Strategic Plan and Deployment Action (2022-2028)

Vision:

To disseminate knowledge and foster in our student positive and critical thinking besides intellectual skills to become empowered being.

Mission:

To provide quality and need based education to students with facilities of higher education and useful experiences leading to holistic progression.

Objective:

To develop the overall character and personality of our students and mould them as good citizen with integrity and modularity for nations building.

- **To impart quality education**
- **To promote Academic excellence**
- **To inculcate the values of the character, honesty and integrity**
- **To enable the students to think and design their future.**
- **To instill self confident in the minds of students to face any problem.**
- **To enable the students to express their ideas and thoughts effectively.**
- **To develop self reliant individuals.**
- **To impart value based education**
- **To shape multi-faceted personality of students.**
- **To make them responsible citizen**
- **To chisel students into good human being**
- **To unravel the latent potential of students.**
- **To nurture positive thinking in life.**
- **To equip the students to face challenges.**
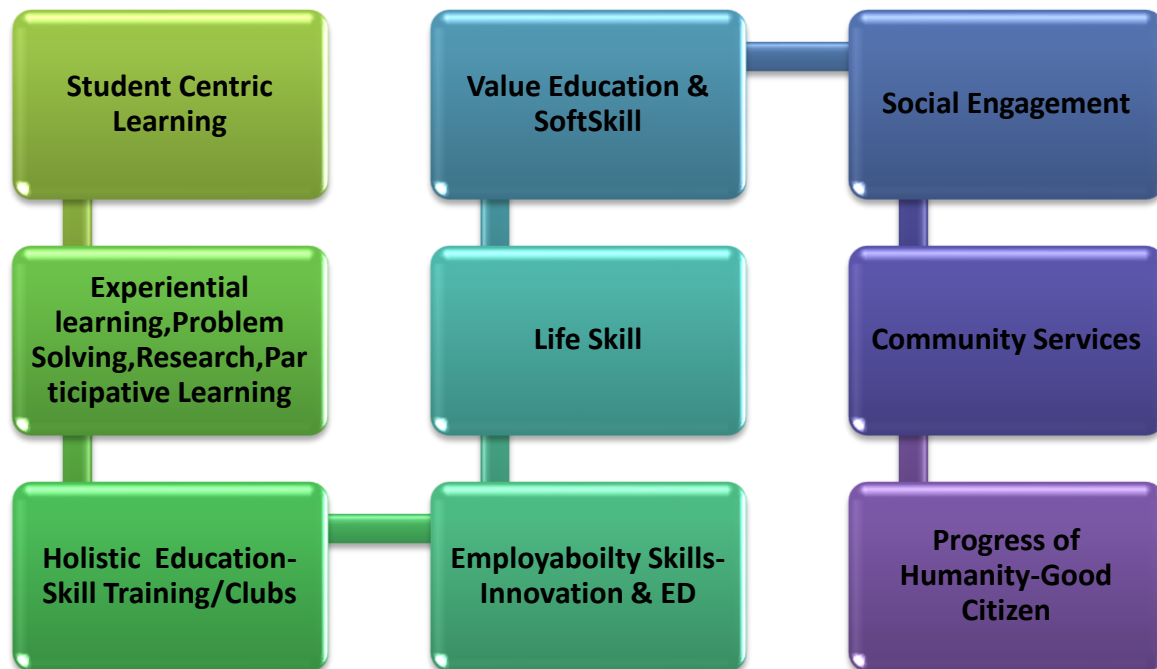- **To ingrain life skills**

Mission and Plan of Action:

Vision Document 2028

The strategic plan is conceived as a blueprint for transfiguring the vision and mission of the college into tangible and measurable realities. In its original vision the college enhance the academic excellence and quality education.

Student Attributes:

Student Centric Learning	**Value Education & SoftSkill**	**Social Engagement**
Experiential learning,Problem Solving,Research,Par ticipative Learning	**Life Skill**	**Community Services**
Holistic Education-Skill Training/Clubs	**Employaboilty Skills-Innovation & ED**	**Progress of Humanity-Good Citizen**

The perspective plan is prepared on the basis of the values enshrined in vision and mission statements and the student attributes we have drawn through an analysis of Strength, Weakness, opportunities and challenges of the Institution.

