



**B. V. V Sangh's
Basaveshwar Engineering College (Autonomous)
Bagalkot – 587103, Karnataka, India**

Institutional Strategic Plan

An extensive SWOC Analysis of the institution has been carried out and the details of analysis are provided herewith.

The SWOC Analysis of the Institution

Resource centric approach is adopted for SWOC analysis (Strengths, Weaknesses, Opportunities, and Challenges) to evolve a comprehensive strategic plan for institutional development. The five resources are Human, Organizational, Technological & Infrastructural, Relational and Financial. Strengths and Weaknesses are considered as internal while Opportunities and Challenges as external.

SWOC analysis of Basaveshwar Engineering College is carried out with meticulous efforts of representatives from all stakeholders. A core committee, consisting of Principal, Heads of Departments and three faculty members from each department, was formed to participate in SWOC analysis. Services from Department of Management Studies, IIT Madras were sought to train the core committee for carrying out the college SWOC analysis. The outcomes of SWOC analysis such as Vision, Mission, Values and Quality Policies are the result of more than 1000 person days of the BEC core committee. These outcomes are presented below.

Vision, Mission, Values and Quality Policy

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

Values

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| Work is Worship | The core essence of every activity of the college is inspired by the life and saying of Lord Basaveshwara the visionary of 12 th century. The “Basaveshwara 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 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 modern outlook imbibed with Indian ethos in BEC community

Quality Policy

Teaching-Learning, research, administrative processes are quality driven and embellished with continuous improvements (Kaizen) to meet the 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

Details of SWOC Analysis:

	Code	Strengths	Code	Weaknesses
Knowledge	BASK01	Qualified and experienced faculty: Doctorates (30%), pursuing Ph.D (11%), Postgraduates (65.4.0%). Some of the faculty members have won international/ national/ state level awards/ honors/ prizes/ recognitions (05) Average professional experience of faculty – 15 years	BAWK01	Some faculty need qualification up-gradation
	BASK02	Expertise in multidisciplinary knowledge areas: Energy: Power Systems, Renewable Energy systems, Alternate fuels for diesel engines Environments: Waste Water Treatment and Pollution Studies, Subsurface Flow and Contaminant Transport Materials: High strength and high performance concrete, Material Science and metallurgy, FRP composites Computers: Soft computing, vision and mobile computing Communications: Signal Processing, Speech recognition, Computer Communication and Networking, MEMS Analysis & Design: Manufacturing and management, FEA applications in Machine design, Disaster management, Earthquake resistant design, Manufacturing Management: Entrepreneurship	BAWK02	Need to enhance the skills of faculty to latest technologies

	BASK03	High quality of student output has led to increased career placement offers from reputed companies	BAWK03	Need to strengthen 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 through specialized areas of Material technology, SCADA systems, PLC applications in Industry, climate change & sustainability, remote sensing & GIS, FRPC, cryogenic machining and product life cycle	BAWK04	Need for knowledge up-gradation in some specialized areas– FPGA, system dynamics
	BASK05	Competent Technical staff– Instructors, Asst. instructors and Mechanics – trained for skill enhancement in TEQIP phase-I& II. Average working experience of staff – 18 years	BAWK05	Low rank student input
	BASS06	Faculty use new educational technology hardware/devices and employ innovative teaching-learning methodologies	BAWK06	Inbreeding of faculty
Skill	BASS07	Core competencies in (i) organization of international conferences/ seminars/ workshops –(5); (ii) organization of national/ state level conferences/ seminars/ workshops – (110) and (iii) continuing education programmes for working professionals (30)	BAWS07	Need for skill upgradation of faculty/ technical staff
	BASS08	Preparation of Project Proposals: received research grants from AICTE (7), DST (1), KSCST (5), VTU (5), VGST (5), NRB (1), TEQIP II (3), KSBDB (2) MHRD (4).	BAWS08	Need additional exposure to IPR competencies
	BASS09	Faculty use IT (information technology) software tools like modeling, analysis, simulation, and design for teaching learning and research.	BAWS09	Need additional exposure to learning material preparation for digitized content development
	BASS10	Guiding UG, PG and research projects, which are innovative and need based. UG – 100, PG – 70 Research-.193		
	BASS11	Expertise in technical writing: Teaching material, laboratory manuals, chapters in books (19), papers in international & national journals (422)		
	BASS12	Expertise in documentation, counseling, consultancy and professional services.		
	Code	Strengths	Code	Weaknesses
Character	BASC13	Synergistic team of young and experienced faculties who are committed to intellectual pursuits, professionally enthusiastic, and enjoy working in interdisciplinary teams.		
	BASC14	Affection and Concern towards students: Faculty counsel and mentor students in academic and non-academic issues.		

