

STRETEGIC PLAN



STRETEGIC PLAN 2018-2025

PREFACE

Sai College has been established looking into the need of Quality higher education since 2005. Since its inception institution has been imparting education in the field of Commerce and Management, Science and Computers. The college has the potentiality of scaling new heights and achieving excellence in coming years. Keeping in view the strength and weakness of the college and feedback of stake holders, the Management of the college laid down strategic/ development plan for future development of college. A five-year Strategic Plan was framed after formation of IQAC in the year 2018. The Strategic Plan aims at providing the institution a vision and direction for the next few years and strategizes collective efforts to realize the plan. The vision for Sai College, Bhilai, laid out by Strategic Plan 2018–2025. Through the strategic masterplan, the institution is committed to nurturing its dedicated faculty and aspiring students as well as investing in best infrastructure and facilities. The strategic roadmap also envisions more students being placed through enhanced employability schemes by incorporating national and international exposure and quality alumni engagement. The Strategic Plan 2018–2025 document will serve the purpose of aligning all the stakeholders of Sai



College towards a set of common goals so that the sum total of collective efforts and achievements is much more than the individual contributions.

Vision

To become one of the premier institutions of higher education in the country delivering excellent professional education, creating value based globally competitive professionals. Sai College has a vision of promoting an environment where faculty, staff and students can conduct result-oriented research and meet societal needs.

Mission

The College strives for providing a technically advanced academic environment and achieving a national recognition through acquiring a well directed honest effort.

The thrust areas of strategic plan include:

- 1. Curricular Aspects**
- 2. Teaching and Learning Process**
- 3. Research, Consultancy and Extension**
- 4. Infrastructure and Learning Resources**
- 5. Student Support and Progression**
- 6. Governance, Leadership and Management**
- 7. Innovations and Best Practices**

1 Curricular Aspects

➤ INTRODUCE CERTIFICATE PROGRAM

- a.** Promote and increase the students and faculty participation to acquire certificates by taking on line courses on recent advances in technology, like MOOC and NPTEL etc.
- b.** To train students in specific area and enhance their career opportunities.
- c.** To give expertise in their area of interest.
- d.** Identify and implement programs and value-added courses for skill development, entrepreneurship and employability.

➤ IMPROVEMENT OF FEEDBACK MECHANISM

- a.** College will upgrade feedback receiving mechanism
- b.** The college will strengthen the mechanism of collecting feedback from students to identify the strength and weakness of college.



2. Teaching and Learning Process

- a) Recruit meritorious faculty with preference given to candidates with PhD or NET/SET qualified
- b) Recruit, develop and retain experienced faculty
- c) The institution will make efforts to introduce new programs at UG and PG level which are in demand and will give employability to the youth.
- d) Increase the intake capacity of various programs at UG and PG level as per the feedback received.
- e) Enrich Student development through pedagogical innovation, multifaceted integrated learning and student-centric training.
- f) Follow the effective teaching learning process and develop as well as follow leadership and participativemanagement.
- g) Utilize innovative teaching tools and new methods to engage our students with ICTtools,MOOC. etc.
- h) Preparation of Lesson Plan based on CO & PO.
- i) Enhance use of teaching aids and adopting ICT in teaching-learning process.
- j) Admission of students following reservation rules include sport and NCC/NSS.
- k) Improving Students Diversity in the Campus by admitting Students from other States.
- l) All faculty with Ph.D. who meet the eligibility criteria of affiliating university may be empaneled as Ph.D. guides with university as soon as possible.

3. Research, Consultancy and Extension

- a) Encouraging research and development work
- b) Getting memberships of professional bodies, Local chapters, student's chapter etc.
- c) Filing of Patents will be financially supported by the institution, targeting at least one patent application till 2023.
- d) Try to get Research Funding from government, UGC, DBT, DST, SERB etc.
- e) Collaboration of each research group in each department with at least one industry / research institution.
- f) MoU with reputed institutions and organizations and add industry linkage to exchange expertise for mutual benefit and growth.
- g) IQACto oragnize training programs, seminars, and workshops to promote research culture among students and teachers.
- h) Increase in extension and outreach activities till 2023.
- i) Encouraging Entrepreneur skill by developing anIncubation Centre in college premises.

4. Infrastructure and Learning Resources

- a) Implement automation of infrastructure maintenance and troubleshooting.
- b) Enhance the infrastructure and facility in tune with changing technological needs
- c) Renovation and furnished, technology-enabled Seminar Hall
- d) Construction of one additional computer Lab for CS students by 2021.
- e) Enhance the internet connection bandwidth and future communication technologies by 2023



- f) Maximum classrooms of the institutions to be converted ICT-enabled by 2023 by equipping with modern devices.

