

# **SRI SIDDHARTHA INSTITUTE OF TECHNOLOGY**

(A constituent college of Sri Siddhartha Academy of Higher Education, Tumakuru)  
Maralur, TUMAKURU-572105

## **SSIT STRATEGIC PLAN**

**2021-2026 (5 year plan)**



“The very spring and root of honesty and virtue lie in good education”  
-Plutarch

# **SRI SIDDARTHA EDUCATION SOCIETY**

(Sri Siddhartha Academy of Higher Education)  
Siddharthanagara, B H Road, Tumakuru



**‘Shikshana Bheeshma’  
Dr. H.M. GANGADHARIAH  
Founder, SSES, Tumakuru**

The divine power of knowledge can provide every one with the wealth of understanding, ability to overpower obstacles and strength to seek the truth. Let this knowledge flow deep into every man in society, thus helping the nation to build better and prosperous future.

## Message from Chancellor

The world of education is witnessing a paradigm shift. Among many things, adaptive learning solutions, futuristic trends and industry-ready training methodologies are shaping the way learning is imparted.

Over the years, Sri Siddhartha Academy of Higher Education has emerged as a trusted destination for quality education in Medicine, Dental, Engineering & Technology, nurturing an all-inclusive platform for emerging talents, empowering them with solid foundational skills, a spirit of enquiry and enterprise, and inculcating a value-based, society-centric outlook.

Sri Siddhartha Institute of Technology, as a constituent college of SSAHE has been in the forefront of the best performing Technical Institutions of the country in terms of qualified and experienced faculty, excellent infrastructure and above all a much-wanted ambience in its 40 acre spread screen-green campus. The library, housed in a archeologically designed Desic dome structure, houses a good number of books, journals, digital library materials, etc.

The Engineering College has been recognised by AICTE, UGC and two of the departments are currently accredited by NBA for 5 Years up to May 2023. Being a constituent college of the Deemed University, the students find many advantages such as highly planned curriculum structure, approved by all the relevant apex bodies, strictly followed calendar of events, timely conduction of examination and announcement of results, etc. I hope, the students who gain an entry to SSIT will definitely have a highly recognisable career in store for them.

*Wish yoy good luck...*



**DR. G. PARAMESHWARA**

Chancellor  
Sri Siddhartha Academy  
of Higher Education  
(Deemed to be University)  
Tumkur, Karnataka, India

## Principal message

Sri Siddhartha Institute of Technology is one of the premier institutes in Karnataka. It has been dedicated to the cause of knowledge, understanding, skill development and applications since its inception in 1979 by “Shikshana Bheeshma” Dr. H M Gangadharaiah. SSIT is a constituent college of Sri Siddhartha Academy of Higher Education (A deemed to be university under section 3 of UGC act 1956), Tumkur. It was established with a aim of providing quality higher education in par with International standards.



**DR. M. S. RAVIPRAKASHA**

Principal, SSIT  
Tumakuru

The institution is running 9 Undergraduate programmes, MCA, 7 Post Graduate programmes and Ph.D programmes in all branches of engineering and basic science. It persistently seeks and adopts innovative methods to improve the quality of higher education on a consistent basis. Our Institution is providing an ambient atmosphere for learning with a very strong and dedicated team of educators. Sri Siddhartha Institute of Technology is one of the better performing institute chosen by the World Bank through Government of Karnataka for implementation of its programs under TEQIP (Technical Education Quality Improvement Program). Our college has been accredited with ‘A’ Grade by NAAC and most of the branches by NBA which provides some scale of reference to assess the quality and standard of education.

We strongly promote academic achievement among our students. The holistic and comprehensive education provided in the college will enlighten the students and enable them to become employment ready. Our students graduate with the ability to adapt to an intellectually and technologically adaptive environment. Over the years, we have accomplished this with the participative efforts of the management, staff, students, parents and all other stakeholders.

*With best wishes...*

## Preface

### **SRI SIDDHARTHA INSTITUTE OF TECHNOLOGY**



The strategic plan of Sri Siddhartha Institute of Technology (SSIT) for 5 years 2021- 26 builds on recognizing the Vision, Mission and core values of the institute. Goals and strategies were developed to achieve significant progress towards the institute's aspiration of becoming one of the nation's leading technical institute in teaching research and development. The strategic plan emphasizes the institution's role as a premier institution that provides quality technical education and carrier guidance to broad array of students. The plan explicitly recognizes the need for changes in teaching learning process, research and development, skill development programs and entrepreneurship that are necessary for the growth of institution.