SWOC Analysis:

Strength:

1) The college has sprawling and vibrant campus with ample green coverage.

2) Technically equipped computer labs.

3) Adequate constructed area.

4) Supportive and Pro-active Management of the college.

5) Remedial coaching to slow learners is provided.

6) 50% of the college fees is refunded to meritorious students.

7)Constant mentoring, monitoring, and a strong feedback system of students.

8)Training and Grooming of students to make them industry ready and enhancing their Employability skills by imparting technical training, Soft skill, GD & Aptitude classes etc.

9)Academic achievements of student in University examination and other platforms.

10)NPTEL Local Chapter to offer students CERTIFICATE program.

11) NCC and NSS activities have been appreciated by the state and central government.

Weakness:

1) The college is still not under the UGC 2(f) and 12(b).

2) The college lacks formal linkage with centres and organizations of excellence in India and abroad.

3) The college needs more qualified teachers as per UGC norms.

4) Inadequate equipments in Science labs (Physics, Chemistry, Biology etc.)

5) The college has a very few PG programmes

6) A Very few Science journals and books are available in the library.

Opportunities:

1) The college is located in an economically backward part of the city.

2) It has the opportunities for introduction of more industry oriented technical programmes/courses.

3) It has also the opportunities for extra rural funding research and infrastructural developmental schemes.

4) It has ample possibilities to undertake innovative and incubation centres for entrepreneurship and developmental programmes.

5) The college has to strengthen IQAC and make it more proactive.

Challenges:

1) The students are from poor socio-economic background.

2) This poverty ridden area has little interest in sending children to higher education institutions

3) The college is unable to attract able, hard working and qualified faculty members.

4) The college has not been able to attract more number of students from other parts of Chennai and rest of

India.

5) Low student intake in Science subjects is the problem of this institution.

6) Hostel facilities need to be provided for heterogonous groups of students.

Academic pursuits & Knowledge base:

Expanding academic and knowledge domains is crucial for the institution to keep pace with the evolving educational landscape. With a primary goal of achieving autonomy, the institution aims to enhance its knowledge base through the following resolutions:

- To enhance the range of disciplines available on campus, the college has decided to expand its offerings of undergraduate and postgraduate programs.
- Increase the number of certificate and diploma courses to incorporate contemporary perspectives.
- Upgrade existing postgraduate departments to research departments to foster a research culture on campus.
- Pursue academic collaborations with institutes and industries to enhance students' academic exposure.

Research Augmentation:

The institution is committed to fostering a culture of rigorous academic research to promote analytical and inquisitive thinking among both staff and students. In line with the global surge in research activity, we envision an effective operational system with the following goals:

- To promote interdisciplinary and multidisciplinary research across undergraduate, postgraduate, and Ph.D. programs.
- Organize annual faculty orientation sessions focused on emerging research trends and methodologies.

- Conduct regular student orientations on the fundamentals and ethics of research to ensure ethical practices.
- Motivate staff and students to present papers and pursue publications.
- Establish memoranda of understanding (MoUs) and collaborations with industries and other institutions for research purposes.
- Encourage faculty to achieve 100% completion rates in doctoral degrees

Faculty Development:

The quality of faculty is crucial to the institution's continuous growth. Therefore, it is essential to take appropriate measures to sustain and enhance faculty competence in teaching, research, and community engagement.

- Each year, we will organize Faculty Development Programs to introduce and familiarize faculty with innovative teaching practices.
- To promote Faculty Exchange Programs with esteemed institutions to encourage collaboration and knowledge sharing.
- Efforts will be made to enhance research and doctoral opportunities for faculty members.
- Additionally, financial support will be provided to faculty for pursuing innovative academic projects.

