Kathir College of Engineering

[Approved by AICTE | affiliated to Anna University | accredited by NAAC with 'A+' Grade]

Wisdom Tree, Avinashi Road, Neelambur, Coimbatore 641062

INSTITUTIONAL DEVELOPMENT PLAN

[2023-2027]

ज्ञान-विज्ञान विमुक्तये

INSTITUTION'S VISION & MISSION STATEMENTS

Quality Policy

We are committed to produce Real-Time Problem solving and ethical Engineers through

- Technology Enabled Teaching Learning Process
- Industry influenced academic eco-system
- Providing solutions to societal problems through ethical problem-solving skills
- Receiving and working on 360-degree feedback system

Our Core Values

- Our motto is to serve the society through producing responsible citizens by imparting integrity and ethics
- We strongly believe in inclusivity and consider every stake holder as responsible to set benchmark in each of our activities
- Our faculty members exhibit excellent team-spirit and achieve excellence in each of our curricular, co-curricular and extra-curricular activities.
- We see every student of our Institution as a problem solver and our start-up studios help them to become entrepreneurs and provide solutions for the societal needs
- We promote the sense of social responsibilities in students by providing ample opportunities to participate in various social activities
- We create an eco-system where every faculty member and student accept responsibility for personal and professional growth and development.
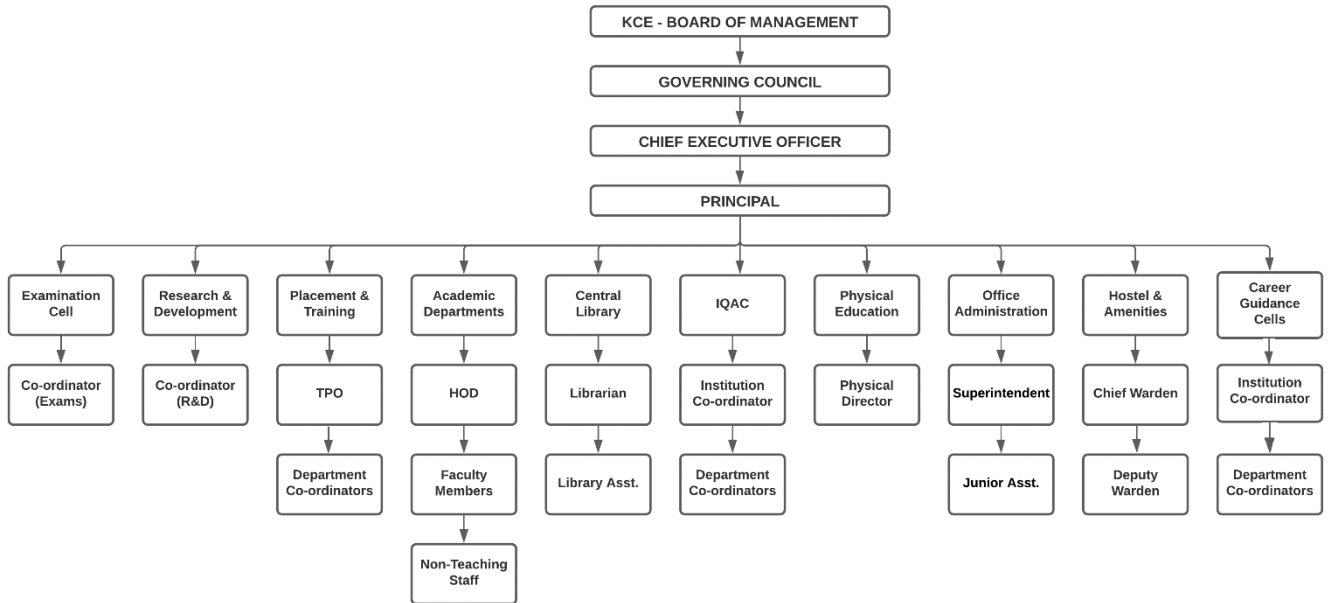
Vision

Strive to promote Excellence in Engineering Education and Research by developing our students as Real-Time Problem solvers thereby contributing to the societal needs

Mission

- Promote excellence in Core and allied studies through Technology enabled Teaching and active learning practices
- Develop multi-talented and committed human resources by providing research-oriented ambience to innovate and find solutions for Real-Time Problems.
- Create socially responsible engineers with team-spirit / entrepreneurs with necessary leadership skills thus contributing towards a better world

ORGANOGRAM

KATHIR COLLEGE OF ENGINEERING - ORGANOGRAM

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                              KCE - BOARD OF MANAGEMENT
                                         │
                                 GOVERNING COUNCIL
                                         │
                              CHIEF EXECUTIVE OFFICER
                                         │
                                     PRINCIPAL
                                         │
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Examination Cell	Research & Development	Placement & Training	Academic Departments	Central Library	IQAC	Physical Education	Office Administration	Hostel & Amenities	Career Guidance Cells
Co-ordinator (Exams)	Co-ordinator (R&D)	TPO	HOD	Librarian	Institution Co-ordinator	Physical Director	Superintendent	Chief Warden	Institution Co-ordinator
		Department Co-ordinators	Faculty Members	Library Asst.	Department Co-ordinators		Junior Asst.	Deputy Warden	Department Co-ordinators
			Non-Teaching Staff						

Strategic Planning and Road Map for 5 Years (2023-2027)

For any institute to grow and develop, it should have a strategic planning system in place. Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy. It may also extend to control mechanisms for guiding the implementation of the strategy.

