

**JSPM's Bhivarabai Sawant Institute of Technology & Research, Wagholi,
(412207) Pune**

CRITERION 6 - GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2

Strategy Development and Deployment

6.2.1

The institutional Strategic/ perspective plan is effectively deployed

STRATEGIC PLAN OF INSTITUTE

BHIVARABAI SAWANT INSTITUTE OF TECHNOLOGY AND RESEARCH, PUNE

Gate No. 720/1 & 2, Nagar Road, Wagholi, Pune, Maharashtra 412207
Approved By AICTE, New Delhi, Govt. Of Maharashtra & Affiliated To Savitribai Phule Pune University

Accredited by NAAC with a B++ grade

and

NBA accredited programs: Electronics and Telecommunication Engineering, Information Technology and Electrical Engineering

Strategic Perspective Plan of the Institute (2023-2027)

A perspective plan of our institute is a comprehensive and forward-looking document that outlines the institution's vision, goals, and strategies for future development. It serves as a roadmap for achieving excellence in education, research, and overall institutional growth. The plan typically covers a specific time frame, spanning five years, and is designed to guide the institute in making decisions to enhance its overall effectiveness. In that regards Internal Quality Assurance Cell (IQAC) has prepared a strategic perspective plan to enhance the academic, research, consultancy, extension, outreach, co-curricular and extra-curricular activities as against the set progress indicators and recommend the augmentation of necessary infrastructural facilities for achieving the longterm goals and objectives.

In formulating the strategic perspective plan, due consideration is given to the institute's vision, mission, and embedded values and culture. A SWOC analysis is a tool used to frame this strategic perspective plan considering the following determinant key factors which are student-centric.

- Moving Towards Implementation of National Education Policy 2020
- Students Diversity
- Academic Performance
- Skill Sets Development through curricular, co-curricular and extra-curricular activities.
- Ethical and Human Values
- Accountability as a Citizen of India through Extension and Outreach Activities
- Infrastructure augmentation
- Faculty Development Programs
- Incubation, Innovation, Research and Entrepreneurial skills
- Training and Placement
- Continuous Improvement

Keeping in view the above key factors the planning consisted of giving a in-depth thought to the following

Values Identification: Identify and articulate the core values that underpin the institute's culture and guide decision-making. These values serve as the ethical foundation for strategic initiatives.

Goal Setting: Establish clear and measurable goals that align with the institute's mission and vision. Goals should be specific, achievable, and time-bound.

Strategic Formulation: Develop strategies to achieve the established goals, encompassing academic excellence, research, infrastructure development, and stakeholder engagement. These strategies should leverage the institute's strengths and address identified weaknesses.

Resource Allocation: Allocate resources effectively, considering budgetary constraints, to support the implementation of strategic initiatives. This includes funding for faculty development, infrastructure upgrades, and research endeavours.

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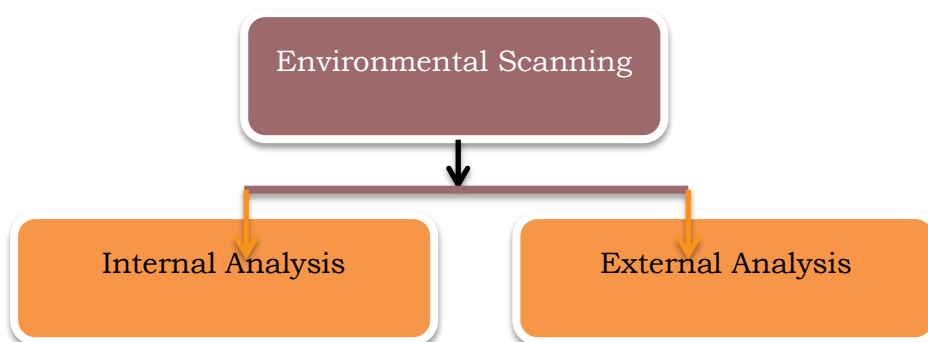
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Implementation Planning: Develop a detailed plan for the phased implementation of strategies, outlining responsibilities, timelines, and key performance indicators. This ensures a systematic and coordinated approach to achieving the set objectives.

Monitoring and Evaluation: Establish mechanisms for on-going monitoring and evaluation of the strategic plan's progress. Regular assessments enable timely adjustments, ensuring adaptability to changing circumstances.

Feedback and Iteration: Solicit feedback from stakeholders throughout the implementation process, fostering a culture of continuous improvement. Use this feedback to iteratively refine strategies and enhance the effectiveness of the strategic plan.

