All education in a country has got to be demonstrably in promotion of the progress of the country in which it is given...... *M K Gandhi*
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Any Engineering institution of the Nation requires pre-defined objectives and goals with planning and strategies to achieve its Vision and Mission. Institute strategic planning (ISP) is a continuous process focusing on implementation of short and long term goals in ever changing scenario. ISP analyses current status, expected future scenario and provides a road map towards which the institution should move to attain its set objectives and goals.

The first step of ISP addresses vision and mission of the institution. These are achieved through many deliberations with all the stakeholders. In order to set vision, mission, the objective and goals, SWOC analysis has been carried out through brainstorming sessions.

A draft ISP is prepared taking note of inputs of all the stakeholders and presented before the Board of Governors’ for their suggestions. The final ISP for 2014-19 is published.
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 2014-2019 for the institution. The institution strategic plan committee was formed consisting of Principal, Vice-Principal, various Deans, head of departments and invited alumni and industry representatives. The committee met and brainstormed on SWOC and stakeholders expectations, and met a number of times, deliberated in detail and arrived at vision, mission, quality policy and core values for PDACE. Environment scanning was done keeping vision in mind. The committee also discussed about institutes strategic Goals to be achieved by 2019.

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 of 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 crucial for the institution; hence each department worked out on their vision, mission and short, and 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. This comprehensive plan forms the guiding plan for the years 2014-2019.
Vision

- To be an institute of excellence in technical education and research to serve the needs of the industry and society at local and global levels.

Mission

- To provide a high-quality educational experience for students with values and ethics that enables them to become leaders in their chosen professions.
- To explore, create and develop innovations in engineering and science through research and development activities.
- To provide beneficial service to the national and multinational industries and communities through educational, technical, and professional activities.

Core Values

Fairness: We are dedicated to behaviour free from self-interest, prejudice, or favouritism.

Integrity: We clinch moral values and the courage to live up to them.

Compassion: We exhibit a genuine interest, concern, and respect for others.

Responsibility: We embrace ourselves accountable for our conduct and obligations.

Learning: We value learning as a lifetime objective and will continue to promote the attainment of knowledge.
Institute Profile

POOJYA DODDAPPA APPA (P D A) COLLEGE OF ENGINEERING is an autonomous Institution approved by AICTE New Delhi and affiliated to VTU Belgaum. This is the first institution started by Hyderabad Karnataka Education Society, Gulbarga in the year 1958, with the generous contributions of farmers of this region under the leadership of great visionary Late Sri.Mahadevappa Rampure. The first lecture was delivered in the college on 5th Sept.1958, the birthday of Sri.S Radhakrisnan. Incidentally, the college building was also inaugurated by Sri.S Radhakrisnan, the then Vice President of India.

55 years of fruitful journey has transformed this institution into a centre of quality technical education. Started initially with three under Graduate (UG) programs, the institution now houses 11UG programs, 8 Post Graduate (PG) programs and 10 Research centers. An initial intake of 120 students in 1958 has grown to an intake of 688 UG and 157 PG students. Today the campus is spread over 71 acres has over with 3150 students on rolls of which 1200 are girl students.

Over the years, infrastructure has been added to meet the growing requirements. Funds from MHRD, AICTE, DST and generous contributions from the management, have given a modern outlook to the college. Well equipped laboratories are updated periodically, to keep in pace with the technology which served as the key factor in retaining the edge. Initially, the college was affiliated to Karnataka University, Dharwad and later to Gulbarga University in 1980. In the year 1998, it got affiliated to VTU Belgaum. In the year 2007, VTU Belgaum granted Academic Autonomy for both UG and PG programs and UGC has approved autonomous status. The first batch passed out in 2011.
Majority of the courses offered in the college have been accredited by National Board of accreditation, New Delhi twice. The college is in the process of applying to get accredited as per Washington Accord. This will enhance the reputation of the institution, as this certification is acceptable throughout the world. The college is one amongst 14 institutions in the state, selected by the MHRD for funding by World Bank under TEQIP.