An Engineering institution like any other organisation requires high level goals with long range planning and strategies to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing short, mid and long term goals in this highly competitive world. Strategic Development Plan (SDP) analyses current environment expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SDP addresses vision, mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders (management, leadership, HODs, faculty, staff, industry, students and parents). Scientific scanning of internal and external environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

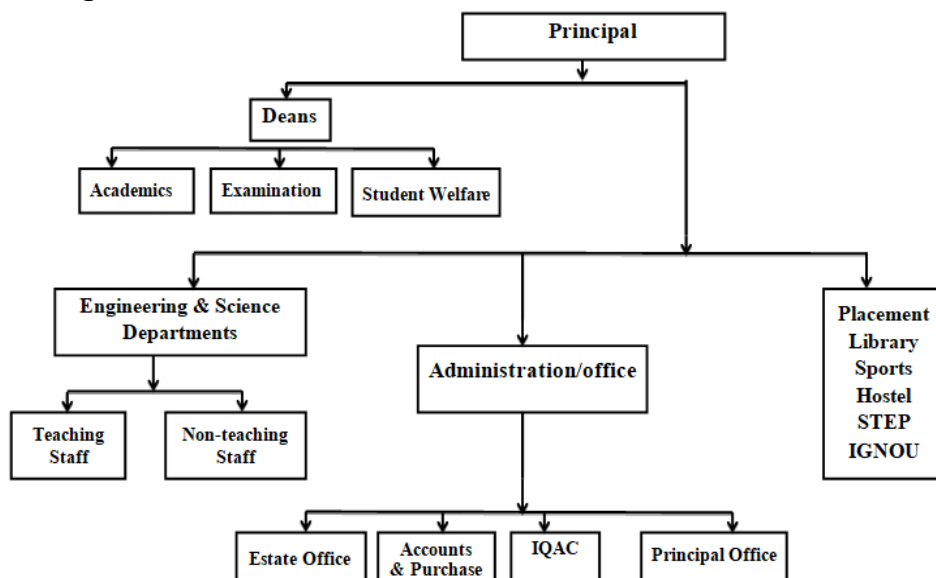
Based on Institutional Vision & Mission, the goals are drawn by holding brainstorming sessions with Deans, HODs and Professors. Institutional strategic goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Financial constraints and fund availability is one of important parameters of SDP. Internal Revenue Generation has been given due importance. SDP evaluation and committees to monitor the effectiveness has been clearly spelt out. The final out comes are discussed and approved by the Governors Body (GB).

As a good practice, inputs are drawn from stake holders through active participation and collective inputs. The SDP will stream line the processes and progress of the institution, it will also ensure that SSIT becomes a torch bearer among technical education institutions at National and Asia-pacific level by 2026.

***The Institutional Strategic plan is effectively deployed.***

Strategic planning division has been functioning in the institute with different committees taking care of various academic and other related co-curricular and extra-curricular activities. The Institution has clearly stated vision and mission which are reflected in its academic and administrative governance. The college grooms the leadership through various forums and committees such as Academic Development Committee, Staff Development, Library, Students Welfare, Hostel, Magazine, Cultural, Sports, Malpractice, Placement, Purchase, Finance, Canteen, Anti-ragging, Anti Sex harassment, Grievance, Co-operative Society, Department Associations, ISTE/IEEE/IE (I)/CSI student Chapter, NCC/NSS activities, etc.

*Effective leadership is reflected in various Institutional practices such as decentralization and participative management etc.*



The institution is providing a quality education to the students by recruiting quality faculty and providing necessary infrastructure. The dedicated faculty make effective teaching and learning for the student to think, analyse and creative. The fundamental knowledge in science and technology will be imparted to the students through class rooms teaching and arranging workshops. Students are guided to organise technical events, conferences in their respective fields of expertise thereby instil managerial and soft skills. Institution encourages students to take part in NSS activities as well as NCC activities so that they can meet the societal needs. Students get placed in reputed companies by virtue of technical competence and knowledge they acquire during the course of their study.

## **Vision of the Institution**

The new millennium is witnessing unprecedented challenges and opportunities in higher education, arising from the effect of changing economic policy of liberalization and globalization. Knowledge is increasingly recognized as the main force behind economic growth and development in the context of global economy, coupled with information and communication revolution, the emergence of world-wide labour market leading to significant change in the global socio-political environment across the world. Technical Education plays a vital role in human resource development of the country by creating skilled manpower, enhancing industrial productivity and improving the quality of life of its people. Technical Education covers wide gamut of programs and specializations.

The GOI's vision is “To develop and nurture a technical education system in the country which would produce skilled manpower of the highest quality, comparable to the very best in the world and in adequate numbers to meet the complex technological needs of the economy; providing the nation a comparative advantage in the creation and propagation of innovative technological solutions and in the development of a technological capacity of the highest order, both for its application in the economic development of the country and for becoming a major supplier of technology and technological services in the World.”

In tune with the GOIs Vision and other strategic information scanned from other stakeholders in the society, the Institute has set its vision as: “**To carve technically competent, confident and socially responsible Engineers**”. The process of defining and assuring the quality of technical education and training must include consideration for the context in which technical education and training occur. It is also critical to remember that education has many clients.

Innovations in science and technology are an integral component of sustainable development. Sustainable Development is balancing the fulfilment of human needs with the protection of the natural environment so that these needs can be met not only in the present, but in the indefinite future. Inclusive growth means more and more schemes and support to attain the desired rate of economic and human development to foster economic growth, wealth distribution, social justice, adopting suitable technologies and industrial development.

Sustainable development is “development that meets the needs of the present without compromising the ability of future generations to meet their own needs of Sustainable development”. It is important to realize that sustainable development combines three pillars of development: social, economic, and environmental. Inclusive growth is a strategy where the growth will be achieved through certain instrumentalities so that the benefits reach the



largest section of the society and that the maximum number of people are able to derive benefits from the developmental projects. Generation of employment and livelihood opportunities, poverty reduction, and removal of regional and social disparities, agricultural and industrial growth and environmental sustainability are key elements of inclusive growth.

