



P E S COLLEGE OF ENGINEERING, MANDYA- 571401, KARNATAKA

Aided by Govt of Karnataka, Autonomous Institute under
Visvesvaraya Technological University, Belgaum.

STRATEGIC DEVELOPMENT PLAN IMPLEMENTATION



2014-2020

“Professionally Excellent Socially Committed Engineers”

Strategy Implementation Evaluation

Overview

Strategic planning is a continuous process with a specific focus on accomplishing long, mid and short term goals. However strategic planning always considers the available resources and the present environment of the institution. Strategic Development Plan (SDP) analyses current environment expected future scenarios and envisages the future direction of the institution. The strategic plan identifies means of achieving vision, mission, and quality policy while practising core values.

The first part of SDP is setting stake holders expectations, revising vision, mission, core values and working to bring out a good quality policy. These are achieved through many deliberations with stake holders (Management, Leadership, HOD's, faculty, staff, students, alumni, professional associations, industry and parents).

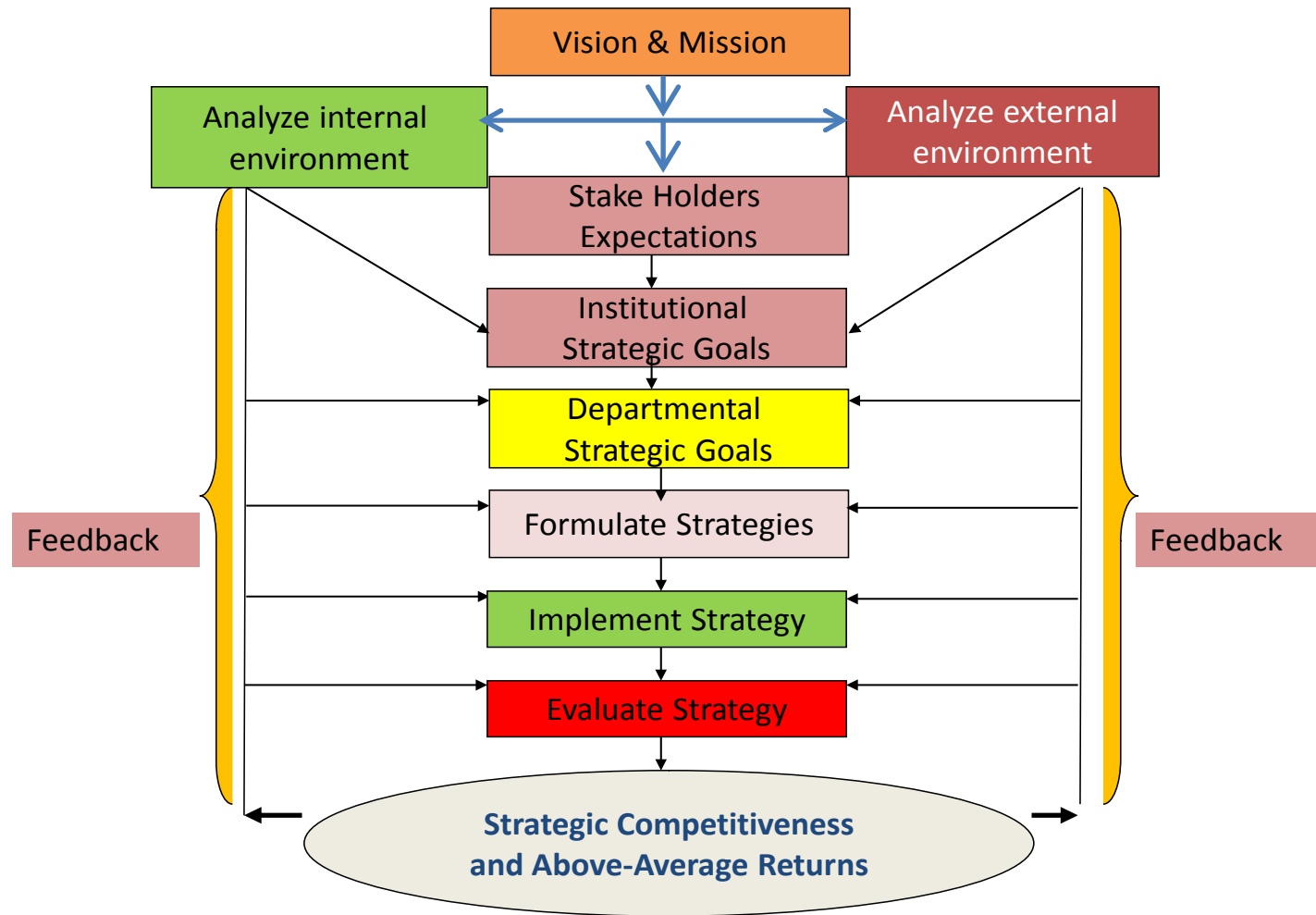
Institutional goals totaling twelve in number with strategies and action plans are formed. The process of implementation is worked out and circulated to all the departments. Financial budgets and allocations are worked out along with time lines for implementation which are documented separately.

Strategy when implemented, the progress is measured from time to time. SMART (Specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation details. All the measures of success are clearly spelt out in the implementation document. Accountability is an essential part of the strategic planning and implementation process. If the investment of time and effort needed to develop a plan, strategic planning process is worth engaging in, then it is worth supervising and insuring successful achievement of goals.

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Strategic Development Plan Process Methodology:



Strategic Development Process Diagram



‘An institution of high repute, imparting quality education to develop innovative and humane engineers’

“Committed to develop students potential through high quality teaching - learning processes and state of the art infrastructure”



Quality Policy

Highly committed in providing quality, concurrent technical education and continuously striving to meet expectations of stakeholders.

Core Values



Professionalism

Empathy

Synergy

Commitment

Ethics

Stake Holders Expectations

Management	<ul style="list-style-type: none">• Brand• Profits / Expansion• Social Service/ Responsibility
Leadership Team	<ul style="list-style-type: none">• Committed Management• Best Faculty• State of the art infrastructure• Best Result
Faculty & Staff	<ul style="list-style-type: none">• Good academic and work ambience• Best compensation & benefits• Good Students input
Students	<ul style="list-style-type: none">• Best teaching-learning• Good placements• State of the art infrastructure
Parents	<ul style="list-style-type: none">• Best teaching-learning• Disciplined and well developed graduates• Good placement
Industry	<ul style="list-style-type: none">• Highly Skilled-employable students• Character with right values
Society	<ul style="list-style-type: none">• Good Citizenship• Society builders

SWOT Analysis

<p>Strengths</p> <ul style="list-style-type: none">• Committed management• Good brand name• Good infrastructure• Aided & Autonomous Institution• Qualified & Experienced Faculty• High retention of employees• Research Expertise (30 % PhDs)• TEQIP and Research Grants• 100 % admissions• Green Campus• Very good sports complex• Strong Alumni	<p>Weakness</p> <ul style="list-style-type: none">• Rural based students• Less Industry interaction• Administrative delays• Slow Educational ERP implementation• Infrastructure improvement• Low empowerment• Communication skills• Leadership succession planning• Less motivated faculty• Less Rewards & recognition• Placements
<p>Opportunities</p> <ul style="list-style-type: none">• Innovative learning & teaching• MOUs/Collaborations• Starting of New Courses in Engineering• Global initiatives• Use of latest technology• Upgrading faculty through QIP• Establishing Residential Campus• Opening of New campuses• University status	<p>Threats</p> <ul style="list-style-type: none">• Rapid change in technologies• Fear of bold investments due to less Return on investment• Entry of Foreign Universities• Competition /Private universities• Government/University policies

SWOT

INSTITUTIONAL STRATEGIC GOALS

ISG-1 Good Governance

ISG-2 Decentralisation of Authority

ISG-3 Deemed /Private University

ISG-4 State of the Art Infrastructure

ISG-5 Knowledge Engineering

ISG-6 Attraction of Top Quality Students

ISG-7 Best Teaching-Learning & Evaluation

ISG-8 Attraction, Development & Retention of Best Faculty

ISG-9 Promotion of Research & Innovation

ISG-10 Best Placements

ISG-11 Alumni Association

ISG-12 Social Responsibility & Extension

ISG-1 Good Governance

Primary accountabilities of Governing Body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation & implementation (Members of the team)	Time line	Measuring Indicators of success
Vision, Mission and Long term strategic plan approval	External consultant Rs.2,15,000/-	Workshop conducted	Principal (BOG, Deans, HODs, Section Heads)	01 Jan 2015	Vision, Mission formulated, approved, circulated. Displayed at common places
Financial sustainability	-	Internal Resources	Accounts Superintendent (Chairman, Finance Director, Registrar, Deans, HODs)	Quarterly	Quarterly sustainability action plan. Revenue and Expense forecast. Annual Budget estimates
Quality assurance	-	Internal auditor's refresher training. External audit once a year	QA-MR	Half Yearly	Internal audit report once in every six months and remedial actions initiated. External audit completed once a year
Monitoring Head of institution's performance	-	Frequent informal interactions with Chairman	Chairman (BOG)	Annually	Performance appraisal recorded and feedback discussions completed

