STRATEGIC DEVELOPMENT PLAN (SDP)

2019–2024

JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE
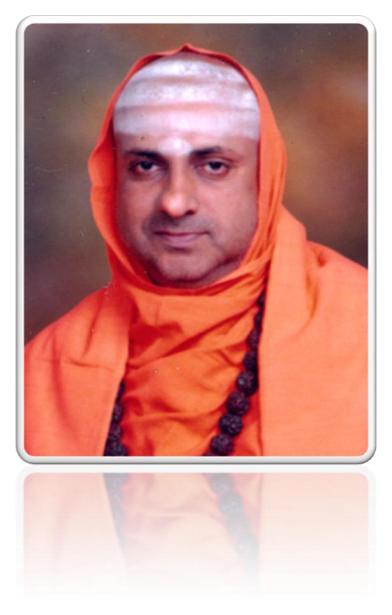
OOTY ROAD, MYSURU – 570025

THE HERITAGE OF SUTTUR MATH

Founder of JSS Mahavidyapeetha

His Holiness Jagadguru Dr. Sri Shivarathri Rajendra Mahaswamiji

The 23rd pontiff

THE HERITAGE OF SUTTUR MATH

The Present President of JSS Mahavidyapeetha

His Holiness Jagadguru

Sri ShivarathriDeshikendraMahaswamiji

24th pontiff of the Math

Chief Executive's and Principal's Foreword

At the outset, we offer our respectful pranams at the holy feet of Jagadguru Dr. Sri. Shivarathri Rajendra Mahaswamiji, the Founder of JSS Mahavidyapeetha, Mysuru. we submit our humble pranams to His Holiness Jagadguru Sri Shivarathri Deshikendra Mahaswamiji, the Present President of JSS Mahavidyapeetha.

JSS College of Arts, Commerce and Science established in 1964 has kept ever alive the endeavors to bring to fruition the dreams of its founder Jagadguru Dr. Sri. Shivarathri Rajendra Mahaswamiji, who dedicated his entire life in preaching and practicing the ideal "Work is Worship".

The present Pontiff, 24th Spiritual Head of Suttur Math, the President of JSS Mahavidyapeetha has been the torch bearer of its tradition of providing educational excellence and has set high standards for all of us in academic, religious and moral spheres. To achieve these standards, JSS Mahavidyapeetha has taken a lead in spreading literacy and learning to produce excellent human resource.

Our college is always in frontline in providing opportunities for curricular, co-curricular and extra-curricular activities to facilitate the overall development of the students. The College was conferred with autonomous status by UGC in 2005 and was re-accredited by NAAC with 'A' grade both in 2008 and 2014.

In the academic year 2017-18, the College has organized a good number of academic events such as seminars, conferences, workshops and special lectures at different levels. There has been good involvement in sharing knowledge by our teaching staff members through publication of research outcomes and development activities. Extra-curricular and Co-curricular activities were also given equal importance throughout the year. The semester examination results in both undergraduate and postgraduate programmes have been very good and placement records stand as testimony to the dedicated efforts of the College team.

Prof. M. Mahadevappa　　　　　　　　**Prof. B. V. Sambashiviah**
Principal　　　　　　　　　　　　　　　Chief Executive

ACKNOWLEDGEMENTS

<center>**PREAMBLE**</center>

JSS Math

Community life in India is closely linked with spiritual and religious institutions for the past five thousand years. The religious leaders have been the guiding forces for upholding the moral values of life and in the progression of society as a whole. The glorious Suttur Math is a reflection of and testimony to this rich tradition.

Sri Jagadguru Veerasimhasana Suttur Math with a long history of more than one thousand years is a multi-dimensional institution that has contributed immensely to the cause of societal advancement. The welfare activities of the Math transcend the sectarian limits of the Veerasaiva community and encompass a much wider and larger following of all sections of Indian society.

The founding of the Math can be traced to a historical event linked with Sri Shivarathreeshwara Shivayogi Mahaswamigalu crusading for peace between two warring kingdoms. The hostility between Rachamalla IV of the Gangas of Talkad and Rajaraja of the Cholas was about to break up into a large scale war. It was due to the timely intervention of Sri Shivarathreeswara Swamigalu the hostility ended and the enemies became friends. Then it was on the request of Rajaraja, the Swamigalu graciously condescended to establish a Math on the banks of the river Kapila at Suttur near Mysore.

