K S R INSTITUTE FOR ENGINEERING AND TECHNOLOGY

(Affiliated to Anna University, Chennai)
K.S.R. Kalvi Nagar, Tiruchengode – 637 215
Namakkal District, Tamil Nadu

Strategic Plan
2021-2026

1. ABOUT THE INSTITUTION

K.S.R. Educational Institutions are small steps towards literacy, made into a giant leap in education - Seventeen institutions, 400 acres, 30,000 students, 5000 faculty, Kindergarten to Ph.D. level, Engineering, Dental, Nursing, Science and Humanities, Management, Polytechnic, Industrial Training, Schools; all in one campus in Tiruchengode, Tamil Nadu. Lion Dr. K. S. Rangasamy MJF Founder-Chairman hails from rural background whose dream in uplifting rural into an educational hub offering quality education is made reality now. K S R Institute for Engineering and Technology was founded in the year 2011 by the man of great insight, Thiru. R. Srinivasan. He is the younger son of Lion Dr. K.S. Rangasamy whose altruism enlightens the society. KSRIET contains well qualified and handful experienced faculty members who act as mentors & facilitators for the students to create a comfort learning atmosphere and to produce skilled engineers with human values. The college provides the following courses:

Undergraduate Courses:

- ❖ Computer Science and Engineering
- ❖ Electrical & Electronics Engineering
- ❖ Electronics & Communication Engineering
- ❖ Information Technology
- ❖ Mechanical Engineering
- ❖ Biomedical Engineering

Post Graduate Courses:

- ❖ Embedded System Technologies
- ❖ CAD / CAM
- ❖ Software Engineering
- ❖ Big Data Analytics

Our faculty members have published more than 200 research papers in International Journals and 150 papers in National Journals. Our students bagged 1 GOLD Medal and 14 University Ranks from Anna University, Chenna4i. Students make use of e-box e-learning resource to enhance 24×7 developing skills on C, data

structures, Java programming and debugging. KSRIET provides higher education opportunities and make students appear for various entrance examinations. Also, Entrepreneurship Development Cell (EDC) at KSRIET creates business ideas among the students. KSRIET offers training program on Technical Skills, Soft Skills, Verbal Ability & Aptitude and student's performance are assessed during training. Alumni portal is installed to connect the passed out students of KSRIET for the betterment of the current and future KSRIETians. As per the guidelines of Anna University, Chennai "Students Counselling centre and as per AICTE Instructions, Online Grievance Redressal System is available for faculty members, staff members, students and parents.

Step by step progress is the noteworthy feature of our college. KSRIET has received a plenty of Rankings and Awards for Academic Excellence. These attainments have been motivating the Institute to proceed further in a fruitful way and making our students shine in all the domains. The Institute's Ranking and Awards are as follows:

- ➢ UG programmes MECH, EEE, ECE, CSE, IT except BME (started in the year 2020) are **accredited by NBA**

- ➢ One among 4 colleges in Tamil Nadu and 29 Colleges in India in Achieving **Best Practices in AICTE Approved Institutions**

- ➢ Secured 9th Rank in Top Engineering Colleges of Excellence in Competition Success Review by **GHRDC Engineering College Survey 2017**

- ➢ Accorded **PLATINUM RATING** in **AICTE – CII Survey of Industry Linked Technical Institutes 2020**

- ➢ Categorized as **"BAND B' Institutions (Rank Between 26 to 50)** in private self-financing colleges in India by **ATAL Ranking of Institutions on Innovation Achievements – ARIIA 2020**

- ➢ Ranked in top 200 Private Engineering colleges in India & Top 100 Private Engineering colleges in south India by **The WEEK – HANSA RESEARCH BEST COLLEGE AND UNIVERSITY Survey 2020.**

- ➢ Ranked in Top 25 outstanding Engineering Colleges of Excellence in India by **CSR – GHRDC Engineering Colleges Survey 2021**

2. VISION

To become a globally recognized Institution in Engineering Education, Research and Entrepreneurship

3. MISSION

- ➢ Accomplish quality education through improved teaching-learning process
- ➢ Enrich Technical Skills with state of the art laboratories and facilities
- ➢ Enhance research and entrepreneurship activities to meet the industrial and societal needs

4. CORE VALUES

To achieve vision and mission, we commit to our core values of

- ➢ Academic Excellence
- ➢ Integrity
- ➢ Accountability
- ➢ Attitude
- ➢ Human values and Ethics
- ➢ Student Centric
- ➢ Collaboration

5. SWOC ANALYSIS

Strengths:

1. State of Art infrastructure and Laboratories
2. Committed management
3. Quality and Competent faculty
4. Academic freedom
5. Faculty retention
6. Vibrant Training and Placement cell
7. Internships and Excellent Placement Record
8. Mentoring and counselling
9. Well established library
10. Research laboratories and publications
11. Industry Collaboration
12. Delegation of power and ownership

Weakness:

1. Most of the students are first graduates
2. Many students with average communication skills
3. Shortage of skilled staff
4. Less faculty members with industry experience
5. Lack of core placement
6. Lack of understanding of HR policy and dissemination

Opportunities:

1. Eligibility to become an autonomous institution
2. Skill development programmes and trainings from first year onwards
3. Support for career and self-development of faculty members
4. Enriching interpersonal skills of students through various Forums, Cells and Clubs
5. Alumni support for knowledge sharing, projects, internships and Placements
6. Placement opportunities in Tier 1 industries
7. Strengthening Collaboration with industry in innovation, research, consultancy, training and internship through MoUs
8. Eligibility to apply for more funding schemes

Challenges:

1. Retention and Recruitment of competent faculty members
2. Implementation of NEP in affiliated institutions
3. Attitude and Mindset of Gen Z students
4. Entry of many deemed universities
5. Rapid change in technologies

6.   LONG TERM GOALS

K S R Institute for Engineering and Technology is committed to provide Quality Education and Training to make students outshine in the fields of Science, Engineering & Technology and make students proficient to meet the changing and challenging needs of society and industry by executing the following initiatives:

- ❖ Improving the competency level of the faculty and keeping them always innovative in the methods of teaching-learning process

- ❖ Sustaining the state-of-the-art infrastructure and amicable learning ambience

- ❖ Contributing to the academic excellence and in-depth knowledge of students

- ❖ Providing handful opportunities for Research and Development Programs

- ❖ Having Tie-ups with industries to update the latest trends and make students industry ready engineers

- ❖ Educating moral and ethical values to realize the societal needs

- ❖ Assuring continual enrichment of Quality Management System

7.   YEARLY OBJECTIVES

Academic year	Objectives
2021 – 22	❖ To get NAAC status ❖ To get Autonomous status. ❖ To get Permanent affiliation from University ❖ To get research centre approval for physics, mechanical and computer science departments
2022 – 23	❖ NBA status renewal ❖ To get 12b ❖ To introduce new UG and PG courses on emerging technologies. ❖ To get NIRF ranking ❖ Increase in intake ❖ To establish Startups ❖ To launch journal by Institution ❖ To establish digital campus
2023 – 24	❖ To get more Patents ❖ Admission of international students ❖ To establish TBI ❖ To get More consultancy work ❖ To improve h index of institution above 25 ❖ To receive Clean & Smart Campus Award from AICTE ❖ To get research centre approval for IT and chemistry departments
2024 -25	❖ To get College with Potential for Excellence (CPE) award from UGC ❖ To get listed in Top 100 in NIRF ranking ❖ To establish Research & Technology park ❖ To create Skill development centre ❖ Signing MoUs with international universities for academic and research collaboration
2025-26	❖ More than 70 percent faculty with PhD ❖ Faculty and student exchange programs with foreign universities ❖ Research centre approval for ECE ❖ Institution Journal with scopus index ❖ To get Tier 1 NBA

After the brain storming session based on the vision, mission, core values, inputs from stake holders and SWOC analysis, the following strategic goals are arrived for the development of institution.

Strategic Goals

S.No.	Strategic Goals
1.	Digital Campus and e-Governance
2.	Accreditations and Rankings
3.	Physical Infrastructure
4.	Academic Excellence
5.	Innovation, Research and Development
6.	Industry Collaboration
7.	Library Infrastructure
8.	Financial Management
9.	Skill Development and Placement
10.	Attraction and Retention of Competent Faculty
11.	Quality Assurance and Audit Systems
12.	Input Quality
13.	Entrepreneurship Development
14.	Extra-curricular and Co-curricular Activities
15.	Career Guidance and Support
16.	Alumni Engagement
17.	Institutional Branding and Outreach Program
18.	Quality of Campus Life
19.	Internal Fund generation
20.	Global Initiatives

Action Plan

1. Digital Campus and e-Governance

STRATEGIES	TASKS
Digital Campus	❖ To establish a campus with digital infrastructure and technology to be open, connected, adaptable and future proof ❖ To provide end to end digitization of teaching, learning, research and administration process
E - governance	❖ Establishing E-Governance ❖ CMS Data analysis ❖ 360 degree feedback ❖ E – circulars and E – approvals ❖ Digitizing all documents ❖ Facilities to get Data anytime and anywhere
Governing Council	❖ Guiding, Reviewing and approving policies ❖ Monitoring Institutional Performance ❖ Feedback mechanism for better governance ❖ Implementation of suggestions given by governing council.
Vision, Mission Quality policy and Goals	❖ Revision of Vision and Mission and dissemination ❖ Revising short term and Long term Goals ❖ Revising Quality Policy ❖ Setting strategic goals and action Plan for every process

