FISAT®
FEDERAL INSTITUTE OF SCIENCE AND TECHNOLOGY

INSTITUTIONAL DEVELOPMENT PLAN

2025-2035

Federal Institute of Science And Technology (FISAT)®

Hormis Nagar, Mookkannoor, Angamaly, Kerala 683577

Federal Institute of Science and Technology (FISAT)
Institutional development plan
2025-2035

This Institutional Development Plan (IDP) outlines the strategic roadmap for transforming FISAT into a technologically oriented institution, fostering innovation, industry collaboration, and societal impact.

Preface

Federal Institute of Science and Technology (FISAT) is a private self-financing professional college established in 2002 under the aegis of the Federal Bank Officers' Association Educational Society (FBOAES), an initiative of the Federal Bank Officers' Association (FBOA). FBOAES is a socially committed, non-profit organization dedicated to promoting quality education and empowering communities through academic and developmental initiatives.

Introduction

The Federal Institute of Science and Technology (FISAT) is a self-financing private engineering college established by the Federal Bank Officers' Association Educational Society (FBOAES). Established in 2002, FISAT strives to become a "Centre of Excellence" in professional education, with the motto "Focus on Excellence."The institution is accredited by the National Assessment and Accreditation Council (NAAC) with an 'A+' grade in the 2nd cycle. The National Board of Accreditation (NBA) has accredited six B.Tech programmes. The institution is ISO 9001:2015 certified. FISAT is located in Ernakulam District, Kerala. Situated at Hormis Nagar, Mookkannoor—the birthplace of Late Sri. K.P. Hormis, founder of the Federal Bank—the campus is located approximately 10 kilometers from Angamaly and 15 kilometers from Cochin International Airport**.** The serene and verdant setting offers an ideal environment for academic pursuit, fostering reflection, innovation, and holistic development. FISAT is affiliated with APJ Abdul Kalam Technological University (KTU) and is approved by the All India Council for Technical Education (AICTE). FISAT offers B.Tech engineering programmes, MBA programme, MCA programme, Integrated MCA programme, M.Tech programmes and PhD programmes. The 35-acre campus houses over six lakh square feet of built-up space comprising academic blocks, administrative facilities, hostels, laboratories, smart classrooms, a computerized library, language lab, fitness center, sports facilities, medical center, canteen, bank branch with ATM, and other student support services.

As a higher education institution working toward academic excellence and autonomy, FISAT recognizes the need for structured institutional planning that aligns with the UGC Guidelines

and the vision outlined in the National Education Policy (NEP) 2020. In the context of an increasingly dynamic and competitive academic environment, the institution seeks to transform itself into a technologically oriented, outcome-based, and innovation-driven center of excellence over the next decade.

This **Institutional Development Plan (IDP) for 2025–2035** outlines a strategic framework aimed at:

1. Enhancing Teaching-Learning Quality

Key Focus Areas:

- **Outcome-Based Education (OBE):**
  Implement OBE at all levels by defining clear Program Outcomes (POs), Course Outcomes (COs), and aligning assessments accordingly to improve learning effectiveness and accreditation readiness.
- **ICT Integration in Teaching:**
  Use Learning Management Systems (e.g., Moodle), smart classrooms, video lectures, and online assessments to create flexible, engaging, and accessible learning environments.
- **Learner-Centric Pedagogies:**
  Adopt flipped classrooms, project-based learning, problem-solving sessions, and peer-led instruction to improve learner engagement and critical thinking.
- **Academic Audit and Feedback Systems:**
  Regular internal audits, student feedback, and benchmarking with peer institutions to ensure teaching quality and continuous improvement.

2. Promoting Interdisciplinary Research, Innovation, and Entrepreneurship

Key Focus Areas:

- **Research Ecosystem Development:**
  Strengthen research centers and labs; encourage faculty-student research collaborations; increase publications in indexed journals.
- **Interdisciplinary Projects:**
  Promote convergence of engineering, science, and humanities to solve complex real-world problems (e.g., AI for health, IoT for agriculture).
- **Innovation & Start-up Ecosystem:**
  Establish innovation and incubation centres; support student-led start-ups with mentorship, seed funding, and IPR training.

- **Alignment with SDGs and National Missions:**
  Focus research themes on sustainability, clean energy, digital transformation, and inclusive technologies.

3. Strengthening Faculty Development, Governance, and Autonomy

Key Focus Areas:

- **Faculty Empowerment:**
  Provide regular FDPs, doctoral opportunities, industry immersion, and support for research grants and publications.
- **Participatory Governance:**
  Enable department-level autonomy, functioning of statutory bodies (BoS, Academic Council), and leadership training for faculty.
- **Effective Use of Autonomy:**
  Leverage curriculum flexibility, assessment reforms, and academic freedom to introduce need-based, future-ready programs.
- **Institutional Quality Assurance:**
  Strengthen IQAC for data-driven monitoring, accreditation, and internal quality audits.

