

## Strategic Objectives

Focus Areas	Key Strategic Objectives	Strategic Challenges	Strategic Advantages	Opportunities for Innovations	New competencies	Expectation of the Stakeholders (industry), Alumni
<b>Teaching Learning</b>	Teacher centric to Learner centric approach	Lack of holistic view among faculty and students	College has pedagogy group working on learner centric approaches	Creating workspace / maker space	*Certifying faculty in learner centric methodologies. * Providing skill to students to identify technology related problems that has relevance to society	Engineers with analytical ability and problem solving skills
	Curriculum to facilitate Hands on training	Lack of clarity among faculty	*Institution has reoriented itself as research based teaching institution. *60% Faculty possess Ph.D.	Knowledge acquired is multi-disciplinary	Inter departments subjects, facilitates enhanced learning	Project based learning leading to product development skills
	To enhance learning skills by Adapting effective assessment process	Mindset among students because of the conventional assessment methods in board exams	Talent of Student and Staff	Announcing the assessment methods a priori to students	New assessment method: open book test, one minute paper, question bank practices	Engineers with design and development skills
<b>Research &amp; Development</b>	To establish inter-disciplinary research culture	Barriers between science and engineering	Experience in handling sponsored	R&D agencies are looking for interdisciplinary	Major application areas relevant to the prospective	Project outcomes to be converted as products

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		departments	projects in science and engineering	projects	R&D Organizations to be identified	
	To take up more research projects	Identification of problems relevant to R & D organizations	Prior experience in successfully handling R&D projects with DRDO and ISRO	Science and Engineering Departments to come together to innovate	Interdisciplinary student projects are to be converted as R&D projects	Interdisciplinary R&D projects
	To increase publications in journals having high impact factor	Lack of exposure and initiation to write papers to journals	Few faculty spread across departments have been publishing papers in journals with high impact factor	Sponsoring agencies have made publication in journal as mandatory for sanctioning sponsor projects	Understanding the expectation of journals	Relevant publications leading, to breakthrough technology
<b>Industry interaction</b>	To evolve industry co-created curriculum in all disciplines	Identifying the industries with similar interests	Experience in co-creating curriculum and syllabi with industry experts. TVSM -TCE model	Opportunity to specialize in one area without losing the generality	Possibility of internships in industries during semester holidays	Engineers who can understand the needs of the industry
	To enhance industrial consultancy and testing	Marketing the infra Facility and capability of the Faculty to suit industrial needs	Utilization of available equipment	Students could become part of the work and learn the subject	Co-relating the theory to practice; Knowledge on equipment and usage	Academic knowledge converted as consultancy for industry needs
	To increase the number of	*Identification of patentable works	* More companies could be attracted	Facilitating Faculty to	Patent writing skills to be	Intellectual property rights -

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	patents filed and incubations	* The process of patent filing	through IPRs * Revenue generation	explore new applications – Faculty visit to industries	imparted	Patents *Special Interest Group(SIG) based initiatives
<b>Student activities</b>	To impart soft skills for vernacular medium students	* Identifying the current status of the needy and level of training to be imparted	Seniors are volunteering to support the programs.	Students must be made to defend their assignments and projects – Soft skill development	Communication skills to be imparted at individual level	Students with good soft skills possessing loyalty to serve Industries.
	To increase internship and placement in core companies	* Identification of core companies / Institution that offer internship and placement	Academic process permits the students to go for internship during their 8 <sup>th</sup> semester	Alumni willing to provide lead to the College	Students do projects relevant to domain companies leading to enhanced industry readiness	Students with domain expertise for core companies
	To establish Alumni mentoring programs for economically and academically weak students	Identification of mentors and Needy students	Many alumni are willing – good students also get helped	Peer coaching and back up to Alumni effort	Academic as well as Soft skills from Alumni	Students with good soft skills
	To evolve a process for technology based social work	Identifying the problems of common people in villages	Low cost solutions - students approach it in respective domains	*Innovative customized solutions *Evolving process for social work	Ability to think through needs of the common man	Low cost prototypes relevant to common man by adapting appropriate

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						technologies
<b>Governance</b>	To enhance brand image of the college	Lack of Sustained effort	Talent is available among Students and Faculty	Approaching each activity through SIG	Sustained and periodic review, support & recognition	Visibility to college
	Enhanced transparent administration	Lack of belongingness	Faculty and Staff have faith in the Management	Reaching out to Faculty, Staff and Student to understand their aspirations	Rewriting Standard Operating Procedure(SOP) in tune with vision and Mission of the college	Good Governance practice
	To establish inclusive administration	Imparting Multi-dimensional capabilities to Students.	Faculty are willing to share the responsibility	Work allocation as per talent	Irrespective of the grade, work has to be assigned	Faculty involvement in each and every process

