



STRATEGIC PLAN

2018-2023



About KIT

Karpagam Institute of Technology (KIT), one of the top Engineering colleges in Coimbatore, is founded by a far-sighted educationist, Dr. R. Vasantha Kumar, who with a noble aim, wanted to make higher education in engineering and technology accessible to everyone. The college is sited at NH47 near Eachanari, Coimbatore. It is a dream come true to build such a top quality Engineering college in Coimbatore.

The Engineering College stands out as a top premier learning hub in Coimbatore with the mission of imparting excellence in top quality technical education and research. The college recognizes the top performers and meritorious engineering students with educational scholarships. A team of dynamic faculty, diverse student community and the state-of-art facilities available in the premises brand the institution as a querencia. Engineering education is provided at its best in this college.

The pedagogy followed in this Institution equips our students to be at par with the latest technological developments. It creates a milieu which provides a platform for scholarly development, independent thinking and personal growth for the engineering students and also equips them with top employability skills, through practical training in the top industries which are indispensable to take their career growth a step higher.

Students at KIT find themselves involved in both co-curricular and extra-curricular activities. The college provides equal opportunities in sports and fine arts to showcase their talents in addition to the engineering excellence thereby aiding in their overall development. Alumni's valuable feedback is also taken to train our college students as per the top industrial requirements.

COURSES OFFERED

- B.E. Mechanical Engineering
- B.E. Electronics and Communication Engineering
- B.E. Electrical and Electronics Engineering
- B.E. Computer Science Engineering
- B.Tech. Information Technology

Preface

An Engineering institution needs high-level goals with long range planning and strategies to achieve its vision and mission. Strategic Planning is a continuous process with a specific focus on achieving short, mid, and long-term objectives. An institution's Strategic Plan (SP) analyzes the current environmental conditions, predicted future scenarios and determines the direction in which it should move to achieve its goals and objectives.

The first part of the Strategic Plan presents Vision and Mission all of which are developed through repeated discussions with all stakeholders (Management, HoDs, Faculty, Staff, Industry, Students, Parents and Alumni). SWOC analyses are performed to take a scientific look at our internal and external environment. Using the information found in the environment, institutional goals were formulated and strategies were determined to achieve them.

In accordance with the mission and vision of the Institution, strategic goals and strategies are drawn by brainstorming with HoDs and Professors. Action plans are crafted and circulated to all departments. SP evaluation and committees to monitor the effectiveness have also been clearly outlined. Financial constraints and fund availability are among important parameters of SP. Inter-Institutional Revenue Generation and SP evaluation have been given due consideration. In an effort to achieve a best practice, the Governing Council (GC) reviews and approves the final outcome

Finally, stakeholders are involved through active participation and collective inputs. KIT will become the torch bearer among technical institutes at the National level by 2023 as a result of the SP, which will streamline processes and progress of the institution.

StrategicDevelopmentProcess

It has been felt necessary by members of the Governing Council to develop a strategy for the institution. The Principal has been given the mandate to develop the institution's strategic plan for 2018-2023. Stakeholder expectations were discussed at a meeting between the Management and the Principal. As a result of numerous meetings in which the Principal, HoDs and Faculty discussed the Vision and Mission of KIT and developed possible strategic goals to be achieved by 2023.

Under the strategic theme, sub strategic goals were developed and strategies to achieve them were devised. Each Sub Strategic Goal was deliberated and strategies were arrived towards implementation. A plan for implementation includes all details, such as budget, resources needed, and leadership responsible for implementing with timelines.

Department plays a pivotal role for the institution. So, each Department set their short, mid, and long-term goals according to the Vision and Mission of the Institution. All details of the Department implementation plans, such as budget, resources needed, as well as leader responsibilities and time frames are included. Under the guidance of the Principal, the HoDs form the core team responsible for implementing Department goals.

First, the 'Planning and Monitoring Board' discussed the draft document, and then the Governing Council reviewed it in detail. Those suggestions were incorporated into the plan to ensure its effective implementation. This comprehensive plan serves as the guiding plan for the years 2018-2023.

Vision

To impart quality technical education emphasizing innovations and research with social and ethical values

Mission

- Establishing state-of-the-art infrastructure, effective procedures for recruitment of competent faculty and innovative teaching practices.
- Creating a conducive environment for nurturing innovative ideas and encouraging research skills.
- Inculcating social and ethical values through co-curricular and extra-curricular activities.

