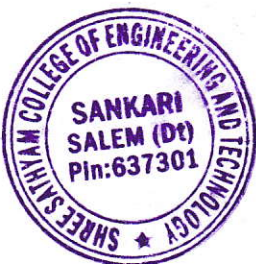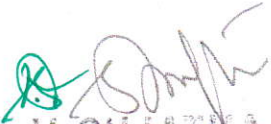# Shree Sathyam
College of Engineering and Technology

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai.

NH-544, Salem - Coimbatore Highways, Kuppanur, Sankari Taluk, Salem - 637301, TamilNadu, India.

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StrategicPlan
2021-26

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VISION

To be a value-based, globally recognized institution, we admit economically and socially backward rural area students and empower them with quality education to excel in academics, research, innovation, and entrepreneurial attitudes, as well as being good citizens.

MISSION

To establish state-of-the-art facilities and resources required to achieve excellence in teaching-learning and supplementary processes.

To provide faculty and staff with the required qualifications and competence and to provide opportunities to upgrade their knowledge and skills
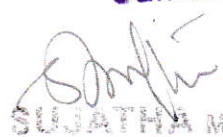
To motivate the students who are economically weak to pursue higher education by offering special scholarships, appearing for competitive exams, and participating in other value-added programs for their holistic development.

To have regular interaction with the industries in the area of R&D and offer consultancy, training, and testing services.

To foster an entrepreneurial mindset in students and to give them access to a campus platform where they can launch their own businesses.

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PHILOSOPHY

We firmly think that passing with a 100% grade is just the GATEWAY to success.
The first MILESTONE is to produce engineers that are 100% employable and entrepreneurial.
Our goal is to produce fully self-assured, engaged, and self-aware citizens who will preserve the honor and cultural values of our wonderful country.

Core Values of the Institution

Integrity and High-quality Education: Educating students globally and enabling them to fulfill their professional ambitions while upholding moral principles; forming responsible citizens via methodical instruction.
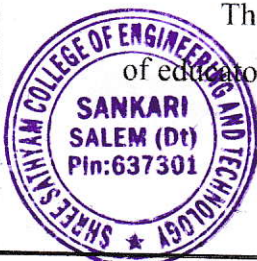
Superiority in all aspects: Providing the greatest academic standards and career-focused educational programs to equip students with practical experience promoting young minds the use of critical thinking, the sciences, ethical decision-making, good communication, and social responsibility.

Research activity: Concentrating on research activities entails developing first-rate facilities for conducting research, publishing high-caliber research publications, and patenting goods and innovations that are vital to society.

'Empower Through Education'

Shree Sathyam College of Engineering and Technology is a well-established institution offering UG and PG degree courses. Shree Sathyam Educational Trust started the college in the year 2011 with a vision to empower the rural area students through quality education and research.

The management strives hard to enhance the professional knowledge skill and attitude of educators so that they would in turn improve the teaching learning process. The college aims

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at developing a deep understanding of the human values and social concern among the engineering graduates. Shree Sathyam charitable trust is providing full/ half fee waiver scheme for socially and economically weak students. Every year 85% of our students are benefitted through this scholarship. Free transportation facility is provided for the benefit of students and faculty members.
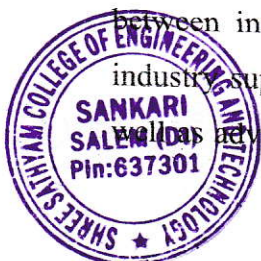
Shree Sathyam college of Engineering and Technology is approved by AICTE and permanently affiliated to Anna University, Chennai. It is situated at 38km away from Salem, 6km away from sankari railway station. The campus is situated around 10.12 acres with a good greenery and eco-friendly atmosphere.

The college with its state-of-the-art infrastructural facilities and excellent academic records has earned recognition as one of the educational institutes in India. The College imparts technical education of high calibre to meet the growing needs of Engineers and Entrepreneurs. The college offers courses of study that are on the frontiers of knowledge and it connects the spiritual and practical dimensions of intellectual life in a stimulating environment. The college has completed 12 years of dedicated service to the people of India and abroad in the field of technical education.

The college has introduced EDC to help and encourage business idea by guiding them with available opportunities. The management is encouraging the students to start their own company. Additionally, it helps start-ups network and work with investors, mentors, and other entrepreneurs in addition to offering legal and regulatory support.

