PAAVAI

ENGINEERING COLLEGE

NH-44 (Formerly NH-7), Pachal, Namakkal - 637 018.

Strategic Plan

Preface

This Strategic Plan of Paavai Engineering College will serve the purpose of the Institute towards a set of common goals so that the sum total of our efforts and achievements is much more than our individual contributions. Through the strategic road map, the Institute is committed to deliver excellence in educational experience and nurture its dedicated faculty and aspiring students. The plan outlines the institute goals to be achieved in academic, administrative and management field. The strategic plan and deployment is circulated to all the departments. Suggestions, feedbacks and requirements from the management, principal, committees, faculties and staffs are considered while preparing the strategic plan. Utmost care has been taken to spell out clearly the goals and implementation plans to achieve the desired outcomes. This will help in focusing our minds on the years ahead and to develop clarity regarding our objectives.

Preamble

Paavai Engineering College (PEC) was established in the year 2001 by Paavai Educational Trust. The institute is an autonomous and affiliated to Anna University, Chennai. It was established with the sole objective of striving to be a globally model Institution all set for taking 'lead-role' in grooming the younger generation socially responsible and professionally competent to face the challenges ahead. PEC has become one of the Premier Engineering College in the city for offering various Undergraduate and Post Graduate Courses including B.E.,M.E., M.B.A and M.C.A. under CBCS stream.

The college commenced with the humble beginning of 120 students with 3 branches of Engineering (B.E - Electronics & Communication Engineering, B.E. - Computer Science & Engineering, B.Tech. - Information Technology and now the institution has been growing from15 U.G. Programmes, 7 P.G. Programmes and 4 Ph.D Research centers. It is approved by AICTE, New Delhi, affiliated to Anna University, Chennai and accredited by NBA and NAAC (UGC) with A grade, New Delhi

The dedication and support of management combined with the efforts of the Principals, faculty and disciplined students has helped the college to add several laurels to its credit.

PEC is a threshold of knowledge & high learning is a premier professional establishment that has curved a niche for itself not only in the field of technical education but in the field of but in

management studies as well. PEC offer an impressive system of education which is respected by many companies in search of the finest talent across streams. The reason behind this is that right from its conception, it was strategically planned to emerge as a centre of excellence The PEC culture is a blend of professionalism & value. Campus life is vibrant & full of enthusiasm along with self-disciplined environment.

Vision

To strive to be a globally model Institution all set for taking 'lead-role' in grooming the younger generation socially responsible and professionally competent to face the challenges ahead.

Mission

- To provide goal- oriented, quality – based and value – added education through state – of – the – art technology on a par with international standards.

- To promote nation – building activities in science, technology, humanities and management through research

- To create and sustain a community of learning that sticks on to social, ethical, ecological, cultural and economic upliftment.

Quality policy

Paavai Engineering College strives to be recognised as a centre of excellence for learning in Engineering, Technology and Management. To achieve this we are committed to:

- Continuously improving the quality of education and maintaining the institution as an effective human resource development organization under all changing environment.

- Pursuing Global standards of excellence in all our endeavours namely teaching, research and consultancy.

- Contributing to the nation and beyond, through the state-of-the-art technology, by producing vibrant technocrats, outstanding engineers and excellent managers who are ever willing to work to the spirit of challenge and innovation with high ethical and professional standards.

Highlights

- Our college has received All India level First Rank – Best Internship Record from AICTE-Internshala for the past three years.
- Stands in Top Ten position in TNEA counseling for the past three years.
- Our college has received, "Top Innovative Research Institution Award" from CII-Industrial Innovation Award 2021.
- Paavai has been categorized as Band B institution (All India rank between 26 to 50) in ARIIA – ATAL Ranking of Institutions on Innovation Achievements 2020.
- Paavai has been categorized as Band performer in ARIIA – ATAL Ranking of Institutions on Innovation Achievements 2021.
- Paavai has received CII-Platinum status for consecutively six years.
- Received the "Most Innovative Award South Zone" record jointly organized by AICTE and Internshala.
- Our college has received a certificate of appreciation as a Gold Member of British Council Exams Partnership Programme for conducting BEC courses.
- Paavai has been awarded "Champion of Champions Trophy" consecutively for six years in the Anna University Sports and Games Competitions.
- The Director and The Principal got Best academic director award and Best Principal award from.
- Our HoDs and Faculty members received Best researcher award, Outstanding award for HoD etc from various agencies.
- Our faculty members received Best faculty advisor award from ISTE Tamil Nadu section.
- "ICTACT Youth icon award" was received continuously for two years.
- Our College has received Best student chapter award from ISTE Tamil Nadu section.
- Students of NSS volunteers got "INDIRA GANDHI NATIONAL AWARD" from the President of India.
- Our students have got NSS Best Volunteer Award for four consecutive years (from 2015-2019) from Anna University.
- Our college NSS Programme Officer has got Best NSS Programme Officer Award from Anna University for the year 2018-2019.

- Three of our girl students participated in Republic Day Parade Camp, New Delhi for consecutive years (2017,2018 and 2020).

- Two of our students have participated State Republic Day Parade-2019.

SWOC ANALYSIS

Based on the overall analysis of the Institution

Institutional Strength

- Centers of Excellence such as CNC vertical Machining center, TVS Haritha, Texas Instrument.

- Laboratory are established to promote research culture in the college.

- Business Incubation Centre been established under MSME, Govt of India.

- Paavai Engineering College has established MoUs with Taiwan Universities for promoting research, internship and student exchange programme.s

- Research Development and Growth in terms of several outcomes.

