

SDM College of Engineering and Technology, Dhavalagiri, Dharwad-580002

Department of Management Studies

STRATEGIC PLAN IMPLEMENTATION REPORT



Report of Strategic Plan
Jan 2022 to June 2023

Reference: 5 Year Plan 2022-2026

INTRODUCTION:

The purpose of this document is to record the **1st** quarterly progress of the Department based on their stated strategic plan for the year -**2022** (starting from 1st January and ending by 31st December).

In charge person indicted against each perspective/ Key areas have participated in the audit process and the records maintained by them are seen thoroughly by the audit team.

AUDIT TEAM:

1. **Chairman:** Principal, SDMCET, Dharwad

2. **Members:**

- a) Dean Academic Program
- b) Dean R & D
- c) IQAC Coordinator— Member Secretary

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)**

CONTACT DETAILS:

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Jan 2022 to June 2023

Progress Report

Focus [1]	Perspective/ Key Areas [2]	PLANNING [3]	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicab le [6]
F1 / M1 Curriculum Relevance	Re-establishing the relevance of critical thinking in Course outcomes and raising learning levels focusing on Experiential learning of NEP-2020.	<p>Activity 1: Brainstorming session on CO and PO with Internal and external participants. Outcome/Target: Revised course outcome</p> <p>In charge faculty: Dr.SaleemSonnekhan</p> <p>Activity 2: Curriculum will be revised based on inputs received from industry and academic experts and also as per Board of Studies committee. Outcome/Target:</p> <ol style="list-style-type: none"> 1. To finalize the scheme and syllabus of 2022-23 for 1st Year 2. And 10% revision if needed for 2nd year 3. Syllabus as per the industry requirements <p>In charge faculty: Mrs. BharathiSunagar</p>	<p>Session was conducted on 14.06.2022 from 3:00 to 5:00pm . Venue Director cabin No. of participants 6 (All internal members Following subject Cos revised inline with Blooms Taxonomy. 1 Strategic Management 2 Accounting for Managers 3 Entrepreneurship Development 4 Indian Business Environment Refer Page No Documents furnish to be Dr.Saleem Sonnekhan</p> <p>-BOS meeting was conducted on 30-7-2022 at MBA Department for 2022 scheme and syllabus approval. Chairman, External & Internal Members were present. -New Scheme and syllabus for the year 2022-23 was discussed and approved by the board. -2020 Scheme and syllabus (For 2nd year) was also approved after revising some subjects (with less than 10 Percent change). -There were minimum changes suggested for few subjects which are incorporated. -The details can be found in Minutes of the meeting. Refer Page No</p>		

	<p>Re-establishing the relevance of Program Articulation Matrix-PAM</p>	<p>Activity 1:Program Articulation matrix will be used to analyze and identify the gap in curriculum.</p> <p>Outcome/ Target:</p> <ol style="list-style-type: none"> 1. Mapping of Course outcomes to Program outcomes and program specific outcomes. 2. Ensuring all PO/PSO have been mapped . <p>In charge faculty: Mrs. Bharathi Sunagar</p> <p>Activity 2: Brain storming sessions will be conducted to bridge the gap.</p> <p>Outcome/ Target: Consultation with experts in academics and industry during first quarter to get feedback on syllabus</p> <p>In charge faculty: Mrs. Bharathi Sunagar</p>	<p>Program Articulation matrix was formed considering inputs by all internal members. Meeting was held on 25-6-2022 from 4.00 pm to 5.00 pm among internal members of the department through DPGC to discuss the same and get approval.</p> <ul style="list-style-type: none"> - Course outcomes of all subjects have been mapped appropriately with the Program outcomes and program specific outcomes. - CO-PO/PSO mapping was approved by DPGC. <p>Refer Page No.</p> <p>Faculty members approached Industry Experts/ Academicians for getting inputs to frame the syllabus for 2022-23 scheme. Discussed in DPGC meeting held on 24-03-2022.</p> <p>Revised syllabus as per industry standards. Further Approved by BOS.</p> <p>Refer Page no.</p>		
	<p>Conducting internal and External Audits</p>	<p>Activity 1:Internal Audit: The Internal Audit committee will conduct audit every year.</p> <p>Outcome/Target: 1 Internal audit at the end of academic year 2021-22 during 2nd Quarter to ensure quality.</p> <p>In charge faculty: Mrs. Bharathi Sunagar</p>	<p>Internal Audit was completed for the academic year 2021-22 on 10-9-2022. Members: Prof. Leena Sakri & Prof. Sachin Joshi. Observations: Course files pertaining to certain subjects were found not up to date, few IA QP Scheme and Solution not available. The above observations were attended to ensure Internal quality.</p> <p>Internal Audit was completed for the academic year 2022-23 on 10-3-2023. Members: Prof. Leena Sakri & Prof. Sachin Joshi.</p>		