The inscriptional evidences support the establishment of Suttur Math during the reign of Chola kingdom. The name of Shivaratri Shivacharya is mentioned in many ancient works such as Panditaradhya Charita, Shivacharya Chudamani and Gana Sahasranama. The tradition handed down from one pontiff to another indicates that the said Shivaratri Shivacharya is the founder of Suttur Math.

Sri Eshaneshwara Wodeyar, the second pontiff was responsible for further development of the Suttur Math during the times of Rajendra Chola. The Someswara temple near the Math at Suttur is said to have been constructed by the Chola kings, in accordance with the wishes of Sri Eshaneshwara Wodeyar. An inscription referring to this event is dated 23rd October 1032.

Today, Suttur Math is backed with the services of over 15,000 dedicated personnel working in the institutions managed by it. At any given point in time, over 50,000 students study in its educational institutions which range from kindergartens to post-graduate technical and medical education institutions in both rural and urban centres. Nearly three lakh patients are treated in the hospitals and clinics run by the Math every year while millions participate in the spiritual gatherings and cultural festivals organized periodically by the Math. Through the various schemes of the agricultural research facilities made available, thousands of farmers are benefitted in the region.

With its administrative head-quarters located at the foot of the picturesque Chamundi Hills, in the erstwhile princely city of Mysore, Sri Suttur Veerasimhasana Math is today recognized as a major mission, and is drawing seekers of knowledge and wisdom in large numbers. The activities of the Math have drawn accolades from various quarters from the layman to the head of states.

"Work is Worship" the mantra that guides the Math is enshrined in its emblem. "Selfless Service" is the spirit behind every task that the Math undertakes and since the service is considered to be an offering to Lord Shiva, its purity and intention are of utmost importance.

Sri Suttur Veerasimhasana Math has grown over the centuries to be a multidimensional religious, cultural and educational movement. Spearheading the Math's educational initiatives is **Jagadguru Sri Shivarathreeswara Mahavidyapeetha (JSSMVP)**, founded by the 23rd Pontiff, Jagadguru Dr. Sri Shivarathri Rajendra Mahaswamigalu.

Sri Suttur Math is an active ongoing movement to uphold the cause of social and economic justice, based on spiritual values and ideals

JSS MAHAVIDYAPEETHA

JSS Mahavidyapeetha is a socio-cultural institution that has pioneered the concept of education as a tool for social change. While the focus has been on providing opportunities for formal education, there is strong parallel thrust on values, ethics and the meeting of societal obligations. This is an institution that adopts a multipronged approach to ensure a better quality of life. Through its over 350 varied institutions, it not only provides learning to around 50000 students but also touches the lives of millions through a cascading effect.

From a humble beginning less than seven decades ago, today JSS Mahavidyapeetha has grown into a social force that transcends boundaries and cultures. Institutions in its fold go beyond education to old age homes, co-operatives, rural development institutions, orphanages, vocational training, publications and even cultural revival and protection of our heritage. Every activity that the JSS Mahavidyapeetha undertakes is aimed at the furtherance of its objective of a brighter and more fruitful future for society at large.

The present Pontiff HH Jagadguru Sri Shivarathri Deshikendra Mahaswamiji, the 24th spiritual Head of Suttur Math and President of JSS Mahavidyapeetha has been the torch bearer of its tradition of providing educational excellence.

Under the guidance of His Holiness, JSS Mahavidyapeetha has taken a lead in spreading literacy and learning, providing health care and nurturing rural development for the economic upliftment of society. In the process, an institution unmatched in commitment and dedication to the cause of learning and development has been created.

VISION OF THE COLLEGE

The broad goals of Strategic Plan 2019–2024 are aligned with commitment to excellence in education and research and Plan is consequently focused on the core themes of the vision statement of the college. The Strategic Plan seeks to leverage the traditional strengths of JSS College of Arts, Commerce and Science (JSSCACS) and to acquire or develop new strengths. In particular, it seeks to nurture large groups of faculty to address the societal challenges faced in Karnataka relating to protection of natural resources, extension of basic needs such as housing, education and healthcare etc.

