



A J INSTITUTE OF MANAGEMENT

A unit of Laxmi Memorial Education Trust[®]

Approved by AICTE, New Delhi, Affiliated to Mangalore University, Recognised by Govt. of Karnataka)



6.2.1 The institutional Perspective Plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, Administrative Setup, Appointment, Service Rules, and procedures, etc.

A J INSTITUTE OF MANAGEMENT

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LIST OF SUPPORTING ENCLOSURES

SL.NO	DOCUMENT DETAILS	PAGE
1.	Institutional Perspective Plan and Deployment Documents on The Institute Website	03-07
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5.	Present Status of the 5-year Perspective Plan	15-20


PRINCIPAL DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM)
KOTTARA CHOWKI
MANGALORE - 575 008



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Institutional Perspective Plan and Deployment Documents on The Institute Website Screenshot

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ABOUT ▾ FACULTY ▾ ACADEMICS ▾ ADMISSION ▾ R & D ▾ PLACEMENT ▾ ACTIVITIES ▾ IQAC ▾ NAAC ▾ CONTACT US

ANNOUNCEMENTS National Conference and Management Fest

- About Us
- Vision and Mission
- Management
- Governing Council
- Academic Advisory Board
- Perspective Plan**
- Institute Policy
- Annual Reports

Perspective Plan

A J Institute of Management, always believed that education is the catalyst for personal and societal transformation. It is the crucible where dreams are forged into realities, where individuals are shaped into visionary leaders, and where ideas are nurtured into groundbreaking innovations. Our rich heritage, built upon the pillars of academic excellence and ethical values, has brought us to this moment – a moment of reflection, vision, and strategic planning.

This perspective plan is not just a document; it is our compass, guiding us through the uncharted waters of the future. It encapsulates our aspirations, our goals, and our commitment to stay ahead of the curve in an ever-evolving landscape of education. It is a testament to our unwavering dedication to providing our students with an education that is not only relevant but also transformative. Our perspective plan serves as a dynamic blueprint, outlining the strategies and initiatives that will position us as pioneers in management education, ensuring that we produce graduates who are not only proficient but also poised to lead in the fast-paced, competitive world.



Institutional Perspective Plan and Deployment Documents on The Institute Website Screenshot

The screenshot shows a web browser window with the URL <https://ajimmangalore.ac.in/perspective-plan/>. The left sidebar contains a navigation menu with the following items: About Us, Vision and Mission, Management, Governing Council, Academic Advisory Board, Perspective Plan (highlighted), Institute Policy, Annual Reports, and Facilities. The main content area displays the following text:

We invite all members of our academic community – our visionary faculty, dedicated staff, enthusiastic students, proud alumni, and valued partners – to embark on this journey with us. Together, we will shape the future of A J Institute of Management, and in doing so, we will shape the future of countless lives touched by our institution.

Finally, journey ahead is exciting, and we invite you to join us as we set sail into a future filled with promise, potential, and purpose. Together, we will navigate excellence into the future.

With this backdrop, a Five Year Perspective plan is proposed to give a direction to our journey for the next Five years.

Institution Perspective Plan Cover Following Area:

1. Teaching and Learning
2. Research and Development
3. Student's Development and Participation
4. Computer Lab and Library and Upgrading
5. Industry Interaction / Collaboration for Placement Activities
6. Alumni Interaction
7. Infrastructure and Maintenance
8. Accreditation & Ranking etc.

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Institutional Perspective Plan and Deployment Documents on The Institute Website Screenshot

Dimensions	Target Area
Teaching and Learning	1. Intake Enhancement from 120 to 180 2. Introducing quality enhancement initiatives through Teaching Learning Plan (TLP) 3. Introduction of more market Relevant and futuristic skill based Add on courses like Excel, SAP etc. 4. Use of more teaching aids and adopt more ICT 5. Effective E- resources Management in Teaching 6. Follow a transparent and fair feedback system
Research and Development	1. Recognition Of the institute as research centre to pursue Ph.D. programme in management under Mangalore University. 2. Encouraging the members of faculty to pursue Ph.D Programmes, attend Faculty Development Programme in research and publish quality research articles. 3. Encourage the students and faculty to involve in field survey activities. 4. Infrastructure augmentation in research centre 5. Listing Institute Journal — "Anveshana" in UGC index. 6. Installation of new software and tools for quality enhancement in research work conducted by faculty and students 7. Developing suitable of research policy at the institute