4. Expanding Industry Linkages and Skill-Based Education

Key Focus Areas:

- **Curriculum Co-design with Industry:**
  Partner with industry to co-create courses, labs, and internship opportunities aligned with current technologies and job roles.
- **Internships and Industrial Projects:**
  Make internships mandatory and facilitate live industry projects to enhance practical skills and job readiness.
- **Skill-Based Certification Programs:**
  Offer short-term and modular programs in high-demand areas like AI, Cybersecurity, Data Science, EV technology, etc.
- **Alumni as Industry Connectors:**
  Engage alumni in industry mentoring, placement referrals, and curriculum updates.

5. Encouraging Internationalization and Global Engagement

Key Focus Areas:

- **Academic Collaborations:**
  Establish MoUs with foreign universities for joint research, co-teaching, and curriculum benchmarking.
- **Faculty and Student Exchange:**
  Promote outbound and inbound mobility programs for cultural exchange, global exposure, and collaborative learning.
- **International Conferences and Workshops:**
  Organize global events at FISAT to foster cross-cultural knowledge sharing and increase institutional visibility.
- **Pursuit of Global Rankings and Accreditation:**
  Work toward inclusion in QS/Times Higher Ed rankings and acquire international accreditations (e.g., ABET).

6. Ensuring Equity, Access, and Inclusion

Key Focus Areas:

- **Support for Marginalized Students:**
  Offer scholarships, mentoring, bridge courses, and career guidance for students from disadvantaged backgrounds.
- **Inclusive Campus Design:**
  Ensure barrier-free infrastructure and accessible learning environments for differently-abled students.
- **Gender Equity and Diversity:**
  Promote inclusive policies, sensitization workshops, and leadership opportunities for women and minorities.
- **Digital Equity:**
  Provide access to internet-enabled devices, digital content, and remote learning tools for underprivileged learners.

7. Fostering Community Engagement and Environmental Stewardship

Key Focus Areas:

- **Extension and Outreach Activities:**
  Conduct technical training, awareness programs, and community-based projects in nearby rural and semi-urban areas.

- **Student-Led Social Innovation:**
  Encourage students to develop low-cost, scalable technologies addressing local problems (e.g., sanitation, drinking water, agri-tech).
- **Green Campus and Sustainability Practices:**
  Implement solar energy, rainwater harvesting, waste management, and eco-friendly transport on campus.
- **Partnerships with Local Bodies and NGOs:**
  Collaborate with government and civil society for joint initiatives in education, health, and environment.

The plan is based on a SWOC analysis of the institution's current status and draws from inputs from key stakeholders, including faculty, students, alumni, employers, and academic experts. It is also in consonance with the guiding principles of autonomous institutions under UGC, including continuous quality enhancement through the Internal Quality Assurance Cell (IQAC)**.** By implementing this IDP, FISAT seeks to position itself as **a** future-ready institution**,** responsive to global challenges while remaining deeply rooted in ethical values and national development goals. This document is submitted for critical review and meaningful contribution by all stakeholders, and will serve as a dynamic blueprint for planned growth, quality assurance, and institutional transformation in the coming decade.

SWOC Analysis – FISAT (2025–2035)

Strengths

1. Infrastructure & Resources

- Well-developed campus with modern academic blocks, hostels, and recreational spaces
- Advanced laboratories and computing facilities
- Access to digital learning platforms and smart classrooms
- Excellent connectivity due to proximity to Cochin International Airport
- Well-stocked library with access to e-resources and research databases

2. Academic Framework

- Experienced and committed faculty with academic and industry experience
- Applied for Autonomous Status, enabling curricular and assessment reforms
- Well-structured UG and PG programs in engineering, management, and applied sciences
- Implementation of Outcome-Based Education (OBE) across programs
- Credit-based continuous assessment and hybrid learning practices in place

3. Institutional Standing & Brand Position

- Recognized as a leading self-financing engineering institution in Kerala
- Strong alumni network across India and abroad
- Notable placement record, particularly in IT and core sectors
- Active MoUs with industries and academic institutions
- NAAC and NBA accreditation for eligible programs

Weaknesses

1. Academic Quality and Research Output

- Limited interdisciplinary offerings and flexible learning pathways
- Insufficient research publications in high-impact journals
- Modest patenting and consultancy revenue
- Over-dependence on theoretical learning over hands-on, real-world exposure

2. Student-Related Issues

- Varying quality of student intake, especially in non-CS branches
- Increasing number of vacant seats in certain programs
- Need for stronger mentoring and academic support for weak learners
- Insufficient global exposure and international student presence

3. Operational Constraints

- Limited funding sources for infrastructure modernization
- High cost of academic delivery, especially with autonomy reforms
- Faculty retention in high-demand specializations is a growing concern
- Initial resistance to change in pedagogy and administrative autonomy

Opportunities

1. Technology Integration & Curriculum Modernization

- Leverage autonomy to design **industry-integrated**, **future-oriented curricula**

- Introduce specialized programs in **AI, Data Science, Cybersecurity, EV Technology, FinTech**
- Expand use of digital tools (LMS, virtual labs, AR/VR) for blended learning
- Offer **micro-credentials, minor/honors programs**, and value-added courses