The major strength of the institution is its technical human resource with 42 Doctorates and 13 have submitted their thesis, so that in the near future the number of doctorates is expected to increase to 55. 152 post graduates of which, around 100 are pursuing PhD. The average experience is more than 20 years in each program. Most of the faculties have upgraded their qualification from premier institutes like IIT’s and NIT’s.

In the previous 5 years 12 research scholars have been awarded PhD under the supervision of faculty for their research work carried out at our campus. At present 55 research scholars are pursuing PhD under the guidance of faculty members. The total publication in National and International Journals from faculty is around 250 and around 220 in conferences.

The management takes keen interest in updating of knowledge and upgrading the qualification of the faculty. The faculty attends the faculty development programs regularly. The college also receives regular funds from VTU, Belgaum, AICTE, MHRD and DST for Research activities and faculty development program.

College alumni are spread around the globe. Over 50 batches of students are acting as ambassadors of the college and creating their mark in all major organizations. This good work will multiply in the future, as many companies are visiting the campus for recruitment. The training and placement office is evolving new strategies to make the students industry ready. Recruitment process training is given to all the students before they face the visiting companies. Thrust is also given for technical training of the students of various programs.

The overall development of personality is the goal of the college. To showcase the talent of our students, technical and cultural festivals are organized.
regularly. The college conducts a 100 hours recruitment process training to expose the students to the various facets of recruitment and develop soft skills. The institution hosts every year a three day National level Techno-Cultural Festival “NIRVANA”.

**Bachelor Programs in Engineering ( B E ):**

- Civil Engineering
- Mechanical Engineering
- Electrical & Electronics Engineering
- Electronics and Communication Engineering
- Industrial and Production Engineering
- Electronics and Instrumentation Technology
- Architecture
- Ceramic and Cement Technology
- Computer Science and Engineering
- Automobile Engineering
- Information Science and Engineering

**Post Graduates Programs (M. Tech):**

- Power Electronic
- Thermal-Power Engineering
- Environmental Engineering
- Structural Engineering
- Production Engineering
- Communication Systems
• Computer Science and Engineering

• Bio-medical Electronics and Industrial Instrumentation

**Salient Features of the Campus:**

• Libraries and Internet Facility

• Office Administration

• Class Rooms

• Laboratories

• Training and Placement Cell

• Sports Facilities

• Drinking Water Facility

• Parking Facilities

• Canteen Facilities

• Photo Copying Facility

• Hostels (Girls and Boys)

• Medical Facility
• General Store and Printing Press etc.

• Cafeteria

**Important Alumni**

Vinayak Hegde – Vice President CGI Systems India Ltd.
Pradeep Oak – CEO-Oak Systems Bangaluru
Sunil Katria- Vice President JSW Bellery
Raghvendra Auradkar – DIGP, KSRP Bangaluru-Karnataka
Capt. R R Doddihal- Chief Engineer NAMMA Metro Bangalore
Ajay Sambrani-Managing Director Asia Pacific of Tubacek
Dr. C. D. Madhusudhana- DGM BHEL Bangalore
Shivanand Nimbargi- CEO & MD Hyderabad Metro
Anand Rangrez – GM BSNL Bangalore
Ananth Koppar – Chairman & CEO KTtwo Technology Solutions Bangalore
Basawaraj Nelegave-Adl. Commissioner Central Excise Bangalore
Gangadhar – Director National Remote Sensing Agency Hyderabad
Qamarul Islam- Former Minister and MLA
Eshwar Khandre- Minister Govt. Of Karnataka
Sharanbassappa Darshanapur- Ex-MLA
Sunil Vellapure – Ex-MLA
Shashil Namoshi- Ex-MLC
Shambuling Patil-Dy. General Manager Vasavadatta Cements,
Jaganath Reddy K.E.S Project Engineer, KSHIP, Bangalore
Prakash S.Pai- Joint General Manager L & T Vorli Mumbai
Pramod Reddy K.E.S Chief Engineer, PWD Karnataka
Basawaraj Mulage- Chief Engineering Manager L & T Construction Mumbai
Dr. Govardhan Bhatt - Asst.Professor NIT Raipur Chattisgarh
Hanumantrao V Kulkarni- Manager JSW Steel Ltd
Amarnath Talwade ,IAS, Chief General Manager, Delhi Transport Corporation, New Delhi
Ashok K - Deputy Manager ACC Limited
Mallangouda Patil - IPS, Hyderabad
Kishan Rao Godbole - Chief Engineer, MIDC Mumbai
Balappa Gol – Principal Simhagad College of Engineering Pune
Mallikarjun Gunge - Chief Engineer Bangaluru
Ashok. H. Biradar – Principal GND Engineering College Bidar
Navil Shetty , Director - Asset Management United Kingdom
Arun Kumar, GM, U.P. Rajkiya Nirman Nigam Ltd. Lucknow
Ramdas Bhanushali-Ashapur Infrastrute &Township Developers Mumbai
Institutional Strategic Plan Committee