	BASC15	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		
	BASC16	Intellectual Enthusiasm: Faculty and students are keen to contribute towards research, technical publications and societal causes by often staying on campus beyond working hours		
	BASC17	Eagerness to deliver more than the stipulated requirements in academic and administrative responsibility and openness to alternative viewpoints in discussions		
	BASC18	Mutual trust and positive attitude of faculty and staff		

Technological and Infrastructural Resources

Code	Strengths	Code	Weaknesses
BAST19	Research facilities with sophisticated instruments enhanced through AICTE (Rs. 61.83 lakhs), DST (Rs. 5 lakhs), VTU (Rs. 76.89 lakhs), TEQIP-II (Rs. 49.88Lakh), NRB (Rs.42.48Lakhs), VGST (Rs.84.4 Lakh), KSBDB (Rs.13.5 Lakh), MHRD (Rs. 24 Lakh)		
BAST20	Departments are equipped with State-of-art laboratories [Strengthened by TEQIP phase-I (Rs. 15.16 crores) and phase-II (Rs. 12 crores with additional Rs. 5 crores)], air conditioned seminar halls, computer centers, library, printing, reprographic, EPABX for internal communication and basic amenities		
BAST21	Adequate working space: faculty cabins with PCs, staff rooms, classrooms, laboratories, office, departmental libraries, centralized facilities: digital library, centralized computing facility, multimedia seminar hall etc.		
BAST22	Campus Amenities: Auditorium, Open Air Theater, Canteen, Hostels for boys and girls, Banks, Co-operative store, Campus clinic, Placement office, Gymkhana - Playgrounds, multi-gym & indoor stadium, generators, RO plant for drinking water	BAWT10	Need for giving architectural facelift to buildings
BAST23	Wi-Fi campus: Web enabled classrooms, 10 Gbps fiber optic backbone Campus Wide Network (CWN), with pervasive Wi-Fi network and 100 Mbps leased line internet connection, Multi media seminar hall		

BAST24	Excellent distributed computing facilities with 8 high-end servers, more than 1400 PCs and laptops		
BAST25	Good library facility: Common reading room, access to e-books and online journals throughout the campus		

Organizational Resources

Code	Strengths	Code	Weaknesses
BASO26	Well-designed organization structure with clearly specified administrative roles and operational procedures – in conformance with KCSR (Karnataka Civil Services Rules)	BAWO11	Documentation of policies, systems, and operational procedures needs to be strengthened
BASO27	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., as per UGC guidelines. Existence of Management Information System/s (MIS)		
BASO28	Periodic review and revision of curriculum in tune with industrial needs and well-established examination and evaluation processes	BAWO12	Some faculty over burdened with administrative and non-academic activities
BASO29	Clearly specified calendar of events and strict adherence to it	BAWO13	Frequency and intensity of academic and administrative audits at departmental level to be increased
BASO30	Empathetic and supportive management	BAWO14	Benchmarking required with other academic departments/ organizations
BASO31	Policies for Faculty and Staff development: Deputation for higher studies, training programmes, short-term courses and International/National conferences. Incentives for authoring books, receiving grants for projects and publishing in peer reviewed international journals.	BAWO15	Necessity to reframe the write-off procedures for obsolete equipment
BASO32	Policies for student development: financial assistance for attending project exhibitions/ student contests, incentives to students, scholarships for the meritorious and socially deprived sections	BAWO16	Required to increase the involvement of HOD's and senior faculty in institute level planning and budgeting
BASO33	Remedial classes for academically weak students: Counseling/ Mentoring of all students	BAWO17	Need for decentralization and financial autonomy
BASO34	Student forums in each department provide platform for extra and co-curricular activities for overall personality development	BAWO18	Complete and accurate records of fixed assets to be maintained

BASO35	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.		
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Relational Resources

