



## Deployment of Perspective Plan (2018-2033)

The **Perspective Plan (2018-2033)** outlines ITM's 15-year roadmap for excellence in education, research, and industry collaboration, focusing on infrastructure, academic growth, and student-centered initiatives. The Strategic Plan complements it by breaking down short-term goals, ensuring ITM remains adaptable while achieving its long-term mission of excellence.

ITM Gwalior has shown significant growth over the past five years, as evidenced by increasing student enrollment, enhanced academic and extracurricular engagement, and substantial research output. To build on this momentum and align with long-term strategic objectives, the following plan outlines the key focus areas to develop the institute's brand image, expand the market, and achieve academic and operational excellence.

### 1. Develop the Institute's Brand Image & Expand Market

- **Branding through Academic and Research Excellence:** The consistent rise in student enrollment (from 1,507 in 2019-20 to 2,420 in 2023-24) and growing research output, including book chapters and international conference publications, presents an opportunity to further ITM's reputation. Leveraging these achievements, along with targeted marketing campaigns and outreach programs, will expand ITM's presence in the national and international educational landscape.
- **Participation in Fieldwork and Internships:** With 2,186 students participating in internships and fieldwork in 2023-24, ITM can emphasize its industry integration to attract more prospective students. Showcasing real-world learning experiences in promotional materials will enhance the institute's appeal.

### 2. Accreditations: NBA, NAAC, and Other Recognitions

- **Achieving Accreditations:** ITM successfully achieved NBA accreditation for all eligible programs (CSE and MBA) for three years 2022-2025. ITM will further solidify its status as a leading institution, attracting more students and research collaborations.
- **Quality Assurance Systems:** Ensuring that internal quality benchmarks align with national and international standards will enhance the institution's competitiveness and appeal for accreditations and rankings.

### 3. Develop Indigenous Programs to Complement University Offerings

- **Curriculum Innovation:** ITM should continue developing indigenous programs that cater to industry needs, especially in high-growth areas like technology, design, and management. The rise in students completing value-added courses (from 523 in 2019-20 to 1,720 in 2023-24) demonstrates an appetite for such offerings. Expanding these courses will complement core university programs and enhance students' employability.

  
Dr. Meenakshi Mazumdar  
DIRECTOR  
Institute of Technology & Management  
Gwalior (M.P.)



- **Specialized Certifications:** Introducing more specialized certification programs in collaboration with industry partners will position ITM as a leader in offering customized education pathways.

#### 4. Establish Value-Based Activities for Students & Faculty

- **Holistic Development Initiatives:** ITM's emphasis on extracurricular activities, with 1,017 students participating in 2023-24, demonstrates its commitment to holistic education. Establishing a series of value-based activities, such as ethics workshops, leadership development programs, and cultural immersion experiences, will benefit both students and faculty. Such initiatives can be incorporated into the curriculum or offered as supplementary programs.
- **Inculcating Professional Ethics:** To complement academic development, ITM should introduce regular seminars and discussions on professional ethics, sustainability, and corporate responsibility, aligning with industry expectations.

#### 5. Succession Planning for Leadership and Faculty

- **Faculty Development & Leadership Training:** Succession planning is critical for long-term institutional stability. ITM should develop a framework to identify and nurture future leaders from within its faculty ranks. This could involve specialized training programs for faculty members, mentoring, and leadership seminars. Faculty Development Programs (FDPs) attended by faculty increased to 86 in 2023-24, indicating the faculty's willingness to grow.
- **Retaining Key Talent:** Retention strategies for high-performing faculty members, including clear career progression pathways and exposure to leadership roles, are essential.

#### 6. Full-Fledged Research Centre

- **Establishing a Research Hub:** With growing research output, including the publication of 336 books/book chapters and 17 international journal articles in 2023-24, ITM must develop its research centre into a full-fledged facility. The research centre should focus on interdisciplinary studies, innovation, and collaborative projects with international institutions and industry.
- **Industry-Focused Research Projects:** A key area of growth would be research aligned with industry challenges, particularly in textiles, technology, and sustainability, positioning ITM as a thought leader in these sectors.

#### 7. Achieve Autonomy

- **Pursuing Autonomous Status:** ITM's pursuit of autonomy would allow greater flexibility in curriculum design, program offerings, and partnerships. This could lead to faster integration of industry-relevant courses and enhanced innovation in academic delivery. Autonomy would also enable ITM to tailor its programs more effectively to market demands and ensure swift responses to technological advancements and educational trends.