The vision statement of college reads as –

- **To be known as an institution providing need-based, skill-integrated, cost- effective, quality and holistic education, transforming the students into globally competitive, employable and responsible citizens and to be recognized as a centre of excellence.**

- **To attain the vision statement JSSCACS envisions the development of infrastructure and other facilities such as qualified teaching and supporting staff members hypothesizing the reaching and training need towards development. This will result in collaboration with Government agencies and Industries for innovative input for training the younger generation of the country.**

MISSION OF THE COLLEGE

- ➢ To create and acquire relevant knowledge along with skills and global competencies and disseminate the same among students.
- ➢ To provide holistic education through relevant curricula, programmes and pedagogic innovations focusing on employability and self-employment.
- ➢ To undertake research work contributing to the creation of knowledge, skills and its applications for sustainable development.
- ➢ To establish linkage and collaborations for the betterment of teaching, learning, research and extension activities.
- ➢ To provide good infrastructure, human resource and necessary support-services for the betterment of students' progress and welfare.
- ➢ To promote national integration, human rights, universal brotherhood and community development activities through inclusive practices

QUALITY POLICY
Achieving Excellence in General and Vocational Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

CORE VALUES
Professionalism, Commitment, Integrity, Team Work, Innovation

PROFILE OF JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

JSS College of Arts, Commerce and Science (JSSCACS), Ooty Road, Mysuru which started in 1964, is among more than 350 institutions run by JSS Mahavidyapeetha. It is re-accredited by NAAC with "A" Grade (III Cycle). UGC has recognized the college as 'College with Potential for Excellence'. The college has Biotechnology Skill Enhancement Progamme (BiSEP) sanctioned by the Government of Karnataka. The autonomous status was accorded in 2005. UGC has sanctioned Deen Dayal Upadyay KAUSHAL Kendra to the college to run skill integrated programmes. It has completed 50 years and 2015-16 has been celebrated as the year of Golden Jubilee Celebration.

The College is situated on a sprawling 7.08 acres plot with a spacious building and a women's hostel in a picturesque surrounding at the foot of Chamundi Hills. The third floor added to the existing building created additional space to meet the growing need of the college. The women's hostel has been extended to accommodate 277 students. The college has excellent infrastructure required for the pursuit of academic excellence. Because of its multifaceted growth, the college has won encomium from all corners. Apart from Science, Arts and Commerce courses, the institution offers inter-disciplinary courses in Business Management, Animation, Electronics, Computer Science, Computer Maintenance, Instrumentation, Biochemistry, Biotechnology and Microbiology. At present the college is offering 26 Academic Programmes including 19 UG programmes of B.A. & B.Sc., along with B.Com., BBA, BCA, B.Voc. (Software Development) and B.Voc. (Food Processing & Engineering), 14 PG and 09 Ph D Programmes.

The college has highly qualified and dedicated teaching &non-teaching staff. Nearly 3039 students, including foreign students and research scholars, are pursuing education in various disciplines. It has an enviable academic record as students secure ranks and honours almost every year in the examination. Many Alumni of the College are successful literateurs, politicians, administrators and bureaucrats. They are still nostalgic and maintain emotional attachment with the institution. The college also has a conducive atmosphere for sports and cultural activities. It has a well maintained sports field and well equipped national level Basketball Court. Students' have brought laurels to the college in Sports, Debate, Drama and Music at Inter- College, University, State, National and International levels. The volunteers of NCC & NSS units have participated in state and national level camps and RD Parades. Besides Youth Red Cross Unit, a number of student centric clubs are also functioning.

The college has successfully organized National and State Level Seminars, Workshops and Symposia. Curriculum development and examination reforms are being implemented on a continuous basis. In order to enable students to meet the needs of changing scenario in the field of education and employment, Strategic Plan aims to introduce flexibility in the curriculum through a wide choice of electives. To support the same, from the academic year 2010-11, CBCS and CAGP has been introduced for PG programmes in the year 2017-18 and for UG Programmes

in the year 2017-18. .. Students are given opportunity to peruse their education by exercising their choice under Choice Based Credit System to gain knowledge of specific domain and skills.

Under the Spiritual guidance of His Holiness Jagadguru Sri Shivarathri Deshikendra Mahaswamiji, the College is desirous of scaling new heights in the days to come. The entire spectrum of management, staff and students are committed to put in their best to make this dream come true.