Institutional Perspective Plan and Deployment Documents on The Institute Website Screenshot

Browser address bar: <https://ajimmangalore.ac.in/perspective-plan/>

<ul style="list-style-type: none"> About Us Vision and Mission Management Governing Council Academic Advisory Board Perspective Plan Institute Policy Annual Reports Facilities 	<p>Student's Development and Participation</p> <ol style="list-style-type: none"> 1. Budget enhancement for student centric programmes. 2. Introduction of new programmes for student development and participation. 3. Involvement of students in sensitizing students towards Community based social Survey 4. Encouraging the students to participate in fest and programmes organized by other Institutions. 5. Focusing more on skill-based activities and programmes 6. Involvement of Students in clubs and associations of the Institute
	<p>Library, ICT and Computer Lab</p> <ol style="list-style-type: none"> 1. Replacing New Systems and Devices in The Computer Lab 2. Adding More E-Books and Journals. 3. Strengthening Library Management Software.
	<p>Infrastructure and Maintenance</p> <ol style="list-style-type: none"> 1. Installation or CCTV surveillance in the campus for the safety and security of the staff. 2. Updating of ICT tools and Air Conditioners in the classroom and conference hall. 3. Up-gradation of furniture in the campus. 4. Installing lift facility in the institute building. 5. Expansion and renovation of the canteen. 6. Installing Audio Systems for classroom and maintenance of existing audio systems 7. Rain water harvesting and Sewage Treatment Plant (STP) in the campus. 8. Enhancement of Internet speed and WIFI connectivity. 9. Installation of Enterprise Resource Planning (ERP) system
	<p>Alumni Interaction and Engagement</p> <ol style="list-style-type: none"> 1. Registering Alumni Association of the institute 2. Involving more alumni in the conduct of expert lecture, workshops, programmes and events at the institute 3. Data base creation, Regular interactions with alumni and networking.



Institutional Perspective Plan and Deployment Documents on The Institute Website Screenshot

- About Us
- Vision and Mission
- Management
- Governing Council
- Academic Advisory Board

Perspective Plan

- Institute Policy
- Annual Reports
- Facilities

Industry Interaction Collaboration and Placement Activities

1. Signing of MOUs with the industry for the Add on certificate programmes, internship etc
2. Inviting industry professionals as guests and resource persons for expert lecture/ seminar, national conferences, management fests, annual day celebration and other events.
3. Nominating more industry professionals in the Internal Quality Assurance Cell (IQAC) of the institute
4. Involving industry for skill development training and certification programme.
5. Strengthening the placement Cell and training department of the institute.
6. Building strong network with the industry and alumni members for knowledge sharing, internships and placements.

Accreditation and Ranking

1. Apply for NBA Accreditation
2. Applying for Autonomous Status
3. Applying for NIRF Ranking

Action Taken Reports (ATR)

-  FIFTH YEAR (2023)
-  FOURTH YEAR (2022)
-  THIRD YEAR (2021)
-  SECOND YEAR (2020)
-  FIRST YEAR (2019)


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A. J. INSTITUTE OF MANAGEMENT

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An Advanced Centre For MBA Studies and Research, Affiliated to Mangalore University and Recognised by AICTE

MEETING NOTICE

By the order of the Governing Council, this meeting intimation is given stating that a meeting of Academic Advisory Board will be held on Monday, 25th June, 2018 at 10.30 a.m. at the Board Room, A.J. Institute of Management, Kottara Chowki, Mangalore to transact the following items in the agenda. You are requested to kindly attend the same.

1. Approval of Annual Report – 2017-18
2. Approval of schedule of activities – 2018-2019
3. NAAC Visit and Recommendations
4. Presentation of Five Year Perspective Plan of the Institute 2018-2023
5. Any of the matter with the permission of the Chair.

Date: 02.06.2018

Place: Mangalore


Dr. T. Jayaprakash Rao
(Member Secretary/ Director)
PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM)
KOTTARA CHOWKI
MANGALORE - 575 006



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An Advanced Centre For MBA Studies and Research, Affiliated to Mangalore University and Recognised by AICTE

Minutes of the Academic Advisory Board meeting held on Monday 25th June 2018 at the Institute.