- Research facilities are provided andUniversity approved research centers.

- Exclusive Training & Placement Cell with adequate facilities for training.

- Alumni engagement for the college growth & development.

- The students are provided with amenities like Gym, sports and games facilities, medical facilities to create a work culture of utilization of resources beyond the working hours.

- Paavai Excellent indoor and outdoor sports facilities.

- Innovative facilities like Entrepreneurship development cell, Institution Innovation council-MHRD have been established.

- Centre for Foreign language has been established. The language such as Japanese, German, French and Mandarin has been taught to students.

- Exclusive Faculty Development Department has been established to look in to the matters of teaching learning process.

- Wi-Fi facility with e-learning resources on campus LAN and web connectivity.

- Fee waiver policy for merit students and sports quota students.

- Green and eco-friendly campus.

- Outreach and extension programmes are extensively carried out regularly.

Institutional Weakness

- Rural background students with moderate cut off marks.

- Poor Communication skill of students: As most of the students are from rural background, their communication skills need to be improved.

- Entrepreneur awareness is less in the students.

- R&D in cutting-edge technologies needs to be enhanced.

- Potential of networking with other institutions is not fully explored.

- Industrial consultancy is to be strengthened considerably

Institutional Opportunity

- Inter-disciplinary research and collaboration with other institutes to develop effective engineering solutions for the problems in the fields of artificial intelligence, robotics thermal solar power, IOT, Deep learning, Machine Learning, 3D printing and so on.

- Probability of offering electives and add on courses in the emerging areas in collaboration with industries.

- Transform pedagogical practices and adopt latest technological relevant courses in curriculum.

- An opportunity for student internship for all students of all streams.

- Collaboration with more foreign Universities for student exchange programmes.

- Establishment of Centre of Excellence for research, training and development in collaboration with industries and research laboratories in the specialized areas.

Institutional Challenge

- Declining interest in traditional (Mech, Civil, EEE) programs by students.

- Inspite of providing opportunities for higher education such as special coaching through Paavai IAS academy, Foreign languages such as German, French, Mandarin and Japanese through Centre for Foreign languages and MoUs with foreign universities, students prefer only placement rather than Higher education due to their family background and financial constraints.

- To develop the language proficiency levels of the students with Tamil medium background and make them reach the expectations of the industry.

- Ensuring all the students employable.

- Attracting meritorious students.

- Addressing academically weak students.

STRATEGIC GOALS

Strategic goals of the institute were formulated after a brain storming session with Management, Principal, Dean Academics, IQAC Co-ordinator, HoDs and Faculty members. After analysing the vision, mission, quality policy, core values, future goals, SWOC analysis, internal and external environment, the strategic goals were set up in all possible growth domains.

Strategic planning of Paavai Engineering College is proposed as a key tool for a more rational and systematic approach to bring about the necessary changes for greater internationalization in institutional direction and daily operations. Our College believes in the integration of teaching with research, in the freedom and responsibilities that staff members, in acting with integrity, and the value of an inclusive and diverse community. The core competencies, strategic challenges and strategic advantages are determined primarily through the interaction with faculty members through Department meetings and by means of exit survey, alumni survey, employers survey. The Governing Council and Department Advisory Committee are two main important academic bodies of the institution. Meetings are held frequently while planning programs and discussing key issues in reaching the vision and mission of the institution.

STRATEGIC PLAN
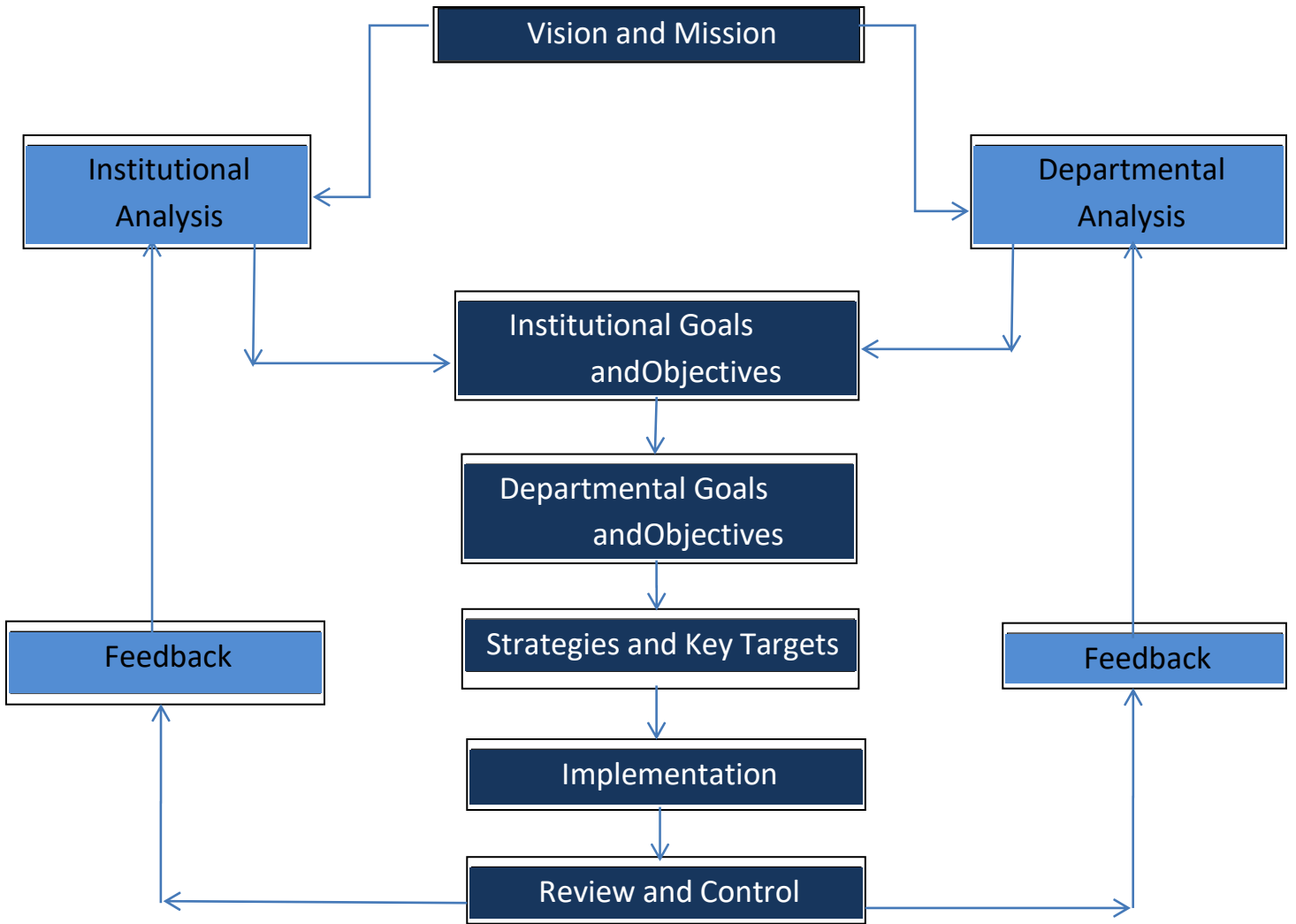
Strategic Goals of the Institute