## **Mission of the Institution**

- To impart fundamental knowledge of science and technology.
- To create a conducive ambience for better learning & bring out creativity in students.
- To instill managerial, entrepreneurial and soft skills.
- To evolve as trusted destination for quality technical education.
- To provide positive contribution to meet societal needs.
- To inculcate a spirit of enquiry, make learning perceptive and rational.

## **Quality Policy**

Achieving Excellence in Technical Education, Research and Consultancy through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices is the prime quality policy of the Institute. Accordingly following policies are adopted:

- ✧ Enhance faculty competency with innovative teaching-learning practices
- ✧ Provide consistent Quality technical education with international recognition
- ✧ Create Quality professionals to address the emerging/social needs through effective research and innovations
- ✧ Inculcate moral and ethical values among all stake holders
- ✧ Continually address and impact the currently adopted Quality management policies

## **Core Values**

Professionalism, Commitment, Integrity, Team Work, Innovation

## Stake Holders' Expectations

<b>Management</b>	<ul style="list-style-type: none"><li>• Global Brand</li><li>• Sustainability</li><li>• Good Governance</li><li>• University Status</li><li>• Social Responsibility</li></ul>
<b>Leadership Team</b>	<ul style="list-style-type: none"><li>• Good ranking with in top 100 in Asia</li><li>• Competent Faculty</li><li>• Internal Revenue growth for sustainability</li><li>• Industry oriented /continuing education programmes</li><li>• Bench marking through Accreditation of programs and institution</li><li>• Creation of Centres of excellence</li></ul>
<b>Faculty &amp; Staff</b>	<ul style="list-style-type: none"><li>• Good academic &amp; working ambience</li><li>• Career growth ,Research facilities &amp; incentives</li><li>• Academic independence with accountability</li><li>• Transparency and uniform processes</li></ul>
<b>Students</b>	<ul style="list-style-type: none"><li>• Good academic &amp; research ambience</li><li>• Support for co-curricular &amp; Extracurricular activities</li><li>• State of the art infrastructure</li><li>• Experiential learning &amp; Opportunity for talent exposure</li><li>• International learning at affordable cost</li><li>• Quality Placement, career guidance and entrepreneurial opportunities</li></ul>
<b>Parents</b>	<ul style="list-style-type: none"><li>• Branding</li><li>• Quality teaching- learning</li><li>• Disciplined students</li><li>• Good placements</li></ul>
<b>Industry</b>	<ul style="list-style-type: none"><li>• Industry ready professionals with proper attitude</li><li>• Strong fundamentals</li><li>• Strong Industry-Institution interaction</li><li>• Collaborative research, consultancy</li><li>• Brand and accreditations of the institute</li></ul>
<b>Society &amp; Others</b>	<ul style="list-style-type: none"><li>• Graduates with Moral, Ethical and Responsible Citizenship</li><li>• Social service activities by the institution</li><li>• Skill development for needy</li><li>• Resource centre for other institutions</li><li>• Consultancy and Continuing education Programs</li></ul>

## Environmental Scanning and Analysis

**Economic Factors** are analysed, GDP is likely to grow to more than 7%. Huge opportunities may come up in terms of placement, Higher Education, research and innovation. This will have positive impact for the institutes providing quality education and research.

**Social Factors** were analysed and the parent community and society are encouraging their wards and looking for placements but not on real education which will enhance knowledge. This trend may pose grave dangers in the years to come. Placement should be one of the goals in students mind but not the only goal, this trend will bring down the curtains on innovation and entrepreneurship.

**Technological Factors** were discussed and the extensive use of technology in teaching-learning need to be a key enabler in higher education. Emerging technologies and need for training faculty 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.

**Political Factors** at the state & centre are not favouring faculty in research facilitation for those working in private institutions. Also there is no clarity on admission policy and fee structure from government which could be a challenge. Higher education is getting a big priority from political decision making. National Skill Development is the need of the hour and funding with a specific focus on building skill inventory needs to be strategically planned.

**Regulatory Factors** are of concern as SSIT though being a constituent Institute of SSAHE university is plagued by several unscheduled inspections, the slow pace of Accreditation is also a worrying factor though preferred institute to pursue technical education.

**Entering of Foreign Universities** may pose a great challenge in the years to come in the form of competition. No immediate challenges seen for SSIT. However, faculty retention and need to look into curriculum reforms to keep pace with flexible system of foreign universities needs an immediate looking in.

**Market /Competition** 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 for this a consensus has to be arrived at. An internal IQAC will take care with external experts.