		<p>Activity 2: External Audit: A Nominated External auditor will audit the academic performance of the department.</p> <p>Outcome/Target: Enternal audit conducted at the end of academic year 2021-22 during 2nd Quarter</p> <p>In charge faculty: Mrs.BharathiSunagar</p>	<p>Observations: Course files pertaining to certain subjects were found not up to date. The above observations were attended to ensure Internal quality.</p> <p>External Audit was conducted for the academic year 2021-22 on 10-8-2022</p> <p>Members: Dr. Gopalakrishna B.V, NITK Suratkal (External), Dr. Prakash H.S, Dr.Prashantha C., Prof. Bharathi. Sunagar (Internal).</p> <ul style="list-style-type: none"> - Vision & Mission fulfilled on all parameters. - Suggested to initiate MOUs with other organizations. - Performance & efficiency of Research Center need to be upgraded specially Publication 		
	Others- if any	NIL			

Focus [1]	Perspective/ Key Areas [2]	Jan 2022 to June 2023			
		PLANNING [3]	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicable [6]
F2 M1,M2,M4 Exam Results	Bridge Courses For all and specific to Slow learners & Learning Extensions	Activity 1: An induction program will be conducted to introduce students from various streams to the field management Outcome/ Target: Orient students to management program. Incharge Faculty: Dr.Saleem Sonnekhan	Induction program was conducted on 18 th February 2022. 60 students participated in the program. The faculties have oriented the students in their respective subjects. <ul style="list-style-type: none"> - Dr.Prakash H.S -Management - Dr.Prashantha C-Analytics - Dr. Saleem Sonnekhan –Basic Accounts - Mrs.Bharathi Sunagar – Communication skills Refer Page no.		
	Strengthening Experiential Learning component	Activity 1: Field assignments will be conducted to bring industry relevance in the selected courses. Outcome/ Target: Experiential Learning through practical assignment Incharge Faculty: Mr.Prashant Gujanal	Entrepreneurship Development- Practical field assignment was given for individual students to interact with entrepreneur. A standard schedule was given for given to interview entrepreneur, further the same has been presented in the class . No. of students 59 (2nd sem students) No. of entrepreneur 59 (details are available in CD)		
	Industry Connectivity	Activity 1: Industry connect through Subject related corporate	Entrepreneurship Development- Topic- Entrepreneurial avenue and challenges .		

