



BASAVESHWAR ENGINEERING COLLEGE BAGALKOTE

BEC-Strategic Plan 2022-2027

Journey towards Excellence continues.....



July 2022

1. Executive Summary

Basaveshwar Engineering College, Bagalkote has developed and has been following strategic plans periodically for more than 15 years. The planning has been done since last five years to reflect the changing objectives and capabilities of the Institute and the environment it operates in. The plan laid out the targets and objectives for several verticals such as: Improving the Quality of Education in terms of Strengthening Institutions to Improve Learning Outcomes and Employability of Graduates, Scaling-up Postgraduate Education and Demand-Driven Research & Development and Innovation, Establishing Centres of Excellence, Capacity Building to Strengthen Management, Project Management, Monitoring and Evaluation etc. The previous strategic plans also resulted in the participation of the college in TEQIP-II and TEQIP-III programmes of the Government of India. This has resulted grants of about Rs. 25.04 Crores. The progress of the Institute in implementing the plan and meeting the targets were monitored regularly by the Board of Governors. This resulted in the Institute being ahead of the targets most of the time and on almost all axes. The progress of the institute has also resulted in achieving best performing college twice in TEQIP-II and TEQIP-III.

The college is now publishing its strategic plan for the period 2022-27. This will set the tone for the next decade. This is a very important decade for India, not only because we are celebrating 75 years of Independence in 2022, but because we are poised to achieve many important yardsticks of growth as an economy and as a major power. The college is also celebrating its 60th year of inception i.e., the diamond jubilee year of celebration during 2022-23. The Institute's strategic plan for this decade is aligned with the larger vision of the country in tune with NEP 2020 and aims to contribute to the national interest in a significant way.

2. Basaveshwar Engineering College – A Profile

Basaveshwar Engineering College, Bagalkote, is one of the premier technical education institutes in the Northern part of Karnataka, imparting quality technical education and serving the rural community for over six decades. The College has set its vision and mission in tune with its core activities and competencies, viz., imparting technical education, conducting high impact research, providing need-based training, consulting services and contributing to the overall community development.

The grant of autonomy has given substantial academic flexibility in framing curriculum, incorporating Choice Based Credit System (CBCS) adhering to Outcome Based Education (OBE). Effective teaching-learning processes are implemented by the qualified & committed faculty members. 48% faculty members are having Ph.D degrees from IITs and NITs. Apart from existing 9 UG and 8 PG programs, college has started a new UG program in Artificial Intelligence and Machine Learning (AIML, 2020) and a new PG program in Defence Technology (2021) in association with DRDO. Academic audit is conducted by external auditors, at the end of each semester, to monitor the quality in teaching and examination processes. Internal Quality Assurance Cell (IQAC) conducts quality audit of academic programs. Accordingly, the college has been accredited by NAAC in 2017 with “A” grade (CGPA 3.34) and 75% of BE programs have been accredited by NBA and 100% of PG programmes have applied for accreditation by NBA, thus indicating the quality of teaching-learning processes of the institution.

Classrooms are ICT enabled with state-of-the-art teaching-learning facilities. Laboratories are equipped with latest equipment/software catering to the needs of students. About 950 state-of-the-art computers are networked through 10 Gbps backbone fiber network and the campus is WiFi enabled with 1000 Mbps Internet Leased Line (ILL 1:1) from Telex air. Library is one of the best in the region with over 1.4 lakhs books. RFID technology and OPAC facility provide modern security and access to learning resources.

The College has effectively utilized the support received from all three phases of the World Bank assisted project viz. the “Technical Education Quality Improvement Programme (TEQIP)”

and has utilized 100% of the total grant allocated to it i.e., Rs. 39.79 crores. This has helped college to strengthen the infrastructure facilities for Research and PG education on par with institutes of higher learning. In a short period of 10 years, around 200+ scholars have registered for Ph.D programs and 150+ scholars have been awarded the doctorate degree. The proactive core research activities have fetched grants to the tune of Rs. 5.00 Crores, 400+ technical publications in International & National journals and 300+ in International & National conferences, during last five years.

The institute has MoUs with 25 industries and higher-level institutes. This has motivated the college to focus on employability and promotion of entrepreneurship development initiations on the campus. The College Alumni have provided significant support, not only in outreach activities but also in hand-holding of BEC graduates. The BEC alumni are spread all over the globe and have made us feel proud. Thus, BEC has made a significant progress in the field of technical education during the last 60 years and is thriving to excel itself to reach the newer pinnacle in the coming years.



BEC- An aerial view

3. College Vision, Mission, Values, and Quality Policy

The resource-centric methodology has been used to conduct SWOC analysis. The five resources are Human, Organizational, Technological & Infrastructural, Relational, and Financial. Strengths and Weaknesses are considered as internal while Opportunities and Constraints as external. SWOC analysis of Basaveshwar Engineering College is carried out with meticulous efforts of representatives from all stakeholders. Based on the previous SWOC analysis the vision, mission, Values and Quality policy were devised during second phase of TEQIP and they are:

Vision

To be recognized as a premier technical institute committed to developing exemplary professionals, offering research-based innovative solutions, and inspiring inventions for Holistic Socio-Economic development

Mission

- **To pursue excellence through student-centric dynamic teaching-learning processes, encouraging freedom of inquiry and openness to change**
- **To carry out innovative cutting-edge research and transfer technology for industrial and societal needs**
- **To imbibe moral and ethical values and develop compassionate humane professionals**



Lord Shri Basaveshwar - Work is Worship

Core Values

- **Work is Worship**

The core essence of every activity of the college is inspired by the life and saying of Lord Basaveshwar the visionary of the 12th century. The “Basaveshwar Engineering College” is named after the visionary

- **Student Centric**

Academic and Administrative processes are devised and practiced to be student-centric

- **Innovation**

Encourage innovation and research for the betterment of society

- **Learning Centric**

To inculcate lifelong learning through Teaching - Learning and Research activities

- **Empathetical Campus Culture**

Cordial and harmonious living on campus through Empathy

- **Indian Ethos**

Nurture a modern outlook imbued with Indian Ethos in the BEC community

Quality Policy

Teaching-Learning, research, and administrative processes are quality driven and embellished with continuous improvements (Kaizen) to meet global standards by rigorous adherence to set procedures and exhaustive quality audits.