2. Industry Collaboration & Skill-Based Education

- Tap into the growing **tech/start-up ecosystem in Kerala and Bengaluru**
- Establish industry-sponsored labs, innovation hubs, and incubation centres
- Enhance placement and internship opportunities through alumni and corporate tie-ups
- Offer **job-ready certification programs** in association with leading tech companies

3. Internationalization & Lifelong Learning

- Collaborate with international universities for **joint research, student exchange**
- Attract international students for specialized M.Tech and MBA programs
- Launch **continuing education and executive development programs** for professionals
- Participate in global ranking initiatives and accreditations

Challenges

1. Competitive Educational Landscape

- Rising competition from other autonomous and foreign-affiliated institutions
- Alternative learning models (online, hybrid, EdTech certifications) attract top talent
- Pressure to continuously innovate and match employer expectations

2. Economic and Regulatory Factors

- Fee regulation and limited funding restrict capital investment
- Economic fluctuations affecting student admissions and industry recruitment
- Need to maintain affordability without compromising quality

3. Human Resource and Sustainability Constraints

- Difficulty in recruiting and retaining qualified faculty in emerging domains
- Declining number of engineering aspirants in the state and nationally
- High cost of infrastructure upkeep and the need for sustainable operations

- Skill obsolescence due to rapid tech changes requires constant curriculum upgrade

IDP FISAT 2025-2030

The plan is classified under the eight enablers of institutional development as per UGC guidelines.

1. Governance and Leadership

Strategic Vision:

Effective governance and visionary leadership form the foundation for institutional excellence. In alignment with the UGC guidelines and NEP 2020, FISAT aims to establish a transparent, accountable, and dynamic governance system that drives both academic quality and entrepreneurial transformation.

Strategic Initiatives:

- **Constitution of an IDP Steering Committee:**
  A high-level steering committee will be formed to guide the execution of the Institutional Development Plan. This committee will include internal academic leaders, representatives from the Internal Quality Assurance Cell (IQAC), industry experts, alumni, and entrepreneurship mentors, ensuring multidimensional perspectives in institutional planning.
- **Integration of Key Performance Indicators (KPIs):**
  Governance frameworks will incorporate clearly defined and measurable KPIs that reflect both academic and entrepreneurial progress. These metrics will include teaching-learning outcomes, research productivity, graduate employability, startup incubation success, and social impact initiatives.
- **Strategic Budgeting and Resource Allocation:**
  A dedicated budgetary provision will be established to maintain a strategic balance between academic development and entrepreneurial ecosystem building. This ensures sustainable support for research, innovation, incubation, skill development, and infrastructure expansion.
- **Transparent and Participatory Governance:**
  FISAT will ensure participatory governance by involving all key stakeholders—faculty, students, alumni, industry, and community partners—through structured feedback mechanisms, regular consultative forums, and periodic reviews. Leadership at all levels will remain committed to ethical practices, strategic foresight, and responsiveness to changing educational landscapes.

Expected Outcomes:

- A robust decision-making structure aligned with institutional goals.
- Stronger stakeholder trust and community engagement.
- Enhanced accountability and performance culture.
- Better integration of entrepreneurial values in institutional growth.

2. Teaching and Learning

Strategic Vision:

FISAT envisions a learner-centric, innovation-driven, and inclusive teaching-learning ecosystem aligned with the aspirations of **NEP 2020**, the principles of **Outcome-Based Education (OBE)**, and the emerging needs of the **AI-powered entrepreneurial era**. The focus is on nurturing adaptable, ethical, and skilled professionals capable of creating value in a dynamic world.

Strategic Initiatives:

- **Faculty Development for Future Pedagogies:**
  Regular **Faculty Development Programs (FDPs)** will be organized to build competencies in **Outcome-Based Education**, **entrepreneurial pedagogy**, **design thinking**, and the use of **AI-enabled tools** for instruction. These programs will empower faculty to transition from content delivery to student-centered facilitation.
- **Curriculum Redesign with Entrepreneurial Integration:**
  Curricula across all programs will be restructured to embed **entrepreneurial thinking**, **innovation**, and **startup orientation** as core components. This will include entrepreneurship minors, startup electives, project-based learning, and capstone experiences linked with real-world industry or social challenges.
- **Digital Learning Ecosystem:**
  A robust **digital learning infrastructure** will be developed, featuring online platforms, e-learning modules, and MOOCs tailored to entrepreneurship, emerging technologies, and soft skills. Blended and hybrid models will be adopted to ensure flexibility, scalability, and personalized learning pathways.
- **Innovative Assessment Frameworks:**
  Assessment strategies will be redesigned to move beyond rote evaluation. Rubrics and tools will be used to assess **creativity, problem-solving ability, ethical reasoning**, and **entrepreneurial initiative**, alongside conventional academic performance. Peer reviews, portfolios, real-world deliverables, and reflective journals will form part of a holistic evaluation system.