Code	Strengths	Code	Weaknesses
BASR36	Student chapters of professional bodies: ISTE, IEEE (183 student members. Est.1994), IEEE-WIE (est.2010), PES chapter (est.2016 with 6 Faculty & 13 Students)provide platform for academic and professional networking	BAWR19	Need for increasing the institutional memberships to professional bodies
BASR37	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)		
BASR38	Professional Networking: Institutional Memberships to professional bodies such as ISTE, KRVP Faculty are active members of recognized professional bodies, such as IEEE (2 senior members 13 members), IGS, ISTE, IE (I), IETE, ISWE, SAE, KRVP, CI (I), BMSI, BSSI, ISSS, YHAI		
BASR39	Institute Interactions: Collaborative research activities and joint publications with Budapest university Hungary, IIT Bombay, NITK Suratkal, NIT Calicut, NIT Rourkela, PSG CET Coimbatore, UOM Mysore, NAL Jamshedpur, DMRL Hyderabad, BITES Bangalore, UBDT Davanagere, Michigan Technological University MI, USA.		
BASR40	Industry Interactions: MoU with BOSCH-Rexroth, KarMic Manipal, TCS, Global Edge Software, UBDT Davanagere, K-cube Consultancy Services, SDS, Oracle Workforce Development, KSBDB, VTU-NOKIA Research, PRDC Bangalore, FLEXITRON Bangalore, Bharat Forge Ltd Pune, NIC Delhi, GEM Sugars Kundaragi and BDK Industries Hubli, Microsoft IT Academy, Wipro Technologies for Mission 10X, AG Electro Services, Pune, DEW Mobiliy, Fremont, California		
BASR41	Alumni Interactions: Several BECAA (Basaveshwar Engineering College Alumni Association) chapters have been established at Goa, Pune, Hyderabad, Bangalore, and Chicago USA, at Dallas.		

Financial Resources

Code	Strengths	Code	Weaknesses
BASF42	Four funds established (Corpus, Maintenance, Faculty Development and Depreciation)		
BASF43	Management provides funds for: Constructions of buildings, Purchase of equipment/s for academic purpose, Organizing workshops/ seminars/ STTPs, Student Technical Fests and Salaries	BAWF20	Delay in release of salary grants by government for aided departments
BASF44	Internal Revenue Generation (IRG) through Consultancy, Training Programmes, BEC-STEP activities	BAWF21	Delay in release of government contribution towards fees for SC/ST students
BASF45	Funding from Union and State Government agencies: MHRD, AICTE, UGC, DST, DRDO, VTU, VGST, TEQIP, SERB		
BASF46	Financial support from alumni for construction of Guest house		

Opportunities

BAOP01	Paradigm shift in education system from imparting knowledge to enhancing learning
BAOP02	Emphasis by Government on research in technological areas for socio-economic development
BAOP03	Increasing demand for PG courses in specialized areas coupled with scarcity of institutes offering such courses
BAOP04	Only Engineering college in the district enjoying high degree of ownership in the community
BAOP05	Information Technology revolution and massive demand for engineering professionals
BAOP06	Emergence of interdisciplinary research areas and scope for commercialization and patenting of research outcomes
BAOP07	Increasing opportunities to present research outcomes in conferences, publish papers in journals and patent innovations
BAOP08	Exciting opportunities for collaboration with renowned institutes of higher learning and R & D organizations both within and outside India (Foreign University Bill)
BAOP09	Opportunity for developing smart campus with increased availability of communication and information technology products
BAOP10	Opportunity for Industry Institution Interaction: i) Industry-Institute Conclaves at Bangalore (13-3-2016), Pune (24-04-2016), Hyderabad (26-7-2016), Goa (17-9-2016) Mumbai (17-12-2016) ii) 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
BAOP11	Scope for consultancy: Demand for technical expertise to offer advanced technological solutions in solving community problems especially energy, ecology and environmental issues
BAOP12	Globalization: Opportunity to attract students from different countries and cultures
BAOP13	Requirement for value added training programmes for unemployed rural youth of the region
BAOP14	Growth in service sector: Job opportunities for graduates expected to grow
BAOP15	Enhancement of engineering seat intake in multiples of 60 as announced by AICTE New Delhi and large difference between UG output and PG intake

Challenges

BAC01	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
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BAC02	Higher fees for technical education leading students to look for other avenues
BAC03	Students with low rank input
BAC04	Many colleges/universities offer fee concession and other incentives to attract good CET rank students
BAC05	Frequent changes in education policy

COWS Matrix for Strategic Objectives

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

	Strengths	Weaknesses
	SO Strategies – ExPloit	WO Strategies – ExploRe
Opportunities	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas	BAER09: To formulate well-structured auditing procedures (academic, finance and administrative)
	BAEP02: To proactively participate in Government initiated research schemes for socio-economic development	BAER10: Less number of students using the upgraded educational infrastructure and Library using the state of the art Information and Communication Technology (ICT) tools
	BAEP03: To Strengthen/Enhance MOUs and consolidation of alumni network	
	BAEP04: To design and offer skill oriented certificate and value addition programmes to the youth for better employability	
	BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new, distinctive PG courses	
	BAEP06: To foster innovative thinking in the faculty and students	
	BAEP07: To inculcate spirit of entrepreneurship among students and to provide incubation facility	
	BAEP08: To establish Industrial Consultancy Services Cell (ICSC)	
	ST Strategies – EnGage	WT Strategies – Escape
Challenges	BAEG11: To retain and attract well-qualified faculty and experienced staff	BAES12: To minimize admission of low rank CET students

The strategic objectives developed based on SWOC analysis are mapped and listed in the following table.

