STRATEGIC PLAN (IDP) 2025-30



SIDDHARTHA
ACADEMY OF HIGHER EDUCATION
An Institution **DEEMED TO BE UNIVERSITY**
(Under Section 3 of UGC Act, 1956)
(Sponsored by Siddhartha Academy of General & Technical Education), Vijayawada, A.P.


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FOREWORD



The declaration of Siddhartha Academy of Higher Education, as an Institution Deemed to be University by the Ministry of Education, Government of India, marks a significant milestone in the institution's illustrious journey. Evolving from Velagapudi Ramakrishna Siddhartha Engineering College (VRSEC), established in 1977 as the first self-financed private engineering institution in the combined State of Andhra Pradesh, the University now embarks on a new phase of academic excellence, innovation, and global engagement.

The Strategic Plan presents our strategic vision for transforming Siddhartha Academy of Higher Education into a nationally and globally recognized multidisciplinary university. Anchored in the principles of the National Education Policy (NEP) 2020, the Plan outlines a comprehensive roadmap for strengthening academic quality, research and innovation, industry partnerships, international collaborations, digital transformation, governance, infrastructure, sustainability, and community engagement.

The University is committed to creating a learner-centric ecosystem that nurtures critical thinking, creativity, entrepreneurship, ethical values, and lifelong learning. Through interdisciplinary education, cutting-edge research, technology-enabled learning, and strong academia–industry collaboration, we aspire to develop globally competent graduates capable of addressing emerging societal and industrial challenges.

The successful implementation of this Strategic Plan requires the collective commitment of our faculty, students, staff, alumni, industry partners, regulatory bodies, and all other stakeholders. Their continued support and active participation will be instrumental in realizing our shared vision.

As we embark on this transformative journey, we reaffirm our commitment to excellence, inclusiveness, innovation, and societal impact. Guided by our rich legacy and inspired by a forward-looking vision, Siddhartha Academy of Higher Education is self- assured to emerge as a globally respected centre of higher learning, research, innovation, and service to society.

KosarajuVeerayya Chowdary, IRS
Chancellor
Former Central Vigilance Commissioner (CVC) &
Former Chairman, Central Board of Direct Taxes (CBDT), Govt. of India.

FOREWORD



Siddhartha University, born from the illustrious legacy of Velagapudi Ramakrishna Siddhartha Engineering College and nurtured by the Siddhartha Academy of General and Technical Education, stands as a center of learning, discovery, and transformation.
Believing education is the noblest path to individual and societal progress, the University aims to empower learners to think critically, act ethically, and serve selflessly. Committed to excellence, Siddhartha University envisions itself as a global hub of innovation and human development, cultivating leaders, entrepreneurs, and change-makers capable of shaping a sustainable and equitable future.

To achieve these aspirations, Siddhartha University leverages **strategic planning** to identify, implement, and monitor strategies that define institutional performance over a defined period. This process involves careful deliberation by senior management, who establishes the University's vision, mission, and core values and formulate strategies to achieve its goals.

At its core, strategic planning is about shaping the institution's future by analyzing the present situation, setting clear objectives, and determining how to achieve them through the efficient and effective use of resources. It encompasses defining the mission and vision in a dynamic environment, setting measurable targets, monitoring performance through key indicators, and adjusting strategies to ensure sustained growth and excellence.

The **Siddhartha University Strategic Plan** is structured around five pillars:

1. Academic Excellence
2. Capacity building – Faculty and Students
3. Academic and ICT Infrastructure
4. Research, Innovation and Extension Services
5. Global Visibility, Collaboration and Sustainability

These strategic pillars are supported by a robust and dynamic governance structure, enabling infrastructure development with sustainable funding. In implementing the Strategic Plan, Siddhartha University remains anchored in its **core values:**

- Excellence, Integrity, and Academic Freedom
- Global Vision and Local Commitment
- Inclusiveness, Diversity, and Empathy

The Strategic Plan for the period 2025–2030 has been drafted, thoroughly reviewed, and approved by the University Governing Body. It has been circulated to all departments to guide effective implementation.

Following strategy formulation, the institution will set targets with defined timelines, allocate resources, and communicate the action plan through committees, with each department responsible for periodic reviews and audits. The Departments/Schools performance will be assessed by both benchmarks achieved and the transformative impact on students/faculty career outcomes.
This Strategic Plan is dynamic, inclusive, and forward-looking, inviting every stakeholder to participate in shaping Siddhartha University into a nationally recognized center of academic excellence, innovation, and societal impact.

Let this be our collective commitment to the future.

Prof. P. Venkateswara Rao
Vice-Chancellor &
Former Dean, IIT, Delhi.

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I SIDDHARTHA



PREAMBLE



Established in 1977, **Velagapudi Ramakrishna Siddhartha Engineering College (VRSEC)**, the first self-financed private engineering institution in the erstwhile undivided State of Andhra Pradesh, has evolved into **Siddhartha Academy of Higher Education (Deemed to be University)** under Section 3 of the UGC Act, 1956, as declared by the Ministry of Education, Government of India, with effect from **11 March 2024**. This significant transformation is the culmination of nearly five decades of academic distinction, institutional autonomy, research excellence, industry engagement, and an unwavering commitment to nation building.

Recognising the rapidly evolving landscape of higher education, technological advancements, and global expectations, the University has prepared the **Strategic Plan 2025–2030** to serve as a comprehensive framework for institutional growth and long-term development. The Plan aligns with the **National Education Policy (NEP) 2020**, the **University Grants Commission (UGC) Institutional Development Plan (IDP) Guidelines**, the **United Nations Sustainable Development Goals (SDGs)**, and the national vision of achieving a **50% Gross Enrolment Ratio (GER) by 2035.** It provides a strategic framework for advancing the University's academic and institutional priorities while strengthening its contribution to society and the nation. It reflects the University's commitment to building upon its rich legacy and preparing for a progressive and sustainable future.

VISION

To be a Centre of Excellence in Education, Innovation and Research with Global presence in Arts, Science, Technology, Medicine, Management, Legal Studies and Social Studies in enriching the frontier areas of National and International Importance.