	<p>for Class room</p>	<p>guest lectures</p> <p>Outcome/ Target: Exposing students to corporate culture and industry practices by arranging corporate guest lectures.</p> <p>Incharge Faculty: Mrs.Bharathi Sunagar</p> <p>Activity 2: Semester wise factory visits</p> <p>Outcome/ Target: Connecting classrom learning to industry practices.</p> <p>Incharge Faculty: Dr. Saleem Sonnekhan</p>	<p>Resource person – Mr.Rohit Patravali Designation- CEO Company – Esteem Integrated Logistics Pvt Ltd, Dharwad Date- 15-10-2022 Time-10:00am to 11:30am No. of students attended - 57</p> <p>Banking & Financial Services - Topic- Credit Management . Resource person – Mrs. Asha Sirur Designation- Area of Credit Manager, Company – Fullerton India Ltd. Mangaloru Date- 06.02.2022 Time-6:00 to 8:00pm (Online) No. of students attended – 46</p> <p>Recruitment & Selection Topic- Recruitment Selection . Resource person – Mrs.Anuradha Karur Designation- Recruitment Specialist Company – Oracle Tech Hub, Bangalore Date- 04.02.2022 Time-6:00 to 8:00pm (Online) No. of students attended – 32</p> <p>Retailing management Topic- Retail Mix Resource person – Dr. Mamta Hegde Designation- Assistant Professor Organization – SDM IMD , Mysore Date- 22-2-2023 Time-10.30 to 12.30pm No. of students attended - 52</p> <p>Recruitment & Selection Topic- Technology trends in Talent acquisition Resource person – Dr. Mamta Hegde Designation- Assistant Professor</p>		
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			<p>Organization – SDM IMD , Mysore Date- 22-2-2023 Time-2.00 to 3.00pm No. of students attended – 50</p> <p>Business Communication Topic- Personal Branding Resource person – Dr. Mamta Hegde Designation- Assistant Professor Organization – SDM IMD , Mysore Date- 23-2-2023 No. of students attended – 55</p> <p>55 students of MBA 1 semester visited Tata Hitachi , Dharwad plant from 10:00 am to 4:00 pm on 6th May 2022</p> <p>59 Students of MBA III semester visited AEQUS SEZ, Hattaragi, Dist: Belagavi , from 09:00 am to 4:00 pm on 16th March 2023</p>		
	Others- if any	NIL			

Focus [1]	Perspective/ Key Areas [2]	Jan 2022 to June 2023			
		PLANNING [3]	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicab le [6]
F3 M3 Research	Quality assessment of all research proposals	NIL			
	IPR: Copyrights and Patents Paper Publications	Not planned Activity 1: The research group will be formulated. Outcome/ Target: Formulation of 2 research groups consisting of faculty members Incharge Faculty: Dr.Prashantha C Activity 2: Identifying Research avenues Outcome/ Target: Clear idea about areas of research leading to paper publication Incharge Faculty: Dr.Prashantha C	Nil Session was conducted on 01-02-2022 Research Groups- 2 groups formulated Group 1 : Dr.Prakash H.S Prof.BharathiSunagar Prof.PrashantGujanal Group 2 : Dr.Prashantha.C Dr.SaleemSonnekhan Dr.Mahesh Vanjeri Session was conducted on 4-2-2022 , 4-5 PM . Research avenues for paper publication was discussed .	- --	- --