Student Enrichment:

As primary stakeholders, students are the foundation of the institution. Enhancing their capabilities and enriching their skill sets are vital components of the educational process. The following goals will systematically strengthen this approach:

- To encourage academic excellence among students, additional endowments and scholarships will be established.
- A mentor-mentee system will be implemented to strengthen the teacher-student relationship, with regular mentoring sessions available to support students' cognitive, social, and emotional development.
- Remedial sessions will be organized for students who need extra help in their studies.
- Furthermore, weekly counseling sessions will be offered for both staff and students, providing access to professional counseling services.
- To seek collaborations and partnerships with reputable institutions. Student exchange programs will be promoted with these partners to enhance research and academic pursuits.
- Financial support will be offered to students for socially relevant and high-impact research projects.

- Students will gain extensive exposure to the global educational landscape through participation in national and international conferences, seminars, and workshops.
- Bridge courses will be organized for undergraduate and postgraduate students before the start of each semester.
- We will actively promote and closely monitor student progression to higher studies.
- Additionally, placement drives will be organized on campus to maximize employment opportunities in collaboration with industry partners.

Infrastructure Augmentation:

The growth of the institution is closely tied to the expansion of its infrastructure, as educational facilities are essential components of the learning environment. Therefore, strategic infrastructure planning is given high priority. The college has the following goals in its development pipeline:

- To increase student enrollment on campus, a new academic block will be constructed.
- The institution will explore opportunities to acquire land for future infrastructure expansion.
- An RFID system will be implemented to fully automate the library.
- Additionally, maintenance contracts for computer software and hardware will be upgraded for major equipment as needed.
- All Classrooms will be equipped with ICT capabilities to enhance the teaching and learning process.
- Smart classrooms and smart boards are a major requirement and will be upgraded immediately. We will also ensure that the necessary infrastructure is in place to support our transition to affiliated to-be-autonomous status.

Innovation &Entrepreneurship:

The institution is dedicated to fostering positive changes in innovation and entrepreneurship, recognizing their significance in the current landscape. We aim to promote women entrepreneurship and innovative ideas through the following goals:

- The institution is committed to driving positive changes in innovation and entrepreneurship, particularly in promoting women entrepreneurship and innovative ideas.
- Establishing an incubation center equipped with state-of-the-art facilities to support students in creating and practicing innovative ideas, while also fostering start-ups that address regional, national, and global needs.
- Working towards achieving the status of Institutional Mentorship in Innovation.
- Initiating renewable energy projects to benefit surrounding communities.
- Organizing an Entrepreneurs' Week and other entrepreneurship-focused events annually to help students develop essential self-capacitating skills.

Administration & Management:

Effective administration and management form the backbone of the institution, enabling efficient and effective operations. To ensure consistent and coherent progress in this area, the following goals have been established:

- To align with global standards, e-governance will be implemented.
- An annual academic and administrative audit will be conducted to ensure the effective functioning of various departments.
- External audits will be made mandatory.

- Annual green, energy, and environmental audits will be carried out to monitor resource adequacy, future needs, and necessary improvements.
- To enhance the institution's reputation and improve quality standards, we will pursue ISO certification and seek national rankings such as NIRF.

Strategic Planning (2023-2028)

Goal	Action Plan
Curriculam Enrichment & Teaching-Learning Process	• Add 05 UG Courses. • Add 05 PG Courses. • Offers 25 Add on Courses • Offer 10 Certificate Courses • Upgrade all PG departments to Research Departments. • Launch Non Conventional Courses like Fashion Designing, Logistics etc. • Gain Collaboration with Regional, National and International institutes. • Achieve global perspectives in teaching-learning. • Academic planning and preparation of Academic Calendar • Development of e- learning resources • Promote research culture & facilities • Provide mentoring and personal support • Follow a transparent and fair feedback system • Conduct training based on need analysis • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • Implementation of best practices.
Leadership & Participative Management	• To follow reporting structure Decentralize the academic, administration andstudent related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments. • Establishment of functional committees
Internal Quality Assurance Cell	• Proactive of IQAC • Framing of Quality Policy& publishing regularly • Formation of Quality Monitoring Committee& functioning • Educating& Training of all employees • Periodic check& guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures

	• **Promoting best practices** • **Annual report preparation& submission** • **ISO Certification/NIRF Ranking Participation/INDIA TODAY RANKING.**
Good Governance	• **Vision, Mission development & their articulation in every key position.** • **Inclusion of industrialists& academicians in the GB.** • **Evaluation of Institute's performance and benchmarking.** • **Institutional strategic goals setting.** • **Institutional Strategic development plan.** • **Monitoring and Implementing the Quality Management Systems.** • **Following organization structure.** • **Smooth Working of statutory committees.** • **Establishing E governance .** • **Leadership development through decentralization.** • **Establishing internal audit committee.** • **Code of conduct and policy formulation, approval and implementation .** • **Establishing fair and transparent performance appraisal system.**
Student Support	• **Budget allocation for student development programmes and activities.** • **Formation of student council.** • **Student's representation in various committee and cell.** • **Participation in competitions.** • **Organizing competitions.** • **Rewards& recognitions of achievers.** • **Participation in extracurricular activities.** • **Participating in social and welfare activities.** • **Institute capacity building programmes like NET /JRF, IAS Coaching, Bank Exams etc. for students.** • **Launch scholarships and endowments for students.** • **Institutionalize Mentor- Mentee system.**

	- Provide remedial and counseling sessions for students on need basis. - Gain collaborations and linkages with institutions of repute for student exchange. - Provide Institutional funding for student projects. - Institute national and international seminars, conferences, Lecture Series and competitions. - Implement Bridge courses for needy students in UG and PG programmes. - Ensure student progression to higher studies. - Execute campus placements in industry collaborations.
Research Augmentation	- Dedicated R &D facilitation centre. - Establish and develop Laboratories with more research facility. - Fund generation through Project proposals. - Apply for Government/Non Government industry, sponsored funds - Collaborations with Government & Private Institutes, Universities and Research Organizations - Applying for patent - Introduce interdisciplinary and multidisciplinary research. - Orientation to faculty on Futuristic Research. - Orientation on students on the basics and ethics of research. - One publication mandatory for each faculty per year. - One Presentation mandatory for PG student per year. - Ensure 100% Qualified teachers with Ph.D. - Ensure Research Guide ship.
Faculty Development	- Faculty Development Programmes to promote faculty progression. - Gain collaborations and linkages with institutions of repute for faculty exchange - Provide seed money for new academic ventures - Provide financial support to faculty to attend seminars and conferences

	• Provide financial support to faculty to gain membership in professional bodies • Render academic support to faculty for Ph.D • Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities& infrastructure facilities. • Code of conduct, service rules& leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Sponsorship/Motivation for qualificationimprovement • Support for research, consultancy, innovations
Financial Management	• Framing & implementation of Purchase and Financial policies • Department wise Budget planning and allocation • Forecasting income & expenditure • Effective functioning of purchase committee • Plans for Emergency Fund • Budget formulation & approval through Finance Committee • Periodic Audit
Institute-Industry Interaction	• Formation of industry institute interaction cell • MoUs with industries • Support for internships, visits, trainings, guest lectures • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing opportunities for Industry based/sponsored projects • Providing career guidance • Strengthen training & placement • Establishing innovation centres

Innovation and Entrepreneurship	• Establishment of Entrepreneurship Development Cell • Effective functioning of entrepreneurshipdevelopment Cell • MoUs with organizations for entrepreneurship development • Providing training & guidance for entrepreneurship development • Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development • Promoting ,sponsoring and facilitating entrepreneurship development • Launch Incubation Centre. • Augment start-ups to address regional, national and global needs. • Embark on sustainable innovative projects of social importance. • Initiate renewable energy resource ventures to benefit nearby communities.
Infrastructure Augmentation	• Construct a new Academic block to include more programmes. • Purchase more land for infrastructure expansion. • Install RFID system in the library. • Upgrade computer software and hardware AMC for major equipment. • Launch Backup system for labs. • Make 100% ICT enabled class rooms. • Update the Language lab facilities and software. • Accommodate adequate infrastructure to upgrade to autonomous. • Infrastructure building development & modification • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure up gradation • System up gradation • Functional facilities for e-learning • Safety& Security management • Water facility • Medical facility

