Hyderabad Karnataka Education Society's

POOJYA DODDAPPA APPA COLLEGE OF ENGINEERING

Autonomous & Govt. Aided Institution - Approved by AICTE, New Delhi - Affiliated to VTU, Belagavi
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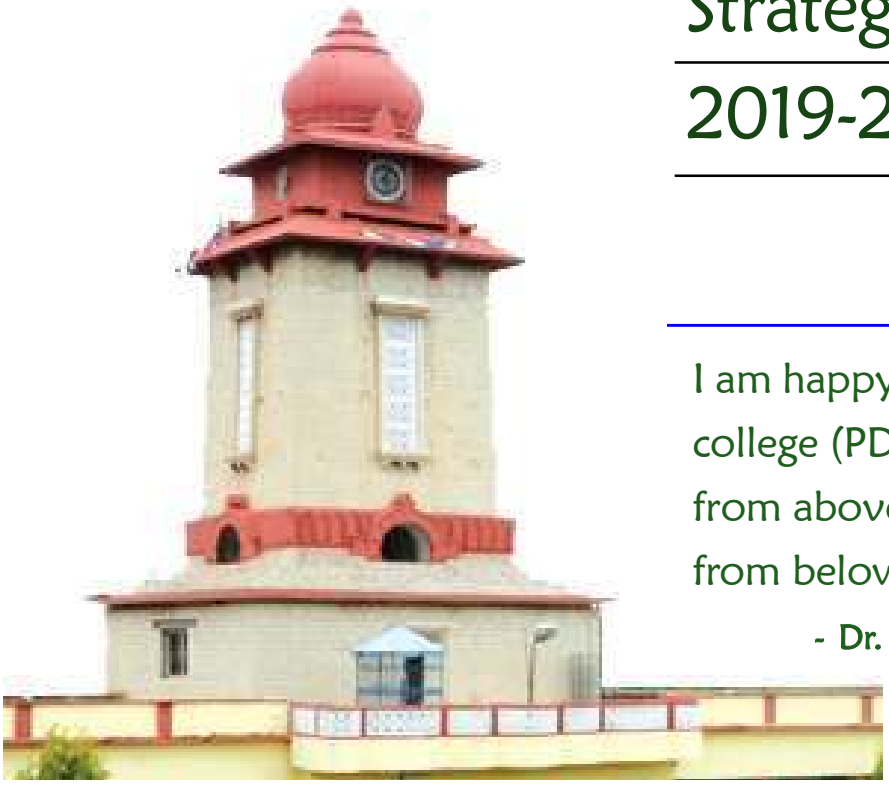
Institutional Strategic Plan 2019-24



I am happy to learn that this college (PDACEK) is not a gift from above, but it is a growth from below.....

- Dr. Sarvepalli Radhakrishnan

POOJYA DODDAPPA APPA COLLEGE OF ENGINEERING

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PREFACE

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 also the review report of achievements in the previous strategic plan of 2014-19.The draft was presented before the Academic Council and Board of Governors for their suggestions. After getting the approval of Board of Governors final ISP for 2019-24 is published.

STRATEGIC DEVELOPMENT PROCESS

The Chairman and the members of the Governing Body have felt the need of preparing a new strategic development plan for the institution in a formal written document format for the period 2019-24. The mandate was given to the Principal to develop strategic plan for the institution. The institution strategic plan committee was formed consisting of Principal, various Deans, head of departments and invited alumni and industry representatives. The committee met and brain stormed on SWOC and stake holders expectations, and met a number of times, deliberated in detail and arrived at 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 2024.

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 role for the institution. 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 key indicators, evaluation measures and monitoring 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 AC, BOG and after its detailed review; the suggestions were incorporated towards its effective implementation. This comprehensive plan forms the guiding plan for the years 2019-2024

VISION & MISSION

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 Belagavi. 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 September 1958, the birthday of Sri.S Radhakrisnan. Incidentally, the college building was also inaugurated by Sri.S Radhakrisnan, the then Vice President of India.