## SWOC Analysis

<p><b><u>Strengths</u></b></p> <ul style="list-style-type: none"> <li>• University status</li> <li>• Committed Management</li> <li>• 43 years of standing</li> <li>• Brand Name and most preferred institution</li> <li>• Talented students</li> <li>• Excellent Infrastructure</li> <li>• Quality &amp; Competent Faculty</li> <li>• Retention of employees</li> <li>• Research Centers &amp; Publications</li> <li>• Excellent internships &amp; placements</li> <li>• Disciplined campus</li> </ul>	<p><b><u>Weaknesses</u></b></p> <ul style="list-style-type: none"> <li>• Existing policy limits attracting top quality faculty</li> <li>• Lack of dissemination and understanding of HR policies, incentives, Grievance redressal mechanism &amp; transparency</li> <li>• Lack of clarity of Role-responsibility and accountability.</li> <li>• Skilled Staff shortage</li> <li>• Poor Alumni engagements</li> </ul>
<div style="border: 2px solid blue; border-radius: 15px; width: 100px; margin: 0 auto; padding: 5px; display: inline-block;">S W O C</div>	
<p><b><u>Opportunities</u></b></p> <ul style="list-style-type: none"> <li>• Starting Integrated programmes</li> <li>• Strengthening collaboration with industry in research, consultancy, training &amp; internships.</li> <li>• Global initiatives through foreign university tie-ups.</li> <li>• Enhanced community engagement</li> </ul>	<p><b><u>Challenges</u></b></p> <ul style="list-style-type: none"> <li>• Entry of Foreign Universities</li> <li>• Multiple compliance requirements and time lines affecting Teaching &amp; research</li> <li>• Inconsistency in policies and regulatory guidelines.</li> <li>• Possible financial crunch</li> <li>• Retention and recruitment of Quality faculty</li> </ul>

## Strategic Goals

SSIT Leadership Team after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish High Level Goals (HLG) which are also called Institution Strategic Goals (ISG)

1. Good Governance
2. University ranking Status
3. Leadership Development
4. Financial Management
5. Physical infrastructure
6. Teaching – Learning infrastructure
7. Library & information centre
8. Attraction, Development, Retention
9. Teaching, Learning and Evaluation
10. Industry- Institute relationships
11. Research, Development & Innovation
12. Quality assurance systems
13. Entrepreneurship
14. Placement, Internships & Career
15. Extra-curricular and co-curricular
16. Alumni engagement and interaction
17. Community Service and Extension
18. Global Initiatives

## 1. Good Governance

<b>Governing Body</b>	<ul style="list-style-type: none"> <li>▪ Merit based GB appointment</li> <li>▪ Performance management of GB members through specific responsibilities</li> <li>▪ Evaluation of institutions performance and bench marking</li> <li>▪ Guiding and approving policy matters</li> </ul>
<b>Vision, Mission and Institution Goals</b>	<ul style="list-style-type: none"> <li>▪ Vision, Mission development &amp; their articulation</li> <li>▪ Setting short term and long term goals</li> <li>▪ Institutional Strategic development plan</li> <li>▪ Institutional strategic goals setting</li> </ul>
<b>Transparency &amp; Leadership</b>	<ul style="list-style-type: none"> <li>▪ Transparency in Leadership &amp; appointment of Key positions</li> <li>▪ Service conduct rules and polices formulation, approval &amp; implementation</li> <li>▪ Grievance Redressal mechanism</li> <li>▪ Leadership Development through decentralization</li> <li>▪ Establishing E-Governance- MIS- Data analysis</li> </ul>
<b>Internal Quality Assurance Cell &amp; Accreditation</b>	<ul style="list-style-type: none"> <li>▪ Setting up of IQAC with internal &amp; external members to audit processes</li> <li>▪ Establishing internal audit committee for regulatory compliance</li> <li>▪ Systems, checks and balances- Remedial measures.</li> </ul>
<b>Students Participation</b>	<ul style="list-style-type: none"> <li>▪ Students nomination to Governing Body</li> <li>▪ Their suggestions in various academic and student affairs</li> </ul>

## 2. University ranking Status

<b>Vision &amp; Budget allocation</b>	<ul style="list-style-type: none"> <li>• Discussion in Governing Body and approval for University ranking status</li> <li>• Resource planning &amp; budget approval</li> </ul>
<b>Preparation of UDP &amp; pre-assessment</b>	<ul style="list-style-type: none"> <li>• Constitution and appointment of committee to prepare University Development Plan (UDP)</li> <li>• Formation of Academic Council, BoS and Liaison officer...etc)</li> <li>• Preparation for pre-assessment &amp; assessment</li> </ul>
<b>Accreditation &amp; Certifications</b>	<ul style="list-style-type: none"> <li>• Accreditation &amp; Assessment cell</li> <li>• Inspections preparation &amp; Approvals</li> </ul>
<b>Statutory Inspections</b>	<ul style="list-style-type: none"> <li>• Statutory inspections planning and preparation</li> <li>• Inspections facilitation &amp; remedial measures</li> <li>• Provisional university approval status</li> </ul>

### 3. Leadership Development

<b>Developing Ownership</b>	<ul style="list-style-type: none"><li>▪ Motivating through interactions</li><li>▪ Partnership incentive plans</li></ul>
<b>Assessment &amp; Identification</b>	<ul style="list-style-type: none"><li>▪ Expert committee to assess all existing leaders potential</li><li>▪ Find gaps and structure changing</li><li>▪ Identify positions for external</li></ul>
<b>Decentralization</b>	<ul style="list-style-type: none"><li>▪ Decentralize the academic, administration and student related</li><li>▪ Prescribe duties , responsibilities and accountability</li><li>▪ Rotation of key posts to build leadership</li></ul>
<b>Development &amp; Job Rotation</b>	<ul style="list-style-type: none"><li>▪ Develop Leadership competencies</li><li>▪ Plan for Job rotation /enlargement /enrichment assignments</li><li>▪ Plan for new /crisis assignments</li></ul>
<b>Retention Measures</b>	<ul style="list-style-type: none"><li>▪ Growth retention plans through Career advancement.</li><li>▪ Golden handcuffs through (monetary /welfare )</li></ul>

