



GLOBAL

INSTITUTE OF TECHNOLOGY AND MANAGEMENT

FARRUKHNAGAR, GURUGRAM

Approved by AICTE, Govt. of India & Affiliated to Gurugram University (Haryana)

INSTITUTE'S STRATEGIC PLAN

INTRODUCTION:

Global Institute of Technology & Management (GITM), Gurugram was established in 2008 under the aegis of the Baljeet Singh Education Society. It is a multidisciplinary institution affiliated with Gurugram University (formerly affiliated with Maharishi Dayanand University) and approved by All India Council for Technical Education.

The institute offers a wide range of undergraduate and postgraduate programs including B. Tech, M. Tech, BBA, MBA, BCA, and MCA, catering to diverse academic and professional aspirations.

GITM is committed to its vision of nurturing competent engineers, globally competitive managers, innovative entrepreneurs, and skilled technocrats. The institute emphasizes outcome-based education supported by state-of-the-art laboratories, modern infrastructure, and a team of highly qualified and experienced faculty members.

The institution fosters a collaborative and inclusive academic environment, bringing together aspiring students, supportive parents, dedicated faculty, and committed staff, all working collectively towards excellence in education and holistic development.

VISION OF THE INSTITUTE:

To be a globally recognized institution fostering innovation, research excellence, and socially responsible professionals to address emerging societal and technological challenges.

MISSION OF THE INSTITUTE:

M1: To provide quality education through a robust and dynamic curriculum in engineering, technology, and management, promoting academic excellence and lifelong learning.

M2: To promote research, innovation, and experiential learning through strong industry collaboration to solve real-world challenges.

M3: To develop ethically grounded professionals with strong critical thinking and problem-solving skills.

M4: To nurture leadership, global perspective, and social responsibility for sustainable socio-economic development.

FRAMEWORK OF GITM STRATEGIC PLAN:

The Strategic Plan of the Institute is designed to achieve its vision by systematically implementing the actionable points derived from its mission, under the guidance and patronage of the Governing Body of GITM.

The Institute aspires to be globally recognized in engineering, technology, and management education, creating a meaningful and lasting impact on society. Achieving this vision is an

ongoing journey, requiring the institute to continuously adapt, innovate, and implement dynamic strategies aligned with its mission.

The strategic plan of GITM is based upon:

- a. SWOC analysis of the Institute
- b. Expectations of the stakeholders
- c. Challenges from competitors

STRATEGIC PLAN: TARGETS

1. Academic Excellence:

- Get NAAC Accreditation with “A” Grade.
- NBA Accreditation of all eligible programs.
- Introduction of new emerging branches.
- Pedagogical innovations.
- Use of ICT in 100% classrooms.
- Introduction of skill development courses.

2. Infrastructural Development:

- Introduction of lecture gap system.
- Wi-Fi enabled campus.
- 100% smart classrooms.
- Increase in internet bandwidth.
- Establishment of new academic blocks.

3. Research, Innovation and Consultancy:

- Introduction of research & development policy.
- Establishment of IIC, IPR cell and startup cell.
- Establishment of Incubation Centre.
- Improvement in research publications.
- Improvement in collaborations.
- Improvement in faculty participation in FDPs, seminars and conferences.

4. Staff Development:

- Robust staff welfare policy.
- More organisation and participation in FDPs.
- Maintain of SFR below 1:20.
- More PhD or NET qualified faculty recruitment.

5. Student Support:

- Diverse and enhanced student scholarships.
- Improvement in median salary.
- Support to students for higher education through career counselling.
- Registration of alumni association and having strong alumni connections.
- Enhancement of skills in students to improve employability to 70%.

6. Outreach and Sustainability Initiatives:

- Strengthening the volunteers for outreach activities.
- Adoption of nearby villages under Unnat Bharat Abhiyan.
- Establishment of NSS Unit.
- Strong initiatives for engineering sustainability.

STRATEGIES TO ACHIEVE THE TARGETS:

1. Academic Excellence:

- All dept. not yet accredited should be familiarized with outcome-based education.
- Faculty to be skilled in emerging area like AI, IOT, Cyber Security and Machine Learning.
- Skill development courses for students to be conducted during vacations or on Sundays.
- Institute to apply for “No Objection Certificate” from affiliating universities followed by application to UGC for Autonomous status.
- Institute to move resources for adding smart boards and requisite softwares and tools for each class room.
- Faculty to be skilled in teaching methodologies and encouraged to use online resources extensible for blended and flip learning.

