



SITAM



SATYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT

EAMCET CODE: SGVP

ACCREDITED BY NAAC, RECOGNISED UNDER 2(F) AND 12 (B) OF UGC
APPROVED BY AICTE, NEW DELHI,
(PERMANENTLY AFFILIATED TO JNTU-GV, RECOGNISED BY SBTET, GOVERNMENT OF A.P.)

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INSTITUTIONAL DEVELOPMENT PLAN (IDP) 2026–2031

Sl. No.	Description	Page No.
1	Academics Development Plan	2
2	Infrastructure & Digitalization	3
3	Industry Collaboration & Employability Enhancement	4
4	Financial Sustainability Plan	5
5	Governance & Administration Plan	6
6	Conclusion	7

1. INTRODUCTION

Satya Institute of Technology and Management (SITAM) proposes this Institutional Development Plan (IDP) for the period 2026–2031 as a structured roadmap for continuous improvement and sustainable institutional growth. The plan is designed in line with the institution's academic objectives, quality-assurance requirements, emerging technological needs, industry expectations and the evolving regulatory framework applicable to higher education.

The plan follows the broad structure of the Institutional Development Plan format provided in the reference document, which organizes institutional growth around academics, infrastructure and digitalization, industry and employability, financial sustainability, and governance. The reference plan also emphasizes year-wise targets, accreditation, research, digital learning and stakeholder participation.

2. VISION FOR 2031

To develop SITAM as a student-centric, technology-enabled and socially responsible institution providing quality higher education, fostering innovation and entrepreneurship, strengthening industry-academia collaboration, and continuously improving institutional quality.

3. KEY STRATEGIC OBJECTIVES

- Strengthen outcome-based teaching-learning and academic performance.
- Progress systematically towards autonomy, accreditation and quality benchmarks.
- Expand emerging technology education, interdisciplinary learning and skill development.
- Build modern laboratories, digital infrastructure and smart learning environments.
- Promote research, innovation, patents, consultancy, projects and entrepreneurship.
- Improve internships, placements, industry interaction and employability of students.
- Strengthen student welfare, grievance redressal, inclusion and transparent fee-refund practices.
- Develop effective governance, financial sustainability, documentation and data-driven decision-making.

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4. IMPLEMENTATION PERIOD

The IDP will be implemented in five annual phases: 2026–27, 2027–28, 2028–29, 2029–30 and 2030–31. Annual targets will be reviewed through the Principal, IQAC, Heads of Departments and designated institutional committees.

5. ACADEMIC DEVELOPMENT PLAN

1. Objectives

- Strengthen teaching-learning processes through Outcome-Based Education (OBE), student-centric pedagogy and continuous assessment.
- Align curricula and value-added learning with emerging technologies and industry requirements.
- Strengthen faculty development, mentoring, academic planning and documentation.
- Support the institution's autonomy application and subsequent academic governance requirements.
- Progress towards NBA/NAAC quality benchmarks wherever applicable.

2. Year-wise Action Plan

Year	Major Initiatives	Expected Outcome
2026–27	Academic audit; strengthen course files; OBE mapping; bridge/value-added courses; faculty FDPs; support autonomy-related academic documentation.	Improved academic processes and evidence-based quality documentation.
2027–28	Introduce/strengthen emerging-domain courses such as AI/ML, AI&DS and interdisciplinary learning; strengthen project-based learning.	Greater student exposure to future-oriented skills.
2028–29	360-degree feedback; curriculum enrichment through industry/alumni inputs; strengthen international/national academic interactions.	Continuous curriculum improvement and stakeholder participation.
2029–30	Expand interdisciplinary projects, certifications, MOOCs/NPTEL and outcome-based assessment practices.	Improved graduate attributes and employability.
2030–31	Comprehensive academic review; accreditation readiness; benchmarking with peer institutions and continuous improvement.	Mature academic quality system and sustained institutional performance.

