

## **STRATEGIC PLAN**

**[5 Year Plan: 2022-2026]**

### **OBJECTIVES:**

The purpose of this document is to establish the **roadmap for next 5 years** to plan how we wish to see our Institution in the future. This plan is **based on the existing vision and mission**, additional focus suggested by the management and also the National Educational Policy- NEP-2020. Mission statements are the **basic perspectives** driving the newer strategies established in this report. This report will serve as baseline for **budgeting** and also to establish the Institutional level **ANNUAL performance appraisal**.

### **INSTITUTIONAL VISION AND MISSION:**

#### **VISION:**

To develop **competent** professionals with **human values**.

#### **MISSION:**

- M1.** To have **contextually relevant** Curricula.
- M2.** To promote **effective Teaching Learning** Practices supported by **Modern Educational Tools and Techniques**.
- M3.** To enhance **Research Culture**.
- M4.** To involve the **Industrial Expertise** for connecting Classroom contents to real-life situations.
- M5.** To inculcate **Ethics and soft-skills** leading to overall personality development.

**ADDITIONAL FOCUS:**

F1: Curriculum relevance- **M1**

F2: Academic/ Exam results- **M1, M2, M4**

F3: Research papers, Sponsored Projects, Root cause analysis for rejected papers and filling gap.- **M3**

F4: Value additions: Teaching, Soft skills, Use of ICT / Presentation, Discussion Groups (Communication skills)- **M2 & M5**

F5: Community oriented services- **M3 & M5**

F6: Placement.

F7: Accreditation and Ranking: NBA, NAAC and NIRF - **M1 to M5 & Establishment of strong IQAC to support quality checks and Institutional repository.**

F8: National Educational Policy- NEP-2020 – **M1 to M5.( Experiential Learning)**

**PLANNING INCREMENTS:**

1<sup>st</sup> year to 5<sup>th</sup> year, i.e. **2022** to **2026**; year commencing from 1<sup>st</sup> of January and ending by 31<sup>st</sup> December.

**CONTACT DETAILS:**

1. **Dr. K. Gopinath**, Principal, SDM College of Engineering and Technology, Dharwad-580002.

Email: [principal@sdmcet.ac.in](mailto:principal@sdmcet.ac.in)

Mobile: 9538677470

Focus	Perspective/ Key Areas	2022	2023	2024	2025	2026
<b>F1 / M1</b>  <b>Curriculum Relevance</b>  <b>Faculty I/C:</b>  <b>1. DUGC Member Secretary @ Dept. level</b>  <b>2. Dean Academic Programme</b>	<b>Re-establishing the relevance of critical thinking in Course outcomes and raising learning levels focusing on Experiential learning of NEP-2020.</b>	Regular review during DUGC and BoS Meeting.  Conducting workshop for revisiting earlier understanding of critical thinking embedded in course outcomes and their mapping to POs. <b>This is to bring Commonalities among various departments.</b> <b>Content changes up to 10%</b>	The defined process is continued.  NEP based restructuring and content development as per guidelines issued by VTU <b>Content changes up to 10%</b>	The defined process is continued.  NEP based restructuring and content development as per guidelines issued by VTU <b>Content changes up to 10%</b>	The defined process is continued.  <b>Major Curriculum Reform from Critical thinking Perspective</b>  <b>Content changes up to 10%</b>	The defined process is continued.  <b>Content changes up to 10%</b>
	<b>Re-establishing the relevance of Program Articulation Matrix-PAM</b>	Reestablishing PAM leading to increased levels of CO to PO mapping. Performing Gap analysis. Introduction of trending courses based on recommendation of BoS and external auditing team and PAM validation during EXTERNAL audit to the <b>satisfaction level 100%</b> by external team	The defined process is continued.  PAM Validation during EXTERNAL audit to the <b>satisfaction level 100%</b> by external team	The defined process is continued. <b>Completion of NEP-2020 reforms- Cycle-1</b>  <b>Major Curriculum Reform- Begins</b>  PAM Validation during EXTERNAL audit to the <b>satisfaction level 100%</b> by external team	The defined process is continued. <b>Deployment of Major Curriculum Reform</b>  PAM Validation during EXTERNAL audit to the <b>satisfaction level 100%</b> by external team	The defined process is continued.  PAM Validation during EXTERNAL audit to the <b>satisfaction level 100%</b> by external team
	<b>Conducting internal and External Audits</b>	Conducting yearly audit by external personnel preferably from IITs and NITs. <b>Preparing action plan</b> to fill the GAP suggested by auditors.	<b>Filling the gap 100%</b> and its review.  The defined process is continued.	<b>Filling the gap 100%</b> and its review.  The defined process is continued.	<b>Filling the gap 100%</b> and its review.  The defined process is continued.	<b>Filling the gap 100%</b> and its review.  The defined process is continued.

