



Wainganga college of
Engineering &
Management, Nagpur

PERSPECTIVE AND STRATEGIC PLAN

Preface

An Engineering institution like any other organization requires high level goals with long range planning and strategies to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing short-, mid and long-term goals in this highly competitive world. Strategic Development Plan (SDP) analyses current environment expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SDP addresses vision, mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders (Management, leadership, HODs, faculty, staff, industry, students, parents and alumni

After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision & Mission, the goals are drawn by holding brainstorming sessions with Deans, HODs and Professors. Institutional strategic goals and strategies are formed with action plans. The process of implementation is worked out and circulated to all the departments. Financial constraints and fund availability is one of important parameters of SDP. Internal Revenue Generation has been given due importance. SDP evaluation and committees to monitor the effectiveness has been clearly spelt out. The final out comes are discussed and approved by the Governing Body (GB). As a good practice, inputs are drawn from stake holders through active participation and collective inputs.

Vision of the Institution:

Imparting quality education to students in terms of knowledge, Skills, ethics and values for becoming responsible human being in society.

Mission of the Institution:

M1: To disseminate knowledge to meet professional challenges.

M2: To provide life skills amongst the students.

M3: To impart ethics, values among the students.

Quality Policy:

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

Perspective/Strategic Plan for 2021-2025

During the past decade, engineering and management education has undergone immense changes. While the demand for excellent quality education has increased steadily, the number of technical institutes students and faculty. It is essential in this dynamic environment to determine the strategic objectives and quantifiable targets, measuring the performances of the predetermined indicators, and monitor & evaluate the strategic plan. It is a participative approach that enables the institute to prioritize the resources in accordance with the objectives mentioned in the strategic plan.

Strategic plan is an important tool for a college to manage itself effectively because it: provides a framework for effectiveness and sense of direction

- Outlines the goals and measurable targets
- It is useful for guiding day-to-day actions
- Helps in evaluating progress and changing approaches when moving forward
- It is an iterative process at both the stages, i.e., while framing and when implementing

The institute Strategic Plan for 2021-2025 is designed to systematically evolve the academic, research and development, administration and infrastructure development plans for the institute.

Long range Goals:

- To build and promote teams of experts in the upcoming specializations.
- To achieve total financial independence.
- To set off for the Autonomous institution status.
- Strive for centre of excellence in all disciplines of the institute
- To commence a business incubation centre to improve the competitiveness and survival instincts of the Micro, Small and Medium Enterprises – MSME and to encourage student entrepreneurs. To set off an industry comprising of 2000 workforces to commercialize innovative ideas on new Products, Processes and services
- Create conducive environment for top class education, research, development and extension
- Develop collaborative arrangements with premier institutions in India and abroad
- Become a world class role model institute to attract international faculty and students
- To start on-line transfer of knowledge in appropriate technology by means of establishing multipurpose resource centers.
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Short range Goals:

- To keep faculty members abreast with the latest trends and developments in Research, Technology and Teaching methodologies especially through interaction, by sending them to other premier Institutions for research and by conducting AICTE-ISTE sponsored STTPs in our own College.
- To motivate the faculty to remain exposed to the Industrial processes & activities.
- At least 40% of the students should graduate with Distinction/Honors in all branches.
- To arrange Special classes for rural students for improving their Communication Skills.
- College with rural roots excels in games and we shall strive to produce at least one (may be two!) national level players in four years
- To achieve overall development of students and society
- To develop strong relations with industries, institutes and society
- To promote competitive merit and excellence as the sole guiding criterion in overall development of students

Core Values:

Honesty & Integrity

We are committed to promoting the highest standards of honesty and integrity to ensure that all members of the community recognize the inherent benefits of living these ideals and to guarantee that academic performance is evaluated reliably and rewarded fairly.

