Jaywant Shikshan Prasarak Mandal's
BHIVARABAI SAWANT INSTITUTE OF TECHNOLOGY AND RESEARCH
Wagholi, Nagar-Pune Road, Pune-412207

STRATEGIC DEVELOPMENT PLAN

2022-2026

"The Ethical and Moral Values are Very Much Essential in Professional Life for Sustainable Development- Prof. (Dr.) T.J Sawant

Founder Secretary

Prof. (Dr.) T.J. Sawant

The Jaywant Shikshan Prasarak Mandal was founded by Prof.(Dr.) Tanaji Sawant in the year 1999 with vision of 'Excellence in Education with Societal Commitment'. Prof. (Dr.) T.J. Sawant, an Educationalist started First Engineering College in 2001, just with 10 faculties and 150 students. Today within a short span of 21 years the Trust is running about 78 institutions from Nursery to Ph.D. Centre. The JSPM Group of Institutes are in the forefront among Providers of Quality Education in The State of Maharashtra.

Message

Jaywant Shikshan Prasarak Mandal Trust (JSPM), the driving force behind Bhivarabai Sawant Institute of Technology and Research (BSIOTR) has set in motion a number of forward looking initiatives. The Trust has seven Engineering Colleges, MBA, Polytechnics, Degree Colleges and schools. JSPM has instrumental in imparting quality education through network of 78 institutes.

Bhivarabai Sawant Institute of Technology and Research is one of the institutes run by JSPM running five Bachelor of Engineering programs, two Master of Engineering programs. The strategic Development plan (SDP) 2017-2022 would act as guiding document for the next six years to assess and improve the institution towards delivering high quality education there by earning due recognition. SDP's main focus would be on good governance, best in class teaching- learning, research & innovation and highly employable students who act as brand ambassadors for the institution.

I congratulate and commend the high quality work done by the Principal, Directors, Deans, HODs, and Faculty towards developing Strategic Development Plan.

Wishing all the Success!

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Dr.Tanaji Sawant

Founder Secretary

JSPM Group of Institutes, Pune

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Principal's Message

JSPM's Bhivarabai Sawant Institute of Technology and Research (Popularly known as BSIOTR) is the most admired institution. It is heartening to note that all the hard work by Deans, HODs, Faculty and Staff has resulted in having well-articulated and clearly defined Strategic Plan Document for BSIOTR 2017 - 2022.

The Theme for the Strategic Development Plan covers all critical aspects of the Institution. The SDP implementation in its full spirit may lead this Institution towards the most preferred Institution among all its Stake Holders. The Strategic Development Plan formulates clear Vision, Mission, Quality Policy, Core Values, Institutional Strategic Goals, Strategies, Sub Strategies and Goals. The Key Performance Indicator of SDP is in its successful implementation and evaluation aspects. I have utmost confidence in the Institution's Human Resources and Management Capability in True Implementation.

I am placing on the record, committed Management Support, Alumni Performance and Deans, HODs, Faculty and Staff's active participation in making this SDP possible. My heartfelt appreciations to all the members, who are directly and indirectly involved in making an implementable document.

Wishing Good Luck!

Dr. T. K.Nagaraj
Principal

Preface

An Engineering Institution like any other Organization requires high level goals with long range Planning and Strategies to accomplish the Vision and Mission, which it dreams of. Strategic Planning is a continuous process with a specific focus on accomplishing short, mid and long term goals in this highly competitive World. Strategic Development Plan (SDP) analyses current environment expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SDP addresses Vision, Mission and working on bringing out a good Quality Policy along with core values. These are achieved through many deliberations with all the Stake Holders (Management, Leadership, HODs, Faculty, Staff, Industry, Students and Parents). Scientific scanning of Internal and External Environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision & Mission, the Goals are drawn by holding brainstorming sessions with Deans, HODs and Professors. Institutional Strategic Goals and Strategies are formed with action plans. The process of implementation is worked out. Financial Constraints and Fund availability is one of important Parameters of SDP. Internal Revenue Generation has been given due importance. SDP Evaluation and Committees to monitor the effectiveness has been clearly spelt out. The final outcomes are discussed and approved by the Governing Body (GB).