5. Student Support and Progression

- a) Placement of students to be increased.
- b) Formation of Alumni association, participation and registration
- c) Ensuring student's development and participation.
- d) Increasing Alumni Interaction and participation.
- e) Incentivization and support will be extended to ensure PhD Qualification or NET/SET for at least 40% of the faculty by 2025.
- f) Enhancing support for students through various committees and cells.
- g) Increase student participation in all cultural and academic activities.

6. Governance, Leadership and Management

- a) Vision, Mission and core values of college will be communicated effectively to all stakeholders
- b) To be an ISO certified institution so that quality can be ensured and services can be delivered in a reliable and secure manner to the satisfaction of the stakeholders.
- c) To be counted as one of the most highly reputed higher education Institutions in Chhattisgarh by performing well in NIRF India Rankings, obtaining highest grade in NAAC accreditation.
- d) College will ensure decentralization of all functioning.
- e) Professional development programs for faculty for enrichment and for equipping for tech-enhanced teaching.
- f) The college will create clearly worded governance policies.
- g) Implement e-governance in Administration, Admission, Finance and accounts and teacher-student activities.
- h) Implement e-governance in documentation and accreditation process.
- i) Ensuring staff development & welfare.
- j) Smooth Working of statutory committees.

7. Innovations and Best Practices

- a) More than 90% of Lighting and other electric requirements to be converted to LED lighting, inverter AC and other energy-efficient devices.
- b) Engage in Community Services and Activities
- c) Plans to refurbish Rain water harvesting system
- d) A proper solid waste management system and e-waste management to be implemented by the college.

Monitoring of Strategic plan

The implementation of strategic plan is monitored by Chairmen of Happy School Education Society (the parent society), Principal, Director and Governing body of the college and other committees and IQAC.



The benchmarking of quality standards and its monitoring, evaluation of attainment to be carried out by the IQAC. Processes and deployment of resources will be forwarded for further discussions and implementation by the Governing body of college.

STRETAGIC PLAN 2018-2025			
Strategic Goal 1 Curricular Aspects and institutional Growth			
Sub Goall	Strategy	ActionPlan	Timeline
Ensuring StudentDiversit y byadmittingfro m another state.	I	College will do effort in direction of admitting students from rural and Naxal area of Chhattisgarh and from other state	2023
Sub Goalll	Strategy	ActionPlan	Timeline
Expand thecapacity to offerunique and Professional Program	I	Enrichment in certification course for developing additional skill in students	2019
	II	College will be offering and implement value-added and Add-On courses for skill development, entrepreneurship and employability.	2025
	IV	Promote and increase the students and faculty participation to acquire certificates by taking online courses on recent advances in technology, like MOOC, MOODLE and NP T L etc.	2024



	V	In order to enable students to meet their changing objectives, suggest flexibility and improvement in the curriculum to the university	2025
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Strategic Goal 2 Teaching and Learning Process

Sub Goal I	Strategy	Action Plan	Timeline
Recruit, develop and retain excellent faculty	I	Recruit meritorious faculty with preference given to candidates with PhD and NET, SET	2020
	II	Professional development programs for faculty for enrichment and for equipping for tech-enhanced teaching.	2022
	IV	Support will be extended to ensure PhD Qualification for at least 40% of the faculty. Promoting faculties for getting membership from various national and international societies under employee welfare scheme.	2025
Sub Goal II	Strategy	Action Plan	Timeline
holistic growth of the students.	I	Enrich Student development through pedagogical innovation, multifaceted integrated learning and student-centric training.	2018
	II	Placement of students will be fine-tuned to meet the aspirations of the students and expectations of employers.	2023
	III	Confidence Building and Skill enhancement training programs will be organized to create teamwork and communication skill among the students.	2018
	IV	Students will be exposed to social responsibilities and extension and increase outreach activities to obtain service learning.	2020



	V	Enrichment in Integrated learning and student-centric training.	2022
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Strategic Goal 3 Research, Consultancy and Extension

Sub-Goal I	Strategy	Action Plan	Timeline
Improving physical resources and infrastructure for research input	I	Enrich laboratories with high efficiency apparatus	2023
	II	College will conduct more national and International conferences	2024
	III	At least one funded project will in each year	2024

Sub-Goal III	Strategy	Action Plan	Timeline
Improving the research outcomes.	I	Ensure publication of at least one publication of each staff in UGC care listed or indexed journal.	2025
	III	Faculties with eligibility of guideship are become to research guide of affiliating University.	2024
	IV	Students will be exposed to innovation, entrepreneurship, start-ups for incubating innovative expeditions. Research and Innovation Cell will be introduced.	2023
Sub-Goal III	Strategy	Action Plan	Timeline
MOU and Collaborations	I	Enhance collaboration with reputed organization.	2023
	II	Add linkage with industry	2022



