

**INSTITUTION DEVELOPMENT PLAN
AND FIVE-YEAR
ROLLING IMPLEMENTATION PLAN**

for

**The Grant of Deemed to be University
(General Category)**

SNS (Deemed to be University)

Submitted to

University Grants Commission (UGC)

New Delhi



Submitted by



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PREFACE

Strategic planning is an essential component to accomplish the Vision and Mission of an institution which is the guiding light for all the future operations of the proposed Deemed-to-be University. Strategic planning is a continuous process with a specific focus on developing the competitive advantage in the existing scenario. Strategic Planning and deployment document is based on analysis of current challenges and future opportunities and envision the direction towards which the organization should move to achieve its set goals and objectives.

The first part of the document addresses the Institution Development Plan consisting of the strategic vision for 15 years along with a rolling plan of its implementation for a 5-year period, covering academic, recruitment, admission, research, infrastructural, financial and governance aspects. These are defined and guided by the stake holders (management, leaders and administrators, Deans/Head of the Department, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the organizational goals will be set up in all possible verticals which is the result of continuous thought process, brainstorming sessions and discussions. The strategies with action plans will be decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, the involvement of all stakeholders was ensured to help contribute their part which is vital for the success of every organization. Efforts will be made to clearly identify the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This strategic planning and deployment will become the guiding force for the University to grow as an institution of Academic Excellence and research and provide skilled young professionals to the society.

INSTITUTION DEVELOPMENT PLAN - STRATEGIC VISION

The strategic plan of the proposed SNS (Deemed to be University) priorities for the first 15 years of journey towards the vision. The strategic plan has been set around Nine core areas, namely Academics (Curriculum & Teaching-Learning), Student Admission, Staff Recruitment, Infrastructure Development, Information and Communication Technology Development, Research and Development, Finance, Administration and Governance.

ACADEMICS [Curriculum & Teaching-Learning]

Strategic Goal 1: To become a leading Institution for providing quality Education, Skill development and life-long learning in multidisciplinary areas of Arts, Science, Humanities, Social Sciences, Engineering, Technology, Commerce, Management, Sports, Education, Medicine etc.

Priorities at a glance

- Enriched Curriculum
- Enhancing the quality of Teaching and Learning
- A transformative student experience
- Realizing students' potential: "SNS made me"
- Lifelong and flexible learning

Over the next 15 years, the SNS (Deemed to be University) plans to offer quality programs in diversified disciplines with a lot of inbuilt flexibility, so that, the clientele can take advantage of the facility by learning at their own pace and style leading to a maximum outcome. The salient features around which these programs will be designed include multiple entry, multiple exit (MEME), Academic Bank of Credits(ABC), and blended mode of instruction with a lot of emphasis on higher order thinking skills and learning as per the guidelines given in NEP 2020. The key ingredients of high quality learning, namely, Knowledge, Skill, Competency and values will be infused into the curriculum. It is these four factors that determine the quality in higher education and which shall be at the core of SNS's academic plan.

Schools and New Programmes to be Offered: The proposed SNS (Deemed to be University) has planned to offer multidisciplinary Programmes covering all major areas (*Arts, Science, Humanities, Social Sciences, Engineering, Technology, Commerce, Management, Sports, Education, Law, & Medicine*). The Institution will start with 7 Schools covering (23 Under Graduate Programmes, 7 Post Graduate Programmes and 7 Doctoral Programmes). In the next 15 years the it has a vision to wide-spread its branches across 14 different schools covering (65 Under Graduate Programmes, 32 Post Graduate Programmes, 32 Doctoral Programmes and 14 Post-Doctoral Programmes).

Curriculum Design and Development: The Curriculum for different programs at SNS (Deemed to be University) will be framed based on the Design Thinking (DT) approach with the objective of attaining Employability in top-notch companies and industries, becoming Entrepreneurs, and progressing to Higher Studies in reputed Institutions in India and abroad. The Curriculum thus framed will focus on making students Globally Competent, Committed, Conscious, Creative, and Compassionate individuals. Choice Based Credit System(CBCS) will be adopted under semester pattern and Outcome Based Education (OBE) will be practiced meticulously.

Academic Flexibility: The curriculum will have sufficient flexibility and choices that promotes inter-disciplinary and cross-disciplinary learning. Academic flexibility prescribed in the curriculum gives privilege to the students to customize their course of study within certain parameters. This flexibility allows students to tailor their educational experience based on their individual interests, career goals, and learning preferences. The academic freedom and flexibility is ensured by the following impactful measures, Multiple Entry and Exit System (MEES), Choice Based Credit System, Electives, Credit Transfer etc.,

Curriculum Enrichment: The process of curriculum development for various programs starts with the assessment of the existing curriculum and by taking into consideration the requirements of students, skills demanded by societal and industrial needs as well as the feedback received from the stakeholders. Curriculum enrichment is periodically done for the enhancement of the content and experiences. Enrichment is normally done by enhancing the contents of a course or by introducing a new course, based on the current needs. Skill development will be promoted to improve specific skills to make the learning community more efficient and effective.