The SDP will streamline the processes and progress of the Institution. It will also ensure that BSIOTR becomes a torch bearer among Technical Education Institutions.

Strategic Development Process

The Chairman and the Members of the Governing Body have felt the need of preparing a strategic development plan for the Institution in a formal written document format. The mandate was given to the Principal to develop strategic plan for 2016-2025 for the institution. The Management & Top Leadership Team met and brain stormed on SWOC and Stake Holder's expectations. The Leadership Team met a number of times, deliberated in detail and arrived at Vision, Mission, Quality Policy and Core Values for BSIOTR.

Institution Strategic Goals formed the main theme for arriving at strategies, sub strategies and road to accomplish them. Each Strategy was deliberated and sub-strategies were arrived towards implementation plan. Implementation plan worked out all details such as budget, resources needed and leaders responsible to implement with time lines. This implementation is separately maintained by the head of the institution.

Departments play a pivotal for the Institution. Hence each Department worked out on their Vision, Mission and Short, Mid & Long Term Goals. The Implementation Plan for the Departments also reflected all details such as Budget, Resources needed as well as leader responsible with time lines. HODs form the Core Team for implementing Departmental Goals under the guidance of Deans/ Principal.

Strategic Development Plan emphasizes on evaluation measures, monitoring team along with deviation steps if any over a period of time. The evaluative components for each stake holder are clearly spelt out along with periodicity of performance evaluation reviews.

The Final Draft Document was discussed with BOG and after its detailed review, the suggestions were incorporated towards its effective implementation.

Vision of the Institution

The new millennium is witnessing unprecedented challenges and opportunities in higher education, arising from the effect of changing economic policy of liberalization and globalization. Knowledge is increasingly recognized as the main force behind economic growth and development in the context of global economy, coupled with information and communication revolution. Technical Education plays a vital role in human resource development of the country by creating skilled manpower, enhancing industrial productivity and improving the quality of life of its people..

The GOI's vision is "To develop and nurture a technical education system in the country which would produce skilled manpower of the highest quality, comparable to the very best in the World and in adequate numbers to meet the complex technological needs of the economy; providing the nation a comparative advantage in the creation and propagation of innovative technological solutions and in the development of a technological capacity of the highest order, both for its application in the economic development of the country and for becoming a major supplier of technology and technological services in the World."

In tune with the GOIs Vision and other strategic information scanned from other stake holders in the society, BSIOTR has set its vision as: **"To satisfy the aspirations of the youth force, who wants to lead the nation towards prosperity through techno-economic development.".** The process of defining and assuring the quality of Technical Education and Training must include consideration for the context in which Technical Education and Training occur. It is also critical to remember that education has many clients.

Leadership in Quality Technical Education today has many characteristics that are needed which perhaps were not necessary ten, or fifteen years ago. Technology's impact on how students learn and how teachers teach has had educational leadership think about more innovative ways in which to prepare, deliver, and assess curriculum. It is necessary now to empower our teachers and to lead in a way that reflects unconditional positive regard through relationships and displaying that they are in the fore front of change and are key agents of change.

Interdisciplinary research is a type of study or research that draws from two or more disciplines in order to gain a more   well developed perspective, or discover something new. In academic discourse, interdisciplinary typically applies to four realms: knowledge, research, education, and theory.

Interdisciplinary knowledge involves familiarity with components of two or more disciplines. Interdisciplinary research combines components of two or more disciplines in the search or creation of new knowledge, operations, or artistic expressions. Interdisciplinary education merges components of two or more disciplines in a single program of instruction. Interdisciplinary theory takes interdisciplinary knowledge, research, or education as its main objects of study. Creativity often requires interdisciplinary knowledge. Many intellectual, social, and practical problems require interdisciplinary approaches, Interdisciplinarians might play a role in the defense of academic freedom. Innovation is recognized as a driver of economic growth and poverty eradication. In this context, innovation can be understood in broad terms, including "technical and nontechnical aspects, business model innovation, eco-innovation, demand and user-driven innovation, innovation in services and design, and public-sector innovation."

