SRI SAIRAM ENGINEERING COLLEGE

STRATEGIC PLAN (2021-2026)

1. TEAC HING LEARNING PROCESS				
S.No.	Objective	In Existence	Strategy to be Executed	Expected Outcome
1.	Enhancing innovative teaching approaches/methods	OBE is practiced/monitored	Experiential learning, practical oriented ambience with design thinking approach	A minimum of one activity for one course
2.	Technology Assisting Self Learning	Students undertake ONLINE courses for credit transfer (NPTEL & 1 like) & staff members for knowledge enhancement	Motivating students to do increased number of online courses in lines with the changing trends	A minimum of 4 courses per student during his learning tenure with/without transfer of credit
3.	Preparation of E-Content & ensuring self learning practices	E-Content are available for 90% of the courses	Creation of more number of videos, short films & e- books	E content at a minimum of two new courses per semester
4.	Offering individual care and career monitoring through the mentor system	Mentoring system is in existence and effective	Progressing the activities	● Regular meetings, at least thrice in a semester ● Meeting with the parents once in a sem/ through e-meet or physical
5.	Implementing inter/multi disciplinary approach in Teaching Learning process	Open electives & Value added courses are offered	Creating ambience and scope for individual/group projects	At least 2 multi-disciplinary projects by students from each department
6.	Developing/Establishing Virtual Laboratories	Virtual labs are in existence	Enhancing the creation of contents to the virtual labs	Addition of 3 more laboratories in the institute by 2025
7.	Establishing Centre of Excellence	Are in existence	Based on the expertise and	At least two per department by 2025

			strength. Each department can develop one centre of excellence	
2. INFRASTRUCTURE ENHANCEMENT				
1.	Establishing Smart Classrooms	Existing for a few departments	Learning provision ensuring instantaneous approach	Resulting to establish one studio for the institute
2.	Enhancing the computing facility	In existence	Ensuring a centralized storage facility to all students & staff are provided with computers & students followed BYOD (Bring Your Own Device) method	At least one lab course shall be conducted using this. Students utilize their devices in the Wi-Fi campus
3.	Upgrading the Lab facilities	Culture is existing	Purchase and modification are done as per the syllabus & requirements	Ensuring the stock and purchase
4.	Operating the centralized e-data management system for the institute	Is in existence as EDUMATE	Up gradation for data management as per regulations and requirements for easy reference	The centralized approach ensures easy accessibility of data in the practices, pertaining to Teaching and Learning
5.	Establishment of Continuing Education Cell	Yet to be established	Ensuring the continuous aspects of education and creating an in house platform for offering online courses	At least one course from one department (14 in total) to be established by 2025
6.	Enhancement in Library resources and services	Fully automated, resources as books, e journals & virtual contents are in place in the multi storey block	To increase the back volumes and work for remote accessibility	A minimum of 15% increase in accumulation of resources with at least 20% increase in Central library access
7.	Upgrading the Sports facilities	Sports infrastructure	To improve the Gym facilities	To retain the number one position at

		is on par with the required standards	& New facilities are to be created in the hostel ambience	the zonal level and increase the percentage of participation at least by 10% every year.
3. HUMAN RESOURCE MANAGEMENT				
1.	Faculty Student Ratio	1:15	Recruiting additional faculties to meet the required ratio	To follow the norms and the recommendations of the affiliating university and AICTE
2.	Faculty Retention	Strength of the Institute	Retaining the expert and eminent professors (after the age of 58) and appointing Adjunct faculties	A minimum of three for the institution
3.	Professional Skill Development aspect	On the increase	Motivated to undertake online courses, FDPs, Workshops, Seminars, Conferences, Chairs, Resource persons, BoS member, Faculty Exchange program and organize the same as stated	• FDP - Two per year for a faculty • Online - Two per year • Conference, Seminars, Workshops - 50% per department • A minimum of 2 activities per sem by a department
4.	Faculty Orientation and teaching Pedagogical programme	START is followed	• Institutional level and department level induction sessions are to be continued • Motivate freshly recruited to undertake NITTTR courses	• Two sessions are organized • 100% NITTTR completion by 2024
TECHNICAL & SUPPORTING STAFF				
1.	Staff Retention	Good retention is guarded	Recognition through awards and salary hike	Increase in average years of experience
2.	Qualification & Knowledge	Requires additional	Increasing the number of staff	40% in each department

		upgrading	favor	members getting sponsorship	
3.	Skill upgrading	Frequency of events has to be improved	Increasing the number of Seminars, Workshops and the like	One program by a department per year

