



## Shri Ramdeobaba College of Engineering and Management

### Perspective Plan (2015-16 to 2019-20)

**Theme 01: - Attract motivated academic achievers to UG and PG programmes and nurture them into skilled technical and managerial workforce with research acumen and social responsibility.**

SN	Objectives	Activities	Outcomes
1	Installing and Strengthening a comprehensive advisory system	<ul style="list-style-type: none"> <li>Addressing stakeholders' expectations in formation of syllabi/ Other Contemporary Activities</li> <li>Auditing of academic processes and procedures [TLP]</li> <li>Strengthening Teaching Learning Model through BOS Interaction</li> </ul>	<ul style="list-style-type: none"> <li>No. of New Courses</li> <li>Frequency of Scheme Modification</li> </ul>
2	Transforming students into an Employable Workforce	<ul style="list-style-type: none"> <li>Career counseling and aptitude building</li> <li>Industry experts in curriculum development and strategy formulation</li> <li>Fostering industry tie-ups to converting internships to job offers</li> </ul>	<ul style="list-style-type: none"> <li>No. of Programs</li> <li>No. of Industry Experts</li> <li>No. of Internships and Job Offers</li> </ul>
3	Holistic Development of Students	<ul style="list-style-type: none"> <li>Incentives for participation in extra- and co-curricular activities</li> <li>Organizing Soft-skill Development Programs</li> <li>Extend technical and financial support for start-ups</li> <li>Inculcation of Ethical Practices</li> </ul>	<ul style="list-style-type: none"> <li>No. of students in different Activities across the college</li> <li>Support extended to student startups</li> </ul>
4	Establish state-of-the-art Research laboratories and Centres of Excellence	<ul style="list-style-type: none"> <li>Strengthening the research setup across departments</li> <li>Identify areas of expertise and set up courses/ centers to disseminate the expertise</li> </ul>	<ul style="list-style-type: none"> <li>No. of Self-Financed Courses</li> <li>No. of Labs of Excellences</li> <li>No. of Research Programs</li> </ul>
5	Encouraging inter-disciplinary research	<ul style="list-style-type: none"> <li>To involve UG and PG students in research activities by offering them tasks requiring research capabilities</li> <li>Identify faculty with expertise and form SIGs</li> <li>Provide adequate incentives for publications/IPRs by students (&amp; faculty)</li> </ul>	<ul style="list-style-type: none"> <li>No. of Interdisciplinary Research Projects</li> <li>No. of Research Publication</li> <li>Support extended for skill upgradation</li> </ul>

SN	Objectives	Activities	Outcomes
6	Offering twinning & student exchange programs <b>[Credit Transfer Schemes]</b>	<ul style="list-style-type: none"> <li>• Explore possibilities of tie-ups for twinning programs</li> <li>• Benefit from MoUs with leading industries and academic institutions</li> <li>• Involve industry to offer current technology trends in curriculum through Open Electives or Sponsored Electives</li> <li>• Promoting MOOC and 'Swayam' courses</li> </ul>	<ul style="list-style-type: none"> <li>• No. of student / Faculty registered for Student Exchange Programs</li> <li>• No. of students/ Faculty registered for MOOC</li> <li>• No. of students registered "Swayam" Courses</li> </ul>
7	Instituting scholarships for Economically Backward Category (EBC) students and for students with exemplary consistent academic record	<ul style="list-style-type: none"> <li>• Provide financial aid to needy students</li> <li>• Focus on financial assistance to bright students</li> </ul>	<ul style="list-style-type: none"> <li>• Alumni-sponsored EBC and Merit scholarships</li> </ul>



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**Theme 02: - Provide outstanding and diverse faculty and technological & other facilities so that students receive quality teaching and advising, enabling them to become problem solvers, leaders, and critical thinkers highly sought after by universities, industry, and the government.**