MISSION

To create a transformative educational experience for students focused on problem solving skills; communication abilities, and interpersonal relations and leadership.

To cultivate a vibrant university community for attracts and retains diverse, world-class talent creating a collaborative environment open to the free exchange of ideas where research, creativity, innovation and entrepreneurship can flourish and ensuring individuals to achieve their full potential.

To impact society in a pragmatic manner - regionally, nationally, and globally by engaging with industry, outstanding national and international universities and research organizations.

To be a global University that nurtures excellence in education and innovation for creating a knowledgeable society.

QUALITY POLICY/ (EOMS) :

The University is committed to pursuing excellence in academics, innovation, research and entrepreneurial development in an ethical, sustainable and inclusive manner, while creating a meaningful societal impact.

OBJECTIVES OF THE UNIVERSITY



❖ **Engage in inter-disciplinary or multi-disciplinary or trans-disciplinary besides domain specific specialization by providing flexible and innovative curriculum by adopting NEP 2020**

- Flexible curriculum in line with NEP 2020 guidelines focusing Programme Core and Electives, Open Electives, Honors degree and Minor specialization.
- Promote Holistic Education and Informal Knowledge through "**Novel Engaging Courses"** as part of curriculum like Arts, Physical Health, Health & Hygiene, Arts & Crafts, Language Skills, Home science under the mentorship of faculty members.
- Provision in curriculum for promoting a culture of self-learning among the students through MOOCs with credit transfer.
- Promote inter-disciplinary or multi-disciplinary or trans-disciplinary by providing flexible and innovative curriculum, interdisciplinary learning and flexibility through open elective courses.
- Introduction of new skill developed courses focused on employability/entrepreneurship/skill development.
- Integrated courses for all disciplines.
- Include community engagement and service, environmental education, Humanities and Arts Integration with Sciences, Technology, Engineering and Mathematics (STEM) and value-based education.
- The provision of "Skill Based Mini Projects" with laboratory courses to facilitate the attainment of higher order thinking skills (HOTS - Higher Order Thinking Skills - Analyse, Evaluate, Create/Design) through activity based learning.
- Promote Outcome Based Education(OBE) through flexible curriculum system, mentoring system and reforms in examination.

❖ **Impart the nationally and globally recognised best undergraduate and post-graduate education by providing high quality teaching and research**

- Focuses on the admission of quality students to support research, innovation and creative activities in the university.
- Expand transformational education experience through community service and outreach programs
- Support higher education opportunities through global outreach and study-abroad program.
- Offer flexible and credit mapped degree and diploma in diversified fields with adaption of Academic Bank of Credits (ABC).
- Promote co-curricular activities to augment high quality education through cooperation among students, faculty and staff.
- Enhance collaboration with local and global institutes/ organizations/ industry for internships, placements, consultancy, research, innovation and community services.
- Maintain good relations and work in association with alumni for the development of the University.
- Provide support to students that ensure placement with high package.

❖ **To promote student holistic development, identify and sensitize a pool of qualified, professional and motivated faculty in the areas of teaching, research, innovation and community extension**

- Provide a conducive work environment that attracts and supports diverse faculty and students, while retaining outstanding faculty and staff.
- Establish procedures for the recruitment and promotion of faculty and staff purely on the basis of merit.
- Create a mechanism for equity, inclusion and diversity that is responsible for the organizational monitoring and contact, and assessment of programs, activities that enhance equity inclusion and diversity.
- Continue to pursue ethical contact and high order of integrity in all spheres of institutional functions.
- Provide a safe and secure environment to all the stakeholders on the campus.

❖ **Enhance research, consultancy and innovative activities that impact economic, environmental and societal development**

- ♦ Create a good culture and practice for interdisciplinary research, innovation and creativity-oriented activities that have economic and societal sustainable impact which contributes to the university's teaching and service mission.
- ♦ Setting-up startup incubation centers, technology development centers, industry academic linkages and interdisciplinary research centers for humanities and social science research etc.,
- ♦ Develop infrastructure to promote equality, research, innovation and consultancy environment.
- ♦ Plan a multifaceted strategy that facilitates research, scholarships and creative environment.
- ♦ Create a harmonious environment for encouraging creativity activities through regular dialogue among the administrators, faculty, staff and students.
- ♦ Promote community-engagement activities that enrich teaching and research.
- ♦ Provide resources, policies, practices and overseeing that foster transparency in all campus groups and ensure diverse and inclusive participation.

❖ **Encourage the spirit of service to the society through socially responsive teaching, learning, research, extension, outreach programs and field works for social transformation**

- ♦ Maintain a meaningful relationship with the community through socially responsible extension activities.
- ♦ Encourage students to participate in extracurricular activities for their all-round growth.

SWOC (Strengths, Weaknesses, Opportunities and Challenges)

INSTITUTIONAL STRENGTH



- **Proactive leadership and management**
  Run by Sponsoring Society, a non-profit making organization, with a proactive leadership and management that has been the cornerstone for the saga of success all through.

- **Accreditations and Approvals from statutory bodies**
  Approved and accredited by different agencies in India such as AICTE, UGC, NBA and NAAC & NABL.

- **Industry relevant and student centric curriculum**
  Known for student centric approach, flexible curriculum oriented for Industry 4.0 to meet the demands of the global job market.

- **High quality student input**
  Institute attracts high quality student input into the campus due to its recognition Nationally and Internationally, for having the best faculty, infrastructure, industry oriented curriculum, admirable academic and research culture that enables to capture quality placement potential.

- **Research Culture**
  Having highly qualified and experienced faculty is enabling to foster and embrace research culture for pursuing quality and meaningful research in frontier areas of engineering and technology.

- **Institute Industry Interaction**
  Aligning our R&D activities to industry needs for collaborative research and churning out skilled man power, the institution has established credentials in the domain securing Platinum rating in the AICTE-CII survey for **four** consecutive years for being Best Industry linked institution.

- **National and international recognition with distinct Alumni**

  Deeply engaged and effective active network of our distinct alumni, who are brand ambassadors and loyal supporters, dispersed around the globe contributing to the reputation of their alma mater, has been our asset.