Stake Holders' Expectations

Type	Description	Expectation
Internal	Management	<ul style="list-style-type: none"> • Global Brand • Sustainability • Good Governance • Autonomous Status
	Faculty	<ul style="list-style-type: none"> • Good academic & working ambience • Career growth, Research facilities & incentives • Academic independence with accountability
	Students	<ul style="list-style-type: none"> • Good academic & research ambience • Support for co-curricular & extra-curricular activities • Self learning & Opportunity for talent exposure • Quality Placement, career guidance and entrepreneurial opportunities
External	Parents	<ul style="list-style-type: none"> • Quality teaching- learning • Disciplined students • Good placements • Brand
	Industry & Recruiters	<ul style="list-style-type: none"> • Industry ready professionals with proper attitude • Strong fundamentals • Strong Industry-Institution interaction • Brand and accreditations of the institute
	Alumni	<ul style="list-style-type: none"> • Regular interactions/ invitations • Leverage for guest lectures/ internships/ placements • Data base updating and interactive alumni website to strengthen Alumni Association.

STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES

Strengths

- Well focused Management going by clarity in their mission to achieve the Institute vision.
- Wide campus with state-of-the-art infrastructure and resourceful atmosphere.
- Well experienced and motivated mentors valuing and implementing modern pedagogical initiatives in teaching.
- Latest technological drive and digital approach to teaching and learning process.
- Development of personality professional and organizational traits through training programs and variety of club activities.
- High placement records yearning to best industry related practices in grooming students for better employability through placement training and skill development programmes.

Weakness

- Students exchange programs
- Language barrier – of First Graduates
- Funding for Research Projects
- Better utilization of resources

Opportunities

- Development of Entrepreneurs
- Skill development through various outreach activities
- Exploring opportunities for research and patent filing
- Better Student participation in Technical programmes
- Instilling variety in knowledge base among students

Challenges

- Training of First Graduate Students in English
- Spooling unfocussed look-out of students ensued through social media practices
- Development and standardization of global competence among students
- Students sustainability and necessitating of core engineering programmes
- Need based Centre of Excellence

Strategic Goals

In order to achieve Vision, Mission and by conducting SWOC analysis, the Institution has established the following five goals:

- Goal 1** To rank as one of the Nation's top institutions for studies in Engineering and Technology.
- Goal 2** Identify and address future challenges and opportunities through research, innovation, consultancy, business development, and entrepreneurship.
- Goal 3** Develop technically competent and quality conscious engineers to the society by collaborating with industrial institutes and engaging them in high-quality academic and co-curricular activities
- Goal 4** Build a community of exceptional faculty and staff by recruiting, retaining, and enabling them.
- Goal 5** Establish and Maintain facilities, infrastructure, governance and administration and their contribution to the achievement of the Vision and Mission of the Institution.

Goal 1: To rank as one of the Nation's top institutions for undergraduate studies in Engineering and Technology.	
Through the active engagement of its stakeholders and alumni, KIT will develop the next generation of engineers who are technically competent and have leadership qualities.	
Sub goals	Strategies
1. Measure the pedagogy against that of top-tier institutions	<ul style="list-style-type: none"> • Encourage innovative teaching, learning and assessment methods. • Enhance faculty and student interaction with reputed Institutions/organizations through training programmes, workshops and collaborative projects. • Initiate internships and student exchange programmes at reputed institutions.
2. Brand development for the Institution	<ul style="list-style-type: none"> • Enhance scholarly activities. • Ensure quality assurance through annual quality assessment. • Attain higher levels of achievements in co-curricular and extra-curricular activities. • Inspire social commitment of staff and students through outreach activities. • Evolve mechanisms to attract high quality students.
3. Encourage alumni networking with students	<ul style="list-style-type: none"> • Attract alumni support in placements and internships for students. • Enhance the involvement of alumni as resource persons for technical workshops and invited talks. • Strengthen alumni involvement as innovators or entrepreneurs in the campus.

Goal 2: Identify and address future challenges and opportunities through research, innovation, consultancy, business development, and entrepreneurship.	
Preparing students to become global citizens by fostering technological innovation, industrial research, internships, and entrepreneurship in the coming years.	
Sub goals	Strategies
1. Strengthen the research program	<ul style="list-style-type: none"> • Increase the number of external and internal research projects. • Increase research publications and ensure maintenance of quality. • Encourage staff and students to organize/ attend workshops, conferences, invited talks, seminars etc. • Continuously monitor and apply for financial aids given by Central&State governments and various international organizations.
2. Engage in consultancy and internship partnerships with industries and reputed organizations	<ul style="list-style-type: none"> • Establish consultancy cell and pursue consultancy activities. • Sign MoUs and establish industry institute linkages with reputed industries and organization to undertake joint research projects, training and internships.
3. Support the development of an entrepreneurial ecosystem in campus	<ul style="list-style-type: none"> • Facilitate the development and protection of intellectual property rights. • Establish an innovation hub that promotes entrepreneurship. • Conduct training programmes/ workshops/events/competitions focused on innovation and entrepreneurship.