- **Adoption of Entrepreneurial Pedagogy:**
  FISAT embraces **entrepreneurial pedagogy** as a means to create a **zero-stress, zero-waste learning process**, contributing to students' **self-actualization and self-efficacy**. This approach enhances **employability** and **entrepreneurial capacity**, preparing graduates to thrive in the AI-driven, innovation-led economy.
- **Integration of Ethics and Human Values:**
  Courses on **ethics, professional responsibility, and human values** will be made mandatory across all programs. These modules will foster socially responsible graduates who make ethical decisions and uphold integrity and justice in personal and professional domains.
- **Faculty Global Exposure and Collaboration:**
  Faculty members will be encouraged and supported to participate in **international research collaborations, faculty exchange programs, joint publications**, and global academic forums. This global exposure will enhance the quality of teaching, promote **cross-cultural learning**, and infuse international best practices into the classroom.

Expected Outcomes:

- High-quality, contextually relevant, and future-ready graduates.
- Increased faculty expertise and international academic engagement.
- A learner ecosystem that balances knowledge, innovation, and ethical responsibility.
- Improved employability and entrepreneurship among students.

3. Research, Innovation, and Entrepreneurship

Strategic Vision:
FISAT aims to emerge as a **technology-driven, innovation-led** institution that fosters **research excellence**, **entrepreneurial mindset**, and **societal impact**. In alignment with the goals of **NEP 2020**, **Make in India**, **Start-up India**, and **Atmanirbhar Bharat**, the institution will promote interdisciplinary research, facilitate the translation of ideas into market-ready solutions, and integrate community-responsive innovation.

Strategic Initiatives:

- **Establishment of a Centre of Excellence (CoE):**
  A **Centre of Excellence** will be established with **state-of-the-art research infrastructure**, advanced labs, and high-end computing and prototyping facilities. The CoE will serve as a catalyst for cutting-edge research, especially in emerging domains such as **AI, robotics,**

sustainable engineering, IoT, and green technologies, while promoting indigenous development and innovation under the **Make in India** framework.

- **Formation of Thematic Research Groups:**
  Interdisciplinary research groups will be constituted around focus areas like **climate resilience, affordable healthcare, smart systems**, and **clean energy**. These groups will pursue market-relevant research, offer consultancy, and build capacity among faculty and students for innovation and knowledge creation.
- **Research-to-Startup Commercialization Pipeline:**
  A structured framework will be created to transform research outputs into scalable ventures. This includes mentoring support, incubation through an on-campus **Entrepreneurship Development Cell (EDC)** or **Technology Business Incubator (TBI)**, IP protection, seed funding, and investor connections. Students and faculty will be guided through the full **research-to-market** cycle.
- **IPR Facilitation and Commercialization:**
  FISAT will establish an **Intellectual Property Rights (IPR) Cell** to guide faculty and students in **patent filing, copyright registration, and technology transfer**. Regular workshops on patentability, innovation ethics, and funding opportunities will be conducted to foster a culture of proprietary innovation and economic impact.
- **Promotion of Social Entrepreneurship:**
  Strategic partnerships will be developed with **NGOs, community organizations, and rural enterprises** to support **social entrepreneurship initiatives**. Students and researchers will be encouraged to design **impact-driven solutions** addressing challenges in healthcare, education, water, energy, and agriculture—bridging the gap between innovation and inclusive development.

Expected Outcomes:

- Enhanced research visibility, output, and funding.
- A growing pipeline of patents, startups, and spin-off ventures.
- Improved rankings in research and innovation indices (e.g., NIRF, ARIIA).
- Empowered student and faculty innovators contributing to national and global challenges.
- Strengthened industry and community engagement through socially responsible innovation.

4. Student Development and Support

Strategic Vision:

FISAT is committed to nurturing well-rounded individuals who are not only academically proficient but also equipped with the leadership, entrepreneurial, and life skills required to thrive in a rapidly

evolving world. The institution envisions a robust student development ecosystem that integrates academic rigor, real-world experience, personal growth, and ethical responsibility—fully aligned with the **National Education Policy (NEP) 2020** and **UGC quality benchmarks**.

Strategic Initiatives:

- **Skill-Based Certification and Workshops:**
  Students will be offered **specialized workshops and certification programs** on **emerging technologies**, such as artificial intelligence, blockchain, cybersecurity, IoT, and data science. Parallel certification tracks in **entrepreneurship**, **design thinking**, and **digital marketing** will prepare students for both employment and enterprise creation.
- **Leadership and Communication Programs:**
  A series of **leadership development initiatives** will be implemented, including **business communication workshops**, **negotiation skill labs**, and **entrepreneurial bootcamps**. Regular **startup hackathons**, innovation challenges, and idea competitions will promote creativity, collaboration, and problem-solving ability.
- **Integration of Liberal Education for Holistic Growth:**
  In accordance with **NEP 2020**, FISAT will incorporate **liberal education elements**—such as ethics, critical thinking, creative writing, psychology, and global citizenship—into the academic framework. This interdisciplinary approach will help cultivate empathy, open-mindedness, and ethical leadership among students.
- **Industry-Linked Internships and Startup Projects:**
  Structured internship programs will be expanded to include placements in **startups, incubators, and innovation hubs**, in addition to corporate and public sector organizations. Students will also be encouraged to work on **industry-linked startup projects**, developing real-world solutions with mentorship from practitioners.
- **Entrepreneurship Mentorship Network:**
  A structured **mentorship program** will connect students with a pool of **successful entrepreneurs, alumni founders, angel investors**, and domain experts. This network will provide guidance on ideation, validation, funding, and scaling, helping students transition from campus to enterprise with confidence.

