PERSPECTIVE PLAN
2021 – 26

Estd. 1995

SMS
VARANASI

NAAC 'A' GRADE

29 YEARS OF EXCELLENCE

SCHOOL OF MANAGEMENT SCIENCES
VARANASI
(An Autonomous College)
Accredited 'A' Grade by NAAC

Recognised by UGC under section 2(f) & 12 (B)
Approved by AICTE & Affiliated to AKTU, Lucknow
& Mahatma Gandhi Kashi Vidyapith, Varanasi

Ranked AMONGST TOP 50 B-SCHOOLS BY BUSINESS INDIA
BY THE BUSINESS INDIA B-SCHOOL SURVEY

SMS SCHOOL OF MANAGEMENT SCIENCES VARANASI

School of Management Sciences,
Khushipur, P.O-Bachhaon, Varanasi-221011,
Uttar Pradesh (India)

For the period (2021-26)

**Academic Year
2021-22 to 2025-26**

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Current Status of the College

General Profile

Name and address of the college

School of Management Sciences, Khushipur, P.O-Bachhaon, Varanasi-221011, Uttar Pradesh (India)

Year of Establishment of College: 1995

College website: www.smsvaranasi.com

SMS-IQAC Portal: http://iqac.smsvaranasi.com/

Institutional Status: A Self-financed NAAC 'A' Accredited Autonomous College.

Awards and Recognitions:

1) *Certificate Of Appreciation* (26th July 2022), jointly given by the Hon'ble Chief Secretary, Government of Uttar Pradesh Shri D. S. Mishra and Hon'ble Vice Chancellor, Dr. A P J Abdul Kalam Technical University, Lucknow Prof P.K. Mishra, on the auspicious occasion of Foundation Day ceremony of Dr A P J Abdul Kalam Technical University, Lucknow, in recognition of the attainment of NAAC "A" Grade by SMS Varanasi.

2) *Best Environment Friendly Management Institute in North India 2021*. Award for outstanding and exemplary contribution towards Education, Skill Development and Research on 30th December, 2021 during 16th

Rashtriya Shiksha Gaurav Puraskar Ceremony 2021 in Hotel Shangri-La's New Delhi.

3) ***Best Higher Education Institute For Management 2020***, Award by Integrated Chambers of Commerce and Industry, Program held at India International Centre, New Delhi.

4) ***Young Faculty of the Year Award 2020*** *– Dr. Amit Kishore Sinha*, Associate Professor and *Dr. Ram Gopal Gupta*, Associate Professor at School of Management Sciences, Varanasi have been awarded with Young Faculty of Year 2020, for their exemplary contribution in area of education at Second National Educational Excellence Conclave by Integrated Chamber of Commerce and Industry New Delhi on February 24, 2020.

5) ***ASSOCHAM National Leadership Excellence Award in Higher Education (North) - 2018*** The award was given by Her Excellency, the Governor of Jharkhand, Smt. Draupadi Murmu at Hotel Chanakya BNR Ranchi.

6) ***Brand Leadership Award-2018*** to for its significant contribution in the field of Education at U. P. Brand Leadership Award-2018 organized by ABP News.

7) ***NAAC Accredited "A" Grade*** by NAAC (National Assessment and Accreditation Council – An Autonomous institution of the University Grants Commission) in the FIRST CYCLE vide notification of The Accreditation Results of institutions approved by the 27th Standing Committee on 12th September 2017.

No. of Academic Programmes offered in academic Year 2021-22

Programmes	Programme Name	UG/PG
M.B.A.	Management of Business Administration	**PG**
M.C.A.	Master of Computer Application	**PG**
M.Com.	Master of Commerce	**PG**
B.B.A.	Bachelor of Business Administration	**UG**
B.C.A.	Bachelor of Computer Application	**UG**
B.Com.	Bachelor of Commerce	**UG**
B.Com.(H)	Bachelor of Commerce (Hons)	**UG**
B.A. - Hons. (Mass Comm.)	Bachelor of Arts (Hons) Mass Communication	**UG**

Courses integrating cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum:

- ❖ BBA- 105 Business Ethics & Governance
- ❖ BBA-ME- 408 Population & Demographic Studies
- ❖ CC- 3 Human Values and Environment Studies
- ❖ CC-1 Food, Nutrition & Hygiene
- ❖ MC 201 Business Environment
- ❖ CC-4 Physical Education and Yoga
- ❖ CC-2 First Aid & Health
- ❖ BCA CC-3 Human Values and Environment Studies
- ❖ BBAME- 308 Rural Development
- ❖ BCA CC-4 Physical Education and Yoga