Code	Strategic Objectives	Strengths/Weaknesses	Opportunities/Challenges
BAEP01	To produce high quality graduates, postgraduates and doctorates in selected academic areas	BASK01, BASK02, BASK03, BASK04, BASK05, BASS06, BASS09, BASS10, BASS11, BASC13, BASC14, BASC16, BASC18, BAST20, BAST23, BAST25, BASO27, BASO28, BASO32, BASO33, BASR36, BASR39, BASR40	BAOP01, BAOP03, BAOP05, BAOP07, BAOP08
BAEP02	To proactively participate in Government initiated research schemes for socio-economic development	BASK01, BASK02, BASS08, BASS09, BASS12, BASC13, BASC16, BASC18, BAST19, BASO26, BASO30, BASO31, BASR37, BASR38, BASR39, BASF45	BAOP02, BAOP04, BAOP07, BAOP11
BAEP03	To Strengthen/Enhance MoUs and consolidation of alumni network	BASK01, BASK02, BASS07, BASC13, BASC16, BASC18, BAST20, BAST23, BASO30, BASO31, BASR38, BASR39, BASR40, BASR41, BASF46	BAOP02, BAOP08, BAOP10, BAOP11,
BAEP04	To design and offer skill oriented certificate and value addition programmes with emphasis on Soft skills and Professional skills to students for better employability	BASK01, BASK02, BASK05, BASS06, BASS07, BASS12, BASC13, BAST20, BAST24, BAST25, BASO34, BASO35, BASF43	BAOP04, BAOP10, BAOP11, BAOP13, BAOP14
BAEP05	To enhance intake in all branches of engineering to strengthen and to establish new, distinctive PG courses	BASK01, BASK02, BASK04, BASS09, BASS10, BASS11, BASC14, BASC16, BASC17, BAST19, BAST20, BAST21, BAST22, BAST23, BAST24, BAST25, BASO27, BASO28, BASO29, BASO30, BASR40, BASR41, BASF42, BASF43	BAOP05, BAOP11, BAOP15
BAEP06	To foster innovative thinking in the faculty and students.	BASK01, BASK02, BASK04, BASS06, BASS08, BASS10, BASS11, BASC16, BAST23, BAST25,	BAOP01, BAOP02, BAOP06, BAOP07, BAOP11,
BAEP07	To inculcate spirit of entrepreneurship among students and to provide incubation facility.	BASK03, BASK04, BASS12, BASC17, BAST25, BASO35, BASR41, BASF44, BASF45, BASF46	BAOP02, BAOP04, BAOP10, BAOP11, BAOP14,
BAEP08	To strengthen Industrial Consultancy Services Cell (ICSC)	BASK01, BASK02, BASS08, BASS10, BASS12, BASC16, BAST20, BASO30, BASO35, BASR37, BASR39, BASR40, BASR41, BASF44,	BAOP02, BAOP04, BAOP06, BAOP10
BAER09	To formulate well structured auditing procedures (academic, finance and administrative)	BAWO13, BAWO15, BAWO17, BAWO18, BAWF20, BAWF21,	BAOP02
BAER10	To upgrade educational infrastructure using the state of the art Information and Communication Technology (ICT) tools.	BAWK02, BAWO09	BAOP01, BAOP09

BAER11	To retain and attract well-qualified faculty and experienced staff	BAWO12, BAWO14, BAWO16	BAC01, BAC03, BAC05
BAER12	To minimize admission of low rank CET students	BAWK02, BAWK05, BAWK06	BAC01, BAC02, BAC03, BAC04

From the SWOC analysis carried out, the strategic objectives are evolved. Towards realization of the strategic objectives resource centric key activities and action plans, for overall development with emphasis on enhancing UG, PG education and demand driven R&D&I have been framed. The mapping of key activities (for effects on and utilization of), and action plans to strategic objectives are enlisted below:

Human Resource

Code	Key Activity and Action Plans	Strategic Objectives
Faculty		
BAKA01	Upgradation of qualifications and enhancement of skills of faculty * Encourage and depute faculty to acquire higher qualifications (Ph.D & M.Tech) * Identify and depute faculty for need based training programmes * Encourage faculty to enhance their communication skills * Provide recognition/ incentives to faculty/ staff for qualification and skill enhancement * Involve industry personnel for in house skill enhancement training	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEG11: To retain and attract well-qualified faculty and experienced staff
BAKA02	Promote High Quality Research amongst Faculty * Encourage faculty to engage in high quality research through performance linked incentives * Support faculty for publishing the research outcomes in international refereed journals/conferences * Attract in-house faculty as well as faculty from other colleges for part-time Ph.D. under BEC R&D centers * Attract faculty for Post-Doctoral Fellowship (PDF) for enhancing quality of research	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEP02: To proactively participate in Government initiated research schemes for socio-economic development BAEP03: To Strengthen/Enhance MoUs with foreign Universities/ industries and consolidation of alumni network

	* Substantial action plans for Quantitatively increasing and qualitatively improving research by the faculty individually, jointly and collaboratively * Identify thrust areas of research in each department * Conduct orientation program on research methodologies for young faculty * Share research experiences on a common platform * Launch working paper series to encourage research work in BEC * Propose joint research projects with industries and institutions of higher learning * Depute faculty for carrying out research at National/International R&D labs and institutions of higher learning * Involve industry experts in identifying and supervising research problems * Establish sophisticated research facility with advanced testing equipment	BAEP06: To foster innovative thinking in the faculty and students
	* Establish Research Consultancy Cell (RCC) to: * Interact with Government agencies at all levels on regular basis * Create awareness about research schemes among the faculty * Establish centralized research facility * Promote commercialization of innovative projects/products from UG/PG students and faculty * To motivate faculty to take up R&D projects from industries * Providing space for setting up of laboratories to industries and introduce integrated courses * Explore emerging inter disciplinary research areas * Project the strength of the institute by designing and communicating the RCC brochure	
BAKA03	Encourage faculty to secure intellectual property * Provide institutional support * To organize workshops/seminars * Promote patentable research	BAEP06: To foster innovative thinking in the faculty and students
Research Scholars		
BAKA04	Attract more research scholars * Attract competent research scholars through research fellowships and independent research facilities	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEP06: To foster innovative thinking in the faculty and students

	* Develop among undergraduate students an interest towards deep specialization and/or research. * Conduct awareness programs about higher education and research * Research oriented innovative projects to be introduced at UG/PG level * Arrange visits for UG/PG students to advanced research laboratories and institutions * Invite renowned S & T professionals to inspire students * Create database of UG/PG and research projects * Organize project contests for UG/PG students * Establish knowledge sharing networks with reputed institutions and research labs	
BAKA05	Encourage High Quality Research amongst Research Scholars * Encourage the publication of technical reviews and papers in peer reviewed journals and participation in national/ international conferences * Attract regular Ph.D. students through fellowships * Take up need based projects from industry and community * Form inter & intra department research groups * Conduct orientation program on research methodologies for students * Launch working paper series of BEC	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEP06: To foster innovative thinking in the faculty and students
PG Students		
BAKA06	Enhance PG intake * Motivate UG students to take up higher studies through awareness programs * Attract meritorious students for PG programs through teaching assistantships and enhanced facilities, such as centralized computational facility, Library, laboratory, access to online journals, hostel etc., * Increase PG intake from 18 to 25 in select PG courses (Machine Design, Computer Science and Engineering, Structural Engineering, Digital Electronics, Power & Energy Systems)	BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new PG courses
BAKA07	Establish new PG programmes in emerging technology areas * Establish new PG course in Biotechnology	BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new PG courses

BAKA08	Promote student led entrepreneurship * Provide incubation facility to student entrepreneurs * Nourish reciprocal relationship with leading industrialists * Identify and establish linkages with alumni entrepreneurs and post alumni contact group on web * Organize focused training through Center for Entrepreneurship Development (CED) to build the entrepreneurial spirit and nurture it for socio economic development. * Facilitate academic projects towards product development	BAEP07: To inculcate spirit of entrepreneurship culture in students and to provide incubation facility
Staff		
BAKA09	Skill enhancement of technical and other staff * Identify and depute staff for need based training programmes * Offer incentives and better pay packages to technical staff * Empower senior technical staff	BAEG11: To retain and attract well-qualified faculty and experienced staff