3. Faculty Development

- Annual faculty development calendar covering pedagogy, emerging technologies, assessment, research methodology and professional skills.
- Encourage faculty certifications, publications, funded projects, and consultancy and industry exposure.

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- Mentoring and performance review systems linked with academic and professional development.
- Promote interdisciplinary collaboration among Mechanical, CSE, ECE, EEE, Civil and emerging technology areas.

4. Student Academic Support

- Academic mentoring and counselling for slow learners and advanced learners.
- Remedial programmes, peer learning, tutorial support and competitive-examination guidance.
- Project-based, experiential and hands-on learning through clubs, laboratories, workshops and industry visits.
- Digital academic resources and structured learning repositories.

6. INFRASTRUCTURE & DIGITALIZATION PLAN

1. Objectives

- Develop safe, modern and technology-enabled classrooms, laboratories and common facilities.
- Strengthen digital learning, campus connectivity and academic/administrative information systems.
- Upgrade Mechanical Engineering laboratories and other departments in line with curriculum and emerging industry needs.
- Develop facilities for EVs, smart manufacturing, robotics, automation, CAD/CAM, additive manufacturing and IoT-based applications.
- Promote energy efficiency, environmental sustainability and accessible campus facilities.

2. Priority Infrastructure Areas

Area	Development Focus
Smart Classrooms	Interactive teaching facilities, projection/display systems, reliable connectivity and digital content.
Engineering Laboratories	Modernization, calibration, safety, maintenance and utilization tracking; industry-relevant equipment.
Mechanical Innovation	CAD/CAM, 3D printing, robotics, EV/smart mobility, Arduino/IoT and smart manufacturing prototypes.
Digital Infrastructure	Campus Wi-Fi, LMS/digital repositories, ERP/MIS, secure data storage and digital documentation.
Library	Expansion of e-resources, digital subscriptions, question banks, standards and research databases.
Sustainable Campus	Energy conservation, water management, waste segregation, green practices and awareness programmes.

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3. Year-wise Development

2026-27

- Audit existing infrastructure and identify critical gaps.
- Upgrade priority laboratories and digital teaching facilities.
- Establish/strengthen innovation and prototype development spaces.

2027-28

- Expand smart classroom and LMS usage.
- Strengthen campus network and digital repository.
- Add industry-relevant equipment based on utilization and curriculum needs.

2028-29

- Develop advanced simulation and virtual-learning resources.
- Strengthen R&D laboratory infrastructure and interdisciplinary project facilities.

2029-30

- Introduce smart-campus applications and data dashboards.
- Improve cybersecurity, backup and digital records management.

2030-31

- Comprehensive infrastructure review and replacement/upgrade plan.
- Benchmark facilities against accreditation and industry requirements.

4. Infrastructure Governance

All major infrastructure development shall be supported by need assessment, budget approval, procurement procedures, installation/commissioning records, utilization records, preventive maintenance and annual review. Laboratory and digital assets shall be documented for academic, accreditation and audit purposes.

7. RESEARCH, INNOVATION, INDUSTRY & EMPLOYABILITY

1. Research and Innovation

- **Strengthen the R&D Cell and departmental research groups.**
- Increase publications, patents, copyrights, funded projects and consultancy activities.
- Encourage student innovation, prototypes, hackathons, design challenges and technology demonstrations.
- Promote research themes in EVs, smart manufacturing, robotics, renewable energy, AI-enabled engineering and sustainable technologies.
- Establish collaboration with universities, research institutions, industries and professional bodies.

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2. Industry-Academia Development

Year	Action Plan
2026–27	Strengthen MoUs; expert talks; industrial visits; internships; hands-on workshops; industry inputs for curriculum and projects.
2027–28	Increase internship opportunities and industry-sponsored student projects; strengthen placement training.
2028–29	Develop industry-supported skill programmes and joint research/consultancy activities.
2029–30	Establish/strengthen Centers of Excellence or industry-supported laboratories in selected domains.
2030–31	Expand long-term industry partnerships, sponsored R&D and work-integrated learning opportunities.