2. Accreditations and Rankings

STRATEGIES	TASKS
Accreditation	❖ Getting Tier -1 NBA accreditation ❖ Getting NAAC A++ accreditation ❖ Getting Autonomous ❖ Getting permanent affiliation
Awards and Rankings	❖ College with Potential for Excellence (CPE) by UGC ❖ Getting Clean & Smart Campus Award from AICTE ❖ Getting NIRF ranking ❖ Getting 12b status ❖ Participating in surveys to get national level ranking

3. Physical Infrastructure

STRATEGIES	TASKS
Academic Infrastructure	❖ Adequate Classrooms, tutorial halls and seminar halls for new programmes ❖ Smart classrooms with multimedia support ❖ Modernization of library ❖ R & D Labs with latest tools ❖ Industry supported Labs ❖ Project Labs ❖ Modern Tools for Teaching & Learning Process ❖ Establishment of Teaching Learning Centre
IT Infrastructure	❖ To establish Cloud Storage and Server ❖ To increase internet bandwidth upto 80 Mbps ❖ To upgrade the existing computer systems and accessories

STRATEGIES	TASKS
Hostel, Sports and Canteen	❖ Enhancement of facilities in boys and ladies hostel ❖ Indoor and outdoor facilities for sports and games ❖ To establish sports academy with international standards ❖ Canteens to provide hygienic food with affordable price
Green Campus	❖ Tree plantation ❖ Landscaping ❖ Rain water harvesting ❖ Solid waste management ❖ Energy management ❖ Restriction to plastic usage

4. Academic Excellence

STRATEGIES	TASKS
Establishment of Teaching Learning Centre (TLC)	❖ Strengthening the academic programmes and creating excellence to meet the challenges of highly competitive and global workforce ❖ Constitution of academic teams to visit premier institutions to formulate best practices in Teaching-Learning and Evaluation Process ❖ Enhancing pedagogic skills needed for effective implementation of teaching-learning process ❖ Developing and nurturing competencies needed for integrating technology in teaching, learning and evaluation processes ❖ Providing academic independence with accountability ❖ Improving student engagement and student academic development through communities of practice. ❖ Conducting orientation programs to new faculty members ❖ Providing information literacy to faculty members ❖ Organizing workshops on Outcome Based Education ❖ Organizing workshops on ICT tools for online learning, assessment and evaluation ❖ Establishing smart classrooms and e-learning facilities ❖ Organizing guest lecturers to teach advanced technologies in a course by industry experts

Curriculum Design and Course Plan based on Outcome Based Education	❖ Designing curriculum as per all graduate attributes, expectations of stake holders and premier institutes as benchmarks
	❖ Involving industry experts in framing curriculum and syllabus
	❖ Defining course outcomes, Programme outcomes and Programme specific outcomes
	❖ Preparing a detailed Course Plan as per academic calendar and focusing Outcome Based Education
	❖ Using different teaching pedagogies with various teaching aids to make the students interactive in the class
	❖ Using various ICT tools for teaching, assessment and evaluation
	❖ Encouraging participative learning
	❖ Developing e-learning content for all courses
	❖ Preparing courses for MOOC platform
	❖ Using Learning Management System to support students

Expanding pedagogical approaches and Use of Active learning tools and techniques for content delivery and assessment	❖ Activity based learning ❖ Participative learning ❖ Project based learning ❖ Experiential learning ❖ Case Studies ❖ Flipped Classroom ❖ Problem based learning ❖ Reciprocal teaching ❖ Fishbowl Discussion ❖ Role Play ❖ Jigsaw Teaching Technique ❖ Think/Share/Pair Technique ❖ Brainstorming ❖ Virtual Lab ❖ Implementing Bloom's Taxonomy in assessment ❖ Assessing learning outcomes based on quizzes and assignments ❖ Implementing Continuous progress assessments to measure outcomes
Promote increased faculty-student and student-student interaction	❖ Class Committee Meeting ❖ Academic review Meeting ❖ Online Feedback system ❖ Peer assessment / review ❖ Mentoring by faculty ❖ Mentoring by students ❖ Contribution of advanced learners