Technological and Infrastructural Resources

Code	Key Activity and Action Plans	Strategic Objectives
Classrooms		
BAKA10	Upgrade classroom infrastructure through adoption of state of the art educational technologies	BAER10: To upgrade educational infrastructure using the state of the art Information and Communication Technology (ICT) tools
Laboratories		
BAKA11	Strengthening and Establishing Laboratories * Establish new laboratories and strengthen existing laboratories for cutting edge technology research * Involve industry personnel in setting up laboratories	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEP02: To proactively participate in Government initiated research schemes for socio-economic development BAEP04: To design and offer skill oriented certificate and value addition programmes with emphasis on Soft skills and Professional skills to students for better employability BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new PG courses
Library		
BAKA12	Library digitization * Strengthen digital content creation and management facility * Upgrade digital storage capacity and Enable semantic web and web 2.0 * Enhance subscription to electronic resources and databases	BAER10: To upgrade educational infrastructure and Library using the state of the art Information and Communication Technology (ICT) tools
Computing Facilities		

BAKA13	Establish Central Computing Facility * Establish centralized advanced computing facility with round the clock access * Create a centralized software repository	BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new PG courses BAER10: To upgrade educational infrastructure and Library using the state of the art Information and Communication Technology (ICT) tools
Multimedia Conference Hall		
BAKA14	Multimedia Conference Hall * Establish satellite enabled multipoint interactive facility * Setup Audio and Video conferencing facility	BAEP01: To produce high quality graduates, postgraduates and doctorates in selected academic areas BAEP02: To proactively participate in Government initiated research schemes for socio-economic development BAEP03: To Strengthen/Enhance MOUs and consolidation of alumni network BAER10: To upgrade educational infrastructure and Library using the state of the art Information and Communication Technology (ICT) tools

Communication Facilities		
BAKA15	Communication Facilities * Strengthen internal communication system. * Establish local FM station for serving community through technological services	BAEP02: To proactively participate in Government initiated research schemes for socio-economic development BAEP04: To design and offer skill oriented certificate and value addition programmes with emphasis on Soft skills and Professional skills to students for better employability.

Organizational Resources

Management capacity building		
BAKA16	Management capacity building * Depute Principal and senior faculty/staff for participation in Management/Administrative skill development training programmes	BAER09: To formulate well structured auditing procedures (academic, Finance and administrative) BAEG11: To retain and attract well-qualified faculty and experienced staff
Institutional reforms		

BAKA17	Initiate Institutional reforms * Conduct detailed academic audit and identify scope for academic reforms * Launch a project for workflow and administrative process analysis for identifying specific opportunities for reforms * Increase level of automation in administrative practices through management information system (MIS) * Devise 360 degree feedback mechanisms and use the same for performance enhancement * Devise financial procedures in tune with modern accounting trends * Devise a methodology to use outputs of information system for effective governance of the organization	BAER09: To formulate well-structured auditing procedures (academic, Finance and administrative)
Guidance and Counseling Cell		
BAKA18	Establish student guidance and counseling cell for offering empathetic academic and career advice * Identify faculty counselors for empathetic guidance to students * Organize regular training programs to faculty counselors * Organize awareness program about autonomy regulations * Create a formal mechanism to interact with students and parents	BAEP06: To foster innovative thinking in the faculty and students BAEP07: To inculcate spirit of entrepreneurship culture in students and to provide incubation facility BAES12: To minimize admission of low rank CET students

Relational Resources

Industry-institute collaboration		
BAKA20	Enhance industry-institute collaboration * Enter into MoUs for excellence in education, training, research, consultancy and community development under the aegis of RCC (BAKA02) * Match the core research areas with Industries in the region * Specialized subject teaching by industry experts * Faculty deputations to industry for research/ training * Information of visiting faculty and universities to be posted on BEC web-site * To organize executive meets regularly and nourish good relationship with industrialists * To involve industry, institute and alumni personnel in academic bodies * To motivate faculty to take up industry sponsored R&D projects * Reconstitute and rejuvenate the Industrial Consultancy Services Cell (ICSC) and formulate the guidelines to channelise all consultancy services through the cell	BAEP02: To proactively participate in Government initiated research schemes for socio-economic development BAEP03: To Strengthen/Enhance MOUs and consolidation of alumni network BAEP07: To inculcate entrepreneurship culture in students and to provide incubation facility. BAEP08: To establish Industrial Consultancy Services Cell (ICSC)
BAKA21	Linkages with Higher Learning institutes * Action plans for establishing MoUs with Institutions of Higher Learning in India and Foreign Universities * Identify and Establish links in specialized areas in each discipline. * Define modalities for establishing the collaboration. * Student exchange programs for project/ research for one semester * Faculty exchange programs for research/ teaching assignment * Information of visiting faculty and universities to be posted on BEC web-site * Establish a forum of researchers belonging to various institutes	BAEP06: To foster innovative thinking in the faculty and students. BAER09: To facilitate the faculty and staff to upgrade qualification and acquire new technical skills BAER10: To explore research in inter-disciplinary areas
Professional Networking		
BAKA22	Enhance Professional Networking * Enhance institutional membership to professional bodies * Encourage faculty to join professional bodies and actively involve in activities * Host activities of professional bodies in BEC campus	BAEP03: To Strengthen/Enhance MoUs and consolidation of alumni network BAEP04: To design and offer skill oriented certificate and value addition programmes with emphasis on Soft skills and Professional skills to students for better employability. BAEP08: To establish Industrial Consultancy Services Cell (ICSC)