The Placement and Training Cell was established with the goal of making our students more employable both within institutions and in the workplace. It also aims to provide them with well-considered professional skills and mentor them as they pursue their ideal careers, wherever they may be in the world, while upholding social justice, hard work, and ethical standards.

In order to assist students in being placed in reputable companies and bridge the gap between institute and industry the T & P Cell works to maximize industry consultancy, industry supported courses & certifications, industry sponsored lab, adjunct professorship as well as advisors from industry, student internships, faculty training with advanced facilities at

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industry, joint research with industry, etc.

SWOC ANALYSIS

SWOC analysis is carried out as part of strategic planning to comprehend the current situation and create a better future vision.

Strengths:

- Takes into account a person's overall development by providing balanced support in the humanities, arts, sports, and education.

- Dedication to providing cutting-edge infrastructure with eco-friendly, tech-savvy, and sustainable techniques.

- A wide range of backgrounds in the engineering programs offers numerous value added courses in all department that lead to industry employability during the past 12 years, all registered students have been placed 100% of the time.

- Offers merit-based scholarships to students.

- Pay attention to final year projects that are connected to the industry, these improve employability and graduation rates.

- Networks to close the gap between academics and industry through a variety of activities including industrial engagement.

- Motivates academic staff to take advantage of research and extension opportunities.

- Devoted academic faculty members that have worked for the institution for a long time.

- Plans community engagement initiatives for the nearby towns of the college.

Weaknesses

- Diversity in terms of origins among the professors and students.

- Production of research projects aimed at enhancing faculty member's and student's practical knowledge

Opportunities

- Expand the size and reach of the university's research and consulting initiatives.

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- Establish several centers of excellence in collaboration with business
- Prioritize developing and producing additional student entrepreneurs.
- Provide students with the chance to study short courses abroad at institutions that have signed memorandums of understanding with various companies.

Challenges

- Navigating the market's short-term volatility in the primary topic of jobs.
- To encourage academic staff to pursue more grants and submit patent applications
- To instill in all stakeholders the mindset and attitude necessary to meet our quality goals.

Strategic Plan: Overview

The Strategic Plan2021-2026 is determined based on academic, research, product development, and placement.

Based on the priorities, following areas are given more importance.

• Raising the bar for teaching and learning, particularly in the areas of curriculum and syllabi, teaching, and training.

• Value-added training programs

• Development of infrastructure

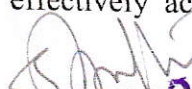• Fortifying the fields of academic and research

Objectives

The strategic plan should be in accordance with the objectives of the institute to advance the overall development of the college.

The focus on the following core areas:

• **Improvement of the Learning Environment:** It is imperative to have state-of-the-art classrooms, labs that offer a supportive learning environment to every student, and the digitization of all learning materials into both written and video formats. The students would be able to study and practice in this way until they reached their objectives.

• **Creating better Teaching and Learning Opportunities:** All pupils ought to have access to education of the highest caliber. In order to effectively accomplish this, faculty members

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lacking doctorates must to be motivated to finish as soon as possible. This focus should also be used to shortlist recently hired faculty members.

• **Encourage research:** The project is to improve and encourage research by enhancing the facilities. Students must to be involved in the research projects as well. The field of product development needs to be heavily reinforced.

• Create products in collaboration with instructors and students, filing patent applications for original ideas.

• **Establish an environmentally friendly campus:** A campus with a rich biodiversity is necessary to support top-notch educational opportunities. The current garbage disposal techniques should be standardized to take advantage of new technological advancements.

Upgrade the current sports facilities to meet international standards in order for students to achieve success on a global scale.

• Plan more extracurricular activities so that students can learn in a more comprehensive way.

Methodology

The strategy plan outlines the approach that will be used to achieve the goals:

• Personal interviews and discussions were conducted with stakeholders, academicians, industry experts, students, alumni, and people's representatives were carried out.