Develop more interdisciplinary learning opportunities for all students	❖ Planning Strategically and allocating space and technology to facilitate interdisciplinary collaborations ❖ Encouraging students to take MOOC courses like NPTEL, SWAYAM, Coursera, Udemy etc. ❖ Opting interdisciplinary Open Elective Courses ❖ Encouraging students to take interdisciplinary projects
Upgrading faculty and staff competence and Faculty Development Programs	❖ Organizing faculty development programs on latest technologies ❖ Deputing faculty and staff for competence development to industries ❖ Improving Techno Savvy Skills of faculty ❖ Motivating faculty to take latest technology courses in NPTEL, SWAYAM, Coursera, Udemy etc.
Student Quality Circles	❖ To address issues related mainly to student behavior, interpersonal relationship, effective use of infrastructure ❖ To involve student participation in Quality Maintenance
Faculty Quality Circles	❖ To improve teaching –learning process ❖ To improve inter-disciplinary research among the faculty
Reading Club Activity for faculty	❖ To improve the reading habits of faculty and inculcate the reading culture among the faculty members in the institute

5. Innovation, Research and Development

STRATEGIES	TASKS
R & D activities	❖ Encouraging the faculty to pursue Ph.D. ❖ Encouraging faculty to attend Seminars, workshops, FDPs, conferences and online courses for acquiring multidisciplinary knowledge ❖ Encouraging faculty members to organize a greater number of FDPs, Workshops, STTPs to strengthen their domain expertise ❖ Quality publications in SCI/WOS/Scopus /UGC-CARE journals ❖ Increasing the h-index and citation index of individual faculty ❖ Increasing the h-index and citation index of institution ❖ Applying for AICTE / UGC/ DST grants to organize Seminars, Faculty Development Programmes and Conferences ❖ Applying for major and minor research projects ❖ Motivating faculty members to publish books, chapters in renowned publishers ❖ Establishing SIG (Special Interest Group) consisting of faculty, Students, Alumni and Industry persons to work on the latest technologies ❖ Encouraging faculty members to acquire supervisor recognition under Anna University and other Universities ❖ Encouraging faculty members to become member of Advisory or Technical committee for reputed National/International Conferences ❖ Encouraging faculty members to become reviewer/editor for referred National / International Journals

STRATEGIES	TASKS
	❖ Encouraging faculty members to become mentor /consultant in the industry ❖ Appointing R&D persons from Industries as Visiting faculty to guide and mentor students and faculty ❖ Appreciation of achievements & innovations of students and faculty with rewards
R&D Infrastructure &Teams	❖ Modernization of all laboratories ❖ Establishing common R&D lab to encourage interdisciplinary/ multi-disciplinary research ❖ Enhancing R & D labs pertained to chosen domain in each department ❖ Dedicated R&D facilitation & documentation centre ❖ Competent technical staff for R&D labs ❖ Start new Journals with scopus indexing.
Establishing Centres of Excellence	❖ Establishing centres of excellence ❖ Fund raising through Project proposals and Consultancy activities ❖ Apply for TEQIP/Government/ other funding ❖ Establishing Consultancy Cell
MOU with premier institutes/ R&D labs	❖ MoUs with higher learning institutions in India & abroad to enhance research and publications ❖ Collaborative research activities with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL, BHEL.etc ❖ Multi & inter disciplinary research and product development ❖ MoUs with R&D Organization
Innovation Activities	❖ Motivating all years of students to develop mini projects in Project lab ❖ Encouraging students to participate in innovation activities like IIC, SIH, Hackathons

STRATEGIES	TASKS
	❖ Arranging more hands-on training programmes to students on entrepreneurship by Industry mentors ❖ Mentoring students by faculty, Industry person and Alumni to convert their ideas to product development ❖ Organizing Year-wise Project competitions and appreciating with rewards
Setting up of IPR cell	❖ Patent filing, Scaling up & Commercialization ❖ Creating IPR awareness to students and faculty by conducting more programmes through IPR cell ❖ Increasing Patent registration by both faculty and students through IPR cell ❖ Appointment of search and Patent Attorney

6. Industry Collaboration

STRATEGIES	TASKS
Empower the Industry Connect	❖ Frequent Visit to Industries ❖ Inviting Industry Experts for Guest Lecture, Seminar and to act as Visiting Faculty. ❖ Visit of Industry Executives and Practising Engineers to the Institute to see our research and lab facilities ❖ Signing MoUs with Industries ❖ Identifying the industries to support our research activities of each Department ❖ Member in HR forums and other technological society ❖ Utilize the Industry experts as mentor for student's projects and Career Guidance ❖ Apply for funding / Journal Publications jointly with Industry ❖ Organize Industry HR conclave ❖ Partner with industry for syllabus reviews/advisory roles ❖ Enrolling industry personnel for PG and PhD courses
Effective Resources sharing	❖ Inviting industry experts to deliver the lecture for fundamental and advanced courses ❖ Inviting the HR persons to conduct Mock Interview to our students ❖ Allot the industry experts as Mentor to the students group ❖ Sending faculty members for industry training ❖ Training for industry person by our eminent faculty ❖ Inviting the experts from industry to evaluate the student's project work and paper presentation