About The College:

School of Management Sciences Varanasi, popularly known as SMS Varanasi, has been a pristine institution attracting hues of both a new age B-School as well as an archaic academic house. Since its foundation in the year 1995 to the day it achieved the coveted 'A' grade in NAAC accreditation followed by Prestigious Autonomous status granted by UGC, School of Management Sciences, Varanasi has been relentlessly pursuing the ruthless path of growth and excellence which resulted in the growing recognition and respect for this institution in the realms of industry and academia alike.

A 1995-born institution in the holy city of Varanasi (Kashi) witnessed an auspicious time, the childhood period of the opening economy, and received a thumping welcome by virtue of being the first of its kind of self-financed institution in the region. Housed in an arrogantly beautiful green campus, SMS Varanasi has maintained a visible position in the high-profile bracket of 'Top 50 B-Schools in India'.

Our inception was marked by the unveiling of AICTE approved Post Graduate Diploma in Management with Human Resource, Marketing and Finance specializations in 1995. Thereafter, we started PGDM (International Business) program approved by AICTE in 2006. Ahead of this, on the account of corporate requirements, we initiated PGDM (Retail Management) program again approved by AICTE in 2007. School of Management Sciences, Varanasi is also started running AICTE approved Masters of Computer Applications (MCA) program since 1997. This program is affiliated with Dr. A.P.J. Abdul Kalam Technical University, Lucknow since 2001.

We offer courses at undergraduate level as well i.e., Bachelor of Business

Administration, Bachelor of Computer Applications, Bachelor of Commerce and Bachelors in Mass Communication. These programs are approved by Mahatma Gandhi Kashi Vidyapith, Varanasi. The Master of Business Administration (MBA) program is affiliated with Dr. A.P.J. Abdul Kalam Technical University, Lucknow was introduced in the year 2012 and currently offers Marketing, Human Resource and Finance specializations. We are proud to have trained around more than 10000 students through various academic programmes we run. It is also worth mentioning that we have been consistent in maintaining an excellent placement record over and above 90% ever since our inception.

Committed to nurture academic and intellectual strivings, vibrant co- & extra-curricular activities, outreach initiatives and civic engagements of a high order, the institution, as early as 2003, started a 'Centre of Spiritualism and Human Enrichment' with the blessings of Pt. Vishnu Kant Shashtri, the then Hon'ble Governor, UP, and subsequently emerged as a Global Leader in positioning Spiritual Wisdom in the managerial epistemology. Remarkably, four bi-annual research Journals – Management Insight, Purushartha, Computing Trendz, and SMS Journal of Entrepreneurship & Innovation, published by us, are being indexed in International Data-base, Scopus, Elsevier, apart from being listed in the UGC-approved list of journals.

Providing one of the best learning experiences, coupled with a robust placement, SMS Varanasi today is considered to be one of the most sought-after colleges in this part of the country for pursuing Management, Computer Sciences, Commerce and Mass Communication programmes. Our educational programmes are of the highest standards, incorporating a pragmatic application, initiative, hard work, intellectual maturity and strength of purpose so as to equip the students for

success in career and life as well. SMS Varanasi displays the adaptability to embrace the transition in management education in India and accordingly offers a reasonable space to experiential learning. Besides core competency and knowledge-base, ethics, community service and social sensitivity are given wider focus. Within the ambience of the Fourth Industrial Revolution (IR 4.0), the corresponding Education Model 4.0, and the National Education Policy, the proactive academic leadership at SMS Varanasi has revisited both the text and context of the deliverables, offered to our students to ensure their increased suitability to the growing & changing corporate and social requirements.

SMS, as a globally sensitive educational institution, believes that touching the quality-apotheosis in the scholastic context is certainly a distant destination, but it constantly instigated to continue taking steps forward unfettered during the institution's peregrination so far. However, the unwavering quest of SMS to redefine the yardstick of excellence is a continuous process, and we are hopeful of touching the pinnacle in this regard by the burgeoning reliance of our stakeholders and the blessings of the Almighty.