Focus	Perspective/ Key Areas	2022	2023	2024	2025	2026
<p><b>F2</b> <b>M1,M2,M4</b></p> <p><b>Exam Results</b></p> <p><b>Faculty I/C:</b></p> <p>1. IQAC @ Dept. level</p> <p>2. Dean Academic Programme</p>	<p><b>Bridge Courses</b></p> <p>For all and specific to <b>Slow learners</b></p> <p><b>&amp;</b></p> <p><b>Learning Extensions</b></p>	<p>Bridge course on for critical courses to fill the <b>learning deficiencies</b> and also to <b>strengthen as a pre-requisite</b> for specific Engineering Program leading to better understanding of other courses and improved placement.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100%</b> before and after placement.</p>	<p>The defined process is continued.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100%</b> before and after placement.</p>	<p>The defined process is continued.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100%</b> before and after placement.</p>	<p>The defined process is continued.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100%</b> before and after placement..</p>	<p>The defined process is continued.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100%</b> before and after placement.</p>
	<p><b>Tutorials for complex courses</b></p>	<p>To enhance learning depth and strengthening critical thinking in identified courses for all and also focusing on <b>SLOW LEARNERS.</b></p> <p><b>Target :</b></p> <p>Students <b>satisfaction feedback Index of 100%</b></p>	<p>The defined process and performance target is continued with <b>revision of course list</b> based on the need.</p>	<p>The defined process and performance target is continued with <b>revision of course list</b> based on the need.</p>	<p>The defined process and performance target is continued with <b>revision of course list</b> based on the need.</p>	<p>The defined process and performance target is continued with <b>revision of course list</b> based on the need.</p>

	<p><b>Strengthening Experiential Learning component</b></p>	<p>Strengthening existing CTA assignments by including <b>practical based assignments/ Course projects and Industry connectivity</b> for the class room in Curriculum for all courses to maintain uniformity and assuring minimum learning standard.</p> <p><b>Target :</b></p> <p>Student's <b>satisfaction feedback Index of 100% and also 100% acceptance in External quality audit</b> for industry readiness.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>
	<p><b>Industry Connectivity for Class room</b></p>	<p>Minimum <b>one</b> Industrial talk connecting relevant industry to class room.</p> <p>Mentoring student's project by Alumni &amp; Industry sponsored projects.</p> <p><b>Target :</b></p> <p>Students <b>satisfaction feedback Index of 100%</b></p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>

Focus	Perspective/ Key Areas	2022	2023	2024	2025	2026
<p style="text-align: center;"><b>F3</b> <b>M3</b> <b>Research</b></p> <p><b>Faculty I/C:</b></p> <ol style="list-style-type: none"> <li><b>1. Research center I/C @ Dept. level</b></li> <li><b>2. Dean R &amp; D</b></li> </ol>	<p>Quality assessment of all research proposals</p>	<p>Formation of <b>Review team</b> headed by principal to prepare <b>quality review</b> reports of all proposals since 2020 and continuing in future.</p> <p>Proposals will be permitted to be submitted only after the <b>clearance from the Quality assessment team.</b></p> <p>Making <b>reports available</b> to all teams regularly based on the <b>root cause analysis</b> of the proposal for both accepted and <b>rejected</b> ones.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued.</p>