Setting up Centre of Excellence/Industry Supported Lab/Skill Development Training Centre	❖ Establishment of Centre of Excellence/ Industry Supported Laboratories to enhance the Technical training, Project guidance, Consultancy and Placement
Skill Development Training Centre	❖ Establishment of skill development training centre ❖ Identify thrust areas expected by the industry ❖ Design the industry supported courses in consultation with industry ❖ Conduct industry supported courses to meet the industrial needs and make the students industry ready graduates

7. Library Infrastructure

STRATEGIES	TASKS
Digital and E-library	❖ Establishment of Digital & E – Library ❖ Automation of library resources and access ❖ Enhancement of Digital Infrastructure ❖ Procurement of online Books and Journals ❖ Establishing cloud based online access

8. Financial Management

STRATEGIES	TASKS
Budgeting	❖ Institute and Department wise Budget planning. ❖ Estimate of income, expenditure and revenue. ❖ Budget approval through finance committee.
Financial Governance	❖ Planned expenditure management ❖ Procurement and Financial policies implementation ❖ Periodical internal checks in balances ❖ Support through research, consultancy and training

STRATEGIES	TASKS
Monitoring and growth plan	❖ Monitoring the expenditure as per budget ❖ Periodical financial audit ❖ Predicting internal revenue ❖ Expansion plans

9. Skill Development and Placement

STRATEGIES	TASKS
Placement Readiness Programme	❖ Training on Communication skills ❖ Training on Problem solving skills ❖ Technical training on programming and other core domains ❖ Soft skill Development programmes ❖ Assessments and Mock Interview
Industry Readiness	❖ Encouraging students to undergo certificate courses on emerging technologies through skill development centre ❖ Preparing students on values and ethics ❖ Up skilling and Re skilling ❖ Preparing students for lifelong learning
Vibrant Training and Placement activities	❖ Creating database of potential core and IT industries ❖ Identifying the industry needs and requirements ❖ Preparing skill development plan and conducting training programmes based on industry requirements ❖ Creating more opportunities for campus placement and coordinating campus recruitment process ❖ Planning and execution of more internship opportunities. ❖ Placing more students in Day 1 campus Interview ❖ To provide multiple offers ❖ To place more students in higher salary packages

10. Attraction and Retention Competent Faculty

STRATEGIES	TASKS
Conducive working environment	❖ Formulation of HR policy and implementation for faculty welfare ❖ Providing best infrastructure and facilities ❖ Recognitions and rewards ❖ Providing Quarters facilities ❖ Free bus facilities ❖ Group Insurance ❖ Establishing recreation club ❖ Organizing celebrations, fun events and competitions through staff club ❖ Motivating through interactions ❖ Developing Leadership competencies ❖ Providing all amenities inside the campus
Career growth & Development	❖ Retention plans through Career Advancement scheme ❖ Sponsorship/ Deputation, sabbaticals for higher education and Exchange programmes ❖ Sponsorship to participate in Seminars, Workshops, FDPs and Conferences ❖ Deputation to premier national /international universities/industry for knowledge and skill development

11. Quality Assurance and Audit systems

STRATEGIES	TASKS
Establishing Quality Systems	❖ Establishing a detailed Strategic Plan for academic activities ❖ Development and application of quality benchmarks for academic activities ❖ Ensuring Internalization of Quality Culture ❖ Publishing Quality Policy ❖ Educating and Training of all employee
Quality activities by IQAC	❖ To ensure quality and outcome based learning environment ❖ Conduct of regular academic and financial audits ❖ Review of Research activities ❖ Review of industry interaction activities ❖ Organize seminars/ workshops for improving quality of education ❖ Collaborate with other stakeholders for quality evaluation and promotion
Feedback System	❖ Class Committee Meeting ❖ Academic review Meeting ❖ Online Feedback system ❖ Mentoring by faculty ❖ HoD/Director hour ❖ Suggestion Box ❖ Course-End Survey ❖ Graduate-Exit Survey ❖ Taking remedial measures immediately ❖ Posting Action Taken Report on website
Academic Audit	❖ Establishing audit process and audit teams ❖ Providing Training to internal auditor teams