1.2 Transparency in the operation of Governing Body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Annual report	10,000/-	Internal resources	Principal (Dean Academics, COE, HODs)	March/April	Annual report prepared presented to BOG for Approval and presented during General Body meeting
Public disclosure of Members interest of Governing Board	--	Internal resources	Principal (Chairman, BOG)	Once in three years	BOG members details updated in Website periodically and made known to all stake holders
Sharing of Institutional activities & information to all Stake holders	---	Internal Resources	Principal (HODs)	Regular	Website updating periodically

1.3 Key attributes of Governing body

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
BOG members competent & able enough to carry out primary accountabilities	----	----	Chairman (Trustees , Principal)	Once in three years	BOG performance review
Rigorous recruitment process of BOG members	-----	Internal Resources	Chairman	Once in three years	Identification, Selection and appointment of BOG members as per UGC norms
Independent members active involvement	-----	-----	Chairman	Quarterly	Active involvement of independent members and their contribution to the progress of the institution
Responsibilities of Chair and Member Secretary	----	-----	Chairman- Principal	quarterly	Minutes of BOG meeting Prepared , approved and circulated to all BOG members
Appointment of Head of the institution and other key positions	----	-----	Chairman (Members of the Trust and Experts)	As and when vacancy arises	Appointment of Principal, Key positions as per AICTE /State Govt norms.
Performance monitoring & review of Key positions	-----	Internal Resources	Principal (Chairman)	Yearly	Performance appraisal completed , recorded and feedback provided

1.4 Effectiveness and performance review of GB

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Performance review of BOG	-----	-----	Chairman	Quarterly	Formal recording of each BOG members performance and quality of inputs
Induction of new BOG members	-----	Orientation & Re-orientation training completed	Chairman	Once in three years	Orientation of new induction members completed & recorded

1.5 Regulatory Compliance

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Regulatory compliance audit by BOG	-----	Internal Resources	BOG (Principal /TEQIP)	During BOG meetings	Compliance and Non-compliance and remedial measures action taken report is reviewed
Audit of Institutional social service (Not for profit) by BOG	Rs.8,00,000/- towards social service		Chairman (Registrar, NET)	Quarterly	Social service projects progress review, execution and budget allocation and expenses
Accreditation from various agencies	Rs.20,00,000/-	Accreditation approval process training/ NODAL centre	Principal (Dean, HODs)	Once in three/five years	Accreditation, /re-accreditation, Affiliation approval from University and NBA

ISG2 - Decentralisation of Authority

2.1 Organisation Chart Finalisation

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Institutional structure and designations finalisation	-----	Internal Resources	Chairman , Principal	Oct 14	Organisation chart is prepared, approved and circulated
Department structure with designations finalisation	-----	Internal Resources	Principal in consultation with Chairman Deans/ BOS/ HODs	Oct 2014	Each Department organisation chart is prepared and approved
Organisational chart design & approval	-----	Internal Resources	Principal in consultation with Chairman	Dec 2014	Organisation approval by BOG and circulation

2.2 Role clarity & Job description

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Role definition for each role	----	Internal Resources	Principal Deans, BOS, HODs	Dec 2014	Role definition for each completed
Job description for each designation	-----	Internal Resources	Principal Deans, BOS, HODs	Dec 2014	Statutory as per AICTE/University/ Govt norms. Non-statutory as per AICTE/Management
Job description approval and sign off by each employee	-----	Internal Resources	Principal	Dec 2014	Each Faculty has read, understood and signed

2.3 Authority Delegation Policy

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Define authority clearly as per the role	----	-----	Principal /Deans/HODs	In progress March 15	Clearly spelt out authority for each role
Authority policy making, approval & implementation	----	-----	Principal /Deans/BOG	March 15	Policy is made by approved by BOG

2.4 Checks & Balances

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Policy on checks and balances of Authority	----	Internal auditors	Principal	Quarterly	Policy Approval by BOG
Auditing & monitoring at regular intervals	----	Internal & External auditors	Accounts superintendent	Quarterly/ Annually	Observations & remedial measures

ISG 3 - Deemed /Private University Status

3.1 Management Vision

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Vision to attain university status	-----	-----	Chairman Trust members ,BOG	Dec 15	Decision to start University approval by Trust
Committed budget & support for University	-----	GOK	Chairman Trust members ,BOG	Dec 15	Trust approval for fund flow, budget amount and Govt of Karnataka/UGC grants

3.2 Permanent affiliation/ Autonomous Status

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Permanent affiliation	-----	-----	Principal		Permanently Affiliated to VTU
Autonomous status	-----	-----	Principal	March 15	100 % departments made autonomous
Accreditation	25,00,000	External/internal	Principal, Deans, HOD	June 15	NBA accreditation obtained

3.4 High Academic Standards

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Syllabus review	-----		Principal /Dean/HODs/Faculty		Annual review
Best faculty	-----		Principal/Management		Recruitment as per GOK/AICTE/UGC norms

3.5 Research & Innovation

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Research culture development	-----	-----	Dean –Research Principal/Deans/HODs	Sep 14	All departments are Recognised research centres
Establishing innovation centres	-----	-----	Dean -Research	Sep 14	One centre of innovation

ISG 4- State of the Art Infrastructure

4.1 Diagnostic study & Bench marking

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Diagnostic study of existing infrastructure	-----	-----	Principal Deans/HOD/Management	Sep 14	Internal demand requirement for each department
Bench marking with the best institute infrastructure	Rs.3,00,000	External/Internal	Trust members , Dean	Aug 14	To visit well established engineering institutions on Karnataka
Project blue print preparation & approval	-----	-----	Principal, Deans , HODs Trust members	Aug 14	Blue print of demand requirement is submitted to the management for approval

4.2 Planning & Budgeting

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Planning , demand estimate of the project	-----	-----	Trust members	-----	Project wise approval status
Budget approval by Governing Council	-----	-----	Trust	-----	Budget approval
Project Execution	Rs.50,00,00,000		Special Officer buildings Chairman PET	July 2020	Approved projects completion and ready for use

ISG 5 - Knowledge Engineering Infrastructure

5.1 KE Infrastructure

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
High band width with WAN/LAN	Rs.50,00,000	External/internal	Principal/ System Administrator/Dr.Girish	Dec 2017	100 GB mbps connectivity
Multimedia and video conferencing facilities	Rs.50,00,000	External/Internal	System Administrators	Aug 2015	Multimedia and video conference facility ready for use
Access to on line learning/ journals	Rs.25,00,000	External/Internal	Dr.K.N.Umesh Dean academic, Principal	Ongoing/yearly	Utilisation reports and research publications

5.2 KE Methods

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Modelling tools	Rs.50,00,000	External/Internal	HODs Principal, Deans	Ongoing yearly basis	Laboratory upgradation, research enhancement, innovation, practical Training enhancement
Design tools	Rs.50,00,000	External/Internal	HODs Principal, Deans	Ongoing yearly basis	
Application software development tools	Rs.25,00,000	External/Internal	HODs Principal, Deans	Ongoing yearly basis	
Technology up gradation	Rs.50,00,000	External/Internal	HODs Principal, Deans	Ongoing yearly basis	
Training on KE infrastructure & methods	Rs.10,00,000	External/Internal	HODs Principal, Deans	Ongoing Yearly basis	Regular training is provided to faculty and staff on new equipment/software

5.3 Knowledge Engineering Initiatives Utilisation

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
E-Learning centre	Rs.10,00,000	External/Internal	Principal HODs	July 2016	E-learning centre and staff are appointed , ready for usage
KE & KI Utilisation in teaching-learning	Rs.15,00,000	Internal Resources	HODs/Faculty/staff	ongoing	Utilisation, self study
On line access and distance education programmes	Rs.5,00,000	External/ Internal Resources	HODs/Faculty	July 2017	Online access is provided and ready for usage by students, faculty, authorised users

ISG 6- Attraction of Top Quality Students

6.1 Branding of the Institution

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Promotion & Advertising of the institution achievements	Rs. 12,00,000	External/Internal	HODs Deans/Principal/Management	Yearly	Number of advertisements, website, educational fairs participation, magazines , meets
Best infrastructure To showcase for advertising	Rs.5,00,000	External/Internal	Management Sports coordinators, Principal, HODs	Yearly	Interaction with students, other users, internet awareness camps, sports festivals, meets..etc
Best faculty & high quality teaching (Showcasing for branding)	Rs.15,00,000	External/Internal	HODs/Deans Principal	Yearly	Participation in conferences, website showcasing, paper publication, book writing, Quizzes', competitions
Good placements (Show casing)				Yearly	Reflected in Websites, news sharing, Advertisements,

6.2 Scholarships

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Scholarship policy & budget approvals	----	Internal	Principal/ Dean Management	March 15	Policy & budget prepared and approved by BOG
Scholarships at the time of admission	-----	Internal	Principal/ Dean Management	Sep 15 yearly	Number of students getting tuition fee waiver from various agencies
Scholarships for best academic performance	Rs.2,00,000	Internal	Principal/ Dean Management	Yearly	No. of students getting semester top performer prizes