- **Strong Placement Record:**

  The institution maintains strong placement performance, with around 100 companies visiting annually, an average salary of ₹4.5 LPA, a highest CTC of ₹52.6 LPA, and a significant number of super dream offers, consistently aligning with industry standards.

INSTITUTIONAL WEAKNESS

- **Exiguous presence of industries and R&D organizations in the proximity of the Institution.**
  Sparsely Exiguous presence of industries and R&D organizations in the proximity of the Institution.

- **Graduation of start-ups meagre.**

  Nurturing of innovative ideas to transform them into successful Start Ups is still in the beginning.

- **Consultancy in some departments on a low key**

  Few of the engineering departments are actively pursuing the industrial consultancy, while the rest of the departments consultancy is still nascent.

INSTITUTIONAL OPPORTUNITIES

- **Industry 4.0, Automation and rapid global technological changes – Skilled manpower in emerging technologies in short supply**

  Planning to introduce the identified advanced courses into our UG and PG curriculum, as per the requirements of the Industry 4.0.

- **Liberal policies of premier institutions & Research organizations in India and many universities abroad providing global inclusiveness for academic, and research collaborations**
  Institution has initiated steps to explore all opportunities for possible partnerships and alliances for collaboration with premier institutes/universities for creating global inclusiveness in academics.

- **By strengthening Institution Innovation Council (IIC) and** the ecosystem for Innovation and Start up, for tuning the entrepreneurial mind-set into the graduates, who in turn drive the national goals, such as Make in India, Atma Nirbhar Bharat, ViksitBharath @ 2047 to make the country as top three economies in the world by 2047.

- **Increasing demand for engineering graduates for an interdisciplinary, collaborative and global job market**
  Of late, the industry demand skills that cut across traditional disciplinary boundaries, therefore our institute is planning to capture such trend by implementing interdisciplinary, multidisciplinary programs to meet the demands of the global job market.

- **Exploring strategies for tapping the entrepreneurial alumni network**
  Having huge alumni network dispersed around the globe, the university is planning to explore strategies for utilizing the entrepreneurial alumni network towards the creation of incubation centres, Research Centres, innovations, start-ups, entrepreneurship, internships etc.

INSTITUTIONAL CHALLENGES

- **Sustenance of quality in the context of burgeoning of new universities in the state in particular and in general across the country**
  Can only be sustained through quality of the inputs and by responding to the market demand by offering flexible quality industry relevant education, student centric, and industry oriented curriculum, skill-set enhancement etc.

- **Downturn of employment potential for the graduates in core areas of engineering**
  Constructive efforts in tech-space employability through a holistic vision in Training and skilling the graduates in automation related courses to meet the fourth and digitized Industrial Revolution to cause a significant disruption.

- **Virtual Universities and online courses catering to all types of courses/programmes including professional courses like engineering**
  Presenting flexible, quick access to learning-teaching methodologies and simplification of the academic programs fine-tuned the demand in the markets.

Foreseeing the impact of this challenge on institutions and universities, it is envisioned to create on line courses tailored as per the requirements of the industry and offer them online along with the courses given under formal mode of teaching.

STRATEGIC GOALS

The Strategic Plan 2025–2030 establishes a structured framework to translate the University's vision into measurable outcomes and sustained institutional progress. It identifies five interrelated strategic pillars that will guide the University's academic, research, and institutional development over the planned period: **Academic Excellence; Capacity Building (Students & Faculty); Academic and ICT Infrastructure; Research, Innovation and Extension Services; and Global Visibility, Collaboration and Sustainability.**

These strategic pillars define the key priorities for the University's development and provide a clear basis for planning and implementing initiatives across Schools and Departments. They are intended to ensure focused institutional efforts, effective use of resources, and coordinated action towards the University's long-term goals.

The implementation of each strategic pillar is supported by clearly defined strategy with, Key Performance Indicators (KPIs), measurable milestones, and periodic monitoring mechanisms. This framework will enable the University to assess progress, promote accountability, support evidence-based decision-making, and drive continuous improvement towards achieving institutional excellence and creating lasting value for society.

1. ACADEMIC EXCELLENCE



Siddhartha University is committed to academic excellence through quality education, outcome-based learning, multidisciplinary programs, and strong industry integration. With a focus on innovation, research, experiential learning, and holistic student development, the University continuously enhances academic standards inline with national and global benchmarks.

CURRENT STATUS

- Established a strong academic legacy as the first self-financed private institution in the erstwhile combined Andhra Pradesh.
- First institution in the state to receive NBA accreditation (1998).
- Granted UGC Autonomous Status in 2006, enabling academic flexibility and innovation.
- Declared a Deemed-to-be University by the Ministry of Education in 2024.
- Offers 21 multidisciplinary UG, PG, and Ph.D. programs across diverse disciplines.
- Curriculum aligned with NEP 2020, Outcome-Based Education (OBE), and Washington Accord Guidelines.
- Implements CBCS with open electives, honors, minor specializations, and interdisciplinary learning.
- Promotes blended learning through LMS, NPTEL, SWAYAM, and MOOCs.
- Strengthens teaching-learning through Adjunct Faculty and Professor of Practice.
- Encourages experiential learning through internships, projects, EPICS, and industry exposure.
- Provides mentoring, career guidance, scholarships, and academic support for student success.
- Maintains quality assurance through NBA, NAAC, NABL accreditation and ISO 21001:2018 certification.