	Funded Projects	<p>Activity 3: Organize a Training program on paper publications and funded projects to train the faculty.</p> <p>Outcome/ Target: Paper publication/ Project Proposal application</p> <p>Incharge Faculty: Dr.Prashantha C</p>	<p>3 PAPERS PUBLISHED</p> <p>2 in UGC refereed journals</p> <p>i) Paper titled “Rural Consumers preferences towards Online shopping “ in the Journal “Third Concept” ISSN 0970-7247 Volume 36 No.429 pg 50-54 , November 2022 by Dr.Prakash H.S</p> <p>ii) OTT Consumptions Patterns And Intentions Across Generations Adopting Uses And Gratification Theory. Rabindra Bharati Journal Of Philosophy ISSN : 0973-0087 Prof.BharathiSunagar respectively</p> <p>1 in Scopus indexed</p> <p>i) Paper titled “ An empirical investigation of customer characteristics on retail format selection – a mediating role of store image” in the journal Journal of Indian Business Research published by Emerald publications doi: Session was conducted on 11-2-2022 , 4-5 PM . Inputs regarding publication and funded projects were discussed .</p> <p>2 Projects have been approved for SDMCET Seed Money Scheme by</p> <p>1) Project entitled “ Role of MSME in achieving sustainable development goals: A case based analysis of Dharwad district -Principal Investigator : Dr.Prakash H.S & Prof. BharathiSunagar Date of approval:Jan 2023</p> <p>2) Project entitled “ A study on Retail Entrepreneurship Development “ Principal Investigator- Prof Dr.Prashantha.C Date of approval:Jan 2023:</p>		
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	<p>Others- if any</p>	<p>PhD awarded in MBA research centre</p>	<p>2 Students under the guidance of Dr,Prashantha C awarded PhD in management</p> <p>1) Dr.Alok Gaddi (2SD18PBA01) “A Pragmatic study on purchasing intentions towards online shopping based on Technology Acceptance Model (TAM) with special reference to North Karnataka”</p> <p>2) Dr.Suvarna Hiremath (2SD17PBA01) “A Study on Entrepreneurial Process and Ecosystem in Organized Retailing Sector with Reference to North Karnataka”</p> <p>Date of convocation: February 2023 at VTU Belagavi</p>		
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Focus	Perspective/ Key Areas	Jan 2022 to June 2023			
		PLANNING	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicable [6]
F4 M2 & M5 Value additions	Learning for Placement	Activity 1: Aptitude & reasoning training will be provided to students to enhance placement abilities. Outcome/ Target: Enhancement of aptitude /reasoning skills of MBA-II sem students to increase placeability Incharge Faculty: Dr.Prashantha C	Aptitude and reasoning triaing program through CIII cell Conducted by - Robsons Technologies , Dharwad for the MBA 2nd semester (2021-23) batch. 59 students attended the training program. No. of hours : 22 conducted during 23-07-2022 to 01-10-2022	--	--
	Soft Skills	Activity 2: Workshop on Resume building to prepare effective resume. Outcome/ Target: Refined resumes of MBA-III sem students Incharge Faculty: Dr.Prashantha C	Will be organised in I week of Feb-2023 for the batch of 2021-23 . However the last Resume building workshop was held on 12-11-2021 for the batch of 2020-22 by Dr.Prashantha C No.of students attended :49 Date: 12-11-2021		
		Activity 1: Management games for enhancing soft skills. Outcome/ Target: 5 Management games have to be conducted 1 st year MBA students.	Management games were organized during semester I & II for 2021-23 Batch to enhance problem solving, decision making, team work, risk taking, communication & interpersonal skills among students. The class of 60 students are divided into 6 equal teams.		

		<p>Incharge Faculty: Mrs.Bharathi Sunagar</p>	<p>All teams participated in all the games. Games conducted: Week 1: Multi Ball Team Building challenge Week 2: Human Knot Week 3: Risk & Return Game Week 4: Paper Bridge Week 5:Field goal cup game Week 6: Connect Correctly Refer Page No.</p>		
	<p>Discussion Group</p>	<p>Activity 1: Training will be provided on Group discussion for improving students' place ability skills. Outcome/ Target: Placeability enhancement of MBA II year students Incharge Faculty: Dr.Saleem Sonnekhan</p>	<p>Group discussion and personal interview triaing program through CIII cell is ongoing. Conducted by - Mr. Shubham rai, Director Divas Academy, Dharwad , for the MBA 3rd semester (2021-23) batch. 59 students are attending the training program. Date of commencement :24-12-2022 No. of hours planned : 24</p> <p>Advance EXCEL triaing program through CIII cell is commence. Conducted by - Dr.Prashantah C, Professor, Dept. Of Management Studies,SDMCET,Dharwad.for the MBA 1st semester (2022-23) batch. 60 students are attending the training program. Date of commencement :18-03-2023 No. of hours planned : 12</p>		
	<p>English Communication Skills</p>	<p>Activity 1: Spoken English training will be provided for students' skill development in Semester I Outcome/ Target: Communication skills of I sem students Incharge Faculty: Dr.Prashantha C</p>	<p>Spoken English training program through CIII cell Conducted by - Me4U International , Hubli for the MBA1st semester (2022-23) batch. 59 students attended the training program. No. of hours : 20 conducted during 05-03-2022 to 26-04-2022</p>		