Expected Outcomes:

- Increased student engagement, confidence, and employability.
- A generation of job creators alongside job seekers.
- Enhanced interdisciplinary learning and ethical reasoning.
- Strengthened industry and startup ecosystem linkages.

- Alumni and entrepreneurial network contributing to student success

5. Infrastructure and Learning Resources

Strategic Vision:
FISAT is committed to providing a future-ready, innovation-driven campus infrastructure that supports academic excellence, entrepreneurship, digital learning, and inclusive growth. In alignment with the **UGC Quality Mandate** and **NEP 2020**, the institution will develop learning environments that are **flexible, technology-enabled, and entrepreneurship-supportive**.

Strategic Initiatives:

- **Infrastructure Audit and Upgrade:**
  A comprehensive **audit of existing academic and support infrastructure** will be conducted to identify gaps and areas for development. Priority will be given to **upgrading classrooms, laboratories, seminar halls, and co-curricular spaces** to support **interdisciplinary learning and entrepreneurial activities**.
- **Development of Smart Classrooms and Innovation Labs:**
  Traditional learning spaces will be transformed into **smart classrooms** equipped with interactive boards, high-speed internet, and AV tools to support hybrid and experiential learning. **Innovation labs, fabrication units, and maker spaces** will be created to enable students to design, prototype, and test their ideas.
- **Strengthening Incubation and Startup Ecosystems:**
  The existing **Entrepreneurship Development Cell (EDC)** and incubation facilities will be enhanced to include **co-working zones, mentoring bays, digital infrastructure, and business support services**. These spaces will be designed to host startups, student ventures, and industry-driven innovation programs.
- **Integration of Digital Learning Resources:**
  The institution will adopt and integrate **Learning Management Systems (LMS)**, **MOOC platforms (SWAYAM, NPTEL, Coursera, edX)**, and **digital libraries** to offer personalized and flexible learning experiences. Access to e-books, journals, and research databases will be expanded to support academic and research excellence.

Expected Outcomes:

- A modern, inclusive, and dynamic learning environment.
- Increased student engagement in innovation and entrepreneurship.
- Improved access to high-quality digital content and global knowledge networks.

- Strengthened infrastructure for blended and outcome-based learning.
- Enhanced capacity to support interdisciplinary teaching, research, and incubation.

6. Collaboration and Industry Linkages

Strategic Vision:

FISAT recognizes **industry collaboration and institutional partnerships** as critical enablers for enhancing academic relevance, employability, innovation, and societal engagement. In line with the **National Education Policy (NEP) 2020** and **UGC guidelines**, the institution aims to establish long-term, mutually beneficial relationships with industry and knowledge partners at the local, national, and international levels.

Strategic Initiatives:

- **Strategic Industry Partnerships:**
  FISAT will proactively develop partnerships with **local industries, national corporations, and global companies** in sectors such as technology, manufacturing, banking, sustainability, and healthcare. These collaborations will support joint research, student internships, faculty immersion, live projects, and collaborative product development.
- **Industry Talk Series and Expert Dialogues:**
  A structured **Entrepreneurship and Industry Talk Series** will be conducted featuring **entrepreneurs, startup founders, industry leaders, and policymakers**. These events will provide real-world insights and mentorship to students, bridge the academia-industry divide, and foster an entrepreneurial mindset.
- **Mentorship Programs with Industry Experts:**
  Formal **mentorship frameworks** will connect students and faculty with **industry professionals, startup advisors, and technical consultants**, enabling personalized guidance on project execution, skill enhancement, career development, and entrepreneurial pursuits.
- **Startup-Oriented Internship Programs:**
  Internship policies will be expanded to include **placements in startups, incubators, and innovation-driven enterprises**, offering students a firsthand experience of risk-taking, innovation, and business modeling—essential for building entrepreneurial competencies.
- **Networking with National and International Agencies:**
  The institution will actively engage with **governmental bodies, funding agencies (like AICTE, MSME, DST), innovation councils (like IIC), and international organizations** to support research, student exchange, academic mobility, funding, and policy-driven innovations.


GENERAL SECTION

- **Faculty Consultancy and Knowledge Transfer Framework:**
  A **structured consultancy mechanism** will be introduced to facilitate **industry-sponsored projects**, technical problem-solving, and policy advisory services using **faculty expertise**. This will also generate revenue and increase faculty-industry engagement.
- **Customized Industry-Linked Programs:**
  FISAT will collaborate with industry partners to **design and deliver certificate courses, diploma programs, and executive education modules** aligned with **emerging technologies**, **market trends**, and **identified skill gaps**. These programs will support continuing education, re-skilling, and workforce development.

Expected Outcomes:

- Enhanced employability and industry readiness of graduates.
- Strengthened ecosystem for applied research, innovation, and consultancy.
- Increased faculty-industry collaboration and real-world relevance of teaching.
- Access to national and global academic-industry networks.
- Additional institutional revenue through training and consultancy.