2. Infrastructural facilities Development:

- Infrastructure and adequate bandwidth to be procured to ensure campus-wide Wi Fi connectivity.
- New state of the art building to be constructed to ensure the availability of adequate number of classrooms and laboratories.

3. Research, Innovation and Consultancy:

- To establish a research, innovation and consultancy friendly ecosystem, necessary policy to be put in a place.
- New committees for IIC, Incubation Centre, Startup and IPR Cell to be constituted, offices to be allocated for their operations.
- Inter-Institute and Industry-Institute Interactions for collaborations to be strengthened.
- Proposal writing skills for obtaining funds from various govt. and private agencies to be honed.

4. Staff Development:

- Adequate encouragement and requisite support for obtaining new qualifications to be provided to get more Ph. D or NET qualified candidates.
- Staff Welfare Policy to be structured and disseminated.
- Adequate encouragement and requisite support for FDPs to be provided.
- For maintain requisite SFR, recruitment to be done on continual basis.

5. Student Support:

- Adequate resources to be mobilised to offer scholarships to the deserving candidates.
- Adequate number of skill course to be planned to enhance employability.
- Core competencies, communication and creativity skills of students to be strengthened to impact an upward shift in median salaries.
- Career counselling cell to be strengthened.
- Alumni Association to be got registered and a strong alumni connect to be initiated.

6. Outreach and Sustainability Initiatives:

- Sensitization of students to societal issues through community connect programs.
- Problem solving ability to be nurtured by generating solutions to on-the-ground community issues.
- Special efforts to be made for educating girl child.
- Set up UBA Cell.

DEPLOYMENT OF STRATEGIC PLAN:

1. Academic Excellence:

- The Institution has started planning for accreditation of NAAC and NBA. For NAAC the institute is waiting for guidelines of Binary system.
- 2 new programs in emerging technologies namely B. Tech (AI&DS) and MCA have been started and running successfully.
- More than 50% classrooms are equipped with ICT tools, featuring Smart/LED screens or projectors with internet connectivity.
- More than 50 skill development/value-added/ skill training/certificate programs beyond the syllabus were offered and observed 70% of students' participation.
- The Institute has implemented the ERP system to automate the academic and administrative tasks in 2021.
- Various pedagogical methods such as project-based learning, experiential learning, participative learning, blended learning and flipped learning have been used in teaching & learning.

2. Infrastructural facilities Development

- Smart/LED screens have been installed in all the lecture halls.
- The entire campus is now fully Wi-Fi enabled with an internet bandwidth of 100 Mbps.
- The institute's infrastructure has been expanded with the addition of new hostel building.

3. Research, Innovation and Consultancy

- The Intellectual Property Rights (IPR) Cell was established in year 2023 and the Institution's Innovation Council (IIC) was also established in 2023
- A research and development policy was implemented in 2024 to promote research initiatives.
- Over 30 research activities have been organized, resulting in the publication of book chapters/conference papers, journal publications, patents, and start-ups.
- More than 30 Memorandums of Understanding (MoUs) have been signed to strengthen Industry-Academia-Research collaborations.
- Two national conference and many seminars have been organised.

4. Staff Development

- The staff welfare policy was amended in 2023 to promote work-life balance for all staff members.

- Participation in the Faculty Development Program and Staff Development Program reached 54% among teaching and non-teaching staff.

- The Student-Faculty Ratio (SFR) has been maintained with the latest ratio being 20:1.

5. Student Support

- The scholarship policy has expanded currently available to students in year 2025.

- The institute has enhanced the employability skills of students as over 80% of graduates have secured placements.

- The median salary package for students has been improved.

- More than 100 career guidance activities have been conducted benefiting over 3,400 students.

6. Outreach and Sustainability Initiatives

- College has established UBA cell in year 2024-25 and students volunteer increases in UBA Cell. The institute has adopted 5 villages under UBA and regularly conducts outreach activities in this.

- The campus is equipped with solar, solar water heaters in hostels, energy-efficient LEDs in classrooms, laboratories & offices and rainwater harvesting systems. The college has sewage treatment plant also which was established in year 2025.