Innovations in science and technology are an integral component of sustainable development. Sustainable Development is balancing the fulfilment of human needs with the protection of the natural environment so that these needs can be met not only in the present, but in the indefinite future.

Sustainable development is "development that meets the needs of the present without compromising the ability of future generations to meet their own needs of Sustainable development". It is important to realize that sustainable development combines three pillars of development: Social, Economic, and Environmental. Inclusive growth is a strategy, where the growth will be achieved through certain instrumentalities so that the benefits reach the largest section of the society and that the maximum number of people are able to derive benefits from the developmental projects. Generation of employment and livelihood opportunities, poverty reduction, and removal of regional and social disparities, agricultural and industrial growth and environmental sustainability are key elements of inclusive growth.

Mission

To provide, nurture and maintain an environment of high academic excellence, research and entrepreneurship for all aspiring students, which will prepare them to face global challenges maintaining high ethical and moral standards.

Quality Policy

Achieving Excellence in Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Core Values

Professionalism, Commitment, Integrity, Team Work, Innovation.

Stake Holders' Expectations

Management	• Global Brand • Sustainability • Good Governance • Autonomous Status • Social Responsibility
Leadership Team	• Internal Revenue growth for sustainability • Industry oriented /continuing education programmes • Bench marking through Accreditation of programs and institution • Creation of Centres of excellence
Faculty & Staff	• Good academic & working ambience • Career growth , Research facilities & incentives • Academic independence with accountability • Transparency and uniform processes
Students	• Good academic & research ambience • Support for co-curricular & Extracurricular activities • State of the art infrastructure • Experiential learning & Opportunity for talent exposure • International learning at affordable cost • Quality Placement, career guidance and entrepreneurial opportunities
Parents	• Branding • Quality teaching- learning • Disciplined students • Good placements
Industry	• Industry ready professionals with proper attitude • Strong fundamentals • Strong Industry-Institution interaction • Collaborative research, consultancy • Brand and accreditations of the institute
Society & Others	• Graduates with Moral, Ethical and Responsible Citizenship • Social service activities by the institution • Skill development for needy • Consultancy and Continuing education Programs

Environmental Scanning and Analysis
Following were kept in picture for Strategic Planning

Economic Factors: Due to liberalization and Globalization of business across the World huge opportunities may come up in terms of placement, Higher Education, Research and Innovation. This will have positive impact for the institutes providing quality education and research.

Social Factors: The parent community and society are encouraging their wards and looking for placements but not on real education which will enhance knowledge. This trend may pose grave dangers in the years to come. Placement should be one of the goals in student's mind but not the only goal, this trend will bring down the curtains on innovation and entrepreneurship.

Technological Factors: The extensive use of technology in teaching- learning need to be a key enabler in higher education. Emerging technologies and need for training faculty to face these challenges. E-learning/online learning/online examination may replace traditional class room teaching learning practice. The faculties need to change their pedagogical skills to match these challenges.

Political Factors: Higher education is getting a big priority from political decision making. National Skill Development is the need of the hour and funding with a specific focus on building skill inventory needs to be strategically planned.

Entering of Foreign Universities may pose a great challenge in the years to come in the form of competition. Faculty retention and need to look into curriculum reforms to keep pace with flexible system of foreign universities needs an immediate looking in.

Market /Competition: Deemed /Private state universities- Industry lead universities are getting started in many states. Quality teaching, research, ambience and placements could be critical factors. There needs to be a serious thought on incentives for performers for this a consensus has to be arrived at. An internal IQAC will take care with external experts.