Salient features of the campus:

➢ A serene location with good academic ambience
➢ Individual Departments with well equipped Laboratories and Staff rooms
➢ Three storied Ladies' Hostel within the college premises
➢ A well established and spacious Central Library
➢ A green campus with rain water harvesting and solar street lighting
➢ Wi-Fi campus with 10 + 10Mbps leased line
➢ Yoga and meditation practice
➢ Purified Drinking Water facilities in all the floors
➢ Spacious well equipped Auditorium

Salient Features of Curriculum Design & Development

- Ph D Programme
- CBCS & CAGP for UG & PG courses
- Wider choice to students through offer of elective papers
- Introduction of concepts/papers in emerging areas in order to incorporate recent developments in respective subjects
- Students' centric approach
- Emphasis on Skill Development
- Introduction of need based, innovative & job oriented courses
- Opportunities for Self Learning
- Thrust to ICT
- Field Visit, Internship, Educational Tours, Projects /Dissertation, Case Studies
- Adoption and Implementation of Social Institutional Responsibility programmes

Educational Programmes offered in the College:

Bachelor Programmes in Arts, Commerce, Science

Bachelor of Arts (in combinations of two optionals) - History, Economic, Political Science, Geography, English, Kannada

Bachelor of Commerce and Bachelor of Business Administration

Bachelor of Science [in combination of three optional (Physical Science and Natural Science)] – Physics, Chemistry, Mathematics, Electronics, Computer Science, Botany, Zoology, Biochemistry, Biotechnology, Microbiology

Bachelor of Computer Application

Postgraduate Programmes in Humanities, Commerce and Science

Master of Arts
Kannada
English
Master of Commerce
Master of Science
Physics
Chemistry
Mathematics
Computer Science
Biotechnology
Biochemistry
Botany
Zoology
Master of Social Work

Vocational Programmes

Bachelor of Vocation (B.Voc.) in Food Processing & Engineering; Software Development; Animation and Multimedia

Master of Vocation (M.Voc.) in Food Processing & Engineering and Software Development

Doctoral Programmes

Kannada
English
Commerce
Physics
Chemistry
Mathematics
Biotechnology
Biochemistry
Social Work

STAKEHOLDERS' EXPECTATIONS

Management	▪ Global Brand ▪ Sustainability ▪ Good Governance ▪ University Status ▪ Social Responsibility
Leadership Team	✓ Competent Faculty ✓ Internal Revenue growth for sustainability ✓ Industry oriented education programmes ✓ Bench marking through Accreditation of programs and institution ✓ Creation of Centres of excellence
Faculty & Staff	▪ Good academic & working ambience ▪ Career growth, Research facilities & incentives ▪ Academic independence with accountability ▪ Transparency and uniform processes
Students	✓ Good academic & research ambience ✓ Support for co-curricular & Extracurricular activities ✓ Quality infrastructure ✓ Experiential learning & Opportunity for talent exposure ✓ International learning at affordable cost ✓ Quality Placement, career guidance and entrepreneurial opportunities
Parents	▪ Quality teaching- learning ▪ Disciplined students ▪ Good placements
Industry	✓ Industry ready professionals with proper attitude ✓ Strong Industry-Institution interaction ✓ Collaborative research, consultancy
Society & Others	▪ Graduates with Moral, Ethical Responsible and Accountable Citizenship ▪ Social service through extension activities by the college ▪ Skill development for needy ▪ Resource centre for other institutions

ENVIRONMENTAL SCANNING AND ANALYSIS

National Features - India being the country of villages, 65% of the population lives in rural communities. This indicates the necessary of empowering rural population for the sustainable development of the nation. Keeping this truth as base, Mahatma Gandhi had mentioned for rural development in his vision interventions such as Sarvodaya, Grama Vikas, Grama Swarajya, etc. Considering the philosophy of Mahatma, JSS institution made its vision to promote rural development focusing Education and holistic development of rural students. Having adopted inclusive approach, the Institute is catering the educational needs of the urban students as well.

Social Features were analysed and the parent community and society are encouraging their wards and looking for placements but not on real education which will enhance knowledge. This trend may pose grave dangers in the years to come. Placement should be one of the goals in students mind but not the only goal, this trend will bring down the curtains on innovation and entrepreneurship.

Political Features at the state & centre are not very much favouring faculty in research facilitation for those working in private institutions. Higher education is getting a big priority from political decision making. National Skill Development is the need of the hour for all types of educational segments and funding with a specific focus on building skill inventory needs to be strategically planned.

Economic Features are analysed, GDP is at 7.5 % for 17-18, with focused government in place, GDP is likely to grow to two digit. Huge opportunities may come up in terms of placement, Higher Education, research and innovation. This will have positive impact for the institutes providing quality education and research.

Technological Features were discussed and the extensive use of technology in teaching-learning needs to be a key enabler in higher education. Emerging technologies and need for training faculty to face these challenges. E-learning /online learning/online examination may replace traditional class room teaching-learning practice. The faculty needs to change their pedagogical skills to match these challenges.