LEARNERS

1.	Student Diversity	90% and above is from the state	To organize national level events, programs & competitions to bring awareness amidst learners	To increase by 10% from other states
2.	Women Diversity	Girls Students & Women faculty are 45 & 60	To increase the count of scholarships to girl students (in addition to the existing)	To meet gender equality in all aspects
3.	Participation in innovation and research	Requires enhancement	- Guiding individual/peer group to develop projects - Enhancing the financial support - Enhancing the participation in Project Expos, Hackathons and the like	- At least 4 projects per department - At least one mini & one major project per student
4.	Quality Placement	Consistency is ensured i. Skill Development ii. Skill Rack iii. Club Activities iv. PEGA, AMCAT	- Developing professional/staff skills - Ensuring at least to undergo 1 VAC - Organizing state of the need programs as per industry requirement - Eyeing reputed national/international recruiters and arranging	- A minimum of 3 programs (one by the Tap & 2 from 1 department) - At least one VAC per student (mandatory) - Two training sessions - Increase in Salary Package

			CSR initiatives	
5.	Competitive Exams & Higher Studies In & Abroad	Requires elevation	- Organizing awareness sessions by competent persons - Motivating sessions for continuous learning/similar - Mock tests for UPSC, GATE & CAT	Per year, - A minimum of 15% shall undergo higher studies in the institute - A minimum of 10% shall successfully complete the competitive exams
6.	Entrepreneurial Development & Promoting Start up Culture	Has to be Improved	- Creating awareness events, sessions and ambience to get the inclination for start ups - Idea Expo & Contest through Sairam Innovation Eco System	A minimum of 5 per year
4 RESEARCH AND DEVELOPMENT				
1.	Publication	Total Publication in the last five years: Journals: Chapters: Books:	- Increasing number in SCI & Scopus journals - Staff members are motivated to publish P,C & Books and credit is attached in appraisal	- Two papers per faculty per year - A minimum of 500 scopus indexed publications among which at least 250 shall be in SCI journals per year - Faculties of S&H to improve their publications in UGC - Care listed journals - Motivating to publish chapters in books with reputed publishing houses
2.	Enhancement of Citation Index	Total Google Scholar Citation: (Till 2023	Inspiring through meetings & Sessions to work for	Shall attain by 3 per paper for the latest of 3 years publication

		May)	• quality publications • Utilizing standard softwares to reduce plagiarism & similarity index	
3.	R&D Research Grant	Projects have been sanctioned (till 2023 May) • The SEED amount is offered to encourage research ventures • Utilization of the overhead charges of the grant are used for research activities • Organizing sponsored programme (till May 2023)	• Emphasizing on inter/multi disciplinary projects/research • Eyeing for international funding • Trying for grants from Govt/Non Govt. Organization • Obtaining branded and viable agencies to provide financial support for Seminars, Workshops, FDPs & Conferences	• A minimum of 1.4 crore funding per year from outside/external funding agencies • Ph.D faculties in collaboration can obtain minimum of one funded project per department per year • A minimum of 30 FDPs, Seminars, Workshops & Conferences per year at the institution by the external funding agency
4.	Research Centers	8 Research Centers with ____-Ph.Ds.	• Offering stipend to full time research scholars by the institution • Attaching performance 'grades' to Ph.D holders with quality research publications, guide ships, patents and extramural	• 90% Ph.Ds shall get recognition for being supervisors • A minimum of 5 scholars should register per a supervisor and 3 should successfully completing every year

			funded projects	
5.	Independent Joint/Collaborate Research	Has to be strengthened	Encouragement of signing MOUS & resulting in fruitful network for research ventures Offering financial support to participate in the research & professional activities from the institution (50 to 100%)	• At least 12 collaborative/joint projects with reputed institutions/organizations/industries/ R&D labs • Increase in the number of PDF, selecting in and abroad • Increase the ventures (at least one with each) • In collaboration with organizations like AICTE, DRDO, DST, CISR, IISCS, IITs & Foreign universities every year
6	Patent/ IPR	• Patents- were granted • Papers- were published (Till May 2023)	Financial support is rendered for IPR activities. Trying for good projects getting incubated by TBI with financial support	A minimum of 20 patents to be filed per year A minimum of 8 patents can be granted every year. At least one patent shall be commercialized
5 GOVERNANCE				
1	Identifying new regions and avenues for fund raising	Requires next level improvement	• Trying to obtain through CSR initiatives • Obtaining funds for consultancies • Establishing centers through industry sponsors	• To possess at least 4 industry sponsored centers • 15% increase of R&D fund per year