SN	Objectives	Activities	Outcomes
1	Providing outstanding and diverse faculty	<ul style="list-style-type: none"> <li>Recruitment of new faculty with contemporary research exposure</li> <li>Recruitment of Faculty with Industry Exposure</li> <li>Recruitment of Adjunct Faculty Members</li> </ul>	<ul style="list-style-type: none"> <li>No. of Faculty with Research Exposure</li> <li>No. of Faculty with Industry Exposure</li> <li>No. of Adjunct Faculty</li> </ul>
2	Qualification improvement of the existing Faculty	Encouraging existing Faculty to: <ul style="list-style-type: none"> <li>Pursue PhD at NITs and IITs</li> <li>Participation in STTP and conferences</li> <li>Promoting industry assignments</li> </ul>	<ul style="list-style-type: none"> <li>No. of Faculty pursuing / pursued PhD from IIT's and NIT's</li> <li>No. of Faculty participating in STTP's and Conferences</li> <li>No. of Faculty undertaking industry Assignments</li> </ul>
3	Retention of Faculty Members	<ul style="list-style-type: none"> <li>Providing Incentive for Qualification Up gradation / Research Incentives</li> <li>Implementation of CAS scheme</li> </ul>	<ul style="list-style-type: none"> <li>Faculty Retention Ratio</li> </ul>
4	Up gradation of Technological and Other Facilities	<ul style="list-style-type: none"> <li>Up gradation of laboratories</li> <li>Lab Access for extended hours</li> <li>Provide smart class rooms</li> <li>Use of GEMS</li> <li>Updating software and Internet facility</li> </ul>	<ul style="list-style-type: none"> <li>Budgetary Provision and Utilization</li> </ul>
5	Engage the services of qualified and competent industry/field experts	<ul style="list-style-type: none"> <li>Involvement of industry experts in Board of studies</li> <li>Guest lecturers / Course Module by industry experts</li> <li>Industry Visits Conducted</li> </ul>	<ul style="list-style-type: none"> <li>No. of Expert Lectures Delivered</li> <li>No. of Industry Visits</li> <li>No. of Experts in BOS</li> </ul>
6	Encourage the Faculty to develop and promote the products / technology	<ul style="list-style-type: none"> <li>Carrying UG and PG projects up to the level of product development</li> </ul>	<ul style="list-style-type: none"> <li>No. of Projects</li> </ul>



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**Theme 03:** - Establish focused, high-impact, nationally recognized research programs and build a prominent faculty that will enhance the college's national and international reputation.

SN	Objectives	Activities	Outcomes
1	Establish and promote research ethos in the college	<ul style="list-style-type: none"> <li>• Facilitate Incentive schemes</li> <li>• Motivate faculty members to publish papers in high impact reputed indexed journals</li> <li>• Anti-plagiarism Policy</li> <li>• Installation of Research Awards</li> <li>• Organizing Conferences and Workshops</li> </ul>	<ul style="list-style-type: none"> <li>• Incentives Paid (Rs.)</li> <li>• Papers in SCI Journals</li> <li>• Papers in Scopus Journals</li> <li>• Papers in Conferences</li> </ul>
2	Enhance high impact research through academic and sponsored research	<b>A. Academic Research</b> <ul style="list-style-type: none"> <li>• Increase the numbers of PhD seats &amp; enrolments</li> <li>• Add Place of Research &amp; Higher Learning</li> <li>• Seed Money for research</li> </ul>	<ul style="list-style-type: none"> <li>• Place of Research &amp; Higher Learning</li> <li>• Seats of PhD</li> <li>• No. of scholars pursuing PhD</li> </ul>
		<b>B. Sponsored Research</b> <ul style="list-style-type: none"> <li>• Increase research grants</li> <li>• Receive sponsorship from Corporate/NGOs</li> </ul>	<ul style="list-style-type: none"> <li>• Grant Received</li> </ul>
3	Augment technical, legal and financial support to IPRs	<ul style="list-style-type: none"> <li>• IPR Cell established</li> <li>• Legal help form professional attorney is provided</li> <li>• Financial support is provided</li> <li>• Incentives are provided</li> </ul>	<ul style="list-style-type: none"> <li>• Patents Filed</li> <li>• Copyrights Received</li> </ul>
4	Extend support for faculty development	<ul style="list-style-type: none"> <li>• Financial support for attending conferences/FDPs at India &amp; Abroad</li> <li>• Financial support &amp; study leave for pursuing PhDs</li> </ul>	<ul style="list-style-type: none"> <li>• Faculty Development Exp.</li> <li>• PhD fees reimbursed</li> <li>• Faculty pursuing PhD</li> <li>• Faculty availed study leave</li> </ul>



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**Theme 04: - Establish lifelong connections with alumni and capitalize on this network, corporate partnerships, and related research/scholarship within the college to strengthen the education experience, research/scholarship quality, and financial support of the college.**