This will be achieved through:

- Continuous upgradation, of qualification/ skills of faculty/staff and infrastructure

- **Teaching-learning and mentoring with enhanced quality management system**
- **Providing multiple study options through perfect blend of academic flexibility and research emphasis**
- **Involvement of people at all levels**

Various programmes conducted in the previous strategic plan (TEQIP-III) is shown in the table:

Programs	TOTAL
Training/workshop/seminar attended by faculty	071
Training/workshop/seminar/conference attended by staff	009
Training/workshop/seminar attended by students	174
Conferences attended by faculty	077
Conferences attended by students	038
FDP/Workshops organized at BEC	011
SDP organized at BEC	009
EAP programs organized at BEC	032
IIPC Programs organized at BEC	027
Programs organized with IIT's	007
TOTAL	455

Other programs conducted under TEQIP-III are:

a)	5 faculty members attended Induction Program
b)	2 faculty members attended Orientation Program
c)	3 faculty members attended Outcome based education and Accreditation
d)	8 Remedial Classes have been conducted
e)	11 Industrial visits attended by faculty and students
f)	Internship fees paid to 185 students
g)	Internship for 39+61 REC Bijnor students at BEC (100 students)
h)	1 Industry Academia Conclave at Bangalore on 13 th July 2019
i)	3 UG Projects & 4 PG Projects funded
j)	NPTEL exam fees paid to 155 students and 39 faculty members
k)	Future skill training Programmes conducted for 406 students
l)	3 Patents have been filed from BT and 2 EE dept.

The procurement under TEQIP-III resulted in to 19 packages from different departments which includes 3D scanner, Computers, switch reluctant motor, Compression testing machine Servo Control, Cyclic Triaxial Testing Machine, RFID work station, Servers etc. amounting to Rs. 4,63,44,071/-

The process has resulted in the following key achievements in the previous strategic plan.

The key achievements in last five years owing to effective implementation of strategic planning are:

1	NIRF Rank band	: 150-300 during last 4 years
2	TEQIP - II & III	: Best performing college at the national level
3	NBA Accreditation (Out of Eligible)	: UG - 86 % & PG- 50 % of programs
4	NAAC Accreditation	: "A" Grade (3.34/4.0 Score) up to 2022 Applied for the next cycle of NAAC, Visit scheduled in the month of May/June
5	AICTE-CII Survey	: Gold Category
6	QS I-GUAGE	: i) Gold Rating ii) E-lead Certification (E-Learning Excellence for Academic Digitization)
7	Faculty Qualification	: a. Ph. D. – 48 % b. M. Tech – 40% c. M. Sc – 12%
8	BEC Dhwani 90.4 FM Community Radio	: BEC(A) students operate the FM station for the benefit of society at large
9	IDEA Laboratory	: BEC(A) is selected by AICTE for IDEA Lab
10	ARIIA	: "Band Performer "in 2021
11	NIWE - IREDA	: Best Institution of Higher Learning in Wind Energy – 2022
12	BEC - IIC	: Secured 4/4 stars rating



12th Graduation Day: 28-01-2023

**IREDA-NIWE (MNRE) National Award for Best Institute of Higher Learning in Wind Energy Research 2021
Honble Minister for Power & MNRE, GoI Shri. R. K. Singh
Date: 15.06.2022 Venue: MNRE Auditorium, New Delhi**



5. Strengths Weaknesses Opportunities and Constraints (SWOC) Analysis

A SWOC analysis will position you to seize opportunities and prepare effective strategies. Getting a clear and realistic view of your internal environment will help you identify ways to better satisfy clients, achieve your objectives and strengthen weaker areas that have an impact on your performance.



BEC ECE-Team Won Prize at Smart India Hackathon

The SWOC was conducted again based on the resource-centric approach and the details are given in the table below:

SWOC ANALYSIS				
Knowledge	Code	Strengths	Code	Weaknesses
	BASK01	<p>Qualified and experienced faculty: Doctorates (48.61%), pursuing Ph.D. (24%), Postgraduates (51.39%).</p> <p>Some of the faculty members have won international/ national/ state level awards/ honors/ prizes/ recognitions (06)</p> <p>Average professional experience of faculty – 14 years</p>	BAWK01	Some faculty need qualification upgradation
	BASK02	<p>Expertise in multidisciplinary knowledge areas:</p> <p>Energy: Power Systems, Renewable Energy systems, Alternate fuels for diesel engines, Electrical Vehicles</p> <p>Environments: Waste Water Treatment and Pollution Studies, Subsurface Flow and Contaminant Transport</p> <p>Materials: High strength and high performance concrete, Material Science and metallurgy, FRP composites</p> <p>Information Technology: Soft computing, vision and mobile computing, Cyber Security, AI & ML, Image processing</p> <p>Electronics & Communications: Signal Processing, Speech recognition, Computer Communication and Networking, MEMS, VLSI and Embedded Systems</p> <p>Analysis & Design: Manufacturing and management, FEA applications in Machine design, Disaster management, Earthquake resistant design, Manufacturing</p> <p>Management: Entrepreneurship, Financial Management, Marketing and Human Resources</p>	BAWK02	Lack of continued exposure to latest technologies

	BASK03	High quality of student output has led to increased career placement offers from reputed companies (2020-21: 337, 2021-22: 801, 2022-23:204)	BAWK03	Weak in inter-institute, inter-department research activities and collaborative research with industry/ R&D Labs
	BASK04	Some high-performing students have demonstrated potential for advanced learning and research	BAWK04	Need for knowledge upgradation in some specialized areas – Industry 4.0, Robotics, Material technology, cryogenic machining, product life cycle, system dynamics
	BASK05	Competent Technical staff – Instructors, Asst. instructors and Mechanics – trained for skill enhancement in TEQIP phases. Average working experience of staff – 18 years	BAWK05	Low-rank student input
			BAWK06	Inbreeding of faculty

Skill	Code	Strengths	Code	Weaknesses
	BASS06	Faculty use new educational technology and employ innovative teaching-learning methodologies	BAWS07	Need for skill upgradation of faculty/ technical staff
	BASS07	Core competencies in (i)FDP/workshops organized (11); (ii) SDP organized (9); (iii) National/International conferences attended by faculty(77); By students(38); (iv) Training/Workshops attended by faculty 71; by staff (9); by students (174)	BAWS08	Needs improvement in IPR competencies
	BASS08	Preparation of Project Proposals – received research grants from AICTE (7), VGST () DST (1), KSCST (18), VTU (2) and others (2)	BAWS09	Needs improvement in learning material preparation for digitized content development
	BASS09	Faculty use IT (information technology) software tools like modeling, analysis, simulation, and design for teaching learning and research.		
	BASS10	Innovative and need-based projects UG- (40), PG(20) and research		