1. Getting Accreditations from statutory bodies.

2. Ensuring good governance.

3. Ensuring student and faculty development and their participation.

4. Enhancing effective teaching and learning process.

5. Continuous Internal Quality Assurance System.

6. Increasing Industrial and Alumni Interaction.

7. Encouraging Research, Development and Consultancy work.

8. Generating funds and grants from various schemes and policies of government and non-government organization.

9. Ensuring Social engagement and Community service.

10. Encouraging Skill Development.

11. Enhancing Physical infrastructure, laboratories and other facilities.

Overall Improvements for the academic years 2015-2016 to 2019-2020

Academic Year: 2015-2016

- 3 new UG programmes such as B.Tech., Chemical Engineering, B.E., Agricultural Engineering and Aeronautical Engineering have been established for the academic year 2015-2016.
- The Regulations 2016 has been introduced
- The Centre of Excellence, "TVS Harita Technical Service Resource Centre" has been established
- Faculty Development programmes was conducted to upgrade the skill of faculty members.
- Steps taken to improve the research activities of the college and the faculty members were motivated to publish research articles in referred journals.

- Library automation process commenced.

- Installation of ICT enabled classrooms initiated.

- Padha Pooja practice has been adopted and practiced continuously in our campus.

- Committees which support student progression such as Students Grievance Redressal, Anti Ragging committee etc. have been constituted formally.

- Performance of the students in terms of academics and placement improved through Mentor-Mentee system.

- Rain water harvesting plant called "Amirthavarshini" is established.

- First place in ANNA UNIVERSITY SPORTS BOARD.

Academic Year: 2016-2017

- Choice Based Credit system under Outcome Based Education has been implemented.

- Curriculum was framed and restructured under Choice Based Credit system pattern for all departments.

- Electrical and Electronics Engineering has got research Centre from Anna University

- The faculty members are encouraged to send research proposals to various funding agencies.

- Funds sanctioned from MODROBS, PMKVY and other funding agencies.

- MoUs of various departments have been renewed and conducted activities with those companies/industries/organization.

- Internet bandwidth has been improved

- Won Champions of Champions trophy in Anna University sports and games competition

- Rain water harvesting has been practiced and sustained.

- "BEST NSS VOLUNTEER AWARD" was given by Anna University.

- Received Platinum position in AICTE – CII survey 2016.

- "ICTACT Youth icon award" was received continuously for two years.

Academic Year: 2017-2018

- Revision of choice based credit system curriculum under Regulations 2016 has been done.

- Business Incubation Centre under the MSME, Government of India has been established.

- Well-equipped indoor stadium has been inaugurated.
- B.E., Civil engineering, Electrical and Electronics Engineering, Electronics and Communication Engineering renewed NBA Accreditation.
- Centre's for excellence for B.E., Agricultural Engineering has been established.
- The placement ratio has been improved.
- Research consultancy projects through industries and companies are carried out consistently.
- The extension activities were carried out by NSS/NCC/YRC team of the college regularly.
- Awarded as Champions of Champions trophy in Anna University sports and games competition and maintaining it consistently.
- Students of NSS volunteers got "INDIRA GANDHI NATIONAL AWARD" from the President of India.
- Retained the ANNA UNIVERSITY BEST NSS VOLUNTEER AWARD given by Anna University.
- Platinum position in AICTE – CII survey 2017.
- Paavai Engineering College is recognized as "Advanced Partner Institute" in INFOSYS CAMPUS CONNECT.

Academic Year: 2018-2019

- Four new programmes such as B.E., Bio-Medical Engineering, Medical Electronics, B.Tech. Food Technology, Pharmaceutical Technology have been introduced.
- The Regulations 2016 was revised and amended in the Academic Council and Governing Council regularly.
- The course regarding employability, entrepreneurship and skill development have been improved and implemented in the curriculum and syllabus
- Faculty members adopted modern methods experiential and participatory learning for effective teaching and learning process.
- The institution has provided seed money to its teachers to promote research activities of the department.