STRATEGIES	TASKS
	❖ Conducting Periodical Audits ❖ Auditing files as per NBA and NAAC accreditation
Continual improvement, Rewards and Recognitions	❖ Providing rewards to students for achievements in university examinations every semester ❖ Providing incentives for 100% result producers in university examinations ❖ Encouraging competitions among Quality circle and providing rewards for the best quality circle ❖ Organizing interdisciplinary annual competitions

12. Input Quality

STRATEGIES	TASKS
Attracting quality students	➢ Admission based on Common assessment and JEE main exam score ➢ To attract students from other states and countries ➢ Free seat to meritorious students ➢ Fees concession to students with high cut off marks

13. Entrepreneurship Development

STRATEGIES	TASKS
Entrepreneurship Development Cell	❖ Increasing activities under EDC cell in collaboration with Industries ❖ Budget /seed funding for initial projects ❖ Identification of emerging areas of entrepreneurship
Identification of Students, Mentors & Training	❖ Conducting "Idea Contest" to kindle innovation among students ❖ Identify interested students for entrepreneurship ❖ Identify mentors from successful entrepreneurs, Alumni/others ❖ Formal training on entrepreneurship
Leverage Promotion agencies	❖ EDC agencies and networking ❖ Encouraging students to participate in various EDC competitions. ❖ Leverage for funding & support
Startups, Incubation & Pilot projects	❖ Inviting Industry persons and Alumni to establish Startups in the campus. ❖ Establish incubation centre for prototypes ❖ Provide incubation support for students ❖ Incubation support for outside SMEs
Incubation Centre / Product Development	❖ Encourage "idea to product" pre-incubation activities ❖ Giving more attention to Product development by providing space and support ❖ Producing more entrepreneurs through TBI (Technological Business Incubators)

14. Extra-curricular and Co-curricular Activities

STRATEGIES	TASKS
Professional Activities	❖ Encouraging students to participate in seminars, workshop, hackathon and technical contests ❖ Encouraging students to present the papers in National Level Technical Symposium ❖ Encouraging students to publish papers in conferences and journals ❖ Organizing events through students association and forums ❖ Students' membership in professional societies ❖ Professional society activities by students ❖ Organizing symposium and other professional events to students ❖ Involve the students to organize the events through association, forums and clubs ❖ Plan the seminar and other technical events to meet the currents academic courses ❖ Motivate the students to apply the various awards in the professional societies ❖ Achievers awards celebration planned to recognize the Achievers every year ❖ Establish the centre to train our students in foreign languages
Sports and Cultural activities	❖ Recruitment of dedicated coaches for sports and games ❖ Regular training to students by coaches ❖ Encouraging students to participate in tournaments ❖ Organizing and hosting sports competitions ❖ Fees concession for state and national level players

STRATEGIES	TASKS
	❖ Establishment of cultural and music club
	❖ Organizing non technical and fun events through various clubs and cells
	❖ Establish sports academy for games to train our college and other college students
	❖ Celebrate the Sports Day to recognize the sports achievers

15. Career Guidance and Support

STRATEGIES	TASKS
Career Guidance	❖ To establish Centre for government and competitive exams
	❖ To establish Centre for foreign languages
	❖ Organizing seminars on career awareness
	❖ To establish GATE coaching centre
	❖ Vibrant Entrepreneurship Development cell
	❖ Higher Education Cell

16. Alumni Engagement

STRATEGIES	TASKS
Alumni Association	❖ Establishing office for Alumni association at campus ❖ Establishing Alumni Chapters ❖ Creating Alumni Portal in website and updating Database ❖ Organizing Alumni Induction programme every year ❖ Conducting Alumni meets every year at Department and Institutional levels
Alumni Engagement	❖ Regular interactive sessions with students by Alumni ❖ Inviting Alumni as resource person for seminars and workshops ❖ Alumni participation as board of members in professional committees of the institution ❖ Alumni mentors for project guidance ❖ Support for placements and internships ❖ Connect on LinkedIn with Alumni ❖ Collect data from alumni and employ strategies for industry readiness ❖ Improving the systems and infrastructures needed for alumni relations offices to support collaboration across development

17. Institutional Branding and Outreach Program

STRATEGIES	TASKS
Organizing National Level Programs	❖ Coding Contests like Hackathons with attractive prizes ❖ Organizing Project Expos with Jury members from industries
Unnath Bharath Abhiyan	❖ Adopting nearby villages for development ❖ Establishing contacts with villages officials and people ❖ Applying for funding through various schemes for village development ❖ Organizing events in villages to attract youngsters and children in the village ❖ Providing livelihood opportunities for low income people ❖ Proving capacity building in needed areas
Institution Social Responsibilities (ISR)	❖ Strengthening NSS and NCC units by involving all students. ❖ Organizing health awareness camps ❖ Conducting Medical camps ❖ Providing medicines to the needy ❖ Organizing Dental and Eye camps ❖ Organizing events on community services ❖ Promoting the institutional activities through social media