Entering of Foreign Universities may pose a great challenge in the years to come in the form of competition. No immediate challenges seen for JSSCACS. However, faculty retention and need to look into curriculum reforms to keep pace with flexible system of foreign universities needs an immediate looking in.

Market /Competition Features are posing some challenges as many Deemed /Private state universities- Industry lead universities are getting started in many states. Infrastructure and funding may not be a differentiator any more. Quality teaching, research, ambience and placements could be critical factors. There needs to be a serious thought on incentives for performers for this a consensus has to be arrived at. An internal IQAC will take care with external experts.

SWOC ANALYSIS

Strengths	Weaknesses
➢ Committed Management ➢ 50 years of standing ➢ Brand Name ➢ Talented students ➢ Excellent Infrastructure ➢ Quality & Competent Faculty ➢ Retention of employees ➢ Research Centers & Publications ➢ Disciplined campus ➢ Large Alumni base ➢ Government Aided departments ➢ Autonomous since 2005 ➢ 'College with Potential for Excellence' ➢ Student activities to understand the community problem and attempts for solutions ➢ DDU KAUSHAL Kendra for vocational programmes	➢ Not fully unaided or fully aided and hence the governance structure is complex ➢ Existing policy limits attracting top quality faculty ➢ Lack of dissemination and understanding of HR polices-incentives & transparency ➢ Lack of clarity on role, responsibility and accountability ➢ Scarcity of trained supportive staff ➢ Poor Alumni engagements ➢ Lacking standard certifications
Opportunities	**Challenges**
➢ Eligibility for Top National Rankings ➢ Starting Integrated programmes ➢ Strengthening collaboration with industry in research, consultancy, training & internships ➢ Enhanced community engagement ➢ Getting funded projects at State/Central ➢ To work upon Sponsored Research and Industrial ➢ Consultancy	➢ Multiple compliance requirements and time lines affecting Teaching & research ➢ Inconsistency in policies and regulatory guidelines ➢ Retention and recruitment of Quality faculty ➢ Realization of Quality faculty structure is very tough, especially with aided departments recruitment policies of the Government ➢ UGC scale implementation ➢ Possible financial crunch

STRATEGIC GOALS

JSSCACS Leadership Team after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals which are also called Institution Strategic Goals.

1. Good Governance
2. University Status
3. Leadership Development
4. Financial Management
5. Physical infrastructure
6. Teaching – Learning infrastructure
7. Library & information centre
8. Attraction, Development, Retention
9. Teaching, Learning and Evaluation
10. Industry- Institute relationships
11. Research, Development & Innovation
12. Quality assurance systems
13. Entrepreneurship
14. Placement, Internships & Career
15. Extra-curricular and co-curricular
16. Alumni engagement and interaction
17. Community Service and Extension
18. Global Initiatives

1. **Good Governance**

Governing Body	➢ Merit based Governing Body (GB) appointment ➢ Performance management of GB members through specific responsibilities ➢ Evaluation of institutions performance and bench marking ➢ Guiding and approving policy matters
Institution Goals	➢ Setting short term and long term goals ➢ Institutional Strategic development plan ➢ Institutional strategic goals setting
Transparency & Leadership	➢ Transparency in Leadership & appointment of Key positions ➢ Service conduct rules and polices formulation, approval & implementation ➢ Grievance Redressal mechanism ➢ Leadership Development through decentralization ➢ Establishing E-Governance- MIS- Data analysis
Internal Quality Assurance Cell & Accreditation	➢ Setting up of IQAC with internal & external members to audit processes ➢ Establishing internal audit committee for regulatory compliance ➢ Systems, checks and balances- Remedial measures.
Students Participation	➢ Alumni/ Students nomination to Governing Body ➢ Their suggestions in various academic and student affairs

2. **University Status**

Vision & Budget allocation	➢ Discussion in Governing Body and approval for University status ➢ Resource planning & budget approval
Preparation of UDP & pre-assessment	➢ Constitution and appointment of committee to prepare University Development Plan (UDP) ➢ Formation of Academic Council, BOS and Liaison officer...etc. ➢ Preparation for pre-assessment & assessment
Accreditation & Certifications	➢ Accreditation & Assessment cell ➢ Inspections preparation & Approvals
Statutory Inspections	➢ Statutory inspections planning and preparation ➢ Inspections facilitation & remedial measures ➢ Provisional university approval status