	<p>Use of ICT Information Communication Technology</p>	<p>Activity 1: Google classrooms Swayam Courses/ NPTEL courses/ Online certification programs Outcome/ Target: Enhanced use of IT for communication, assigning of tasks to students.</p> <p>Incharge Faculty: Mr.Prashant Gujanal</p> <p>Activity 2: Stock market simulation Outcome/ Target: Create Awareness about Stock market trading Incharge Faculty: Mrs.Bharathi Sunagar</p>	<p>Google class room used by all the Faculty members for all the subjects in all semesters.</p> <p>No of faculty: 6 No of courses: 32</p> <p>Details attached in annexure</p> <p>Stock market challenge will be conducted during semester II to create awareness about Stock trading through a simulation platform provided by Dalal Street. No of participants: 60</p>		
	<p>Others- if any</p>	<p>Activity 1: MS Excel training, 3 C's report analysis Email etiquettes Micro presentations</p> <p>Outcome/ Target: Introduce students to the use of Excel Sheets for data compilation and analysis, Improve the understanding of students to the different organisations in the country, Alleviate stage fear of students through continous presence on stage, Incharge Faculty: Mr.Prashant Gujanal</p>	<p>MS Excel Training: The hands on training sessions were conducted for the students of Semester I MBA 2021-23.during 03-03-2022 to 26-05-2022 Resource Person: Dr.Prashantha C No. of Participants: 60 No. of Sessions: 11</p> <p>3 C's (Company, Customer, Competitor) Report Analysis: Students are assigned into teams and are asked to choose a company for detailed analysis. No. of teams:30</p>		

Email Etiquettes: A training program was conducted on 10-12-2021, 11.30 to 1.00 pm in MBA Seminar Hall.
Resource Person: Dr.Shashikant Kurodi
No. of Participants:48

Micro Presentations: A value added activity initiated to enhance communication skills, confidence and overcome stage fear.
Students presented on various topics of their interest in every class for 5 minutes as per the mentoring list.
Duration: Through out Semester I & II
No. of students : 59

Jan 2022 to June 2023

Progress Report

Focus	Perspective/ Key Areas	PLANNING	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicable [6]
F5 Community Oriented Services	Awareness Program	Activity 1 Awareness program on Usage of Mobile phones among school children Outcome/ Target: Incharge Faculty: Mr.Prashant Gujanal	Will be done in next year		
	Learning Programs through workshops	Activity 1: Digital banking awareness program for rural people. Outcome/ Target: To improve Public speaking skills, Create awareness about digital	Digital banking awareness program was organized by Students of Semester I To sensitize rural people to safe use of digital banking. Village:Yerikoppa Date : April10 to 20, 2022 No. Of students Participated:10		

		banking among Rural people. Incharge Faculty: Mr.Prashant Gujanal	Faculty Incharge: Bharathi Sunagar		
	Technology Transfer Programs	NIL			
	Others- if any				

Focus	Jan 2022 to June 2023				
	Perspective/ Key Areas	PLANNING	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicable [6]
F6 Placement	No. of Offers	60	111		
	No. of students getting Placed	50	51		
	pay packages being offered	Lowest: 2.5 Lakhs Highest: 10 Lakhs	Lowest: 2.5 Lakhs Highest: 10 Lakhs (7 LPA Fixed +3LPA- Variable)		

	MoUs	Activity 1: MoUs Outcome: 5 MoUs with local industries Faculty Incharge: Dr.Saleem Sonekhan	Nil 1. Under process with Esteem Integrated Logistics Pvt, Ltd, Dharwad, Dr. Prakash HS . 2. India infoline franchise Dharwad, Dr.Prashanth C, 3. PRR Tolls Ltd, Dharwad, Dr.Saleem Sonnekhan 4. Skytech Pvt Ltd, Dharwad Prof. Bharthi Sungar 5. LIC Regional office Dharwad, Prof. Prashant Gujnal	Organisations have been approached by faculty members waiting for their decision.	
	Internship	Nil			
	Others- if any	Nil			

Focus	Jan 2022 to June 2023				
	Perspective	Perspective/ Key Areas	Progress Report		
			Outcomes achieved [4]	Reasons for any deviation [5]	Further action plan, if applicable [6]
F7 Accreditation and Ranking	NBA Faculty I/C: NBA Coordinator	Activity 1: Management development programs and workshops for industry executives Outcome/ Target: 1 Incharge Faculty: Dr.Saleem Sonnekhan	Nil Will be done in next year	Identification of suitable topic is under process.	

