Shaheed Bhagat Singh State Technical Campus
Moga Road, Ferozepur-152004
(Established by Govt of Punjab)

Governance Development Plan

1. The Institute

The Institute was established by the Government of Punjab in 1995 with the name **Shaheed Bhagat Singh College of Engineering & Technology** as a tribute to the great martyr Shaheed Bhagat Singh. In the academic year 2011-12, it was upgraded to the status of a technical campus and rechristened as **Shaheed Bhagat Singh State Technical Campus, Ferozepur**. The institute is fully promoted by the Punjab Government and is registered as a Society under the Societies Registration Act 1860. Its affairs are administered by a Board of Governors. The Technical Campus, with its lush green state-of-the-art campus spread over 100 acres is situated on Ferozepur-Moga Road, about four Kilometers away from the Ferozepur city

The institute is affiliated to Punjab Technical University, Jallandhar and is recognized by All India Council for Technical Education. Admissions to the undergraduate courses in Engineering stream are carried out through central counseling conducted by Punjab Technical University, Jallandhar. The merit is prepared on the basis of All India Engineering Entranace Examination (AIEEE) conducted by Central Central Board for Secondary Education (CBSE). Admissions to post graduate courses in engineering are carried on the base of Graduate Aptitude Test in Engineering (GATE).

2. Infrastructure Overview

The college has developed state-of-the-art infrastructure for its academic, administrative and students' activities. The details of its infrastructure for administrative and students' activities have been highlighted in ensuing sections and the buildings dedicated to academics are as tabulated below:

Table I: An Overview of Academic Infrastructure

S.No.	Building Name	Wing/Departments Housed
1.	Block A	Engineering Wing (CSE, ECE and EE departments) and Central Library
2.	Block B	Engineering Wing (Mech. Engg. Department)
3.	Block C	Engineering Wing (CHE, DASH and Civil Departments)
4.	Block D	Polytechnic Wing and Administration Offices
5.	Block E	Management Wing (Management and Computer Applications Department) and School Wing.
6.	Block F	Lecture Block, Common to all the departments
7.	Block G	Common facilities for all the departments
8.	Central Workshop	Common to all the departments

3. Engineering Wing Overview

Table II: An Overview of Engineering Wing Departments and Courses

Department Name	Courses Offered and Seats		
	B.Tech.	M.Tech.	Ph. D.
Department of Computer Science & Engineering (CSE)	120*	18	As per availability of seats with supervisors
Department of Chemical Engineering (CHE)	30*	-	
Department of Civil Engineering (CE)	120*	-	
Department of Electronics and Communication Enggneering (ECE)	90*	18	
Department of Electrical Engineering (EE)	60*	-	
Department of Mechanical Engineering (ME)	180*	18	

2

Department of Applied Sciences and Humanities (DASH)	Teaching of common courses to all branches	

* 5% additional seats for admission in 1st year for fee waiver scheme and 20% additional seats for direct admission to 2nd year for diploma holder students through lateral entry scheme.

4. Different Governing Bodies of the Institute

The various governing bodies of the institute are given below:

4.1 Society (Registered)

Shaheed Bhagat Singh College of Engineering and Technology, Ferozepur Society is Registered under the Societies Registration Act XXl of 1860 and as amended by Punjab Amendment Act 1957, hereinafter referred to as the Society. The registered office of the Society is situated at Ferozepur.

The Name, address and occupation of the members of the governing body of the Society to which by the rules and the bye-laws of the society, the management of its affairs is entrusted are:

(i)	**Chairman:**	Minister Incharge
(ii)	**Member:**	Secretary to the Government of Punjab, Department of Finance
(iii)	**Member:**	Secretary to the Government of Punjab, Department of Technical Education,
(iv)	**Member:**	Secretary to the Government of Punjab, Department Science & Technology and Environment
(v)	**Member:**	Director, Technical Education Punjab
(vi)	**Member:**	One legislature holding Technical Degree
(vii)	**Members:**	Not more than two members from amongst Govt of India/All India Institutions
(viii)	**Members:**	Any other two members, whose experience is considered relevant to the cause of Technical Education or management of the college. These could also be chosen out of senior state govt officers.
(ix)	**Member::**	The vice-chancellor of affiliating university or his nominee

(x)	**Members:**	Two industrialists/Technologists in the region to be nominated by State Govt
(xi)	**Members:**	Three eminent educationists/scientists/Technologists to be nominated by State Govt.
(xii)	**Member:**	A Nominee of the University Grant Commission
(xiii)	**Member:**	Chairman, Punjab State Board of Technical Exducation & Industrial Training.
(xiv)	**Member-Secretary:**	Campus Director

The functions of society are given in the clause 2 (ii) of "Memorandum of Association". As per clause 2 (ii), sub clause (t), society can delegate any of its power to the Board of Governors of the institute or to any of the committee constituted by it.

All affairs of the institute are governed by the Institute Governing Book called Institute 'Bye-Laws' which were approved by the governing body of the society in its first meeting held in 1994. These bye laws containing 37 chapters are available on the institute website www.sbsstc.ac.in

4.2   Board of Governors (BOG)

The Board of Governors of Shaheed Bhagat Singh State Technical Campus, Ferozepur composed of the following members:

(i)	**Chairperson:**	To be nominated by State Govt. An eminent Industrialist/Engineering Education Expert/Professional with proven academic interest having atleast PG level qualification.
(ii)	~~Vice Chairman:~~	~~Secretary to Govt of Punjab, Department of Technical Education and Industrial Training.~~
(iii)	**2-4 members:**	Educationist, industrialist, professionals of proven academic interest with atleast PG level qualifications to be nominated by State Govt.
(iv)	**Member:**	Nominee of AICTE-Regional Officer (Ex-officio)
(v)	**Member:**	An industrialist/educationist/technologist from the region to be nominated by State Govt.
(vi)	**Member:**	Nominee of affiliating University

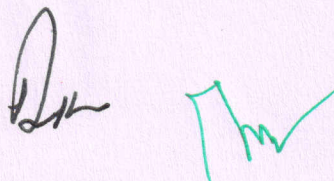| (vii) **Member:**	Nominee of State Board of Technical Education
(viii) **Member:**	Nominee of State Govt- Director of Technical Education (Ex-officio)
(ix) **Member:**	An industrialist/educationist/technologist from the region to be nominated by Principal for two years
(x) **Member:**	Nominee of UGC
(xi) **Members:**	Two faculty members to be nominated from amongst the staff by the Campus Director
(xii) **Member Secretary:**	Campus Director

4.3 Sub-committee of Board of Governors

The following committees are the sub-committee of Board of Governors:

(i) Finance Committee

(ii) Building and Works Committee

(iii) Human Resource Committee

4.3.1 Finance Committee (FC)

(i) **Chairman:**	Secretary to the Government of Punjab, Department of Technical Education,
(ii) **Member:**	Secretary to the Government of Punjab, Department of Finance or his representative (Not below the rank of Joint Secretary)
(iii) **Member:**	Director, Department of Technical Education and Industrial training
(iv) **Member:**	Director, Shaheed Bhagat Singh State Technical Campus, Ferozepur
(v) **Member-Secretary:**	Registrar, Shaheed Bhagat Singh State Technical Campus, Ferozepur

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4.3.2 Building and Works Committee (BWC)

(i) **Chairman:** Principal Secretary to the Govt. of Punjab Department of Technical Education & Industrial Training, Chandigarh

(ii) **Member:** Director, Department of Technical Education & Industrial Training, Punjab, Chandigarh

(iii) **Member:** Chief Engineer, PWD(B&R), Punjab

(iv) **Member:** Chief Architect, Punjab

(v) **Member:** Chairman cum MD, NBCC, New Delhi (or nominee)

(vi) **Member:** Estate Officer, Shaheed Bhagat Singh State Technical Campus, Ferozepur

(vii) **Member:** Dean (Infrastructure Planning & Resource Mobilization), SBSSTC Ferozepur

(viii) **Member-Secretary:** Director, Shaheed Bhagat Singh State Technical Campus, Ferozepur

4.3.3 Human Resource Committee (HRM)

(i) **Chairman:** Director, Department of Technical Education & Industrial Training, Punjab, Chandigarh

(ii) **Member:** Additional Director, Department of Technical Education & Industrial Training (Punjab), Chandigarh

(iii) **Member:** Asst. Director-cum-Registrar, Deptt of Technical Education and Industrial Training, Punjab, Chandigarh

(iv) **Member:** ACFA, Deptt of Technical Education and Industrial Training, Punjab, Chandigarh

(v) **Member:** Registrar, Shaheed Bhagat Singh State Technical Campus, Ferozepur or his nominee

(vi) **Member-Secretary:** Director, Shaheed Bhagat Singh State Technical Campus, Ferozepur

5. Governance Vision and Mission

5.1 Vision

To be identified as a preferred destination for professional studies responsive to industrial and societal needs of the country.

5.2 Mission

1. Development of technically competent manpower with requisite analytical, theoretical and managerial skill and practical exposure.
2. All round development of students, staff and faculty by providing conducive environment and infrastructure for learning, skill development and research.
3. Imbibing versatility, adaptability and yearning for excellence amongst students with highest ethical values as their inner strength.

5.3 The Goals

Based on the vision and mission of the institute, the following goals have been identified by the institute:

1. To obtain the status of academically autonomous institution.
2. To be identified as NBA Accredited institute.
3. To start new UG and PG courses and strengthen the existing courses.
4. To enhance the Industry-Institute Interaction
5. To enhance the quality of education by focusing on improvement in the teaching learning process.
6. To strengthen the existing infrastructure with state of the art replacements to meet the swift technological challenges.
7. To enhance the support to academically and financially weaker students.
8. To enhance the quality of faculty and staff of the institute
9. To augment the efforts for improving the research and consultancy services.
10. To focus on Internal Resource Generation (IRG) by providing consultancy services to the industry, Government, Public and Private Sector organization.

6. Governance Principles and Rationale

6.1 Governance Principles

The following principles have been identified for good governance of the institute:

- Primary Responsibilities

- Transparency in functioning
- Regulatory Observance
- Effectiveness and Performance Review

6.1.1 Primary Responsibilities

- To facilitate the institute in achieving the goals identified in lines with the mission and vision of the institute.
- To establish an efficient and effective mechanism for proper accountability and control.
- To regularly monitor the institute performance and take corrective action.

6.1.2 Transparency in Functioning

- To publish annual progress report for all the institute stake holders.
- To provide information about institutional activities like institute performance, management, results to students, parents, faculty, employers of students, alumni etc.
- To make the institutional website as informative as possible.
- To put the proceedings of BOG meetings, finance committee meetings, building and works committee meetings on the institute website.
- To publish and widely circulate the institute vacancies.
- To provide accurate information in the marketing campaigns of the institute.

6.1.3 Regulatory Observance

- Compliance of the Byelaws and other regulations of the institution.
- Compliance of rules and regulations of the statutory bodies like AICTE, UGC etc.
- Compliance of the regulations of the state government and affiliating university

6.1.4 Effectiveness and Performance Review

- To measure the performance of the institute in terms of the achievement of the stated goals.
- To take the corrective actions by revising the structure and processes if the stated goals are not achieved.

6.2 Governance Rationale

The objective of institutional governance is to improve the learning outcomes of the students, employability of the graduates by improving the teaching learning process, infrastructural development, faculty and staff development, industry institute interaction, R & D activities etc. The recipients of governance are its stakeholders such as Students, Faculty, Society, Industry and the institution itself:

6.2.1 Students
- Improved Academic Achievements
- Adaptability to Industry requirements
- Support for academically and financially weaker students
- Improved employability

6.2.2 Faculty
- Quality improvement
- Enhanced consultancy and research activities
- Opportunities for professional growth
- Enhanced management capacity

6.2.3 Society
- Skill development opportunities
- Better technical environment
- Ease of availability of technical support
- Better education opportunities

6.2.4 Industry
- Result oriented R&D
- Better technical manpower
- Technology transfer opportunities
- Exposure to academic environment and expertise

6.2.5 Institution
- Recognition at national and international level
- Academic autonomy
- Enhanced Internal Resource Generation(IRG)
- Motivated and Qualified faculty

7. SWOT Analysis

SWOT is an analysis method which is used for strategic planning of the institutions and consists of the concepts of Strengths, Weaknesses, Opportunities and Threats.

For the present proposal institutional SWOT analysis was done at Departmental level by selecting exemplary samples of students, faculty and staff through a questionnaire designed at institute level. The findings were then complied in the HOD's meeting with the Principal / Director to yield the final SWOT analysis.

7.1 Strengths:

1. The college has a multi disciplinary, multi programme character with a fine blend of expertise in Technology, Engineering Sciences, Management and Humanities.

2. The College library is equipped with E-Journals from 'Science Direct' through Elsevier link and is also a member of the DELNET of AICTE consortium with a number of National and International Journals.

3. High bandwidth internet connectivity through dedicated leased line and distributed across the entire campus including Hostel and Staff residential area by Hi-fi optical backbone.

4. Separate 4 (four) Hostels for Boys (accommodation capacity of 748 students) and one Hostel for Girls (accommodation capacity of 122). Small computer laboratories established in each hostel to enable students to use the facility at their own convenience.

5. 100 % residential facility for faculty and staff in the campus.

6. Round the clock hot line power facility with backup of two Generators of 250 KVA and 125 KVA.

7. All faculty members have been provided with PC's and laptop with internet connectivity.

8. All Head of Departments and Deans are equipped with Lap-Top, Mobiles and Land Line Phones.

9. The college is having well structured organization hierarchy with the Board of Governors.

10. There are separate sections for Academics, Establishment, Accounts, Central Stores and Legal affairs.

11. Under QIP programme, the college has sent 7 faculty members for doing Ph.D. The college has also sent 08 number of faculty members for doing their Ph.D.'s on Study Leave, out of which 03 number of faculty members have already done and 05 faculty members are presently doing it. Under Study leave the college gives 25% extra as study allowance in addition to full salary. These faculty members are also allowed to retain their residence in the Institute Campus during the period of their study.

12. Promotion of technical education in the backward and border region of the Punjab.

13. For the welfare of students in general and for the benefit of needy students in particular, an aid fund named as Students Aid Fund, has been constituted in the college. The object of the fund is to render financial assistance to the exceedingly economically weak students.

14. Another fund, namely 'Student Exigency Fund', has also been constituted for financial needs of the students admitted to the college whose parents/guardian/earning member of the family dies during course of study, so that the student's studies may not suffer. The lists of beneficiaries under both these schemes are annexed at 'Annexure – B'.

15. The faculty attraction and retainment is high as the college offers perks and allowances as per Govt Norms and other fringe benefits.

16. The college provides special programmes for the skill development of the rural youth under the SDI scheme of the Govt. of India and registered as Vocational Training Provider (VTP).

17. The College is having wide campus with lush green vegetation covering approx 100 acres of land and is strategically located in the pollution free environment on the National Highway (NH– 95) with just 7 kms away from Ferozepur Cantt Railway Junction of Northern Railway.

18. Industrial Institute Interaction Cell (IIIPC) has been established in the college by special grant from the Central Govt.

19. The College is having 80 senior, stable, experienced and highly qualified faculty members. Most of the Doctorate faculty is PhD from IIT's. The college is also having approx 225 non teaching staff members.

20. Admission scenario in the college for past four years have depicted that students of higher CET / AIEEE ranks in the state opt for this college.

21. The Institute has a large number of girls on its rolls and they perform extremely well. The admission process of the Institute is completely transparent and merit is the only criteria for admission to the Institute. The Institute does not have even a single seat in Management Quota.

22. The institute has been identified for providing technical consultancy to water / sewage pollution treatment problems in this region by the state Government.

23. Large number of companies turned up in the recently organized job fest is also indicative of the fact that the college commands a high status in the minds of probable potential employers. Our students are getting placed in reputed firms/companies with pay packages ranging from 3 lakhs to 5 lakhs per annum.

24. Our prime consideration has been to prepare young men and women to act as leaders for the promotion of the economic, social and industrial development of the country.

25. The Institute has 08 different societies for promoting co-curricular and extra curricular activities.

26. The Institute has playgrounds for Hockey, Football, Basketball, Volleyball, Cricket, Lawn tennis, Badminton, Yoga, etc. The institute has a state of the art

Gymnasium. It is worth mentioning here that this is the first college in Punjab where water is given to all the playgrounds through Sprinkle System.
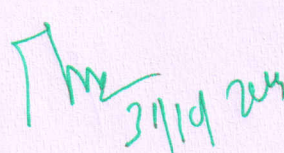
27. The Institute has a shopping complex, post office, dispensary and extension counter of Bank with ATM for the facility of staff and students. The Institute has one 52 seater bus, one mini bus, one tractor, one jeep and one ambassador car.

28. The National Board of Accreditation (NBA) team has visited the Institute on 29-31 August 2014 and results are awaited. Further, with the active contributions of its faculty, staff and students the Institute is striving hard to make it one of the best Institutes in the state of Punjab and making all round efforts to become deemed University

7.2 Weakness:

1. Lean consultancy due to border area.
2. Punjab Govt. has stopped the Grant in Aid since 1999.
3. Being a Punjab Govt. establishment, the college has to offer courses aimed at social welfare schemes which are not financially viable.
4. The college is in the dire need of upgrading audio visual teaching aids.
5. To match frequent changes in emerging technologies, the institute needs economic and technical aids.
6. The college is located in the backward / border (about 10km from international border) of the Punjab state.
7. The college is not academically autonomous.
8. Non availability of potential employers in the neighborhood ás no industry is there in the border belt.
9. Industrial exposure and training of student is another problem because of non availability of industrial units in this region.
10. Due to non-availability of recurring grant-in-aid from Punjab Goverment, the college is lagging in developmental funds for staff / faculty developmental programs and laboratory up-gradation.

7.3 Opportunities:

1. The location of the college also provides an opportunity to address local, environmental and technical problems. Modular research projects can be undertaken on these problems.
2. To train the manpower to set up their own units for self employment.
3. To create awareness and to motivate students to go for technical and professional courses.

4. It is an opportunities for increasing the consultancy and technical services to local and small scale industries in this border belt.

5. Being reputed institute of the region established by the Punjab Government, it has wide acceptability in the society. Exhaustive potential to promote technical education in the educationally backward rural / border belt of this region.

6. Being situated in the underdeveloped region, the college offers an opportunity for technical courses for the local girl students, those who are otherwise not in a position to go for such programmes due to social / economical constraints.

7. The requirement of technical manpower in the North Western region including Punjab, Haryana, Rajasthan, Himachal Pradesh and Chandigarh is rapidly increasing due to which the students of the region are attracted towards the technical courses in the core areas.

8. If the college is provided with financial help in updating the soft/technical skills of its teachers and staff, then the institution will be having vast potential of training the teachers from local/private colleges and personnel from leading industries.

9. The R&D activity may also be undertaken at various technological aspects at national and global levels.

10. The college may arrange tailor made training modules for local unemployed youths and also take up the remedial teaching to the educationally poor students admitted in various programmes being offered by the college.

7.4 Threats:

1. The college is situated near the international border (9 km) of the Punjab State and any political disability between the neighboring countries will obviously affect the morale of faculty, staff and students in case of any eventuality.

2. With the upcoming of a number of technical institutions, the high ranking students go for popular branches. This result into continuously decreasing quality of students admitted in comparatively less popular disciplines.

3. College has to upgrade the technical infrastructure to cope up with the challenge of entering the foreign universities in higher education in India.

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8.   Strategic Plan

The above assessments of current strengths and weaknesses and opportunities and threats in the environment of the institute now naturally lead to the identification of the main strategic directions that will have to be pursued over the next five years in order to move the institute towards path of success. The identified strategic directions are:-

1. To create readily employable and quality human resource base through upgrading of curriculum, faculty and staffing patterns, facilities, equipment, learning resources and communication systems of the institute.
2. To address the problems of academically poor students through arranging specially tailored remedial classes and lab classes.
3. Planning the special training modules for development of the communication and other soft skills in the students from rural and academically backward areas.
4. To provide special attention to and active promotion of the full participation of women and socially disadvantaged groups.
5. To achieve academic, financial, managerial and administrative autonomy.
6.   To increase access of institute to the community and industry

Based on above said strategic directions, the following thrust areas have been identified:-

1. Academic Excellence (Item Nos 1, 2 & 3 above)
2. Social Responsibility (Item Nos 3, 4 & 5 above)

The goals of identified thrust areas are given in the following table

S.No.	Thrust Area	Goals	
1.	Academic Excellence	i)	Staff and faculty development
		ii)	Maintenance and Up gradation of infrastructure
		iii)	Improving learning outcomes of students
		iv)	Improving communication and personality development of students
		v)	Enhancing Industry-Institute interaction
		vi)	Strengthening self learning facilities
		vii)	Increasing interaction with outside world
		viii)	Getting sponsored projects from AICTE/DST/CSIR/DRDO
		ix)	Placement through Consultant
		x)	Academic autonomy

S.No.	Goal		Activities
		xi)	Accreditation
		xii)	Starting new PG courses and strengthening existing ones
		xiii)	Acquiring Deemed University Status
2.	Social Responsibility	i)	Improving academic performance of SC/ST/OBC and other disadvantaged groups
		ii)	Increased women participation
		iii)	Entrepreneurship development
		iv)	Service to community

In order to accomplish these goals, an activity identification process has been carried out. The activities selected for achieving the goals are listed below:-

S.No.	Goal	Activities
1.	Staff and faculty development	• Upgrading Qualification and teaching skills of the faculty and technical staff • Participation of faculty in conferences / seminars / workshops / STCs at national and international level for updating them with regard to new development and advancements in respective areas. • Training of staff at different administrative/ financial/ managerial organizations • Faculty exchange program with reputed national and international universities • Exposure of faculty to industrial practices and processes
2.	Up gradation of infrastructure	• Extension of existing buildings by incorporating new lecture halls and state-of-art seminar/conference halls/Smart class Rooms/Auditorium/Library/Computer Centre/ Swimming Pool/ Gymnasium etc etc. • Development of new laboratories and up gradation of existing laboratories and equipment • Multimedia enabled lecture halls for advanced pedagogy • Getting sponsored projects from AICTE/CSIR/DST/DRDO etc. • Up gradation in Computational facility • Strengthening of departmental libraries • Extension of central library