3. Leadership Development

Developing Ownership	➢ Motivating through interactions ➢ Partnership incentive plans
Assessment & Identification	➢ Expert committee to assess all existing leaders potential ➢ Find gaps and structure changing ➢ Identify positions for external
Decentralization	➢ Decentralize the academic, administration and student related issues ➢ Prescribe duties , responsibilities and accountability ➢ Rotation of key posts to build leadership
Development & Job Rotation	➢ Develop Leadership competencies ➢ Plan for Job rotation /enlargement /enrichment assignments ➢ Plan for new /crisis assignments
Retention Measures	➢ Growth retention plans through Career advancement. ➢ Golden handcuffs through monetary /welfare benefits

4. Financial Management

Budgeting	➢ Department wise Budget planning of all heads of accounts ➢ Forecast & estimation of revenue (Both IRG and ERG) ➢ Forecast & estimation of expenditure ➢ Emergency plans ➢ Budget formulation & approval through Finance committee
Financial Governance (HoDs)	➢ Planned expenditure management ➢ Procurement and Financial policies implementation ➢ Monthly Audit (internal /External) checks- balances ➢ Support through research, consultancy and training
Outflow Management & Growth plans	➢ Monitoring expenses as per budget planning ➢ Predicting internal revenue generation ➢ Treasury (surplus funds) management ➢ Growth- Expansion plans

5. Physical infrastructure

Green Campus	- Energy harvesting & management - Hygiene, solid waste management (zero plastic usage) - Reuse of waste - Efficient usage of recycled waste water from hostel and Academic infrastructure - Aesthetic Class rooms, Tutorials, Seminar halls - State of the art Laboratory & equipment
Library	- Library infrastructure upgradation - Functional Furniture and fittings for e-learning
Sports, Hostel & Canteen	- Developing sports (indoor/outdoor) facilities - Hobby clubs, Canteen & community centre - Additional Hostels facility for boys within the campus

6. Teaching – Learning infrastructure

Smart Class rooms	- Smart boards - Multi-room instructional facility - Multi media and support equipment - E-Learning facilities
Laboratory- R&D Equipment	- R&D Laboratory and its maintenance - Simulators - Industry equipment (centers of competence) for consultancy
ICT	- Licensed softwares - Higher BW - Hardware (Servers, Computers...etc) - Pedagogy tools - Online learning tools - Evaluation & assessment tools - Learning Management System - ICT for 360 deg. Feedback.
Books & E-Learning	- Books, Journals, Periodicals, Magazines - Online access to E-media - Departmental library books

7. Library & Information Centre

Infrastructure enhancement	- Budget allocation - Infrastructure (Buildings & Furniture) - CCTV and Lockers facility
Removal of obsolescence in Books & Resources	- Books, journals procurement, storage and retrieval - Resources automation & Access (24X 7)
Digital & E-Library	- Complete Digitization of Library resources - Establishing cloud based e-library & online access

8. Attraction, strengthening and retention of Faculty

Talent Hiring & Retention policy	➤ Merit based hiring policy formulation & implementation ➤ Career advancement Schemes ➤ Scientific induction/ orientation of new talent ➤ Critical talent identification & retention measures
UGC Scales, Rewards & Recognitions	➤ UGC scales implementation for all cadres / designations ➤ Additional cadres to be created for deserving staff ➤ Rewards – recognitions & incentives ➤ Welfare policy formulation & implementation
Conducive working environment	➤ Best work facilities and infrastructure ➤ Role & responsibilities clarity and empowerment ➤ Online access to Library- journals 24X7 hours ➤ Township /quarters facility through JSSEHBCS
Career growth & Development	➤ Sponsorship/ Deputation, sabbaticals for higher education & Exchange programmes ➤ Sponsorship to participate in national /international conferences ➤ Deputation to premier national /international universities/industry

9. Teaching-Learning and Evaluation Process

Bench mark with Premier institutes	- Constitute academic teams and visit premier institutions - Customize & Implement best practices
Curriculum Design & Lesson plan	- Design curriculum as per all graduate attributes and expectations of stake holders - Develop lesson plan as per outcome based education & academic calendar - Develop e-learning content - Benchmark with industry requirements - Use of Learning Management System (LMS) to support students
Teacher Need Assessment and upgrading faculty & staff competence	- Conduct training need analysis every two years - Conduct / depute faculty and staff for competence development - Support paper publications and presentations - Provide opportunities for networking - Train faculty to use LMS effectively
Knowledge Delivery & Outcome based education	- Define outcomes of each teaching learning initiative - Continuous Assessment and evaluation to measure outcomes - Establish Research Culture - Access to online learning - Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	- Create proper feedback system - Continuous progress assessment - Question bank development & Term end examinations - Credit transfers and performance development