Goal 3: Collaborating with Industry and Institutes and engaging them in high-quality academic and co-curricular activities.	
The key to KIT's success is innovative teaching methods, quality enhancement programs, community outreach programs, and a wide variety of co-curricular and extracurricular activities, in a supportive environment.	
Sub goals	Strategies
1.Ensure quality education	<ul style="list-style-type: none"> • Empower students' personal and professional development through academic and professional advising, peer-to-peer mentoring etc. • Regular audit on effectiveness of both UG & PG Curriculum and Teaching-Learning process.
2.Assisting students with placements and/or higher education	<ul style="list-style-type: none"> • Enhance career guidance and placement activities to attract core companies. • Arrange skill based and industry relevant continuing education programmes. • Offer training programmes that meet the requirements of the industry.
3.Provide a holistic environment for student development	<ul style="list-style-type: none"> • Discuss common problems of students and ensure its solution. • Expand extra-curricular, co-curricular activities and club activities. • Enhance department association and professional society activities and ensure mass participation of students. • Effective grievance redressal mechanism to address grievances.

Goal 4:Build a community of exceptional faculty and staff by recruiting, retaining, and enabling them.

The mission of KIT is to recruit and retain a team of dedicated faculty and staff, and to foster a productive work environment where each of them has a chance to succeed in a rewarding career.

Sub goals	Strategies
1. Assure quality in faculty and staff recruitment	<ul style="list-style-type: none"> • Recruit faculty and staff through a rigorous screening process evaluating their capability and interest. • Conduct personal interviews involving external subject experts. • Establish norms for career advancement in tune with AICTE guidelines. • Arrange induction programme for newly joined faculty.
2. Excellence in faculty is encouraged and enabled	<ul style="list-style-type: none"> • Establish a 'Teaching-Learning Centre' to hone teaching skills. • Build a team of outstanding faculty and ensure that every faculty member has a career path to academic excellence and success. • Institute research promotion schemes to support higher education for faculty. • Arrange workload balancing and flexible timings for promoting research and consultancy activities.
3. Ensure a rewarding career by facilitating welfare measures	<ul style="list-style-type: none"> • Implement performance based incentives, rewards and recognition. • Conduct skill development programmes in advanced technology areas for faculty and technical staff. • Implement attractive pay and other benefits for personal/professional development.

Goal 5: Establish and Maintain facilities, infrastructure, governance and administration and their contribution to the achievement of the Vision and Mission of the Institution.

We are well known for our rich campus setting and exceptional teaching community. To ensure quality as new opportunities arise, we will streamline the college's governance and improve its facilities to meet its vision, mission, and values.

Sub goals	Strategies
1. Through transparency, accountability, quality, and trust, strive for excellence in governance and administration	<ul style="list-style-type: none"> • Establish well defined rules, policies and simple procedures. • Provide limited administrative and financial powers to departments and manage its utilization with accountability and transparency • Celebrate and reward excellence in innovation, leadership and initiative.
2. Build world-class academic and research facilities for education	<ul style="list-style-type: none"> • Develop a master plan that addresses the need for the present and the future. • A full-fledged maintenance cell to undertake the maintenance of infrastructure and other facilities

Implementation Strategy and Monitoring

Once the Governing Council approves the strategic plan, the next step will be its implementation in true spirit. Through the IQAC, the progress of a strategy will be measured periodically as it is implemented. The Principal, Deans, and Heads of Departments are responsible for implementing the 'Strategic Plan' and ensuring its success.

A committee will be formed from time to time for review. From time to time, the following leadership team will monitor the implementation against the measurable parameters and will prepare detailed follow-up.

- Planning and Monitoring Board
- IQAC
- Principal/HoDs
- Professors, Faculty & Staff
- Student representatives
- Industry representatives
- Parent nominees
- Alumni

Conclusion

KIT was founded in 2008 and it has grown progressively and achieved numerous milestones. The Institute has done very well in placements. This document “The Strategic Plan” is the outcome of a detailed deliberation between the steering committee and all the stakeholders, and of the Management commitment and leadership commitment to this institute. Through this collective wisdom, all stakeholders are able to participate in and own the plan. For organizational success and sustainability, strategic goals include strategies, sub strategies, and detailed implementation plans. Stringent evaluation standards are used to monitor the execution and operational implementation of the strategic plan, which speaks to the quality of the strategy itself. Strategy alone cannot make a difference, but excellent implementation of it can. In today's dynamic business environment, strategy is no longer a static document, but instead an ongoing process that evolves according to circumstances.

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