SRI RAMAKRISHNA ENGINEERING COLLEGE

[Educational Service: SNR Sons Charitable Trust]

[Autonomous Institution, Reaccredited by NAAC with 'A+' Grade]

[Approved by AICTE and Permanently Affiliated to Anna University, Chennai]

[ISO 9001:2015 Certified and all eligible programmes Accredited by NBA]

VATTAMALAIPALAYAM, N.G.G.O. COLONY POST, COIMBATORE – 641 022.

Internal Quality Assurance Cell

Institutional Strategic Plan

Version 1.0, January 2, 2023

Strategic Plan for 2020 - 2025

A strategic plan in Sri Ramakrishna Engineering College outlines Strategic goals, Action plan and Target/ Bench mark to enhance quality and efficiency. It aligns with the National Assessment and Accreditation Council (NAAC) standards and integrates principles of the National Education Policy (NEP) to foster innovation and excellence in education delivery. By integrating NAAC guidelines and NEP principles, the institution can ensure holistic development and continuous improvement in their academic programs and infrastructure.

Sri Ramakrishna Engineering College holds the following Goals and Objectives to ensure the quality in the institution. The Objectives are,

1. Curriculum Reforms

Overhauling the curriculum framework to make it more flexible, multidisciplinary, and integrated, with a focus on promoting 21st-century skills, experiential learning, and vocational education.

2. Teaching & Learning

To implement innovative pedagogical methods that promote active learning and critical thinking skills among students, fostering a culture of lifelong learning and adaptability.

3. Industry Connect

Foster collaboration and partnerships with industry to gain insights, access resources, and enhance competitiveness.

4. Research & Innovation

Encouraging research and innovation in educational institutions by promoting collaboration between academia, industry, and research organizations, and providing support for research initiatives, entrepreneurship, and technology adoption.

5. Student Progression

Facilitating holistic development through flexible curricular pathways and promoting lifelong learning opportunities to ensure equitable access and success for all learners.

6. Staff Progression

To enhance faculty expertise, promote professional development, and foster a culture of innovation and research.

7. Social Responsibility Initiatives

To promote equitable access, inclusion, and community engagement in education.

8. Alumni Engagement

To foster lifelong relationships, leverage alumni expertise, and promote collaboration for enhancing institutional development, student success, and innovation in higher education.

9. Infrastructure & Facilities

To modernize campus infrastructure, including buildings and laboratories, to meet evolving academic needs and technological advancements, thereby enhancing the overall learning environment and research capabilities.

10. Governance

To establish a system of governance that ensures autonomy, accountability, and transparency, enabling HEIs to innovate, excel, and meet global standards

S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
1. CURRICULUM REFORMS				
1	Holistic and multidisciplinary courses	Develop multidisciplinary courses like science, technology, social sciences, environment, sustainability, humanities, arts, management etc.	Atleast One multidisciplinary courses in the department in a year	Atleast 10 interdisciplinary courses in a year
2	Promoting Quality education integrating Sustainable Development Goals (SDG) For skill Upgradation	To equip students with practical skills, knowledge, and competencies relevant to industries and Courses related to sustainable practices	At least One industry-relevant / Sustainable development Course.	At least 5 industry-relevant / Sustainable development Courses.
3	Promote digital literacy and technology integration.	Incorporate digital tools and platforms into teaching methods.	Atleast One digital tools per faculty in a semester	Atleast One digital tools per faculty in a semester

4	Focusing on Gender Equality/ Critical thinking/ activity based learning towards solving complex Engineering problems targeting relevant SDGs	Introduce case studies/problem-solving exercises/Capstone projects/Mini projects/Hackathons targeting relevant SDGs	Atleast One activity for 2-3 courses per semester	Atleast One activity for 2-3 courses per semester
5	Credit transfer through Online courses	Establish credit transfer policies and procedures.	Atleast One Online courses in a semester for eligible students	Atleast One Online courses in a semester for eligible students

2. TEACHING & LEARNING				
S.No.	**Strategic Goal**	**Action Plan**	**Target/ Benchmark**	
			Department Level	**Institution Level**
1	Creation of Centre for Continuing Education	To organize brainstorming Lectures and motivate faculty and students towards continuous learning	2 programmes per department in a semester	20 programmes in a semester
2	Innovative Teaching Methods	Design thinking/case study, Flipped Classroom, Practical oriented learning etc	One activity per Course in each semester	One activity per Course in each semester
3	Developing e-content to encourage self-learning aspects	Developing Videos and Smart books	2 activity per semester	2 activity per department per semester
4	Implement outcome-based education (OBE) practices.	Revise curriculum to incorporate learning outcomes, assessment criteria, and feedback loops.	Achieve 100% alignment of course objectives with program outcomes within 4 years.	Achieve 100% alignment of course objectives with program outcomes within 4 years.
5	Enhancing Student Support Services	Implement mentoring programs and counseling services to	Assign mentors to all students and provide access to counseling services within the first semester.	