10. Industry- Institute Relationships

Industry Data base & Intelligence	➢ Strengthen placement, training and industry institute interaction cell ➢ Identify department/subject wise preferred industries & companies ➢ Identification of potential areas of research ➢ MoUs & NDA with potential industries/companies ➢ Professional bodies membership
Leverage Industry Resources	➢ Invite industry experts for guest lecturers /talks/seminars ➢ Partner with industry for syllabus reviews/advisory roles ➢ Deputation of faculty to Industry on sabbatical leave ➢ Leverage for internships, research projects, consultancy & placements ➢ Scholarships
Leverage Institutional Resources for Industry	➢ Training and talks by faculty ➢ Consultancy and testing to industry ➢ Starting of postgraduate programs for industry personal ➢ Enrolling industry personnel for Ph.D.
Setting up Centres of Excellence	➢ Identify potential industries who can establish centres of excellence department wise ➢ Establish and operationalize centres of excellence ➢ Setting up of chairs in specific domains by industry

11. Research, Development and Innovation

R&D Infrastructure &Teams	➢ Enhancing R&D laboratories in all departments ➢ Modernization and removal of obsolescence of laboratories ➢ Dedicated R&D facilitation & documentation centre ➢ Competent technical staff for R&D labs ➢ Upgrade the Journal with scopus indexing.
Establishing Centres of competence	➢ Fund raising through Project proposals ➢ Apply for Government/ other funding ➢ Establishing centres of excellences ➢ Establishing Consultancy cell
MOU with premier institutes/ R&D labs	➢ MoUs with higher learning institutions in India & abroad. ➢ Collaborations with IISC, NCBS, JNCASR, CFTRI, DFRL, CSRTI, etc ➢ Multi & inter disciplinary research and product development
Incubation Centre /Product Development	➢ Encourage "idea to product" pre-incubation activities ➢ Establishing incubation centres ➢ Focus on Product development
Setting up of Patent cell	➢ Patent filing, Scaling up & commercialization ➢ Starting of patent cell ➢ Appointment of search and Patent Attorney

12. Quality Assurance Systems

Establishing Quality Systems	➢ Setting up bench marks & system flow ➢ Quality Policy steering committee ➢ Publishing Quality system design & culture ➢ Educating & Training of all employees
Internal Quality Assurance & Assessment cell	➢ Setting up of IQAC team ➢ Periodic checks and guidance
Accreditation & Certifications	➢ Choose accreditation/certification agency ➢ Audit and certifications
Audit Internal Controls	➢ Establish audit process & audit teams ➢ Train internal auditor teams ➢ Audit and remedial measures
Continual improvement, Rewards & Recognitions	➢ Setting up of Quality assurance cell ➢ Identifying achievements & best practices ➢ Quality circle competitions & rewards ➢ Annual competitions

13. Entrepreneurship

EDP Cell	➢ Establishment of dedicated EDP cell ➢ Budget /seed funding for funding initial projects ➢ Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	➢ Identify interested students for entrepreneurship ➢ Identify mentors from successful entrepreneurs from Alumni/others ➢ Formal training on entrepreneurship
Leverage Promotion agencies	➢ EDP agencies and networking ➢ Competitions participation ➢ Leverage for funding & support
Incubation & Pilot projects	➢ Establish incubation centre for prototypes ➢ Provide incubation support for students ➢ Incubation support for outside SMEs

14. Placements, Internships & Career Guidance

Placement & Career guidance Department	➢ Dedicated team ➢ Modernization of infrastructure (Video conferencing, interview & conference rooms) ➢ Video recording of mock up interviews of students and feedback
Industry MOUs-Intelligence	➢ Data base of various potential industries/companies ➢ MOU s and relationship management ➢ Industry experts as resource persons
Training & Development	➢ Awareness programmes, Value added programmes (soft skills & domain expertise) ➢ Competency enhancement centre
Internships, Placement process & Success stories	➢ Internships planning and execution ➢ Placement process coordination ➢ Success stories celebration- Brand building

15. Extra-Curricular and Co-curricular activities

State of the art infrastructure	➢ Budget allocation ➢ Establish state of the art infrastructure ➢ Formation of hobby clubs
Coaching, training & competitions	➢ Dedicated coaches /trainers recruitment ➢ Regular training /coaching classes ➢ Participation in tournaments/competitions ➢ Hosting competitions/ tournaments
Credit transfer, Rewards & Recognition	➢ Admission priority for state/national achievers ➢ Academic credits transfer ➢ Attendance compensation ➢ Reward & Recognise achievers