Alumni Bonding		
BAKA23	Alumni Bonding * Organize alumni meets * Invite distinguished alumni to address and interact with students * Institute distinguished alumnus awards * Form student mentorship council of alumni * Identify alumni who are entrepreneurs and invite them to inspire student led entrepreneurship	BAEP03: To Strengthen/Enhance MOUs and consolidation of alumni network
Media and Publicity		
BAKA24	Establish good rapport with Media for Publicity and Brand-building * Establish BEC communications office for effective brand building * Promote college Brand Image through participation in educational fairs, Informative brochures and pamphlets * Publicity and advertisements in all major cities and also through BEC alumni	BAEP05: To enhance intake in all branches of engineering to strengthen and to establish new PG courses BAES12: To minimize admission of low rank CET students

Financial Resources

BAKA25	Finance Mobilization * Form a task force for identifying finance mobilization opportunities from various sources * Consolidation of corpus, faculty development, depreciation and maintenance funds. * Other IRG activities such as consultancy, training activities will also be used for sustaining the activities * Prepare detailed proposals for gaining financial assistance from specific sources (Eg: From AICTE, DRDO, Alumni, International Endowment Foundations)	BAER09: To formulate well-structured auditing procedures
BAKA26	Cost optimization * Conduct cost audits for minimizing wasteful expenses * Conduct regular internal and third party financial audits * Devise financial procedures in tune with modern accounting trends	BAER09: To formulate well-structured auditing procedures

Challenges for Implementation of Strategic Plan:

- * The College foresees the following challenges in implementation of strategic plan, Fig. A.
- * Changing the mind-set of faculty to pursue higher studies and support staff to enhance skills
- * Developing faculty expertise in specific domain and interdisciplinary areas to start new PG programmes and offer new electives
- * Creation of interest about higher studies among UG students

- ★ Inculcating awareness about benefits of research amongst UG/PG students
- ★ Orienting UG/PG projects towards Product development
- ★ Tuning the PG courses to be on par with industrial needs
- ★ Ascertaining higher pay packages and perks to post graduates
- ★ Initiation of collaborative research between industry and institutes due to far-flung location
- ★ Overcoming the dithering of experts due to the remoteness of the institute
- ★ Rapid changes in the socio-economic scenario
- ★ Exposure to forecasting, qualitative analysis and quantitative analysis required for implementation of strategic planning

The college with its resource centric approach to development is confident of overcoming these challenges through dedicated work of its committed and experienced faculty.

Codes used in Strategic Plan

1	2	3	4	5	6
Cells 1 & 2 represent college or departments		Cells 3 & 4 represent strength/ weakness/ opportunities/ Challenges or key activities		Cells 5 & 6 represent sequential serial number in each category	

Cells 1 & 2	Meaning
BA	Basaveshwar Engineering College
BT	Biotechnology Department
CS	Computer Science & Engineering Department
CE	Civil Engineering Department
EC	Electronics & Communication Engineering Department
EE	Electrical & Electronics Engineering Department
IP	Industrial & Production Engineering Department
IS	Information & Science Engineering Department
ME	Mechanical Engineering Department
EIE	Electronics & Instrumentation Engineering Department
AU	Automobile Engineering Department
MCA	Master of Computer Applications Department
MBA	Master of Business Applications Department