6.3 Best Teaching- Learning

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Use of technology in teaching –learning (Showcasing)	Rs.5,00,000	Internal Resources	Website coordinator Dean- LIC	ongoing	Website showcasing faulty profile, Animated teaching-learning, e-learning facilities, research paper publications, Results

6.4 Internships & Placements

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Internships past success record	Rs.50,000	Internal	HOD/ Placement Officer	Ongoing	Website showcasing past internships, projects record
Placements past success record	Rs.50,000	Internal	Placement Officer/HOD	ongoing	Website showcasing

ISG -7 Best teaching-learning & evaluation processes

7.1 Curriculum

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Dynamic mechanism for periodic updating of syllabus	Rs.2,00,000	Internal/ External	HOD, Dean-Academic, BOS	Ongoing yearly by Aug	Successful review yearly and documentation to that effect
Syllabus review based on industry requirements		Internal/ External	HOD, Dean-Academic, BOS	Ongoing yearly by Aug	Industry experts are consulted and syllabus reviewed as per recent market trends
Value added courses New Specialised courses	Rs.15,00,000	Internal/ External	Principal, Placement Cell, Dean	Ongoing	Soft skills and Technical skills 50 hours per student per semester

7.2 Teaching Methods

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Outcome based education focus	Rs.5,00,000	Internal	HOD Deans	ongoing	OBE to be implemented All Faculty to be trained on OBE
Use of technology , Teaching & Training aids	Rs.75,00,000	Internal/External	Management Principal, HODs	Aug 2017	Smart boards, KE, automation, Education ERP, LMS ,E-examination to be implemented. Training of Faculty Teaching & Training aids upgradation

7.3 Culture of Research

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Promote & sustain research excellence to inculcate the Spirit of inquiry	Rs.10,00,000	Internal/External	Dean-Research Principal, Research Guides	ongoing	Publications, patents, product development, Consultancy, No. of Ph.D/M.Sc (by research) awarded
Creative knowledge based activities in learning	Rs.1,00,000	Internal/External	Faculty/ Students	ongoing	Technical paper contests, conferences, quizzes, sponsored projects

7.4 Evaluation systems

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Continuous and transparent evaluation systems standardisation	Rs.50,00,000	Internal /External	COE, , Dean, HOD, BOE, Faculty, External Examiners	Ongoing	Transparency in the evaluation and grading systems
Technology usage in evaluation	Rs.25,00,000	Internal /External	COE, , Dean, HOD, BOE, Faculty, External Examiners	2017	Digital / e-examination evaluation is implemented

ISG 8 - Attraction, Developing and Retention of Best Faculty

8.1 Good work environment

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Transparent Management	----	Internal	Management, Trust, Principal, BOG	ongoing	Open communication, staff retention, NIL grievances
Good working infrastructure	Rs.10,00,000	Internal	Management, Principal	ongoing	Faculty and Staff satisfaction index is good
Challenging work assignments	Rs.1,00,000	Internal	Principal, HOD	ongoing	Good performance appraisal and appreciation system implemented

8.2 Career growth avenues

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Sponsorship for higher education /development programmes	-----	---	Principal/ Management	ongoing	Number of faculty deputed/sponsored for higher studies
Established career growth paths (Promotions)	-----	-----	Principal Management	ongoing	Defined promotion plan and career advancement
Job rotation opportunities with lifelong learning opportunities	-----	-----	Principal Management	ongoing	Number of faculty members rotated with different roles
Establishing QIP centre	-----	-----	Principal , Dean	2017	No. of departments recognised for QIP/ No. of students admitted/ No. of programmes conducted

8.3 Compensation & Benefits

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Service conduct rules formulation and implementation	----	Internal/External	Principal Management	Ongoing reference	Every employee read and signed the CSR
UGC /AICTE scales implementation	-----	-----	Principal Management	ongoing	UGE/AICTE scales implemented
Rewards & Recognition schemes with monetary benefits	Rs.1,00,000	Internal	Principal Management	ongoing	Monthly best teacher award, best paper award...etc

8.4 Grievance Redressal Mechanism

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Grievance redressal policy implementation	----	----	Principal HODs	June 2015	Grievance redressal policy formulated ,approved by BOG and implemented
Grievance redressal committees appointment	----	-----	Principal HODs	June 2015	Committees identified and appointed

ISG 9- Promoting Research & Innovation

9.1 Research Budget

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Defined annual research budget approval & allocation	Rs.5,00,000	Internal	Dean- Research Principal	ongoing	Budget approved and available for use
Generating research sponsored grants/funds	Rs.10,000/- per project proposal	Internal	Dean- Research Principal	Ongoing	No. of project proposals submitted

9.2 Centres of excellence

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing Dept. research chairs	External	Principal Management, Research-Dean, BOG	2016	One research chair is to be established through endowments
Establishment of centres of excellence in each department	Rs.2,50,00,000	Internal/External	HODs Research-Dean, Principal	2018	Five centres of excellence to be established
Innovation centres	Rs.5,00,000	Internal	HODs Research-Dean, Principal	2018	One innovation centre to be upgraded for the institute
Entrepreneurship development Centres	Rs.1,00,000	Internal	Placement coordinator	ongoing	EDP upgradation to be completed

9.3 Research Projects /outcomes

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Ph.D registrations	Rs.2,00,000	Internal/External	HODs Dean	ongoing	No.of Ph.D registration done and number of Ph.D awarded
Paper publication in high impact journals. Patents filing	Rs.2,00,000	Internal	Faculty members	ongoing	Paper publication in high impact journals/ patent filing. Rewards & Recognition for each

ISG- 10 Best placements
10.1 Placement department

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Well established placement & Training department	-----	Internal	Placement officer	ongoing	Well functioning Placement department
Appointment of qualified team	-----	Internal	Placement officer Principal	ongoing	Full fledged Team in place

10.2 Career Guidance

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Awareness on Career avenues in all sectors	Rs.1,00,000	External	Placement officer Principal	ongoing	One mega programme per year
Appointment of qualified Councillors	Rs.2,00,000	External	Placement Officer Principal		Qualified counsellors need to be appointed on full time /part time basis

10.3 Domain & Soft skill training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Domain skills training & certification	Rs. 20,00,000	External	Placement officer	ongoing	Domain skills 50 hours /per student
Personality development /Soft skills training & certification		External	Placement officer	ongoing	Soft skills 50 hours /per semester

10.4 Industry Partnering

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Industry-Institute interaction cell	Rs.5,00,000	Internal	Dean- IIC	Ongoing	IIC cell established and No. of MOUs
Potential companies database	----	Internal	Placement officer	ongoing	Database updated and available for use
MOUs and partnering with companies	Rs.2,00,000	Internal	HODs	Ongoing	No. of MOUs with companies

ISG-11 Alumni association
11.1 Alumni Association

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing registered alumni association	Rs.50,000	-----	Principal Placement officer	ongoing	Office is established with office bearers and functional
Alumni data base management	Rs.1,50,000	Internal/External	Placement officer	ongoing	Data based available and ready for use

11.2 Alumni Partnerships

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Regular interactions (guest faculty /internships/fests)	Rs.25,000	External/Internal	Placement officer HODs	ongoing	No. of alumni invited for guest lectures/Talks/functions...etc
Annual celebrations	Rs.2,00,000	External/Internal	Placement officer HODs	ongoing	One annual meet is conducted
Financial donations by alumni	Rs.2,00,000	External/Internal	Management Principal	Ongoing	No. of alumni donating and amount donated per year. Endowment scholarships

ISG 12- Social Responsibility & Extension Activities

12.1 Budget and Policy

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Social responsibility policy formulation	-----	Internal/External	Management	June 2015	Policy formulated and approved
Budget approval & allocation	Rs.50,00,000	Internal/External	Management	June 2015	Budget amount approved

12.2 Vocational Training

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishment of vocational training centre	Rs.1,50,000	Internal/External	Trust Management	ongoing	Vocational training established and operational
Vocational training programmes facilitation		Internal/External	Management		Number of programmes conducted, No. Of students admitted

12.3 Village Adoption

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Village identification (Modal village) adoption		-----	Director-PET Faculty/ Students, RED cross, ISTE	June 2015	One village is identified to develop into modal village
Literacy improvement	Rs.1,00,000	Internal	Director-PET Faculty/ Students	June 2016	No. of students got benefited
Health Camps & hygiene,	Rs.1,00,000	Internal/External	Director-PET Faculty/ Students, RED cross, ISTE	June 2016	No. of camps conducted and number people got benefited
Social projects and problem solving	Rs.48,00,000	Internal/external	Director-PET Faculty/ Students, RED cross, ISTE	June 2018	No. of projects undertaken