SWOC Analysis

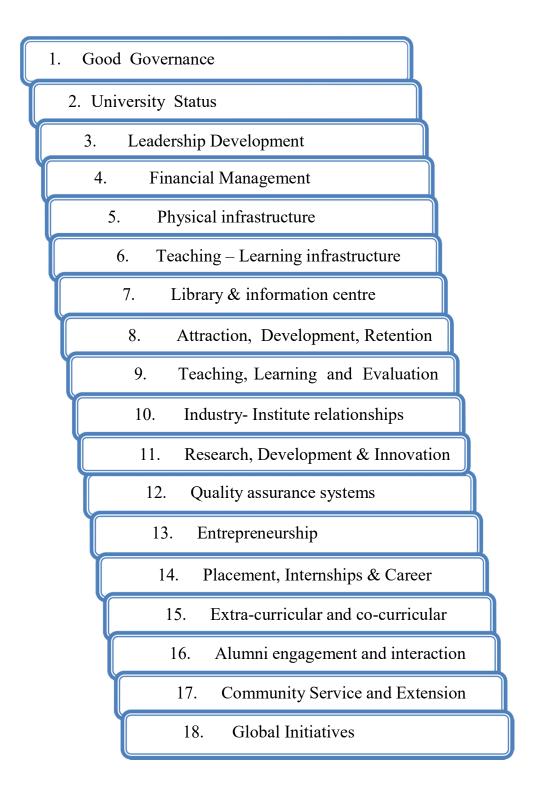| Strengths	Weaknesses
- Committed Management 21 years of successful standing - Brand Name and most preferred institution - Talented students - Excellent Infrastructure - Quality & Competent Faculty - Retention of employees - Excellent internships & placements - Disciplined campus	- Lack of clarity of Role-responsibility and accountability. - Skilled Staff shortage - Poor Alumni engagements
Opportunities	**Challenges**
- Eligibility for University status - Proximity of IT and Core industries. - Strengthening collaboration with industry in research, consultancy, training & internships. - Global initiatives through foreign university tie ups. - Achieving University Status - Enhanced community engagement	- Entry of Foreign Universities - Multiple compliance requirements and time lines affecting Teaching & research - Inconsistency in policies and regulatory guidelines. - Possible financial crunch - Retention and recruitment of Quality faculty

S W O C

Strategic Goals

BSIOTR Leadership Team after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals (HLG) which are also called Institution Strategic Goals (ISG).

1. Good Governance
2. University Status
3. Leadership Development
4. Financial Management
5. Physical infrastructure
6. Teaching – Learning infrastructure
7. Library & information centre
8. Attraction, Development, Retention
9. Teaching, Learning and Evaluation
10. Industry- Institute relationships
11. Research, Development & Innovation
12. Quality assurance systems
13. Entrepreneurship
14. Placement, Internships & Career
15. Extra-curricular and co-curricular
16. Alumni engagement and interaction
17. Community Service and Extension
18. Global Initiatives

1. Good Governance

Governing Body	▪ Merit based GB appointment ▪ Performance management of GB members through specific responsibilities ▪ Evaluation of institutions performance and bench marking ▪ Guiding and approving policy matters
Vision, Mission and Institution Goals	▪ Vision, Mission development & their articulation ▪ Setting short term and long term goals ▪ Institutional Strategic development plan ▪ Institutional strategic goals setting
Transparency & Leadership	▪ Transparency in Leadership & appointment of Key positions ▪ Service conduct rules and polices formulation, approval & implementation ▪ Grievance Redressal mechanism ▪ Leadership Development through decentralization
Internal Quality Assurance Cell & Accreditation	▪ Setting up of IQAC with internal & external members to audit processes ▪ Establishing internal audit committee for regulatory compliance ▪ Systems, checks and balances- Remedial measures.
Students Participation	▪ Their suggestions in various academic and student affairs

2. Leadership Development

Developing Ownership	▪ Motivating through interactions ▪ Partnership incentive plans
Assessment & Identification	▪ Expert committee to assess all existing leader's potential ▪ Find gaps and structure changing ▪ Identify positions for external
Decentralization	▪ Decentralize the academic, administration and student related ▪ Prescribe duties, responsibilities and accountability ▪ Rotation of key posts to build leadership

