1st to 2nd year for the following :
• All students
• Sc and ST students
• OBC students
• Women students</td><td>All 90%</td></tr>
<tr><td>12</td><td>Autonomy Status</td><td>Will be obtained</td></tr>
<tr><td>13</td><td>Enrolment of faculty with only Bachelor Degree for qualification upgradation</td><td>Nil</td></tr>
<tr><td>14</td><td>Any other academic deliverables (maximum 3)</td><td>NA</td></tr>
</table>

MCKV Institute of Engineering, West Bengal
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