- **Principal**: Dr S S Hebbal
- **Vice-Principal**: Dr G K Purohit
- **Dean Academic**: Dr S R Patil, Professor Department of E&CE
- **Controller of Examination**: Dr M S Patil, Professor Department of Mathematics

- **Heads of various Departments**:
  - Dr S S Awanti, Professor and Head Civil Engineering
  - Dr G K Purohit, Professor and Head Mechanical Engineering
  - Dr P K Kulkarni, Professor and Head Electrical & Electronics Engineering
  - Dr Vinayadatta Kohir, Professor and Head Electronics and Communication Engineering
  - Dr S S Kalashetty, Professor and Head Industrial and Production Engineering
  - Prof Rekha Patil, Associate Professor and Head Computer Science and Engineering.
  - Dr Kalpana Vanzerkhed, Professor and Head Electronics and Instrumentation
  - Dr Abhimanyu Posangiri, Professor and Head Automobile Engineering
  - Dr John Kennedy, Professor and Head Ceramic and Cement Technology
  - Prof V B Mehata, Professor and Head Architecture
  - Dr Bharati Harsur, Professor and Head Information Science and Engineering
  - Training and Placement officer
  - Invited Alumni
## Stake Holders’ Expectations

<table>
<thead>
<tr>
<th>Category</th>
<th>Expectations</th>
</tr>
</thead>
</table>
| Management             | - Good governance  
                          - Internal revenue growth for sustainability  
                          - Social responsibility |
| Administrative Team    | - National brand- Ranking within top 100 institutions in India  
                          - Competent faculty  
                          - Industry oriented/OBE  
                          - Accreditation of programs  
                          - Creations of centres of excellence |
| Faculty and Staff      | - Good academic and working ambience  
                          - Research facilities and incentives  
                          - Career growth  
                          - Transparency and uniform treatment |
| Students               | - Good academic and research ambience  
                          - State of art infrastructure  
                          - Support for co-curricular and extra-curricular activities  
                          - Effective career guidance, entrepreneurial opportunities and quality placement |
| Parents                | - Quality teaching and learning  
                          - Disciplined students  
                          - Good placement |
| Industry               | - Industry ready professionals  
                          - Strong fundamentals  
                          - High moral and ethical values  
                          - Strong industry and institute interaction |
| Society and others     | - Graduates with moral, ethical and responsible citizenship  
                          - Social service activities by the institution  
                          - Skill development for needy. |
SWOC Analysis

Strength:

- Highly qualified and committed faculty members.
- Strong alumni network.
- Autonomous institute since 2007 both UG and PG.
- Research centres established in 10 programs.
- TEQIP funded institute.
- One of the institute offering seats under GoI for Jammu & Kashmir and North-Eastern states.

Weakness:

- Not so attractive infrastructure facilities, since the institution is 56 years old.
- Lack of Infrastructure facilities such as auditorium, seminar halls, class rooms and owned girls hostel, etc.
- Admission of low ranking students.
- Remote location and lack of industries in and around the city.
- Low campus placements.
- Partially aided and un-aided programs, so the governing arrangement is complex.

Opportunity:

- Collaborative activities: R&D activities, Faculty exchange program.
- Getting funded projects from state/central governments since good number of faculty members have PhD.
- Establishment of new PG Programs and certification courses and centre of excellence.
- Getting MoU with industries.