18. Quality of Campus Life

STRATEGIES	TASKS
Quality Campus Activities	❖ Promote opportunities for student involvement in student organizations, volunteer service, health and wellness activities, student life, and university traditions ❖ Expand leadership development programs to support active and innovative student leader communities ❖ Develop diverse and inclusive communities on campus ❖ Develop and improve facilities that support student programs, services, and activities ❖ Increase opportunities for student engagement in local, regional, national, and global communities ❖ Celebration of National festivals and cultural events ❖ Focus on Student Health and Wellness ❖ Recognize and reward achievement of students annually
Excellent amenities	❖ Hygienic cafeteria with delicious foods & co-operative stores ❖ Adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga centre ❖ Swimming pool with necessary provisions ❖ Medical services inside the campus ❖ Wi-Fi enabled campus ❖ Enhanced reprography facility ❖ Pollution free campus with e-vehicle facility

19. Internal Fund generation

STRATEGIES	TASKS
Organizing Value Added Courses and Events	❖ Planning for three Value Added Courses on latest technologies per semester ❖ Coding Contests like Hackathons with attractive prizes ❖ Organizing Project Expos with Jury members from industries
Knowledge sharing	❖ Organizing FDP, seminars, workshops and skill development programmes to the faculty members, technical staffs and students of other institutions.
Resource sharing	❖ Establishing coaching centers for GATE and other competitive Exams on revenue sharing model ❖ Providing space and infrastructure to industries and startups. ❖ Consultancy and job work

20. Global Initiatives

STRATEGIES	TASKS
International Initiatives	❖ Visiting leading Institutions , R&D labs abroad to gather knowledge ❖ Identifying foreign universities for MoU ❖ Collaborative funded research with international universities ❖ Twinning programmes with leading universities of developed countries ❖ To get international accreditation ❖ Inviting Foreign Professors to give lectures on latest technologies. ❖ Organizing Conferences, Workshops in collaboration with Foreign Universities ❖ Publishing Quality articles in association with foreign professors. ❖ Patent publications with foreign universities. ❖ Participate in international ranking and survey.
Student Exchange /Faculty Exchange	❖ Identifying quality students to pursue research in foreign under student exchange. ❖ Motivating faculty members to enhance their skills to handle classes in foreign universities under faculty exchange

Implementation and Monitoring of Strategic Plans

Various committees, cells, clubs, forums and associations are formed to implement strategic plans and to monitor the progress towards strategic goals. The progress shall be measured periodically through IQAC. All the measures of success are clearly defined to monitor and review the progress.

LIST OF COMMITTEES

S.No.	Name of the Committee
1	Governing Council
2	Academic Committee
3	IQAC
4	Central Finance, Budget and Purchase Committee
5	Grievance Appeal Committee
6	Student Affairs and Welfare Committee
7	Games and Sports Committee (GSC)
8	Mentoring Committee and Counselling (MCC)
9	Anti-Ragging Committee (ARC)
10	Infrastructure Management Committee (IMC) and Building & Works Committee (BWC) / General
11	Research and Development Committee (R & D)
12	BOG Sub Committee for performance for Monitoring (Planning and Monitoring Committee)
13	College Council (CC) / Staff Club
14	HoDs Committee
15	Departmental Academic (Advisory) Committee (DAC)
16	Admission Committee
17	Feedback Review Committee
18	Library Committee
19	Canteen Committee
20	Cultural Committee
21	Hostel Committee
22	Vigilance Squad / Discipline Committee
23	VISHAKA – Internal Complaints Committee

LIST OF CLUBS / CELLS / FORUMS / ASSOCIATIONS

S.No.	Name of the Cell / Forum / Association
1	SC / ST Cell
2	OBC & Minority Cell
3	Women Empowerment Cell
4	NSS
5	NCC
6	Training and Placement Cell
7	Higher Education Cell
8	Entrepreneurship Development Cell
9	Alumni Cell
10	Career Guidance Cell
11	ISTE Chapter
12	IE Chapter
13	CSI Chapter
14	ICTACT
15	PALS
16	III Cell
17	Skill Development Centre
18	Institute Innovation Council
19	ECO Club
20	UBA
21	Yoga Club
22	Music Club
23	Science Club
24	Lingua Club
25	Tamil Mandram
26	DIGIMATIC (Maths Club)
27	VRICSA (CSE Association)
28	AURA (ECE Association)
29	BEES (EEE Association)
30	DIGITA (IT Association)
31	SMART (Mechanical Association)