• Gather data prior to the strategy by visiting government representatives and industry representatives.
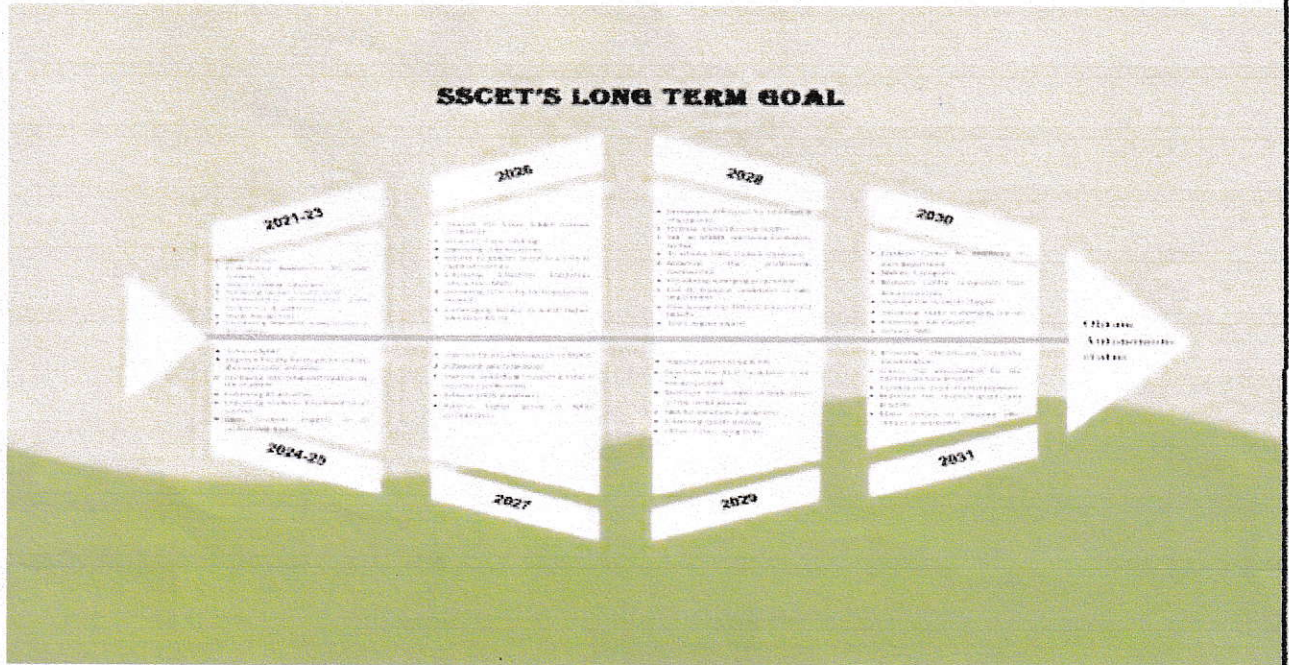
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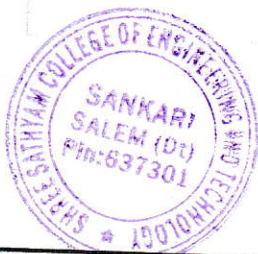## College of Engineering and Technology
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Targets

SSCET'S LONG TERM GOAL

SSCET Short Term Goal

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1. Research Deliverables 2021–2026

Targets	Action Plan
Taking up cross-disciplinary projects and creating centers on campus	• Projects are developed and submitted for national financing in designated areas.
Projects should be submitted to international and national funding organizations	• Initiatives developed and implemented in the highest-priority areas
Patents in focal areas	• Submitting and publishing applications for patents annually based on faculty and student effort.
Infrastructure & Teams for R&D	• The amount of human and material resources needed for research is rising. • Improving department's R&D laboratories
Memorandum of Understanding with eminent institutions	• MoUs with higher learning institutes in India. • Interdisciplinary and multidisciplinary product creation and research.

2. Academic Targets 2021–2026

Targets	ActionPlan
Link up with more industries	• Link up with new industries every year
Exposure to industry in sandwich programs	• Every student receives an internship and industrial trips every year.

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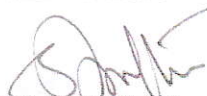Engineering and Technology
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Project/research works in industries	• Research and project works in industries by the students • Faculty industrial exposure annually
Quality improvement of faculty	• To train faculty and students technically
Seminars and Transfer of Technology	• Every year, the entire department hosts conferences, seminars, workshops, and other domain-related activities.
Benchmarking with prestigious educational institutions	• Form scholarly groups and pay visits to prestigious universities
Enhancing Staff and Faculty Competence	• Manage and assign professors and staff to enhance their competencies • Support presentations and paper publications • Continuous assessment and evaluation to measure outcomes.
Education Based on Knowledge Delivery Outcomes	• Create a culture of research • Availability of online education • mentor for career and academic options in higher education
Evaluation Assessment	• Make use of the feedback mechanism • ongoing evaluation of progress • Question bank creation for end term exams