Challenges:

- Competition from new institutions/universities.
- Limited financial sources for development.
- High expectations from stakeholders.
- Dominance of IT profession.
Environmental scan

**Economic Factors:** Since India is developing country with low GDP of 4.7 % for the year 13-14, there is a need to grow up, however with new government in place, GDP is likely to increase. Which is likely to create a huge opportunities in terms of higher education, research and innovation, and placement. This will have positive influence on the institutes providing quality education and research.

**Social Factors:** Parents are very keen on the placement of their wards, instead of looking forward for real knowledge and overall development of wards personality. This trend may prove grave danger to the higher education in future and also curtains innovation and entrepreneurship.

**Political Factors:** Higher education is totally controlled by the State and Central Government and priority is for political decision. Admission, fee fixation and distribution of seats on the basis of reservations will be decided by the Government agencies. The strategies shall be made to attract the quality students. To facilitate the students to pursue higher education in the foreign universities the Government signed Washington Accord for Accreditation.

**Geographical Factors:** Our institute is located in one of the most backward region of the Karnataka State. This region is economically, socially, and educationally trailing the rest of the State. Quality education and skill development is the need of the hour and specific focus on building skill inventory to be strategically planned.

**Technological Factors:** World is emerging with advanced technology, especially in the area of communication, agriculture, space, medicine, transport etc.;. Faculties shall be trained to enable to face the these challenges. E-learning /online learning/online examination may replace traditional class room teaching-learning practice. The faculty need to change their pedagogical skills to match these challenges.
**Regulatory Factors:** Being autonomous institute PDACE is of concern by several unscheduled inspections from various Government/University agencies, such as UGC, LIC, AICTE, DTE etc.; Accreditation from NBA is also a worrying factor though the college is the most preferred institute to pursue technical education.

**Entering of Foreign Universities:** Entry 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 review in.

**Market /Competition Factors:** Market factors are posing some challenges as many Deemed/Private state universities- Industry lead universities are getting started in many States. Infrastructure and funding may not be a differentiator any more. 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.

For finalizing the goals, strategic areas such as elevating UG and PG education, enhancing developmental activities, research and service to industry and society are considered.
## Strategic Goals

### Goal I: Provide a quality technical education and acquire the stature as one of the top 100 Engineering Colleges of the Nation:

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action Plan</th>
<th>Time line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improvement in Teaching Learning Process</td>
<td>Adopting OBE.</td>
<td>2014 onwards</td>
</tr>
<tr>
<td></td>
<td>Revision of curriculum on need basis.</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Encouraging faculty members for up-gradation of qualification</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Encourage faculty and staff to conduct and participate in conferences ,FDP, Seminars ,workshops and other training programmes,</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Using ICT based techniques</td>
<td>2014 onwards</td>
</tr>
<tr>
<td></td>
<td>Lectures by industry experts in selected courses</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Mentoring of students .emphasis on slow learners</td>
<td>Continuous</td>
</tr>
<tr>
<td>Improvement in students skill and industry readiness .</td>
<td>Encouraging students for life-long and self learning</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Training programs for skill enhancement</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Industrial internship</td>
<td>2016-17 onwards for both PG &amp;UG</td>
</tr>
<tr>
<td></td>
<td>Develop ethical and ecological values in students</td>
<td>Continuous</td>
</tr>
<tr>
<td>Establishment of centre of excellence</td>
<td>Laboratory up gradation with state of art technologies</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Establishing a team of skilled workforce</td>
<td>Continuous</td>
</tr>
<tr>
<td>Involvement of faculty and students in R&amp;D activities</td>
<td>Establishment of project lab in every program</td>
<td>2014 onwards</td>
</tr>
<tr>
<td></td>
<td>Mandatory paper publication at PG level</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Incentives for faculty getting R&amp;D projects</td>
<td>2014</td>
</tr>
<tr>
<td></td>
<td>Funding of innovative ideas to create prototype and scalable product</td>
<td>2014</td>
</tr>
<tr>
<td></td>
<td>Development of digital library</td>
<td>2016</td>
</tr>
<tr>
<td>Good Governance</td>
<td>Decentralization in working</td>
<td>Continuous</td>
</tr>
<tr>
<td>Strategy</td>
<td>Action Plan</td>
<td>Time line</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>------------------------------------------------------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Identification of societal needs</td>
<td>Selecting projects based on societal needs</td>
<td>Continuous</td>
</tr>
<tr>
<td>Improving interaction with industry</td>
<td>MoU's</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Involvement of industry experts in the development of curriculum</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Industry based curriculum</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>IPR</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Introduction of an exclusive semester for internship</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Having a separate training and placement cell which interacts with the industry to enhance the placement of students and also gives career guidance to the students</td>
<td></td>
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<tr>
<td></td>
<td>Establishment of an entrepreneur development cell which will act as focal point for its interaction with society and industry to satisfy the needs of students</td>
<td></td>
</tr>
</tbody>
</table>
## Goal III: To generate revenue stream for the institute:

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action Plan</th>
<th>Time line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project proposals</td>
<td>Submission of project proposals to different government agencies such as MHRD, AICTE, UGC, DST, NAIN, VGST etc.</td>
<td>Continuous</td>
</tr>
<tr>
<td>Research grants from industry</td>
<td></td>
<td>Continuous</td>
</tr>
<tr>
<td>TEQIP</td>
<td>Already under TEQIP-II further submission of IDP for extension of TEQIP</td>
<td>Continuous</td>
</tr>
<tr>
<td>Internal revenue generation</td>
<td>Through consultancy and testing</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Running certification programs, PMKAY etc</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Contribution from alumni and other eminent persons</td>
<td>Continuous</td>
</tr>
</tbody>
</table>

## Goal IV: Enhance interaction with Alumni:

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action Plan</th>
<th>Time line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking with Alumni</td>
<td>Separate alumni interaction cell</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Alumni meet at department and institute level</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Involvement of alumni in policy and curriculum development of institute</td>
<td>Continuous</td>
</tr>
</tbody>
</table>
Goal V: Strengthen the infrastructure and to develop sustainable green and clean campus:

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action Plan</th>
<th>Time line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infrastructure development</td>
<td>Face lifting of campus</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Separate administrative block</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Equipping of auditorium and seminar halls</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Strengthening of indoor sports facilities</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>New girls hostel</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Development of utility facilities</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Creation of parking facility</td>
<td>Continuous</td>
</tr>
<tr>
<td>Sustainable development</td>
<td>Plantation and development of garden</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td>Rain water and waste water harvesting</td>
<td>2016 onwards</td>
</tr>
<tr>
<td></td>
<td>Conversion of waste biomass into manure</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Power generation by renewable sources</td>
<td>By 2019</td>
</tr>
</tbody>
</table>
Effective Implementation and Monitoring

Implementation Plan at Institution Level:

<table>
<thead>
<tr>
<th>Area</th>
<th>Implementing Body</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good Governance &amp; Administration</td>
<td>GB, Chairman, Members of GB</td>
</tr>
<tr>
<td>Finance Management</td>
<td>Finance Committee</td>
</tr>
<tr>
<td>Institution Statutory Compliance</td>
<td>Principal and Deans</td>
</tr>
<tr>
<td>Branding/Expansion</td>
<td>GB members, Leadership team &amp; Public relations team</td>
</tr>
<tr>
<td>Talent Management</td>
<td>GB, Chairman, members, Principal and Vice Principal</td>
</tr>
<tr>
<td>TEQIP</td>
<td>GB, TEQIP coordinator and Principal</td>
</tr>
<tr>
<td>Infrastructure (physical &amp; academic)</td>
<td>GB, Chairman, GB members, Principal, Vice Principal, Deans (Academics), Dean (Maintanence) &amp; team</td>
</tr>
<tr>
<td>Teaching-Learning</td>
<td>Principal, Dean (academics), HODs, Faculty and Staff</td>
</tr>
<tr>
<td>Research</td>
<td>Dean (R &amp; D) &amp; Coordinators PG studies</td>
</tr>
<tr>
<td>Student affairs</td>
<td>Vice Principal and Dean (academics)</td>
</tr>
<tr>
<td>Student admissions</td>
<td>Principal, Registrar and Faculty team</td>
</tr>
<tr>
<td>Departmental activities</td>
<td>HODs, Program coordinators, PG coordinators, Faculty and staff</td>
</tr>
<tr>
<td>Placement &amp; Training</td>
<td>Training and Placement officer and HoDS</td>
</tr>
</tbody>
</table>
### Measurable during Implementation:

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Good Governance</strong></td>
<td>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, etc.</td>
</tr>
<tr>
<td><strong>Talent Management</strong></td>
<td>Recruitment, Selection of faculty, staff, salary, benefits as per UGC/AICTE norms, Track Faculty and staff performance.</td>
</tr>
<tr>
<td><strong>Student Intake Quality</strong></td>
<td>CET ranking, Students profile, PUC marks score.</td>
</tr>
<tr>
<td><strong>Student Academic Performance</strong></td>
<td>Pass percentage, number of distinctions &amp; first classes, Graduate attribute attainment levels and alumni feedback.</td>
</tr>
<tr>
<td><strong>Placement</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Curriculum</strong></td>
<td>Curriculum review &amp; design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/electives offered in emerging Areas,</td>
</tr>
<tr>
<td><strong>Alumni</strong></td>
<td>Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.</td>
</tr>
<tr>
<td><strong>Research and Consultancy</strong></td>
<td>Publications in national/international journals and conference proceedings, Patents filed, conferences &amp; workshops organised, New MOUs signed with academic and industrial organizations, Centres of competence established.</td>
</tr>
<tr>
<td><strong>Physical Infrastructure</strong></td>
<td>Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated &amp; utilized.</td>
</tr>
</tbody>
</table>
Social Responsibility

<table>
<thead>
<tr>
<th>Social Responsibility</th>
<th>NSS activities, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.</th>
</tr>
</thead>
</table>

Extra Curricular Activities

<table>
<thead>
<tr>
<th>Extra Curricular Activities</th>
<th>Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National &amp; International recognitions received, competitions participated.</th>
</tr>
</thead>
</table>

Sources of Funding

<table>
<thead>
<tr>
<th>Sources of Funding</th>
<th>Students – Tuition Fees, Government reimbursements, Government grants, Government and Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income</th>
</tr>
</thead>
</table>

Following performance indicators are fixed for the strategic goals:

**Key indicators for Goal 1:**
- Enrolment of the students for the programmes
- Updating of curriculum based on the industry requirement
- Improvement in teaching and learning methodology
- Faculty qualifications
- Establishment of research centres
- Enrolment of research scholars and number of Ph.D.s awarded
- R&D projects and funding received
- Number of publications
- Number of conferences, FDPs and student training programs conducted
- Number of FDPs conducted

**Key indicators for Goal 2:**
- Number of MoUs and the activities conducted
- Pre placement training programs conducted
- Placement percentage
- Internship for students
• Innovation by students
• Interaction with society and industry
• Relevance of student projects for society and industry
• NSS activities

**Key indicators for Goal 3:**
• R & D funding received from Government organizations and Industry
• Consultancy amount received
• Funding received from Alumni
• TEQIP funding

**Key indicators for Goal 4:**
• Establishment of Alumni Interaction cell
• Events organized with regard to Alumni interaction
• Involvement of Alumni in updating of curriculum and policy decisions
• Involvement of Alumni in placement

**Key indicators for Goal 5:**
• Development of infrastructure facilities
• Development of greenery in the campus
• Providing of waste treatment plant
• Usage of renewable energy resources

The implementation of ISP will be monitored by BOG, Principal, Deans, HODs, and Program coordinators. The review of progress will be carried out annually.
ACKNOWLEDGEMENT
This document was prepared over a period of six months through active engagement of faculty, staff and alumni and industry representatives. SWOC analysis was conducted to identify strategic areas and priorities for different programs which were integrated to determine the focus areas that are a priority to the institute. Several faculty meetings were conducted to establish goals and strategies to achieve those goals. Participation of faculty, staff, alumni and industry representatives at large are acknowledged. Several individuals assisted with the writing of this document whose efforts are acknowledged.