7. Financial Planning and Resource Mobilization

Strategic Vision:
FISAT envisions building a **financially sustainable and resource-efficient institution** that supports academic excellence, entrepreneurial development, and inclusive growth. The institution aims to diversify income streams, optimize expenditure, and foster strong partnerships with industry, alumni, and philanthropic bodies to mobilize resources ethically and efficiently.

Strategic Initiatives:

- **Sustainable Revenue Generation through Innovation and Services:**
  FISAT will strengthen its **consultancy services**, **technical training programs**, and **research commercialization** efforts. Faculty-led projects and intellectual property will be leveraged through **patent filing, licensing, and commercialization**, contributing to institutional revenues.
- **Development of Startup Equity and Partnership Models:**
  The institution will implement a **startup equity model**, wherein FISAT may take minority equity stakes in student/faculty ventures incubated on campus. Additionally, **long-term industry partnerships** will be developed to co-fund innovation, labs, and sponsored programs.

- **Strategic and Balanced Budget Allocation:**
  Financial planning will ensure **equitable distribution of resources** between academic advancement, research growth, and entrepreneurial support. Budgeting will follow priority-based allocation linked to performance indicators and institutional goals.
- **Fundraising through Grants, Sponsorships, and Alumni Engagement:**
  FISAT will actively pursue **grants from national and international funding bodies** (e.g., AICTE, DST, SERB, CSR funds), while mobilizing resources through **corporate sponsorships, industry chairs, and alumni giving campaigns**. An **Office for Sponsored Research and Development (OSRD)** will be set up for this purpose.
- **Program Expansion to Attract Diverse Learners:**
  New academic programs will be launched in **emerging technologies (AI, cybersecurity, fintech, sustainable engineering)** and **interdisciplinary fields (design-tech, digital humanities, health-tech)** to attract a broader student base, including international aspirants.
- **Globalization through International Student Programs:**
  International collaborations and student exchange programs will be expanded to increase **global admissions**, fostering diversity, cross-cultural learning, and additional revenue through foreign enrollments.
- **Scholarships and Financial Aid Initiatives:**
  FISAT will enhance both **merit-based and need-based scholarships** to attract high-performing students and support financially disadvantaged learners. New **endowed scholarship funds** will be created through collaborations with **corporate sponsors, philanthropic donors, and alumni networks**.
- **Operational Efficiency and Resource Optimization:**
  An internal audit system and resource management framework will be established to ensure **cost-effectiveness**, reduce duplication, and adopt **green practices** for infrastructure and operations. Institutional investments will prioritize long-term impact and value creation.

Expected Outcomes:

- Improved financial resilience and sustainability.
- Diversified income streams supporting institutional autonomy.
- Increased student access through scholarships and global outreach.
- Stronger alumni-industry-philanthropy engagement in resource building.
- Scalable innovations and inclusive academic excellence.

8. Quality Assurance and Accreditation

Strategic Vision:

FISAT is committed to establishing a **robust, data-driven quality assurance system** that supports academic excellence, innovation, and societal relevance. The institution shall pursue continuous improvement through systematic monitoring, stakeholder engagement, and alignment with national and global accreditation standards.

Strategic Initiatives:

- **Structured and Periodic Assessments:**
  A comprehensive **institutional review framework** will be adopted, involving **monthly progress reviews** at the department level and **quarterly institutional evaluations** led by the Internal Quality Assurance Cell (IQAC). These reviews will ensure real-time tracking of academic performance, resource utilization, and institutional progress against strategic goals.
- **Multidimensional Performance Metrics:**
  The institution will define and track **Key Performance Indicators (KPIs)** that cover **academic quality**, **entrepreneurial outcomes**, **research productivity**, **employability**, **student engagement**, and **social impact**. These metrics will align with national frameworks such as **NIRF**, **NAAC**, **NBA**, and **ARIIA**.
- **Stakeholder Feedback Integration:**
  Continuous **multi-stakeholder feedback mechanisms** will be strengthened to gather insights from **students, faculty, alumni, industry partners, recruiters, and community stakeholders**. Structured surveys, focus groups, exit interviews, and feedback analytics will inform academic and administrative improvements.
- **Curriculum Reforms and Market Responsiveness:**
  Academic programs will undergo **regular review and revision** based on **employer feedback**, **industry trends**, and **graduate outcome data**. The institution will establish an **Academic and Industry Curriculum Advisory Board** to ensure that programs remain contemporary, interdisciplinary, and aligned with national priorities and global benchmarks.
- **Readiness for Accreditation and Rankings:**
  FISAT will pursue timely **reaccreditation under NAAC and NBA**, ensuring compliance with the **revised assessment and accreditation frameworks**. Efforts will also focus on improving positioning in national rankings (e.g., NIRF, ARIIA, ATAL) and preparing for participation in **international quality frameworks** (e.g., QS I-Gauge).

Expected Outcomes:

- Enhanced academic accountability and transparency.
- Data-driven decision-making and evidence-based improvements.