We have been quite frequent in receiving appreciation and recognition from various institutions and professional bodies of significance for the substantial difference we have brought to various academic dimensions of management education. Being declared the Best B-School in India (North) for our 'outstanding contribution in the field of education, training and development' by ASSOCHAM India at the onset of March' 2018 establishes the integrity of our efforts. Moreover, the prestigious Business India group has rated School of Management Sciences, Varanasi amongst the Top-50 B-Schools in India repeatedly with recently placing it at 31st position in the latest B-School survey

('Business India' 2017 issue). It is our privilege to have become the first B-School in this part of the country to have such honour.

School of Management Sciences, Varanasi realizes and recognizes the responsibility that comes in with such corporeal accolades. We reiterate and rejuvenate our commitment to excellence at every opportunity, whether huge or dwarf, of making a sustainable difference in the ecosystem of management education.

Vision, Mission, Quality Policy and Guiding Values

Vision

To become a constantly growing center of excellence nurturing global-centric professional leadership based on ethical and moral attributes.

Mission

To create excellent learning ambience through innovation in teaching, research and consultancy for producing professionals capable of answering global challenges and demonstrating high ethical and moral standards.

Quality Policy

Imparting value based education of highest standard, relevant to contemporary World.

Guiding Values

Trust; Sense of Ownership; Sense of Contribution; Innovation; Modesty & Mutual Respect.

SWOC Analysis

The college IQAC conducted an internal SWOC analysis. The outcomes of this analysis given below have been considered while preparing the perspective plan of the college.

A. Institutional Strength

- ❖ Eco-friendly and amicable ambience for teaching & learning
- ❖ Good number of student enrollment with more than sixty percent girls.
- ❖ Competent, dedicated and experienced teaching and non-teaching staff.
- ❖ Emphasis on learner centric ICT based teaching-learning approaches and pedagogic innovations.
- ❖ Multi Faculty College, offering a blend of academic and professional courses at PG and UG level.
- ❖ Good and impressive infrastructural facilities with well-furnished laboratories & Library.
- ❖ Meaningful extension and outreach programmes through various clubs, NCC and NSS.
- ❖ Good reputation for high quality teaching & practical skills & knowledge development.
- ❖ Equal emphasis on co-curricular and value added programs on Emerging Technologies
- ❖ Beyond the syllabus curriculum to make the students ready for the present global scenario
- ❖ Constant encouragement of faculty for pursuing Ph.D., research, advancement of qualification etc.
- ❖ Constant mentoring, monitoring, and a strong feedback system for

students and other stakeholders.

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

❖ Focus on building entrepreneurship development & incubation centre.

❖ Good faculty retention due to peaceful work environment.

❖ Various activity clubs viz. Tech club, Cultural club, Sports club etc., for Innovation & all round development and extracurricular activities

❖ Achievements in placement by students in various reputed organizations and reputed companies

❖ NPTEL Local Chapter to offer students MOOCS program.

❖ Sustainable Measures like rain water harvesting, solid waste management and waste water management systems in place.

B. Institutional Weakness

❖ Increasing student strength creates pressure on infrastructure and resources.

❖ Number of industrial and research collaborations and linkages need to be increased.

❖ Limited number of digital classrooms (Smartboards enabled).

❖ Less representation and participation by girl students post degree completion for job-placement related activities.

❖ There is a dearth of research & Consultancy grants awarded to the institute, which needs to be improved by continuous search and application on the advertisements.

❖ Shortage of ample opportunity for Research Activities due to funding problem by Govt., Non Govt. & External agencies towards a private

institution,

- ❖ Space limitation for further expansion of facilities
- ❖ International and National Collaboration activities to be further enhanced.

C. Institutional Opportunities

- ❖ To enhance the number of MoUs and linkages for collaborative research, publications, seminars / symposia / workshops, exchange and sharing of resources.
- ❖ To start multidisciplinary education and validate the academic progress.
- ❖ To increase the number of value-added courses.
- ❖ Cooperation with industries for mutual needs.
- ❖ Collaboration with International and National Institutes of repute and other recognitions
- ❖ Faculty – student exchange program with reputed National & Foreign Universities
- ❖ Focus on Research activities & collaboration with institutes and industries
- ❖ Involving more faculty members in research oriented programs
- ❖ External funding for research, project and innovative programs
- ❖ Preparing students in Soft Skill, Aptitude, GD, GATE, MAT etc. examinations
- ❖ Enrollment of Students in Internship programs in different renowned corporate houses & industries
- ❖ Developing Skill centre for vocational / Advanced Skill / Research Centre / Incubation centre etc.