Equality

We are committed to creating an institution and a society where everyone is appreciated and judged based on their contributions and performance rather than gender, race, religion, physical abilities, sexual identity, or socio-economic condition. Through the work of this institution, we will both create awareness of, and work to eliminate, individual and institutional racism

Synergy through Team work

We focused on four necessary traits in order to become synergistic and succeed: A clear team purpose, solid communication, empowerment so the team can lead themselves, and finally make sure there is a commitment to the goal.

Social Responsibility

We are focused on promoting the sense of social responsibilities in students by involving them in various social activities. This helps in creating awareness about latest and important social issues in individual and gives them a broader perspective of understanding the causes and possible solutions related to various social issues.

Mutual Respect

We are committed to fostering an environment in which every member of the community nurtures the spirit of trust, teamwork, openness, and respect that is necessary to embrace and fully capitalize on our professional community.

Ethics & Commitment

Institute activities will support the mission and vision of the college. Regularly the need are identified and create programs and services that meet identified needs. Institute provides technology based education.

The Targets for 2021-2025

1. Good Governance

- a) To make the organization more professional and more focused on quality:
 - Effective IQAC with internal & external members to audit processes
 - Establish Systems, checks and balances- take immediate Remedial measures
- b) To form selective strategic alliances with academic, research and industrial organizations
 - Extend and Build relationships with research and industrial organizations through MOU

2. Curricular Aspects and Teaching-Learning

- a) Effective Curriculum planning and implementation
 - Enrich the curriculum as per all graduate attributes and Expectations of stake holders
 - Develop lesson plan as per academic calendar
 - Develop e-learning content
 - Benchmark with industry requirements
- b) Upgrading faculty & staff competence
 - Conduct training of faculty for competence development
 - Support paper publications and presentations
- c) Knowledge Delivery & Outcome based education
 - Continuous Assessment and evaluation to measure outcomes
 - Establish Research Culture
 - Access to online learning
 - Mentor on academic, career & higher educational opportunities
- d) Evaluation & Assessment
 - Create proper feedback system
 - Continuous progress assessment
 - Question bank development & Term end examinations

3. Infrastructure development and Learning resources

- To ensure effective utilization and maintenance of Infrastructure
- a) Green Campus
 - Plantation, Rain water harvesting and green cover
 - Energy harvesting & management Hygiene, solid waste management (minimum plastic usage)
 - Reuse of waste
- b) Academic infrastructure
 - Aesthetic Class rooms, Seminar halls
 - Smart Class rooms
 - Multi media and support equipment in classrooms
 - State of the art Laboratory & equipment Online learning tools
- c) Library
 - infrastructure up gradation
- d) Sports, Hostel & Canteen
 - Effective utilization of sports (indoor/outdoor) facilities
 - Add more recreational facilities in hostels
 - Upgrade food court

4. Research, Innovations and Extension Services

- a) To plan and develop focused Centers of Excellence in the Institute— on areas with potentially large societal impact
Incubation Centre /Product Development:
 - Encourage more number of “idea to product” pre-incubation activities
 - Enhancing and developing the incubation centers
 - Focus on Start-ups and Product development
- b) To encourage students and Faculty to publish research papers in top journals and presentation at conferences

5. Faculty and Staff Empowerment Strategies

- a) Conducive work environment
 - Best work facilities and infrastructure
 - Role & responsibilities clarity and empowerment
- b) Career growth & Development
 - Sponsorship/ Deputation, for higher education & Exchange programmes
 - Sponsorship to participate in national / international conferences
 - Encourage to do research and publications in reputed journals
 - Active participation in product development

6. Financial Management and Resource Mobilization

- To develop and implement effective financial system to directly support the fundamental functions of education, research, and service and to enhance the

effectiveness of using the financial resources.