Strategic plan with key performance Indicators

S.No	KPI	Strategy
1	**Program Offerings** • % of specialized or multi-disciplinary programs • % of courses with embedded research component	• Develop an industry-linked ecosystem to design and deliver specialized multidisciplinary programs • Introduce joint-degree, honors, and certificate courses in partnership with industries and reputed international universities. • Recruit researchers and faculty with expertise and interest in multidisciplinary research
2	**Pedagogical Innovation** • % of faculty engaged in implementing or developing innovative and active learning initiatives • % of Blended learning in course curriculum	• Formulate a holistic and multidisciplinary curriculum across all schools, in alignment with NEP 2020 • Establish an Active & Innovative Learning (AIL) Cell to promote collaborative and engaging learning practices. • Provide mandatory training for newly recruited faculty on effective teaching and AIL methodologies. • Empower existing faculty through experiential and project-based learning approaches. • Train faculty to be technologically adept for effectively engaging with Gen Z students.
3	**Professional Learning & Development** • No of online certifications offered • No. of working professionals	• Launch online certification courses in Industry 5.0 technologies to enhance future-ready skills • Provide a diverse range of distance education programs at both UG and PG levels • Offer Continuous Professional Learning programs

S.No	KPI	Strategy
	enrolled per year	for working professionals, scheduled conveniently during weekends.
4	**Academic Performance** • First year students pass percentage • Second year students pass percentage • Graduation rate (% of students who graduated) • % of students graduated without any backlog history	• Conduct short, focused modules at the start of the program to strengthen core fundamentals • Strengthen student support through faculty mentorship that bridges learning gaps and provides personalized guidance via quality circles, remedial sessions, and counselling.
5	**Student Progression** • Graduate Employment Rate (General) • Graduate Employment Rate (Marquee companies) • Academic Progression – Further Study • **Student start-ups**	• Continuously update and enrich the curriculum with cutting-edge technologies, domain-specific tools, problem-solving methodologies, and case-based learning to match evolving job market demands. • Organize hands-on workshops on domain specific courses and cutting-edge technologies • Conduct brainstorming sessions and Ideations starting from first year onwards • Form elite student groups and provide focused placement support from second year through the final year • Offer guidance on higher education pathways (M.Tech/MS/MBA/PhD) and career planning • Provide mentorship to student groups in collaboration with industry experts • Introduce short-term courses on entrepreneurship fundamentals such as business planning, financial management, marketing, and legal aspects of startups.
6	**Student Innovation** • Number of Innovative Student Projects (Selected for exhibitions conducted outside) • Student start-ups	• Assign dedicated faculty mentors and connect students with industry experts to guide and support innovative projects • Establish dedicated innovation and project rooms to foster creativity and hands-on learning. • Encourage and support student participation in regional, national, and international events by providing financial assistance for registration, travel, and project materials.
7	**Industry Collaboration** • No. of active MOUs (For capacity building, internships, consultancy, project works, etc.) • Professor of Practice	• Establish a team responsible to identifying potential partners, draft MOUs, maintain agreements, and track renewals. • Formalize MoUs to facilitate student internships, collaborative projects, and faculty consultancy • Identify and engage industries, research labs, NGOs, and academic institutions that align with the institute's vision.

S.No	KPI	Strategy
		• Leverage alumni networks and professional associations to connect with senior industry leaders, entrepreneurs, research scientists, and consultants whose expertise complements academic programs • Engage Professors of Practice to deliver industry-relevant courses, supervise student projects, and co-create curricula aligned with emerging industry trends.

Mid-Term Goals

S.No.	Focus Area	Mid-Term Goals
1	**Program Offerings**	In 2025 the university had **21 programs in various** disciplines and aims to increase this number to **30.**
2	**Pedagogical Innovation**	Achieve **100% faculty training** in innovative pedagogy, establish a fully **functional active teaching and Learning Cell and promote e-content development**.
3	**Academic Performance**	Achieve **75 %+ first-year pass rate**, **85 %+ second year pass rate, students graduating without backlogs** 75% .
4	**Student Progression**	Achieve **85% graduate employment**, **10% placements in marquee companies**, **5% progression to higher education + 10% Self-employment.**
5	**Student Innovation**	Support **100+ innovative projects** annually, secure **30+ external project/exhibition selections**, and incubate **10 student start-ups**.
6	**Industry Collaboration**	Maintain **150+ active MoUs**, engage **Professors of Practice/ Adjunct faculty**, and ensure industry collaboration in internships, projects, and consultancy.

2. Capacity Building – Students & Faculty



Siddhartha University is committed to strengthening the capabilities of students and faculty through continuous learning, research, innovation, industry collaboration, and professional development. The University fosters academic excellence, employability, leadership, entrepreneurship, and lifelong learning through a supportive and inclusive ecosystem.

Current Status

- Over 6,500 students supported through mentoring, career guidance, and counselling.
- 336 faculty members (65% Ph.D. holders) and 248 staff.
- University will continue to focus on conducting Regular FDPs, certifications, research, consultancy, and industry training.
- Practice of involving Adjunct faculty, Professor of Practice, and alumni support for curriculum enrichment.
- Around 8–10% of graduates pursue higher education annually.
- 7,800+ placements in the last five years with 100+ recruiters and packages up to ₹52.6 LPA.
- Strong internship ecosystem with industry projects and paid internships.
- Active startup and innovation ecosystem with national and international recognitions.
- Faculty receive awards from ISTE and other National & International Recognitions.
- Holistic development through 33+ student clubs, NSS, NCC, sports, cultural, and leadership activities.

Strategic plan with key performance Indicators

S.No	KPI	Strategy
	% of Students Actively Participating in Competency Development Initiatives • Institutional/ External • Hackathons • Project exhibitions	• Create awareness among students about upcoming institutional and external events and motivate them to participate to enhance their skills and career growth • Encourage students to proactively engage in team discussions, problem-solving, and project development. • Provide mentorship and guidance to students to participate in project exhibitions
2	**% of Students Participating in Career Readiness Programs** • Internships • Industry projects & Research assistantships • Research publications (Conference/Journals)	• Establish links with industry partners, research labs, and academic institutions to create internship, project, and research opportunities • Connect students with alumni, industry mentors, and professional networks to enhance career readiness and visibility • Promote the benefits of career readiness programs, internships, research projects, and publications to students • Guide students in identifying suitable internship opportunities, industry projects, and research assistantships • Assign faculty advisors to mentor students in topic selection, research execution, manuscript preparation, and submission processes.
3	**% of Students Completing** • MOOCS courses	• Guide students in completing MOOC courses and help them develop preparation schedules aligned with their academic and career goals