The long term plans have been laid down in the strategic plan in consultation with Department committees, joint workshops of senior professors for strategy formulation. Kathir College of Engineering will sustain its excellence and distinctiveness by following a strategic plan that is built upon six sub areas namely

- Academic Process
- Self-Learning
- Employability
- Industry Connect
- Research and
- Personality development

5 Year Strategic Plan for 2023-2027

Kathir College Of Engineering's Five-Year Strategic Planning aims towards reaching the following milestones for which the action plans in the previously mentioned sub areas are aptly mapped to following activities based on 6 E's which are planned for effective implementation and monitoring are detailed:

- Excelling in Teaching Learning Process
- Empowering students in PRIDE (Projects, Research, Innovation, Design & Entrepreneurship) activities
- Enhancing research capacities and Outcomes
- Enabling Inclusive and sustainable growth
- Extending collaborations and capacity building efforts
- Expanding opportunities for societal services

Mile stones

- Autonomous status

- Starting an in-house incubator with atleast 10 start-up firms

- Enhancing Research Capabilities and Outcomes

- Strengthening collaboration with Industry in Research, Consultancy, Training & Internships

- Global Initiatives through Foreign University Tie – Ups

- UG in Emerging Areas & PG in Niche Areas

- To improve Core Placements

- Enhanced Community Engagement

- Faculty Competency Building in areas of New Age Technologies & Research

- Increasing Industry Linkage

- Patent Commercialization

- 50% of Faculty Members with Doctoral Degree

Excelling in Teaching Learning Process

Plan	Implementation	Monitoring
Curriculum Design (after obtaining autonomous status)	- Implementation of Outcome Based Education - Choice Based Credit System - Benchmarking with Curriculum and Syllabi of Premier institutions - Industry driven	- Program Advisor Committee - Board of Studies meeting twice a year - Academic Council - Session on OBE - Attainment calculation & Conduct of remedial action to fill the identified gaps

Classroom Delivery using Education 4.0	- Introduction of Smart classroom - Usage of Google Classroom - Flipped Classroom - Active Learning by following andragogy	- Standard of Power Point Presentations, online materials and videos - Course Related Articles, Faculty Lectures, Educational Videos, Visual Presentations, Instructor Notes and question bank will be uploaded on Google classroom - Internal mark will be awarded for flipped classroom sessions and class room participation
Strong Work Ethic	- Practicing of time management by staff and student - Developing Ethical practices among staff and student	- Monitoring of students for adhering to Time line in submission of assignments - Plagiarism check in submitted responses - Rubrics for precise assessment of individual's contribution in a team
Attainment of Learning Outcomes	- HOTS, GATE Questions - Assessments-pattern - Practical learning, Internships, Assessments	Conduct of bridging classes for the needy students through impact analysis

	Special Interest Groups (SIG), attending FDPs of premiere institutions, mandatory Industry Training etc.,	Department Target based on APA scheme
Diversifying our faculty and enhancing faculty excellence	▪ Special Interest Groups (SIG), attending FDPs of premiere institutions, mandatory Industry Training etc.,	▪ Department Target based on APA scheme

Empowering students in PRIDE (Projects, Research, Innovation, Design & Entrepreneurship) activities

Plan	Implementation	Monitoring
Training	▪ Technical training and Aptitude training by experts ▪ Boot camp training ▪ Industry Specific Training	• Every day online Assessment and Attendance is maintained • Feedback is collected from the students as well as the trainers • Separate portal will be maintained for training students
Addition of Companies	▪ Industrial interaction by faculty members	twice in a year
Maximizing the count of placed students	▪ Technical training ▪ Communication skills training ▪ Boot camp training ▪ Aptitude training ▪ Mock interviews ▪ Company Specific test	▪ Assessment for boot camp students ▪ Assessment is done by Alumni. ▪ Feedback is collected from alumni based on the mock interview
MoUs	▪ MoU with reputed organizations	▪ Programs were organized in

		coordination with the organizations.
Student driven, alumni and industry person mentored, faculty guided initiative to establish an ecosystem for students, alumni, faculty and staff of College to nurture **Projects** (patents, products, publications), **Research, Innovation** (Ideation, incubation), **Design** and **Entrepreneurship** competency	▪ Problem statements to be scrutinized and approved by industry experts preferably alumni of KCE	▪ Evaluation Team should comprise of academicians and Industry experts
Pivotal role in promoting inter-disciplinary projects among the students from various departments and also keen in converting the projects in to Product	▪ Problem statements to be chosen for Projects from Hackathon competitions, Tamilnadu and India Start-up ideas	▪ Department level Project co-ordinators to ensure that all problem statements are reflecting societal values
Focused guidance and networking of interested students to disseminate and participate in National and Global level competitions	▪ Encouraging to participate in national/state level design contests and prototype building	▪ Each student either as individual or as group to participate in atleast two events in each semester