	<p><b>IPR:</b> Copyrights and Patents</p> <p><b>Paper Publications</b></p> <p><b>Funded Projects</b></p>	<p>Formation of Research group supported by <b>seed money</b> based on the recommendation and acceptance of project proposal by internal Quality assessment team.</p> <p><b>Target :</b></p> <p>Minimum <b>2</b> groups per department.</p> <p>Minimum <b>01</b> journal paper per group.</p> <p>Minimum <b>01</b> knowledge transfer workshop per group.</p> <p><b>Yearly Event:- 01 per Dept.</b> On campus <b>One Day session</b> by an expert recognized at National/International Level (Scientist or expert in any Domain useful to Engineering Community)- <b>One per Department.</b></p>	<p><b>Target :</b></p> <p>Minimum <b>3</b> groups per department.</p> <p>Minimum <b>01</b> journal paper per group.</p> <p>Minimum <b>01</b> knowledge transfer workshop per group.</p> <p><b>Conduct National level Conference covering all Engineering streams under single umbrella;</b> In collaboration with standard <b>UGC listed Journal</b> for publication and <b>Scopus Indexing</b> of all papers.</p> <p>Ex: IEEE/ACM Journals</p>	<p><b>Target :</b></p> <p>Every PhD holder to create a group</p> <p>Minimum <b>01</b> journal paper per group.</p> <p>Minimum <b>01</b> knowledge transfer workshop per group.</p> <p>Minimum <b>01 patent per department</b> All patents are fully financed by Institution.</p>	<p>The defined process and performance target is continued.</p> <p><b>Conduct International level Conference covering all Engineering streams under single umbrella;</b> In collaboration with standard <b>UGC listed Journal</b> for publication and <b>Scopus Indexing</b> of all papers.</p> <p>Ex: IEEE/ACM Journals</p>	<p>The defined process and performance target is continued.</p>
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**Know Your Faculty:-**

Session by all authors  
who published their work  
on Last Friday of every  
Month @ Institute Level.

Building common  
Repository @ Institute  
level.



Focus	Perspective/ Key Areas	2022	2023	2024	2025	2026
<b>F4</b> <b>M2 &amp; M5</b>  <b>Value</b> <b>additions</b>	<b>Learning for Placement</b>  <b>Faculty I/C:</b>  <b>Dean CIII &amp; T &amp; P</b>	Placement department to introduce in-house regular online aptitude test,  Question Paper Repository  and  Domain specific placement revision Class on the top of external classes.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Building online repository.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Automated online class at anytime and anywhere using ICT  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Increasing volume and operational quality.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	The defined process is continued.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>
	<b>Soft Skills</b>  <b>Faculty I/C:</b>  <b>Dean CIII &amp; T &amp; P</b>	Establishing a separate section to drive in house, soft skills training to support regular course in addition to external services on need basis. Ex: Interview Skills; Resume writing, Group discussion, Business etiquettes, Stress Management, Leadership qualities, Human values, Ethics etc...  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Building online repository.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Automated online class at anytime and anywhere using ICT.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	Increasing volume and operational quality.  <b>Target :</b> Students <b>satisfaction feedback Index of 100%</b>	The defined process is continued.

	<p><b>Discussion Group</b></p> <p><b>Faculty I/C:</b> T &amp; P</p>	<p>Placement department to introduce in-house regular group discussions-</p> <p><b>Target :</b> once per month for each student with Students <b>satisfaction feedback Index of 100%</b></p>	<p>Making this driven by placed students under peer learning.</p> <p><b>Target :</b> Students <b>satisfaction feedback Index of 100%</b></p>	<p>Establishing Video repository for automated online learning.</p> <p><b>Target :</b> Students <b>satisfaction feedback Index of 100%</b></p>	<p>The defined process and performance target is continued.</p>	<p>The defined process and performance target is continued</p>
	<p><b>English Communication Skills</b></p> <p><b>Faculty I/C:</b> English Professor</p>	<p>Introducing regular evening class on verbal communication focusing on small groups to discuss various trending topics at national and international level.</p> <p><b>Target :</b> One hour session per week per student with Students <b>satisfaction feedback Index of 100%</b></p>	<p>Making this driven by placed students under peer learning.</p> <p><b>Target :</b> Students <b>satisfaction feedback Index of 100%</b></p>	<p>Establishing Video repository for automated online learning.</p> <p><b>Target :</b> Students <b>satisfaction feedback Index of 100%</b></p>	<p>The defined process is continued.</p>	<p>The defined process is continued.</p>
	<p><b>Use of ICT Information Communication Technology</b></p> <p><b>Faculty I/C:</b> CCF to coordinate.</p>	<p>Establishing video recording studio. Connecting class rooms with NPTEL materials as apart of course plan.</p> <p><b>Target :</b> Infrastructure establishment.</p>	<p><b>Target :</b> Creating video learning materials for online access- <b>25%</b> courses use NPTEL references. <b>one</b> course per faculty member</p>	<p><b>Target :</b> <b>35%</b> courses use NPTEL references. Video learning materials availability for <b>25% of courses</b></p>	<p><b>Target :</b> <b>45%</b> courses use NPTEL references. Video learning materials availability for <b>35% of courses</b></p>	<p><b>Target :</b> <b>50%</b> courses use NPTEL references. Video learning materials availability for <b>50% of courses</b></p>