60 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, 10 Post Graduate (PG) programs and 12 Research centres. An initial intake of 120 students in 1958 has grown to an intake of 980 UG and 193 PG students. Today the campus is spread over 71 acres has over 3300 students on rolls of which 1300 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.

The National Board of Accreditation, New Delhi, has accredited the College in the year 2005-08 for 9 UG Courses out of which 8 courses are accredited for three years and one course was accredited for five years. And second time Six Courses are accredited for three years in the year 2009. Recently **Information Science and Engg, Industrial and Production Engineering, Electronics and Instrumentation, Ceramics and Cement Technology and Automobile Engineering departments are accredited for three years for the period 2019-20 to 2021-22.**

Our college is one among the 14 colleges selected under TEQIP, sponsored by World Bank. It has received a grant of Rs 10.454 Crores under this scheme for its development. The institution is selected for TEQIP phase II in year 2011 for four years. Institution is receiving a grant of Rs 12.50 Crores under TEQIP Phase -II scheme for its development and selected for TEQIP-III as mentoring Institute for BIET Jhansi (UP).

The major strength of the institution is its technical human resource with 70 Doctorates. 159 post graduates of which, around 70 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 31 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 350 and around 220 in conferences in last five years.

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 two day National level Techno-Cultural Festival “NIRMAN”.

The Institute, taking the advantage of academic autonomy, believes in preparing the students through OBE adopting Choice Based Credit System (CBCS) and Continuous Assessment and Grading Pattern of examination. Also a one year diploma course in Interior design has been started by the Architecture department. The curriculum is framed with wide interaction with alumni and Industry resource persons so as to impart necessary updated skills in the students.

Highly qualified and dedicated human resource, state of the art facilities, effective institute-alumni and industry-institute interaction make the learning process a unique and satisfying experience at Poojya Doddappa Appa College of Engineering.

Achievements in Institute Strategic Plan 2014-19:

- The Institute has been awarded with Bharatiya Vidya Bhavan National Award for an Engineering College having Best Overall Performance for the year 2017 by ISTE (Indian Society for Technical Education).
- The Institute is declared as the best NAIN Centre for submitting innovative projects for the year 2016
- Recognizing NPTEL/MOOC online certification course and soft skill courses as credit courses
- Establishment of digital library
- Establishment of research centres in all the departments
- Developed industry supported labs in ISE and Industrial Production Engineering departments
- Established two start up cells and initiatives are taken to establish innovation centre
- Increase number of functional MoUs e.g., with IIM Tiruchy, Medini Industry, Sky rim Innovations Ltd , K-Pro solutions, Flexitron Innovations Ltd., Mind Nxt, etc.
- Institute got TEQIP-III phase sanction for mentoring BIET-Jhansi
- Auditorium of Student activity centre is refurbished which was built with alumni funding
- New administrative building
- Establishment of new examination center with state of the art facilities
- Solar energy supported labs in IPE department
- Development of new garden in front of main gate for green campus

PROGRAMS OFFERED

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 (B.Arch.)
- Ceramic and Cement Technology
- Computer Science and Engineering
- Automobile Engineering
- Information Science and Engineering

Post Graduates Programs (M. Tech):

- Power Electronics
- Thermal-Power Engineering
- Environmental Engineering
- Structural Engineering
- Production Engineering
- Communication Systems
- Computer Science and Engineering
- Bio-medical Electronics and Industrial Instrumentation
- Computer Networks
- Material Science and Technology

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

Institutional Strategic Plan Committee

- **Principal**:

  Dr. S. S. Hebbal

- **Dean Academic**:

  Dr. Siddarama R. Patil, Professor Department of E&CE

- **Dean Administration:**

  Dr. A. B. Harwalkar, Associate Professor, Department of Civil Engineering

- **Controller of Examination**:

  Sri. Ravindra Lathe, Associate Professor Department of Mechanical Engineering

- **Training and Placement Coordinator:**

  Dr. Mahadevappa Gadage, Department of Ceramics and Cement Technology

Heads of Departments:

- Dr. Suresh G Patil, Professor and Head Civil Engineering
- Dr. Praveenkumar Hunuguntiker, Professor and Head Mechanical Engineering
- Dr. Basawaraj Amrapur, Professor and Head Electrical & Electronics Engineering
- Dr. Yanamshetty, Professor and Head Electronics and Communication Engineering
- Dr. S. S. Kalashetty, Professor and Head Industrial and Production Engineering
- Dr. Suvarna Nandyal, Professor and Head Computer Science and Engineering.
- Dr. Channappa Bhyri, Professor and Head Electronics and Instrumentation
- Dr. Channappa Biradar, Professor and Head Automobile Engineering
- Dr. Amaresh R patil, Professor and Head Ceramic and Cement Technology
- Prof. Vijaylaxmi Biradar, Professor and Head Architecture
- Dr. Bharati Harsur, Professor and Head Information Science and Engineering
- Invited Alumni and Industry representatives

Stake Holders Expectations

Management	■ Good governance ■ Internal revenue growth for sustainability ■ Social responsibility
Administrative Team	■ National brand- Ranking (NIRF) 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.
- Satisfactory Infrastructure
- Strong alumni network.
- Autonomous institute (UG & PG) since 2007
- Five UG programs NBA accredited as per Washington Accord
- Research centres established in 12 programs.
- TEQIP funded institute.
- One of the institute offering seats under GoI for Jammu & Kashmir and North-Eastern states.

Weakness:

- Admission of relatively low ranking students.
- Remote location and lack of industries in and around the city.
- Consultancy only in few departments
- Low number of full time research scholars

Opportunity:

- Collaborative activities with Institutes of repute and Industry R&D activities
- Getting funded projects from state/central governments since good number of faculty members have PhD.
- Establishing of new PG Programs, certification courses and centres of excellence.
- Increased revenue generation through consultancy
- Harnessing the benefits from the functional MoUs with industries.

Challenges:

- Competition from new institutions/universities.
- Medium placement percentage with not so attractive salary package.
- High expectations from stakeholders.

ENVIRONMENTAL SCAN

Economic Factors: Since India is developing country with low GDP rate of 5.8-6.6 % in April to September 2019, there is a need to grow up, however with new government in place, GDP is likely to increase. This 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: The Indian population is increasing at a rapid rate. It has crossed 1.3 billion in 2019. The implication of this on technical education is obvious. Also Parents are very keen on the placement of their wards, instead of looking forward for real knowledge and overall development of wards personality. Being a Government aided institution it is subjected to high level of public scrutiny and accountability.

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 of India has 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 from 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 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 PDACEK the performance of the Institute is rigorously evaluated by various Government/University agencies, such as UGC, LIC, AICTE, DTE and NBA.

Entry of Foreign Universities: Entry of foreign universities may pose a great challenge in the years to come in the form of competition. There is a need for looking into factors such as faculty retention and curriculum reforms to keep pace with the flexible system of foreign universities and needs continuous reviewing.

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 and 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 by means of establishing centres of excellence, 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 in NIRF ranking:

Strategy	Action Plan	Time line
Improvement in TeachingLearning Process	Increasing the experiential learning component in curricula.	Continuous
	Revision of student outcomes to identify modifications /additions required in light of industry needs	Continuous
	Encouraging faculty members for up-gradation of qualification	Continuous
	Encourage faculty and staff to conduct and participate in conferences, FDP, Seminars, workshops and other training programmes,	Continuous
	Using ICT based techniques	Continuous
	Lectures by industry experts in selected courses	Continuous
	Mentoring of students, emphasis on slow learners	Continuous
Improvement in students skill and industry readiness	Encouraging students for life-long and self learning	Continuous
	Training programs for skill Enhancement	Continuous
	Pre-placement training programs	Continuous
	Industrial internship	Continuous
	Develop ethical and ecological values in students	Continuous
	Encouraging establishment of incubation centres	Continuous
	Encouragement for start ups	Continuous
Ensuring programmes comply with national accreditation standards and best practice	Getting accredited all programs by NBA	One Year
	Getting extension of autonomy for the next period of six years	One Year
	Getting NAAC accreditation with good score	One Year
Initiating interdisciplinary courses and student projects	Introducing open electives	One Year
	Encouraging students to take up interdisciplinary projects	Continuous
Good Governance	Decentralization in working	Continuous
	Well defined transparent governing system	Continuous
	Grievance redressal mechanism	Continuous