		<p>Activity 2: MOU with local organizations. Outcome/ Target: 5 Incharge Faculty: Dr.Saleem Sonnekhan</p>	<p>Nil</p> <ol style="list-style-type: none"> 1. Under process with Esteem IntegratedLogistics Pvt, Ltd, Dharwad, Dr. Prakash HS . 2. India infoline franchise Dharwad, Dr.Prashanth C, 3. PRR Tolls Ltd, Dharwad, Dr.Saleem Sonnekhan 4. Skytech Pvt Ltd, Dharwad Prof. Bharthi Sungar 5. LIC Regional office Dharwad, Prof. Prashant Gujnal 	<p>Responces is awaited from the industry</p>	
	<p>NAAC Faculty I/C: NAAC Coordinator</p>	<p>Activity 1: Organizing FDP/Workshops/ seminar Outcome/ Target: Additional inputs to faculty Incharge Faculty: Dr. Prashanth C Activity 2: Publication in recognized journals Outcome/ Target: One publication for each faculty Incharge Faculty: Dr. Prashantha C</p>	<p>Nil Will be done in next quarter</p> <p>3 PAPERS PUBLISHED</p> <p>2 in UGC refereed journals</p> <p>i) Paper titled “Rural Consumers preferences towards Online shopping “ in the Journal “Third Concept” ISSN 0970-7247 Volume 36 No.429 pg 50-54 , November 2022 by Dr.Prakash H.S</p> <p>ii) OTT Consumptions Patterns And Intentions Across Generations Adopting Uses And Gratification Theory. Rabindra Bharati Journal Of Philosophy ISSN : 0973-0087 Prof.BharathiSunagar respectively</p>	<p>Identification of suitable topic is under process.</p> <p>Dr.Saleem Sonekhan: Under process.</p> <p>Mr.Prashant U.Gujanal: Publication under process. Acceptance has been communicated.</p>	

			<p>1 in Scopus indexed i) Paper titled “ An empirical investigation of customer characteristics on retail format selection – a mediating role of store image” in the journal Journal of Indian Business Research published by Emerald publications doi</p>		
	<p>NIRF ranking.</p> <p>Faculty I/C: PG Coordinator</p>	<p>Activity1: Targeting publication in indexed journals Outcome/ Target: One publication for each faculty Incharge Faculty: Mr.Prashant Gujanal</p>	<p>3 PAPERS PUBLISHED</p> <p>2 in UGC refereed journals i) Paper titled “Rural Consumers preferences towards Online shopping “ in the Journal “Third Concept” ISSN 0970-7247 Volume 36 No.429 pg 50-54 , November 2022 by Dr.Prakash H.S ii) OTT Consumptions Patterns And Intentions Across Generations Adopting Uses And Gratification Theory. Rabindra Bharati Journal Of Philosophy ISSN : 0973-0087 Prof.BharathiSunagar respectively</p> <p>1 in Scopus indexed i) Paper titled “ An empirical investigation of customer characteristics on retail format selection – a mediating role of store image” in the journal Journal of Indian Business Research published by Emerald publications doi</p>	<p>Dr.Saleem Sonekhan: Under process.</p> <p>Mr.Prashant U.Gujanal: Publication under process. Acceptance has been communicated.</p>	
	<p>Others- if any</p>				

Remarks-by the auditing team.

The progress report mentioned above is presented by the concerned department team, verified for its correctness by the auditing team and approved by the concerned authorities mentioned below.

Year	Name and Signature with Date of the concerned authority				
	2022				
	Faculty I/C of Strategic Plan	Head of the Department	Dean Admin	Dean Academic	PRINCIPAL