3.	Improving employability of students	• Improving academic performance of students • Strengthening academic support units. • Enhancing communication skills and personality development of students • Use of latest teaching aids for effective teaching to the students • Hiring of consultants for placements of students.
4.	Improving learning outcomes of students	• Development and procurement of quality learning and teaching material • Organizing industrial visits/ seminars/ workshops and inviting technical as well as industry experts • Effective monitoring of industrial training of students. • Improvement in curriculum with participation of industry personals and eminent scholars • Organizing programmes for improving communication, aptitude and analytical skills of students • Strengthening of self learning facilities such as E-books, E-Journals etc. • Web-based feedback system • Recruitment of faculty as per AICTE norms
5.	Enhancing Industry-Institute interaction	• Organizing conferences/seminars/workshops and expert lectures with active participation from industry • Improvement in curriculum with participation of industry expert • Collaborative research programs and field studies by faculty and people from industry • Human recourse development programs for practicing engineers
6.	Academic autonomy	• Completing the requisite formalities at the level of affiliating University (PTU Jalandhar) and Govt of Punjab • Extension of existing buildings to incorporate separate admission and examination cells • Recruitment of faculty and staff as per AICTE/UGC norms • Procurement of furniture and other equipment
7.	Accreditation	• Upgradation of existing infrastructure to comply with NBA requirements
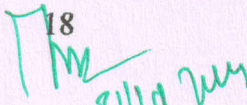
		• Preparing for Tier-I Accreditation by NBA
		• Visit by NAAC team
8.	Starting new courses and strengthening existing ones	• Starting new Graduates and PG courses in following key area
		a) B.Tech in Agriculture Engineering
		b) Bachelor in Architecture
		c) M.Tech in Materials
		d) M.Tech in Civi Engineering
		e) M.Tech in Elect Engg.
		f) PG in Sciences and Huminities
		g) Diploma in Civil Engineering
		• Curricular development for new PG courses
		• Development of infrastructure and Upgradation of existing infrastructure for new B.Tech and PG courses
9.	Improving academic performance of SC/ST/OBC and other disadvantaged sections	• Specialized training programmes for SC/ST/OBC and other economically weaker disadvantaged students to improve their employability
		• Extending financial aid in case of medical exigencies of SC/ST/OBC and other economically weaker disadvantaged students
		• Provision of interest free loan for purchase of computer system.
		• Adding new wings in the hostel to accommodate more SC/ST/OBC and other economically weaker disadvantaged students
10.	Increased women participation	• Sponsoring women employees for higher education
		• Sensitizing the entire student body and faculty staff to the issues of development and full participation of women as well as systematic data collection and analysis
		• Soft skills development programmes for women
		• Specialized technical courses/workshops for women
		• Adding new wings in the hostel to accommodate more women
		• Separate recreation cell for women
		• Sponsoring women faculty members for participation in national and international

		conference
11.	Entrepreneurship development	• Establishment of science and technology entrepreneurship park (STEP) • Organizing vocational courses • Organizing entrepreneurship awareness camps
12.	Service to community	• Establishment of career counseling cell to cater to the requirements of surrounding rural areas schools • Coaching for competitive exams for socially disadvantages groups • Water testing and guidance for remedial measures to prevent cancer incidence in the surrounding cotton growing belt • Soft skills (Communication and personality development) development programmes

9. Linking Key Activities with SWOT Analysis

1. One of the objectives under social responsibility is meant for improving the entrepreneur skills of people of neighborhood. This will lead to more consultancies for the institute thereby leading to enhanced industry institute interaction.

2. The college is already self-sustained by the fee collection from the students, consultancy fund and other activities to meet its day to day expenses. But additional developmental funds are required for improving the infrastructure and other facilities.

3. The college is already providing specialized vocational training to rural unemployed youth. But in order to meet social obligations and enhance these activities, larger infrastructure and manpower are required.

4. Due to lack of industry in the region, greater efforts are required to involve industries from Ludhiana and Delhi to increase interactions. Due emphasis have been given to this under academic excellence.

5. Upgradation of audio visual teaching aides covered under upgrading infrastructure objective of academic excellence.

6. One of the objectives in academic excellence is to obtain academic autonomy within two years.

7. Starting the state of the art PG programmes in comparatively new areas of Nanotechnology, Information security, advanced materials and composites to give impetus to the research activities in these new emerging areas and thus to ensure academic development and excellence.

8. Since the institute is situated in backward border belt, hence arranging the remedial courses for academically poor students and modular programmes for rural students

for the development of communication and other soft skills will help it in fulfilling its social obligations.

10. Specific Objectives and Expected Results

Based on the SWOT analysis and strategic plan developed for institutional development, following objectives and their expected outcomes are listed below
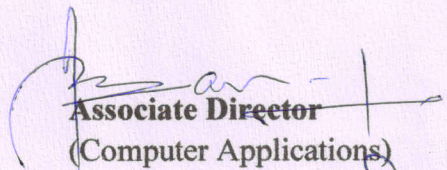
S No	Objective	Expected Outcome(s)
1.	Staff and Faculty Development	Enhancement of qualifications and technical teaching skills of the faculty and staff.
2.	Development of new and up gradation of existing infrastructure	- Extension of existing buildings by incorporating new lecture halls and state-of-art seminar/conference halls/ Smart class Rooms/Auditorium/ Library/Computer Centre/ Swimming Pool/ Gymnasium etc etc. . - Multimedia equipped lecture halls - Up gradation in Computational facility - Extension of central library facility - Getting sponsored projects from AICTE/CSIR/DST/DRDO etc.
3.	Improvement of teaching – learning process	- Accreditation and academic autonomy - Addition of new courses
4.	Placements of students with special attention to socially disadvantaged groups	- Increased number of students with enhanced pay packages - Placement of SC/ST/OBC and other disadvantaged groups
5.	Enhancing industry institute interaction	- Augmenting the industry institute interaction activities - Strengthening of curriculum development, as well as, teaching learning process through intensive feedback from industry experts and students
6.	Entrepreneurship and community development	- Development of Science and Technology Entrepreneurship Park (STEP) - Increased number of vocational trainees - Increased number of entrepreneurs in the border belt leading to development of backward area
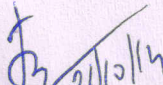
7.	Maintenance and addition of furniture	• Up to date infrastructure • Increased furniture
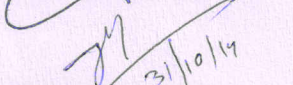
The above said Governance Development Plan was formulated in the meeting of Associate Directors, Head of departments, Deans, Registrar, Deputy Registrar, Librarian, Director Physical Sports, Estate Officer, Officer Incharge Maintenance and other stake holders held in the office of Directors on 31st October 2014 after considering the various proposals prepared at the departmental levels.

Associate Director
(Engineering Wing)
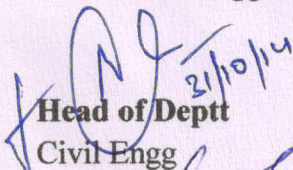
Associate Director
(Management Wing)
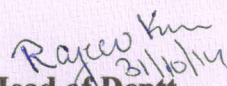
Associate Director
(Computer Applications)
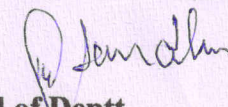
Head of Deptt
Mechanical Engg
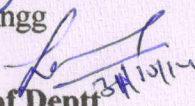
Head of Deptt
Computer Sci. & Engg
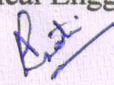
Head of Deptt
Elect. & Comm. Engg
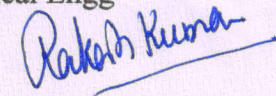
Head of Deptt
Civil Engg
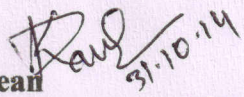
Head of Deptt
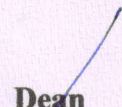Chemical Engg
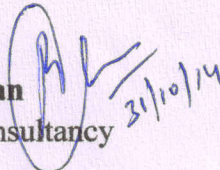
Head of Deptt
Electrical Engg

Head of Deptt
Applied Sciences

Dean
Academics Affairs

Dean
Academic Approvals
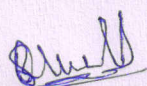
Dean
Student Welfare

Dean
Consultancy

Dean
IP & RM
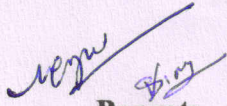
Registrar

Deputy Registrar

Librarian

Director Physical
Education

Estate Officer

Officer in charge
Maintenance

Parents

Students

Industrialists

Submitted to Hon'ble Chairman BOG for approval please

Hon'ble Chairman BOG

31/10/2014.

Director
31/10/2014