Departmental Vision, Mission and Goals

DEPARTMENT OF AUTOMOBILE ENGINEERING

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Organising faculty development Programmes	Rs. 2,00,000/-	External consultant/ resource persons	HOD (Faculty, Principal, Management)	Apr 15	Two domain FDP programmes successfully conducted. Faculty competency improvement. New Electives offered. papers published Projects Industry MOU
Multimedia equipped class rooms	Rs.3,50,000/-	Internal resources	HOD Faculty, Principal, Management	Sep 14	03 class rooms, 01 seminar hall equipped with Multimedia facility Faculty training conducted. Students are using this facility
Modernization of CAD lab	Rs.15,00,000/-	Internal resources	HOD, Prof B.Dinesh Prabhu Faculty, Principal, Management	Sep 14	Department CAD lab Established along with Multimedia facility. Students are using this facility. Students training are being conducted
New OBE syllabus formulation for 3rd to 8th Semester BE Automobile Engineering	Rs.1,00,000/-	Internal resources and External consultant	HOD Faculty, BOS, Principal, Management	July 15	3rd & 4th Semester OBE Syllabus already implemented Pedagogy Development Programme to be completed by Jan 2015 5th & 6th semester OBE syllabus to be completed by June 15. 7th & 8th semester OBE scheme of teaching finalisation by June15
Increase student intake	Rs.2,00,000/-	Internal Resources	HOD Faculty, Principal, Management	July 2015	Intake increased to 60 (30+30) students

MID TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
1.Infrastructure development & setting up of vehicle diagnostics and fuel testing lab	Rs.1,20,00,000/- (Management Provision)	External /Internal Resources	HOD, Faculty, Principal, Management	Nov 2015	Training centre successfully established. Operational and ready for use
2.MOU with industries for training	Rs.1,00,000/-	External/ Internal Resources	HOD, Faculty, Principal, Management	Aug 2016	MOUs with Bosch and Eicher Tractors
3. Starting PG course	Rs.5,00,000/-	Internal Resources	HOD, Dr.K M Jagadeesha Faculty, BOS,	Aug 2017	PG in Automotive Engineering with intake of 15 students
4. Organising national conference	Rs.1,50,000/-	Internal Resources	HOD, Prof.K.Ramesh, Prof.MS Channe Gowda, and Prof.B.Dinesh Prabhu Faculty, Principal, Management	Aug 2016	National conference with 30 presentations

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Conducting international conference	Rs.3,00,000/-	Internal Resources/External Resources	HOD , Prof J Venkatesh and Dr. K M Jagadeesha	July 2017	International conference with 30 paper presentations. Invitations to Foreign two professors
Preparation and submission of project proposals to avail grants	Rs.35,000/-	Internal Resources + Training is needed from external consultant	HOD Faculty members	July 2018	Proposals minimum of 01 crore. Funds raised minimum of Rs.50 lakhs.
Centre of excellence	Rs.30,00,000/-	External/ Internal resources	HOD, Prof M S Channe Gowda Faculty, Principal, Management	July 2019	Centre of excellence in Alternate Fuels established and ready for use.

DEPARTMENT OF CIVIL ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Achieving academic excellence	Rs. 3,00,000/-	External consultant	HOD Faculty, Principal, Management	Nov 14	Two domain FDP programmes successfully conducted. (Surveying using 'total station' and structural engineering) Faculty competency improvement
Providing modern facilities to teaching & non- teaching staff	Rs.4,00,000/-	Internal resources	HOD, Faculty, Principal, Management	Sep 15	Modernisation with Smart boards of 03 class rooms, 01 seminar hall, 01 training centre. Faculty are provided with individual computers with internet facility.
Modernisation of laboratories	Rs. 10,000,00	Internal resources	HOD, Faculty, Principal, Management	Aug 2015	Modernisation of Highway engineering lab
Introducing new electives FDP in new areas	Rs1,00,000	External consultant	HOD, Faculty, BOS, Principal, Management	Sep 2015	Introducing two new electives in each semester FDP in new emerging area
Obtaining Accreditation Status	Rs 2,00, 000	External consultant	HOD, Faculty, BOS, Principal, Management	March 2015	NBA accreditation obtained
Bring in Industry – Institute partnership	Rs1,00,000	External consultant	HOD, Faculty, BOS, Principal, Management	Aug 2015	Two workshops Two MOUs with companies

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Expansion/renovation of department building	Rs 3,00, 000	Internal resources	HOD, Faculty, Principal, Management	July 16	Student strength increased from 90 to 120. Two class rooms to be constructed
Establishment of training centre for developing skilled labour	Rs100000	External consultant & Internal resources	HOD, Faculty, Principal, Management	July 16	Successfully establishing skilled training centre. Training programmes conducted as vocational courses
Conducting national conference	Rs5,00,000	External consultant & Internal resources	HOD, Faculty, Principal, Management	July 16	One national conference conducted with 50 papers presented

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Upgrading research & consultancy services	Rs 2,00, 000	Internal resources	Dr. Gopisiddappa Dr. Mahalingegowda Dr. G.P.Shivashankara Dr.H.S.Sureshchandra Dr.S.P.Mahendra Dr.L.Prasannakumar Dr.H.J.Puttabasavegowda Faculty members	July 2017	Research scholars admission. Revenue earning of Rs.10,00,000/- per annum
Conducting international conference	Rs15,00,000	External consultant & Internal resources	HOD, Faculty, Principal, Management	July 18	International conference with 50 papers presentation with minimum of 05 foreign professors presence
Establishing centre of excellence	Rs.10,00,000	External/ Internal Resources	HOD Faculty	July 2019	Establishing Centre of excellence in Non-destructive testing lab, operational ready for use.

DEPARTMENT OF COMPUTER SCIENCE & ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Strengthening of Infrastructure	Rs.40,00,000	External consultant	HOD (Faculty, Principal, Management)	Dec 2014	Fifty Computers to be procured and made operational for use Laboratory: Blade server to be procured and made operational for use.
Faculty development programmes	Rs.4,00,000	External consultant	HOD (Faculty, Principal, Management)	August 2015	Three FDPs in domain area to be conducted.
Encourage academic excellence	Rs.3,00,000	External consultant	HOD (Faculty, Principal, Management)	August 2015	02 industrial visits for 120 students Second year students 02 technical seminars for third year in domain area 01 workshop facilitation in domain area
Project proposals to raise funds	Rs.50,000	External consultant	HOD (Faculty)	August 2015	Project proposals worth minimum of 1 crore. Generation of minimum Rs.25,00,000/-

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishing centre of excellence	Rs.5,00,000	External consultant	HOD (Faculty, Principal, Management)	Dec 2016	To establish centre of excellence in information and computing technology and made operational for use.
Conducting international conference	Rs.15,00,000	External consultant	HOD (Faculty, Principal, Management)	Dec 2016	International conference with at least minimum of 100 papers presentation. Foreign delegates presence at least 05
Establish industry-institute interaction	Rs.5,00,000	External consultant	HOD (Faculty, Principal, Management)	Dec 2016	Ten MoU finalization with Industry (Global Edge Software Ltd.; NVIDIA GPU Computing lab, CISCO, Aptina Imaging Corporation, Corel Technologies, National Instruments, Intel, Texas Instruments)

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Patents filing	Rs.5,00,000	External consultant	Faculty , Research Students (HOD Principal)	Aug 2018	Five patents successfully filed
Establishing new laboratories	Rs.20,00,000	External consultant	HOD (Faculty, Principal, Management)	Aug 2019	Setting up innovative lab, Virtualization and cloud computing lab, made operational for use

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Extension of the present building for additional space	Rs.75,00,000=00	-----	Principal, HOD Management	Aug 2015	Completion of additional space construction. Ready for use
Setting-up of Microprocessor and Micro controller lab using computers and kits.	Rs.15,00,000=00	-----	HOD, Prof Seshadri (Principal & Management)	Aug 2015	Lab must be ready for conducting labs and Project handling.
Revision of 3 rd to 8 th semester BE (E&C) syllabus.	-----	-----	HOD.(Faculty)	Ongoing	3 & 4 semester by Jun 14 5 & 6 Semester by Jun 15 7 & 8 Semester by Jun 16
Faculty Development through workshop and training.	Rs.1,00,000=00	Internal and External	HOD, Faculty (Principal)	13 th Oct2014	Two FDPs on Wireless network and Embedded systems

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Lab space construction with lab equipment	Rs.15,00,000=00	Contractor	HOD, (Principal, Management)	July-2016	Lab building, Installation of computers, UPS, Successful running of the lab for usage
Provision for two additional classrooms	Rs.10,00,000=00	Contractor and vendors	HOD, (Principal, Management)	July-2016	Construction , Installation of LCD Projectors ,UPS Connection, Successful running and usage of class rooms
Organizing seminars and workshops.	Rs.75,000=00	External	HOD, (Faculty)	May 2016	02 seminars/01 workshop per semester
National conference	Rs.5,00,000=00	Internal/External	HOD, Faculty Principal	Dec 17	National conference 100 papers presentation