Strategic Goal 4: Infrastructure and Learning Resources

Sub-Goal	Strategy	Action Plan	Timeline
Enhance the infrastructure and facility in tune with changing technological needs	I	Plan to Construct two additional class rooms and one additional computer lab.	2021
	II	Maximum class room with ICT enabled facilities.	2022
	III	Plan to support power back up for computer lab	2021
	IV	Enhancement of internet connection bandwidth and Wi-fi to support the 4G and future communication technologies.	2022
	V	Implement e-governance in Administration, Admission, Finance and accounts	2022
	VI	Plan to cover premises by CCTV camera	2020

Strategic Goal V: 5. Development and Progression

Sub-Goal	Strategy	Action Plan	Timeline
Student Support and progression for higher studies and placements	I	Placement of students will be increased.	2023
	II	Formation of Alumni association, participation and registration	2022
	III	Incentivization and support will be extended to ensure NET/SET /GATE and other competitive Exam	2025

Strategic Goal VI Governance, Leadership and Management

Sub-Goal	Strategy	Action Plan	Timeline
Perform well in state and National level accreditation	I	To be counted as one of the most highly reputed higher education Institutions in Chhattisgarh by performing well in NIRF India Rankings, obtaining highest grade in NAAC accreditation.	2023
	II	To be an ISO certified institution for	2022



		enhancing quality and developing more satisfaction in stakeholders	
Sub-Goal III	Strategy	Action Plan	Timeline
Quality enhancement Initiative	I	Decentralization of functioning of college	2019
Strategic Goal VIII Innovations and Best Practices			
Sub-Goal I	Strategy	Action Plan	Timeline
Environmental Sustainability and best practices	I	More than 90% of Lighting and other electric requirements will be converted to LED lighting, inverter AC and other energy-efficient devices.	2022
	II	Plans to augment the Rain Water Harvesting for water Conservation.	2022
	III	College will ensure green and Energy Audit	2022



Deployment of Strategic Plan 2018-22

Criteria	Strategic Plan of College 2018-2022	Action Taken
Strategic Goal 1	Introduce certificate program	Departments are offering Certificate courses on MS Office, Tally, Mushroom cultivation etc.
		Registration of students and teachers done in NPTEL courses
	Improvement of Feedback Mechanism	College upgrades their feedback receiving mechanism by adding online mode. Employer feedback also collected by respective committee. After analyzing feedback, appropriate action has been taken by institution.
Strategic Goal 2	Categorized Appointments	Appointment of faculties with qualification of NET/SET and PhD have been done.
	Seat increase in UG, PG and Diploma	Seats in Some courses which are in high demand has been increased. Seat increase in BCA, M.Com and PGDCA Course.
	Recruitment of Qualified Staff	Permanent appointments have been done
	Introduction to New Programs	1. PG in Commerce introduced in 2020-2021 2. PG in Chemistry introduced in 2021-22. 3. PG in Computer Science introduced in 2021-22. 4. B Lib (Bachelor of Library Science) Introduce in 2022-23.
Strategic Goal 3	Inputs for research upgradation	UV- visible Spectro photo meter was purchased for Biotechnology lab.
		Projection microscopes were purchased for Zoology and Biotechnology.
	Linkage and collaboration	Industry-Academia Collaboration done with BOSCH, Some MOUs were undertaken with reputed organizations / colleges.



Strategic Goal 4	Upgradation of infra structure	Construction of a two additional class rooms and one additional computer lab has been completed. An additional stair case as emergency exit was constructed.
	Enrichment of ICT Support services	The computer labs are connected to a 40 KVA Online UPS and a 125 KVA Diesel Generator set was purchased to cater to the needs of the whole premises in case of a power cut
		Three internet connections from three different service providers with a bandwidth of 250 mbps (Elexer), 100 mbps (Jio) and 200 mbps (BSNL)
		e-governance in Administration, Admission, Finance and accounts was reviewed and implemented
		Whole premises is under CCTV surveillance with IP Cameras
		Library has been automated with SOUL Integrated Library Management System with OPAC
Strategic Goal 5	Student support services in direction of higher education and placement	Placement of students have been increased.
		Alumni has been registered and participation of alumni has been increased
		Some students cleared NET/SET and other competitive exam
Strategic Goal 6	International National Ranking Achievement	ISO 9001:2009 for Quality Management System and Environmental Management System ISO 14001:2015 has incurred
		More FDP and professional training done for staff



	Employee welfare	
		Faculties have been motivated by management by reimbursement of expenses incurred in research and publication related activities
	Decentralization	College run all curricular and extracurricular activity under the supervision of various cell/committees and clubs
Strategic Goal 7	Promotion of environment sustainability	Only LED or energy efficient lights fix in college
		The Rain Water Harvesting incurred for water Conservation.
		Green and Energy Audit done
		Framing of some policies for nature conservation