### 4. Financial Management

<b>Budgeting</b>	<ul style="list-style-type: none"><li>▪ Department wise Budget planning of all heads of accounts</li><li>▪ Forecast &amp; estimation of revenue (Both IRG and ERG)</li><li>▪ Forecast &amp; estimation of expenditure</li><li>▪ Emergency plans</li><li>▪ Budget formulation &amp; approval through Finance committee</li></ul>
<b>Financial Governance (HoDs)</b>	<ul style="list-style-type: none"><li>▪ Planned expenditure management</li><li>▪ Procurement and Financial policies implementation</li><li>▪ Monthly Audit ( internal /External ) checks- balances</li><li>▪ Support through research, consultancy and training</li></ul>
<b>Outflow Management &amp; Growth plans</b>	<ul style="list-style-type: none"><li>▪ Monitoring expenses as per budget planning</li><li>▪ Predicting internal revenue generation</li><li>▪ Treasury (surplus funds ) management</li><li>▪ Growth- Expansion plans</li></ul>

## 5. Physical infrastructure

<b>Green Campus</b> (Keeping with the Vision & Mission)	<ul style="list-style-type: none"> <li>▪ Plantation, Rain water harvesting and green cover</li> <li>▪ Energy harvesting &amp; management</li> <li>▪ Hygiene, solid waste management (zero plastic usage)</li> <li>▪ Reuse of waste</li> <li>▪ Efficient usage of recycled waste water from STIP</li> </ul>
<b>Academic infrastructure</b>	<ul style="list-style-type: none"> <li>▪ Aesthetic Class rooms, Tutorials, Seminar halls</li> <li>▪ State of the art Laboratory &amp; equipment</li> </ul>
<b>Library</b>	<ul style="list-style-type: none"> <li>▪ Library infrastructure up gradation</li> <li>▪ Functional Furniture and fittings for e-learning</li> </ul>
<b>Residential Township</b>	<ul style="list-style-type: none"> <li>▪ Staff quarters and township facilities</li> <li>▪ Safety, Security management</li> <li>▪ Water facility and health centre</li> </ul>
<b>Sports, Hostel &amp; Canteen</b>	<ul style="list-style-type: none"> <li>▪ Developing sports ( indoor/outdoor) facilities</li> <li>▪ Hobby clubs, Canteen &amp; community centre</li> <li>▪ Additional Hostels facility for boys &amp; Girls within the campus</li> <li>▪ International Hostel</li> </ul>

## 6. Teaching- Learning Infrastructure

<b>Smart Class rooms</b>	<ul style="list-style-type: none"> <li>▪ Smart boards</li> <li>▪ Multi-room instructional facility</li> <li>▪ Multi media and support equipment</li> <li>▪ E-Learning facilities</li> </ul>
<b>Laboratory- R&amp;D Equipment</b>	<ul style="list-style-type: none"> <li>▪ R&amp;D Laboratory and its maintenance</li> <li>▪ Simulators</li> <li>▪ Industry equipment (centres of competence) for consultancy</li> </ul>
<b>KE &amp; ICT</b>	<ul style="list-style-type: none"> <li>▪ Licensed softwares- Higher BW</li> <li>▪ Hardware (Servers, Computers...etc)</li> <li>▪ Pedagogy tools</li> <li>▪ Online learning tools</li> <li>▪ Evaluation &amp; assessment tools</li> <li>▪ Learning Management System</li> <li>▪ ICT for 360 deg. Feedback.</li> </ul>
<b>Books &amp; E-Learning</b>	<ul style="list-style-type: none"> <li>▪ Books, Journals, Periodicals, Magazines</li> <li>▪ Online access to E-media</li> <li>▪ Departmental library books</li> </ul>



## **7. Library & Information Centre**

<b>Infrastructure enhancement</b>	<ul style="list-style-type: none"><li>▪ Budget allocation</li><li>▪ Infrastructure ( Buildings &amp; Furniture)</li><li>▪ CCTV and Lockers facility</li></ul>
<b>Removal of obsolescence in Books &amp; Resources</b>	<ul style="list-style-type: none"><li>▪ Books, journals procurement, storage and retrieval</li><li>▪ Resources automation &amp; Access ( 24X 7)</li></ul>
<b>Digital &amp; E-Library</b>	<ul style="list-style-type: none"><li>▪ Digitization of Library resources</li><li>▪ Establishing cloud based e-library &amp; online access</li></ul>