3. Employability Enhancement

- Department-wise skill-gap analysis and annual employability training plans.
- Technical training in CAD/CAM, programming, data tools, EV technology, robotics, automation and other emerging areas.
- Aptitude, communication, soft skills, interview preparation and entrepreneurship training.
- Placement drives, job fairs, internship fairs and alumni-industry interaction.
- Track student progression into employment, higher education, entrepreneurship and competitive examinations.

4. Entrepreneurship

- Strengthen Innovation and Entrepreneurship initiatives through student clubs and project teams.
- Mentoring for prototype development, intellectual property and startup ideas.
- Conduct entrepreneurship awareness programmes, ideation contests and business-model workshops.
- Connect promising student projects with incubation, funding and industry mentoring opportunities.

8. STUDENT WELFARE, GRIEVANCE REDRESSAL & FEE REFUND

1. Student-Centric Development

SITAM shall maintain a transparent, accessible and student-centric support system covering academic mentoring, counselling, scholarships, grievance redressal, anti-ragging, equal opportunity, socio-economically disadvantaged groups, internal complaints, career guidance and student feedback.

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2. Grievance Redressal

- Maintain an institutional grievance redressal mechanism with clearly identified officers/committees and documented procedures.
- Provide accessible channels for students to submit academic, administrative, examination, hostel, transport and other legitimate grievances.
- Ensure timely acknowledgement, examination, resolution and closure of grievances with appropriate records.
- Periodically review grievance trends through IQAC/competent institutional committees to identify systemic improvements.
- Ensure confidentiality and non-retaliation while handling grievances, subject to applicable rules.

3. Admission Cancellation and Fee Refund Policy

As part of transparent student services, SITAM shall implement the applicable UGC fee-refund provisions for admission cancellation/withdrawal. The policy shall be incorporated in the prospectus/website and communicated clearly to students and parents at the time of admission.

For the 2026 admission cycle, the institutional policy may state that cancellations of admission/withdrawals up to 30 September 2026 are eligible for full refund, subject to the applicable UGC provisions; cancellations from 1 October to 31 October 2026 shall be processed with a deduction not exceeding ₹1,000 as processing fee, where applicable. For admission schedules extending or commencing beyond 31 October 2026, the then-applicable UGC fee-refund provisions shall be followed.

The institution shall maintain transparent records of applications, approvals, refund calculations, payment dates and communication to students. The fee-refund mechanism shall be coordinated with the accounts/admissions sections and reviewed periodically for compliance.

4. Student Welfare Targets

- Strengthen counselling and mentoring for all students.
- Improve awareness and facilitation of eligible scholarships and financial assistance.
- Strengthen clubs, sports, cultural activities, NSS/NCC and technical societies.
- Provide career guidance, placement support and higher-education counselling.
- Conduct periodic student satisfaction and feedback surveys and implement Action Taken Reports.

5. Inclusion and Safe Campus

The institution shall maintain mechanisms supporting disadvantaged and vulnerable groups, promote equal opportunity, address complaints through designated committees, and ensure awareness of student rights, responsibilities and institutional policies.

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9. FINANCIAL SUSTAINABILITY, GOVERNANCE & QUALITY ASSURANCE

1. Financial Sustainability

- Prepare annual budgets linked to academic priorities and the IDP.
- Diversify institutional resources through research grants, consultancy, sponsored projects, continuing education, training programmes, alumni support and eligible CSR partnerships.
- Prioritize expenditure on teaching-learning, laboratories, faculty development, student support, digital infrastructure and accreditation readiness.
- Strengthen internal financial controls, utilization certificates, audit compliance and documentation.
- Use transparent and approved procedures for procurement and asset management.

