# SREE VIDYANIKETHAN

## Engineering College

# A Strategic Plan

# for

# Redefining the Past for a Bright Future

# 2012-13 to 2015-16

## Vision:

To be one of the Nation's premier Engineering Colleges by achieving the highest order of excellence in teaching and research.

## Mission

Through multidimensional excellence, we value intellectual curiosity, pursuit of knowledge building and dissemination, academic freedom and integrity to enable the students to realize their potential. We promote technical mastery of Progressive Technologies, understanding their ramifications in the future society and nurture the next generation of skilled professionals to compete in an increasingly complex world, which requires practical and critical understanding of all aspects.

## Quality Policy

Sree Vidyanikethan Engineering College strives to establish a system of quality assurance to continuously address, monitor and evaluate the quality of education offered to students, thus promoting effective teaching processes for the benefit of students and making the College a Centre of Excellence for Engineering and Technological studies.
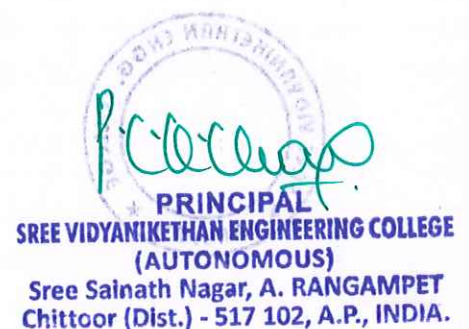
## OBJECTIVES

- ➤ Develop a campus which promotes higher learning and research

- ➤ Recruit and retain a diverse faculty of outstanding teacher-scholars with principles and discipline

- ➤ Promote industry – institute interactions

- ➤ Expose students to leading Industries and Corporate Houses

- ➤ Foster a harmonious, cordial and tripartite relationship among the Management, faculty and students for their respective growth and for establishing a congenial academic environment in the College

## SHORT TERM GOALS

- ➤ Quality assurance and endurance through Accreditation by NBA and NAAC

- ➤ Academic excellence by achieving by 100% pass in examinations

- ➤ Encouraging students' participation in co-curricular, and extracurricular activities

- ➤ Honing life skills of the students

- ➤ To conduct add-on programs relevant to Industry.

- ➤ Organizing programs on entrepreneurship

- ➤ Arranging 100% placement for  students

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## LONG TERM GOALS

> To attain the status of Center of Excellence in Technical Education and Research

> To offer viable programs of relevance for upliftment of rural students and populace

> To undertake National and Internationally acknowledged research and development works in all disciplines by forging alliances with research organizations, government entities, industries and alumni.

*The Governing Body has identify a few important parameters among others for envisaging the strategic plan to plan, implement monitor, evaluate and update the practices of institutions.*

## SWOT Analysis:

Impelled by the dire need to provide quality Professional Education, Sree Vidyanikethan Educational Trust established Sree Vidyanikethan Engineering College in 1996 with three branches of Engineering. The College has made rapid progress during the last 14 years and endeared itself to all the stakeholders by its quality initiatives and practices.

The Institution has been consolidating its strengths while being conscious of its weaknesses. The external look to identify opportunities and threats is considered complimentary to the internal self-study in the SWOT Analysis.

**Procedure Adopted**: Each Head of the Department conducted meetings with all the members of the Faculty, Staff and Class representatives to elicit Strengths, Weaknesses, Opportunities and Threats. Further, on continuous self audit of its performance, the Heads of the Department, Deans and Senior Management Officials of the Institution identified its strengths and weaknesses through group brainstorming, extensive consultations with experts. And also reviews of regional and international developments in Engineering Education led to the identification of the most relevant opportunities and threats.

## Strengths:

> Conferment of Autonomy by University Grants Commission.

> Accreditation by NBA.

> Wide range of programs offered in line with the Mission of the Institution.

> Curriculum is supplemented with add-on/bridge courses, expert lectures, seminars and conferences in latest areas of Engineering and Technology.

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- ➢ Quality intake of students.

- ➢ Well-planned teaching methodology and continuous evaluation of students.

- ➢ Student academic progression through tutorials, practical based learning, mini projects and courses on life skills besides remedial classes for slow learners.

- ➢ Students Technical Associations and chapters to provide a platform for enhancement of knowledge in latest areas of technology.

- ➢ Faculty recruitment through expert selection committees. Faculty are encouraged to upgrade their skills and qualifications by organizing Faculty Development Programs besides providing them leave facilities and incentives.

- ➢ To foster quality teaching, student feedback on teachers and self-appraisal of faculty is conducted every semester.

- ➢ Sprawling ambient green campus with modern infrastructure which is extremely conducive for curricular, co-curricular and extra curricular activities.

- ➢ Well equipped learning resources such as laboratories, library and computing centre.