		support student well-being.		
6	Ensuring Continuous Quality Improvement	Implement a system for regular program reviews and feedback mechanisms from stakeholders through IQAC	• One Audit for Question paper, Answer key, Test notes, Assignment, Assessment and Lab records are planned every semester. • One Academic audit is planned by external members every year	• One Audit for Question paper, Answer key, Test notes, Assignment, Assessment and Lab records are planned every semester. • One Academic audit is planned by external members every year

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3. INDUSTRY CONNECT

S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
1	Centre of Excellence/ MoUs	Based on the core strength and expertise available, each Department to plan to establish one center of excellence	One Center of Excellence based on requirement	Two Center of Excellence in the institution
2	Participation in Hackathon and Innovative competition	Development of Innovation Centre (CoIN) for utilizing resources by students and faculty.	10 participation in a year	50 per year in the institution
3	Promotion of Industrial Consultancy activities	Identifying possible industries to solve real time problems	At least One consultancy activities in a year.	At least One consultancy activities in a year per department.
4	Development of Sponsored Laboratories to promote inclusive and sustainable industrialization and foster	Identifying the possible areas for developing sponsored laboratories and industry oriented projects.	At least One sponsored lab to be developed with innovative	At least One sponsored lab to be developed with innovative

S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
	innovation		projects.	projects at department level.
5	Industrial Training for Faculty	Encouraging Faculty members to get industrial exposure for 2- 5 days	Atleast 3(10 %) faculty in a year	Atleast 30 (10%) faculty in a year

4. RESEARCH & INNOVATION				
S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
1	Publications	• Motivating faculty to publish papers in SCI/ SCOPUS/WOS/UGC CARE • Faculty members are appreciated with appropriate monitory incentives for their Web of Science/Scopus indexed journal publications	3 Publications per year per faculty	3 Publications per year per faculty in the institution
2	Improvement of Citation Index	• Faculty members should utilize either Urkund/ Turnitin-ithenticate plagiarism software's before submitting the research papers/project proposals and its similarity index should be less than 15% • Quality publications will enhance citation index. Incentives can be provided for publications with high citation.	Minimum One increase in every year	Minimum 3 increase in every year
3	Research proposals submission	To promote interdisciplinary research by submission of collaborative research	One per department in a year	10 in a year in the institution

		proposals with other departments in SREC		
4	Patents / IPR	• Encourage faculties to develop PoC and then to be filed patents • Financial support is provided to all faculty/staff/students for developing PoCs.	One Patent per department in a year	10 Patents in a year in the institution
5	Research Grants	• Focus more on Multi-disciplinary research. • International funding can be obtained • Search for funding from other funding organizations (NGOs/Ministry) • Every faculty member with Ph.D. qualification shall apply for a minimum of one funded research project per year	20 Lakhs per department in a year	One Crore in a year
6	Research Centre	Stipend for full time research scholars is provided by the Institution	• 100% PhD holders should get recognized as supervisors • Minimum One scholar should register per year in each centre.	• 100% PhD holders should get recognized as supervisors • Minimum One scholar should register per year in each centre.
7	Full time Scholars	Offer financial support, mentorship opportunities, and access to resources.	One per department in a year	10 in a year in the institution

S.No.	Strategic Goal	Action Plan	Department Level	Institution Level
8	Promote Interdisciplinary Research	• Encourage collaboration between different departments within the institution to foster interdisciplinary research • Providing SEED Fund to encourage research from Management.	One Interdisciplinary research projects per department in a year.	10 Interdisciplinary research projects in a year.

5. STUDENT PROGRESSION

S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
1	Promotion of Online and Digital Learning	Motivate the students to complete Online certifications through NPTEL, Course era etc.	20 courses per semester	200 courses per semester
2	Placement	Conduct Skill development programs through CDPD	Atleast 2 programs per semester is planned	Atleast 10 programs per semester is planned
		Motivate students to go for Internships	One internship per student during the period of study	One internship per student during the period of study
2	Entrepreneurship	Develop a Entrepreneurship Development Cell (EDC) through which, various activities can be planned	4 activities per year	20 activities per year
3	Enhance Student Engagement	Motivate the students to participate in Curricular/ Co-curricular activities	Atleast One participation certificate per student per semester	Atleast One participation certificate per student per semester per department
4	Converting Projects into Papers/products/patents	Encouraging students to convert projects to papers / products/patents	50% - academic projects to papers	In each department: 50% - academic

		10% - projects to products 5% - projects to patents	projects to papers 10% - projects to products 5% - projects to patents