S.No	KPI	Strategy
	• MOOC courses in the elite category • Industry-recognized certifications • Global Certifications	• Inform students about relevant certifications and highlight their value for career advancement and employability.
4	**% Faculty Up-Skilled through** • MOOCS courses • Industry training programs • Summer school programs at reputed institution/ research organisation (NIRF below 100) • E-content development	• Encourage faculty to pursue MOOCs aligned with their teaching areas, research interests, and emerging interdisciplinary fields • Collaborate with local industries, R&D labs, or companies to provide structured summer internships or training for faculty. • Train faculty in digital pedagogy and multimedia tools to develop effective e-content for teaching and learning
5	**% of Faculty Participating in** • FDP's / STTPs/Workshops on Emerging areas • International conferences (India/ Abroad) • Research lecture series	• Organize and support faculty participation in FDPs/STTPs focused on emerging technologies, pedagogical innovation, and research skill enhancement • Facilitate approvals, funding, travel, registration, and technical resources for seamless participation • Establish a schedule for faculty-led research lectures and seminars
6	**% of Faculty with National / International Recognition** • Awards / Honors • Invited Talks / Keynote Addresses • Faculty Recognition at National / International Level	• Encourage faculty to participate in competitions and recognitions offered by professional societies. • Enable faculty in in building networks with academic and industry bodies to secure speaking and key note opportunities. • Support faculty in publishing research at top national and international conferences. • Facilitate faculty exchange programs with global institutions for exposure, collaboration and networking
7	**% of Faculty with Advanced Qualifications** • PDFs • Fellowships	• Provide seed funding, travel grants and research allowances to support faculty pursuing Ph.D., PDFs, or fellowships. • Offer reduced teaching load or sabbaticals to focus on higher studies or research fellowships**.** • Facilitate collaborations with national and international research institutions for PDFs and fellowship opportunities. • Link the completion of advanced qualifications to promotions, salary increments, and performance appraisals.

S.No	KPI	Strategy
		• Encourage faculty to apply for memberships and fellowships in relevant national and international professional organizations

Mid-Term Goals

S.No.	Focus Area	Mid-Term Goals
1	**Student Competency Development & Career Readiness**	Ensure **100% internship opportunities** and achieve **30% student participation** in industry projects, research assistantships, and publications in conferences or peer-reviewed journals.
2	**Student Certifications**	Enable **80%** of students to complete at least one MOOC and 3**0%** to earn industry/global certifications per year.
3	**Faculty Development & Up skilling**	Ensure **80% faculty participation** in annual FDPs/STTPs/workshops, encourage participation in **national/international conferences and 90% of faculty with Ph.D Qualification.**

3. Academic and ICT Infrastructure

Siddhartha University has developed a modern, technology-enabled, and sustainable campus that supports quality teaching, research, innovation, and student learning. Advanced ICT infrastructure, digital learning systems, Centres of Excellence, and green campus initiatives provide an enabling environment for academic excellence and experiential learning.



Current Status

- High-tech green campus with Wi-Fi version 6 and 2.5 Gbps internet connectivity.
- LMS-enabled digital learning and integrated academic and administrative systems.
- Modern laboratories with advanced equipment, licensed software, virtual labs, and cloud platforms.
- Strong industry collaboration through MoUs, innovation hubs, and incubation facilities.
- Centres of Excellence in Siemens, 3D Experience, CM Skills, and advanced manufacturing facilities.
- Specialized research facilities in AI, cybersecurity, EVs, drones, RF systems, metal 3D printing, 3D concrete printing & Antenna Testing lab.
- High-performance computing and advanced networking infrastructure.
- Well-equipped Central Library with rich print and digital resources.
- Y.V. Rao Indoor Sports Complex supporting sports and holistic development.
- ICT support for faculty through subsidized laptops and digital teaching resources.

Strategic plan with key performance Indicators

S.No	KPI	Strategy
1	**% of** • Campus Digitization • Campus Automation	• Develop a centralized digital system to integrate all academic and administrative functions, enabling streamlined operations and enhanced data accessibility. • Mandatory use of a Learning Management System (LMS) to facilitate seamless content distribution, assessments& grading, and support for blended and remote learning • Effective utilization of smart attendance systems that automate attendance, integrates to student records, and provides real-time monitoring. • Strengthen data privacy measures to safeguard sensitive student and institutional information.
2	**% of Laboratories Equipped with the Latest Hardware and Software Technologies** • Upgraded existing laboratory facilities • Newly established laboratories	• Assess current laboratory capabilities and identify technology and resource gaps relative to leading academic and industry benchmarks. • Create a phased plan for hardware and software upgrades based on priority, budget, and future trends. • Use cloud-based platforms and virtual labs to extend access.
3	**External Funding Secured for Collaborative Laboratories and Research Infrastructure** • Alumni • Industry • Government	• Introduce National/International alumni chapters • Organize alumni events highlighting research achievements and infrastructure needs. • Strengthen faculty–industry–government linkages by facilitating professional networking and hosting industry summits. • Tailor proposals to align with the NGOs and philanthropic foundations mission and priorities.

S.No	KPI	Strategy
	organizations • Philanthropy	• Offer recognition to donorspublicly by naming labs or putting up plaques.
4	**Industry - Institute Partnerships Aligned with Changing Needs** • MoUs • Innovation Hubs	• Review and update MoUs periodically to adapt to changing needs and priorities • Provide mentorship and guidance via research advisors, industry experts, and alumni to nurture innovations. • Secure dedicated space, infrastructure, and resources to support experimentation, prototyping, and collaborative work.
5	**% of green initiatives to improve campus environment**	• Enhance solar infrastructure to maximize renewable energy output. • Strengthen green infrastructure to mitigate heat, improve air quality, and enrich campus aesthetics • Educate students and staff about sustainability and green practices. • Restricted entry of automobiles • Use of bicycles/ Battery-powered • vehicles • Pedestrian-friendly pathways • Ban on use of plastic • Landscaping
6	**% of Computing and Networking Facilities** • Computers • Licensed software's • Internet connectivity • Wi-Fi enabled access points	• Provide high-performance computing facilities to efficiently support academic and research activities. • Acquire official software licenses to ensure legal compliance and security issues. • Enhance bandwidth capacity by collaborating with reliable ISPs to support streaming and cloud applications. • Deploy modern Wi-Fi 6 access points to offer fast, secure, and campus-wide wireless connectivity.