- ➢ Networking of entire College Campus through Local Area Network.

- ➢ Established linkages with neighboring Universities and reputed industries including Multinational companies for knowledge sharing and transfer.

- ➢ Vibrant Placement Activity with 80% of eligible students placed in reputed Multi National Companies.

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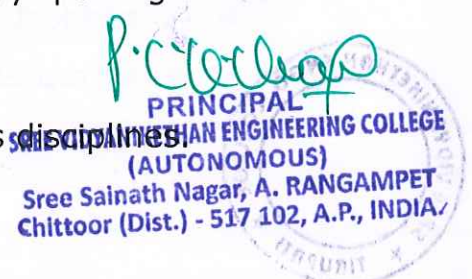Chittoor (Dist.) - 517 102, A.P., INDIA.

- Brilliant Alumni occupying prestigious positions in India and abroad.

- Uninterrupted power supply and Generators for backup facilities.

- Internet facility with bandwidth of 120 Mbps for the use of academic and administrative units.

- Automation of College administration with an ERP package - EZ School.

- Proactive Management with transparency and decentralization of academic administration.

## Weaknesses:

- Low proportion of faculty is motivated to aggressively pursue Ph.D.

- Research and consultancy at nascent stage.

- Interaction with industry is at the initial stages for joint Research and consultancy activities.

- Paucity of funds for establishing advanced laboratories for research and consultancy.

- Inadequate financial resources for encouraging faculty to attend National & International Conferences and symposia.

- Less entrepreneurial acumen among students owing to their background.

## Opportunities:

- Offer new demand driven inter-disciplinary post graduate programs in emerging technologies.

- Attract and recruit more faculty from various disciplines.

- ➢ Modernize classrooms.

- ➢ Remediation and acceleration of academically weak students.

- ➢ Upgrade the computing and internet facilities to facilitate e-learning,
  ICT enabled Teaching-Learning process, research and consultancy.

- ➢ Establish laboratories with sophisticated equipment and software to train students and to support post graduate programs, research and consultancy.

- ➢ Organize in-house pedagogical training, faculty development and staff training programs.

- ➢ Encourage the faculty to participate in national and international seminars/symposia.

- ➢ Enhance institution-industry interaction for knowledge sharing, adjunct faculty, joint research & consultancy activities and for student placements.

- ➢ Establishment of Department Research Centres and enhance consultancy activities for Internal Revenue Generation.

- ➢ Complete digitalization of Library and extending the Library services to Research Centers, Departments and Hostels.

- ➢ The computer networking facility available can be linked to National and International Agencies for knowledge resources and dissemination.

- ➢ Institution of teaching assistanceships for post graduate students and fellowships for doctoral students.

- ➢ To conduct orientation and awareness programs for students on entrepreneurial skills.

**Threats:**

- Dearth of qualified faculty in Engineering & Technology.

- Emergence of new Engineering Colleges and possible entry of Foreign Institutions as potential competitors.

- Fast changing technology and emergence of new specializations in Engineering & Technology leading to ever-changing demands of the industry.

- Phenomenal gap between Academia and Industry.

- Increasing attrition rate of faculty.

- Frequent changes in rules and regulations of apex regulatory bodies.

The Institution is aware of a few weaknesses consciously viewed as opportunities for improvement and is forging ahead with its proven strengths. The College can avail itself of opportunities and perceive threats as challenges to excel by seeking external funding and generating internal resources.

*"Strategic Plan" is developed for Institutional Development based on SWOT analysis*

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**Objective – 1:** Start academically distinguished and demand driven post graduate programs.

*Strategies:*

➢ Conduct periodic review of industry demand and increase support for the career-oriented PG programs.

➢ Offer online, blended and flexible programs and courses.

➢ Start advanced programs in the fields of Nanobiotechnology, Genetic Engineering, Embedded Systems and other application oriented interdisciplinary programs in Electrical and Computer Engineering.

**Objective – 2: Promote student community to excellence.**

*Strategies:*

➢ Develop and maintain focus on student learning outcomes.

➢ Support innovative pedagogical approaches that address the needs of diverse students.

➢ Design a system for weak learners for remediation and acceleration.

➢ Encourage students with high academic caliber to undertake mini projects and research.

➢ Continuous training activities in Scientific, Professional and entrepreneurial skills to make students employable.

➢ Provide personal attention to students by offering counseling and orientation to higher education and research.

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**Objective – 3: Sustain and enhance excellence in teaching and learning.**

*Strategies:*

- ➢ Develop a culture of pedagogy that leads to demonstrable student learning.

- ➢ Train all the faculty to current pedagogical approaches and introduce State-Of-The-Art technologies in teaching and learning.

- ➢ Increase financial support and provide leave facilities for the faculty to upgrade qualifications, attend seminars and conferences, undergo pedagogical training and interact with academic peers.