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<tr><td colspan="5" align="center">6. STAFF PROGRESSION</td></tr>
<tr><td rowspan="2">S.No.</td><td rowspan="2">Strategic Goal</td><td rowspan="2">Action Plan</td><td colspan="2" align="center">Target/ Benchmark</td></tr>
<tr><td>Department Level</td><td>Institution Level</td></tr>
<tr><td>1</td><td>Promotion of Online and Digital Learning</td><td>Motivate the faculty to complete Online certifications through NPTEL, Course era etc.</td><td>One per faculty in semester</td><td>One per faculty in semester</td></tr>
<tr><td>2</td><td>Promotion of Internationalization</td><td>To promote internationalization in higher education by encouraging collaborations and partnerships with foreign universities, facilitating faculty exchange programs, and promoting the recognition of foreign qualifications</td><td>Atleast One faculty shall be contributed from department</td><td>Atleast Three faculty shall be contributed</td></tr>
<tr><td>3</td><td>Capacity building and Training for faculty</td><td>Provide training and capacity-building programs for faculty, staff and administrators to equip them with the necessary skills and knowledge</td><td>2 activities per semester</td><td>50 activities per year</td></tr>
<tr><td>3</td><td>Adjunct Faculty</td><td>Appointment of experts from industry & other institutions/ organizations as Adjunct faculty</td><td>One Adjunct Faculty</td><td>One Adjunct Faculty in every department</td></tr>
<tr><td>4</td><td>Participation in conferences/ workshops/ seminars</td><td>Motivate the faculty to attend the conferences/ workshops/ seminars</td><td>One conference per faculty in a semester</td><td>100 conferences in a year</td></tr>
<tr><td>5</td><td>Acting as resource person-expert lecture, Chief Guest,</td><td>Promote outside world interaction through</td><td>One interaction per faculty in a</td><td>100 outside interactions</td></tr>
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	chairperson, BOS member, etc	participating the activities like Guest lecture/ Chairperson, Member in meeting etc.	semester	

7.SOCIAL RESPONSIBILITY INTIATIVES

S.No.	Strategic Goal	Action Plan	Target/ Benchmark
			Institution Level
1	Foster inclusivity and diversity within the student body	Conduct of awareness programmes on road safety, fire safety, Swachh Bharat drive, Environmental sustainability, Health and hygiene etc.	20 programs per year in the institution
2	Social Service (Blood donation, eye camp, health camp, environmental camp etc.)	Awareness creation among students, staff, faculty.	20 programs per year in the institution
3	Community oriented projects towards start up activities/ Related to SDG like Green energy, Waste management, Preserving water etc.	Focusing Unnat Bharat Abhiyan projects towards start up activities	5 projects per year in the institution

8. ALUMINI ENGAGEMENT

S.No.	Strategic Goal	Action Plan	Target/ Benchmark
			Institution Level
1	Alumni chapters	Improve interaction among the	Atleast One meet in Chennai, Bangalore and Coimbatore in a year

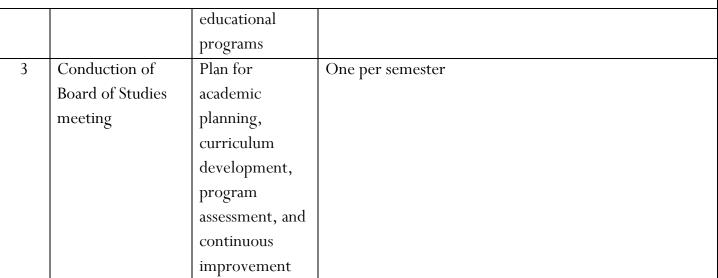| S.No.	Strategic Goal	Action Plan	Target/ Benchmark
		Alumni members and with the Institute by the way of organising reunions, meets and conclaves.	
2	Alumni overseas chapters	Strengthening Alumni network by conducting various events	To inaugurate alumni overseas chapters at Singapore, Australia and form Entrepreneur, Fine Arts & Sport chapters
3	Mentor- Mentee System	Implement Alumni Mentor/Mentee program to establish/ connect alumni to share their talents and skills with students and among alumni.	Atleast 10 activity in a year in the institution
4	Alumni engagement in recruitment and internship opportunities	Strengthening Alumni connect to Improve scholarships, placements and internships.	Achieve a 15% increase in alumni donations every year.

9.INFRASTRUCTURE & FACILITIES

S.No.	Strategic Goal	Action Plan	Target/ Benchmark	
			Department Level	Institution Level
1	Support digital learning	Install high-speed internet and Wi-Fi	Achieve 100% coverage of high-speed internet in all academic and administrative buildings	

S.No.	Strategic Goal	Action Plan	Target/ Benchmark
		connectivity across campus.	
2	Laboratory up gradation	Purchase of new equipment as per up gradation of syllabus	At least 2 new equipment per department every year
			Establishment/upgradation based on requirement/regulation
3	Expand and upgrade library resources to support research and learning.	Increase the collection of physical and digital resources, including books, journals, and online databases	20% increase purchase of books every year.
4	Enhance sports and recreational facilities to promote physical well-being.	Upgrade sports facilities, including fields, courts, and gymnasiums	30% Increase in student participation in sports activities.

	10.GOVERNANCE		

S.No.	Strategic Goal	Action Plan	Target/ Benchmark Institution Level
1	Conduction of Governing council meeting	Setting strategic direction, overseeing operations, and ensuring the institution's overall effectiveness and accountability.	One per year
2	Conduction of Academic council meeting	Overseeing academic matters and ensuring the quality and integrity of	One per semester

		educational programs	
3	Conduction of Board of Studies meeting	Plan for academic planning, curriculum development, program assessment, and continuous improvement	One per semester

Director – IQAC

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