MEASURABLE FOR STRATEGIC GOALS

S.No.	Strategic Goals	Measurable parameters for Success
1.	Digital Campus and e-Governance	Number of meetings conducted, New initiatives, Policy Implementations. Commitment by management and Leadership team.
2.	Accreditations and Rankings	NBA and NAAC accreditation status, NIRF ranking, Ranking and Awards
3.	Physical Infrastructure	Number of buildings, Number of classrooms, laboratories and seminar halls, New equipments purchased
4.	Academic Excellence	Pass percentage, Graduation percentage, Number of students with first class and Distinction, Student's feedback, Attainment levels of COs, Pos and PSOs. Pass percentage, Graduation percentage, Number of students with first class and Distinction Placement percentage, Number of interdisciplinary projects/research work, Student's feedback, Attainment levels of COs, POs and PSOs, Number of faculty development programs organized, Number of faculty and staff deputed to industries for competence development, Number of latest technology courses completed by faculty through NPTEL, SWAYAM, Coursera, Udemy etc. Number of books read and reviewed in a semester by faculty members
5.	Innovation, Research and Development	Number of publications in national and International journals and Conferences, Number COEs and Project labs established, Number of patents filed, Grants received, Number of faculty members with Ph.D,

S.No.	Strategic Goals	Measurable parameters for Success
		Number of Project contests participated, Number of products developed. ❖ Number of grants applied and received from funding agencies ❖ Number MOUs signed with R&D organization. ❖ Number of publications in national and International journals and Conferences, ❖ Improvement in h-index and citation index of faculty and institution. ❖ Number of FDP/STTP/Workshops organized, ❖ Number of FDP/STTP/Workshops attended, ❖ Number of Project contests participated, ❖ Number COEs and Project labs established, ❖ Number of patents filed ❖ Number of faculty members with Ph.D, ❖ Number of Ph.D. produced,
6.	Industry Collaboration	Number MOUs signed with Industries, Number of resource persons invited from industries to organize seminars, workshops and FDPs, Number of Industry mentors, Number of internships, Number of Journal Paper Published with Industry and industrial visits, Consultancy amount generated.
7.	Library Infrastructure	Number of books and journals, Level of online access

S.No.	Strategic Goals	Measurable parameters for Success
8.	Financial Management	Budget planned, allocated and utilized, Number of meeting conducted by Finance and Purchase Committees, Number of financial audits, Amount generated through training and consultancy.
9.	Skill Development and Placement	Number of training programmes organized for skill development, Number of students completed online courses and certificate courses, Number of assessments conducted.
10.	Attraction and Retention of competent Faculty	Attrition rate, Faculty feedback, Average Experience, Salary, Benefits as per norms. ❖ Retention of Competent Faculty ❖ Faculty feedback ❖ Faculty satisfaction
11.	Quality Assurance and Audit systems	Accreditations, Rankings, Annual reports by IQAC, E – governance reports, Audit statements. Ensuring quality of teaching Completion of academic documents in time
12.	Input Quality	Profile of students, HSC marks, cut off marks.
13.	Entrepreneurship Development	❖ Number of students turned into entrepreneurs ❖ Number of products developed ❖ Number of startups established
14.	Extra-curricular and Co-curricular Activities	Number of students participated in Sports in Regional, State and National levels, Number of students presented papers in Symposiums and Conferences, Number of students participated in Seminars, Workshops, Value Added Courses, Online Courses, Number of Professional and Cultural events organized by students.

S.No.	Strategic Goals	Measurable parameters for Success
15.	Career Guidance and Support	Number of companies visited campus, Number of placement offers, Average salary, Highest salary, Number of students enrolled for higher studies, Number of students become entrepreneurs, Number of students appeared for competitive exams
16.	Alumni Engagement	Number of Alumni meets conducted, number of Alumni Interaction programmes organized, Alumni support for Placements and Internships, Number of Alumni mentors.
17.	Institutional Branding and Outreach Program	Number of programmes and events organized for social welfare, Number of villages and schools adopted. Recognition in society
18.	Quality of Campus Life	Students feedback
19.	Internal Fund generation	Total amount generated in an academic year
20.	Global Initiatives	Numer of foreign universities MoU signed, Number of ranking survey participated, number of research projects collaborated and journals published jointly with foreign universities, number of international universities visited by our team and faculty exchange program completed.