	BASS11	Expertise in technical writing: Teaching material, laboratory manuals, books (10), papers in international, and national journals and conference proceedings (600)
	BASS12	Expertise in documentation, counseling, consultancy and professional services.
	BASS13	Patents Total: 29 (Applied 14, Published:11, Awarded: 04)
	BASS14	Institute Innovation Council, IEEE, SAE
	BASS15	Faculty and Students undergo NPTEL courses
	BASS16	Good number of Publications (Total=620, Scopus=252, WoS:111, Others 258)
	BASS17	Total PhD (Total:265, Awarded:131, Perusing: 134)

	Code	Strengths	Code	Weaknesses
Character	BASC18	Synergistic team of young and experienced faculty who are committed to intellectual pursuits, professionally enthusiastic, and enjoy working in interdisciplinary teams.		
	BASC19	Affection and Concern towards students: Faculty counsel and mentor students in academic and non-academic issues.		
	BASC20	Care and diligence in maintenance and review of academic records at faculty level: Faculty maintain subject files, results and student feedback analysis in compliance with academic systems and procedures		

BASC21	Intellectual Enthusiasm: Faculty and students are keen to contribute towards research, technical publications and societal causes by often staying on campus beyond working hours
BASC22	Eagerness to deliver more than the stipulated requirements in academic and administrative responsibility and openness to alternative viewpoints in discussions
BASC23	Mutual trust and positive attitude of faculty and staff

Technological and Infrastructural Resources

Code	Strengths	Code	Weaknesses
BAST24	Research facilities with sophisticated instruments enhanced through AICTE , DST, VTU-Belgaum, VGST, TEQIP-II & III, KSCST, IDEA lab, Bosch Artisan center		Common staff room for faculty and Students
BAST25	Departments are equipped with State-of-art laboratories.	BAWT11	Need for giving an architectural facelift to buildings
BAST26	Adequate working space: faculty cabins with PCs, staff rooms, classrooms, laboratories, office, library, etc.	BAWT12	Need for improvement in the parking facility
BAST27	Campus Amenities: Multimedia seminar Hall, Gallery Hall, Auditorium, Canteen, Hostels for boys and girls, Post office, Stationary store, Campus clinic, Placement office, Gymkhana - Playgrounds, multi-gym & indoor stadium, generators, UPS Systems, RO systems for drinking water	BAWT13	Need for establishing COE (Centre of Excellence) in identified areas

BAST28	Wi-Fi campus: Web enabled classrooms, 10 Gbps fiber optic backbone Campus Wide Network (CWN), with pervasive Wi-Fi network and 1 GBPS leased line internet connection	
BAST29	Excellent distributed computing facilities with 8 high-end servers, more than 1250 PCs, and 50 laptops	
BAST30	Good library facility: Common reading room, access to e-books and online journals throughout the campus	

Organizational Resources

Code	Strengths	Code	Weaknesses
BASO31	Well-designed organization structure with clearly specified administrative roles and operational procedures – in conformance with KCSR (Karnataka Civil Services Rules)	BAWO14	Documentation of policies, systems, and operational procedures needs to be strengthened
BASO32	Active and clearly defined bodies for institutional functioning - Board of Governors (BOG), Academic Council (AC), Departmental Board of Studies (BOS) and Board of Examination (BOE), Finance Committee, Grievances Redressal Committee, Equivalence Committee etc., Grace Policy Committee, Anti-ragging Committee, Anti-Sexual Harassment Committee, as per UGC guidelines	BAWO15	Need for Strengthening and Integrating ERP
BASO33	Periodic review and revision of curriculum in tune with industrial needs and well-established examination and evaluation processes	BAWO16	Faculty over burdened with administrative and non-academic activities
BASO34	Clearly specified calendar of events and strict adherence to it		
BASO35	Empathetic and supportive management		

BASO36	Policies for Faculty and Staff Development: Deputation for higher studies, training programmes, short-term courses and International/National conferences		
BASO37	Policies for student development: financial assistance for attending project exhibitions/ student contests, incentives to students, scholarships for the meritorious and socially deprived sections		
BASO38	Remedial classes for academically weak students: Counseling/ Mentoring of all students	BAWO21	Need for decentralization and financial autonomy
BASO39	Student forums in each department provide platform for co-curricular activities for overall personality development		
BASO40	Existence of well-established STEP & CED: Science and Technology Entrepreneurship Park Est.1999, National award for best STEP in 2006-07 Centre for Entrepreneurship Development Cell Est.2006.	BAW022	Need for extra-curricular activities at college and department level

Relational Resources

Code	Strengths	Code	Weaknesses
BASR41	Student chapters of professional bodies (ISTE, IEEE, IEEE-PES, IEEE-WIE est. 2010) provide platform for academic and professional networking.	BAWR23	Need for establishing and increasing the institutional memberships to professional bodies at department level also

BASR42	Cordial and mutually beneficial relationship with university, state government, professional bodies, community, alumni, and parents (Faculty are members of Academic senate, BOS, BOE, Govt. Bodies)	Need for improvement in the industry- Institute interaction
BASR43	Professional Networking: Institutional Memberships to professional bodies such as ISTE, KRVP	
BASR44	Institute Interactions: Collaborative research activities and joint publications with IIT Bombay, NITK Surathkal, IIT Hyderabad, IIT Dharwad	
BASR45	Industry Interactions: MoU with BOSCH-Rexroth, KarMic Manipal, PRDC Bangalore, Flexitron Bangalore, HESCOM-GOK, AG elctro services Karad, Bharat Forge Ltd Pune, NIC Delhi, GEM Sugars Kunderagi and BDK Industries Hubli , Microsoft IT Academy, Wipro Technologies for Mission 10X, Medini Constructions	
BASR46	Alumni Interactions: Several BECAA (Basaveshwar Engineering College Alumni Association) chapters have been established at Goa, Pune, Hyderabad, Bangalore, and Chicago USA	

Financial Resources

Code	Strengths	Code	Weaknesses
BASF47	Four funds were established (Corpus, Maintenance, Faculty Development and Depreciation)	BAWF25	Delay in release of salary grants by the government for aided departments

BASF48	Management provides funds for: Constructions of buildings, Purchase of equipment/s for academic purpose, Organizing workshops/ seminars/ STTPs, Student Technical Fests and Salaries	BAWF26	Delay in release of government contribution towards fees for SC/ST students
BASF49	Internal Revenue Generation (IRG) through Consultancy, Training Programmes, BEC-STEP activities		
BASF50	Funding from Union and State Government agencies: MHRD, AICTE, UGC, DST, VTU, VGST		
BASF46	Financial support from alumni for construction of Guest house		