Goal II: Enhance research infrastructure and to promote impact-making resea[illegible]dresses the challenges faced by the society and industry:

Strategy	Action Plan	Time line
Identification of societal needs	Selecting projects based on societal needs	Continuous
Expanding effective interaction with industry	MoU's	Continuous
	Involvement of industry experts in the development of curriculum	Continuous
	Industry based curriculum	Continuous
	IPR	Continuous
	Introduction of an exclusive semester for internship	Continuous
Expanding applied research which addresses socio-economic needs	Publicizing research funding opportunities at various levels to faculty members	One year
	Encouraging faculty members to write proposals	One year
	Establishing research groups to put joint efforts in targeted research areas	One year
	Promoting inter-departmental research	Continuous
	Attracting research contracts and grants	Continuous
	Increasing the number of research publications in peer reviewed journals	Continuous

Goal III: To establish minimum of four centres of excellence

Strategy	Action Plan	Time line
Identification of the areas	A multi disciplinary team will be formed to identify the thrust areas	Six months
	Research grants from industry	Continuous
Faculty Training	Encouraging the faculty to undergo training in the relevant areas and to prepare the feasibility report	One year
Funding opportunities	Promoting faculty to write proposals for funding	One year
	Contribution from alumni and industries	One year
	Developing MoUs with Industries	One year
Sustainability of Centres of Excellence	Regular review of functioning and utility	Continuous

Goal IV: To expand our geographic reach to enhance engagement with alumni, industry and brand recognition of the Institute

Strategy	Action Plan	Time line
Networking with Alumni	Separate alumni interaction cell	Continuous
	Alumni meet at department and institute level	Continuous
	Involvement of alumni in policy and curriculum development of institute	Continuous
Initiation of Collaboration with foreign Universities	Promoting student and faculty exchange Programs	Two years
	Encouraging joint publications	Two years
Enhancing industry participation	Regular meeting of industry advisory board	
	Conducting corporate training programs	
	Conducting of FDPs with industry persons as resource persons	
	Assistance in setting up of CoEs from industry	

Goal V: To increase interaction with society for developing and implementing sustainable technology to serve the needs of the society

Strategy	Action Plan	Time line
Adopting nearby villages for identifying and solving their problems in terms of technology transfer especially in the areas of health, drinking water and sanitation and renewable energy resource within a time frame of 5 years.	Identification of villages by a committee	Two months
	Conduction of village survey	Two year
	Proposals for technology transfer	Three year
	Assisting the village administration in implementing	Continuous
Establishing different centres with the objective of society benefit	Increasing the activity of Red Cross Society	Continuous
	Regular conduction of NSS activities	Continuous

EFFECTIVE IMPLEMENTATION AND MONITORING

Implementation Plan at Institution Level :

Good Governance & Administration	GB, Chairman, Members of GB
Finance Management	Finance Committee
Institution Statutory Compliance	Principal and Deans
Branding /Expansion	GB members, Leadership team & Public relations team
Talent Management	GB, Chairman, members, Principal and Vice Principal
TEQIP	GB, TEQIP coordinator and Principal
Infrastructure (physical & academic)	GB, Chairman, GB members, Principal, Vice Principal, Deans (Academics), Dean (Maintenance) & team
Teaching- Learning	Principal, Dean (academics), HODs, Faculty and Staff
Research	Dean (R & D) & Coordinators PG studies
Student affairs	Dean (Student affairs)
Student admissions	Principal, Registrar and Faculty team
Departmental activities	HODs, Program coordinators, PG coordinators, Faculty and staff
Placement & Training	Training and Placement officer 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 redressal procedures etc.
Talent Management	Recruitment, Selection of faculty, staff, salary, 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 organised, New MOUs signed with academic and industrial organizations, Centres of competence established.
Physical Infrastructure	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.