	• **Developing sports (indoor/outdoor) facilities** • **Plantations** • **Rain water harvesting** • **Renewable Energy usage** • **Hygiene, zero plastic& green campus** • **Recycling of water** • **Energy, Green & Environment Audit**
Alumni	• **Formation of Alumni association, participation and registration** • **Data base creation, Regular interactions with alumni and networking** • **Recognition of successful alumni** • **Leverage for guest lecturers/internships/placements/training/ entrepreneurship** • **Exploring Contributions** • **Sponsorships/scholarships/fund generation**
Extension Activities & Outreach	• **Budget from institution resources/Faculty/students/other donors** • **Identify community and social development work** • **Identify challenges of society for development work** • **Provide vocational training /job oriented training as per local needs at the institute** • **Educational support to village people** • **Conducting awareness camps**

STRATEGY IMPLEMENTATION AND MONITORING

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team members will be the custodian for strategic plan and its deployment.

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members, College Committee.
Students Admissions	Management, Principal, HODs, Admission team.
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	Governing Body Members, College Council Members
Infrastructure (Academics)	Secretary & Correspondent, Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training &Placement	Principal, TPO & HODs
Quality Assurance	IQAC team

MEASURABLE DURING IMPLEMENTATION:

Goal	Measures
Effective teaching & Learning process	• **No. of teaching aids** • **Syllabus completion** • **Mini projects, Major projects, Seminars** • **No. of learning resources** • **No.of student counseling /mentoring /training sessions conducted** • **Result of examinations (Pass, First classes, Distinctions)** • **Graduate attribute attainment levels** • **Student feedback**
Leadership & participative Management	• **Reporting structure in place** • **Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments** • **code of conduct - duties, responsibilities and accountability** • **Functional of statutory committees – no. of meetings/ semester, minutes of meetings,** • **planning & implementation**
Internal Quality Assurance system	• **Number of IQAS initiatives.** • **Semester Audits Reports** • **AQAR submission** • **NIRF ranking participation** • **INDIA TODAY ranking** • **ISO AUDIT**
Governance	• **GB selection (Inclusion of Academicians & Industrialist)** • **No. of GB meetings** • **Vision Mission , Dissemination& Review** • **Organization structure in place** • **Degree of decentralization** • **Degree of E governance** • **Resource mobilization** • **Staff appraisal & career advancement scheme in place**

	• **Service rules& benefits**
Student Support	• **Number of student participation** • **Number of sports, technical, cultural events organized** • **Regional, National & International competitions participated** • **Regional, National & International recognitions received** • **Sports infrastructure provided** • **Funding for sports** • **Number of career guidance trainings Number of skill development programmes Number of vocational trainings Number of placement drives organized Number of placement drives participated Number of placements**
Faculty Development & Welfare	• **Number of Staff attending training programs** • **Staff training programs organized** • **Sponsorships for higher education** • **Number of staff welfare programs** • **awards/ recognitions/ incentives**
Financial Management	• **Annual Budget forecasting income & expenditure Utilization / Allocation of funds⌉ Internal & External Audit**
Institute –Industry Interaction	• **No. of active MOUs No. of Initiatives/activities through MOUs No. of IAB meetings/ year No. of Initiatives/contributions by IAB**
Entrepreneurship	• **No. of entrepreneurship trainings organized/participated No. of graduates becoming entrepreneurs No. of incubation center**
Alumni	• **Alumni data base Number of interactions Support for internships/placements/ projects/ consultancy Contribution towards students development**

Extension & Outreach Activities	• Number of trainings/ awareness camps provided Number of social projects undertaken Number of Skill development programs for weaker sections Number of social welfare or outreach programmes done Number of people benefited in each program
Infrastructure Augmentation	• Number of buildings, class rooms added Removal of obstacles New Laboratories added New equipment added Annual budget allocated& utilized Harvesting & Recycling of water Renewable energy source development Green initiatives Number. of Volumes & Titles in library Number of National & International journals lectures etc) Digital Library Smart Classroom ICT enabled classrooms