Members Present

Sri. A J Shetty, MD., LMET

President

Sri. A Prashanth Shetty, VP, LMET

Member

Smt. Ashritha P. Shetty

Member

Sri. Allen C. Periera

Member

Sri. Praveen Pinto

Member

Sri. Srinivas Kamath

Member

Sri. Ramesh Bhat

Member

Dr. P.S. Yadapadithaya

Member

Dr. Mallikarjunnapa

Member

Dr. T Jayaprakash Rao

Member Secretary

Dr. Vijaya Kumar

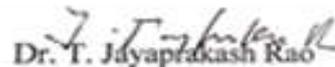
Member

Proceeding of the Meeting:

Director of the institute Dr. T Jayaprakash Rao, welcome the Members

The following subjects were discussed and decisions were taken in the meeting

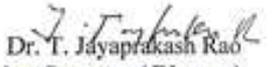
1. The meeting approved the resolutions of the previous meeting held on 14th October 2017
2. Resolved to give the post-factorial approval to the Annual Report for the year 2017-18
3. Resolved to approve to the schedule of activities for the year 2018-19


Dr. T. Jayaprakash Rao
(Member Secretary/ Director)
PRINCIPAL / DIRECTOR
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4. The Director appraised the visit of the NAAC peer team and presented its Recommendations to the academic members.
5. Considering the changing academic requirements in the business education and the recommendations of NAAC peer team, the director presented the Five-Year Perspective plan: 2018- 2023 ensuring the quality enhancement in the academic delivery at the Institute. Thread-bare discussion is conducted on the different dimensions of Five-Year Perspective plan and it is resolved to approve the same. It is also suggested to present yearly reports about the action taken on the perspective Academic Advisory Board Meeting every year.

Copy to:

4. The Vice President (LMET)
5. Director, (LMET)
6. The Director, AJIM for information and necessary action
7. The Academic Advisory Board.


Dr. T. Jayaprakash Rao
(Member Secretary/ Director)
PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM)
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LAXMI MEMORIAL EDUCATION TRUST (R.)

A J. TOWERS, BALMATTA, MANGALURU - 575 002

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E-mail : lmet143@gmail.com. | Website : www.lmet-edu.org

RECRUITMENT & APPOINTMENT POLICY

INTRODUCTION

A J Institute of management functioning under Laxmi Memorial Trust, is committed to promoting gender equity, social justice, equal opportunities for all candidates in the recruitments (faculty and nonteaching) while ensuring the acquisition of the best talent to support its operations and development. This Recruitment Policy outlines the process and guidelines for recruiting quality employees as per the institutional requirements.

EMPLOYEE REQUIREMENT ASSESSMENT

1. The Institute will conduct a thorough need analysis to determine the faculty requirement based on its academic programs, student intake, and AICTE faculty-student ratio guidelines.
2. A formal request letter is sent from the Institute to the Trust, seeking approval for the faculty positions identified as per the requirements.
3. Further, discussion will be held with the Trust office, for the recruitment of non-teaching staff if any,

MANAGEMENT APPROVAL

The Institute's management will peruse the request sent from the Institute and gives the consent for the needful, after specifying the sanctioned posts.

ADVERTISEMENT AND APPLICATION SCREENING

1. The recruitment process begins with the screening of walk-in resumes from potential candidates.
2. If the number of applications is insufficient, the Institute will publish a newspaper advertisement to attract a wider pool of applicants.

INTERVIEW SELECTION

Prospective applicants meeting the specified criteria will be invited for an interview.

INTERVIEW PANEL COMPOSITION

The Interview panel will consist of the following members:

- Institute Director
- Principal
- An External Subject Expert
- HR Representative
- A Member of The Institute's Management

INTERVIEW PROCESS

- Interviewees will be required to make a subject presentation, followed by a comprehensive interview.
- In the case of non-teaching staff, interview will be held at the Trust office in the presence of Institute representative. In the case of walk-in interviews, formal appointment will be made by the Trust office based on the recommendations of the Institute.

EVALUATION AND RATING

- Panel members will assess interviewees based on their subject presentation and performance during the interview.