Opportunities

BAOP01	A paradigm shift in the education system from imparting knowledge to enhancing learning through NEP (National Education Policy)
BAOP02	Emphasis by the Government on Multidisciplinary Education and Research Improvement in Technical Education (MERITE)
BAOP03	Information Technology revolution and massive demand for engineering professionals
BAOP04	The emergence of interdisciplinary research areas and scope for commercialization and patenting of research outcomes
BAOP05	Increasing opportunities to present research outcomes at conferences, publish papers in journals, and patent innovations
BAOP06	Exciting opportunities for collaboration with renowned institutes of higher learning and R & D organizations both within and outside India
BAOP07	Opportunity for Industry Institution Interaction: Cluster of industries like, cement, steel, sugar, service and textile industries in the region provides continuing opportunities for employment of graduates and consultancy projects for faculty
BAOP08	Scope for consultancy: Demand for technical expertise to offer advanced technological solutions in solving community problems, especially artificial intelligence and Machine Learning (AIML), MEMS, energy, ecology, and environmental issues

BAOP09	Growth in the service sector: Job opportunities for graduates expected to grow
BAOP10	Requirement for value-added training programmes for unemployed rural youth of the region
BAOP11	Eligibility for University status
BAOP12	Emergence Integrated programmes

Challenges

BACH01	Mushrooming of engineering colleges in specific locations and possible entry of foreign institutions leading to attrition of faculty and staff and undesirable impacts on student input
BACH02	Implementation of NEP in its true sense
BACH03	Higher fees for technical education leading students to look for other avenues
BACH04	Higher salaries in IT sector leading to reduced attraction of potentially competent faculty and Staff towards teaching profession
BACH05	Students with low rank input
BACH06	Colleges/universities offer fee concessions and other incentives to attract good CET rank students
BACH07	Decrease in demand for core engineering branches
BACH08	Multiple compliance requirements and timelines affecting Teaching & research
BACH09	Retention and recruitment of Quality faculty
BACH10	Fast-changing requirements and expectations of industries

6. Evolution of TOWS matrix

TOWS matrix can be defined as a framework to create, compare, decide, and access business strategies. It stands for Threats, Opportunities, Weaknesses, and Strengths. It examines a business from an approach that references administration. Most people wrongly assume that the difference between SWOC and TOWS matrix is just a rearrangement of the letters of the two acronyms. Although not huge, the difference between SWOC and TOWS from a practical standpoint comes down to the fact that SWOC emphasizes the internal environment (strengths and weaknesses) while a TOWS matrix analysis focuses on the external environment (opportunities and threats).

The strategic objectives are framed keeping in view the overall development of the college and are listed in the TOWS Matrix.



	SO Strategies - ExPloit	WO Strategies - ExpLoRe
Opportunities	<p>BAEP01: To strengthen the resources for the implementation of NEP for national and regional growth</p> <p>BAEP02: To produce high-quality graduates, postgraduates, and doctorates</p> <p>BAEP03: To proactively participate in research schemes for socioeconomic development</p> <p>BAEP04: To promote research in interdisciplinary areas</p> <p>BAEP05: To foster innovative thinking in the faculty and students</p> <p>BAEP06: To inculcate the spirit of entrepreneurship among students and to provide an incubation facility</p> <p>BAEP07: To establish Industrial Consultancy Services Cell (ICSC)</p> <p>BAEP08: To facilitate the faculty and staff to upgrade qualifications and acquire new technical skills</p> <p>BAEP09: To enhance the number of state-of-the-art laboratories in the campus</p> <p>BAEP10: To engage with alumni for placement, industry exposure, internships, research, and consultancy etc.</p> <p>BAEP11: To upgrade educational infrastructure using state-of-the-art Information and Communication Technology (ICT) tools.</p> <p>BAEP12: To organize societal outreach programmes</p> <p>BAEP13: To ensure good governance practices</p>	<p>BAER15: To promote co-curricular and extracurricular activities at the department and college level</p>
	ST Strategies - EnGage	WT Strategies - EScape
Challenges	<p>BAEG14: To retain and attract well-qualified faculty and experienced staff</p>	<p>BAES16: To minimize admission of low-rank CET students</p>

7. Strategic Plan 2022 – 2027

Based on SWOC and TOWS the strategic objectives were defined and action plans were derived.

Code	Strategic Objective	Present Status	Strategy	Action Plan
BAEP01	To strengthen the resources for the implementation of NEP for national and regional growth	Started implementation of NEP from 2021-22	<ul style="list-style-type: none"> • Orientation of faculty toward NEP • Enhancement of activity-based teaching-learning processes • Promote industry-based projects and internships • Introduction of vocational courses • Identify the job-oriented courses as per local needs 	<ul style="list-style-type: none"> • Conduct NEP training programs for effective implementation • Revision and restructuring of curriculum to cater to the needs of NEP on a regular basis • Vocational courses to be conducted once every year
BAEP02	To produce high-quality graduates, postgraduates, and doctorates	Needs Innovative methods for Quality Enhancement	<ul style="list-style-type: none"> • Be among the top 10 destinations in Karnataka for students • Introducing Innovative Teaching Methods • Developing e-content to encourage self-learning aspects • Enhancing multi-disciplinary approach in teaching • Converting Projects into Papers/products/ patents • Creation of Continuing Education cell • Incorporate a demand-driven approach to the curriculum through structured feedback from students, surveys with industry experts, and consideration of national priorities • Leverage technology to build online programs in partnership with higher learning institutes, giving students exposure to eminent faculty and cutting-edge research 	<ul style="list-style-type: none"> • Provide exposure to graduates, and postgraduates to IITs and higher learning institutions across India once in program duration. • Measure the student's performance every semester and improve upon it. • Organize at least 1 hobby clubs in each department. • Organize seminars, and internships to students to help expand learning experience on regular basis • Providing financial assistance to publish papers and patents.

Code	Strategic Objective	Present Status	Strategy	Action Plan
			<ul style="list-style-type: none"> Update teaching programs and curriculum in line with premier institutes Improve ease of student living & learning, and foster a culture of excellence and positive reinforcement 	<ul style="list-style-type: none"> Each department should develop at least 2 e-content of selected subjects every year to help students in extended learning. Modifying the curriculum every year as per industry developments and requirements. Streamline a structured procedure and incorporate standard procedures for Ph.D. students to enhance the quality of the research work.
BAEP03	To proactively participate in research schemes for socioeconomic development	College is actively engaged in socio-economic development through various schemes, However, a research component needs to be built into the system	<ul style="list-style-type: none"> Carry out technology-based projects for societal issues Establish Research Consultancy Cell (RCC) to cater to socioeconomic issues of the region Faculty are encouraged to apply for sponsored research projects related to identified socioeconomic problems to various funding agencies like DST, AICTE, DRDO, CSIR, VTU, VGST etc. 	<ul style="list-style-type: none"> Each department should adopt 1 village to address the social issues through research projects A Research Consultancy Cell should be established at the college, enriched by interdisciplinary skills. Faculty with Ph.D should develop hypotheses and conduct field research taking up one project concerning social issues every year. Institute should volunteer to add up technology for effective