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3. Infrastructure development and learning resources target

Targets	Action Plan
Green Campus	• Plantations, collecting rainwater, and vegetation • Harvesting and managing energy • Cleanliness and solid waste (no plastic waste) management • Reusing garbage • Effective application of repurposed wastewater
Academic infrastructure	• Elegant classrooms and seminar halls • smart classrooms • E-learning resources • Advanced Laboratory and apparatus • Online resources for education • Tools for assessment and evaluation
Library	• Library infrastructure up gradation • Increase access for e-Resources • Resources automation &Access(24X7) • Digitization of Library resources • Establishing cloud based e-library & online
Sports, Hostel Canteen	• Effective utilization of sports (indoor/outdoor) facilities • Add more recreational facilities in hostels • Upgrade food court
Laboratory Equipment	• Laboratory and its maintenance

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4. Good Governance

Targets	Action Plan
To improve the organization's professionalism and quality-focused attitude	• More effective IQAC to audit processes
To establish strategic alliances with industry, research, and academic institutions that are chosen.	• Utilizing MOUs, expand and strengthen ties with academic and commercial institutions
To improve the current dispute resolution and grievance redress system and procedures	• Improve the necessary procedures for resolving complaints pertaining to women, personnel, and students.

5. Faculty and Staff Empowerment Strategies

Targets	Action Plan
Policy for Talent Hiring and Retention	• Developing and implementing a merit-based recruiting policy • Plans for career progression
Accolades & Honors	• Acknowledgment and motivation through rewards • Welfare policy development and execution
Conductive work environment	• Top-notch workspaces and infrastructure • Position and obligations lucidity and self-determination

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Professional development and advancement	• Funding for attendance at national or international conferences • Promote conducting research and publishing in reputable journals • Taking an active role in the creation of new products

6. Financial Management and Resource Mobilization

Targets	Action Plan
Managing Finance and Allocating Resources	• Create a wide range of revenue sources and take advantage of all the chances to use internal revenue to spread our resources around the university. • Promote resource mobilization programs that involve society's participation or contribution to their development through extension operations. • Motivate organizations to conduct research and offer consulting services to the government as well as other organizations and the general public.
Budgeting	• Forecast and estimation of revenue • Department-wise budget planning for all heads of accounts • Forecast and estimation of expenditure Emergency preparations • Fund committee development and

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	acceptance of the budget
Administration of Finances	• Planned spending control Implementing financial rules and procurement procedures Audits (internal/external) checks and balances • Assistance via training, consulting, and research

7. Alumni engagements and interactions

Targets	Action Plan
Alumni Association	• Boost involvement and associations among alumni • Improve the on-campus alumni association office, encourage student involvement, update the database • Create an engaging alumni website.
Connections & Utilizing	• Frequent communication and invitations • Honor accomplished alumni • Use as leverage for placement, internships, and guest talks

8. Effective role of Internal Quality Assurance System

Targets	Action Plan
Establishing Quality Systems	• Establishing system flow and benchmarks

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	• Publishing of the Quality Policy Steering Committee • High-quality system architecture and culture • Teaching and preparing every employee • Sustain high levels of excellence in every area.
Audit Internal Controls	• Establish audit process & audit teams • Train internal auditor teams • Audit and remedial measures
Steady development, Accolades & Recognition	• The efficient operation of the quality assurance cell • Recognizing successes and excellent practices • Quality circle awards & contests

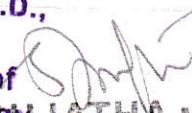## 9. Strategy implementation and monitoring

Strategic development plan once approved by Governing Body will be advocated to the members of the institution for implementation. Strategy when being implemented, the progress shall be measured form time to time through the IQAC.

Implementation roles at the Institutional level

Targets	Action Plan
Good governance	Governing Council, Management
Curricular aspects and Teaching learning	Principal, HODs, Faculty and Staff

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Infrastructure development and learning resources	Governing Council, Management and team
Research, Innovation and extension services	Research cell, HODs and Faculty
Faculty and Staff empowerment strategies	Governing Council, Principal and Management
Alumni engagements and interactions	Alumni cell, Faculty
Placement and training	Placement coordinator and HODs
Departmental activities	HODs and Faculty
Quality assurance	IQAC

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