SWOC Analysis: Conduct a comprehensive SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis to identify internal strengths and weaknesses, as well as external opportunities and threats, informing strategic priorities.



Strengths-Weaknesses-Opportunities-Challenges (SWOC) Analysis Framework

Internal analysis:

- IQAC has collected qualitative and quantitative data from all institute units.
- Data on infrastructure, academic performance, teaching learning activities, training, research activities.etc.is collected from each department.
- The achievement of faculty and student at national, international level is collected
- Additional inputs are taken from training placement cell admission cell, office etc.
- Feedback from stakeholder is recorded.

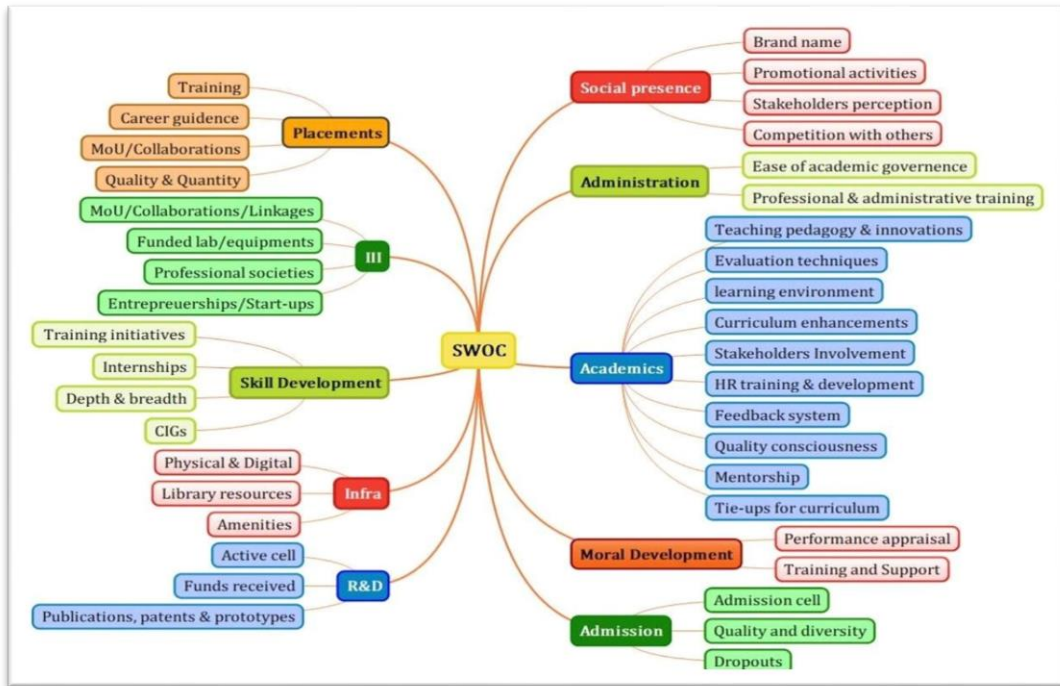
External analysis:

- Reports from AICTE, DTE and other national portals on changing educational policies(NEP-2020)
- Data on changing technology and industry demands
- Performance of another peer institute.
- New emerging opportunities in the education field.

Procedure adopted for conducting the SWOC analysis:

- SWOC analysis is carried out by all departments involving all stakeholders.
- Each department submits data on infrastructure, academic performance, teaching-learning activities, training, and research activities. etc. to IQAC
- The institute SWOC analysis is done by IQAC coordinator along with committee members. Brainstorming sessions are conducted with the HODs and senior faculty.

The following parameters are considered while doing SWOC analysis



Quantitative Data:

Department:

- ✓ Academic results
- ✓ Student enrolment/Admission
- ✓ FDP attended/certification completed
- ✓ Workshop/Conference/expert talk conducted
- ✓ Infrastructure upgradation
- ✓ Student participation in curricular and extracurricular (project/competition /sport/cultural)
- ✓ Faculty and student achievement
- ✓ Alumni Engagement
- ✓ E content/ICT initiatives by faculty

Research Data

- ✓ Publication (national /International conferences and Journals)
- ✓ Consultancy
- ✓ Funding
- ✓ Patent data
- ✓ Sponsored projects

Institute Industry Interaction Data:

- ✓ Entrepreneurship activities
- ✓ MOU/linkages data
- ✓ Internships
- ✓ Industry visits

Training and Placement Data

- ✓ Trainings conducted
- ✓ Higher studies/GATE and other competitive exam data
- ✓ Placement record with in-depth analysis
- ✓ Campus placement
- ✓ Company visited
- ✓ Average package
- ✓ Highest package

Social and cultural

- ✓ Engagement of students and faculty in social activity.
- ✓ NSS activities
- ✓ Environment-related initiatives
- ✓ Project carried out in social interest
- ✓ Cultural activities

Feedback and Mentoring

- ✓ Feedback analysis of stakeholder
- ✓ Mentoring data

After a thorough review of the above processes/activities the identified the strengths, weaknesses, opportunities, and challenges of the institute.