SN	Objectives	Activities	Outcomes
1	Building a bridge between alumni and current students	<ul style="list-style-type: none"> <li>• Scholarships to deserving students</li> <li>• Mentorship Workshops</li> <li>• Invited lectures by alumni</li> <li>• Students Exchange programs facilitated by alumni</li> <li>• Internship facilitation</li> <li>• placement facilitations</li> <li>• Entrepreneurial Assistance Program</li> </ul>	<ul style="list-style-type: none"> <li>• Scholarship in Rs.</li> <li>• Workshops Conducted</li> <li>• No. of Lectures by Alumni</li> <li>• Internships</li> <li>• Placements Facilitated</li> <li>• No. of Startups</li> </ul>
2	Creating public perception/ Brand image of the institute in society	<ul style="list-style-type: none"> <li>• Nominating Distinguished Alumni for Institute Perception</li> <li>• Organizing Admission process Awareness Program for aspiring students annually</li> <li>• Felicitating and publicizing alumni for their outstanding performance in their profession</li> </ul>	<ul style="list-style-type: none"> <li>• No. of Nominations</li> <li>• No. of Programs</li> <li>• No. of Alumni Felicitated</li> </ul>
3	Enrichment of curriculum and fostering Industry relationships	<ul style="list-style-type: none"> <li>• Inviting Alumni as BOS, Academic council and BOG members</li> <li>• Alumni sponsored Labs/Infrastructure</li> <li>• Industry Visits through alumni</li> <li>• Industry Projects</li> </ul>	<ul style="list-style-type: none"> <li>• No. of Alumni Invited</li> <li>• No. of Industries Visited</li> <li>• No. of Projects Undertaken</li> <li>• Donations Received</li> </ul>
4	Establish networking amongst alumni for professional development	<ul style="list-style-type: none"> <li>• Establishing Alumni Chapters nationally and globally</li> <li>• Conducting Alumni meets at respective chapters regularly</li> <li>• Development of Official Alumni Website</li> </ul>	<ul style="list-style-type: none"> <li>• Alumni Chapters Established</li> <li>• Alumni Meets Conducted</li> <li>• Official Website with registered Alumni</li> </ul>



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**Theme 05: - Prepare students and faculty for the changing global environment to create a culture of diversity, creativity, innovation, and entrepreneurship.**

SN	Objectives	Activities	Outcomes
1	Promote Global knowledge exposure	<ul style="list-style-type: none"><li>• Collaborations and MOU with international universities</li><li>• Facilitating faculty members to attend international conferences/symposium/workshops</li><li>• Organize conferences in collaboration with international universities</li><li>• Invite faculty members from International Universities for conducting expert talks, training programs, etc.</li></ul>	<ul style="list-style-type: none"><li>• No. of MOUs</li><li>• No. of students in Student Exchange Programs</li><li>• No. of faculty members participated in international events</li><li>• No. of Conferences organized</li><li>• No. of Experts invited</li><li>• No. of Training programs</li></ul>
2	Promote culture of Creativity, Innovation and Entrepreneurship amongst students	<ul style="list-style-type: none"><li>• Establishment of Incubation Centre</li><li>• Creation of Entrepreneurship Development Cell</li></ul>	<ul style="list-style-type: none"><li>• No. of Entrepreneurs</li></ul>
3	Promote Post-Doctoral Research for faculty members	<ul style="list-style-type: none"><li>• Provide subsidized financial support and study leave</li></ul>	<ul style="list-style-type: none"><li>• Improvement in Research Quality</li><li>• No. of sponsored projects</li></ul>



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**Theme 06: - Actively engage with the local/regional community and use all our institutional strengths & capabilities for providing the solutions for socio-economic growth of the local/regional community, irrespective of their status in the society.**

SN	Objectives	Activities	Outcomes
1	Providing Technological and Managerial Solutions to Local Industries	<ul style="list-style-type: none"><li>• Promotion of RGSTC-TIFAC Internship Scheme</li><li>• Industry based Project at UG and PG level</li></ul>	<ul style="list-style-type: none"><li>• Projects offered under TIFAC</li><li>• No. of Industry based Projects</li></ul>
2	Identification of socio- economic problems and provide the assistance through Institutional Support	<ul style="list-style-type: none"><li>• National Service Scheme (NSS)</li><li>• Organ and Blood Donation Camp</li><li>• Cleanliness Drive-<b>Swachh Bharat Abhiyaan</b></li><li>• Health Check-up Camps</li><li>• Visit and Support to Orphanage and Old Age Homes</li><li>• Awareness Programs on Traffic, Water Conservation</li><li>• Identification and Adoption of Villages</li><li>• Environmental Conservation Awareness Program</li></ul>	<ul style="list-style-type: none"><li>• No. of activities</li></ul>