Focus	Perspective/ Key Areas	2022	2023	2024	2025	2026
<p><b>F5</b> <b>Community Oriented Services</b></p> <p><b>M3 &amp; M5</b></p> <p><b>Faculty I/C:</b></p> <p>Dean Student welfare &amp; NSS coordinator along with department representative</p>	<b>Awareness Program</b>	Preparing list of activities and its implementation through village adoption in collaboration with various schemes like: Unnata Bharath Abhiyan, NSS, and Red Cross Society.				
	<b>Learning Programs through workshops</b>	Supporting students for AICTE activity points.	<b>Target :</b> Process and Performance target to continue.	<b>Target :</b> Process and Performance target to continue.	<b>Target :</b> Process and Performance target to continue. In addition-	<b>Target :</b> Process and Performance target to continue. In addition-
	<b>Technology Transfer Programs</b>	<p><b>Target :</b> Technology awareness program – 1 per department per year.</p> <p>Workshop – 1 per department per year.</p> <p>Village adoption-01 per department.</p>	<b>01 Technology transfer per department</b> in the form of Engineering product useful to society	<b>Maintaining the existing technology / product delivered.</b>	<b>Maintaining the existing technology / product delivered.</b>	<b>01 Technology transfer per department</b> in the form of Engineering product useful to society

<b>F6</b>  <b>Placement</b>  <b>Outcome of Value Addition</b>  <b>Faculty I/C:</b>  TPO	<b>Offers</b>	<b>Target :650</b>	<b>Target :670</b>	<b>Target :680</b>	<b>Target :690</b>	<b>Target :700</b>
	<b>Placement</b>	<b>Target :370</b>	<b>Target :380</b>	<b>Target :390</b>	<b>Target :400</b>	<b>Target :410</b>
	<b>Companies offering more than 10 L</b>	<b>Target :10</b>	<b>Target :15</b>	<b>Target :20</b>	<b>Target :25</b>	<b>Target :30</b>
	<b>MoUs</b>	<b>Target :5</b>	<b>Target :7</b>	<b>Target :8</b>	<b>Target :10</b>	<b>Target :12</b>
	<b>Internship</b>	<b>Target :75</b>	<b>Target :100</b>	<b>Target :125</b>	<b>Target :150</b>	<b>Target :200</b>
<b>OTHERS</b>	<b>Feedback</b>  I/C Dean Admin	<b>360° Feed Back.</b>  <b>Feedback on:</b> Teachers, HoDs, Deans and Principal.  <b>Target: Identifying GAPS and correction in the beginning of immediate next year.</b>	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.
	<b>Visibility</b>  I/C- PRO	<b>Organizing State and National level events, seminar, talks and conferences.</b>  <b>Seminar- 1 per department.</b>	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.	<b>Target :</b>  Process to be continued with improvements in gaps identified.