TNCAS-DEVELOPMENT GOAL:

Goal	Deployment Action	Target Deadline
Approval from UGC 2(f)	Application with supporting documents submitted	3 Years
Introducing new industry demanding courses and research programmes	Adding new Programmes and research in Commerce and Computer science	3 years
Increase the University Rank Holders	Extra coaching, Bridge Courses, Student Support Programme,Special Class for fast learners	2 Years
Increase of Library Books	Adding Extra Academic Books in Library	3 Years
To be awarded with National level Accreditation(4)	Secure the Highest possible CGPA	5 years
More Qualified Teachers	Appointment of Qualified teachers	5 Years
Distance Education	Initiate the Distance education	3 Years

INSTITUTIONAL STUDENT SUPPORT & SOCIAL RESPONSIBILITY GOALS:

Goal	Deployment Action	Target Deadline
Improve Student enrollment in clubs/cells	Give Credit points as appreciation for active participation	1 Year
More Financial aid Programme	Increase the number of Scholarship	1 Year
Provide Assistance to Gov and corporation school	Conduct awareness and career guidance programme	1 year
UBA Activities	Conduct social relevant activities in 5 villages	3 Years
Enhance the ED and Incubation Cell	Conduct more awareness programme	3 Years

FACULTY DEVELOPMENT GOALS:

Goal	Deployment Action	Target Deadline
Professional Development Programme	Conduct current trend technology programme for the enhancement.	2 Years
Academic Journals	Conduct National & International Conference to increase the journal publications	2 Years
Adopt MOOC Courses	Enroll the staff for the courses.	3 years

STUDENT DEVELOPMENT GOALS:

Goal	Deployment Action	Target Deadline
Experiential Learning Platform	Hands on Training/Project/Field visit	2 Years
Internship	Summer Internship for all the years	2 Years
Assessment Methods	Online Assessments through,MCQ & Quizzes	2 years
Guest lecturers-Industry Experts	Arrange Guest Lecturers	1 year
Industrial Visit	Department wise Industrial Visit	1 year
Communication Skill	Introducing modules for spoken english	1 year
Interdisciplinary courses	Inter department exchange programmes	2 years
Competitive Exams	Civil Services and Aptitude Training	3 years

INFRASTRUCTURE GOALS:

Goal	Deployment Action	Target Deadline
Expansion of laboratories	Install high advanced equipment	2 Years
Library Enhancement	Purchase more books/journals	2 Years
Research room for Commerce & Computer science	Construct New rooms	2 years
ICT Classrooms	Integrate all classrooms with ICT platform	1 year

IT GOALS:

Goal	Deployment Action	Target Deadline
Wifi Campus	Internet for all the students	2 Years
Student Swipe cards	Create biometric in library	2 Years
Browsing facility for research	Install Computers in R&D Cell	2 years
ICT Classrooms	Integrate all classrooms with ICT platform	1 year

GREEN CAMPUS GOALS:

Goal	Deployment Action	Target Deadline
Create e-circular and certificates	Create Student Portal	2 Years
Paper & water recycling	Recycling support system	2 Years
Solar energy	Activate solar energy	2 years
Waste management Systems	Composite pit for waste management	1 year
Tree Plantation & create awareness on environmental protection	Plant more in herbal garden. Green day & Plastic day	1 year

SPORTS & FITNESS GOALS:

Goal	Deployment Action	Target Deadline
Develop physical skills in sports to reach the maximum potential.	Increase the coaching time	1 Year
Conduct Interdepartmental events	Competitive games	1 Year
Physical Checkup	Faculty and Students fitness checkup	1 year
Gym	Fitness Training	1 year
Yoga Session	Introducing Certificate Course	2 years
Self Defense Class	Practical Class by experts	1 Year

<u>Softskill and Training:</u>

Goal	Deployment Action	Target Deadline
Softskill Class		2 years
Skill development Courses	MoUs for skill development	3 years
Mock aptitude test	Test practice for Aptitude	1 year
Out bound training	Game session and hands on training	3 years

<u>Monitoring of strategic plan</u>

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Management.

V. Devi

Principal

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