Development & Job Rotation	▪ Develop Leadership competencies ▪ Plan for Job rotation /enlargement /enrichment assignments ▪ Plan for new /crisis assignments
Retention Measures	▪ Growth retention plans through Career advancement. ▪ Golden handcuffs through (monetary /welfare)

3. Financial Management

Budgeting	▪ Department wise Budget planning of all heads of accounts ▪ Forecast & estimation of revenue (Both IRG and ERG) ▪ Forecast & estimation of expenditure ▪ Emergency plans ▪ Budget formulation & approval through Finance committee
Financial Governance (HoDs)	▪ Planned expenditure management ▪ Procurement and Financial policies implementation ▪ Monthly Audit (internal /External) checks- balances ▪ Support through research, consultancy and training
Outflow Management & Growth plans	▪ Monitoring expenses as per budget planning ▪ Predicting internal revenue generation ▪ Growth- Expansion plans

4. Physical Infrastructure

Green Campus (Keeping with the Vision & Mission)	▪ Plantation, Rain water harvesting and green cover ▪ Energy harvesting & management ▪ Hygiene, solid waste management (zero plastic usage) ▪ Reuse of waste ▪ Efficient usage of recycled waste water from STP
Academic infrastructure	▪ Aesthetic Class rooms, Tutorials, Seminar halls ▪ State of the art Laboratory & equipment
Library	▪ Library infrastructure up gradation ▪ Functional Furniture and fittings for e-learning
Residential Township	▪ Staff quarters and township facilities ▪ Safety, Security management ▪ Water facility and health center

Sports, Hostel & Canteen	▪ Developing sports (indoor/outdoor) facilities ▪ Hobby clubs, Canteen & community center ▪ Hostels facility for boys within thecampus

5. Teaching- Learning Infrastructure

Smart Class rooms	▪ Smart boards ▪ Multi room instructional facility ▪ Multimedia and support equipment ▪ E-Learning facilities
Laboratory- R&D Equipment	▪ R&D Laboratory and its maintenance ▪ Simulators ▪ Industry equipment (centers of competence) for consultancy
ICT	▪ Licensed softwares- Higher BW ▪ Hardware (Servers, Computers.etc) ▪ Pedagogy tools ▪ Online learning tools ▪ Evaluation & assessment tools ▪ Learning Management System ▪ ICT for 360 deg. Feedback.
Books & E-Learning	▪ Books, Journals, Periodicals, Magazines ▪ Online access to E-media ▪ Departmental library books

6. Library & Information Centre

Infrastructure enhancement	▪ Budget allocation ▪ CCTV and Lockers facility
Removal of obsolescence in Books & Resources	▪ Books, journals procurement, storage and retrieval ▪ Resources automation & Access (24X 7)
Digital & E-Library	▪ Digitization of Library resources ▪ Establishing cloud based e-library & online access

7. Attraction, Strengthening and Retention of Faculty

Talent Hiring & Retention policy	▪ Merit based hiring policy formulation & implementation ▪ Career advancement Schemes ▪ Scientific induction/ orientation of new talent ▪ Critical talent identification & retention measures
Rewards & Recognitions	▪ Additional cadres to be created for deserving staff ▪ Rewards – recognitions & incentives ▪ Welfare policy formulation & implementation
Conducive working environment	▪ Best work facilities and infrastructure ▪ Role & responsibilities clarity and empowerment ▪ Online access to Library- journals 24X7 hours ▪ Township /quarters facility
Career growth & Development	▪ Sponsorship/ Deputation, sabbaticals for higher education & Exchange programs ▪ Sponsorship to participate in national /international conferences ▪ Deputation to premier national /international universities/industry