Code	Strategic Objective	Present Status	Strategy	Action Plan
				<p>implementation of government schemes at rural areas.</p> <ul style="list-style-type: none"> Faculty should be encouraged to apply for sponsored research projects schemes by GOI every year.
BAEP04	To promote research in inter-disciplinary areas	A committee is in place to look after interdisciplinary research. The modalities for functioning of the committee need to be articulated	<ul style="list-style-type: none"> Develop industry relationships in selected technology areas with a focus on R&D partnerships Attract in-house faculty as well as faculty from other colleges for part-time Ph.D. under BEC R&D centers Set up an interdisciplinary research advisory board for the promotion of inter-disciplinary research Improvement of Citation Index Start new Journal with indexing in leading international databases Establish new laboratories and strengthen existing laboratories for cutting edge technology research Provide incentive to faculty for publishing research papers in peer reviewed journals 	<ul style="list-style-type: none"> Establish an Inter-Disciplinary Research Cell (IDRC). Allow UG and PG students to take up final-year projects across departments. Organizing conferences, seminars, and symposiums to promote interdisciplinary projects and research Establish at least 5 industry-sponsored laboratories at the institute over a period of 5 years to enhance inter-disciplinary research and projects. Providing appropriate recognition and incentives to faculty and students for their publications/projects/ patents/products in the inter-disciplinary areas
BAEP05	To foster innovative	Institute Innovation	<ul style="list-style-type: none"> Strengthen Institute Innovation Council (IIC) 	<ul style="list-style-type: none"> Convert at least 5 projects into prototypes/products every year.

Code	Strategic Objective	Present Status	Strategy	Action Plan
	thinking in the faculty and students	Council (IIC), BEC-CED, BEC-STEP, IDEA lab, the course on Design thinking and innovation are functioning to foster innovative thinking in faculty and students, which needs to be strengthened	<ul style="list-style-type: none"> • Revamp the CED (Centre for Entrepreneurship Development) cell • Enhance project-based learning • Inculcate the habit of innovative-based assignments to increase innovative thinking among faculty and students 	<ul style="list-style-type: none"> • Initiate at least 2-course projects in every semester • Conduct brainstorming activities before project selection.
BAEP06	To inculcate the spirit of entrepreneurship among students and to provide an incubation facility	BEC-CED, BEC-STEP and IDEA lab are part of curriculum for inculcating the spirit of entrepreneurship. BEC-CED needs strengthening	<ul style="list-style-type: none"> • Increase engagement of the institute with the start-up ecosystem and expand networking and mentorship opportunities for students through regular guest lectures • Streamline course offerings across various departments, as well as from external sources, to deliver end-to-end training on entrepreneurship (from prototyping to product development, running operations to fundraising) • Build focused mechanisms to invite alumni to partner with the institute in launching their start-up • create systems that ensure 2 % of students will become entrepreneurs 	<ul style="list-style-type: none"> • Conduct training programs on the writing of business plans and detailed project reports (DPR) once in a year. • Initiate submission of feasibility reports (financial and marketing) as part of project reports. • Conduct workshops to motivate students to foster innovation and entrepreneurship once in a year.

Code	Strategic Objective	Present Status	Strategy	Action Plan
BAEP07	To establish Industrial Consultancy Services Cell (ICSC)	Industrial Consultancy Services Cell (ICSC) is not in place and integration of ICSC, Alumni and Placement is to be done	<ul style="list-style-type: none"> Engage with leading industry professionals in a variety of ways to develop a competitive innovation ecosystem Invest in developing a professional industry outreach team, with focus on local problems Promoting MoUs Industrial Training for Faculty and students 	<ul style="list-style-type: none"> Enhance the number of MoUs with industries to establish strong industry-institute network One-week compulsory industrial training for faculty every year. Provide provision for industries/organizations to establish the consultancy cells on BEC campus
BAEP08	To facilitate the faculty and staff to upgrade qualifications and acquire new technical skills	Faculty are deputed to higher learning institutions under QIP Regularly the faculty development programmes are conducted and faculty are deputed to workshops, seminars, conferences, paper presentations	<ul style="list-style-type: none"> Actively mentor and assist faculty and staff to grow in their careers, set goals for themselves, and outperform them. To create an effective appraisal of the productivity of all faculty and staff with feedback provided To provide at least two relevant training programmes for each faculty and staff member per year to improve performance and productivity Faculty Exchange programme with institutes of higher learning Rewards – recognitions & incentives and welfare policy formulation & implementation 	<ul style="list-style-type: none"> Encourage all faculty to pursue Ph.D degrees in the upcoming three years Compulsion of participation in online courses in niche areas to acquire skills (One course per semester) Faculty and staff to attend the technical training once in a year to build their career Discussions with the seniors and making the certain changes to upgrade the faculty and staff as per the feedback provided Reward and recognition to be given every year based on the faculty and staff performance.

Code	Strategic Objective	Present Status	Strategy	Action Plan
				<ul style="list-style-type: none"> Sponsoring the faculty and staffs to participate in skill development programmes with minimum two to five days
BAEP09	To enhance the number of state-of-the-art laboratories in campus	Laboratories are existing and need to set up more state-of-the-art laboratories	<ul style="list-style-type: none"> Establishment of laboratories in niche areas like nanotechnology, AIML, Electrical vehicles, Industry 4.0, GIS, Expand and upgrade campus infrastructure to global/National standards Development of Sponsored Laboratories 	<ul style="list-style-type: none"> Finding the industries related to 4.0 and making MoUs With the help of MoUs, establishing the sponsored laboratories and working towards social and industrial needs Minimum one project per department to be scaled up with the industry
BAEP010	To engage with alumni for placement, industry exposure, internships, research, and consultancy etc.	Engagement in these areas needs to be enhanced	<ul style="list-style-type: none"> Create a renewed experience for alumni, keeping them connected with the institute and updated on the latest developments Treat alumni engagement as an ongoing strategic activity Set up systems that connect at least 50% of alumni to their alma mater. Expand alumni engagement (time and expertise) with the institute at 10% per annum 	<ul style="list-style-type: none"> Increase the registration to the "Namma BEC-ALUMNI" app Construct the BEC-Alumni guest house in two years Conduct alumni meetings once in three years Conduct seminars from alumni through various forums like department associations, IIC, BEC-CED etc. on regular basis
BAEP11	To upgrade educational infrastructure using state-of-	Sufficient ICT facilities exist however the use of these facilities	<ul style="list-style-type: none"> Creating Teaching & Learning resource repository Upgrade institute infrastructure in a holistic and capex (capital expenditure) -efficient manner for technical infrastructure 	<ul style="list-style-type: none"> Procure a greater number of state-of-the-art computing facility