2. Governance and Administration

- Strengthen statutory and institutional committees with clearly defined roles, responsibilities and meeting schedules.
- Maintain effective documentation of Governing Body/competent authority decisions, minutes and Action Taken Reports.
- Strengthen MIS/ERP-based academic, administrative, examination and financial records.
- Develop SOPs for major recurring institutional processes.
- Promote participative decision-making involving faculty, students, alumni and industry representatives where appropriate.

3. Quality Assurance and Accreditation

Priority	2026–27 to 2031
Autonomy	Continue systematic compliance, documentation and follow-up for the autonomy application and subsequent requirements.
NAAC	Strengthen SSR/data/evidence readiness, IQAC processes, feedback, academic audits and continuous improvement.
NBA	Identify eligible programmes and develop OBE, course-outcome, programme-outcome and attainment documentation.
Academic Audit	Annual departmental academic audit and institutional review.
Feedback & ATR	Collect stakeholder feedback, analyze it, communicate key findings and document Action Taken Reports.
Compliance	Maintain a regulatory calendar covering UGC, AICTE, affiliating university and other applicable requirements.

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4. Institutional Monitoring Framework

- Principal: overall leadership and approval of strategic implementation.
- IQAC: quality monitoring, evidence management, review and continuous improvement.
- Heads of Departments: departmental implementation, academic performance and documentation.
- Administrative/Finance Sections: resource planning, records and financial compliance.
- Designated Committees/Cells: student welfare, grievance redressal, research, placement, innovation and other institutional functions.

10. IMPLEMENTATION, KPIs & CONCLUSION

1. Key Performance Indicators (Indicative)

Area	Indicative KPI by 2030–31
Academics	Improved pass percentage, attainment of CO/PO targets, faculty FDP participation, value-added courses and student progression.
Quality	Continuous NAAC/NBA readiness; annual academic audit and documented improvement actions.
Research	Growth in publications, patents, funded projects, consultancy and student innovation.
Industry	More active MoUs, internships, expert interactions, live projects and industry-sponsored activities.
Placements	Improved eligible-student participation, placement opportunities, higher studies and entrepreneurship outcomes.
Infrastructure	Improved laboratory utilization, smart classrooms, digital learning and preventive maintenance.
Student Welfare	Timely grievance disposal, scholarship facilitation, mentoring coverage and student satisfaction.
Finance	Diversified revenue, budget utilization and stronger audit/compliance systems.
Governance	Timely statutory meetings, ATRs, SOPs, MIS-based reporting and evidence availability.

2. Review and Continuous Improvement

The IDP shall be reviewed annually. Each department and institutional section shall prepare an annual action plan derived from the IDP, identify measurable targets, submit progress reports and maintain documentary evidence. The IQAC shall consolidate the progress and place an annual review before the competent institutional authority. Corrective actions, resource requirements and revised targets shall be incorporated into the next annual cycle.

3. Strategic Commitment

SITAM is committed to developing an institution that combines academic quality with technological relevance, research and innovation, employability, student welfare, transparent governance and sustainable growth. The Institutional Development Plan provides a common framework for departments and administrative units to work towards measurable institutional outcomes.

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4. CONCLUSION

This Institutional Development Plan for 2026–2031 provides SITAM with a structured five-year roadmap for academic strengthening, infrastructure modernization, digital transformation, research and innovation, industry collaboration, employability, student welfare, financial sustainability and quality governance. The plan draws upon the organization and strategic emphasis of the reference Institutional Development Plan, while adapting the framework to SITAM's institutional priorities. The reference document similarly uses year-wise actions across academics, infrastructure, industry, finance and governance and concludes with continuous improvement as the basis for institutional development.

Implementation of the IDP shall be guided by applicable UGC, AICTE, affiliating-university and other statutory/regulatory requirements in force from time to time. In particular, student admission cancellation and fee-refund practices shall be updated whenever the competent regulatory authority issues revised provisions.



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