OFFER LETTER

- Selected candidates will be issued an offer letter specifying the terms and conditions of employment.

ACCEPTANCE OF OFFER

- Candidates who accept the offer letter will be required to confirm their acceptance in writing.

ON BOARDING

- Once the offer is accepted, the Institute will initiate the on boarding process, which includes orientation and integration into the Institute's academic and administrative community.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

A J Institute of Management is committed to providing equal employment opportunities and does not discriminate on the basis of race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected status as required by applicable law.

COMPLIANCE WITH REGULATIONS

- The Institute will ensure compliance with all applicable laws, regulations, and guidelines related to recruitment, including those set forth by AICTE.

POLICY REVIEW

- This Recruitment and Appointment Policy will be periodically reviewed and updated as needed to align with the Institute's evolving needs and objectives.
- This Recruitment Policy is established to guide the recruitment process at A J Institute of Management and to uphold the principles of fairness, transparency, and equal opportunity in hiring practices. It is the responsibility of all employees involved in recruitment to adhere to this policy and promote its values throughout the recruitment process.


Director
Laxmi Memorial Education Trust
For A.J. Institute of Management
President / Director



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Website Link of Institute Perspective Plan and Last 5 Year Action Taken Report

Particulars	Link
Institute Perspective Plan	https://ajimmangalore.ac.in/perspective-plan/
ATR Year (2019)	https://ajimmangalore.ac.in/wp-content/uploads/2024/05/atr_1_2019.pdf
ATR Year (2020)	https://ajimmangalore.ac.in/wp-content/uploads/2024/05/atr_2_2020.pdf
ATR Year (2021)	https://ajimmangalore.ac.in/wp-content/uploads/2024/05/atr_3_2021.pdf
ATR Year (2022)	https://ajimmangalore.ac.in/wp-content/uploads/2024/05/atr_4_2022.pdf
ATR Year (2023)	https://ajimmangalore.ac.in/wp-content/uploads/2024/05/atr_5_2023.pdf

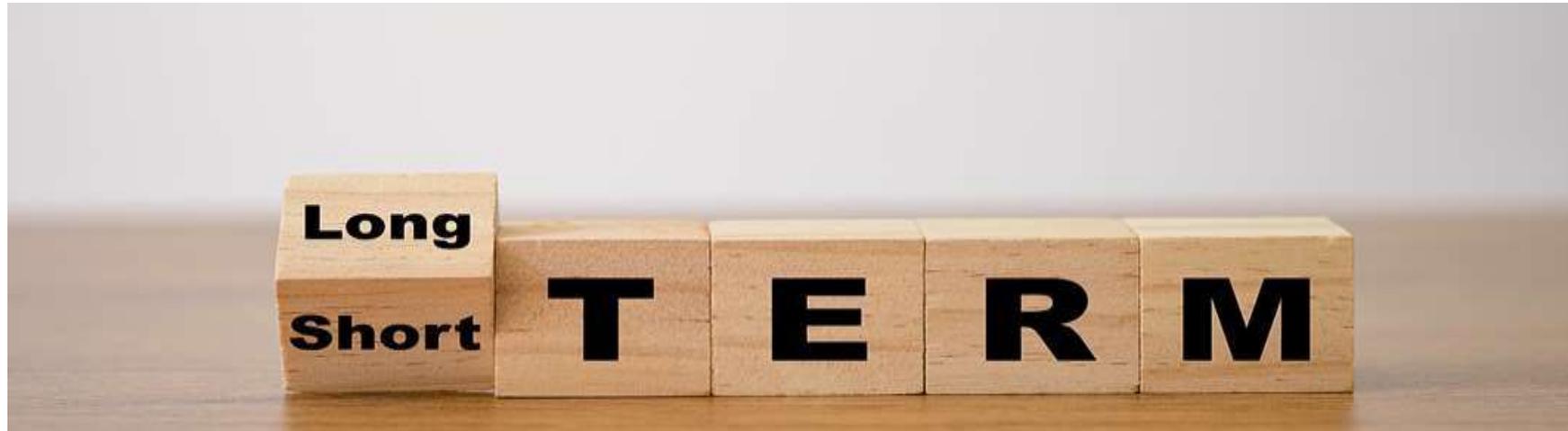


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PERSPECTIVE PLAN



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INSTITUTE PERSPECTIVE PLAN (2018-23)