- Patent publications were published by the faculty members.

- The revenue generated from consultancy has been improved.

- Indo-Taiwan Summit and collaborations with foreign Universities are carried out.

- Students are made mandatory to register in Internship and training through Internshala.

- Platinum position in AICTE – CII survey 2018 and maintaining it consistently.

- Paavai has been awarded "Champion of Champions Trophy" consecutively for three years in the Anna University Sports and Games Competitions and is retaining the same.

- Received the "Most Innovative Award South Zone" record jointly organized by AICTE and Internshala.

- IELTS Registration Center and member of the British Council IELTS Partnership Programme established.

Academic Year: 2019-2020

- Regulations have been framed and amended from time to time

- Mandatory courses for UG programmes and Audit course for PG programmes have been introduced as per norms.

- Exemptions of courses with equivalency offered for the students as per the regulations.

- Students internship in foreign countries, industrial projects are improved.

- The curriculum structure have been reframed as Humanities and Social Sciences (HS), Basic Sciences (BS), Engineering Sciences (ES), Professional Core Courses (PC), Professional Elective Courses (PE), Open Elective Courses (OE), Employability Enhancement Courses (EE), Mandatory Courses (MC).

- Faculty publications, Consultancy projects and the revenue generated from it has been improved.

- Placement track record improved.

- The NSS Programme officer and NSS best volunteer award by Anna University consistently.

- Retaining the Champions of Champions trophy in Anna University sports and games competition

- Paavai Engineering College has been categorized as Band B institution (All India rank between 26 to50) in ARIIA -ATAL Ranking of Institutions on Innovation Achievements.

- Received All India level First Rank Best Internship Record during Internship day jointly organized by AICTE and Internshala.
- Paavai Institutions has inked MoU with Government of Tamil Nadu at Global Investors Meet, 2019 and tie up with many concerns are carried out regularly.

REVIEW OF STRATEGIC PLAN FOR THE YEAR 2015-2020

Sl. No.	Key Targets	Implementation Status
1.	**INSTITUTIONAL DEVELOPMENT**	
	➢ To become one among the Top engineering Colleges. ➢ To get the Autonomy for the Institution. ➢ To get reaccredited by NBA. ➢ To become one among the Top engineering Colleges in Internship organized through Internshala. ➢ To receive Gold membership in British Council Exams and encourage more faculty to complete BEC. ➢ To establish a center for foreign languages. ➢ To establish our Institution as Overall Champions in Anna University Sports Tournaments. ➢ To develop Entrepreneurship related activities for the growth of the Institution**.**	➢ Categorized as Band B Institution (ALL INDIA RANK) between 26-50 in ARIIA-ATAL Ranking of Institutions on Innovation Achievements. ➢ Our Institution is securing Platinum position in AICTE – CII 2019 consecutively for past six years. ➢ Got Autonomous Status for a Span of Six years. ➢ CSE, Civil, ECE, EEE are accredited by NBA for three years from 2017-2020. ➢ Our college has received All India level First Rank – Best Internship Record during Internship day on 25.8.2019 jointly organized by AICTE and Internshala. ➢ Our college has received a certificate of appreciation as a Gold Member of British Council Exams Partnership Programme for conducting BEC courses. ➢ A Center for Foreign Language has been

		established for Japanese, French, German and Mandarin.
		➢ Paavai has been awarded "Champion of Champions Trophy" consecutively for six years in the Anna University Sports and Games Competition.
		➢ Established "ENTREPRENEURSHIP DEVELOPMENT CELL" and carrying out various activities through EDC IIC.
		➢ Certified as Recognized Social Entrepreneurship, Swachhta & Rural Engagement Cell (SES REC) Institution by Mahatma Gandhi National Council of Rural Education, Dept. of Higher Education, Ministry of Education, Government of India.
2.	**INFRASTRUCTURE DEVELOPMENT**	
	➢ To provide ICT enabled classrooms. ➢ To create centers of excellence in various arenas. ➢ Laboratories are created with futuristic vision to meet the changing requirements of the industry. ➢ To enhance library resources. ➢ To upgrade the existing Internet bandwidth.	➢ 90% of the classrooms are ICT enabled. ➢ Centers of excellence such as TVS Haritha, Texas Instruments, Vertical Machining Centre(VMC) ,Paavai Soft, MSME Incubation centre are established. ➢ MODROBS sanctioned. ➢ Library Resources such as National Digital library, e–Shodhganga, DELNET, NPTEL resources are made available. ➢ Internet connectivity is provided with a bandwidth 1 Gbps with 24 hours internet facility.