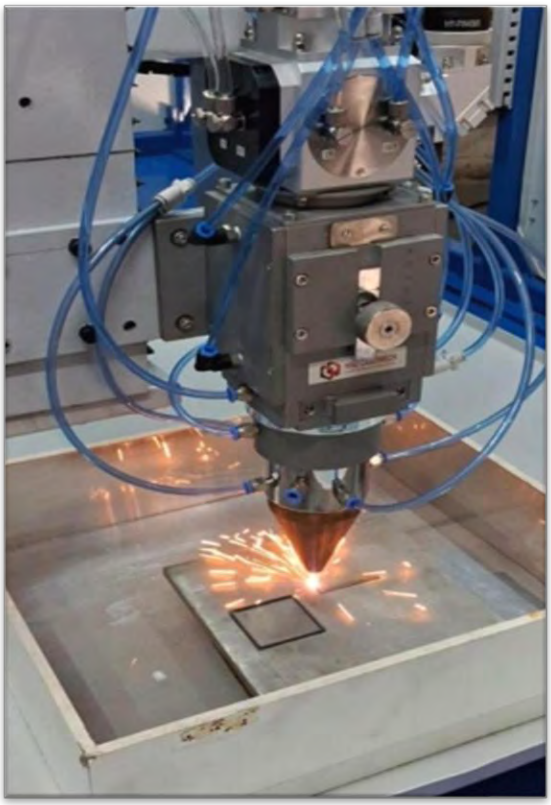
Mid-Term Goals

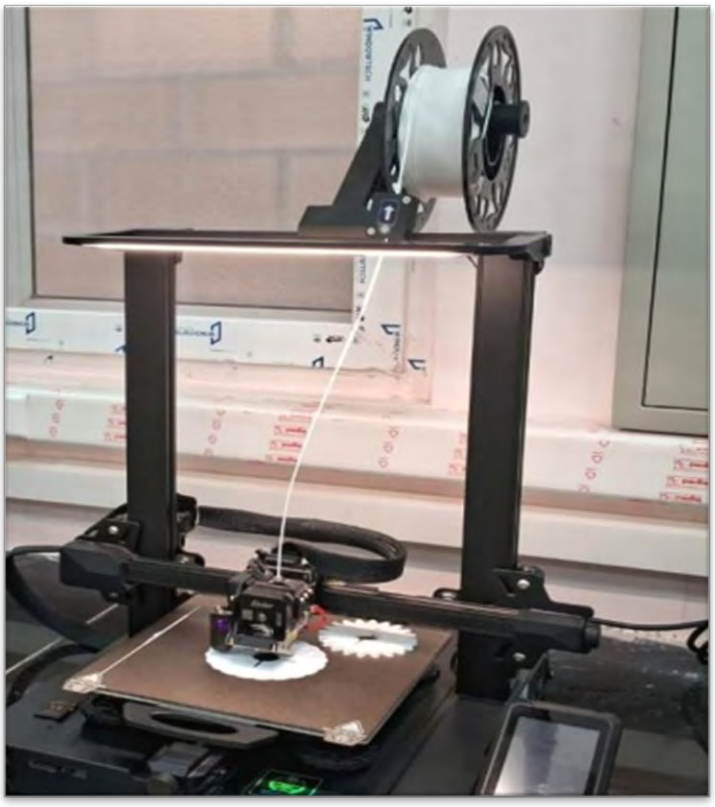
S.No.	Focus Area	Mid-Term Goals
1	**Campus Digitization & Automation**	Achieve **80% digitization** of academic and administrative processes, implement LMS across all courses, automate attendance and assessments, and strengthen cyber security and data privacy.
2	**Modern Laboratories**	Upgrade **80–90% of existing laboratories** with modern equipment, advanced hardware and software, establish **2–3 new state-of-the-art laboratories annually**, and strengthen experiential learning through **virtual and cloud-based laboratory platforms**.
3	**External Funding for Infrastructure**	Secure an average of **₹50 lakh per annum** in at least two departments from alumni, industry, government agencies, and philanthropic organizations to establish and strengthen collaborative laboratories, research facilities, and advanced infrastructure.
4	**Industry–Institute Partnerships**	Maintain **an adequate number of active MoUs in each School/Department, commensurate with its student strength and academic programmes**, establish **Innovation Hubs/Centres of**

S.No.	Focus Area	Mid-Term Goals
		Excellence based on institutional priorities, and strengthen industry participation in **research, innovation, internships, skill development, and curriculum design and development**.
5	**Green Campus Initiatives**	Achieve **75–80% implementation** of green campus initiatives, including increased renewable energy use, plastic-free campus, sustainable transportation, and enhanced green landscaping.
6	**Computing & Networking Facilities**	Ensure **100% reliable, high-speed Internet and Wi-Fi connectivity** across the campus and upgrade computing and networking infrastructure to accommodate the projected increase in student enrolment.

4. RESEARCH, INNOVATION AND EXTENSION SERVICES

Siddhartha University promotes a vibrant research and innovation ecosystem that integrates multidisciplinary research, industry collaboration, entrepreneurship, and community engagement. The University emphasizes knowledge creation, technology transfer, innovation, and societal impact through research excellence and extension activities.





Current Status

- Established 20 Research Laboratories/Centres of Excellence (CoEs) and collaborative laboratories with support from industry and the University.
- 5,269 research publications with an H-index of 57(2025).
- Strong IPR ecosystem with 480 Patent filings, 447 Published and 78 Granted Patents.
- ₹55.73 lakh institutional seed funding for research and innovation (for the last 5 years).
- ₹6.62 Crore sponsored research and ₹8.84 Crore consultancy projects (for the last 5 years).

- Faculty participation in international conferences and global research collaborations.
- Research supported by expert advisory boards, guest lectures, and academic partnerships.
- Innovation ecosystem through EDC, IIC and Technology Business Incubator (TBI).
- 26+ student start-ups supported through incubation and entrepreneurship programs.
- ₹88+ lakh secured through grants, seed funding, and innovation competitions last five years.
- Extension activities through community projects, government partnerships, and sustainable development initiatives.
- Recognized by JNTUK for excellence in research, citations, h-index, and funded projects.

Strategic plan with key performance Indicators

S.No	KPI	Strategy
1.	**No. of Research Centers / Center of Excellence (CoEs)** (in collaboration with Govt. / Industry / NGOs)	• Establish multi/cross disciplinary research clusters aligned with national priorities and Industry needs. • Develop CoEs through collaborative initiatives and strong leadership. • Provide institutional seed funding annually to support the creation and growth of research centers and CoEs.
2.	**Academic Research** • Average publications per faculty per year • Average Citations per publication • Average impact factor • Patents filed/published Patents Granted • % of faculty utilizing Seed Grant	• Set annual publication targets for faculty and link achievement to performance appraisals and promotion criteria. • Support faculty in publishing through reputable open-access journals and repositories with better impact factors to enhance visibilityand citation impact. • Provide enhanced incentives and recognition for publications in high-impact (IF > 3) or Q1/Q2-ranked journals. • Conduct regular IPR awareness workshops and provide legal and financial support for patent filing/granting. • Strengthen industry collaborations to develop commercially viable patents and improve patent grant success rates. • Announce periodic seed grant calls with clear guidelines and standardized templates to promote translational research.
3.	**Research Collaborations** • % of research publications through international collaborations in Q1 and Q2 journals • Translational research and associated patent creation • Corporate social responsibility (CSR)funding	• Promote research collaborations with global universities and institutes to enable joint research and co-authored publications • Provide seed funding for translational research projects with high commercialization potential. • Collaborate with incubators and innovation hubs to convert research outcomes into products and patents. • Encourage faculty to secure industry CSR funding to

S.No	KPI	Strategy
	• Number of industry persons pursuing PhD • Number of foreign faculty visiting Siddhartha University • % of faculty completed a course / programme or worked in foreign university	support research initiatives. • Offer customized coursework and research projects aligned with real-world industrial challenges to attract professionals to Ph.D. programs. • Organize international conferences and summer schools with global faculty as keynote speakers and visiting faculty. • Provide financial support or sabbatical leave for faculty to pursue short-term research visits or postdoctoral fellowships at foreign universities.
4.	**Sponsored Research** • Govt. (Lakhs) • Industry (Lakhs)	• Provide pilot funding to faculty for prototype development and to strengthen external research proposals • Facilitate regular research meetings with Industry and institutional advisors to share insights and strengthen project proposals. • Form multidisciplinary research clusters aligned with national missions, societal challenges, and commercialization opportunities to attractfunding.
5.	**No. of start-ups incubated**	• Establish or expand an incubation center with state-of-the-art infrastructure, co-working spaces, labs, and prototyping facilities • Conduct entrepreneurship workshops, boot camps, hackathonsand innovation challenges to inspire students and faculty • Offer seed funding to incubated start-ups to support prototype development and market entry.
6.	**Consultancy & Training to Outside Organizations** • Consultancy revenue (INR Crore) • Training programs revenue	• Establish a dedicated Consultancy & Training Cell to coordinate all external engagements • Conduct industry and government need assessments to identify gaps where faculty expertise can provide solutions. • Design customized professional courses, workshops, and certification programs for industry, government, and NGOs. • Include online and blended learning options to expand reach and revenue potential.
7.	**Community Outreach Initiatives** • Research & Innovation Projects • Social service	• Conduct surveys to understand local challenges and societal problems • Strengthen community service projects to expose students and faculty to real-world problems

S.No	KPI	Strategy
		• Collaborate with government bodies and NGOs to align research with societal needs. • Encourage multidisciplinary teams to work on community-identified problems and translational research.

Mid-Term Goals

S.No.	Focus Area	Mid-Term Goals
1	**Research Centres / Centres of Excellence (CoEs)**	Establish **5–7 multidisciplinary Research Centres/CoEs** in collaboration with government, industry, and NGOs.
2	**Academic Research**	Achieve three publications per faculty per year, enhance Q1/Q2 journal publications, file 30+ patents annually, secure 5-10 patent grants each year, and enable 25% of faculty members annually to utilize institutional seed grants.
3	**Research Collaborations**	Strengthen collaborations with organizations, industries, and R&D by ensuring each School/Department hosts at least two visiting professors from foreign universities every year for collaborative research, course delivery, faculty mentoring, project development, and research publications.
4	**Sponsored Research**	Secure **₹10–15 Crores** in cumulative research funding from government / industry / Alumni with a significant increase in externally funded multidisciplinary projects.
5	**Start-ups & Incubation**	Incubate **10–15 start-ups**, establish a fully functional incubation centre, and support prototype development through seed funding and mentoring.
6	**Consultancy & Training**	Generate **₹10–15 Crores** in consultancy and training revenue through industry, government, and professional development programmes.
7	**Community Outreach & Extension**	Implement **50+ community outreach and social innovation projects**, strengthen partnerships with government/NGOs, and promote research addressing local and societal challenges.

5. GLOBAL VISIBILITY, COLLABORATION AND SUSTAINABILITY

Siddhartha University enhances its global presence through international collaborations, industry partnerships, alumni engagement, and sustainable campus initiatives. The University promotes academic excellence, research, innovation, and environmental responsibility while fostering global learning and societal impact.



Current Status

- Collaborations with national institutions & international universities for research and academic exchange.
- MoUs supporting joint research, faculty and student mobility, and collaborative Ph.D. programs.
- Strong industry partnerships through immersion programs, expert lectures, and specialized laboratories.
- Active alumni engagement in placements, internships, mentoring, and institutional development.
- International conferences and global research collaborations enhance visibility.
- Sustainability initiatives include renewable energy, energy audits, and solar power.
- Environmental awareness promoted through community outreach and NGO partnerships.
- Green campus practices with rainwater harvesting, wastewater recycling, and efficient resource management.