Enhancing research capacities and Outcomes

Plan	Implementation	Monitoring
Strengthen our research capacities ▪ Interdisciplinary research centres—research clusters ▪ Student participation in research activities, STARTUPS, INCUBATIONS Organizing research conference ▪ Increased resources & plagiarism awareness ▪ Expand Funding base, Incentivize faculty PRIDE ▪ Establish new initiatives and grow existing ones to attract and maintain "high performing" research faculty	▪ Encouraging all faculty members to register for PhD ▪ Applying Proposals for Funding agencies ▪ All departments to become recognized research centres for pursuing PhD	▪ API to include relevant weightage for Research outcomes
Promote research on thrust areas and public issues ▪ Faculty engagement in consultancy projects	▪ Each faculty member shall be assigned a task of carrying out atleast one consultancy work for relevant industry to solve industrial problems	▪ API to include relevant weightage for Problem statement

▪ Projects for public issues in technology areas security, agricultural growth, technology for challenged, water purification, sewage treatment, energy management, waste recycling, grand challenges of engineering, e-governance and urban poverty etc		worthiness and consultancy
Make our research accessible to the wider public through Newsletters,Website, SCOPUS / PUBLONS / Researchgate/ORCID etc	▪ Publications in Scopus /WOS indexed journal by faculty as well as students ▪	▪ Faculty API to include relevant weightage for Joint Publications and Citation index

Enabling inclusive & sustainable institutional growth

Plan	Implementation	Monitoring
Establishment of new UG in interdisciplinary emerging branches and PG in niche areas ▪ Artificial intelligence, block chain, robotics, quantum computing, data sciences, cyber Security and 3D printing and design	▪ Introducing UG courses in emerging areas and PG courses in niche areas proposed by AICTE	• At least one course is introduced every year for next three years
Expanding career opportunities for our students ▪ 450 hours of skill development training ▪ Core company placements through CoE	▪ Mandatory skilling for all students to become eligible for placement opportunities without any skill gaps	• Skill mapping for individual students by departments to identify the gaps
Strengthen institutional governance and leadership ▪ Enable timely decision-making and optimal utilization of institutional resources for a large and fast growing institution ▪ Good governance	▪ By having a productive and powerful Governing Council to take policy decisions to keep the institution as promising and futuristic	• Statutory committees to recommend policy changes for the betterment of institution and adhering to the recommendations

Strengthening the role of our students as stakeholders ■ Robust and responsive support system for students ■ Mentoring, Grievance redressal	■ Keeping students and alumni as part of all committees involved in policy framing and implementation for the betterment of students and society.	■ Adhering to the Policy documents
Strengthening alumni relations ■ Alumni interactions ■ Alumni referral schemes ■ Incubation ■ Entrepreneurship	■ Inducting alumni chapters in all big cities where alumni presence exist. ■ Having alumni representation during all policy decisions ■ More concessions for alumni to use KCE incubators	■ Adhering to the Policy documents

Extending collaborations & capacity building efforts

Plan	Implementation	Monitoring
Promoting interdisciplinary and industry collaboration ▪ Industry driven Skill Development Centres	▪ Introducing makers space in college for students to discuss and try their ideas converted to prototypes	▪ Active usage of proposed makers space by interdisciplinary students as a team
Expanding capacity building programmes ▪ Increase language training programmes ▪ capacity building efforts that bridge the gap between the world of theory and practice	▪ Inviting more fresh and experienced entrepreneurs to address the prospective students to understand the reasons for failures and success in start-ups	▪ Through calendar of activities by KCE Entrepreneurship Development Cell

Expanding opportunities for Societal service

Plan	Implementation	Monitoring
Engaging with our local community Centre for Social and Community Services ▪ Enhance institutional support, encouragement and participation for student-led socially relevant activities ▪ Strengthen Inter-College collaborative activities to promote science and technology, IGNITE, BIG GENIUS, DHRONACHARYA, GURUKUL ▪ Skill development Programmes for local community	▪ DDUGKY & PMKVY Scheme	▪ Through fixing a target and reaching the goal at institution level
Strengthening our contribution to national and global policymaking ▪ Establishing good partnerships with Central and State government ministry	▪ Participation in all surveys proposed by government/ industries related to academics and society related to Policy changes such as AICTE approval process handbook	▪ Through circulars to all faculty members to encourage their active participation. ▪ Having weightage in API for societal contributions

and agencies, and other leading institutions within the country	preparation/National education Policy etc.,	

Roadmap for 5 Years (2023-2027)

2023
accredited by NAAC with 'A+' Grade

2024
Autonomous status by UGC

2025
accreditation by NBA for all Programs

2026
Industry-Institution collaborative eco-system

2027
NIRF Ranking (Top 150)