1. TEACHING AND LEARNING			
Short Term Plan	<ul style="list-style-type: none"> • Introduction of more market Relevant and futuristic skill based Add on courses like Excel, SAP etc. 	<ul style="list-style-type: none"> ❖ Sign the Agreement with CAST Mangalore for providing Business Excel and SAP course for our students every year. 	Achieved
	<ul style="list-style-type: none"> • Introducing Quality enhancement initiatives through Teaching Learning Plan (TLP) 	<ul style="list-style-type: none"> ❖ Introduce Various tools and New Methodology in teaching by the faculty members under Teaching Learning plan initiatives 	Achieved
Long Term Plan	<ul style="list-style-type: none"> • Intake Enhancement from 120 to 180 	<ul style="list-style-type: none"> ❖ Institute got approval from AICTE for increasing intake from 120 to 180. 	Achieved
2. RESEARCH AND DEVELOPMENT			
Short Term Plan	<ul style="list-style-type: none"> • Listing Institute Journal – “Anveshana” in UGC index. 	<ul style="list-style-type: none"> ❖ Mandatory procedures are followed as per the requirement 	In Progress
Long Term Plan	<ul style="list-style-type: none"> • Encouraging the members of faculty to pursue Ph.D. Programmes, attend Faculty Development Programme in research and publish quality research articles. 	<ul style="list-style-type: none"> ❖ One Faculty completed and Four faculty have registered for Ph.D. Programme ❖ 12 articles in UGC Care, 12 Scopus Indexed Journals and 22 in peer reviewed journals 	In Progress
	<ul style="list-style-type: none"> • Recognition of the institute as research centre to pursue Ph.D. programme in management under Mangalore University. 	<ul style="list-style-type: none"> ❖ Mangalore University has recognised the Institute as research centre and identified two faculty has research guides 	In Progress

3. STUDENT'S DEVELOPMENT AND PARTICIPATION			
Short Term Plan	<ul style="list-style-type: none"> Budget enhancement for student centric programmes. 	<ul style="list-style-type: none"> Budget for student centric programmes increased from Rs 7,92,000 in 2018-19 to Rs 15,79,100 in 2022-23. 	Achieved
	<ul style="list-style-type: none"> Encouraging the students to participate in fest and programmes organized by other Institutions. 	<ul style="list-style-type: none"> Institute encourage students to participate in various management and cultural programmes organised by the other institutions and our students performed excellently and won many prizes for the Institute. 	Achieved
Long Term Plan	<ul style="list-style-type: none"> Introduction of new programmes for student development and participation. 	<ul style="list-style-type: none"> Institute initiated various cultural and Management programmes like Yakshakalostava, Women's Day Celebration and Kargil Vijay Diwas and Mime Competition etc 	Achieved
	<ul style="list-style-type: none"> Involvement of students in sensitizing students towards community based social survey 	<ul style="list-style-type: none"> Institute is recognised under Unnat Bharath Abhiyan – Flagship programme of Government of India, enabled the students involved in community related activities 	In Progress
4. LIBRARY, ICT AND COMPUTER LAB			
Short Term Plan	<ul style="list-style-type: none"> Strengthening the Library Management Software. 	<ul style="list-style-type: none"> Introduced Del Net software in the library to ensure the digitalization of the library administration and strengthen the E-books collections of the Institute. 	Achieved