- a) Budgeting
 - Department wise Budget planning of all heads of accounts
 - Forecast & estimation of revenue
 - Forecast & estimation of expenditure Emergency plans
 - Budget formulation & approval through Finance committee
- b) Financial Governance
 - Planned expenditure management Procurement and Financial policies implementation
 - Audit (internal /External) checks- balances

7. Alumni engagements and interactions

- To build mutually beneficial relations with its alumni so that a range of modes of engagement can be explored.
- Creating more opportunities / activities for alumni to spend time on campus and engage with students and faculty.
 - a) Alumni Association
 - Strengthen Alumni association and engagement
 - Enhance alumni association office on campus, engage students active participation
 - Increase activities through alumni association
 - b) Relationships & Leveraging
 - Regular interactions /invitations
 - Recognize successful alumni
 - Leverage for guest lecturers/internships/placement

8. Effective role of Internal Quality Assurance System

- To achieve Excellence in Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.
 - a) Establishing Quality Systems
 - Setting up bench marks & system flow
 - Publishing Quality system design & culture
 - Educating & Training of all employees
 - b) Audit Internal Controls
 - Establish audit process & audit teams
 - Audit and remedial measures
 - c) Continual improvement, Rewards & Recognitions
 - Effective function of Quality assurance cell
 - Identifying achievements & best practices
 - Quality circle competitions & rewards

9. Ensure gender equality

- Provide modern, secured and comfortable accommodation for girl students, increase in accommodation for married Ph. D. Students – students with infants to be given priority in housing
- Focused outreach to present girl students, alumni, faculty members as a role model to school students and convey the exciting career opportunities provided by an engineering education
- Support for secured transport facilities (Buses) for girl students, women employees to the institute

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.

Strategic Plan 2021-2025:

Monitoring of the activities in the Institute is carried out regularly by conducting various meetings, discussions, feedback sessions and audits. These include

- Departmental meetings with students, staff and faculty on continuous basis
- Meetings with students council once in a month during semester
- Meeting with departmental students association and students clubs once in a month during semester
- Meetings with hostel committees once in a month
- Meeting with site section, procurement sections, Hostel section, Electrical Maintenance cell, account section, academic section, examination section, establishment section, sports section, library etc. as per the requirement
- Parent meetings twice in a year
- Alumni meets once in a year
- Feedback from students, alumni and Industry online, during visits of alumni-industry persons, alumni meet
- Review meetings for funded projects and schemes

- Regular weekly meetings HoDs and Deans on every Wednesday
- Meetings of industrial advisory panel as per the requirement
- Meetings of Building and Construction Committee four times a year, Once in a quarter
- Meetings of finance committee four times a year, Once in a quarter

Based on the outcomes of the meetings, potential issues were identified and corrective measures have been taken by the Institute in regular manner to march towards its goals and missions. The corrective measures are taken by considering following points:

- Monitor and evaluate the performance of the institute activities and identify variance, if any, from the plan and suggest remedial measures, as required
- Provide information to Deans, HODs, faculty and staff members on the extent to which the activity is meeting the desired objectives
- Collect regular feedback from faculty, students and staff on the status of the progress of the institute and create a clearer basis for decision-making
- Collect status report from all Deans
- Strengthening the performance, information generation and dissemination for improving Institutional level management and education practices
- Advice towards quality improvement and auditing the institutional performance in achieving its goals
- Faculty and staff development for Project based learning
- Smart Classroom

The Path Ahead

Strategic Plan 2021–2025 sets out specific targets in every sphere of activity of the Institute — academic programmes, research, collaboration with industry, human resource development, entrepreneurship, development of infrastructure and facilities, student life, placement, community outreach and alumni relations. These targets have been set after extensive consultation to ensure that they are both ambitious and achievable.

The institution plans to have special and more focus on promoting and increasing the research activities. Specific targets are fixed with respect to research and development cell for the next five years.

- Increase the number of research projects

- Increase publications in national/international journals and conference proceedings
- New MOUs signed with academic and industrial organizations for research
- Establish Centers of excellence activities

The targets will be achieved if the contributions of stakeholders faculty, staff, students, alumni, partners and collaborators from industry are aligned and reinforce each other. Thus the vision outlined in the Plan will then be realized, and Wainganga College of engineering and Management can be justifiably proud that the trust reposed in it by the society will stand redeemed