2	Data Management Operation	Department level as well as Institutional level	To implement complete ERP implementation	Shall be completed by 2024
3	International Linkage with world renowned universities	Requires improvement	• Improving the MoUs • International faculty expertise utilization • Enhancing collaborative activities Viz. Conferences, Workshops, Online Courses	• At least two international events can be organized • At least 5 MoUs with reputed Universities
4	Advancement in lines with Technology, Societal needs, and Industry expectations	Steady growth, maintaining consistency	Establishment of research cluster teams/ multidiscipline teams: • Dynamic research facilities pertaining to equipment and technology • Dynamism in constituting BoS, AC and the like • Additional courses in the niche areas	• One world conference atleast per 2 years • Working multidisciplinary research teams • At least 2 Ph.Ds per year
6 INDUSTRY -INSTITUTION LINKAGE				
1.	Signing MoUs	In Existence (Till May 2023)	Identifying more number of industries at the national & international level for joint projects	To have at least 3 MoUs per department per year and to execute two activities like internship, training, industrial visit, projects
2.	Industrial Training for Students	Adequate	In plant training and Internship are executed as per AICTE	• A list of core industries are identified

			Norms	• A minimum of two industrial visits per department are done • Internship for each student is mandatory for 100% internship for all departments
3.	Industrial Training for faculties	Has to be enhanced	Industry exposure to faculties for a period of 7 days	20% of faculty per department shall be obtaining
4.	Industry consultancy activities	On the path of improvement	Identifying willing/ possible consultancies and progressive	A minimum of 2 consultancy activities per department per year
5.	Developing Sponsored Laboratories	Presently needs to be improved	Finalizing the viable/ possible areas for establishing sponsored Laboratories	At least five labs shall be established by 2025
6.	Student and faculty exchange Programme	Requires a vast improvement	Sponsorship can be offered for studies and research	5% increase by 2025(students) 3% increase by 2025 (faculties)
7.	Alumni Engagement	Progressively Utilized	• Department database • Regular Alumni meet • Industry experts, Entrepreneurs, Academicians in alumni, UPSC services and abroad based alumni are invited • Holding Alumni talks	• Ensuring Alumni chapter for all programs by 2026 • A minimum of 15 sessions through Ist year Induction • A minimum of 4 lectures per department per year
7 COMMUNITY CONNECTIVITY AND ENGAGEMENT				
1.	Bringing awareness to the public (Technical, social and cultural)	Adopted village communities are given awareness programmes Conduct of in-house cultural activities	Healthcare, Education,Agriculture,Government Schemes and the like are useful to the communities. In-house celebrations and outside as well	A minimum of 15 programs per year by NSS, NCC, UBA,YRC,Clubs,YI & Cells

		among students to explore and express innate talents and skills and activities in with communities as well		
2.	Executing and establishing projects for societal problems/ issues	In place : (Till May 2023)	With the communities following the law, the projects are implemented	Two projects at a minimum by the institute per year
3.	Empowering activities for under privileged/ Aged/ Orphans	Activities are done through UBA,NSS Rotary, Women Cell & Rotaract Club	NSS campus are regular	Can be expanded by increasing the number of beneficiaries
4	Continuous Service Activities	• Blood Donation Campus • Tree Plantation Drives • Green Environment Activities • Free Eye Camp • Rallies are regular	• Far reaching through Govt/Private hospitals and the like minded organizations and people • Associating with NGOs • organizing program skills development for women, youth • Awareness Program for senior citizens	• Blood Donation Camp once in a year • Two Environment awareness program per year
5	Donation at small and large at the periods/time of need	Continuous services during the period of Flood, Covid etc.	• Societal activities at the time of need like Unexpected Calamities through human resources and material resources	Being ready with responsibility and resources

PRINCIPAL