Long Term Plan	<ul style="list-style-type: none"> • Replacing New Systems and Devices in The Computer Lab 	<ul style="list-style-type: none"> ❖ Purchased New ACER System and Cables for Computer Lab and New UPS for Computer Lab of 3.5kva and Purchased 5.2 Kva UPS for the Computer Lab 	Achieved
	<ul style="list-style-type: none"> • Adding More E-Books and Journals. 	<ul style="list-style-type: none"> ❖ Introduced Del Net software in the library to ensure the digitalization of the library administration and strengthen the E-books collections of the Institute. 	In Progress
5. INFRASTRUCTURE AND MAINTENANCE			
Short Term Plan	<ul style="list-style-type: none"> • Installation of CCTV surveillance in the campus for the safety and security of the staff. 	<ul style="list-style-type: none"> ❖ Purchased Electronic Eye HD Dome IR Camera New 6 CCTV Camera 	Achieved
	<ul style="list-style-type: none"> • Installing Audio Systems for classroom and maintenance of existing audio systems 	<ul style="list-style-type: none"> ❖ Purchased Amplifier: Ahuja Model SSB-80M and Speakers: Ahuja ASC-20T with Wall Mount Brackets. 	Achieved
	<ul style="list-style-type: none"> • Enhancement of Internet speed and WIFI connectivity. 	<ul style="list-style-type: none"> ❖ Institute Enhance the speed of Internet at campus (100 Mbps) 	Achieved
Long Term Plan	<ul style="list-style-type: none"> • Expansion and renovation of the canteen. 	<ul style="list-style-type: none"> ❖ Institute Canteen expanded and renovated with a cost of Rs 4,53,120 	Achieved
	<ul style="list-style-type: none"> • Rain water harvesting and Sewage Treatment Plant (STP) in the campus. 	<ul style="list-style-type: none"> ❖ Rain Water Harvesting project and Sewage Treatment Plant (STP)project completed in the campus 	Achieved

	<ul style="list-style-type: none"> • Installation of Enterprise Resource Planning (ERP) system 	❖ ERP installed	Achieved
6. ALUMNI INTERACTION AND ENGAGEMENT			
Short Term Plan	<ul style="list-style-type: none"> • Involving more alumni in the conduct of expert lecture, workshops, programmes and events at the institute 	❖ Invited alumni Members as resource person for seminars, judge for institute management fest and organising alumni Meet every day at the institute	Achieved
	<ul style="list-style-type: none"> • Data base creation, Regular interactions with alumni and networking 	❖ Placement officer maintaining strong Alumni Network through various social networking sites and interacting and communicating various programmes organised at the institute	Achieved
Long Term Plan	<ul style="list-style-type: none"> • Registering Alumni Association of the institute 	❖ Registration of Institute Alumni Association Completed	Achieved
7. INDUSTRY INTERACTION / COLLABORATION AND PLACEMENT ACTIVITIES			
Short Term Plan:	<ul style="list-style-type: none"> • Signing of MOUs with the industry for the Add on certificate programmes, internship etc 	❖ 22 MOUs are signed.	Achieved
	<ul style="list-style-type: none"> • Inviting industry professionals as guests and resource persons for expert lecture/ seminar, national conferences, management 	❖ Institute given first priority to industry professionals for conducting various programmes at the campus and invited many senior industry professionals as chief guest for Workshop	Achieved

	<p>ests, annual day celebration and other events.</p> <ul style="list-style-type: none"> • Building strong network with the industry and alumni members for knowledge sharing, internships and placements. 	<p>Placement and Annual Day Celebration Programme</p> <ul style="list-style-type: none"> ❖ Invited many alumni members as resource person for seminars for knowledge sharing and send students for internship under alumni and alumni of the institute provided job opportunity for our students 	Achieved
Long Term Plan	<ul style="list-style-type: none"> • Nominating more industry professionals in the Internal Quality Assurance Cell (IQAC) of the institute 	<ul style="list-style-type: none"> ❖ Institute appointed new industry professionals to strengthen the IQAC of the Institute 	Achieved
	<ul style="list-style-type: none"> • Involving industry for skill development training and certification programme. 	<ul style="list-style-type: none"> ❖ Introduced Various Industry Certified programmes at the campus and encouraging students to register online certificate programmes. 	Achieved
	<ul style="list-style-type: none"> • Strengthening the placement Cell and training department of the institute. 	<ul style="list-style-type: none"> ❖ Institute Appointed Mr. Prashanth Shetty- fulltime Placement officer for the institute in 2020 to strengthen the placement cell of the institute. 	Achieved
8. ACCREDITATION & RANKING			
Long Term Plan	<ul style="list-style-type: none"> • Apply for NBA Accreditation 	<ul style="list-style-type: none"> ❖ Initial discussion are done with the experts 	In Progress
	<ul style="list-style-type: none"> • Applying for Autonomous Status 	<ul style="list-style-type: none"> ❖ Received an Approval from the Management 	In Progress