Code	Strategic Objective	Present Status	Strategy	Action Plan
	the-art Information and Communication Technology (ICT) tools.	need to be appraised	<ul style="list-style-type: none"> Maintain a sustainable campus that conserves resources and protects, preserves, and nurtures the biodiversity 	<ul style="list-style-type: none"> Creating studio for e-content development Connect all computers in the college with high speed 2 GBPS internet connectivity
BAEP12	To organize societal outreach programmes	Few outreach programs already exist	<ul style="list-style-type: none"> Educating the public about the community like healthcare, agriculture, technology issues, etc. Programmes for less privileged children/orphans Identify nearby villages for adoption to address rural problems and challenges 	<ul style="list-style-type: none"> Conduct “Unnath Bharat Abhiyan” activities in the adopted villages Conduct yearly programs for less privileged children/orphans Undertake projects related rural problems and convert them into real products on regular basis Carryout projects related to Digital India on a regular basis Students’ Social Responsibility through activities by NSS, Red Cross Youth Wing, and BEC-IEEE Student Branch Conduct social outreach programmes through “BEC-Dhwani” once in a week
BAEP13	To ensure good governance practices	Good governance practices are in place and should be augmented	<ul style="list-style-type: none"> Evaluation of institution performance and benchmarking Transparency in Leadership & appointment of Key positions 	<ul style="list-style-type: none"> Conduct Governance audit once in every two years

Code	Strategic Objective	Present Status	Strategy	Action Plan
		with standard managerial principles	<ul style="list-style-type: none"> • Service conduct rules and policies formulation, approval & implementation • Leadership Development through decentralization • Increase focus on leadership skills with emphasis on ethics and social responsibility, teamwork, and navigating uncertainty 	<ul style="list-style-type: none"> • Conduct training on Leadership and Governance once in two years at IIM • Depute faculty to leadership training programmes • Create an atmosphere of decentralized leadership through delegation of authority and responsibility • Create conducive environment for second generation leadership development
BAEG14	To retain and attract well-qualified faculty and experienced staff	The attrition rate is very low	<ul style="list-style-type: none"> • Simplify administrative processes for faculty and invest in building a cadre of administrative support staff to free up faculty time for core teaching, research, and technology development • Create faculty chairs and special grants linked to technology development, commercialization and entrepreneurship • Support personal wealth creation and retirement planning through institutional mechanisms. 	<ul style="list-style-type: none"> • Recruit dedicated staff for the office/admin. activities to relieve the burden of faculty and encourage faculty to orient towards teaching-learning and R&D activities • Provide incentives to faculty for their special achievements, research grants, quality publications • Initiate the establishments of faculty chairs in consultation with MoU partners, industries and organizations.

Code	Strategic Objective	Present Status	Strategy	Action Plan
				<ul style="list-style-type: none"> Establish the retirement plan and group insurance plans for staff and faculty members'
BAEP15	To promote co-curricular and extracurricular activities at the department and college level	Regular co-curricular activities are conducted, however, the focus on extracurricular activities needs to be carried out	<ul style="list-style-type: none"> Up gradation of Sports infrastructure facilities Provide state-of-the-art sports and cultural facilities to all students Facilitate a culture of standing tall for each other, for the institute, and for society, as a force for the good Budget allocation for extra and cocurricular activities Formation of hobby clubs 	<ul style="list-style-type: none"> Establish a multi-sport indoor stadium to cater the needs of sports and extra-curricular activities Promote ethnic day and cultural events once in a year to rejoice the Indian culture Organize yearly intra institutional sports events for faculty and students Provide special training and financial assistance to students participating in university level events related to sports and cultural activities Initiate hobby clubs related to singing, dancing, skit activities and sports
BAES16	To minimize admission of low-rank CET students	Low-rank input strength is increasing and need to be addressed	<ul style="list-style-type: none"> Facilitate an environment for maximising the placement internship opportunities for our students in the best industrial and academic positions Ensure that 90% of the students get at least one placement offer Enable new extra-curricular options for students to aid placement 	<ul style="list-style-type: none"> Reach the future aspirants & their parents with previous placement records and strengths of college to promote the brand of institution during the time of admission

Code	Strategic Objective	Present Status	Strategy	Action Plan
				<ul style="list-style-type: none"> • Training students with latest industry oriented skills on regular basis • Engage the alumni network actively in the placement process • Establish alumni mentoring mechanism to assure each student to get connected to a working professional • Establish the strong professional networking with industries by regular visits and supporting their R&D activities on regular basis • Organize workshops for personality development to identify the strengths & weakness of students and implement corrective measures to correct themselves on regular basis

8. Action Plans and its review

The following table provides strategic objectives and action plans along with budgets and time frames to implement the action plans. It also provides an overview of the review and revision of the action plans. The review and revision plan provides an opportunity to evaluate, re-evaluate and correct the priorities of the strategies. The process has to be carried out on regular basis to assess the accomplishments. The processes to be followed to review and revise strategies are mentioned below:

1. **Framing of Review and Revision Plan Committee (RRPC):** A committee consisting of the Principal, Dean Academic, Dean Research and the HODs of various departments to be framed to look over the review and revision process of the strategic plans of the institute.
2. **Discussion and monitoring of the effective implementation of the strategic plans by RRPC:** A meeting of RRPC members to be arranged on regular basis to discuss progress on the plan. Monthly meetings are ideal to see if implementation is on track, monitor key performance indicators and consider any needed corrective action. Monitoring execution of the projects in the plan and sticking to the timeline. Identify the blockages for delay in implementation of the plan.
3. **Update Goals and Priorities:** Regular updating of goals and setting priorities is required to be done by the RRPC on annual/quarterly basis.