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Provision for space for seminar hall, ladies rest room and department library hall.	Rs,20,00,000=00	Contractor and vendors	HOD, Faculty (Principal)	July-2017	Building construction and Installation of LCD projector, Furnishers and ready for usage .
Submission of proposals to avail grants	-----	-----	HOD, Faculty	July-2017	Proposals submission worth of minimum of 30 lakhs and 05 lakh fund generation
Modernisation of class rooms with smart boards	Rs. 1,00, 000=00	-----	HOD, Faculty	Oct -2018	All departmental class rooms equipped with smart boards and ready for use
International Conference	Rs.10 lakhs	External Professors	HOD Principal	Dec 2018	International conference with 50 paper presentations with 05 external professors presence

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation Members of the team	Time line	Measuring Indicators of success
Organising faculty development Programmes	Rs. 2,00,000/-	External consultant	HOD, Faculty, Principal, Management	Aug 2015	Two domain FDP programmes to be conducted in Power electronics and advanced Controls
To depute faculty for training to premier institutions	2 lakhs	External	Faculty members	Sept 2015	5 faculty members deputed in India reputed institutions
To provide for soft skills to students	1 lakhs	Internal and External	HOD and Co-ordinator	Sept 2015	Providing 15 hours of soft skills training 120 students
To encourage in-plant training among II & III year undergraduate students	1.5 lakhs	External	External	Oct 2015	Two industrial visits for second & third year
To encourage Final year BE students to write and present papers	50,000	Internal	HOD, Faculty, Principal, Management	Oct 2015	10 Papers to be published and presented by Final year students
Academic Excellence in results & placements	1.5 lakhs	Internal	HOD Faculty, Principal, Management	Yearly ongoing	More than 95 % results, 80 % placements
To conduct energy audit of the campus.	25 lakhs	Internal	HOD Faculty, Principal, Management	Oct 2016	Diagnostic report on energy audit status and remedial measures with action plan

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To establish state of the art laboratories.	105 lakhs	External and Internal	HOD Faculty, Principal, Management	Oct 2016	To establish Electrical Drives lab DSP lab PS CAD lab Virtual instrumentation lab Smart grid lab
To promote quality research and undertake research projects relevant to local industry.	150 lakhs	External and Internal	HOD Faculty, Principal, Management	Oct 2017	Revenue generation of Rs. 15 lakhs per year. Publication enhancement Live students projects

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To start P.G program in 'Electric Drives and Energy Systems'	30 lakhs		HOD Faculty, Principal, and Management	Sept 2018	P.G programme in Electric Drives and Energy Systems started with 24 students.
To do collaborative research and development works	25 lakhs	Internal and external	HOD Faculty, Principal, and Management	Oct 2017	Research development with leading organisations (CPRI Bangalore), Product development, Patents Publications consultancy

DEPARTMENT OF INFORMATION SCIENCE & ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To conduct faculty development programs, workshops and conferences	2,50,000	External consultants/ Resource person from Industry/Institute	HOD (faculty, principal, management)	Aug - 2015	Two FDP programmes successfully conducted on Data Warehousing, cloud computing. To conduct One workshop on Recent Trends in Computer Science and Information Technology(for nontechnical staff)
To conduct student development programs on soft skills, domain and research skills	100,000	External consultants Resource person from Industry/Institute Alumni	HOD (faculty, principal, management)	Aug-2015	To conduct Four domain specific seminars (Phython, Data storage, Network simulator, Advanced DBMS)
To strengthen the infrastructure	Rs. 600,000	Companies/ Industries (ESA, Uday Engineers, Fore Vision technologies)	HOD (faculty, principal, management)	Aug-2015	To establish lab with the procurement of Rack servers, microprocessor lab Equipments, Logic Design lab Equipments
Inculcating awareness about benefits of research among students	Rs. 50,000	Skilled Staff	HOD (faculty, principal, management)	Aug-2015	Students are encouraged to take up Innovative research projects Publication of papers by students (6 per year)

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Initiation of collaborative research between industry and institutes	10,000	Industry experts, Skilled Staff	HOD, Prof. Salim Pasha (Faculty, principal, management)	Dec 2015	Students are sent to industries to do research projects topics are Secure communication using Steganography Cross Layer Jamming detection and Mitigation in wireless networks Delay analysis and optimality of scheduling policies for a multi-hop wireless network
To improve the institute - industry interaction through MoU's	Rs. 20,000	Industry, HOD, Principal , management	HOD, Faculty	Dec 2015	Three MoUs signed (Global Edge and two more MOUs from other companies)
To improve the Alumni interaction in curriculum design, delivery and development	Rs. 25,000	Alumni, staff, Industry	HOD Alumni, faculty	Dec 2015	Alumni are involved in curriculum design every year by August. Alumni meet twice a year for the Dept.
To obtain Major/Minor Research Projects	Rs.20,000	staff	HOD, staff, Principal , management	Dec 2015	Submit proposals worth of Rs.50lakhs. To Generate Rs. 10 Lakhs
To identify and depute faculty for need based training programmes.	Rs. 1,50,000	External /internal Training	HOD, Faculty, staff, Principal , management	Dec 2015	FDP on Emerging Trends in Advanced Networkin and Cloud computing DBMS Recent Trends in Comnputer Science and Information Technology Teaching Skills for Engineering Teachers Object oriented Analysis and Design using UML Out come based education Cloud Meet Big Data, EMC Advances in CMOS VLSI design Research problem in computer science and engineering

					Achieving Excellence in Teaching Skills and Values”, Principles and Practices of finishing school for employability
To increase the intake of department	2,00,000	HOD	HOD, Principal , management	2016	To increase intake from 30 to 60

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To establish centre of excellence for research	Rs. 20,00,000	HOD, Staff	HOD, Principal , management	2018	To establish centre of excellence in 'information and Image processing'
Revenue generation through consultancy	Rs.30,000	External consultants	HOD, External consultants, Principal , management	2017	To conduct certificate courses for Internal Revenue generation (IRG) Rs.10,00,000/-
To introduce one new PG programs in information science	Rs. 300,000	HOD, Staff	HOD, Principal , management	2017	Planning to propose New PG programme on computer networks / Software engineering

DEPARTMENT OF INDUSTRIAL AND PRODUCTION ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Revision of syllabus as per OBE format from 2013-14 batch onwards	Rs. 50,000/-	Internal resources	HOD Faculty, BOS, Principal, Management	June 14 June 15 June 15	Implemented revised syllabus on OBE format for 3 rd , 4 th Sem in Aug 14 Revision of syllabus for 5 th & 6 th sem Revision of syllabus for 7 th & 8 th sem
Encourage students to prepare for PG qualifying exams (GATE) and other competitive exams	Rs.50,000/-	External consultant	HOD Faculty, Principal, Management	July 15	To coach for GATE and GATE results and ranking
To improve communication skills of students	Rs.6,00,000/-	Internal resources By students	HOD Faculty, Principal, Management	Sep 15	Soft skills & communication skills training of 50 hours for 120 students per semester
To depute faculty and staff in domain area training	Rs. 6,00,000/-	External resources, By TEQIP	HOD Faculty, Principal, Management	Jan – 15 Aug 15	Deputation of faculty for external training 50 hours per year/ faculty
To conduct faculty and staff training program in subject domain areas.	Rs. 4,00,000/-	External resources By TEQIP	HOD Dr. B.S. Shivakumara Dr.H.M.Nanjunda Swamy Principal, Management	Mar 15 June15	To conduct 2 FDPs on Recent Trends in Production Engg., New trends in Supply Chain Management in the institution
Students projects in the industry	Rs. 50,000/-	Internal Resources	HOD Faculty, Principal, Management	Jan 15	100 % students of final year getting industry projects
Strengthening Alumni activities	Rs 2,00,000/-	Internal and external Resources	HOD Alumni Coordinator Dr.B.S. Shivakumara Faculty, Principal,	March 15	One alumni meet per year 02 guest lecturers from alumni per semester 05 internships through alumni per year 05 placement through alumni
To get NBA accreditation	Rs. 2,50,000/-	Internal Resources	HOD Faculty, Principal, Management	March 15	Successfully accredited by NBA in 2015

MID TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To encourage students to participate in State and National level paper competitions	Rs. 1,00,000/-	Internal Resource	HOD Faculty, Principal, Management	Dec 15	10 paper presentations by Students 20 students participations/year
To conduct training program session in 'Metrology Laboratory'	Rs.2,00,000/-	Internal Resources	HOD Mr. N. L. Murali Krishna, Principal, Management	July 2015	To conduct training program in 'Metrology Laboratory' for Diploma students in and around Mandya Dist.
To upgrade the skills of technical staff	Rs.2,50,000/-	Internal Resources	HOD Faculty, Principal, Management	Dec15	Technical staff get trained on domain like Metrology, CAD/CAM and CNC
To conduct faculty and staff training program in subject domain areas.	Rs. 4,00,000/-	External resources By TEQIP	HOD Dr. B.S. Shivakumara Dr. H.M. Nanjunda Swamy Principal, Management	Jan 16 Jun 16	To conduct 2 FDPs on Subject domain