		<p><b>Talks by Nobel laureates- 1 per year/ Institute.</b></p> <p><b>Arranging TeDX Talks- 1 per year/Institute.</b></p> <p><b>Int. National level Conference- 1 per year/Institute.</b></p> <p><b>State level Project Competition- 1 per year/ Institute- department specific streams.</b></p> <p><b>Hackathon: 01 per year at National level with prize money of 50/25/15 Thousands for top three winners <b>in collaboration with Industries.</b></b>  <b>[ Event Conduction @ Institute level / Participation @ National level]</b></p> <p><b>Social Services:</b></p> <p><b>Village adoption-2, NSS- 2 events per department per semester, AICTE activity Points- 1 events per students group,</b></p>				
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**TV programs and advertisements on technology for common people- 1 @ college level per semester.**

**Faculty outing and stay at village to learn and make others know about us - 1 per block of TWO years per Department.**

**Inter College Academic Quality Sharing Discussion Forum- 1 Full day Session per year per Department involving other Institutions.**

Focus	Perspective	2022	2023	2024	2025	2026
<p style="text-align: center;"><b>F7</b></p> <p style="text-align: center;"><b>Accreditation and Ranking</b></p> <p>Faculty I/C: Dean Admin</p>	<p style="text-align: center;"><b>NBA</b></p> <p>Faculty I/C: Dean Admin &amp; NBA Coordinator</p>	<p>Creating <b>Think Tank group</b> for each criterion and all groups to be coordinated by respective faculty I/C notified. Creating a <b>process to build data repository to achieve stated target of each year.</b></p>	<p><b>Target :</b> Continue UG accreditation of 3 years <b>Preparing all PG course for accreditation.</b></p>	<p><b>Target :</b> Continue UG accreditation of 3 years. <b>Getting accreditation for all PG programs.</b></p>	<p><b>Target :</b> Get <b>6 years</b> accreditation for UG and Continue PG accreditation of 3 years</p>	<p><b>Target :</b> Continue <b>6 years</b> accreditation for UG and Get <b>6 years</b> PG accreditation</p>
	<p style="text-align: center;"><b>NAAC</b></p> <p>Faculty I/C: Dean Admin &amp; NAAC Coordinator</p>	<p>Making Data repository availability to <b>IQAC</b>. Making IQAC a source of all AUDIT REPORTS and their related data repository. <b>Target :</b> Group creation, Space and Infrastructure creation, Template preparation for individual data space.</p>	<p><b>Target :</b> <b>A+</b> ( 3.26 to 3.5 out of 4) Available Grades : A++, A+, A, B++, B+, B, C</p>	<p><b>Target :</b> <b>A++</b> ( 3.51 to 4 out of 4)</p>	<p><b>Target :</b> <b>A++</b> ( 3.51 to 4 out of 4)</p> <p style="text-align: center;"><b>To Prepare and Apply for :</b> <b>STATE TECHNICAL UNIVERSITY</b></p>	<p><b>Target :</b> Continue the performance consistently with more rigor. <b>Become STATE TECHNICAL UNIVERSITY</b></p>
	<p style="text-align: center;"><b>NIRF</b></p> <p>ranking. Faculty I/C: Dean Admin &amp; MIS coordinator</p>	<p>Pulling data for last 5 years. <b>Creation of IQAC working group and their office setup to support NAAC.</b> <b>Existing NIRF ranking : Band:250 to 300</b></p>	<p><b>Target :</b> Ready data for 5 years in presentable form. Availability on web. Continuous data collection in predefined structure <b>Rank below 200.</b></p>	<p><b>Target :</b> Continuous data collection in predefined structure. Availability on web. <b>Rank below 150.</b></p>	<p><b>Target :</b> Continuous data collection in predefined structure. Availability on web. <b>Rank below 150</b></p>	<p><b>Target :</b> Continuous data collection in predefined structure. Availability on web. <b>Rank below 100.</b></p>

Note:

1. **Periodic Review Process:** Various committees will be established at Department and at Institute level **to track the progress** of all these identified perspectives/ Key areas of the designed ROAD MAP.
2. **AUDIT process** and creation of **Data repository** will be done by **IQAC** working team in coordination with IQAC team of the individual department.
3. IQAC **working team (Office work)** , **IQAC structure as per NAAC specification** and **office space** will be created.

**06-01-2022**

**PRINCIPAL**  
**Dr. K. Gopinath**