Strengths:

- ✓ Visionary management team and transparent administrative set-up.
- ✓ Qualified, experienced and dedicated teaching faculty.
- ✓ Student-centric functioning with mentoring, counselling and Effective academic monitoring through IQAC, HODs, Module coordinators and Dean Academics.
- ✓ ICT integration in teaching-learning and pedagogical initiatives.
- ✓ Good academic results.
- ✓ Training and placement cell striving to ensure skill enhancement and improvement in core industry placements.
- ✓ Good participation of students in Co-curricular and extra-curricular activities..
- ✓ Social inclusiveness through extension and outreach activities.
- ✓ Gender Equity Initiatives and survey.

Weaknesses:

- ✓ The socio-economic background of many students admitted in the College leads to poor language competence.
- ✓ Moderate placement packages and low placement in core companies.
- ✓ Inadequate number of skilled supporting staff
- ✓ Poor enrolment for engineering PG programs in recent years.
- ✓ Need to improve library utilization.
- ✓ Deepening of industry-academia partnerships in applied research needs to be encouraged.

Opportunities:

- ✓ Scope for interdisciplinary and sponsored projects.
- ✓ To build partnerships and collaborative work amongst community/peer institutes/ National R &D Labs.
- ✓ Incorporation of blended learning and Improvement in online resources /digital content.
- ✓ Improve the quality of research by applying research proposals to various funding agencies.
- ✓ Upskilling of faculty and students in new-age technology by encouraging their participation in various activities and in certification courses by NPTEL.
- ✓ To add new programs like Artificial intelligence and Data Science. Due to increasing demand.

Challenges:

- ✓ To get meritorious students.
- ✓ To map curriculum with fast-changing technology and skillset due to limited flexibility as the institute is bound to implement the syllabus prescribed by the affiliating University.
- ✓ To create a positive reputation/brand in the external world
- ✓ To shift student mindset from an exam-oriented approach to a learning/skill enhancement approach.
- ✓ To improve the research quality of publication.
- ✓ Difficulty in Student engagement due to their distractions attributed to excessive use

of social media.

Summary:

It is evident from the above analysis that the institute has the potential to achieve continuously improved performance leading to benefits to both the students and teaching staff.

Strategic Perspective Plan:

After understanding the Strengths, weaknesses opportunities and Challenges for has developed the following strategic plan was drafted for the period 2023 to 2027 to transform the institute into a quality technical education institute.

- ✓ To provide trained and skilled engineers to meet the current industry demands
- ✓ To obtain full accreditation for all UG programs.
- ✓ To provide a blended learning experience and use of ICT to improve the quality of teaching and learning process.
- ✓ To enhance the research culture and entrepreneurship among students.
- ✓ To enhance collaborative activities with industries and other reputed institutes and share resources with mutual tie-ups.
- ✓ To train newly joined Faculties through faculty development Programmes and to upgrade the skills of Technical Staff through regular training programs.
- ✓ To Strengthen Industry/ Institute / Alumni Interaction for better placement and internship opportunities
- ✓ To engage in more social and eco-friendly projects.

The objectives and expected outcomes are framed which are aligned with the strategic perspective plan.

Strategic perspective plan-I:

- To provide trained and skilled engineers to meet the current industry demands.

Objectives:

- To train students on current technologies and new advancements.
- To adopt project-based learning and give a platform to apply their acquired knowledge for real-life applications.

Expected outcome:

- Enhanced Core Placement.

Current status:

- 60% placement in core industries
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Strategic perspective plan-II:

- To obtain full accreditation for all UG programs.

Objectives:

- To implement outcome-based education by adopting right teaching-learning process.
- To assess the program outcome by taking regular feedback from stakeholders

Expected outcome:

- Increase the employability of students and thereby brand value improvement leading to . Improvement in quality admission

Current status:

- Students with low merit and poor communication skills.
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Strategic perspective plan-III:

- To provide a blended learning experience to improve the quality of teaching and learning process.