3.	**TEACHING AND LEARNING**	
	➤ To improve the teaching/learning environment and flexibility in curriculum.	➤ Choice Based Credit system, fast track and open electives are introduced in modified curriculum.
	➤ To implement outcome based education and choice based credit system and to introduce Open Electives.	➤ Outcome based education is implemented and CO/PO mapping along with attainment levels are done.
	➤ Promote and support institution readiness to adopt, present and future technological development.	➤ It is done through ICT-enabled presentations, assignments, discussions, workshops, seminars, industrial visits and computer education apart from regular/ traditional teaching methods.
	➤ Faculty Induction programme and pedagogical training	➤ Faculty Induction programme and pedagogical training is conducted
	➤ Effectiveness of Teaching and Learning.	
	➤ To maintains the subject log books, records of daily lectures delivered and practical's conducted.	➤ It is done through student's feedback, results of internal test, Class committee meetings, pedagogical observation in the class and Faculty revalidation programme.
	➤ Conducting special coaching classes for slow learners.	➤ Faculty log books and lecture notes are reviewed by the HOD and countersigned by the Principal.
		➤ Coaching Classes are regularly conducted for the benefit of the students.
4.	**STRENGTHENING FACULTY**	
	➤ To ensure academic and research ambience on the campus, faculty with Ph.D qualification are recruited.	➤ As of now, 61 faculty members are there with Ph.D. qualification
	➤ To get the faculty updated with the	➤ Good Number of faculty has attended training programmes and FDP.

	current technological changes of the industry, faculty members are encouraged to attend different training programmes and Faculty Developmentprogrammes. ➢ To motivate the faculty towards self-learning and continual education, faculty is advised to undergo at least one certification programme. ➢ To encourage our faculty to complete Business English Certification. ➢ To encourage faculty to attend academic activities like presentingpapers in conferences, attending FDPs, training programs, attending PhD course work etc. by providing On duty.	➢ Few faculty members have been certified in AICTE FDP and NPTEL programmes and others are motivated to do so. ➢ Most of our faculty is qualified in BEC Preliminary and few of them in BEC Vantage. ➢ Leave, ON- Duty and amount are sponsored to the faculty who are pursuing PhD for attending their research program and for conferences,workshops.
5.	**RESEARCH AND DEVELOPMENT**	
	➢ To create very congenial atmosphere to the faculty for sustainable development in the wake of modern challenges in research and development. ➢ To register for Ph.D as part of continuing education. ➢ To engage in AICTE funded projects like MODROBS, RPS, FDPs and seminar grant etc .	➢ Four research centres are available to cater the needs of faculty pursuing Ph.D and registration/travel grants are given to faculty. ➢ 61 faculty members have completed Ph.D and 46 faculty members are pursuing Ph.D. ➢ An amount of Rs.2,32,72,268 has been received from various funding agencies. ➢ 453 research articles have been published

	- To publish articles in various refereed journals and magazines with high index factors. - To encourage and motivate faculty to publish patents.	- in reputed journal by our faculty members. - Few faculty have published patents and there is an increase during the last two years.
6.	**STUDENTS HOLISTIC DEVELOPMENT**	
	- To provide the student with equitable and affordable technical education of the best quality. - To enable the students to be responsible citizens through integrated character development with ethics, skills, leadership qualities and environmental awareness for the improvement of the society. - Student internship, training programs and industrial projects. - To encourage the students to submit their projects to TNSCST, SIH, AICTE-Vishwakarma and other agencies. - Adopt e-learning, blended learning interactive sessions to maximize student learning. - Improve the placement opportunities by bringing more companies - Communication Skills enhancement	- Provide equal opportunities to the students from all the sections of the society in a transparent manner. - Our students are coordinators for many events/clubs and active participation in societal events are also carried out by the students. - More than 100 students are recognized as Internshala student partners and more than 4000 students were selected for internship throughInternshala. - Our student's projects have been selected for TNSCST, SIH, AICTE-Vishwakarma. - Students are given with a freedom to adopt e-learning and also go for their choice of study in the curriculum defined. 79.06 % of our students are given with employment opportunities through placement activities. - Few of our students are qualified with BEC, IELTS and centre for foreign languages are also established for the benefit of the students.

7.	**EXAMINATION REFORMS**	
	- To train the faculty to set the question papers as per the Blooms level. - Examination reforms.	- Workshops are conducted for faculty on pedagogical training. - All the question papers are set as per bloom levels for implementing outcome based education effectively for last five years. - The enhancement of co-curricular skill and associated skill of the students are made mandate under Progress Norms requirements and on its successful completion of the above requirement only, the student are made eligible for the award of degree. - Fast Track Mode is available to the students to undergo a semester-long internship or special training in industry or project work in department/industry. Such student is required to complete the courses available in the 8th Semester except project work satisfactorily in the earlier semesters (maximum one per semester or evenly distributed in the 5th semester to 7th semester) as additional courses within the completion of 7th Semester, provided that the prerequisite of the courses should be fulfilled. - The students are allowed to undergo Industrial training / internship at a Research organization / University / industry of State/National and

| | | International and visit International Universities with the approval of Principal, Head of the Department and Departmental Advisory Committee for internships. Credits are awarded as per AICTE's Internship policy i.e. 40 hours of internship work merits 1 credit. |
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International and visit International Universities with the approval of Principal, Head of the Department and Departmental Advisory Committee for internships. Credits are awarded as per AICTE's Internship policy i.e. 40 hours of internship work merits 1 credit.

➢ One credit courses shall be undergone by the students and on successful completion, he/she shall exempted from any one open elective course provided in the curriculum upon the successful completion of the three one credit courses.

➢ The students may be grantedpermission to withdraw from appearing for the examination of any regular course(s) of only one semesterexaminations only once during the entire period of study of the degree programme due to medical or unavoidable circumstances.

➢ The students shall opt two number of open elective courses offered by the other departments in order to enhance his/her inter-disciplinary skills.

➢ The question paper for the CIA and ESE are set to meet the OBE levels with 60 % of higher order thinking levels and 40 % of lower orderthinking levels.