## **8. Attraction, strengthening and retention of Faculty**

<b>Talent Hiring &amp; Retention policy</b>	<ul style="list-style-type: none"><li>▪ Merit based hiring policy formulation &amp; implementation</li><li>▪ Career advancement Schemes</li><li>▪ Scientific induction/ orientation of new talent</li><li>▪ Critical talent identification &amp; retention measures</li></ul>
<b>UGC /AICTE Scales, Rewards &amp; Recognitions</b>	<ul style="list-style-type: none"><li>▪ UGC /AICTE scales implementation for all cadres / designations</li><li>▪ Additional cadres to be created for deserving staff</li><li>▪ Rewards – recognitions &amp; incentives</li><li>▪ Welfare policy formulation &amp; implementation</li></ul>
<b>Conducive working environment</b>	<ul style="list-style-type: none"><li>▪ Best work facilities and infrastructure</li><li>▪ Role &amp; responsibilities clarity and empowerment</li><li>▪ Online access to Library- journals 24X7 hours</li><li>▪ Township /quarters facility</li></ul>
<b>Career growth &amp; Development</b>	<ul style="list-style-type: none"><li>▪ Sponsorship/ Deputation, sabbaticals for higher education &amp; Exchange programmes</li><li>▪ Sponsorship to participate in national /international conferences</li><li>▪ Deputation to premier national /international universities/industry</li></ul>

## 9. Teaching-Learning and Evaluation Process

<b>Bench mark with Premier institutes</b>	<ul style="list-style-type: none"> <li>▪ Constitute academic teams and visit premier institutions</li> <li>▪ Customise &amp; Implement best practices</li> </ul>
<b>Curriculum Design &amp; Lesson plan</b>	<ul style="list-style-type: none"> <li>▪ Design curriculum as per all graduate attributes and expectations of stake holders</li> <li>▪ Develop lesson plan as per OBE &amp; academic calendar</li> <li>▪ Develop e-learning content</li> <li>▪ Benchmark with industry requirements</li> <li>▪ Use of LMS to support students</li> </ul>
<b>TNA and upgrading faculty &amp; staff competence</b>	<ul style="list-style-type: none"> <li>▪ Conduct training need analysis every two years</li> <li>▪ Conduct / depute faculty and staff for competence development</li> <li>▪ Support paper publications and presentations</li> <li>▪ Provide opportunities for networking</li> <li>▪ Train faculty to use LMS effectively</li> </ul>
<b>Knowledge Delivery &amp; Outcome based education</b>	<ul style="list-style-type: none"> <li>▪ Define outcomes of each teaching learning initiative</li> <li>▪ Continuous Assessment and evaluation to measure outcomes</li> <li>▪ Establish Research Culture</li> <li>▪ Access to online learning</li> <li>▪ Mentor on academic, career &amp; higher educational opportunities</li> </ul>
<b>Evaluation &amp; Assessment</b>	<ul style="list-style-type: none"> <li>▪ Create proper feedback system</li> <li>▪ Continuous progress assessment</li> <li>▪ Question bank development &amp; Term end examinations</li> <li>▪ Credit transfers and performance development</li> </ul>

## 10. Industry- Institute Relationships

<b>Industry Data base &amp; Intelligence</b>	<ul style="list-style-type: none"> <li>▪ Strengthen placement, training and industry institute interaction cell</li> <li>▪ Identify branch wise preferred industries &amp; companies</li> <li>▪ Identification of potential areas of research</li> <li>▪ MoUs &amp; NDA with potential industries/companies</li> <li>▪ Professional bodies membership</li> </ul>
<b>Leverage Industry Resources</b>	<ul style="list-style-type: none"> <li>▪ Invite industry experts for guest lecturers /talks/seminars</li> <li>▪ Partner with industry for syllabus reviews/advisory roles</li> <li>▪ Deputation of faculty to Industry on sabbatical</li> <li>▪ Leverage for internships, research projects, consultancy &amp; placements</li> <li>▪ Scholarships</li> </ul>
<b>Leverage Institutional Resources for Industry</b>	<ul style="list-style-type: none"> <li>▪ Training and talks by faculty</li> <li>▪ Consultancy and testing to industry</li> <li>▪ Starting of postgraduate programs for industry personal</li> <li>▪ Enrolling industry personnel for Ph.D.</li> </ul>
<b>Setting up Centres of Excellence</b>	<ul style="list-style-type: none"> <li>▪ Identify potential industries who can establish centres of excellence department wise</li> <li>▪ Establish and operationalize centres of excellence</li> <li>▪ Setting up of chairs in specific domains by industry</li> </ul>

## **11. Research, Development and Innovation**

<b>R&amp;D Infrastructure &amp; Teams</b>	<ul style="list-style-type: none"> <li>▪ Enhancing R&amp;D laboratories in all departments</li> <li>▪ Modernisation and removal of obsolescence of laboratories</li> <li>▪ Dedicated R&amp;D facilitation &amp; documentation centre</li> <li>▪ Competent technical staff for R&amp;D labs</li> <li>▪ Start new Journals with scopus indexing.</li> </ul>
<b>Establishing Centres of competence</b>	<ul style="list-style-type: none"> <li>▪ Fund raising through Project proposals</li> <li>▪ Apply for TEQIP/Government/ other funding</li> <li>▪ Establishing centres of excellences</li> <li>▪ Establishing Consultancy cell</li> </ul>
<b>MOU with premier institutes/ R&amp;D labs</b>	<ul style="list-style-type: none"> <li>▪ MoUs with higher learning institutions in India &amp; abroad.</li> <li>▪ Collaborations with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL...etc</li> <li>▪ Multi &amp; inter disciplinary research and product development</li> </ul>
<b>Incubation Centre /Product Development</b>	<ul style="list-style-type: none"> <li>▪ Encourage “idea to product” pre-incubation activities</li> <li>▪ Establishing incubation centres</li> <li>▪ Focus on Product development</li> <li>▪ Startup of maker Space (Fab Lab) – Product and development</li> </ul>
<b>Setting up of Patent cell</b>	<ul style="list-style-type: none"> <li>▪ Patent filing, Scaling up &amp; commercialisation</li> <li>▪ Starting of patent cell</li> <li>▪ Appointment of search and Patent Attorney</li> </ul>