Strategic plan with key performance Indicators

S.No	KPI	Strategy
1.	**Collaborations with Academia** No. of collaborations (with global top 200 institutes universities) • National • International	• Identify and establish associations with leading national and international universities to enhance research capacity. • Utilize alumni and industry networks to establish collaborations with leading global institutions. • Sign MoUs and partnership agreements for joint research, student/faculty exchange, and collaborative PhD/PDF programs.

S.No	KPI	Strategy
2.	**Collaborations with Industry** • Faculty industry immersion programme • Industry distinguished lecture series • Industry supported programmes • Industry supported special labs • % of Adjunct faculty	• Develop structured immersion programs where faculty spend 2–6 weeks in industry settings to understand current technologies, workflows, and challenges • Invite senior industry experts and leaders to deliver lectures or webinars on emerging trends, technologies, and best practices • Collaborate with industry to design specialized short-term certification courses, workshops and training programs for students and faculty • Integrate industry experts as adjunct faculty in curriculum design and lab-based sessions to bridge the gap between theory and industry practice • Identify emerging domains for industry collaboration in joint postgraduate programs and laboratory development**.**
3.	**Collaborations with Alumni** • Placement through Alumni Network • Internships to students by alumni • Joint courses offered with alumni support	• Create a structured alumni placement cell to connect alumni with students for job referrals, mentorship, and campus recruitment. • Develop an alumni-student internship portal to match students with internship opportunities provided by alumni • Engage alumni as adjunct faculty or guest lecturers to co-develop and co-deliver certificate courses or short-term training programs • Establish alumni funds and endowments for scholarships, infrastructure, and research support.
4.	**Number of Events Hosted or Co-Hosted** • International conferences • Research/Innovation conclaves	• Collaborate with global and national partners to co-host international conferences and research/innovation conclaves. • Leverage faculty, alumni, and industry networks to attract keynote speakers, experts, and sponsors. • Adopt focused themes and hybrid formats to increase participation and visibility • Allocate dedicated budget and resources for organizing high-quality events • Engage professional societies, associations, and funding agencies (IEEE, ACM, DST, SERB, CSIR, etc.) to sponsor or support events
5.	**% of campus energy consumption from renewable sources**	• Conduct a comprehensive campus energy audit to identify high-consumption areas and potential for renewable integration. • Enhance solar panels installation on campus • Sensor-based energy conservation • Use of LED bulbs/ power-efficient equipment • Foster a culture of renewable energy usage and energy efficiency across the campus community
6.	**Number of NGO activities and sustainability initiatives**	• Organize workshops, awareness campaigns and sustainability events • Integrate service-learning and experiential programs into academic curricula • Collaborate with NGOs and social organizations for joint community and sustainability projects • Adopt sustainable water management practices in the

S.No	KPI	Strategy
		Institution - Rain water harvesting, Waste water recycling • Maintenance of water bodies and distribution system in the campus

Mid-Term Goals

S.No.	Focus Area	Mid-Term Goals
1	**Collaborations with Industry**	Maintain **150+ active MoUs**, engage **Professor of Practice**/ Adjunct faculty and ensure industry collaboration in internships, projects, and consultancy.
2	**Collaborations with Alumni**	Engage **at least 10 distinguished alumni** (CEOs, MDs, entrepreneurs, senior professionals, academicians, and researchers) in each School/Department to facilitate **placements, internships, industry projects, collaborative research & innovation** while strengthening alumni participation in institutional development.
3	**International Conferences & Innovation Events**	Organize or co-host **10 international conferences**, symposia, and research & innovation conclaves over five years, fostering strategic collaborations with global universities, industries, R&D organizations, professional societies, and internationally renowned experts.
4	**Renewable Energy & Green Campus**	Meet **50% of campus energy needs through renewable sources**, expand solar infrastructure, implement **100% LED lighting**, and adopt smart energy management systems across the campus.
5	**NGO Activities & Sustainability Initiatives**	Conduct **100+ outreach and sustainability programmes**, establish long-term collaborations with NGOs, integrate service-learning into academic programmes, and implement comprehensive water conservation and waste management practices.

REVIEW:

1. Targets will be reviewed at the end of every year.
2. If a department fails to meet a target, it must achieve the current year's target along with any pending backlogs in the following year.
3. Departmental annual goals and academic audits must align with the annual benchmarks of the strategic plan.

TARGET:

- ✓ To emerge as one of India's Top 100 Private Deemed-to-be Universities and secure a place for the Velagapudi Ramakrishna Siddhartha School of Engineering among the Top 151-200 institutions in the NIRF Rankings in the category of Engineering.

BEST PRACTICES @ SU:

- **Proctor System :** Proctor System for counselling and mentoring students.
- **Diagnostic Test :** First year students on the basic courses - Mathematics and English.
- **Learning Management System**: Learning Management System – Moodle / CampX.
- **Technical Model Development :** Development of Models / Designs/ software's for problems/ Innovation day and Engineers day.
- **Adjunct Faculty :** Industry offered courses by Adjunct Faculty in Practice from 2017.
- **Innovation and Incubation:** Innovation and Incubation Centers & Project Rooms in every department.
- **EPICS (Engineering Projects in Community Service):** EPICS is a curriculum that enables students to solve real-world problems faced by communities through engineering projects.
- **Academic Audit :** Involving outside Experts.
- **Strategic Plan :** Strategic Goals and Key Performance Indicators to excel.
- **PBAS :** Performance Based Appraisal System Implemented since 2013.
- **Assessment of Administrative Capabilities-Departments:** Specific KPI's-R & D, Consultancy and Innovation.

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GIRLS HOSTELS
KRISHNA
GODAVARI
KAVERI


BOYS HOSTEL



SIDDHARTHA
ACADEMY OF HIGHER EDUCATION

An Institution **DEEMED TO BE UNIVERSITY**

(Under Section 3 of UGC Act, 1956)

(Sponsored by Siddhartha Academy of General & Technical Education), Vijayawada, A.P.