Cells 3 & 4	Meaning
EG	Engage – ST strategies
EP	Exploit – SO strategies
ER	Explore – WO strategies
ES	Escape – WT strategies
KA	Key Activities
OP	Opportunities
SC/WC	Strengths/Weaknesses Character (Human Resources)
SF/WF	Strengths/Weaknesses Financial Resources
SK/WK	Strengths/Weaknesses Knowledge (Human Resources)
SO/WO	Strengths/Weaknesses Organizational Resources
SR/WR	Strengths/Weaknesses Relational Resources
SS/WS	Strengths/Weaknesses Skill (Human Resources)
ST/WT	Strengths/Weaknesses Technological and Infrastructural Resources
C	Challenges

Strategic Management Process of Basaveshwar Engineering College - 10 Year Road Map

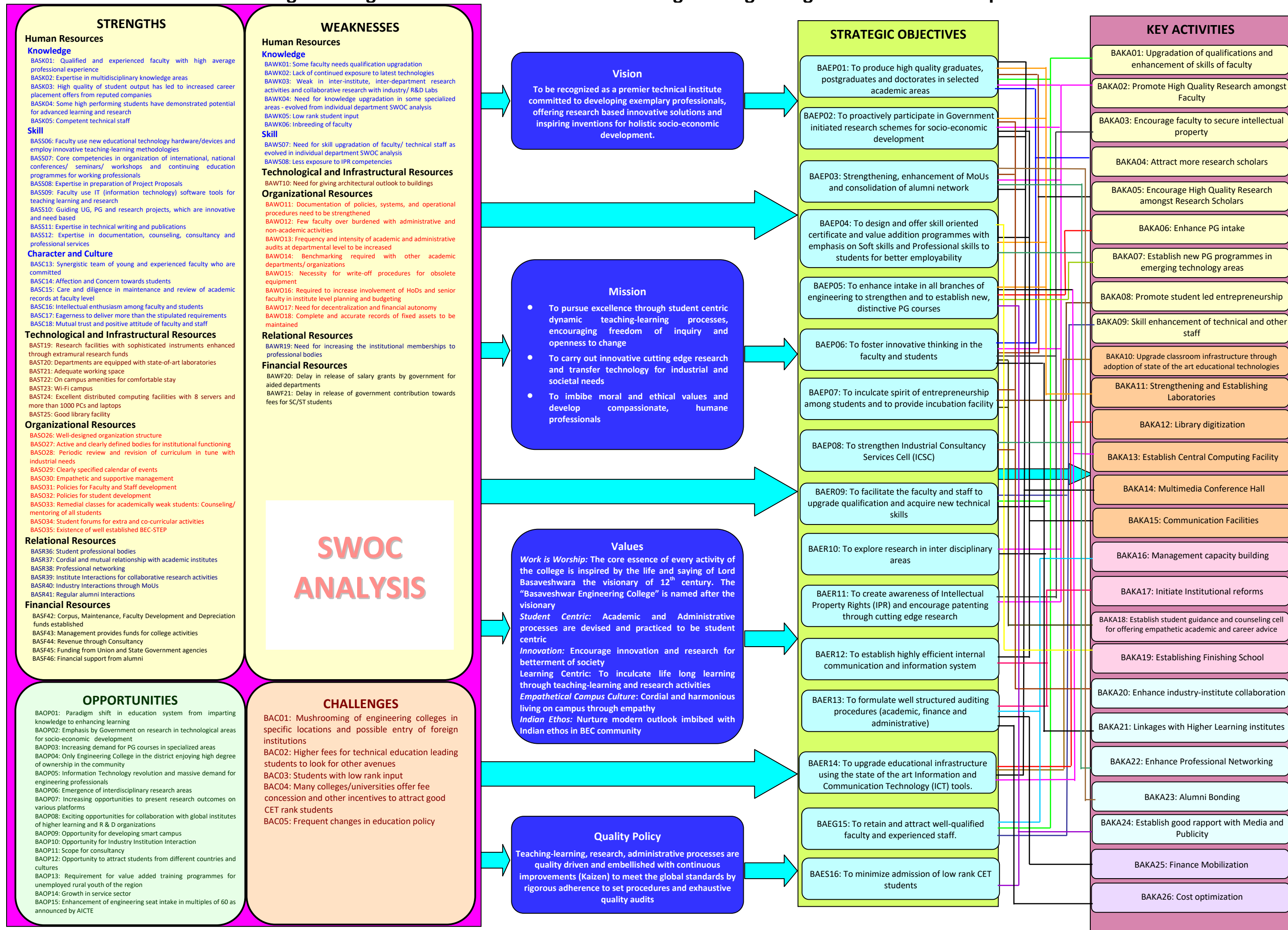


Fig. B: Strategic Plan