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To start a new PG program Infrastructure development like class room and lab room for PG program	Rs.30,00,000/-	Internal Resources	HOD Faculty, Principal, Management	2017-18 academic year	M.Tech with 24 intake course started. Infrastructure should be ready for use
To establish a training centre in Metrology Lab for calibration of measuring instruments.	Rs.7,00,000/-	Internal Resources	HOD Faculty, staff, Principal, Management	June 2017	Calibration on measuring instruments to the vendors Revenue generation 20,000/year Conduct training programmes on calibration
To encourage all faculty to pursue higher degree and improve their qualification	Rs. 1,00,000/-	Internal Resources	HOD Faculty, Principal, Management	Dec 2017	06 Ph.D in the department

DEPARTMENT OF MECHANICAL ENGINEERING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Curriculum revision	50,000/-	Internal Resources	HOD, BOS, BOE Principal	July 15	Completed OBE format upto 4 th semester with emphasis given to English, Personality development, Aptitude, Industry interaction, mini project. Curriculum revision for 5 th and 8 th semester will be completed in the current academic year
Establishing industry-institute interaction cell	5,00,000/-	Internal/ External Resources	HOD Mr.V.R.Devadatt has been made coordinator Mr. Abhinandan and Mr. Balu Vijay are co-coordinators	July 15	02 Industrial visits /year for students 20 internships from industry 10 industry projects 02 technical talks by industry experts/year
Strengthening alumni interaction	5,00,000/-	Internal/ External Resources	HOD Dr. H.V.Ravindra - President; Mr. K.J.Mahendra Babu – secretary, Syed Imran Ali and Guru Pavan – co-coordinators.	July 16	01 alumni meet /year 02 technical talks by alumni 05 industrial projects by alumni

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Upgradation of faculty qualification	5,00,000/-	Internal Resources	HOD, Principal, Management	July 18	Acquiring Ph.D (04 faculty)
Upgradation of infrastructure	80,00,000/-	Internal Resources	HOD, Principal, Management	July 18	New CAD lab establishment, operation ready and usage with 50 computers 10 mini lathe machine procurement Additional space is to be established
Modernization of laboratories	40,00,000/-	Internal Resources	HOD, Principal, Management	July 18	To procure Fatigue tester, CATIA; ANSYS and other software Mechatronics lab establishment

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establishment of Centre of excellence	5,00,000/-	Internal Resources	HOD, Principal, Management	July 2020	Establishing centre of excellence in 'Design Engineering field', operational ready for use
Starting new PG programmes	2,00,000/-	Internal Resources	HOD, Principal, Management	July 2020	Starting PG program with 24 intake in 'Thermal Engineering'

DEPARTMENT OF PHYSICS

SHORT - TERM GOALS:

Sub Strategies	Infrastructure / Budget Support needed	Human Resources / Teams / Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of Success
Revision of syllabus as per OBE format from the Academic Year 2013-14	Rs. 12,000/-	Internal resource	HOD - Dr. Shivalinge Gowda, BOS members, (Faculty, Principal, Management)	June - 2014	Implemented the revised syllabus on OBE format for I/II Sem B.E. in Aug-14 for both Engineering Physics theory & laboratory.
Organisation of Guest Lecture programmes & Technical Talks.	Rs.10,000/-	Internal resources	HOD - Dr. Shivalinge Gowda, Mr. B. M. Thammanna & Dr. T.S. Shashikumar, Faculty, Principal, Management	Feb – 2015 Nov - 2015	1- Programme in each Semester Enrichment of knowledge to the students & staffs
Organisation of Science Exhibition along with Chemistry and Mathematics departments.	Rs.1,00,000/-	Internal resources	HOD, Mr. B. M. Thammanna & Dr. T.S. Shashikumar, Faculty, Principal, Management	Dec -2015	Students, Staffs & Publics.

MID - TERM GOALS:

Sub Strategies	Infrastructure / Budget Support needed	Human Resources / Teams / Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of Success
1. Modernisation of Physics laboratory.	Rs.3,00,000/-	Internal Resources	HOD, Faculty, Principal & Management	Aug - 2014	Physics laboratory has been modernised with all new amenities and New equipments Students are using these facilities.
2. Multi-media facilities for Physics laboratories	Rs.1,50,000/-	Internal Resources	HOD- Dr. Shivalinge Gowda, Mr. B. M. Thammanna, Faculty, Principal & Management	Sept - 2015	Use of PPT & Multimedia.
3. Organising National Workshop in New Trends of Physics	Rs.1,00,000/-	Internal Resources	HOD - Dr. Shivalinge Gowda, Dr. T. S. Shashikumar Faculty, Principal & Management	Feb - 2016	One National Workshop with Participation of 50 faculty and Students

LONG - TERM GOALS:

Sub Strategies	Infrastructure / Budget Support needed	Human Resources / Teams / Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of Success
Conducting Faculty development Programme for Basic Science Teachers	Rs.2,00,000/-	Internal Resources/External Resources	HOD & Faculty	June - 2016	One National conference with 30 paper presentations. Guest Lecture by Professors of National repute.
Submission of project proposals to avail grants	Rs.2,00,000/-	Internal Resources & External Agencies	HOD- Shivalinge Gowda & Dr. T. S. Shashikumar	Sept. - 2017	2 Minor Project Proposals: Rs.1,00,000/- each
Research activities should be taken up in the department	Rs.1,50,000/-	Internal / External Resources	HOD- Shivalinge Gowda Dr. T. S. Shashikumar, Faculty, Principal & Management	Aug - 2018	Register 3 to 4 part-time Research Scholars & Guide 2 Faculty to do doctorate programme.

DEPARTMENT OF CHEMISTRY

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Revision of syllabus as per OBE format from 2013-14 batch onwards.	Rs. 10,000/-	Internal resources	HOD, Faculty, Principal, Management.	June14	Implemented revised syllabus on OBE format for I / II sem in Aug-14 for both theory & lab.
Organisation of Science Exhibition along with department of Physics and Maths.	Rs.1,00,000/-	Internal resources	HOD, Faculty, Principal, Management.	Dec 15	Enrichment of subject knowledge to the students & public.
Technical Talks/Lecture programmes.	Rs.15,000/-	Internal resources	HOD, Faculty, Principal, Management.	Nov-15	Awareness of subject knowledge to the students. Three lectures in chemical domain will be arranged.

MID TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
1. Modernisation of Chemistry lab.	Rs.4,00,000/-	Internal Resources	HOD, Dr. Chandrashekar, Faculty, Principal, Management	Nov. 2015	Department of Chemistry lab to be established along with new equipments & multi-media facility. Students are using this facility.
2. Organising national workshop on Environmental Chemistry.	Rs.1,00,000/-	Internal Resources	HOD, Dr. Chandrasekhar, M.Shilpa Malige, Anil Kumar, Nikhitha.M.S., Principal, Management	Feb.2016	National workshop with 50 participants.
3. Multi-media facilities for Engineering Chemistry lab.	Rs.1,00,000/-	Internal Resources	HOD, Dr. Chandrashekar Faculty, Principal & Management	Sept. 2016	Students & faculty

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Conducting National conference	Rs.2,00,000/-	Internal Resources/External Resources	HOD & Faculty	July 2017	National conference with 30 paper presentations. Invitations to National professors.
Consultancy work.	Rs.1,00,000/-	Internal resources	HOD, Faculty, Principal & Management	Aug 2017	Rs. 10,000 revenue will be generated to the college.
Preparation and submission of project proposals to avail grants	Rs.1,00,000/-	Internal Resources + Training is needed from external consultant	HOD & Faculty	July 2018	Minimum three Proposals to be submitted and one lakhs each.

DEPARTMENT OF MATHEMATICS

SHORT TERM GOALS

Faculty Name: - Prof. Dr. A.T.Eswara

Department: Mathematics

Goal Name	Description	Time line	Successful indicators
Teaching – Learning-Evaluation	To teach <u>02</u> subjects per semester Syllabus Review – Participation Evaluation System	Even semesters of 2014-15 Chairman-BOS -2013-15 Chairman-BOE -2013-14	Each subject pass percentage -95 % 70 % distinctions as per class strength Syllabus revised once in two years/ Curriculum /Lesson plan updated/reviewed QP papers for SEE/CIE prepared and continuous evaluation process undertaken
Self Development	Technical Subjects Competencies Behavioural Competencies	2015-16 2015-17	To learn and introduce open elective in Applied Mathematics To become expert in Nano Science/Fluid Dynamics
Publications & Books	To publish...01.. papers in Indian Journals To publish ...02... paper in International Journal To publishNil....books	September 2015 August 2015 ---	Actively involved in research, by participating in National /International Conferences -do-
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ Mentor/Club i/c ...etc.	----	----
Industry	To leverage industry for Guest lecturers /visits/deputation/internships/placements..etc	----	----
Others	(i) To conduct TEQIP sponsored national seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students	----	(i) Short term goal: To arrange TEQIP sponsored National Workshop in Computational Mathematics (ii) Mid term goal- To Introduce Open Electives such as Advanced Engineering Mathematics, Advanced Finite-Difference methods for UG/PG students. (ii) Long term goal- To arrange International conference in Applied /Engineering Mathematics