16. Alumni Interaction

Alumni Association	➢ Strengthen Alumni association and engagement ➢ Establish alumni association office on campus ➢ Data base updation and interactive alumni website ➢ Establish global chapters and networking
Relationships & Leveraging	➢ Regular interactions /invitations ➢ Recognise successful alumni ➢ Leverage for guest lecturers/internships/placements ➢ Academic advisors
Endowments	➢ Explore Contributions / endowment partnering ➢ Brand ambassadors ➢ Sponsorships/scholarships

17. Community Service and Extension activities

Budget and Resources	➢ Budget from institution resources ➢ Budget from Faculty/students/Govt/other donors
Village adoption & Rural Projects	➢ Identify nearby villages for adoption ➢ Study rural projects and challenges ➢ Explore & provide support to the execution of projects
Vocational training	➢ Identify the job oriented courses as per local needs ➢ Provide vocational training at the institute ➢ Educational tuitions/ support to village students
Health and hygiene support	➢ Conducting health awareness camps ➢ Providing free medicines to the needy ➢ Psychological and psychiatric support

18. Global Initiatives

New Campuses / Programs	➢ MoUs with the governments of developing countries ➢ Twinning programmes with leading universities of developed countries
Foreign Students	➢ Attracting foreign students ➢ Twinning programmes with foreign students
MoUs with Foreign Governments/ Institutions	➢ Identify foreign higher level learning institutions ➢ MOUs with potential partner institutions ➢ MOUs with governments for education & projects

STRATEGY IMPLEMENTATION AND MONITORING

Strategic development plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.

Implementation Plan at Institution Level

Good Governance & Administration	Management, GB, Members of GB
Institution Statutory Compliance	Chief Executive and Principal
University Status	GB / Special Committee
Talent Management	GB, Chief Executive and Principal
Infrastructure (physical)	Management, GB, Chief Executive & team
Infrastructure-Academics	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research	Principal, Director (Research) & HODs of PG Departments
Student affairs	Principal, HODs and Student Mentors
Student admissions	Principal, HODs
Departmental activities	HODs and Faculty
Placement & Training	Placement Officer and HODs

Measurable during Implementation

Good Governance	GB selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance, Polices implementation, grievance procedures, Educational ERP implementation....etc.
Talent Management	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC norms, Track Faculty and staff performance.
Student Intake Quality	For UG - Students profile, PUC marks score For PG – PGCET of University of Mysore
Student Academic Performance	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback
Placement	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through PGCET/NET/KSET/KPSC...etc, Public sector and other Government jobs, percentage of graduates becoming Entrepreneurs

Curriculum	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas.
Alumni	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development
Research and Consultancy	Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organised, New MOUs signed with academic and industrial organizations, Centres of competence established
Physical Infrastructure	Number of buildings, class rooms added, removal of obsolescence, equipment added, annual budget allocated & utilized
Social Responsibility	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.
Extra Curricular Activities	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International recognitions received, competitions participated
Sources of Funding	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy- Donors, Trust Fund income

The committee will be formed for review from time to time. The following leadership team will monitor the time to time implementation scheme against the measurable and do prepare detailed MIS for Management review.

* Governing Body
* Principal and HODs
* Faculty and Staff
* Student representatives
* Industry representatives
* Parent nominees
* Accreditation and/or Inspection bodies

CONCLUSION

JSSCACS was started with humble beginnings in 1964 and completed its Golden Jubilee celebrations in 2015-16. The institute has progressively grown and achieved many mile stones. The institute has done very well in establishing excellent academic environment for the last five years. The institute has autonomous status and is always revising syllabus as per the current requirements. CPE Phase – II emphasis led to the development of the institute. DDU KAUSHAL Kendra is addressing the skill gap issue through the vocational programmes in two specializations.

The Strategic Development Plan is an outcome of Management commitment, institute leadership commitment, steering committee's detailed deliberations with all the stake holders. This collective wisdom ensures participation, ownership of the plan among all the stake holders. The institutional strategic goals have strategies; Strategies have sub strategies with detailed implementation plan to ensure success and sustainability over a period of time. The execution and operational implementation is monitored by stringent evaluation standards and speaks the quality of the strategy itself. The caveat is Strategy itself can do nothing but its implementation holds the key. The strategy is not static document but dynamic due to continuous changing environment and it is an ongoing process to evolve as per growing needs.

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