  
Dr. Meenakshi Mazumdar

**DIRECTOR**  
Institute of Technology & Management  
Gwalior (M.P.)

## 8. International Exposure for Senior Faculty

- **Global Academic Exposure:** Exposing senior faculty to international academic environments will strengthen ITM's pedagogical approaches. Sabbaticals, international teaching opportunities, and collaborations with global research institutions can enhance faculty expertise, translating into more diverse learning experiences for students.
- **International Research Collaboration:** Encouraging faculty to publish in international journals and participate in conferences abroad, along with inviting global scholars to ITM, will elevate the institute's academic standing.

## 9. Consultancy Services to Industry

- **Establishing Consultancy Services:** ITM should create a dedicated consultancy division to offer services to industry partners. Leveraging faculty expertise in fields like textile design, management, and technology, ITM can provide solutions to real-world challenges faced by businesses. This initiative will also create a revenue stream while enhancing the institute's industry ties.
- **Consulting Opportunities for Faculty:** Faculty members should be encouraged to engage in consulting work, which would further their research and industry knowledge while contributing to the overall brand image of ITM.

## 10. Infrastructure Upgradation

- **Modernizing Facilities:** Continuous infrastructure upgradation is essential to match the needs of a growing student body (2,420 in 2023-24) and ensure state-of-the-art academic facilities. Investing in cutting-edge laboratories, smart classrooms, and research labs will enhance the overall student and faculty experience.
- **Sustainable Campus Initiatives:** ITM should also focus on sustainability in its infrastructure projects, ensuring energy-efficient buildings and green campus initiatives that align with global sustainability standards.

## Deployment of Strategic Plan (2021-2026)

Objective	Target	Outcome
Achieving NBA (National Board of Accreditation) and NAAC (National Assessment Accreditation Council) for the institute's programs.	To achieve NBA accreditation for all eligible programs by the end of the academic year 2022-2023. To achieve NAAC accreditation for the Institute by the end of the academic year 2023-24.	ITM successfully achieved NBA accreditation for all eligible programs (CSE and MBA) for three years 2022-2025.
To augment the institute's student strength by increasing the admission intake capacity,	To increase the overall admission intake by 25%	Student intake capacity increased from 350 in 2018 to over 1200.

*Meenakshi*  
Dr. Meenakshi Mazumdar

**DIRECTOR**  
Institute of Technology & Management  
Gwalior (M.P.)

thereby catering to the growing demand for quality education.	across all programs by the academic year 2022-2023.	
To offer new allied branches in emerging fields like Data Science, Artificial Intelligence & Machine Learning (AI/ML), and the Internet of Things (IoT) that align with industry demands and equip students with future-ready skills.	To introduce at least three new programs in the fields of Data Science, AI/ML, and IoT by the academic year 2022-2023.	New programs launched in 2022 (DS, AI/ML and IoT)
To foster a vibrant research ecosystem that encourages faculty and students to engage in high-quality research, publications, and collaborations.	To increase the institute's research output by 50%, including research publications, Consultancy, funded projects, and National/International collaborations with industry/academia, by the end of the academic year 2022-2023.	Research cell established in 2020 to Increased research output, publications, and collaborations through a vibrant research culture
To adopt an outcome-based education (OBE) approach that aligns curriculum design, delivery, and assessment with predefined Program Outcomes (POs) and Course Outcomes (COs).	To fully implement the OBE framework across all programs by the end of the academic year 2020-2021, ensuring continuous improvement and alignment with industry and academic standards.	Successfully implemented OBE aligning curriculum design, delivery, and assessment with Program Outcomes (POs) and Course Outcomes (COs).
To provide a well-rounded educational experience that promotes the overall growth and development of students, encompassing academic, co-curricular, and extracurricular aspects.	To establish a comprehensive student support system, including counseling, mentoring, career guidance, and opportunities for participation in sports, cultural, and community service activities, by the year 2021-2022.	Achieved a 91% placement rate for eligible students, demonstrating the effectiveness of career support initiatives.

### Conclusion:

By focusing on strategic branding, gaining national and international accreditations, and expanding its academic offerings and research capabilities, ITM Gwalior can significantly enhance its market

  
Dr. Meenakshi Mazumdar

**DIRECTOR**  
Institute of Technology & Management  
Gwalior (M.P.)



position and continue to grow. Achieving autonomy, developing indigenous programs, and establishing strong industry connections through consultancy services will further solidify ITM's status as a leader in higher education. The infrastructure upgradation, combined with exposing faculty to international environments, will ensure that ITM continues to offer high-quality education aligned with global standards.

  
Dr. Meenakshi Mazumdar

**DIRECTOR**  
Institute of Technology & Management  
Gwalior (M.P.)