Faculty Name: - Prof. Dr. PUTTASWAMY

Department: MATHEMATICS

Goal Name	Description	Time line	Successful indicators
Teaching – Learning-Evaluation	To teach.....02.... subjects per semester Syllabus Review – participation--BOS AND BOE MEMBER. Evaluation System-EVALUATOR ,ROOM INVIGILATION,SQUAD, ROOM RELIVER	2014-15	Each subject pass percentage -85 % 65 % distinctions as per class strength 25% First class 10 % second class/Failures Every year syllabus reviewed curriculum updated Lesson Plan Continuous evaluation
Self Development	Technical Subjects Competencies Behavioural Competencies	June 2015 (Annually June to May)	To learn one additional subject teaching-GRAPH THEORY To become expert in DOMINATION GRAPH THEORY. To learn excellent delivery skills To learn
Publications & Books	To publish....1... papers in Indian Journals To publish..1..... paper in International Journal To publishNIL....books	June 2015 April 2016	Successfully published/accepted for publishing in Journal Successfully publish/accepted to publish in international journal
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ Mentor/Club i/c ...etc.-	---	----
Industry	To leverage industry for Guest lecturers/visits/deputation/internships/placements..etc	---	----
Others	(i) To conduct TEQIP sponsored national workshops/seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students-	---	(i) Short term goal: To arrange TEQIP sponsored National Workshop in Linear Algebra (ii) Mid term goal- To Introduce Open Electives such as Linear algebra, Advanced graph theory, Advanced Engineering Mathematics for UG/PG students. (ii) Long term goal- To arrange International conference in Applied /Engineering Mathematics.

Faculty Name: - Prof. M N PRAKASHA

Department: MATHEMATICS

Goal Name	Description	Time line	Successful indicators
Teaching –Learning-Evaluation	To teach2... subjects per semester Syllabus Review - participation -BOS AND BOE MEMBER. Evaluation System -EVALUATOR ROOM INVIGILATION,SQUAD, ROOM RELIVER	Academic calendar	Each subject pass percentage -85 % 70 % distinctions as per class strength 20% First class, 10 % second class/Failures Every year syllabus reviewed curriculum updated Lesson Plan, Continuous evaluation
Self Development	Technical Subjects Competencies Behavioural Competencies	April 2015 (Annually June to May)	To learn one additional subject teaching-GRAPH THEORY To become expert in ..DOMINATION GRAPH THEORY....area To learn excellent delivery skills To learn
Publications & Books	To publish..NIL... papers in Indian Journals To publishNIL... paper in International Journal To publish ..NIL.....books	April 2015 April 2016	--- ---
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ - Mentor/Club i/c ...etc.		----
Industry	To leverage industry for Guest lecturers/visits/deputation/internships/placements..etc		----
Others	(i) To conduct TEQIP sponsored national seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students -1.LINEAR ALGEBRA2.,ADVANCED GRAPH THEORY,3.ADVANCED ENGINEERING MATHEMATICS		(i) Short term goal: To arrange TEQIP sponsored National Workshop in Graph Theory (ii) Mid term goal- To Introduce Open Electives such as Linear algebra, Advanced graph theory, Advanced Engineering Mathematics for UG/PG students. (ii) Long term goal- To arrange International conference in Applied /Engineering Mathematics.

Faculty Name: - Prof. Prasad M

Department: MATHEMATICS

Goal Name	Description	Time line	Successful indicators
Teaching –Learning-Evaluation	To teach2.... subjects per semester Syllabus Review – participation-Evaluation System EVALUATOR ROOM INVIGILATION, SQUAD, ROOM RELIVER	Academic Calender	Each subject pass percentage -85 % 70 % distinctions as per class strength 20% First class 10 % second class/Failures Every year syllabus reviewed curriculum updated Lesson Plan Continuous evaluation
Self Development	Technical Subjects Competencies Behavioural Competencies	April 2015 (Annually June to May)	To learn one additional subject teaching-Number Theory To become expert in .. Number Theoryarea To learn excellent delivery skills
Publications & Books	To publish....Nil... papers in Indian Journals To publish ..Nil..... paper in International Journal To publishNil....books	April 2015 April 2016	— —
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ Mentor/Club i/c ...etc.		Nil
Industry	To leverage industry for Guest lecturers/visits/deputation/internships/place ments..etc		Nil
Others	(i) To conduct TEQIP sponsored national seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students-		(i) Short term goal: To arrange TEQIP sponsored National Workshop in Number Theory (ii) Mid term goal- ----- (ii) Long term goal- -----

Faculty Name: - Prof. Dr. B.SHANMUKHA

Department: MATHEMATICS

Goal Name	Description	Time line	Successful indicators
Teaching –Learning- Evaluation	To teach.....2.... subjects per semester Syllabus Review – participation--BOS AND BOE MEMBER. Evaluation System-EVALUATOR ,ROOM INVIGILATION,SQUAD, ROOM RELIVER	Academic calendar	Each subject pass percentage -85 % 70 % distinctions as per class strength 20% First class, 10 % second class/Failures Every year syllabus reviewed curriculum updated, Lesson Plan, Continuous evaluation
Self Development	Technical Subjects Competencies Behavioural Competencies	April 2015 (Annually June to May)	To learn one additional subject teaching-GRAPH THEORY To become expert in ..DOMINATION GRAPH THEORY LEBELLING IN GRAPHS,METRIC DIMENSION....area To learn excellent delivery skills To learn
Publications & Books	To publish....1... papers in Indian Journals To publish..1..... paper in International Journal To publishNIL....books	April 2015 April 2016	Successfully published/accepted for publishing in Journal Successfully publish/accepted to publish in international journal
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ Mentor/Club i/c ...etc.-	---	.-----
Industry	To leverage industry for Guest lecturers/visits/deputation/internships /placements..etc	----	----
Others	(i) To conduct TEQIP sponsored national seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students-	----	Short term goal: To arrange TEQIP sponsored National Workshop in Linear Algebra (ii) Mid term goal-Advanced graph theory, Advanced engineering Mathematics/Fluid dynamics (ii) Long term goal- To arrange International conference in Applied /Engineering Mathematics

Faculty Name: - Prof. B.C.BOMMAIAH

Department: MATHEMATICS

Goal Name	Description	Time line	Successful indicators
Teaching –Learning- Evaluation	To teach.....2.... subjects per semester Syllabus Review – participation--BOS AND BOE chairman. Evaluation System-EVALUATOR ,ROOM INVIGILATION,SQUAD, ROOM RELIVER	Academic calendar	Each subject pass percentage -95 % 70 % distinctions as per classtrength 25% First class 05 % second class/Failures Every year syllabus reviewed curriculum updated Lesson Plan, Continuous evaluation
Self Development	Technical Subjects Competencies Behavioural Competencies	April 2015 (Annually June to May)	To learn one additional subject teaching To become expert in FLUID MECHANICS area To learn excellent delivery skills To learn
Publications & Books	To publish Nil in Indian Journals To publish Nil in International Journal	April 2015 April 2016	Successfully published/accepted for publishing in Journal Successfully publish/accepted to publish in international journal
Secondary Responsibilities	To take up one /two additional secondary responsibilities like; Exam i/c, Hostel Warden/ Mentor/Club i/c ...etc.	—	Nil
Industry	To leverage industry for Guest lecturers/visits/deputation/internships/placements..etc	—	Nil
Others	(i) To conduct TEQIP sponsored national seminars/conferences in Applied /Engineering Mathematics (ii) To arrange open electives in Applied Mathematics for UG/PG students-		(i) Short term goal: To arrange TEQIP sponsored National Workshop in Engg. Mathematics (ii) Mid term goal- ---- (ii) Long term goal- ----

DEPARTMENT OF M C A

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Industry-institute interactions Syllabus Guest lectures	1,00,000/-	Industrial Experts /Professors of other Institutions	HOD (Faculty , Principal, Management)	Every year by Aug	Syllabus review periodically. 06 Guest lectures on emerging trends
Academic Excellence Teaching-Learning infrastructure	4,00,000	Internal resources	HOD Principal, Management	July 2015	Computational facility for each faculty Internet facility to each node with 100 mbps
Construction of one additional class room	Rs.5,00,000	Internal Resources	HOD Principal, Management	July 2015	Constructed one class room and ready for use
Adopting new pedagogical techniques for teaching	Rs.1,50,000	External consultants	HOD (Faculty , Principal, Management)	July 2015	Pedagogy development programme is conducted

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Revising syllabus as per industry requirements and skilled based courses	2,00,000/-	External consultants	HOD (Faculty , Principal, Management)	July 2016	Entire Syllabus is reviewed with the help of experts, industry partnering and conducting, attending workshops
Establishing new labs as per syllabus	Rs. 6,00,000/-	Internal resource	HOD, Prof.HR Diwakar (Principal, Management)	July 2016	Establishing 'network' lab and ready for use
Leveraging Alumni for Guest lectures, placements, internships and donations	Rs.1,00,000 per year	Internal resources	HOD (Principal, Management)	July 2016	Leverage alumni for 06 guest lectures, internships for 10 students, placements for 20 students every year