FISAT
FBS ASCENT 2025
FISAT BUSINESS SCHOOL
FBS ASCENT 2025
FISAT BUSINESS SCHOOL
FBS ASCENT 2025
COMPUTER AIDED DESIGN AND ANALYSIS LAB

- Greater stakeholder confidence and institutional credibility.
- Continuous alignment with national education and quality standards.
- Competitive positioning in accreditation and ranking systems.

Tactical Plan for Eight Enablers (2025–2035)

1. Governance & Leadership

Key Activities	Responsible Stakeholders	Timeline
Establish IDP Steering Committee with industry & academic experts	Management, Governing Body, Academic Council	2025
Define academic and entrepreneurial KPIs for institutional planning	IQAC, IDP Team	2025–2026
Implement transparent governance and participatory decision-making structures	Principal, HoDs and Faculty	2025–2027
Conduct leadership development programs for academic and administrative heads	HR Cell, IQAC	2026–2028

2. Teaching & Learning

Key Activities	Responsible Stakeholders	Timeline
Train faculty in Outcome-Based Education (OBE) and entrepreneurial pedagogy	FDP Cell, Academic Council	2025–2027
Integrate entrepreneurship and liberal education into all academic programs	Curriculum Committee, Departments	2025–2028
Implement LMS and MOOC-integrated digital platforms	IT Cell, Digital Learning Team	2025–2026
Launch interdisciplinary courses and real-world project-based learning	Curriculum Committee, Faculty	2026–2029
Redesign assessment frameworks to include innovation and ethical reasoning	Controller of Examinations, Dean (Academics)	2027–2030

3. Research, Innovation & Entrepreneurship

Key Activities	Responsible Stakeholders	Timeline
Establish Centres of Excellence and Innovation Labs	Research Committee, IEDC, Management	2025–2027
Develop a research-to-startup pipeline	IEDC, IIC, Incubation Center	2026–2029
Promote patent filing, licensing, and commercialization initiatives	IPR Cell, Faculty	2026–2030
Collaborate with NGOs and startups for social innovation projects	Social Outreach Cell, Faculty, Student Clubs	2027–2031

4. Student Development & Support

Key Activities	Responsible Stakeholders	Timeline
Organize workshops and certification programs in emerging tech and entrepreneurship	Training & Placement Cell, FDP Cell, IEDC	2025–2027
Launch leadership programs, startup hackathons, and communication training	Student Affairs Cell, Alumni Office, Innovation Clubs	2025–2028
Integrate NEP-aligned liberal education and ethics modules	Curriculum Committee, Humanities Department	2026–2029
Expand mentorship programs with alumni entrepreneurs and industry mentors	Alumni Office, IEDC	2026–2030
Develop global student exchange programs and startup internships	International Office, IIC, Internship Cell	2027–2032

5. Infrastructure & Learning Resources

Key Activities	Responsible Stakeholders	Timeline
Audit and modernize academic and research infrastructure	Infrastructure Committee, Departments	2025–2026
Develop smart classrooms, maker spaces, and innovation labs	IT Cell, Lab Coordinators	2025–2028
Enhance startup incubation and co-working spaces	Management, IEDC	2026–2029
Strengthen digital resource access through LMS, MOOCs, and online libraries	Library Committee, ICT Cell	2027–2030

6. Collaboration & Industry Linkages

Key Activities	Responsible Stakeholders	Timeline
Establish partnerships with startups, corporations, and global firms	Industry-Institution Interaction Cell, T&P Office	2025–2027
Launch industry talk series and mentorship programs	IIC, Alumni Office	2025–2028
Develop industry-linked certification and executive education programs	Curriculum Committee, Departments	2026–2029
Strengthen consultancy services for solving industry challenges	Faculty, Consultancy Cell	2027–2031

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7. Financial Planning & Resource Mobilization

Key Activities	Responsible Stakeholders	Timeline
Generate revenue through consultancy, patents, and equity in startups	Research Committee, IEDC, Finance Cell	2025–2027
Raise funds via CSR, alumni donations, government schemes	Development Office, Alumni Cell	2026–2028

Diversify offerings with industry-relevant programs to attract a larger student base	Academic Council, Admissions Committee	2027–2030
Establish scholarship and endowment funds with corporate/philanthropic support	Management, Sponsorship Committee	2027–2032
Optimize operational efficiency through internal audits and cost-saving strategies	Finance Department, Audit Committee	2026–2030

8. Quality Assurance & Accreditation

Key Activities	Responsible Stakeholders	Timeline
Conduct regular NAAC/NBA readiness and mock assessments	IQAC, Accreditation Cell	2025–2027
Track academic, entrepreneurial, and social impact indicators via KPIs	IQAC, Departmental Coordinators	2026–2028
Implement stakeholder feedback mechanisms and integrate data into planning	IQAC, Faculty, Student Council	2026–2029
Align curriculum and institutional processes with international accreditation benchmarks	Curriculum Committee, Academic Council	2027–2030

Implementation Phases and Timeline

To ensure structured, sustainable, and scalable transformation, the implementation of FISAT's IDP will be carried out in three progressive phases, with periodic reviews, stakeholder feedback, and performance monitoring.