D. Institutional challenges

❖ Less preference of students to conventional courses.

❖ Shrinking financial aid from government.

❖ Employability of graduates.

❖ Students come with various vernacular and ethnic backgrounds and training them in English language and developing their communication skills is really a challenging job.

❖ Keeping pace with continuous modification of technological advancement.

❖ To motivate faculty for NEP/New Developments/Research/ R&D/ Innovation etc.

❖ To attract eminent Professors, Ph.D. Holders and Researchers in Campus to share their knowledge and experience with students.

❖ Present lack of interest among students in the region.

❖ Stiff competition towards bringing core companies to campus for bulk hiring.

❖ To put it in a nut shell, it may be stated that even though much has been done, we realize that much also yet needs to be done.

Recommendations of NAAC Accreditation Committee

NAAC is an autonomous agency at national level to institute quality assurance and advancement in higher education sector in our country. Dedication towards quality is a self-realization process and our college has taken the recommendations given by NAAC peer committee which visited in September 2017 for accreditation as the base for achieving sustainability and augmentation in quality.

❖ Consultancy and Research be encouraged as professional imperatives for the faculty with support from the management.

❖ Communication skills be promoted for better placements of the students.

❖ Value added certificate and modular courses be introduced to supplement the curriculum of various subjects taught in the college particularly where PG courses are offered.

❖ Vision document with a perspective plan for the next five/ten years be developed.

❖ Facility for outdoor and indoor games both for boys and girls be improved & Girls' common room be provided with appropriate facilities.

❖ More girls be encouraged to participate in placements and job related activities.

❖ Library be strengthened with its conceptual overhaul and improved accommodation / upgradation with latest books and journals and e-resources with more reading room space for students and teachers, and removal of old books.

❖ Provision of seed money be made to incentivize research in language, culture and heritage and other culturally relevant areas.

❖ IQAC be made more proactive in its planning and monitoring role with

regular meetings and staff and students' interaction and participation for Quality and Excellence in Higher Education.

❖ Formal system of tracking alumni be evolved for their active involvement and online registration.

❖ Under its own policy of removal of obsolescence old hardware/computers be replaced with the latest machines and legal software.

An Introduction to the Perspective Plan
2021-26

A proactive role by the IQAC of an institution is crucial in maintaining the momentum of quality consciousness. NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the College IQAC has undertaken the task of designing a Perspective Plan for the period of five years commencing form academic year 2021-22 to academic year 2025-26 for a balanced growth. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives to obtain Inputs from all stakeholders viz. the management, Director, the faculty, the administrative staff, students of the college, the Alumni Association of the college, the parents and the peer colleagues. Stakeholder's expectations, management policies, goals and objectives and the vision and the mission statement of our college and quality policy of the college are also considered as a base for formulation of the perspective plan.

The present Perspective Plan is based on

1) The NAAC guidelines for ensuring quality aspects in the higher education.
2) The NEP 2020 guidelines to develop good, well rounded and creative individuals.
3) Vision and Mission statement of the College.

4) Quality Policy of the College.

5) Inputs from stakeholders.

6) Societal expectations from the college.

7) SWOC Analysis done by IQAC.

8) Minute suggestions given by the Governing Councils, Academic Council & the Board of Studies.

The prime role of IQAC is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the IQAC have considered Feedback from all the stakeholders and the recommendations specified in the meetings of the IQAC. Besides, innovative ideas as suggested by all the stakeholders are also carefully incorporated in perspective plan. Student feedback mechanism, self-appraisal and job satisfaction record of teachers, faculty training programmes arranged by the college, as well as attended by teachers. Faculty improvement programmes and introduction of Research committee to play a proactive role in encouraging teachers for research are some of the measures initiated with priority.

The draft of Perspective Plan has to be discussed, reviewed and approved in the IQAC and the Governing Council and the Academic Council of the college before implementation.

A review is proposed to be conducted by the end of every academic session in the month of July i.e. in the 2nd, 3rd and 4th & 5th year. Further, the overall attainment of the Perspective Plan will be evaluated in order to appraise the extent to which goals/objectives have been achieved and accordingly further perspective plan for next five years will be prepared.