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Recognised in top 10 preferred institutes for pursuing MCA in the Karnataka state	Rs.15,00,000	Internal resource	HOD Principal, Management	July 2017	Top CET ranks taking admission, All seats are filled Best Results Placements (100%)
Establishing centre of excellence in 'software development in Banking'	Rs.25,00,000	External/ Internal resources	HOD & Prof Veena Principal, Management	July 2018	Established centre of excellence in 'software development in Banking' and ready for use.
Promoting all teaching faculties to pursue research and to complete in time		External /Internal resources	HOD encourages	July 2020	05 Faculty with Ph.D qualification

DEPARTMENT OF MANAGEMENT STUDIES

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Organising guest /special lectures	Rs 24,000/-	External resource persons	HOD, Placement Co ordinator	June 15	Four guest lectures (Two marketing, one HR and one finance) from eminent personalities – Industry/academics
Enhance admission numbers	Rs 1,50,000/-	Internal resource persons	HOD, All faculties	Aug 15	All MBA seats (60) to be filled
Provide good wi-fi facility	Rs 1,00,000/-	External resource persons	Principal, Management	Aug 15	Wi-fi facility with a speed of 20 Mbps

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Establish research centre	Rs 25,000/-	Internal resource persons	HOD, Senior professors (Principal)	June 16	Getting recognition as VTU research centre with research scholars
Enhancing Departmental library facility	Rs 1,00,000/-	Internal resource persons	HOD, Prof Alure Gowda (Principal, Management)	June 16	Online library facility 300 books procurement
Conduct National conferences	Rs 1,50,000/-	Internal / External resource persons	HOD, Prof.Mahesh Faculty Principal, Management	June 17	National conference successfully conducted with 50 papers presentation

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Faculty working towards Ph.D completion	Rs 50,000/-	Internal resource persons	Research Guides, HOD, Faculty	June 19	Seven faculty out of nine faculty to get Ph.D
Conducting Placement Activities	Rs 1,00,000/-	Internal / External resource persons	Prof. Mohan Placement Co ordinator	Every year	100 % placement to be achieved

DEPARTMENT OF LIBRARY AND INFORMATION CENTRE

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed (Rs)	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Maximize efficacy of library services	2,00,000/-	Training	Principal, Dean(Acad), Librarian	Aug 2015	Improvement in Transactions Issue, Return, Fine collections, usage of e-Journals and e-Resources
Conduct frequent Orientation programs to users	50,000/-	---	Principal, Dean(Acad), Librarian	Aug 2015	Once every academic year for fresh students/Staffs
To conduct FDP for Staff	2,00,000/-	Internal and External	Principal, Dean(Acad), Librarian	Aug 2015	One annually on Emerging trends in library Management
Add 50 more terminals for digital library	5,00,000/-		Principal, Dean(Acad), Librarian	Aug 2015	100 users simultaneously using digital library in the premises. Expending capacity of digital library from existing 24 to 100 users

MID TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed (Rs)	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Automate return services to provide extended hours of	5,00,000/-	Training external	Principal, Dean(Acad), Librarian	January 2016	Automatic return drop box functional during Off Hours.
To provide web enabled OPAC service to users		Web linking of resources	Asst Librarian Mr .Manjesh M	March 2016	24 Hrs web Enabled services
Provide for advanced access to library resources	5,00,000/-	Training	Library Staff	May 2016	All Staff/ students should be using resources extensively
To provide Global Positioning System (GPS) or other feasible technology for antitheft.	3,00,000/-	Training	Librarian	June 2016	Intelligent book tracking system installed

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed (Rs)	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Develop a modern information centre	50,00,000 /- (Building)	Training	Principal, Librarian	Aug 2017	Provide modernized library building
Develop a Content Development Centre	--	Training in CD	Principal, Dean(Acad) Librarian	Aug 2017	Centre developed & ready for usage and IRG
Provide a information kiosk at library	5,00,000/-	Orientation	Principal, Dean(Acad) Librarian	Aug 2017	Arrange the kiosk machine and along with the information of the campus at pivotal location
Install Access Control Devices/System and enhance security	3,00,000/-	--	Principal, Dean(Acad) Librarian, Security	Aug 2017	Install Access Control Devices/System installed and Operational

DEPARTMENT OF PLACEMENT & TRAINING

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Educating students on placement skills and talents	Rs. 2,00,000/-	External Resource	Management, Principal, Training & Placement Officer	8 Months	Students approach to Campus drives
Analysing career objectives of students	Rs. 50,000/-	External Resource	Principal, Training & Placement Officer	8 Months	Students approach either to higher education or to campus drives
Conducting training program on technical and soft skills	Rs. 40,00,000/-	Computer Lab with Minimum 100 Computers	Management, Principal, Training & Placement Officer	8 Months	Students approach to Campus drives
Contacting companies from all sectors	Rs. 2,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	8 Months	Students approach to Campus drives
Improving placement percentage	Rs. 5,00,000/	External Resource	Management, Principal, Training & Placement Officer	8 Months	Students approach to Campus drives
Educating students on continuing education and Entrepreneurial options	Rs. 50,000/-	External Resource	Principal, Training & Placement Officer	8 Months	Students Approach Higher Education

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Analysing different jobs and roles of both students and faculties	Rs. 50,000/-	External Resource	Management, Principal, Training & Placement Officer	1 Year	Rs. 50,000/-
Student profiling	Rs. 2,00,000/-	External Resource	Management, Principal, Training & Placement Officer	1 Year	Students approach to Campus drives
Creating ample opportunities to choose career path	Rs. 2,00,000/-	External Resource	Management, Principal, Training & Placement Officer	1 Year	Students approach to Campus drives
Embedding training with curriculum	Rs. 50,000/-	External Resource	Management, Principal, Training & Placement Officer	1 Year	Students approach to Campus drives

LONG TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
Reaching 100% placement with most satisfying offers	Rs. 10,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	2 Years	Placement of Students
Making PESCE a preferred location for Companies in Core & Product Engineering sector	Rs. 5,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	2 Years	Placement of Students
Getting dream jobs to campus which has high repute at international level	Rs. 5,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	2 Years	Placement of Students
Establishing world-class training centres and attract global recruiters.	Rs. 10,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	2 Years	Placement of Students
Creating world class young Indian entrepreneurs.	Rs. 10,00,000/-	Internal & External Resource	Management, Principal, Training & Placement Officer	2 Years	Placement of Students

DEPARTMENT OF PHYSICAL EDUCATION:

SHORT TERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To built sports person for National and International level competition	Rs.1,00,000=00	Certified Coaches	Management Principal Physical Education Director(PED)	Existing	At least Two players are representing Indian University meet
To use Sport and the arts as mediums of peace.	Rs1,00,00,0=00	Team has been framed	Sports Development Committee Physical Education Director	End of 2015	A sportsmanship culture will be created in the campus
Organizing FDP for physical education directors.	Rs.2,00,000=00	Participation of PED from various Colleges	Sports Development Committee Physical Education Director	End of 2015	Atleast one FDP will be completed

MIDTERM GOALS

Sub Strategies	Infrastructure /Budget Support needed	Human Resources /Teams /Development & Training needed	Leader responsible for Preparation and implementation (Members of the team)	Time line	Measuring Indicators of success
To encourage individual growth and the development of human potential in youngster	Rs.2,00,000=00	Certified coaches	Management Principal Sports Development Committee Physical Education Director	2016	Atleast few teams from various sports event/games will be developed
To provide parents and sports educators with sound ideas they can employ when raising and teaching children who play sports	Good Infrastructure is already developed	Certified Coaches are available	Management Sports Development Cell	Existing	The Sports Complex from the year of inception in 1998 is providing these facilities
To develop a large network of scholar-Athlete games graduate who act as peace brokers in their respective communities and countries	Kind is needed rather than fund	College players from various games/sports	Principal Sports Development Committee Physical Education Director	End 2016	Good results expected

LONG TERM GOALS

Sub Strategies	Infrastructure	Human Resources	Leader responsible for	Time line	Measuring
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	/Budget Support needed	/Teams /Development & Training needed	Preparation and implementation (Members of the team)		Indicators of success
To promote and improve relation among nations in sports particularly in nations experiencing internal conflict	Rs.5,00,000=00	Young Sportsman	Management Principal Sports Development Committee Physical Education Director	End of 2017	Good results expected
To promote ethical behavior, good sportsmanship and good sports parenting on an international basis.	Already exist	Young and budding sportsmans	Sports Development Committee Physical Education Director	End of 2017	Good results expected
Preparation and submission of proposals to avail grants in improving sports in taluk level.	Already Existing	Team has been developed	Management Principal Sports Development Committee Physical Education Director	Already received many grants. Expecting to apply more	Good results obtained
To create platform for sharing knowledge, building good practice, facilitating coordination and fostering partnerships between and within different stakeholders in sport and development	Already Existing	Team has been developed to have relationship with various organisation	Management Principal Sports Development Committee Physical Education Director	In progress	Good results expected