Social Responsibility	NSS & Red Cross society activities, 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, Government and Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income

Following performance indicators are finalized for the strategic goals:

Performance Indicators for Strategic Goal 1:

Action Plan	Performance Indicators
Increasing the experiential learning component in curricula	Student and employer feed back
Revision of student outcomes to identify modifications / additions required in light of industry needs	Revised course outcomes
Encouraging faculty members for up-gradation of qualification	Number of faculty undergone qualification up-gradation
Encourage faculty and staff to conduct and participate in conferences, FDP, Seminars, workshops and other training programmes.	Number of FDP and SDP, Conference conducted and participated
Using ICT based techniques	Faculty participating in training program
Lectures by industry experts in selected courses	Number of expert lectures
Mentoring of students, emphasis on slow learners	Student feed back
Encouraging students forlife-long and self learning	Student and employer feed back
Training programs for skill enhancement	Student and employer feed back
Pre-placement training programs	Student feedback and placement percentage
Industrial internship	Student feed back
Develop ethical and ecological values in students	Course content and quality of projects
Encouraging establishment of incubation centres	Number of incubation centers
Encouragement for start ups	Number of start ups
Getting accredited all programs by NBA	Accreditation by NBA
Getting extension of autonomy for the next period of six years	Getting extension of autonomy for next six years
Getting NAAC accreditation with good score	NAAC acreditation
Introducing open electives	Number of open electives
Encouraging students to take up interdisciplinary projects	Number of interdisciplinary projects
Decentralization in working	Evaluation by IQAC
Well defined transparent governing system	Evaluation by IQAC
Grievance redressal mechanism	Evaluation by Dean (student affairs), faculty and staff associations

Performance indicators for Goal 2:

Action Plan	Performance Indicators
Selecting projects based on societal needs	Number of projects
MoU's	Number of MoUs
Involvement of industry experts in the development of curriculum	Participation in department advisory board
Industry based curriculum	Curriculum incorporating industry elective and skill development courses
IPR	Number of patents applied and published
Introduction of an industry internship	Curriculum
Publicizing research funding opportunities at various levels to faculty members	Number of research proposals
Encouraging faculty members to write proposals	Number of research proposals
Establishing research groups to put joint efforts in targeted research areas	Committee to be formed
Promoting inter-departmental research	Number of multidisciplinary research projects
Attracting research contracts and grants	Total of R&D grant
Increasing the number of research publications in peer reviewed journals	Number of publications

Performance indicators for Goal 3:

Action Plan	Performance Indicators
A multi disciplinary team will be formed to identify the thrust areas	A committee to be formed
Research grants from industry	Total industry grants obtained
Encouraging the faculty to undergo training in the relevant areas and to prepare the feasibility report	Number of training program undergone in thrust area
Promoting faculty to write proposals for funding	Number of proposals
Contribution from alumni and industries	Participation of alumni and industry in establishing CoE
Developing MoUs with Industries	Number of MoUs
Regular review of functioning and utility	Evaluation report by a evaluation committee

Performance indicators for Goal 4:

Action Plan	Performance Indicators
Separate alumni interaction cell	Formation of alumni cell
Alumni meet at department and institute level	Number of alumni meet
Involvement of alumni in policy and curriculum development of institute	Regular Participation of alumni in institute development
Foreign Collaboration: Promoting student and faculty exchange programs	Number of faculty and student exchange programs
Foreign Collaboration: Encouraging joint publications	Number of joint publications with foreign authors
Regular meeting of industry advisory board	Number of meetings
Conducting corporate training programs	Number of corporate training programs
Conducting of FDPs with industry persons as resource persons	Number of FDPs
Assistance in setting up of CoEs from industry	Assistance sought in terms of resource persons, setting up of facilities and funding

Performance indicators for Goal 5:

Action Plan	Performance Indicators
Identification of villages by a committee	Number of villages identified
Conduction of village survey	Survey report
Proposals for technology transfer	Evaluation of proposal by a technical committee
Assisting the village administration in implementing	Feedback from village administration
Increasing the activity of Red Cross Society	Number of activities
Initiation of NSS	Number of activities conducted

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 through active engagement of faculty, staff, 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.