## Strategy Implementation

### Action Plan Development, Deployment and Performance Projections

Focus Areas	Key Strategic Objectives	Development of Action Plan (Who)	Deployment & Sustainability (Where)	Workforce Plan (What)	Time Line (When)		Relationship of objectives to stakeholders (Why)	Performance Measures (How)
					Short Term	Long Term		
<b>Teaching Learning</b>	To design competency based curriculum	Pedagogy team	Deployed across all departments	Bloom's taxonomy Dissemination - workshops	Outcome Based Curriculum	CDIO	Impart design and problem solving skills	Quantitative tracking of competencies
	To introduce choice based credit system	Faculty, Student, and Alumni	Deployed in all departments	General Electives; One credit courses	Flexible curriculum		More industry supported courses	Inter disciplinary projects
	To enhance hands-on experience	Faculty, industry personnel and students	Deployed in all departments	Theory cum practical approach	Mini projects as assignments	Theory and Practice - from prior identification	Role ready engineers for industries	Number of subjects and adaptability of students.
<b>Research &amp; Development</b>	To establish inter-disciplinary research culture	Faculty, SIGs, Deans and HODs CLC and DLC	FDP; Student Projects and TARC, Centre of excellence	Formation of Joint groups: - Identification of areas to be focused - Creation of infrastructure groups - Working as specific forms	1 month 6 months 6 months	Review after 2 years	Faculty will transit good knowledge to students	Number of projects; Number of publications

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	To take up more research projects	Govt. Bodies, NGO, Industries and SIG	Socially relevant projects; Govt. funded projects	Applying for major projects; Research project reviews	3 months; 6months		To solve live problems of industries	Number of projects applied/ completed
	To achieve publications in high impact factor journals	Research Advisor, Deans and Research Scholars	Peer reviewed journals, Periodic progress reviews	Journal Publications; Joint publications	12 months; 12 months		Establish collaboration with Professors at higher learning institutions	Number of publications in high impact factor journals
Industry interaction	To evolve industry co-created curriculum	Faculty and Industrial personnel	UG/PG curriculum to be upgraded every 4 years	Interaction with SMEs in industry; Identification of courses	6 months; 6 months	In all Departments 3years	Role ready engineers	Number of courses created
	To enhance industrial consultancy and testing	Internal, discussions with suppliers to meet industrial needs	Knowledge on similar works elsewhere; Specialized training for faculty	Conducting open house annually; Brochures & Promotion of capability & infrastructure	Reaching out local industries - 6 Months	Reviewing the progress after 1 year	Testing and consultancy with the sound interpretation	Number of consultancy works; Revenue generated
	To increase the number of patents filed and incubations	Understanding the procedure for patenting and incubation	Workshops on patent filing & IPR; Exploring incubation at other institutes	Project outcomes filed as patents; Areas for incubation	Patent filing - 12 months	Patents (3 years); Incubation in other departments (3	Improvement in brand name and market value	Number of patents applied; Number of patents obtained

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						years)		
<b>Student activities</b>	To impart soft skills for vernacular medium students	Discussion with Alumni, industry and faculty	Faculty training; Faculty lectures recording	Identification of students from all branches; Identifying volunteering alumni	Review the progress made by students in 6 months	Feedback from Faculty / Alumni and Students after 1 year	Increase in placement opportunities for students	Number of students trained; Number of students placed/passed
	To increase internship and placement in domain companies	Discussion between industry; Industry Interaction cell, Placement officer, faculty, alumni and students	Faculty interaction with industries, alumni, suppliers, collaborators	Identification of industries offering interns; Promotion of domain projects to industries	12 Months		Core students for core companies	Number of core companies visited; Number of interns; Number of placements
	To establish Alumni mentoring programs for economically and academically weak students	Interaction between Alumni, faculty and students	Faculty interaction with alumni to identify the needy students	Identification of needy students; Program schedule; Review mechanism	6 months		Increase in confidence level of students	Number of alumni involved; Number of students benefited
	To support technology based social	Interaction between NGOs, village	Faculty interaction with NGOs, visits to	Department wise areas of relevance to	6 months		Promote low cost prototypes	Number of students involved;

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	work	administration , Faculty, NSS students	villages and identification of issues	villages; Technology solutions and deployment				Number of projects handled
Governance	To utilize workforce effectively	Senior leadership - Principal, Deans, HoDs and FDP coordinators	Deployed across all departments;	Annual reviews and rewards for performers Decentralizing administrative structure; Succession plan	Admin restructuring with defined roles and responsibilities	Succession Plan	More trained and focused faculty to work with industries	Contributions in teaching, R&D, student and extension activities
	To enhance brand image	Alumni, Faculty, Students, Parents and Industry personnel	Among stakeholders. Contribution from all departments;	Newsletters, Publications, Patents, Open house	Web site News Letter Publications Patents	Alumni driven programs	Student placements in domain areas	Institutional rankings
	To attain international recognition	Faculty, GC members (Dr.R.Natarajan) and Alumni	Annual review; Feedback from Alumni	Faculty -H Index Foreign exchange programs Patents	Publications, Exchange Programs	International Projects in every department	Industrial publications; Alumni support	Number of publications / patents