		➢ The students' results are mapped with the CO & PO and the competency levels are analyzed.
8.	**INDUSTRY AND INTERNATIONAL COLLOBORATION**	
	➢ To setup industry centers and laboratories to pursue research in collaboration with them. ➢ Creating learning opportunities by permitting the students to do industry projects.	➢ MoU's with number of industries and foreign Universities have been established for student and staff exchange. ➢ Many events are organized for growth of Students and Faculty.
9.	**EXTENSION ACTIVITIES**	
	➢ To carry out regular NSS activities ➢ To ensure "**Swachh Bharat Abhiyan** "(Clean India Mission). ➢ Teaching-Learning	➢ Blood Donation Camp, Tree Plantation, Independence Day Celebration, Aadhar Enrollment and Updation, Special Camps, Teachers Day Celebration, International Yoga Day Awareness and Celebration are all regularly carried out. ➢ Our College has adopted five villages under UBA scheme awareness program - "**Swachh Bharat Abhiyan (Clean India Mission),** effects of plastic usage, Water Management, Organic Farming and Renewable Energy. ➢ 120 of our students are enrolled in the ULAS trust (A Polaris Foundation Social Initiative) through which they have been teaching for Government School students of Salem and Namakkal.

STRATEGIC PLANNING AND DEPLOYMENT

Paavai Engineering College strategic plan includes the following for the years 2020-2025

> **INSTITUTIONAL RANKING**

> **CURRICULAR ASPECTS AND TEACHING AND LEARNING**

> **INFRASTRUCTURE DEVELOPMENT**

> **RESEARCH AND DEVELOPMENT**

> **STRENGTHENING FACULTY AND SUPPORTING STAFF**

> **STUDENTS DEVELOPMENT**

> **INDUSTRY and INTERNATIONAL COLLOBORATION**

> **GOVERNANCE**

> **EXTENSION ACTIVITIES**

> **BEST PRACTICES**

INSTITUTIONAL RANKING

- ✓ To sustain the accreditation status from the statutory body.
- ✓ To get NIRF Ranking within Top 100 Colleges.
- ✓ Focus to obtain the top ranks in ARIIA Ranking.
- ✓ Continue to hold the No. 1 Position in Internshala Ranking.
- ✓ To maintain the Champions trophy and to achieve the Champion trophy at National Level.

CURRICULAR ASPECTS AND TEACHING AND LEARNING

S.No	Plan	Current status	Strategy	Target
1	Industry Oriented Course.	Not implemented.	Industry would offer Courses in latest trends in the industry.	To Offer in the forth coming Regulations.
2	Interdisciplinary projects/ Multi-disciplinary projects.	Yet to be implemented.	The departments would collaborate for their projects for social benefits.	To implement for all departments.
3	To offer one or two Professional core courses with an equivalent online courses.	Not implemented.	It was discussed with all HoDs to offer Professional core courses with an equivalent online courses such as MOOC/Nptel/Swayam.	To implement 5% to 10% of Professional courses with an equivalent online courses.
4	Introducing Innovative pedagogy.	ICT in pedagogy is practiced throughout the Institution.	Design thinking/ Flipped classroom, Cross over learning and Experiential learning.	At least one activity per course per year.
5	Developing e-content for all courses.	e-content is available for some of the courses.	Developing videos and smart learning material.	Any 2 e-content per department per year.
6	Enhancing multi - disciplinary approach in curriculum.	Open elective is in practice.	Offering Multi-disciplinary projects.	One multi-disciplinary project per department per year.
7	Providing personal and career mentoring to students.	Mentor-Mentee system is in progress.	Enhancing the Mentor-Mentee system.	Meetings need to be conducted per department – 2.

| | | | | Coaching class and remedial class need to be increased as per the requirement. |

RESEARCH AND DEVELOPMENT

S.No	Plan	Current status	Strategy	Target
1	R&D Grants received.	162 Research Projects have been Sanctioned (232.72268 Lakhs).	Focus more on Multi-disciplinary research. Every faculty member with Ph.D. qualification shall apply for a minimum of one funded research project per year.	Minimum 4 crores funding for five years from external funding agency.
2	Sponsored Research Programme Organised/FDPs.	12 Number of Sponsored Programme Organised/FDPs organized.	To motivate the departments to apply for conducting FDPs through various funding agencies (Govt / Non-Govt / Research institutes/ NGOs / Private industries).	Minimum 15 FDP /workshop for five years and 1 international conference per year.
3	Publication	Research Journal Publication: 453	Publication of research work in Science Citation Index (SCI)/Scopus Journal.	800 publications have been set for five years.
4	Improvement of Citation Index.	Total Google Scholar Citations: 1439	Quality publications will enhance citation index. Incentives can	Average Scopus indexed citations should cross 2 per paper.

			be provided for publications with high citation .	
5	h-Index of an Institution.	21	All faculty members are motivated to publish articles.	To improve the h-index as 35.
6	Joint/ Collaborative Research.	Work is initiated.	The college motivates the department/ faculty members to establish MoUs with higher educational institutions/ research institutions and conduct collaborative activities.	5 collaborative / joint research projects with lead institutions / R&D laboratories / industries for five years.
7	Patent/IPR.	5 Patents Published.	Financial support is provided for faculty members for IPR related activities.	Minimum 15 patents should be filed per year. Atleast one technology transfer needs to take place and one patent to be commercialized.
8	Centre of Excellence.	9 Centres of Excellence.	Based on the core strength and expertise available, each Department is planned to establish one centre of excellence.	20 centres of Excellence will be established for the five years.
9	Research Centre.	Currently 4 research centers are available.	Based on the core expertise available, the eligible department need to apply for research center.	Minimum 3 scholar should register in each centre and 3 more research center will be established for the next five years.