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
1.	To strengthen the resources for implementation of NEP for national and regional growth	Conduct NEP training programs for effective implementation	Dean Academic	01.01.2023	31.12.2023	1.00	To be reviewed and updated annually by RRPC
		Revision and restructuring of curriculum to cater to the needs of NEP on a regular basis	Board of Studies at department level approved academic counsel	01.06.2023	--	4.00	
		Vocational courses to be conducted once in every year	HoD's of respective departments	01.09.2023	31.12.2027	5.00	
2.	To produce high-quality graduates, postgraduates, and doctorates	Provide exposure to graduates and postgraduates to IITs and higher learning institutions across India once in program duration.	Dean Academic	01.07.2023	15.07.2023	4.00	Evaluation of graduates and postgraduates sent to higher learning institutions and its outcomes must be reviewed quarterly
		Measure the student's performance every semester and improve upon it.	Dean Academic and associated faculty for each course	01.06.2023	--	--	Quarterly evaluation
		Organize at least 1 hobby clubs in each department.	Dean Students Welfare	01.08.2023	31.12.2027	3.00	HODs must monitor and evaluate the clubs performance and outcome and send reports to

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
							RRPC on annual basis
		Organize seminars, and internships to students to help expand learning experience on regular basis	HoDs in association with Placement officer	01.01.2023	31.12.2027	2.00	Quarterly evaluation
		Providing financial assistance to publish papers and patents.	Dean R&D	01.06.2023	--	4.00	Quarterly evaluation
		Each department should develop at least 2 e-content of selected subjects every year to help students in extended learning.	HoDs of respective dept.	01.01.2023	01.06.2025	--	Annual Evaluation
		Modifying the curriculum every year as per industry developments and requirements.	Board of Studies of each dept.	01.06.2023	--	4.00	Annual Evaluation
		Streamline a structured procedure and incorporate standard procedures for Ph.D. students to enhance the quality of the research work.	Dean R&D	01.01.2023	--	--	
3.	To proactively participate in research	Each department should adopt 1 village to address	NSS Coordinator	01.06.2023	01.06.2025	5.00	Annual Evaluation of the report submitted by HODs

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
	schemes for socioeconomic development	the social issues through research projects					
		A Research Consultancy Cell should be established at the college, enriched by interdisciplinary skills.	Dean R&D	01.04.2023	31.12.2027	10.00	2023-2024 – Setup the Cell 2024-2027 – annual evaluation of progress, outcomes
		Faculty with Ph.D should develop hypotheses and conduct field research taking up one project concerning social issues every year.	Dean R&D	01.03.2023	31.12.2027	--	Annual Evaluation
		Institute should volunteer to add up technology for effective implementation of government schemes at rural areas.	Dean R&D	01.04.2023	31.12.2027	3.00	Annual Evaluation
		Faculty should be encouraged to apply for sponsored research projects schemes by GOI every year.	Dean R&D	01.03.2023	--	--	
4.	To promote research in inter-disciplinary areas	Establish an Inter-Disciplinary Research Cell (IDRC).	Dean R&D	01.06.2023	31.12.2023	10.00	2023-24 establishment of the IDRC

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
							2024-2027 annual evaluation of progress and outcomes Evaluation to be done by RRPC
		Allow UG and PG students to take up final-year projects across departments.	Dean Academic	16.08.2023	01.06.2024	--	Annual Evaluation
		Organizing conferences, seminars, and symposiums to promote interdisciplinary projects and research	Dean R&D	01.03.2023	31.12.2027	1.00	Quarterly Evaluation
		Establish at least 5 industry-sponsored laboratories at the institute over a period of 5 years to enhance interdisciplinary research and projects.	Dean R&D	01.03.2023	31.12.2027	30.00	Each year 1 laboratory to be established and progress check to be done on annual basis.
		Providing appropriate recognition and incentives to faculty and students for their publications/projects/patents/ products in the inter-disciplinary areas	Principal	01.04.2023	--	3.00	To be done on annual basis.

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
5.	To foster innovative thinking in the faculty and students	Convert at least 5 projects into prototypes/products every year.	HoDs of respective dept.	01.01.2023	01.07.2023	1.00	Annual Evaluation
		Initiate atleast 2-course projects in every semester	HoDs of respective dept.	01.07.2023	01.01.2024	--	Quarterly evaluation to be done by RRPC based on the reports sent by department heads.
		Conduct brainstorming activities before project selection.	Project coordinator in each dept.	01.07.2023	01.09.2023	--	
6.	To inculcate the spirit of entrepreneurship among students and to provide an incubation facility	Conduct training programs on the writing of business plans and detailed project reports (DPR) once in a year.	Dean R&D	01.06.2023	01.07.2023	1.00	Annual Evaluation
		Initiate submission of feasibility reports (financial and marketing) as part of project reports.	HoD, MBA	01.07.2023	01.08.2023	--	Quarterly Evaluation
		Conduct workshops to motivate students to foster innovation and entrepreneurship once in a year.	Entrepreneurship cell coordinator	01.07.2023	01.08.2023	1.00	
7.	To establish Industrial Consultancy	Enhance the number of MoUs with industries to establish strong industry-institute network	Dean R&D	01.02.2023	01.08.2023	--	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
	Services Cell (ICSC)	One-week compulsory industrial training for faculty every year.	Placement officer	01.04.2023	--	1.00	Annual Evaluation
		Provide provision for industries/organizations to establish the consultancy cells on BEC campus	Placement officer	01.06.2023	31.12.2027	8.00	Quarterly Evaluation
8.	To facilitate the faculty and staff to upgrade qualifications and acquire new technical skills	Encourage all faculty to pursue Ph.D degrees in the upcoming three years	Principal	01.01.2023	31.06.2023	--	Evaluation and progress check to be made annually
		Compulsion of participation in online courses in niche areas to acquire skills (One course per semester)	Dean Academics	01.02.2023	01.05.2023	--	
		Faculty and staff to attend the technical training once in a year to build their career	Dean Academics	01.06.2023	31.12.2023	2.00	
		Discussions with the seniors and making the certain changes to upgrade the faculty and staff as per the feedback provided	Dean Academics	01.02.2023	31.06.2023	--	
		Reward and recognition to be given every year based on the faculty and staff performance.	Dean Academics	01.01.2023	31.12.2023	4.00	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		Sponsoring the faculty and staffs to participate in skill development programmes with minimum two to five days	Dean Academics	01.01.2023	31.12.2023	2.00	
9.	To enhance the number of state-of-the-art laboratories in campus	Finding the industries related to 4.0 and making MoUs	Dean R&D	01.04.2023	01.09.2023	--	Placement team and RRPC members to review and update strategies to enhance MoUs with Industries on annual basis.
		With the help of MoUs, establishing the sponsored laboratories and working towards social and industrial needs	Dean R&D	01.04.2023	01.04.2025	10.00	
		Minimum one project per department to be scaled up with the industry	Dean R&D	01.01.2023	01.07.2023	2.00	
10.	To engage with alumni for placement, industry exposure, internships, research, and consultancy etc.	Increase the registration to the "Namma BEC-ALUMNI" app	Alumni Coordinator	01.01.2023	01.06.2023	--	Alumni team and RRPC members to evaluate on annual basis.
		Construct the BEC-Alumni guest house in two years	Alumni Coordinator	04.03.2023	31.12.2023	90.00	
		Conduct alumni meetings once in three years	Alumni Coordinator	15.08.2023	--	5.00	
		Conduct seminars from alumni through various forums like department	HoDs of respective dept.	01.01.2023	--	2.00	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		associations, IIC, BEC-CED etc. on regular basis					
11.	To upgrade educational infrastructure using state-of-the-art Information and Communication Technology (ICT) tools.	Procure a greater number of state-of-the-art computing facility	HoDs of respective dept.	01.02.2024	01.09.2024	25.00	Initial setup/procurement to be done in 1 st year 2022-23 Thereafter evaluation to be done by RRPC members on annual basis.
		Creating studio for e-content development	ICT Coordinator	01.01.2024	01.06.2024	8.00	
		Connect all computers in the college with high speed 2 GBPS internet connectivity	ICT Coordinator	01.06.2023	01.06.2024	10.00	
12.	To organize societal outreach programmes	Conduct "Unnath Bharat Abhiyan" activities in the adopted villages	NSS Coordinator	01.06.2023	01.06.2024	4.00	Bi-annual Evaluation by RRPC
		Conduct yearly programs for less privileged children/orphans	NSS Coordinator	01.06.2023	01.06.2024	2.00	Quarterly Evaluation
		Undertake projects related rural problems and convert them into real products on regular basis	Dean R&D	01.01.2023	01.06.2023	5.00	
		Carryout projects related to Digital India on a regular basis	Dean R&D	01.01.2023	01.07.2023	--	Bi-annual Evaluation by RRPC
		Students' Social Responsibility through activities by NSS, Red Cross	NSS Coordinator Red Cross Coordinator IEEE branch Counsellor	01.01.2023	01.07.2023	6.00	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		Youth Wing, and BEC-IEEE Student Branch					
		Conduct social outreach programmes through “BEC-Dhwani” once in a week	BEC-Dhwani Coordinator	04.03.2023	31.09.2023	--	
13.	To ensure good governance practices	Conduct Governance audit once in every two years	Registrar	01.06.2023	--	--	Bi-annual Evaluation by RRPC
		Conduct training on Leadership and Governance once in two years at IIM	Dean Academics	25.12.2023	--	4.00	Quarterly Evaluation
		Depute faculty to leadership training programmes	HoDs of respective dept.	01.10.2023	31.10.2023	6.00	
		Create an atmosphere of decentralized leadership through delegation of authority and responsibility	Principal	01.01.2023	--	--	Bi-annual Evaluation by RRPC
		Create conducive environment for second generation leadership development	Principal	01.01.2023	--	--	
14.	To retain and attract well-qualified faculty and experienced staff	Recruit dedicated staff for the office/admin. activities to relieve the burden of faculty and encourage faculty to orient towards	Registrar	01.01.2024	01.06.2024	--	Efficiency of the office/admin check to be done by principal and corrective means