Objectives:

- To integrate ICT tools and teaching methodologies.

Expected outcome:

- Familiarity with the use of modern tools and learning resources.
- Better understanding of complex concepts with audio-visual inputs.

Current status:

- Teaching staff members use ICT tools like LCD projectors, smart boards, NPTEL videos and other online resources and students are also gaining interest in the use of digital resources.
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Strategic perspective plan-IV:

- To enhance the research culture and entrepreneurship among students.

Objectives:

- To provide an incubation Centre
- To publish papers in Scopus indexed/UGC care/WS journal
- To promote faculty for PhD program and encourage them for upskilling.

Expected outcome:

- More employable and entrepreneurs from the institute
- Quality publication

Current status:

- Lack of research funding and limited opportunity to orient the students and faculty members due to limited flexibility or autonomy in academic implementation.
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Strategic perspective plan-V:

- Remedial activities/ Efforts to assist academically weaker students.

Objectives:

- To arrange remedial lectures and provide personal guidance
- To arrange training to improve communication skills

Expected outcome:

- Better performance in academics, better job opportunities

Current status:

- Low performance in university exams.
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Strategic perspective plan-VI:

- To extend academic help to assist academically weaker students.

Objectives:

- To arrange remedial lectures and provide personal guidance
- To arrange training to improve communication skills

Expected outcome:

- Better performance in academics, better job opportunities

Current status:

- Low performance in university exams.
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Strategic perspective plan-VII:

- To train newly joined Faculties through faculty development Programmes and to upgrade the skills of Technical Staff through regular training programs.

Objectives:

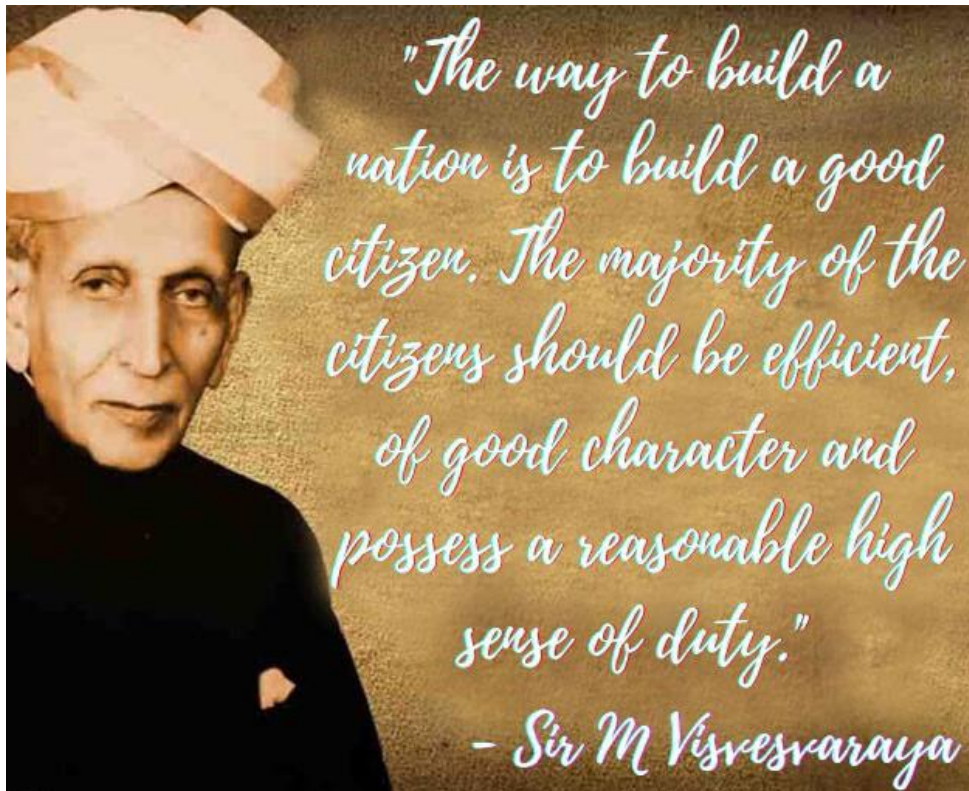
- To encourage faculty members to attend FDPs, STTPs, Workshops, Conferences seminars and NPTEL certification course professional enhancement.
- To arrange training programs for office staff to develop computer skills.

Expected outcome:

- Increased competence in office staff in handling administrative work and documentation.

Current status:

- Need for upskilling of faculty to cater the needs of students of different back ground and create awareness of outcome based education and accreditation process.



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