## **12. Quality Assurance Systems**

<b>Establishing Quality Systems</b>	<ul style="list-style-type: none"> <li>▪ Setting up bench marks &amp; system flow</li> <li>▪ Quality Policy steering committee</li> <li>▪ Publishing Quality system design &amp; culture</li> <li>▪ Educating &amp; Training of all employees</li> </ul>
<b>Internal Quality Assurance &amp; Assessment cell</b>	<ul style="list-style-type: none"> <li>▪ Setting up of IQAC team</li> <li>▪ Periodic checks and guidance</li> </ul>
<b>Accreditation &amp; Certifications</b>	<ul style="list-style-type: none"> <li>▪ Internalise the process based on</li> <li>▪ Choose accreditation/certification agency</li> <li>▪ Audit and certifications</li> </ul>
<b>Audit Internal Controls</b>	<ul style="list-style-type: none"> <li>▪ Establish audit process &amp; audit teams</li> <li>▪ Train internal auditor teams</li> <li>▪ Audit and remedial measures</li> </ul>
<b>Continual improvement, Rewards &amp; Recognitions</b>	<ul style="list-style-type: none"> <li>▪ Setting up of Quality assurance cell</li> <li>▪ Identifying achievements &amp; best practices</li> <li>▪ Quality circle competitions &amp; rewards</li> <li>▪ Annual competitions</li> </ul>

### **13. Entrepreneurship**

<b>EDP Cell</b>	<ul style="list-style-type: none"> <li>▪ Establishment of dedicated EDP cell</li> <li>▪ Budget /seed funding for funding initial projects</li> <li>▪ Identification of emerging areas of entrepreneurship</li> </ul>
<b>Identification of students, mentors &amp; Training</b>	<ul style="list-style-type: none"> <li>▪ Identify interested students for entrepreneurship</li> <li>▪ Identify mentors from successful entrepreneurs from Alumni/others</li> <li>▪ Formal training on entrepreneurship</li> </ul>
<b>Leverage Promotion agencies</b>	<ul style="list-style-type: none"> <li>▪ EDP agencies and networking</li> <li>▪ Competitions participation</li> <li>▪ Leverage for funding &amp; support</li> </ul>
<b>Incubation &amp; Pilot projects</b>	<ul style="list-style-type: none"> <li>▪ Establish incubation centre for prototypes</li> <li>▪ Provide incubation support for students</li> <li>▪ Incubation support for outside SMEs</li> </ul>

### **14. Placements, Internships & Career Guidance**

<b>Placement &amp; Career guidance Department</b>	<ul style="list-style-type: none"> <li>▪ Dedicated team</li> <li>▪ Modernisation of infrastructure (Video conferencing, interview &amp; conference rooms)</li> <li>▪ Video recording of mock up interviews of students and feedback</li> </ul>
<b>Industry MOUs- Intelligence</b>	<ul style="list-style-type: none"> <li>▪ Data base of various potential industries/companies</li> <li>▪ MOU s and relationship management</li> <li>▪ Industry experts as resource persons</li> </ul>
<b>Training &amp; Development</b>	<ul style="list-style-type: none"> <li>▪ Awareness programmes</li> <li>▪ Value added programmes (soft skills &amp; domain expertise)</li> <li>▪ Competency enhancement centre</li> </ul>
<b>Internships, Placement process &amp; Success stories</b>	<ul style="list-style-type: none"> <li>▪ Internships planning and execution</li> <li>▪ Placement process coordination</li> <li>▪ Success stories celebration- Brand building</li> </ul>

## **15. Extra-Curricular and Co-curricular activities**

<b>State of the art infrastructure</b>	<ul style="list-style-type: none"> <li>▪ Budget allocation</li> <li>▪ Establish state of the art infrastructure ( indoor/outdoor)</li> <li>▪ Formation of hobby clubs</li> </ul>
<b>Coaching, training &amp; competitions</b>	<ul style="list-style-type: none"> <li>▪ Dedicated coaches /trainers recruitment</li> <li>▪ Regular training /coaching classes</li> <li>▪ Participation in tournaments/competitions</li> <li>▪ Hosting competitions/ tournaments</li> </ul>
<b>Credit transfer, Rewards &amp; Recognition</b>	<ul style="list-style-type: none"> <li>▪ Admission priority for state/national achievers</li> <li>▪ Academic credits transfer</li> <li>▪ Attendance compensation</li> <li>▪ Reward &amp; Recognise achievers</li> </ul>