Think-tank behind Perspective Plan 2021-26

S.No.	Name	Designation
1	Prof. P. N. Jha, Director	Chairperson (Head of the Institution)
2	Dr. M. P. Singh, Executive Secretary, SMS Society	Representative from Management
3	Mr. Sanjay Gupta, Registrar	Representative from Administration
4	Dr. Pallavi Pathak, Associate Professor	IQAC Coordinator
5	Dr. Kamal Sheel Mishra, Professor	IQAC Members
6	Dr. Sandeep Singh, Professor	IQAC Members
7	Dr. Raj Kumar Singh, Professor	IQAC Members
8	Dr. Amitabh Pandey, Associate Professor	IQAC Members
9	Mr. Ram Gopal Gupta, Associate Professor	IQAC Members
10	Dr. Amit Kishore Sinha, Associate Professor	IQAC Members
11	Mr. Veeresh Tripathi, Assistant Professor	IQAC Members
12	Mr. Saurabh Kumar Srivastava, Assistant Professor	IQAC Members
13	Dr. N. B. Singh, IMS-BHU, Varanasi	Nominee from Local Society
14	Ms. Shweta Pandey, MBA III student	Nominee from Students
15	Mr. Akhilesh Mishra, (PGDM 1995-97)	Nominee from Alumni
16	Er. Amitabh, Former President, EUPEA	Nominee from Industrialists
17	Mr. Himanshu Agarwal, National Head (HR) Om Logistics Ltd	Nominee from Employers
18	Mr. B.N. Singh (Guardian)	Nominee from Stakeholders

Goals and Objectives of the Perspective Plan

The passionate team of SMS after several discussion and planning and guided by the Mission and Vision of the Institute, Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institutional Strategic Goals:

1) *Student Development:* This may include areas like Admission, % of seat filled, etc.

2) *Industry Collaboration:* Placement %, employability enhancement , annual package, New Logos (New Companies)

3) *International Collaborations:* Faculty exchange, research, case studies, student exchange, teaching etc.

4) *Accreditations & Ranking:* NAAC A, A+, A ++ ,NBA, AMBA, AACSB , NIRF

5) *Faculty Development:* Ph.D, Speaker, Panelist, National/ International, conferences, Conclaves , Industry Advisory Board etc.

6) *Research and Innovations:* Paper Publications, Patent, Consultancy, Projects, Creating Entrepreneurship, Incubation Centre, COE – Centre of Excellence.

7) *Alumni Network:* Alumni forum registration, Utilization of Alumni in various activities, Alumni role in placement , Alumni magazine etc.

8) *Moving towards Private University*, Autonomous status, Online courses, new courses, new faculties,

9) *Infrastructure:* Physical Infrastructure, Digital Infrastructure, etc.

10) *Branding:* Social Media and Digital Marketing.

Institutional Objectives:

1. Following effective teaching learning process.
2. Developing and following leadership and participative management.
3. Establishing a continuous Internal Quality Assurance System.
4. Ensuring good governance.
5. Ensuring student's development and participation.
6. Ensuring staff development & welfare.
7. Developing financial management.
8. Put emphasize on Institute – Industry interaction and partnership.
9. Development of entrepreneurship.
10. Encouraging research and development work.
11. Increasing internal revenue generation.
12. Increasing Alumni Interaction and participation and Outreach activities.
13. Engagement in Community Services and Activities.
14. Developing physical infrastructure.
15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

Perspective Plan (2021-2026)

Curricular Aspects

❖ To plan an effective mode of delivery of curriculum based of NEP & OBE.

❖ To enhance the employability of students by imparting value added course to students of all the programmes.

❖ To provide flexibility to students for selection of streams among various courses.

❖ Starting Vocational Courses in the college.

❖ Provide a comprehensive evaluation system and thus provide an opportunity to students to perform their best.

❖ Preparation of an all-programme-inclusive academic calendar.

❖ Appointment of qualified Faculty & Staff as an when needed.

❖ Defining the program outcomes (POs) and course outcomes (COs) and program specific outcomes (PEOs) for all the respective programmes at the institute.

❖ Planning of co-curricular and extracurricular activities supplementing the curriculum.

❖ Identifying diversity among the student and accordingly plan activities for the diverse groups.

❖ Identification of Number of working days in each semester and preparation of non-working days and holidays.

❖ Streamlining of feedback system and its analysis and Action taken report.

❖ Organization of cross cutting activities on topics of professional ethics, environment sustainability and human values.

❖ Creation of gender sensitization among teachers and students.

❖ Planning of projects & Internship to the students for varied programmes.

❖ Deciding dates on internal examination and other methods of internal assessment.

Teaching Learning and Evaluation

❖ Engage students of different backgrounds and abilities through effective teaching-learning experiences and optimum mix of pedagogy.

❖ Reduce the gap between seats sanctioned and students admitted in the programs run by the institute.

❖ Review the policy on admissions regularly and increase the role of admission committee to ensure transparency in the admission process.

❖ Review the activities and processes of admission & counselling cell in order to help and monitor the overall admissions in various programmes.

❖ Provide admissions to students from diverse categories (General, SC, ST, OBC & other Minority Groups) so as ensure equal opportunities to all classes and income groups in the society as by reserving admissions.

❖ Preparation of use of student centric methods like case studies, surveys, presentations, management games etc. in regular classroom teaching.

❖ Use of ICT-enables tools for the effective teaching-learning.

❖ Motivate the staff to create E-contents on a regular basis (video materials) and take-up coordination initiative for MOOCs courses etc.

❖ Development of an effective mentor-mentee system for inculcation of healthy educational atmosphere in the college.

❖ Appointment of faculty with doctoral degree as highest qualification.

❖ Effective welfare policy to retain the faculty & staff in the college.

❖ Establishment & continuous monitoring of Examination committee and student redressal cell.

❖ To develop a robust system for redressal of examination related complaints and providing solution effectively in time bound and transparent manner.

❖ Development of a swift mechanism to circulate all the notices related to examination to maximum stakeholders.

❖ Evaluate & monitor the attainment of course outcomes (COs) and program outcomes (POs) and programme specific outcomes (PSOs).

❖ Develop an effective system of monitoring and mapping of program outcomes and course outcomes.

❖ Set up a system to increase student faculty contact and increase students' cooperation in regular teaching learning activities and also in the conduction of activities in the college.

❖ Develop a mechanism to increase the satisfaction ratio in student satisfaction survey.

Research, Innovations and Extension

❖ Create facilities to promote a research culture in the college. 'Create an ecosystem for innovation including an incubation center for the creation and transfer of knowledge.

❖ Organize workshops & seminars on Intellectual property rights and industry-academia innovative practices.

❖ Organize Conference/FDPs on emerging trends and practices on a regular basis for professional development of the faculty & Staff.

❖ Develop a feeling of social responsibility through conduction of extension and outreach activities.

❖ Conduct collaborative activities through research, faculty exchange programs, student exchange programs with institutions and organizations at national and international level.

❖ Sign MoUs with academic institutions, industries/corporates houses and other agencies of professional and social relevance.

❖ Motivate staff to conduct research projects with industry or organizations.

❖ Motivate staff to publish their research in Scopus/ Web Of science/ UGC Care list.

❖ Motivate the staff and students to conduct extension activities under NSS, Unnat Bharat Abhiyan etc.

❖ Strengthen the students rotary club to motivate the students to conduct activities in the college.

Infrastructure and Learning Resources

❖ Ensure optimal use of the entire infrastructure available at the Institute.

❖ Use of infrastructure to conduct examinations like SET/NET and other competitive examinations.

❖ Maintain the documentation of the programmes, event, functions, etc through geo-tagged photographs.

❖ Preparation & implementation of robust *Infrastructure Maintenance Policy*.

❖ Continuous updation & upgradation of ICT infrastructure in the college.

❖ Enhancing & upgrading the facilities for cultural events, sports, yoga etc.

❖ To make library portal more user friendly and to communicate the same with the stakeholders.

❖ Continued membership & increase in the number of e-journals subscriptions & databases like shodhganga, e-shodhsindhu, etc.

❖ Maintain a healthy budget for purchases of books, e-books, journals and e-journals.

❖ Motivate the staff and students to increase usage of library and increase the footfalls.

❖ Keep an annual maintenance record of infrastructure updation & maintenance and get it certified from authorized auditor.

❖ Provide good quality ICT equipment like web cameras, headsets, computers/Laptops, Wi-Fi accessibility, etc. to the teachers for conducting classes and practical.

❖ Develop a *System of Sanitization* for the entire college campus for the safety of Faculty, Staff & Students.

❖ Provide remote access to faculty, staff and students with respect to digital resources & library of the Institute.