Phase 1: Foundation Building (Year 1 – 2025)

Focus: Strategic Alignment, Capacity Building, and Initial Infrastructure

Key Activities	Responsible Stakeholders
Formation of governance bodies (IDP Steering Committee, IQAC strengthening)	Management, Academic Council, IQAC
Identification of KPIs and baseline data collection	IQAC, Institutional Data Cell
Faculty development programs on OBE, NEP 2020, entrepreneurial pedagogy	FDP Cell, HR Cell
Infrastructure audit and commencement of smart classroom & lab setup	Infrastructure Committee, IT Cell
Integration of LMS and digital library platforms	ICT Committee, Library Committee
Awareness building workshops for students on innovation, research, and ethics	IEDC, Student Affairs Cell

Phase 2: Core Implementation (Years 2–3 – 2026–2027)

Focus: Curriculum Integration, Industry Collaboration, and Ecosystem Development

Key Activities	Responsible Stakeholders
NEP- and NSQF-aligned curriculum redesign and rollout	Curriculum Committee, Departments
Launch of interdisciplinary and entrepreneurial courses	Academic Council, Innovation Cells
Establishment of incubator, innovation labs, and co-working spaces	IEDC, Infrastructure Team
Development of industry partnerships and MoUs	Industry-Institution Interaction Cell, Alumni Office
Introduction of consultancy and patent filing mechanisms	Research Committee, IPR Cell
Conduct startup bootcamps, design hackathons, and project-based learning	IIC, EDC, Student Clubs

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Phase 3: Advanced Implementation (Years 3–4 – 2028–2029)

Focus: Global Engagement, Community Outreach, and Leadership Positioning

Key Activities	Responsible Stakeholders
Initiate international collaborations, exchange programs, and global research partnerships	International Office, Research Committee
Launch community-focused entrepreneurship and social innovation programs	Social Outreach Cell, IEDC, NSS Unit
Scale-up of startup incubation and commercialization pipeline	Incubation Center, EDC
Position FISAT as a regional entrepreneurial and innovation hub	Management, Marketing Cell, Media Relations
Apply for advanced accreditations and global rankings (e.g., QS, THE, I-Gauge)	Accreditation Cell, IQAC
Long-term sustainability planning and endowment fund creation	Finance Cell, Sponsorship Committee

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Ongoing Activities Throughout All Phases (2025–2029)

- Continuous quality assurance, academic audits, and stakeholder feedback collection.
- Monitoring and evaluation of KPIs at quarterly and annual intervals.
- Documentation and reporting for accreditation and ranking frameworks (NAAC, NBA, NIRF, ARIIA).

Monitoring and Evaluation

To ensure timely execution, measurable progress, and continuous alignment with UGC's institutional development guidelines, FISAT will establish a **dedicated Monitoring and Evaluation (M&E) Committee** to oversee the implementation of the Institutional Development Plan (IDP).

Monitoring Framework:

A **standing committee** will be constituted comprising:

- The **Principal** (Chairperson)
- **Management representatives**
- Coordinator of the **Internal Quality Assurance Cell (IQAC)**
- Heads of strategic units (e.g., Research, Innovation, Academics)
- **External experts** from academia, industry, and entrepreneurship domains

This committee will meet periodically to review performance against the strategic goals outlined in the IDP and ensure corrective measures where necessary.

Key Monitoring & Evaluation Mechanisms:

- **Monthly Ecosystem Health Checks:**
  Regular reviews of academic, entrepreneurial, and digital transformation indicators, including:
  - Startup incubation and mentoring progress
  - Faculty training completion status
  - Infrastructure readiness and digital learning engagement
- **Quarterly and Annual Performance Reviews:**
  Institutional scorecards will track Key Performance Indicators (KPIs) under all eight enablers, including:
  - Research output and patent filings
  - Industry partnerships and student internships
  - Teaching-learning innovations and curriculum reforms
- **Annual Transformation Audits:**
  Comprehensive **impact assessments** will measure:
  - Institutional academic and research advancement
  - Student and faculty entrepreneurial engagement
  - Contribution to local employment, startup creation, and social development

- **Stakeholder Feedback Integration:**
  Structured feedback from students, faculty, alumni, industry partners, and community organizations will be collected biannually and used to:
  - Fine-tune programs and curriculum
  - Improve institutional services and student support
  - Inform leadership decisions and quality assurance measures
- **Process Enhancement and UGC Alignment:**
  Policies and practices will undergo **periodic revision** to ensure:
  - Compliance with evolving **UGC guidelines, NEP 2020, and accreditation requirements**
  - Readiness for participation in **NIRF, NAAC, NBA, ARIIA**, and other national ranking/accreditation frameworks

Conclusion:

This structured and continuous monitoring mechanism ensures that **FISAT's transformation into a technologically oriented and entrepreneurial institution** is both sustainable and measurable. The comprehensive implementation under UGC's **eight enabler model** not only supports **systematic institutional growth** but also ensures **quality assurance**, **stakeholder engagement**, and **long-term impact** on the national innovation ecosystem.

FISAT®

INSTITUTIONAL DEVELOPMENT PLAN

Federal Institute of Science And Technology (FISAT)®

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