10	Converting Projects into Papers/products/ patents.	Currently following.	Motivating students to convert Projects into Papers / products / patents.	In each department: 70% - academic projects to papers. 10% - projects to patent. 5% - projects to products.

INFRASTRUCTURE

S.No	Plan	Current status	Strategy	Target
1	Laboratory setup and up gradation.	Currently is in progress.	Purchase of new equipment as per up gradation of syllabus.	Construct, establish new lab as per the programme requirement.
2	Creating Teaching & Learning resource repository.	Currently in MOODLE, faculty members upload their instructional material for the students to access at any time.	Developing e-learning resource repository consists of PPTs, Videos, Q-bank prepared / compiled by Faculty members etc and to be kept for free access to students.	Repository for every course should be created in each department. Video bank of content delivery by the faculty members will be created and will be uploaded in the MOODLE.
3	Library access.	Library is accessed by the students and faculty members.	To implement software tools, so that e-resources can be accessed remotely.	Minimum 20% increase in library access by students and faculty every year.
4	Sports.	All courts, gym, yoga center, Indoor stadium available Our college is the recipient of,	To train more students for sports Internationally.	Students will be motivated to participate International sports and competitions.

S.No	Plan	Current status	Strategy	Target
		"Champions of Champions trophy" for consecutively six years in the Anna University sports board.		

STRENGTHENING FACULTY AND SUPPORTING STAFFS

S.No	Plan	Current status	Strategy	Target
1	Faculty Professional skill development.	30% faculty members undergo online course.	NPTEL/Online course completion.	One per year per faculty.
		50% faculty participate in FDPs.	Participation in FDP (more than 5 days).	One per faculty per semester.
			Acting as resource person-expert lecture, Chief Guest, chairperson, BOS member, etc.	All faculty members.
			Organizing FDPs/ Seminars/ Conferences-Sponsored /self supporting and professional society activities.	Atleast one faculty per department.
				Minimum 2 activities per department per year.
2	Faculty Induction and Pedagogical programme.	One Induction programme for newly recruited faculty members	Induction programme for newly recruited faculty members.	
		Class observation and feedback is	Training for faculty with less than two years'	Minimum one activity at institutional level per year.

		given to faculty members	experience.	
		Faculty revalidation programme for the audit of teaching performance of the teachers.	Refresher Workshop for faculty with two-to-five-year experience.	Minimum one activity at institutional level per year.

STUDENTS DEVELOPMENT

S.No	Plan	Current status	Strategy	Target
1	Placement Tier-I companies	Training programmes are conducted 80% of the students are placed in reputed companies and Tier-I companies 30% of tier-I companies are currently recruiting our students.	Conducting core/ software training programmes inviting more number of tier-I companies for placement.	Minimum 4 programmes per department. 100% of placement at institutional level/ departmental level. 50% of the tier-I companies will be invited for placement.
2	Student Participation in Innovation programmes	Student Participate in innovation programmes through Institute Innovation Council, Entrepreneur Development Cell	To motivate students to develop innovative projects and apply for project proposals to various agencies for Funds.	Minimum 2 projects per department to be scaled up to product.

		and Paavai incubation cell under MSME.	To Make students to participate in various hackathon, ideathon to develop into projects.	
3	Competitive examination and Higher studies.	It is done through Paavai IAS academy MoUs have been established with foreign universities to provide opportunities for the students to study abroad.	Conducting awareness/ training programmes MoUs have been established with foreign universities to provide opportunities for the students to study abroad.	Minimum 10% of students would go for higher studies in each department. Minimum 10% students should appear for competitive examinations.
4	Entrepreneurship development /Promoting Start up .	EDC cell and Paavai Incubation cell under MSME is actively motivating students to establish their startup and currently, our college has an agreement signed with 11 Startup companies as an incubate.	Conducting awareness and training programmes. With the support of EDC cell, MSME incubation center, the space, resources and facilities can be utilized for their development of projects in to products.	At least two per year. At least 2 startup per year.

5	Collaboration with Alumni.	Our college has got registered Alumni association.	Conducting rejuvenation programme	Setting up Alumni chapters in Metro cities in India and Abroad.
			Creating a master list of renowned alumni in various categories such as Industrial expert, Academic expert, renowned entrepreneur.	
		Conducting alumni meet every year.		One activity per year for each chapter.
			Conducting Alumni lectures.	Two lectures per year.

INDUSTRY and INTERNATIONAL COLLOBORATION

S.No	Plan	Current status	Strategy	Target
1	Promoting MoUs	There are 63 MoUs have been established currently with industries/ higher education institutions.	Inviting experts frommore number of industries/higher education institutions at national and International level for collaborative work to share their expertise.	At least 2 new MoUs per year in every department I International MoU is planned At least two activities (Expert lecture/ Industrial Training, Internship, Industrial Visit, Industrial project) from each MoU in every year.
2	Industrial training for faculty.	Faculty members are getting industrial exposure for minimum 5 days.	Encouraging Faculty members to get industrial exposure for minimum 15 days.	10% of faculty per department in a year.

3	Industrial Training/ Internship/Industrial visits for Students.	Industrial Training/ Internship Industrial visits for Students is in progress Internship through AICTE-Internshala has made mandatory for students and our college has received, All India Rank-I for best Internship record for three consecutive years from AICTE-Internshala.	To encourage students for Industrial visit, In-Plant Training and Internship.	To improve AICTE-NEAT Internship. Minimum 1 Industrial training/Industrial visit per year.
4	Training Programmes for Industrial Personnel.	Training Programmes for Industrial Personnels are in process.	According to the training needs of Industry and the relevant expert faculty go the Industry and give training, similarily the Industry personnel will come to the college to get training in the latest trend.	Minimum two training programmes at department level in a year.