Student Support and Progression

❖ Extend the benefit of scholarships and freeships to maximum students.

❖ Develop a mechanism for holistic development and progression of students.

❖ Develop a mechanism to record the progression of students towards higher education or employment.

❖ Develop practices (guest lectures, mock-sessions, counselling, industrial visits, etc.) to ensure optimal progression of students.

❖ Increase efforts for employment and competitive examinations.

❖ Encourage students to participate in programs related to development of skills and competencies and foster holistic development of students.

❖ Motivate alumni to actively participate in college activities and help in increasing the placement of students.

❖ An annual plan for the holistic development of student's personality.

❖ Motivate the placement committee and the officer to arrange pre placement activities for all the students.

❖ Increase the communication with industries and other placement organizations and institutions.

❖ Increase activities related to health and hygiene, physical fitness, yoga etc.

❖ Incorporate career guidance as regular activity in the college.

❖ Review the role of staff anti-harassment cell, anti-ragging cell and discipline committee ensuring its functionality and communicate the same to stakeholders.

❖ Develop a well-structured, organized *Guidance and Counseling System*.

❖ Motivate the sports committee to organize *Inter-Collegiate Sports* in the college.

❖ Activate the *A Student Council* in the college.

❖ Increase the numbers of inter-collegiate competitions organized in the college.

❖ Strengthen the alumni association of the college and build a strong Alumni network for students across all the programmes since establishment of the Institution.

❖ Motivate the alumni to participate in all the curricular, co-curricular and extracurricular activities conducted in the college.

Governance, Leadership and Management

❖ Communicate the vision and mission of the college with all the stakeholders.

❖ Review the working of college committees and increase the participation of students and teachers and other stakeholders in the college committees.

❖ Inculcate a system of decentralization and participative management in the college.

❖ Develop a well drafted and approved institutional perspective plan and deployment document and communicate effectively the same to all the stakeholders.

❖ Develop a well-designed organogram of the institution with a pre-defined role of every designation.

❖ Finalize the code of conduct of all the stakeholders and communicate the same through website.

❖ Review & track activities under e-governance continuously in the areas of administration, finance & accounts, students' admission & support and examinations, maintaining proper documentation for the same.

❖ Review on a regular basis the *Institute's Welfare Policy* for its teaching and non-teaching staff from time-to-time and a develop a system for the same.

❖ Motivate the staff and students to attend conferences/workshops at national and international level by providing financial support.

❖ Organize faculty development programs for teaching and administrative staff of the college regularly.

❖ Motivate the faculty/staff to undergo online/offline Faculty Development Programs related to orientation programs, induction programs, refresher courses or any other short term course/s regularly.

❖ Strengthen the performance appraisal system for teaching and non-teaching staff of the college.

- ❖ Conduct academic & administrative audits regularly and complete all the compliances of the same.

- ❖ Conduct internal and external financial audits regularly and complete all the compliances of the same.

- ❖ Develop a strategy for mobilization of funds and ensure optimal utilization or resources.

- ❖ Develop an IQAS (Internal quality assurance system) for institutionalizing the quality assurance strategies and processes in the college.

- ❖ Have a functional IQAC and an IQAC Coordinator who will initiate all the quality ventures in college, take review of the same and act as the anchor of the college.

- ❖ Participate in all the quality assurance initiatives like participation in NIRF, quality audit like ISO etc.

Institutional Values and Best Practices

❖ To increase the number of activities that promote gender equity and engage all the students in such activities as much as possible.

❖ Maintain the existing source of energy i.e., Solar Energy and while work on identifying alternate sources of energy conservation measures like bio gas plant, sensor based energy conservation etc.

❖ Develop facilities in the institution to manage degradable and non-degradable waste in the college.

❖ Develop water conservation facilities like borewell, construction of tanks and bunds, water recycling etc. in the college.

❖ Take green campus initiatives like ban use of plastic in college, landscaping etc.

❖ Develop harmony towards all religion, region, language, community etc. through diverse activities throughout the year.

❖ Sensitize student and employees of the institution to the constitutional obligation like rights and duties of citizen etc.

❖ Develop a code of conduct policy and communicate the same to all the stakeholders.

❖ Celebrate days of national and international importance in the college.

❖ Conduct some practices throughout the year with some predetermined objectives to develop them as the best practices and that will also be claimed as distinctive practice of the college.

❖ Frame a SWOC analysis and plan in future for the next year goals and targets.

Implementation and Monitoring

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

Implementation at Institute Level

Governance & Administration	Chairman & Members of Governing Council, Administration Office
Branding/Expansion	Governing Council members, Local Management Committee, PRO
Students Admissions	Director, HODs, Admission team
Statutory Compliance	Director, HODs, Coordinators
Infrastructure (Physical)	Governing Council, Executive Secretary, Registrar
Infrastructure (Academics)	Academic Council, BoS, Director, HODs & Course Coordinators
Teaching-Learning	Director, HODs, Course Coordinators, Faculty and Staff
Research & Development	Director, HODs
Students Development	Director, HODs
Departmental Activities	HODs and Faculty
Training & Placement	Director, TPO & HODs
Quality Assurance	IQAC team

Measurable Metrics for Implementation

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

Student's development and participation	❖ Number of student participation
	❖ Number of sports, technical, cultural events organized
	❖ Regional, National & International competitions participated
	❖ Regional, National & International recognitions received
	❖ Sports infrastructure provided
	❖ Funding for sports
Staff development & welfare	❖ Number of Staff attending training programs
	❖ Staff training programs organized
	❖ Sponsorships for higher education
	❖ Number of staff welfare programs
	❖ Staff awards/ recognitions/ incentives
Financial management	❖ Annual Budget forecasting income &
	❖ expenditure
	❖ Utilization / Allocation of funds
	❖ Internal & External Audit
Institute – Industry Interaction	❖ No. of active MOUs
	❖ No. of Initiatives/activities through MOUs
	❖ No. of IAB meetings/ year
	❖ No. of Initiatives/contributions by IAB
Students Development	❖ Number of career guidance trainings
	❖ Number of skill development programmes
	❖ Number of vocational trainings
	❖ Number of placement drives organized
	❖ Number of placement drives participated
	❖ Number of placements
Entrepreneurship	❖ No. of entrepreneurship trainings organized/participated
	❖ No. of graduates becoming entrepreneurs
	❖ No. of incubation center

Internal revenue generation	❖ Industry Sponsorships ❖ Funding raised through sponsored Projects ❖ Consultancy /Testing Services, ❖ Alumni Contribution ❖ Philanthropy- Donations
Alumni Interaction	❖ Alumni data base ❖ Number of interactions ❖ Support for internships/placements/ projects/ consultancy ❖ Contribution towards students development
Community Services and Extension Activities	❖ Number of trainings/ awareness camps provided ❖ Number of social projects undertaken ❖ Number of Skill development programs for weaker sections ❖ Number of social welfare or outreach programmes done ❖ Number of people benefited in each program
Infrastructure - physical	❖ Number of buildings, class rooms added ❖ Removal of obstacles ❖ New Laboratories added ❖ New equipment added ❖ Annual budget allocated & utilized ❖ Harvesting & Recycling of water ❖ Renewable energy source development Green initiatives
Infrastructure - Academic	❖ Number. of Volumes & Titles in library ❖ Number of National& International journals lectures etc) ❖ Digital Library ❖ Smart Classroom & ICT enabled classrooms

Monitoring of Perspective Plan

The implementation of the Perspective Plan will be monitored from time to time by the Director of the institute, the Academic & Governing Councils and other committees through periodic reviews. The respective HoDs will prepare a detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and Governing Council. With thorough analysis of outcomes and based on IQAC report, recommendations and the corrective actions (if any) will be suggested for further processes and deployment of the resources. All these reports will be forwarded for further discussions and implementation by IQAC.

Conclusion

The Perspective Plan is an effort for paving a pathway towards achieving the objectives of the Institute. Just formulating the perspective plan doesn't ensure its successful implementation, but it provides a guiding framework which can be instrumental in molding a collective effort of the faculty & staff in delivering the desired outcome in the various areas identified in the perspective plan for improvement in the due course of five years.

The proper implementation of strategies through a teamwork with good spirit leads to success and sustainability over a longer time through dynamic processes. It needs continuous evaluation and evolution to incorporate the lessons learnt during the implementation of the perspective plan. The role of IQAC in ensuring and maintaining the quality of implementation of the above Perspective Plan towards the incremental improvements of the Institution is critical. Hence it requires regular reviews to be conducted by the institute's IQAC on a periodic basis towards various listed areas pertaining to the perspective plan.