## **16. Alumni Interaction**

<b>Alumni Association</b>	<ul style="list-style-type: none"> <li>▪ Strengthen Alumni association and engagement</li> <li>▪ Establish alumni association office on campus, engage students</li> <li>▪ Data base updation and interactive alumni website</li> <li>▪ Establish global chapters and networking</li> </ul>
<b>Relationships &amp; Leveraging</b>	<ul style="list-style-type: none"> <li>▪ Regular interactions /invitations</li> <li>▪ Recognise successful alumni</li> <li>▪ Leverage for guest lecturers/internships/placements</li> <li>▪ Academic advisors/ Board of governors</li> </ul>
<b>Endowments</b>	<ul style="list-style-type: none"> <li>▪ Explore Contributions / endowment partnering</li> <li>▪ Brand ambassadors</li> <li>▪ Sponsorships/scholarships</li> </ul>

## **17. Community Service and Extension activities**

<b>Budget and Resources</b>	<ul style="list-style-type: none"> <li>▪ Budget from institution resources</li> <li>▪ Budget from Faculty/students/Govt/other donors</li> </ul>
<b>Village adoption &amp; Rural Projects</b>	<ul style="list-style-type: none"> <li>▪ Identify nearby villages for adoption</li> <li>▪ Study rural projects and challenges</li> <li>▪ Explore &amp; provide support to the execution of projects</li> </ul>
<b>Vocational training</b>	<ul style="list-style-type: none"> <li>▪ Identify the job oriented courses as per local needs</li> <li>▪ Provide vocational training at the institute</li> <li>▪ Educational tuitions/ support to village students</li> </ul>
<b>Health and hygiene support</b>	<ul style="list-style-type: none"> <li>▪ Conducting health awareness camps</li> <li>▪ Providing free medicines to the needy</li> <li>▪ Psychological and psychiatric support</li> </ul>

## **18.Global Initiatives**

<b>New Campuses / Programs</b>	<ul style="list-style-type: none"><li>▪ Explore establishing new campuses in developing countries</li><li>▪ MoUs with the governments of developing countries</li><li>▪ Twinning programmes with leading universities of developed countries</li></ul>
<b>Foreign Students</b>	<ul style="list-style-type: none"><li>▪ Attracting foreign students</li><li>▪ Twinning programmes with foreign students</li></ul>
<b>MoUs with Foreign Governments/ Institutions</b>	<ul style="list-style-type: none"><li>▪ Identify foreign higher level learning institutions</li><li>▪ MOUs with potential partner institutions</li><li>▪ MOUs with governments for education &amp; projects</li></ul>

## Strategy Implementation and Monitoring

Strategic development plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (Specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.

### **Implementation Plan at Institution Level**

Good Governance & Administration	GB, Chairman, Members of GB
Finance Management	Finance Committee, Hon. Treasurer, Principal
Institution Statutory Compliance	Principal and Coordinators
Branding /Expansion	GB members, Leadership team & Public relations team
University Status	GB / Special Committee
Talent Management	GB, Chairman and Principal
TEQIP	GB, TEQIP coordinator and Principal
Infrastructure (physical)	GB, Chairman, Dean (Infrastructure) & team
Infrastructure-Academics	Principal, HODs, Deans (Academics), Dean (Infrastructure)
Teaching- Learning	Principal, Dean (academics), HODs, Faculty and Staff
Research	Dean (Research) & Deans PG studies
Student affairs	Dean (Student affairs)
Student admissions	Dean (Admissions), Principal
Departmental activities	HODs and Faculty
Placement & Training	Dean (Placement & Training) and HoDS

### **Measurable during Implementation**

<b>Good Governance</b>	GB selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance , Policies implementation, grievance procedures, Educational ERP implementation. etc.
<b>Talent Management</b>	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC/AICTE norms, Track Faculty and staff performance.
<b>Student Intake Quality</b>	CET ranking, Students profile, PUC marks score

<b>Student Academic Performance</b>	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback.
<b>Placement</b>	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.
<b>Curriculum</b>	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.
<b>Alumni</b>	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.
<b>Research and Consultancy</b>	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.
<b>Physical Infrastructure</b>	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
<b>Social Responsibility</b>	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.
<b>Extra Curricular Activities</b>	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International recognitions received, competitions participated.
<b>Sources of Funding</b>	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income



The committee will be formed for review from time to time. The following leadership team will monitor the time to time implementation scheme against the measurables and do prepare detailed MIS for BOG review.

- **Chairman, GB**
- **Principal, D'eans/HODs**
- **Professors, Faculty & Staff**
- **Student representatives**
- **Industry representatives**
- **Parent nominees**
- **Accreditation /Inspection bodies**

## **CONCLUSION**

SSIT was started. with humble beginnings in 1979 and has progressively grown and achieved many mile stones. The institute has done very well in placements in spite of the economic recession for the last 5 years. The institute has deemed to be status and is always revising syllabus as per current industry requirements.

The SDP is an outcome of management commitment, institute leadership commitment, steering committee's detailed deliberations with all the stake holders. This collective wisdom ensures participation, ownership of the plan among all the stake holders. The institutional strategic goals have strategies; Strategies have sub strategies with detailed implementation plan to ensure success and sustainability over a period of time. The execution and operational implementation is rñonitored by stringent evaluation standards and speaks the quality of the strategy itself. The caveat is Strategy itself can do nothing but its implementation holds the key. The strategy is not static document but dynamic due to continuous changing environment and it is an ongoing process to evolve as per the necessity.