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		teaching-learning and R&D activities					are to be taken on annual basis.
		Provide incentives to faculty for their special achievements, research grants, quality publications	Principal	01.04.2023	31.03.2024	5.00	To be done on annual basis
		Initiate the establishments of faculty chairs in consultation with MoU partners, industries and organizations.	Placement officer	01.06.2023	01.12.2023	--	
		Establish the retirement plan and group insurance plans for staff and faculty members'	Staff Secretary	01.04.2023	01.04.2024	20.00	
15.	To promote co-curricular and extracurricular activities at the department and college level	Establish a multi-sport indoor stadium to cater the needs of sports and extra-curricular activities	Gymkhana Secretary	01.06.2024	31.12.2025	25.00	
		Promote ethnic day and cultural events once in a year to rejoice the Indian culture	Gymkhana Secretary	01.06.2023	31.12.2027	5.00	
		Organize yearly intra institutional sports events for faculty and students	Gymkhana Secretary	01.06.2023	31.12.2027	10.00	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		Provide special training and financial assistance to students participating in university level events related to sports and cultural activities	Gymkhana Secretary	01.06.2023	31.12.2027	8.00	
		Initiate hobby clubs related to singing, dancing, skit activities and sports	Gymkhana Secretary	01.06.2023	31.12.2027	6.00	
16.	To minimize admission of low-rank CET students	Reach the future aspirants & their parents with previous placement records and strengths of college to promote the brand of institution during the time of admission	Admission coordinator	01.05.2023	01.06.2023	2.00	Promotions to be done to organize events at the beginning of each academic year and the implementation and impact analysis to be done by RRPC members
		Training students with latest industry oriented skills on regular basis	Placement officer	01.04.2023	01.08.2023	4.00	
		Engage the alumni network actively in the placement process	Alumni coordinator	01.06.2023	01.09.2023	--	
		Establish alumni mentoring mechanism to assure each student to get connected to a working professional	Alumni coordinator	01.06.2023	01.06.2024	--	

Sl.	Strategic Objective (SO)	Action Item	Person responsible	Start date	End date	Budget (Rs. in Lakhs)	Review and Revision
		Establish the strong professional networking with industries by regular visits and supporting their R&D activities on regular basis	Placement officer	01.01.2024	01.01.2025	--	
		Organize workshops for personality development to identify the strengths & weakness of students and implement corrective measures to correct themselves on regular basis	Placement officer	01.03.2023	0.109.2023	6.00	

9. Conclusion

Basaveshwar Engineering College is one of the premier institutes in the north Karnataka region. The institute is bestowed with qualified and experienced faculty having expertise in multidisciplinary areas with core competencies in innovative research. The institute, is equipped with state-of-the-art laboratories and remarkable campus amenities and is oriented towards student development and exposure through interactions and collaborations with distinguished stakeholders like Research institutes, Industry, Alumni and Government bodies. The institute is envisioned to bank on the opportunities emerging in the areas of interdisciplinary research, Revolution in IT sector and Enhancement of learning through NEP. The institute is oriented to strengthen its resources, take active participation in research for socio-economic development, inculcate the spirit of entrepreneurship and ensure good governance practices by devising out action plans like conducting training programs on NEP, organizing seminars and conferences, FDPs, publishing of research papers in high-quality journals, scaling up MOUs with industries, strengthening alumni relationship, promote interdisciplinary research, focus on outreach activities, address rural socio-economic issues through research projects and ensure good governance practices.

The institute plans to upgrade its educational infrastructure by establishing state-of-the-art computing facilities, creating studio for e-content development and to promote co-curricular and extracurricular activities by establishing a multi-sport indoor stadium to cater the needs of sports and extra-curricular activities and initiating hobby clubs. Also, to encourage faculty to engage in fetching research grants.

With the implementation of the planned strategy the institute envisions to become one of the top engineering and research institute of Karnataka providing dynamic teaching-learning processes with superior moral and ethical values.

Journey towards Excellence continues.....