8. Teaching-Learning and Evaluation Process

Bench mark with Premier institutes	▪ Constitute academic teams and visit premier institutions ▪ Customize & Implement best practices
Curriculum Design & Lesson plan	▪ Design curriculum as per all graduate attributes and expectations of stake holders ▪ Develop lesson plan as per OBE & academic calendar ▪ Develop e-learning content ▪ Benchmark with industry requirements ▪ Use of LMS to support students
Upgrading faculty & staff competence	▪ Conduct / depute faculty and staff for competence development ▪ Support paper publications and presentations ▪ Provide opportunities for networking ▪ Train faculty to use LMS effectively
Knowledge Delivery & Outcome based education	▪ Define outcomes of each teaching learning initiative ▪ Continuous Assessment and evaluation to measure outcomes ▪ Establish Research Culture

	• Access to online learning • Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	• Create proper feedback system • Continuous progress assessment • Question bank development & Term end examinations • Credit transfers and performance development

9. Industry- Institute Relationships

Industry Data base & Intelligence	• Strengthen placement, training and industry institute interaction cell • Identify branch wise preferred industries & companies • Identification of potential areas of research • MoUs with potential industries/companies • Professional bodies membership
Leverage Industry Resources	• Invite industry experts for guest lecturers /talks/seminars • Partner with industry for syllabus reviews/advisory roles • Deputation of faculty to Industry on sabbatical • Leverage for internships, research projects, consultancy & placements • Scholarships
Leverage Institutional Resources for Industry	• Training and talks by faculty • Consultancy and testing to industry • Starting of postgraduate programs for industry personal .
Setting up Centers of Excellence	• Identify potential industries who can establish centers of excellence department wise • Establish and operationalize centers of excellence • Setting up of chairs in specific domains by industry

10. Research, Development and Innovation

R&D Infrastructure &Teams	- Enhancing R&D laboratories in all departments - Modernization and removal of obsolescence oflaboratories - Dedicated R&D facilitation & documentation center - Competent technical staff for R&D labs - Start new Journals with Scopus indexing.
Establishing Centers of competence	- Fund raising through Project proposals - Apply for TEQIP/Government/ other funding - Establishing centres of excellences - Establishing Consultancy cell
MOU with premier institutes/ R&D labs	- MoUs with higher learning institutions in India & abroad. - Collaborations with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL...etc - Multi & inter disciplinary research and product development
Incubation Centre /Product Development	- Encourage "idea to product" pre-incubation activities - Establishing incubation centers - Focus on Product development - Startup of maker Space (Fab Lab) – Product and development
Setting up of Patent cell	- Patent filing, Scaling up & commercialization - Starting of patent cell - Appointment of search and Patent Attorney

11. Quality Assurance Systems

Establishing Quality Systems	- Setting up bench marks & system flow - Quality Policy steering committee - Publishing Quality system design & culture - Educating & Training of all employees
Internal Quality Assurance & Assessment cell	- Setting up of IQAC team - Periodic checks and guidance
Accreditation & Certifications	- Internalize the process based on - Choose accreditation/certification agency - Audit and certifications

Audit Internal Controls	- Establish audit process & audit teams - Train internal auditor teams - Audit and remedial measures
Continual improvement, Rewards &Recognitions	- Setting up of Quality assurance cell - Identifying achievements & best practices - Quality circle competitions & rewards - Annual competitions

12. Entrepreneurship

IIEDC Cell	- Establishment of dedicated EDP cell - Budget /seed funding for funding initial projects - Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	- Identify interested students for entrepreneurship - Identify mentors from successful entrepreneurs from Alumni/others - Formal training on entrepreneurship
Incubation & Pilot projects	- Establish incubation center for prototypes - Provide incubation support for students - Incubation support for outside SMEs

13. Placements, Internships & Career Guidance

Placement & Career guidance Department	- Dedicated team - Modernization of infrastructure (Video conferencing, interview & conference rooms) - Video recording of mock up interviews of students and feedback
Industry MOUs- Intelligence	- Data base of various potential industries/companies - MOU s and relationship management - Industry experts as resource persons
Training & Development	- Awareness programmes - Value added programmes (soft skills & domain expertise) - Competency enhancement centre
Internships, Placement process & Success stories	- Internships planning and execution - Placement process coordination - Success stories celebration- Brand building