**Objective–4: Development of effective information and educational technologies.**

*Strategies:*

- ➢ Provide modern information technologies in library, computing centres, class rooms and laboratories for teaching-learning, research and academic administration.

- ➢ Extend the library, computing and internet facilities for all the faculty and students at all locations on the campus and hostels.

- ➢ Promote ICT enabled Teaching-Learning process.

- ➢ Develop and maintain communication and data network to cater to the needs of all academic and non-academic units.

- ➢ Create rich and robust technology centres for research and consultancy.

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**Objective–5: Increasing research & development and consultancy competence.**

*Strategies:*

- Provide innovative modern facilities and laboratories for multidisciplinary research

- Recruit faculty with high potential for research.

- Promote increased faculty participation in research, consultancy and sponsored projects.

- Increase funding support for faculty research and creative endeavors.

- Seek avenues for collaborative research with industry, other universities, State and Central Government agencies.

- Provide financial support and scholarships for Post graduate and Doctoral students to encourage research.

- Create Department wise centres to market the services and products to the industry, thereby generating internal revenue.

**Objective – 6: Enhanced interaction with industry**

*Strategies:*

- Inviting senior industry personnel as adjunct faculty and their contribution to curriculum design, assessment and delivery of expert lectures.

- Interaction with industry to provide opportunities to students by exposing to new technologies and problem-solving projects.

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- Guidance from industry for the Institution in developing laboratories, provide software and information in latest technologies.

- Collaborate with industry in joint educational programs and R & D activities.

- Training faculty and staff in latest technologies in the industry.

- Enhance employability of students by training in technical and managerial skills and provide placement opportunities.

**Objective – 7: Facilities improvement and expansion**

*Strategies:*

- Develop the campus for faculty, staff and students for distinctive teaching-learning environment.

- Enhance the educational environment through transformation of academic and non-academic units with latest infrastructure and technologies.

- Create modern educational environment to bridge the industry and academic environment by industry participation and collaboration.

## Objective – 8: Expanding local, regional and national outreach

*Strategies:*

- To institute departmental centers to identify the needs of the society and provide technical services in the College neighborhood.

- Utilize the expertise and technology of the Institution to foster social, environmental and economic development in the neighborhood.

- Establish centre of innovation to cater to the needs of industry and society.

## Objective – 9: Governance, Leadership and Accountability

*Strategies:*

- Train the managerial and administrative heads of the Institution in ethical and moral orientation in exercising leadership.

- Enhance the management capacity by decentralization of administration and foster participative management model.

- Provide overall satisfaction of all the stakeholders through efficiency and transparency.

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# ACTION PLAN

| S. No. | Activity | 2012-13 | | | | 2013-14 | | | | 2014-15 | | | | 2015-16 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 1-3 | 4-6 | 7-9 | 10-12 | 13-15 | 16-18 | 19-21 | 22-24 | 25-27 | 28-30 | 31-33 | 34-36 | 37-39 | 40-42 | 43-45 | 46-48 |
| 1. | Implementation of Curricular Reforms | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 2. | Establishment of Corpus Funds | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 3. | NBA Accreditation of UG & PG Programs | | | | | | | | ✓ | | | | | | | | ✓ |
| 4. | NAAC Accreditation for the Institution | | | | | | | | ✓ | | | | | | | | |
| 5. | Starting New PG Programs | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 6. | Remedial Sessions for weak learners | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 7. | Student Research Activities | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 8. | Students Skill Development Programs (Technical, Communication & Entrepreneurial Skills) | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 9. | Counseling & Orientation to Higher Education and Research | | | | ✓ | | | | ✓ | | | ✓ | | | | | ✓ |
| 10. | Student evaluation reforms | | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 11. | Faculty Development Programs & Staff Training Programs | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 12. | Qualification upgradation of faculty to M.Tech & Ph.D. | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 13. | Performance appraisal of faculty by students | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 14. | Faculty incentives for higher education and research & development | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 15. | Organizing seminars, conferences, symposia and workshops | | | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | |
| 16. | Industry Institute Interaction | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

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| S. No. | Activity | Academic Years | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 2012-13 | | | | 2013-14 | | | | 2014-15 | | | | 2015-16 | | | |
| | | 1-3 | 4-6 | 7-9 | 10-12 | 13-15 | 16-18 | 19-21 | 22-24 | 25-27 | 28-30 | 31-33 | 34-36 | 37-39 | 40-42 | 43-45 | 46-48 |
| 17. | Research and Consultancy for internal revenue generation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 18. | Outreach activities | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 19. | Upgradation of Library facilities | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 20. | Upgradation of Computing facilities | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 21. | Establishment of new labs & procurement of software | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | | | |
| 22. | Training in Managerial Skills for senior academic and administrative staff. | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |