KSR College of Engineering

AN AUTONOMOUS INSTITUTION

STRATEGIC PLAN 2024-2030

Embark on the Enlightenment

Journey of Technical

with KSRCE

Message from
CHAIRMAN

Thiru. R. SRINIVASAN, B.B.M., MISTE

Chairman

The Technical colleges under Aarthi Educational & Charitable Trust are the product of a vision of a dream of excellence in affordable education.

The Trust has an everlasting commitment for developing professional with humane and pragmatic approach to bring change in the society. We at KSRCE stand for promoting academic excellence and rigorous discipline with sound practical exposure amongst the student community and making them competent for the globalised world.

Message from
DEAN

Dr. M. VENKATESAN, M.E., Ph.d.,
DEAN

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Message from
PRINCIPAL

Dr. P. MEENAKSHI DEVI, M.E., Ph.D.,

Principal

My heartiest welcome to all the young budding Engineers who have joined in "K.S.R. College of Engineering". With the help of highly qualified and dedicated staff members, we will be moulding the students to the required shape which will make them employable. The composite unit of Students, Parents, and Society is our customer. The K.S.R. College of Engineering will strive hard to provide customer satisfaction. In our college, we give top priority to discipline. A series of tests and examinations will be conducted to achieve good performance in the university examinations. An effective Training and Placement (T&P) cell is formed to provide placement to all our students. Importance will be given to extra-curricular and co-curricular activities also. Excellent infrastructure facilities and good learning atmosphere is an added advantage of this great Institute. I hope all the students admitted here will enjoy the four years of study. Let us all work hard to produce the most competent scientists, engineers, Entrepreneurs, Managers and researchers through Quality Education.

ABOUT THE INSTITUTION

K.S.R. College of Engineering, Tiruchengode is an autonomous college affiliated to Anna University, Chennai. It was started under Aarthi Educational and Charitable Trust in the year 2001 by our Founder & Chairman Dr. K. S. Rangasamy MJF., and Currently this institution is managed by the younger son of our Founder & Chairman, Thiru. R. Srinivasan BBM., MISTE. He acts as the Chairman Cum Managing Trustee of this institution.

The College is situated at K.S.R. Kalvi Nagar, Tiruchengode, Tamil Nadu. The nearest railway station is Erode Junction, which is about 14 KM away from the college and the nearest airport is Salem Airport, which is about 58 KM away from the college.

The college offers 12 B. E & B. Tech, 12 M. E & M. Tech programmes along with M.C.A and MBA courses. The college also offers Eight Ph. D programmes in Engineering, Science and Computer Application streams. All these courses are approved by AICTE, New Delhi. This institution got NAAC Accreditation with A++ grade and eligible courses are Accredited by NBA.

ABOUT TRUST

Aarthi Educational and Charitable Trust, one of the Philanthropic institutions in South India, has played a pioneering role in changing the traditional ideas of charity and introducing the concept of philanthropy. The Educational Trust is a registered charity established in 1996 by Thiru R. Srinivasan, B.B.M., MISTE (Chairman cum Managing Trustee), the younger son of Lion Dr. K.S. Rangasamy, MJF, an educationist, philanthropist and also the founder of K.S.R. Educational Institutions, in the temple town of Tiruchengode. The institutions established by the Trust are K.S.R. Polytechnic College in 1997, K.S.R. College of Engineering in 2001, K.S.R. Institute for Engineering and Technology in 2011. and K.S. Rangasamy College of Pharmacy in 2024. These institutions hold the new doctrine of teaching which will be ideal for students to kindle the dormant spirit towards learning. All the institutions are diligently marching towards the pinnacle of glory by their remarkable achievements and laurels in the diverse fields of education.

ABOUT MANAGEMENT

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The main purpose of the Trust is to raise standards in the education through student development and research programmes.

"Our knowledge and intellect will ensure the complete fulfilment of one's mission in life."

Education – A golden key that opens up a whole new world of opportunity, yet millions of the meritorious underprivileged are deprived of the same, especially the children. In the journey of their lifetimes, they walk in the narrow path of illiteracy, ignorance and poverty.

Undergraduate Courses:

- 🎓 B.E. Automobile Engineering
- 🎓 B.E. Bio Medical Engineering
- 🎓 B.E. Civil Engineering
- 🎓 B.E. Computer Science and Engineering
- 🎓 B.E. Computer Science and Design
- 🎓 B.E. Computer Science and Engineering (Internet of Things)
- 🎓 B.E. Computer Science and Engineering (Cyber Security)
- 🎓 B.E. Electrical and Electronics Engineering
- 🎓 B.E. Electronics and Communication Engineering
- 🎓 B.Tech. Information Technology
- 🎓 B.E. Mechanical Engineering
- 🎓 B.E. Safety and Fire Engineering

Postgraduate Courses:

- 🎓 M.E. Communication Systems
- 🎓 M.E. Computer Science and Engineering
- 🎓 M.E. Construction Engineering and Management
- 🎓 M.E. Industrial and Safety Engineering
- 🎓 M.E. Power Electronics and Drives
- 🎓 M.E. Structural Engineering
- 🎓 M.Tech. Information Technology
- 🎓 M.E. Embedded System Technologies
- 🎓 M.E. CAD / CAM
- 🎓 M.E. Big Data Analytics
- 🎓 Master of Computer Applications
- 🎓 Master of Business Administration

Ph.D Courses:

The following Departments got Research Centre Approval from Anna University, Chennai.

- 🎓 Automobile Engineering
- 🎓 Civil Engineering
- 🎓 Computer Science and Engineering
- 🎓 Electrical and Electronics Engineering
- 🎓 Electronics and Communication Engineering
- 🎓 Information Technology
- 🎓 Mechanical Engineering
- 🎓 Physics

SUCCESS

VISION

To become a globally renowned institution in Engineering and Management, committed to providing holistic education that fosters research, innovation and sustainable development.

MISSION

Deliver value-based quality education through modern pedagogy and experiential learning.

Enrich Engineering and Managerial Skills through cutting-edge laboratories to meet evolving global demands.

Empower research and innovation by integrating collaboration, social responsibility, and commitment to sustainable development.

QUALITY POLICY

K.S.R. College of Engineering is committed to delivering high-quality education in Engineering and Management, fostering research, innovation, sustainability, and leadership to prepare students for global challenges.
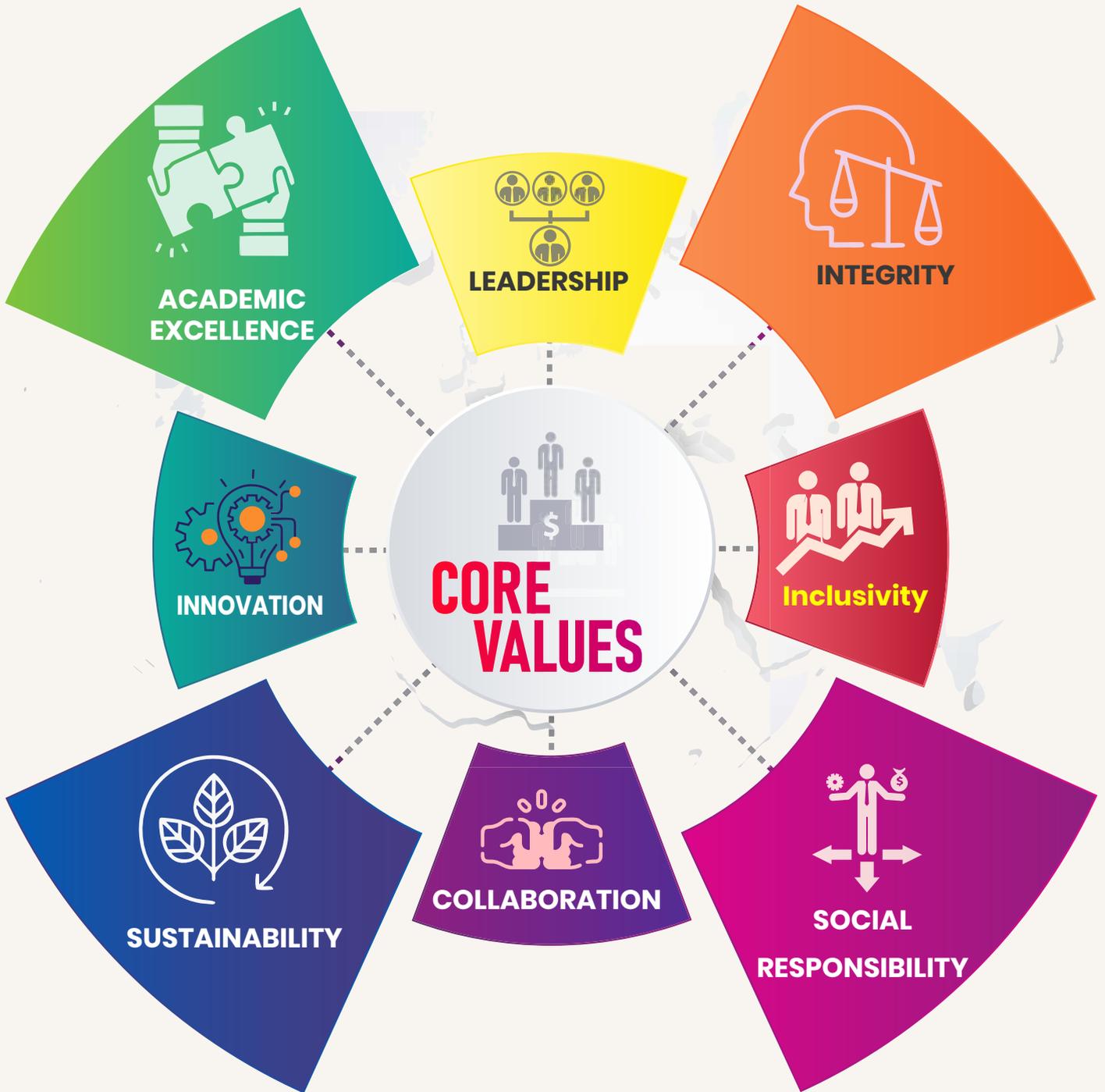
OBJECTIVES

K S R College of Engineering is committed to provide Quality Education and Training to make students outshine in the fields of Science, Engineering & Technology and make students proficient to meet the changing and challenging needs of society and industry by executing the following initiatives:

- Improving the competency level of the faculty and keeping them always innovative in the methods of teaching-learning process
- Sustaining the state-of-the-art infrastructure and amicable learning ambience
- Contributing to the academic excellence and in-depth knowledge of students
- Providing handful opportunities for Research and Development Programs
- Having Tie-ups with industries to update the latest trends and make students industry ready engineers
- Educating moral and ethical values to realize the societal needs
- Assuring continual enrichment of Quality Management System

CORE VALUES

To achieve vision and mission, we commit to our core values of

ACADEMIC EXCELLENCE

LEADERSHIP

INTEGRITY

INNOVATION

CORE VALUES

Inclusivity

SUSTAINABILITY

COLLABORATION

SOCIAL RESPONSIBILITY

+ SWOC
ANALYSIS

🔗 STRENGTHS

- State of Art infrastructure and Laboratories
- Committed management
- Well-qualified, experienced and motivated faculty members
- Academic freedom
- Vibrant Industry Institute Interaction & Career Development Cells
- Internships and Excellent Placement Record
- Mentoring and counseling
- Well established library
- Industry Collaboration
- Decentralised and participative governance
- A strong base for community outreach through NSS, NCC and UBA
- Holistic development of students through a blend of curricular & co-curricular activities
- Academic collaborations with reputed national/international universities

WEAKNESS

- Most of the students are first graduates
- Many students with average communication skills
- Shortage of skilled staff
- Less faculty members with industry experience
- Recession in IT sector (PV)
- Less Consultancy Projects by faculty members for resource generation
- Minimum research grants to strengthen infrastructure and enhance the quality of research
- Less enrolment in higher studies through competitive exams
- Lack of National and International diversity

SWOC

ANALYSIS

OPPORTUNITIES:

- Skill development programmes and trainings from first year onwards
- Support for career and self-development of faculty members and staff
- Enriching interpersonal skills of students through various Forums, Cells and Clubs
- Alumni support for knowledge sharing, projects, internships and Placements
- Placement opportunities in Tier 1 industries
- Collaboration with industry for innovation, research, consultancy, training and internship through MoUs
- Eligibility to apply for more funding schemes
- Collaboration with Indian and foreign Universities for student and faculty exchange
- Capability to the meet the growing demand for specialized and industry-based courses
- Attracting alumnae, innovators and other stakeholders for instituting endowments
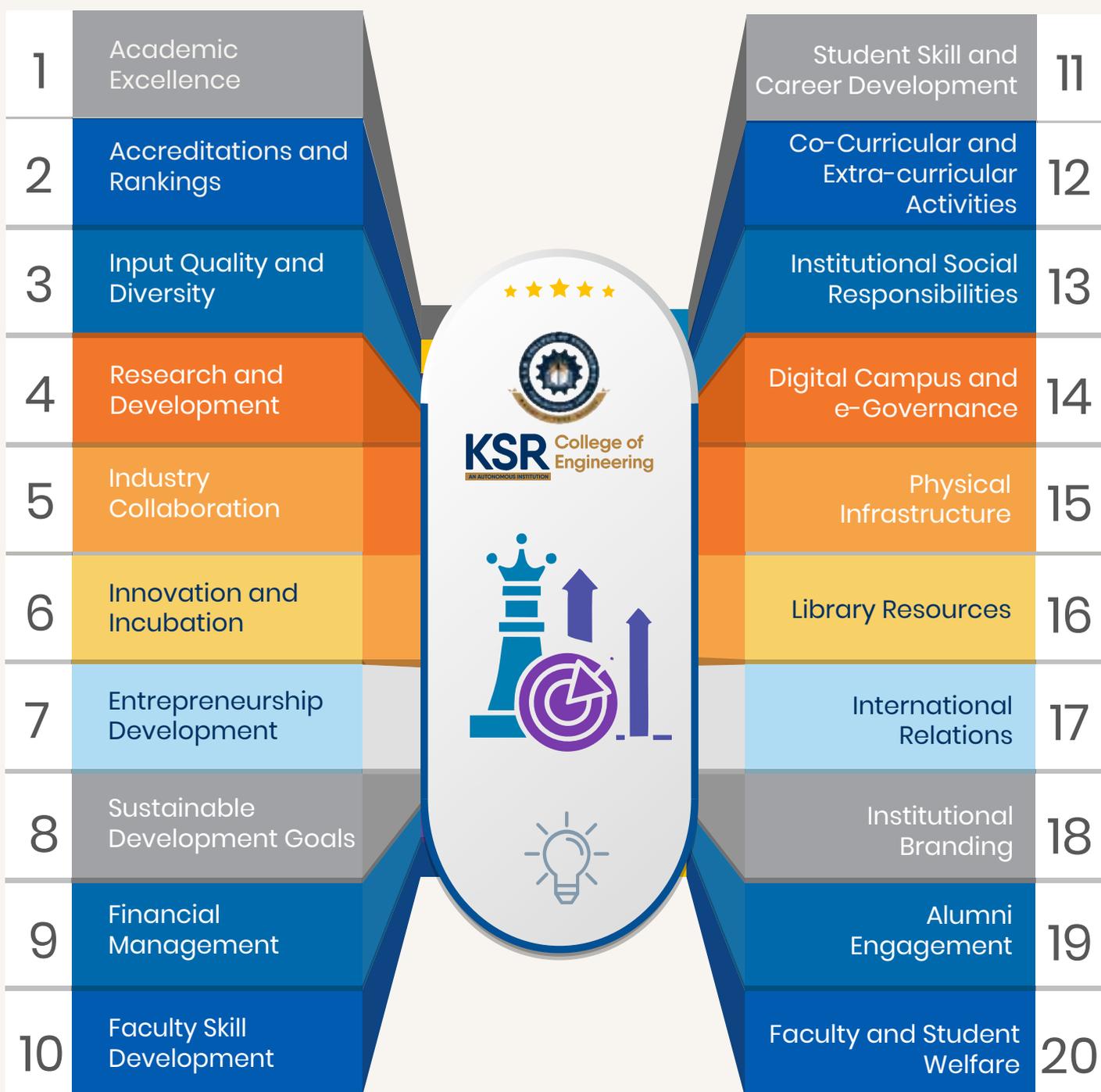- Supporting environment for promoting research culture

CHALLENGES:

- Retention of competent faculty members
- Attitude and Mindset of Gen Z students
- Entry of many deemed universities
- Rapid change in technologies
- Handling of Heterogenous students
- Placement with higher package
- International placement offers to the students
- Consultancy from government sector
- Research grant from international agencies

After the brain storming session based on the vision, mission, core values, inputs from stake holders and SWOC analysis, the following strategic goals are arrived for the development of institution.

STRATEGIC GOALS

#	Goal
1	Academic Excellence
2	Accreditations and Rankings
3	Input Quality and Diversity
4	Research and Development
5	Industry Collaboration
6	Innovation and Incubation
7	Entrepreneurship Development
8	Sustainable Development Goals
9	Financial Management
10	Faculty Skill Development
11	Student Skill and Career Development
12	Co-Curricular and Extra-curricular Activities
13	Institutional Social Responsibilities
14	Digital Campus and e-Governance
15	Physical Infrastructure
16	Library Resources
17	International Relations
18	Institutional Branding
19	Alumni Engagement
20	Faculty and Student Welfare

KSR College of Engineering
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ACTION PLAN

1. Academic Excellence

STRATEGIES	TASKS
Establishment of Teaching Learning Centre (TLC)	🎯 Strengthening the academic programmes and creating excellence to meet the challenges of highly competitive and global workforce. 🎯 Enhancing pedagogic skills needed for effective implementation of teaching- learning process. 🎯 Developing and nurturing competencies needed for integrating technology in teaching, learning and evaluation processes. 🎯 Conducting orientation programs to new faculty members.
Curriculum Design and Development	🎯 Review and update the curriculum to ensure alignment with industry trends, emerging technologies, and future job market demands. 🎯 Seeking professional guidance from industry experts and academia in framing curriculum and syllabus. 🎯 Incorporate interdisciplinary approaches, experiential learning opportunities, and project-based assignments to enhance student engagement and critical thinking skills. 🎯 Infusing global perspectives into the curriculum across disciplines, incorporating case studies, guest lectures, and international projects to broaden students' worldview.
Technology in Teaching-Learning	🎯 Enhancing the technological infrastructure to support SMART instructional classroom 🎯 Leveraging technology and use of ICT in the Teaching-Learning system with Wi-Fi enabled campus

STRATEGIES	TASKS
Promoting Innovative Pedagogical Approaches and Use of Active Learning Tools and Techniques	🎯 Enhancing our academic environment and ensuring outstanding student learning outcomes by focusing on promoting innovative teaching and learning practices. 🎯 Encouraging the faculty to create a flexible and open learning environment with interactive, experimental and multimedia based delivery system. 🎯 Activity based learning which includes Role Play, Jigsaw Teaching Technique, Think / Share / Pair Technique etc. 🎯 Project / Problem based learning, Case Studies Participative learning through Flipped Classroom, Fishbowl Discussion Brainstorming etc. 🎯 Experiential learning through Laboratory practices, project works etc.
Digital Campus	🎯 Developing e-learning content for all courses. 🎯 Learning Management System (LMS) to track student progress, manage content, identify training and learning gaps, utilize analytical data, facilitate reporting, manage classrooms, etc. 🎯 Preparing courses for MOOC platform.
Develop more interdisciplinary learning opportunities	🎯 Encouraging students to take MOOC courses like NPTEL, SWAYAM, Coursera, Udemy etc. in interdisciplinary. 🎯 Opting interdisciplinary Open Elective Courses. 🎯 Encouraging students to take interdisciplinary projects
Internationalization and global Learning	🎯 Establishing exchange agreements with partner institutions worldwide to facilitate student and faculty exchanges, enabling cultural immersion and academic collaboration. 🎯 Offering language courses and support services to help students develop proficiency in foreign languages, enhancing their ability to engage with diverse cultures.

STRATEGIES	TASKS
	🎯 Providing opportunities for students to gain international work experience through internships and research projects with global organizations.
Faculty Development	🎯 Providing professional development opportunities for faculty members to enhance their teaching methodologies, subject matter expertise, and research capabilities. 🎯 Encouraging participation in conferences, workshops, and research collaborations to stay updated with the latest advancements in their respective fields. 🎯 Providing additional opportunities for faculty-student research collaborations. 🎯 Promoting interdisciplinary learning, research, and engagement via a world-class collaborative platform. 🎯 Improving Techno Savvy Skills of faculty by deputing them to undergone industrial internships
Student Support Services	🎯 Enhancing student support services such as academic advising, tutoring, counselling, and career guidance to facilitate holistic student development. 🎯 Promoting inclusivity, diversity, and equity on campus to ensure all students have equal access to resources and opportunities.
Quality Assurance Mechanisms	🎯 Implementing robust quality assurance mechanisms to ensure adherence to academic standards, curriculum effectiveness, and continuous improvement. 🎯 Conducting regular program reviews and student feedback surveys to identify areas for enhancement 🎯 Establishing a system for regular monitoring and evaluation of the strategic plan's implementation progress.

2. Accreditations and Rankings

STRATEGIES	TASKS
Accreditation	🎯 Getting Tier -1 NBA accreditation for all departments 🎯 Getting NAAC accreditation with level 3
Awards and Rankings	🎯 Getting NIRF ranking 🎯 Getting QS ranking 🎯 Times Higher Education Ranking 🎯 College with Potential for Excellence (CPE) by UGC 🎯 Getting Clean & Smart Campus Award from AICTE Participating in surveys to get national level ranking

3. Input Quality and Diversity

STRATEGIES	TASKS
Attracting quality students	🎯 Admission based on Common assessment and JEE main exam score 🎯 To attract students from other states and countries 🎯 Free seat to meritorious students 🎯 Fees concession to students with high cut off marks Scholarship benefits

4.Research and Development

STRATEGIES	TASKS
Academic Research	🎯 Establishing Centre for Research Development (CFRD) 🎯 Establishing TAG (Thrust Area Group) consisting of faculty, Students, Alumni and Industry persons to work on the latest technologies. 🎯 Providing stipend for Full time PhD scholars 🎯 Encouraging the faculty to pursue Ph.D. 🎯 Encouraging faculty members to acquire supervisor recognition under Anna University and other Universities

4.Research and Development

STRATEGIES	TASKS
Academic Research	🎯 Encouraging faculty to attend Seminars, workshops, FDPs, conferences and online courses for acquiring multidisciplinary knowledge. 🎯 Encouraging faculty members to organize a greater number of FDPs, Workshops, STTPs to strengthen their domain expertise. 🎯 Quality publications in SCI/WOS/Scopus /UGC-CARE journals. 🎯 Increasing the h-index and citation index of individual faculty. 🎯 Increasing the h-index and citation index of institution. 🎯 Motivating faculty members to publish books, chapters in renowned publishers 🎯 Encouraging faculty members to become member of Advisory or Technical committee for reputed National/International Conferences 🎯 Encouraging faculty members to become reviewer /editor for referred National / International Journals
Sponsored Research & Consultancy	🎯 Establishing Consultancy Cel.l 🎯 Applying for AICTE / UGC/ DST grants to organize Seminars, Faculty Development Programmes and Conferences. 🎯 Applying for major and minor research projects. 🎯 Fund raising through Project proposals and Consultancy activities. 🎯 Encouraging faculty members to become mentor /consultant in the industry. 🎯 Appointing R&D persons from Reputed institutions and Industries as Visiting faculty to guide and mentor students and faculty. 🎯 Appreciation of achievements & innovations of students and faculty with rewards
R&D Infrastructure &Teams	🎯 Modernization of all laboratories 🎯 Establishing common R&D lab to encourage interdisciplinary/ multi-disciplinary research

4.Research and Development

STRATEGIES	TASKS
R&D Infrastructure &Teams	🎯 Enhancing R & D labs pertained to chosen domain in each department 🎯 Dedicated R&D facilitation & documentation centre 🎯 Competent technical staff for R&D labs 🎯 Start new Journals with Scopus indexing.
MOU with premier institutes/R&D labs	🎯 MoUs with higher learning institutions in India & abroad to enhance research and publications. 🎯 vCollaborative research activities with IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL, BEL, BHEL. etc. 🎯 MoUs with R&D Organization.

5.Industry Collaboration

STRATEGIES	TASKS
Empower the Industry Connect	🎯 Frequent Visit to Industries 🎯 Inviting Industry Experts for Guest Lecture, Seminar and to act as Visiting Faculty. 🎯 Visit of Industry Executives and Practising Engineers to the Institute to see our research and lab facilities Signing MoUs with Industries 🎯 Identifying the industries to support our Research and Academic activities of each Department 🎯 Member in State and National level HR forums and other technological society 🎯 Utilize the Industry experts as mentor for student's projects and Career Guidance 🎯 Apply for Government funding jointly with Industry 🎯 Organize HR conclave & Industry supported Hackathon 🎯 Conduct Industry–Academia meet to discuss the recent technological developments 🎯 Introduce the VAC /One credit courses to meet the current industry requirements 🎯 Arrange the campus drive from the known industry connect

5.Industry Collaboration

STRATEGIES	TASKS
Effective Resources sharing	🎯 Inviting industry experts to deliver the lecture for fundamental and advanced courses. 🎯 Inviting the HR persons to conduct Mock Interview to our students. 🎯 Allot the industry experts as Mentor to the student's group. 🎯 Sending faculty members for industry training. 🎯 Training for industry person by our eminent faculty. 🎯 Inviting the experts from industry to evaluate the student's project work and paper presentation.
National University Initiatives	🎯 Visiting leading Institutions, Universities and R&D labs across India to gather knowledge. 🎯 Identifying Indian universities for MoU. 🎯 Collaborative joint research with national universities. 🎯 Inviting Professors to give Guest Lecture, Seminar on latest technologies. 🎯 Organizing Conferences, Workshops in collaboration with Indian Universities. 🎯 Promoting joint publication of Quality articles with Indian professors. 🎯 Patent publications with Indian universities. 🎯 Organize seminars/workshops/FDPs/ Events jointly and Participate in mutual events of collaborated universities. 🎯 Sharing of Knowledge and resources for mutual benefit. 🎯 Acting as Co-Guides/ mentors for student projects.
Student Exchange / Faculty Exchange	🎯 Identifying quality students for enhancing their knowledge through student exchange. 🎯 Motivating faculty members to enhance their skills to handle classes in Indian universities under faculty exchange. 🎯 Understanding and sharing the best Practices in various institutions through exchange programs 🎯 Promoting inclusion and diversity through exchange programs

6.Innovation and Incubation

STRATEGIES	TASKS
Enhancing IIC Activities	◎ Organizing more activities like design thinking, Innovation, technology transfer, etc., under the theme of IIC ◎ Encouraging students to participate and accomplish prizes in innovation activities like YUKTI Innovation challenge, Smart India Hackathon, Singapore India Hackathon, etc., ◎ Create Innovation repository in IIC portal. ◎ Encouraging faculty members to complete Innovation Ambassador training. ◎ Enhancing IIC Mentor-Mentee program ◎ Referral of HEI's to join IIC network ◎ Encouraging ATL school linkages and Mentoring in IIC
Identification of Students, Mentors & Training	◎ Conducting "Idea Contest" to kindle innovation among students ◎ Identify interested students for startup & entrepreneurship ◎ Identify mentors from successful entrepreneurs, Alumni/others ◎ Organizing more hands-on training Programmes to students on Startup & Entrepreneurship by Experts/Industry mentors
Startup cell Activities	◎ Enhancing the NISP policy of the Institution ◎ Establish a dedicated workspace for Startup cell ◎ Constitution of startup teams to visit TBIs and implement the best practices in startup activities. ◎ Mentoring students by faculty, Industry person and Alumni to convert their ideas to product development ◎ Motivating all years of students to develop mini projects in Project lab ◎ Organizing Year-wise Project competitions and appreciating with rewards ◎ Formal training on startup practices ◎ Establish one startup per department ◎ Inviting Industry persons and Alumni to establish Startups in the campus.

6.Innovation and Incubation

STRATEGIES	TASKS
Leverage Promotion agencies	🎯 Encouraging students to participate in various EDC competitions. 🎯 Establishing a strong network with a diverse community of entrepreneurs, EDC agencies, mentors, and industry experts for invaluable support. 🎯 Leverage for funding & support
IPR cell Activities	🎯 Creating IPR awareness to students and faculty by conducting more programmes through IPR cell 🎯 Increasing Patent registration by both faculty and students through IPR cell 🎯 Patent filing, Scaling up & Commercialization 🎯 Appointment of Patent Attorney
MSME Activities	🎯 To become MSME Host Institute 🎯 Organizing MSME Hackathons as a Nodal Centre 🎯 Access funding for Innovations from MSME schemes like IVP
Funding Opportunities	🎯 Access financial support from various funding agencies like DST, MSME, MeitY, BIRAC- SPARSH, EDII, etc., 🎯 Organizing more hands-on training Programmes to faculty and students for acquiring funding support.
Product Development & Establish TBI	🎯 Encourage "idea to product" pre-incubation activities 🎯 Giving more attention to Product development by providing space and support 🎯 Establish incubation centre for producing a more number of products 🎯 Provide incubation support for our students and outside SMEs 🎯 Orientation training on Business model Idea formulation and assessment 🎯 Producing more entrepreneurs through TBI (Technological Business Incubators)

7.Entrepreneurship Development

STRATEGIES	TASKS
Entrepreneurship Development Cell Activities	🎯 Increasing activities under EDC cell in collaboration with Industries 🎯 Identification of emerging areas of entrepreneurship 🎯 Budget /seed funding for initial projects 🎯 Increasing the numbers of Entrepreneurs from the institution. 🎯 Supporting Placement and mentorship to students through Alumni entrepreneur.

8.Sustainable Development Goals

STRATEGIES	TASKS
Integration with curriculum	🎯 To integrate SDG with curriculum 🎯 Conduct activities related to the SDG 🎯 To Analyze problems/Case study related to SDG
Publications and Participations	🎯 Organize Hackathon/ Codeathan/ Learnathon etc., related to SDG 🎯 Increase faculty and student publications in SDG 🎯 Increase student participation in SDG related hackathon, Project contest etc.

9.Financial Management

STRATEGIES	TASKS
Budgeting	🎯 Institute and Department wise Budget planning. 🎯 Estimate of income, expenditure and revenue. 🎯 Budget approval through finance committee.
Financial Governance	🎯 Planned expenditure management 🎯 Procurement and Financial policies implementation 🎯 Periodical internal checks in balances 🎯 Support through research, consultancy and training

9.Financial Management

STRATEGIES	TASKS
Monitoring and growth plan	◎ Monitoring the expenditure as per budget ◎ Periodical financial audit ◎ Predicting internal revenue ◎ Expansion plans

10.Faculty Skill Development

STRATEGIES	TASKS
Setting up Centre of Excellence/Industry Supported Lab/Skill Development Training Centre	◎ Establishment of Centre of Excellence/ Industry Supported Laboratories to enhance the Technical training, Project & Hackathon guidance, Consultancy and Placement
Skill Development Training Centre	◎ Establishment of skill development training centre ◎ Identify thrust areas expected by the industry ◎ Design the industry supported courses in consultation with industry ◎ Conduct industry supported courses/certification courses to meet the industrial needs and make the students industry ready graduates
Skill enhancement and employability development forum	◎ Establishment of SEED forum for both core and IT ◎ sectors ◎ Plan the activities includes Seminar, Mock interview, Hands on training ◎ Conduct the skill development training ◎ Arrange industry visit and internship ◎ Assist for placement

11.Students Skill and Career Development

STRATEGIES	TASKS
Technical Skill Enhancement and Soft Skills & Communication	◎ Introduce domain-specific training programs, workshops, and certifications in collaboration with industries and sector skill councils. ◎ Implement structured communication, leadership, and personality development modules.
Entrepreneurship & Innovation and Digital & Future Skills	◎ Establish incubation centres, innovation clubs, and start-up mentoring programs. ◎ Integrate AI, IoT, Data Analytics, and Sustainable Technologies into the curriculum.
Career Readiness & Employability and Life Skills & Values	◎ Strengthen placement training, resume building, and internship linkages with leading organizations. ◎ Foster emotional intelligence, teamwork, ethics, and civic responsibility through co-curricular engagement.
Placement Readiness Programme	◎ Training on Communication skills ◎ Training on Problem solving skills ◎ Technical training on programming and other core domains ◎ Soft skill Development programmes ◎ Assessments and Mock Interview
Deployable Skills	◎ Encouraging students to undergo certificate courses on emerging technologies Preparing students on values and ethics ◎ Up skilling and Re skilling ◎ Preparing students for lifelong learning
Vibrant Placement activities	◎ Creating database of potential core and IT industrie ◎ Identifying the industry needs and requirements ◎ Preparing skill development plan and conducting training programmes based on industry requirements ◎ Creating more opportunities for campus placement and coordinating campus recruitment process ◎ Planning and execution of more internship opportunities.

11.Students Skill and Career Development

STRATEGIES	TASKS
	🎯 Placing more students in Day 1 campus Interview 🎯 To provide multiple offers 🎯 To place more students in higher salary packages
Career Guidance	🎯 To establish Centre for government and competitive exams 🎯 To establish Centre for foreign languages 🎯 Organizing seminars on career awareness and opportunities 🎯 To establish GATE coaching centre 🎯 Vibrant Entrepreneurship Development cell 🎯 Higher Education Cell
GATE (Graduate Aptitude Test in Engineering) awareness & Readiness	🎯 Organizing awareness programs and seminars for GATE Exams 🎯 Covering wide range of topics, including exam patterns, preparation strategies 🎯 Training on Problem solving skills 🎯 Establishing a center with the range of services and guidance from experienced mentors 🎯 Providing facilitates to access study materials –NPTEL Videos 🎯 Encouraging and Enhancing Higher Education Cell 🎯 Awareness on Public Sector jobs
UPSC and TNPSC exam Readiness	🎯 Organizing awareness programs and seminars for various government exams like UPSC /TNPSC 🎯 Establishing training centre dedicated to preparing aspirants for the rigorous UPSC and TNPSC exams. 🎯 Comprehensive assistance tailored to the needs of students aspiring to appear for UPSC and TNPSC exams. 🎯 Facilitating guidance from experienced mentors
Empowering SC and ST students	🎯 Establishing a specialized training center focused on SSC and Banking exams 🎯 Providing tailored coaching and support to preparation strategies, career opportunities. 🎯 Establish study center for coaching exams

11.Students Skill and Career Development

STRATEGIES	TASKS
Awareness On IELTS & TOEFL	🎯 Conducting awareness seminars for IELTS (International English Language Testing System) & TOEFL (Test of English as a Foreign Language) exams Encouraging students for higher studies at foreign universities

12.Co-Curricular and Extra-Curricular Activities

STRATEGIES	TASKS
Professional Activities	🎯 Inspiring students to actively engage in seminars, workshops, hackathons and technical contests 🎯 Motivating students to showcase their research by presenting papers at National Level Technical Symposiums 🎯 Promoting and supporting students in their endeavours to disseminate their research by publishing papers in conferences and journals 🎯 Coordinating events in collaboration with student associations and forums 🎯 Incorporating students into professional societies as active members 🎯 Students actively engaging in activities organized by professional societies 🎯 Hosting symposiums and other professional events catered to students 🎯 Empower students by involving them in the organization of events through associations, forums, and clubs 🎯 Ensure that seminars and technical events are tailored to complement the current academic courses 🎯 Instill students to actively apply for the diverse range of awards offered by professional societies 🎯 An annual awards celebration designed to acknowledge and honors achievers for their accomplishments each year 🎯 Creating a specialized center to provide comprehensive training in various foreign languages for our students

12.Co-Curricular and Extra-Curricular Activities

STRATEGIES	TASKS
Professional Activities	🎯 Coordinating the scheduling and execution of career development programs. 🎯 Leadership development programs are designed to foster and enhance leadership skills among the students 🎯 Internship for students can explore job opportunities, interact with potential employers and learn about various career paths 🎯 The National Service Scheme (NSS) involves the participation of students in community service activities, aimed at fostering civic engagement, social responsibility, and leadership skills 🎯 The National Cadet Corps (NCC) for students is invaluable as it instills discipline, community service and preparing students to become responsible citizens of the nation.
Sports and Cultural activities	🎯 Recruitment of dedicated coaches for sports and games 🎯 Regular training to students by coaches 🎯 Encouraging students to participate in tournaments 🎯 Organizing and hosting sports competitions 🎯 Organizing Inter Zone Athletic events and Junior State Athletic Championship 🎯 Establishing a sports academy to provide training in various games for students from our college and other institutions 🎯 Celebrate Sports Day to recognize the accomplishments of our athletes 🎯 Fees concession for state and national level player 🎯 Creating a cultural and music club offers students a valuable opportunity to cultivate creativity, collaboration, and a deeper appreciation for the arts and recreation 🎯 Hosting enjoyable and non-technical events across multiple clubs and cells

13.Institutional Social Responsibilities

STRATEGIES	TASKS
Institution Social Responsibilities (ISR)	🎯 To Promote social learning among the students and faculties of the Institution 🎯 To Generate sensibility for challenges in society 🎯 Organizing health awareness camps 🎯 Conducting Medical camps 🎯 Providing medicines to the needy 🎯 Organizing Dental and Eye camps 🎯 Organizing events on community services

14.Digital Campus and e-Governance

STRATEGIES	TASKS
Digital Campus	🎯 Launching digital campus to automate indoor and outdoor activities 🎯 Integrating ERP and Information Management System 🎯 Empowering faculty with Digital Skills
E - governance	🎯 Establishing E-Governance 🎯 Conducting meetings 🎯 360-degree feedback 🎯 E – circulars and E – approvals 🎯 Facilities to get Data anytime and anywhere
Governing Council	🎯 Guiding, Reviewing and approving policies 🎯 Monitoring Institutional Performance 🎯 Feedback mechanism for better governance 🎯 Implementation of suggestions given by governing council.
Vision, Mission Quality policy and Goals	🎯 Revision of Vision and Mission and dissemination 🎯 Revising short term and Long-term Goals 🎯 Revising Quality Policy 🎯 Setting strategic goals and action Plan for every process

15. Physical Infrastructure

STRATEGIES	TASKS
Academic Infrastructure	🎯 Adequate Classrooms, tutorial halls and seminar halls for new programmes 🎯 Smart classrooms with multimedia support 🎯 Modernization of library 🎯 R & D Labs with latest tools 🎯 Industry supported Labs 🎯 Project Labs 🎯 Modern Tools for Teaching & Learning Process 🎯 Establishment of Teaching Learning Centre
IT Infrastructure	🎯 To establish Cloud Storage and Server 🎯 To increase internet bandwidth upto 150 Mbps 🎯 To upgrade the existing computer systems and accessories
Hostel, Sports and Canteen	🎯 Enhancement of facilities in boys and ladies hostel 🎯 Indoor and outdoor facilities for sports and games 🎯 To establish sports academy with international standards 🎯 Canteens to provide hygienic food with affordable price
Green Campus	🎯 Tree plantation 🎯 Landscaping 🎯 Rain water harvesting Solid waste management 🎯 Energy management 🎯 Restriction to plastic usage

16. Library Resources

STRATEGIES	TASKS
Digital and E-library	🎯 Establishment of Digital & E – Library 🎯 Automation of library resources and access 🎯 Enhancement of Digital Infrastructure 🎯 Procurement of online Books and Journals 🎯 Establishing cloud based online access

17.International Relations

STRATEGIES	TASKS
International Initiatives	🎯 Visiting leading Institutions, R&D labs abroad to gather knowledge 🎯 Identifying foreign universities for MoU 🎯 Collaborative funded research with international universities 🎯 Twinning programmes with leading universities of developed countries 🎯 To get international accreditation 🎯 Inviting Foreign Professors to give lectures on latest technologies. 🎯 Organizing Conferences, Workshops in collaboration with Foreign Universities 🎯 Publishing Quality articles in association with foreign professors. 🎯 Patent publications with foreign universities. 🎯 Participate in international ranking and survey. 🎯 Organize seminars/workshops/FDPs/ Events jointly and Participate in mutual events of collaborated universities. 🎯 Sharing of Knowledge and resources for mutual benefit 🎯 Acting as Co-Guides/ mentors for student projects
Student Exchange / Faculty Exchange	🎯 Identifying quality students to pursue research in foreign under student exchange. 🎯 Motivating faculty members to enhance their skills to handle classes in foreign universities under faculty exchange. 🎯 Understanding and sharing the best Practices in various institutions through exchange programs 🎯 Promoting exposure, inclusion and diversity through exchange programs

18.Institutional Branding

STRATEGIES	TASKS
Organizing National Level Programs	🎯 Coding Contests like Hackathons with attractive prizes 🎯 Organizing Project Expos with Jury members from industries 🎯 Organizing events for school students 🎯 Celebration of important days and festivals

18.Institutional Branding

STRATEGIES	TASKS
Unnath Bharath Abhiyan	🎯 Adopting nearby villages for development 🎯 Applying for funding through various schemes for village development 🎯 Organizing events in villages to attract youngsters and children in the village 🎯 Proving capacity building in needed areas
Institutional branding	🎯 Promoting the institutional activities through social media 🎯 Digital Marketing 🎯 Encouraging passionate stakeholders to become brand ambassadors. 🎯 Strategic partnerships
Outreach Activities	🎯 Regular industrial visits by students and faculty Arranging lectures by industry / institute experts 🎯 Conduction of Short-Term Courses, Seminars and Workshops on advanced topics involving external experts.

19.Alumni Engagement

STRATEGIES	TASKS
Alumni Association	🎯 Establishing an office for the Alumni Association on campus. 🎯 Establishing Alumni Chapters at both national and international levels 🎯 Developing an Alumni Portal on the website and 🎯 maintaining an updated database 🎯 Hosting an annual Alumni Induction program. 🎯 Organizing annual alumni gatherings at both the departmental and institutional levels is a key initiative for nurturing a vibrant alumni community
Alumni Engagement	🎯 Frequent interactive sessions facilitated by alumni with current students are essential for fostering mentorship, networking, and knowledge exchange within the academic community

19.Alumni Engagement

STRATEGIES	TASKS
Alumni Engagement	🎯 Engaging alumni as resource persons for seminars and workshops enriches the educational experience by leveraging their expertise and insights to benefit participants 🎯 Involving alumni as board members in professional committees of the institution enriches decision-making processes with diverse perspectives and valuable industry experience 🎯 Utilizing alumni as mentors for project guidance provides students with valuable support and expertise, enhancing the quality and impact of their projects 🎯 Alumni involvement in supporting placements and internships is instrumental in providing students with valuable network, guidance, and opportunities as they transition into the professional world 🎯 Connecting with alumni on LinkedIn offers a valuable opportunity 🎯 Gathering feedback from alumni and implementing strategies for the enrichment of educational programs 🎯 Alumni support is essential for the development of the institution's infrastructure, as it provides invaluable contributions in terms of funding and expertise for the improvement initiatives.

20.Faculty and Student Welfare

STRATEGIES	TASKS
Conducive working environment	🎯 Formulation of HR policy and implementation for faculty welfare 🎯 Providing best infrastructure and facilities 🎯 Recognitions and rewards 🎯 Providing Quarters facilities 🎯 Free bus facilities 🎯 Group Insurance 🎯 Establishing recreation club

20.Faculty and Student Welfare

STRATEGIES	TASKS
Conducive working environment	🎯 Organizing celebrations, fun events and competitions through staff club 🎯 Motivating through interactions 🎯 Developing Leadership competencies 🎯 Providing all amenities inside the campus
Career growth & Development	🎯 Retention plans through Career Advancement scheme 🎯 Sponsorship/ Deputation, sabbaticals for higher education and Exchange programmes 🎯 Sponsorship to participate in Seminars, Workshops, FDPs and Conferences 🎯 Deputation to premier national /international universities/industry for knowledge and skill development

Performance Indicators

S.No	Strategic Goal	Performance indicators	Target 2024 – 2025	Target 2025 – 2026	Target 2026 – 2027	Target 2027 – 2028	Target 2028 – 2029	Target 2029 – 2030
1.	Academic Excellence	Percentage of Faculty with Ph.D.	40%	40%	45%	45%	50%	60%
		Graduation Percentage	90%	90%	95%	95%	95%	95%
		Faculty Student Ratio	1:15	1:15	1:15	1:15	1:15	1:15
		% courses: Use of ICT Tools for Teaching & Assessment	60%	70%	70%	70%	70%	75%
		Average of Students Performance in End Semester Examination	70%	75%	75%	75%	75%	80%
2.	Accreditations and Rankings	NBA Accreditation (Eligible dept)	60%	60%	75%	75%	75%	75%
		NAAC Accreditation	A++	A++	A++	A++	A++	A++
		NIRF Ranking	–	–	151–200	101–150	101–150	51–100
		QS Rating	–	Diamond	Diamond	Diamond	Platinum	Platinum
		SDG Ranking and awards	1	1	1	1	2	2
3.	Input Quality and Diversity	Student admission %	100%	100%	100%	100%	100%	100%
		Average cut off students	130	140	150	150	155	160
		Female Students	40%	40%	45%	45%	45%	45%
4.	Research & Development	Average Publication per faculty Scopus indexed Journal (Ph.D faculty)	0.75	1.2	1.5	1.8	1.8	2
		Average Publication per faculty Scopus indexed Conferences /Book chapter	1	1	1.5	1.5	1.5	2
		Research Projects Grants in Lakhs	45L	45L	50L	50L	50L	55L
		Sponsored Seminars with grants in Lakhs	8L	8L	10L	10L	10L	12L

Performance Indicators

	Research & Development	Revenue to be generated through Industrial Consultancy/Events/CoE in Lakhs	15L	15L	20L	20L	30L	30L
5.	Industry Collaboration	Number of Active Industry Partnerships /Dept	4	5	5	8	8	10
		% Faculty industrial training	20%	30%	35%	40%	45%	50%
		% Students to undergo Internship	25%	25%	30%	30%	30%	35%
		Guest Lectures / Workshops by Industry Experts /Hackathons/ Seminars/ Competitions /dept /year	10	10	15	15	20	20
		Industry Offered Courses /dept /year	2	1	2	2	2	2
		Industry supported Lab	1	2	2	2	2	2
6.	Innovation & Incubation	No. Institute Patent Publication	30	30	50	70	70	70
		No. of Patent Grant	2	5	5	8	8	10
		Smart India Hackathons	1	2	4	4	5	5
7.	Entrepreneurship Development	No. of Student Entrepreneurs	1%	1%	1%	2%	2%	3%
		Faculty start- up	1	1	2	2	3	3
		Students start- up	2	5	8	10	12	15
		No. of MSME fund generation for ideas	1	2	2	3	3	4
		No. of students completed 25 hrs. entrepreneurship trainings	40%	50%	50%	50%	50%	50%

No.	Category	Indicator						
8.	Sustainable Development Goals	No. of Courses with Case study/ Problem statement on SDG	5%	10%	20%	25%	30%	30%
		No. of faculty Publications on SDG	5%	5%	10%	15%	20%	20%
		Hackathon/ codeathon/ learnathon organized per dept on SDG	1	1	1	1	2	2
		No. of activities conducted per department related to SDG	3	3	3	5	5	5
		No. of Student Participation in SDG activities	15%	15%	20%	25%	30%	30%
9.	Financial Management	Budget Utilization Rate	90%	90%	90%	90%	90%	90%
		Faculty salary to Total Expenditure Ratio	60%	60%	60%	60%	60%	60%
		Student-wise Expenditure per year	90K	90K	90K	95K	95K	95K
10.	Faculty Skill Development	Faculty Certification in NPTEL	75%	75%	75%	80%	95%	95%
		Participation in FDP/workshop/ seminar /Conference	85%	90%	100%	100%	100%	100%
11.	Student Skill and Career Development	Certification in NPTEL/MOOC	20%	20%	25%	25%	30%	30%
		Publication in International Conferences	20%	20%	25%	25%	30%	30%
		Student Placement Rate	80%	85%	85%	85%	90%	90%
		Student Higher Education Rate	2%	2%	2%	3%	3%	3%
		Median Salary	3	3.5	4	4	5	5
		Maximum Salary in Lakhs	15L	15L	20L	20L	25L	25L

Performance Indicators

12.	Co-Curricular and Extra-Curricular Activities	% Students Participation in Extracurricular (Sports & Cultural, NSS, NCC, UBA etc.,)	70%	80%	80%	80%	80%	80%
		% Students achievements in National Level Competitions	2%	3%	3%	3%	3%	3%
		% Students achievements in State Level Competitions	2%	5%	5%	5%	5%	5%
		Number of Students Presented Papers in Symposium/ Conferences	60%	60%	70%	70%	75%	75%
		Number of Students Published Patents and Papers in Conference /Journals/ Book Chapters	20%	20%	20%	25%	25%	30%
		Number of Students Attended Workshops/Seminars/ Hands on training Programmes	60%	60%	70%	70%	75%	75%
		Number of Students Undergone Online Courses (NPTEL, Udemy, MOOC) etc.,	25%	25%	30%	35%	40%	40%
13.	Institutional Social Responsibilities	No. of Community Outreach Programs	5	10	15	15	20	20
		Faculty and Student Participation in ISR	60%	75%	75%	75%	75%	75%
		No. of Collaborations with NGOs/ Local Bodies	1	2	2	2	2	2
		No. of Organizing donation drives, charity events	5	10	10	10	10	10

14.	Digital Campus & e-Governance	Automation of Administrative Processes Digital Communication Engagement Paper less Campus	70%	80%	80%	80%	80%	70%
		Digital Communication Engagement	75%	80%	80%	80%	80%	80%
		Paper less Campus	60%	70%	70%	70%	70%	70%
15.	Physical Infrastructure	ICT-Enabled Classrooms	80%	80%	80%	80%	80%	80%
		Campus Green Area Ratio	10%	10%	10%	10%	10%	10%
		Accessibility for Differently-Abled Persons (% building accessed)	60%	60%	60%	60%	60%	60%
		Annual Infrastructure Investment	1C	1C	1C	2C	2C	2C
16.	Library Resources	Seating Capacity Ratio	10%	10%	10%	10%	10%	10%
		Book-to-Student Ratio	20%	20%	20%	20%	20%	20%
		Annual Footfall / Utilization Rate	15%	15%	15%	15%	15%	15%
		Automated Library Management System	90%	90%	90%	90%	90%	90%
17.	International Relations	No. of MoUs with foreign Universities	4	4	5	5	6	10
		No. of students involved in exchange programs	3	5	10	10	15	20
		No. of faculty involved in exchange programs	2	4	6	6	8	8

Performance Indicators

17.	International Relations	No. of seminars/ workshops/ events organized with international Collaboration	3	3	5	5	7	7
		No. of international conference organized with joint collaboration	1	1	2	2	3	3
18.	Institutional Branding	Views in You tube	2000	3000	4000	4000	5000	5000
		Followers in Twitter	500	750	750	1000	1000	1250
		Connections in LinkedIn	500	750	750	1000	1000	1250
		Followers in Instagram	500	750	750	1000	1000	1250
		Followers in Facebook	500	750	750	1000	1000	1250
19.	Alumni Engagement	Alumni Database Coverage	50%	60%	60%	70%	70%	75%
		Alumni acting as mentor (One student one alumni)	40%	50%	60%	70%	70%	70%
		No of alumni Knowledge sharing program / year /dept	8	10	10	10	10	10
		Alumni Chapters/Networks Established	1	2	3	4	4	5
		Alumni Contribution in Lakhs	3	5	5	6	6	8
20.	Faculty and Student Welfare	Based on feedbacks						

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- Vibrant Campus life
- Curriculum Framework Based on NEP 2020
- Student Centric Teaching and learning
- Collaboration with Foreign & Indian Universities
- Student driven clubs
- KSRCE Technology Business Incubation Centre – Startups
- Active Global Alumni Network
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