14. Extra-Curricular and Co-Curricular activities

State of the art infrastructure	▪ Budget allocation ▪ Establish state of the art infrastructure (indoor/outdoor) ▪ Formation of hobby clubs
Coaching, training & competitions	▪ Dedicated coaches /trainers recruitment ▪ Regular training /coaching classes ▪ Participation in tournaments/competitions ▪ Hosting competitions/ tournaments
Credit transfer, Rewards & Recognition	▪ Academic credits transfer ▪ Attendance compensation ▪ Reward & Recognize achievers

15. Alumni Interaction

Alumni Association	▪ Strengthen Alumni association and engagement ▪ Establish alumni association office on campus, engage students ▪ Data base updating and interactive alumni website ▪ Establish global chapters and networking
Relationships & Leveraging	▪ Regular interactions /invitations ▪ Recognize successful alumni ▪ Leverage for guest lecturers/internships/placements ▪ Academic advisors/ Board of governors
Endowments	▪ Explore Contributions / endowment partnering ▪ Brand ambassadors ▪ Sponsorships/scholarships

16. Community Service and Extension activities

Budget and Resources	▪ Budget from institution resources ▪ Budget from Faculty/students/Govt./other donors
Village adoption & Rural Projects	▪ Identify nearby villages for adoption ▪ Study rural projects and challenges ▪ Explore & provide support to the execution of projects

Vocational training	- Identify the job oriented courses as per local needs - Provide vocational training at the institute - Educational tuitions/ support to village students
Health and hygiene support	- Conducting health awareness camps - Providing free medicines to the needy - Psychological and psychiatric support

17. Global Initiatives

New Campuses / Programs	- MoUs with the governments of developing countries - Twinning programmes with leading universities of developed countries
MoUs with Foreign Governments/ Institutions	- MOUs with potential partner institutions - MOUs with governments for education & projects

Strategy Implementation and Monitoring

Strategic Development Plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (Specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.

Implementation Plan at Institution Level

Good Governance & Administration	GB, Chairman, Members of GB
Finance Management	Finance Committee, Hon. Treasurer, Principal
Institution Statutory Compliance	Principal and Coordinators
Branding /Expansion	GB members, Leadership team & Public relations team
University Status	GB / Special Committee
Talent Management	GB, Chairman and Principal
TEQIP	GB, TEQIP coordinator and Principal
Infrastructure (physical)	GB, Chairman, Dean (Infrastructure) & team
Infrastructure-Academics	Principal, HODs, Deans (Academics), Dean (Infrastructure)
Teaching- Learning	Principal, Dean (academics), HODs, Faculty and Staff
Research	Dean (Research) & Deans PG studies
Student affairs	Dean (Student affairs)
Student admissions	Dean (Admissions), Principal
Departmental activities	HODs and Faculty
Placement & Training	Dean (Placement & Training) and HoDS

Measurable During Implementation

Good Governance	GB selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance , Polices implementation, grievance procedures, Educational ERP implementation. etc.
Talent Management	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC/AICTE norms, Track Faculty and staff performance.
Student Intake Quality	CET ranking, Students profile, PUC marks score
Student Academic Performance	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback.
Placement	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT etc., Public sector and other Government jobs, percentage of graduates becoming Entrepreneurs.
Curriculum	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.
Alumni	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.
Research and Consultancy	Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organized, New MOUs signed with academic and industrial organizations, Centers of competence established.

Physical Infrastructure	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
Social Responsibility	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.
Extra Curricular Activities	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International recognitions received, competitions participated.
Sources of Funding	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income

The Strategic Plan will be going to help the Institute to achieve the Vision and Mission of the Institute.

It will help all the Stakeholders to participate and contribute for Development of Skilled Manpower required for the Industry and the Society.

Dr.T.K.Nagaraj
Principal
Chairman
CDC