5	To improve Industrial Consultancy Activities.	Consultancy activities are carried based on the requirement of the industries.	Problem identification/need from the industries, the ideation, then project, process and product development.	At least two consultancy activities per department in a year.

GOVERNANCE

S.No	Plan	Current status	Strategy	Target
1	Administration	ERP software PALPAP is used to maintain the database of faculty members and students.	To maintain all the data of the students and faculty members by developing an App.	To create a paperless office by developing an App to maintain the details such as their attendance, leave, on-duty, FDP attended, timetable, classes taken and similarly for students, their attendance, leave, seminar presentation, Assignment submission etc.
2	Examination	For examination purpose, Coxco software is used.	To adopt the strategy which require for the needs of the curriculum and syllabus and also the according to the order of the day.	Modified and updated based on the requirement of the curriculum and syllabus and also prevailing norms of the day.

EXTENSION ACTIVITIES

S.No	Plan	Current status	Strategy	Target
1	Technology based projects for societal issues.	Many projects have been done for the benefits of society.	Problem Identification from societal issues by visiting the local area to be solved using technology.	two projects per department.
2	Educating the public.	About 5 programmes or events conducted every year through NCC, NSS, and TQI (Talent quest India).	More programmes useful for the community like healthcare, agriculture, technology issues, etc. to be conducted. The events may include: Rallies, awareness programme and fund raising programmes.	30 programmes per year.
3	Social Service (Blood donation, eye camp, health camp, environmental	NSS conducts blood donation camps Tree plantation drives Awareness on plastic-free society Yoga day	More number of Programmes will be planned and executed.	30 programmes per year.

| | | camp etc.) | Independence day celebration
Republic day celebration
Eye Donation Fortnight
COVID-19 Awareness Programme
Vaccination camp
Tamil Nadu Legislative Assembly Election Volunteership. | | |

BEST PRACTICES

S.No	Plan	Current status	Strategy	Target
1	Padha Pooja	Currently padha pooja is in practice and it is done by the students during First year inauguration day to the parents and for the teachers it is done during teachers' day.	It will be continued in future also.	Padha Pooja will be continued in future also during First year inauguration day and Teachers' day.
2	Extension activities	Various programmes are being conducted through Talent quest of India(TQI), NSS team of our college and	The plan is to support the community through various components such as adult literacy, health and hygiene, awareness, women empowerment, Blood	adult literacy-3 events per year health and hygiene, awareness-2 events per year women empowerment5 events per year

		adoptinf of villages through Unnat Bharat Abhiyan and Got NSS best volunteer award and Best NSS officer award.	donation camp, Teaching school children celebration of national days.	Blood donation camp-many as possible Teaching school children-frequently and periodically celebration of national days- atleast 10 per year Environment-5 per year Painting/ temple cleaning voluntary ship Vounteership in Tamil nadu election assembly etc.
3	Internship	All the students are registered for internship and our college has got All India first rank for Best Internship record for 3 consecutive years from AICTE-Internshala, New Delhi.	It is made mandatory for all the students to register for internship in companies/ Industries.	It is aimed to sustain the All India first rank in Internship from Internshala and AICTE NEAT Internship is equally given importance to make students to register in Industries.
4	Activity day	Work is initiated.	One day will be allotted in a fortnight to conduct only activity for that day to engage students outbound training and learning.	Atleast 6 per year.

5	Promotion of Entrepreneurial spirit.	Entrepreneur development cell, Paavai Incubation cell under MSME has been in progress.	More startups have been encouraged by conducting various awareness, orientation programme, space, facilities, resources and sharing expertise to make project into products More collaboration with Industries/higher education will be carried out to enhance the startup.	At least two startup per year.

STRATEGY IMPLEMENTATION AND MONITORING

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

Implementation roles at the Institutional level

TARGETS	ROLES
Good governance	Director Administration, Principal, Governing Council, Management,
Curricular aspects and Teaching- learning	Principal, Dean Academics, IQAC, Faculty development department, HODs, Faculty members
Infrastructure development and learning resources	Governing Council, Chairman, Principal, Management, and team
Research, Innovation, and extension services	Research cell, HODs and Faculty members

Faculty members and Staff empowerment strategies,	Principal, HoDs, Faculty Development Department
Financial management and resource mobilization	Governing Council, Finance Committee, Principal
Alumni engagements and interactions	Alumni cell, Faculty members
Placement and Training	Placement & Training team and HoDS
Departmental activities	HoDs and faculty members
Quality assurance	IQAC

CONCLUSION

The strategic plan is an effort to sketch down a pathway for the development and accomplishing the vision of the institute. The framework is designed for conveying the goals of the institute for the forthcoming years. The proper implementation of strategic and regular audits/ evaluation will be monitored and carried out through collaborative work with the team spirit to lead success and sustainability over the time. This plans may not be static and possibly be updated according to the requirements.

PAAVAI - VISION

WE GROW

GLOBALLY REPUTED

CREATING VALUE ADDED

DISCIPLINED, HIGH-PROFILE PROFESSIONALS

AND MAKE THE NATION GREAT

PAAVAI CULTURE

We challenge the changes

We seek beyond the best

Work shall be taken not to be given

We produce value added professionals

We lead to Prosper, Excel and Conquer

PAAVAI MANTRA

Own Our Words and Deeds