Outcome Based Education (OBE): The present practice of Outcome Based Education (OBE) by defining the Program Educational Objectives(PEOs), Program Outcomes(POs), Program Specific Outcomes(PSOs) and Course Outcomes(COs) will be continued in the proposed SNS (Deemed to be University) as well.

Catering to Diverse Learners: The academic process caters to the diverse range of learners and maintains equity. Slow and advanced learners will be identified based on their learning abilities and performance. Slow learners are to be supported with handholding through remedial classes, personal attention, tutorials and tests. Advanced learners will be encouraged to attain higher level of excellence through advanced training programs and motivated to succeed in competitive examinations at the National and International levels. Further, they are also encouraged to involve in doing research projects and overseas studies in addition to earning credits through credit transfer and Internship.

Teaching-Learning Process: The teaching-learning process is conducted through student-centric pedagogies by adopting participatory learning, collaborative learning and experiential learning. ICT supported teaching-learning process will be adopted by every teacher and online learning will be encouraged. Students' active participation in learning inside the campus will be ensured with the support of various activities such as group discussion, debate, brainstorming, role play, peer learning and flipped classroom. Eminent personalities from industries will be invited to enrich the students with the latest technology. Interaction with industry giants will provide an opportunity for the students to understand the requirements of the industry and update their skill set accordingly.

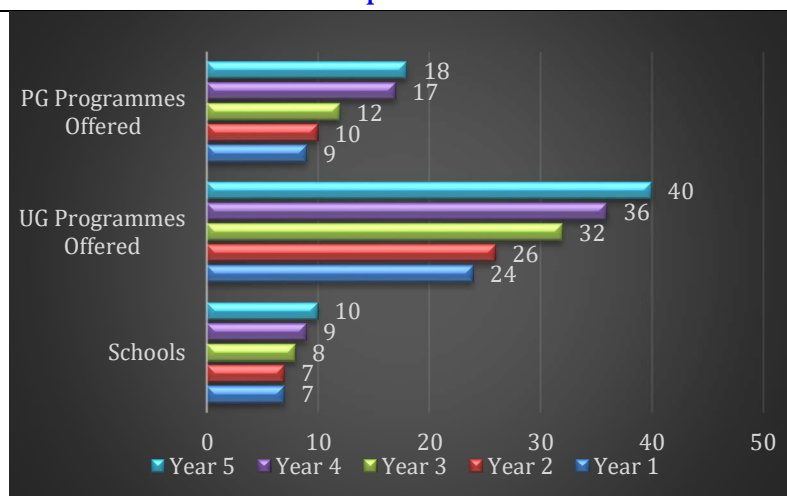
Exclusive, independent, fully computerized and transparent Office of the Controller of Examinations will be established. The Office of the Controller of Examinations will conduct all the examinations with clearly defined systems and procedures. Proper IT integration will enable the institute to monitor the examination system and processes hassle-free.

Expected Outcomes:

- **Quantitative:** High graduation rates, employment rates, and a significant number of students embarking on entrepreneurial ventures or securing government jobs.
- **Qualitative:** The curriculum will be flexible, innovative, and aligned with the National Education Policy (NEP), focusing on multi-disciplinary education and fostering an innovation and entrepreneurial mind set.

ACADEMIC PLAN -5 Year Roll Out Plan

Proposed Schools and Programmes Offered Development Plan



Strategies:

- Unique Selling Points of the school concerned should be designed
- Forge partnership with industries and institutions
- Flexible learning options
- Networking and outreach
- Interdisciplinary and multidisciplinary schools

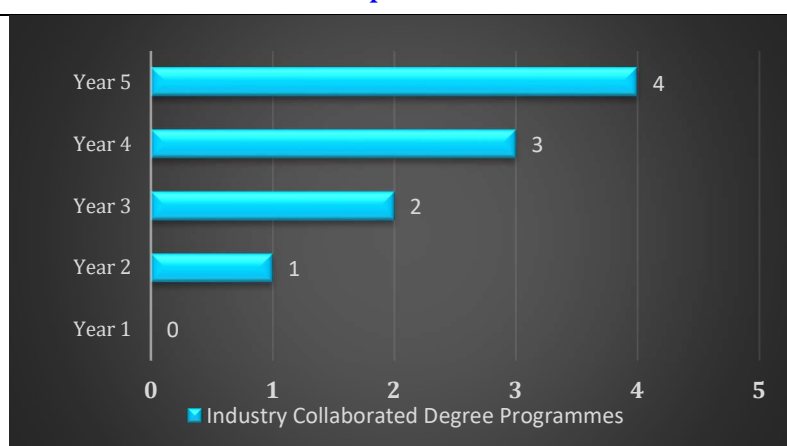
Expected Outcomes:

- Up skilling in cutting edge Technologies
- School and reputation and its impact
- Holistic learning and collective decision making and problem solving

Resources:

- Physical resources land, building, laboratories, library
- Educational materials
- Resources for accreditation
- IIP and collaboration

Industry Collaborated Degree Programmes Development Plan



Strategies:

- Align educational offerings with the demands of workforce
- Form advisory boards with experts
- Work Based learning
- Industry driven curriculum
- Industry certifications and credentials

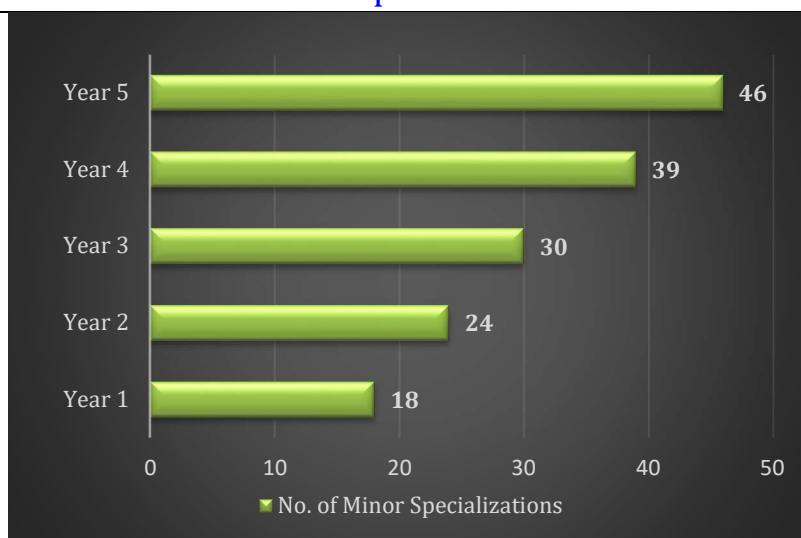
Expected Outcomes:

- Industry Relevant Skills
- Employability and Entrepreneurship
- Professional Network
- Innovation and economic development

Resources:

- Resources for building industry partnership
- Need for Edupreneurs to teach
- Professional development
- Financial Resources

Multidisciplinary: Minor Specialization Development Plan



Strategies:

- Interdisciplinary themes of social relevance
- Curriculum designing accommodating diverse disciplines
- Advisors and Mentors board to guide students through minor specialization
- Integration of experimental learning
- Cross-list programmes and courses from different departments

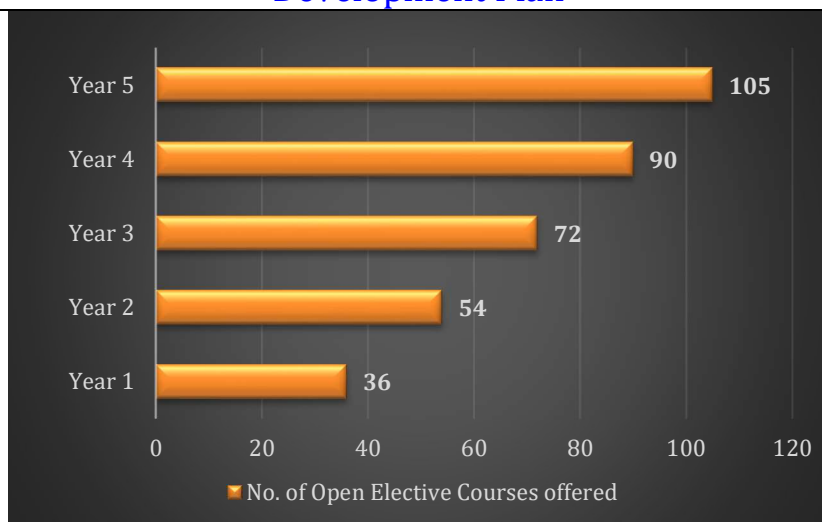
Expected Outcomes:

- Interdisciplinary Knowledge
- Critical and lateral Thinking skills
- Creative problem solving
- Adoptability and flexibility

Resources:

- Faculty Expertise
- Technology and Software
- Research Resources
- Assessment and evaluation Tools

Cross Disciplinary Learning: Open Elective Courses offered Development Plan



Strategies:

- Interdisciplinary course offerings and their curriculum design
- Curriculum mapping and advising
- Flexible degree requirements
- Revisiting the courses based on feedback

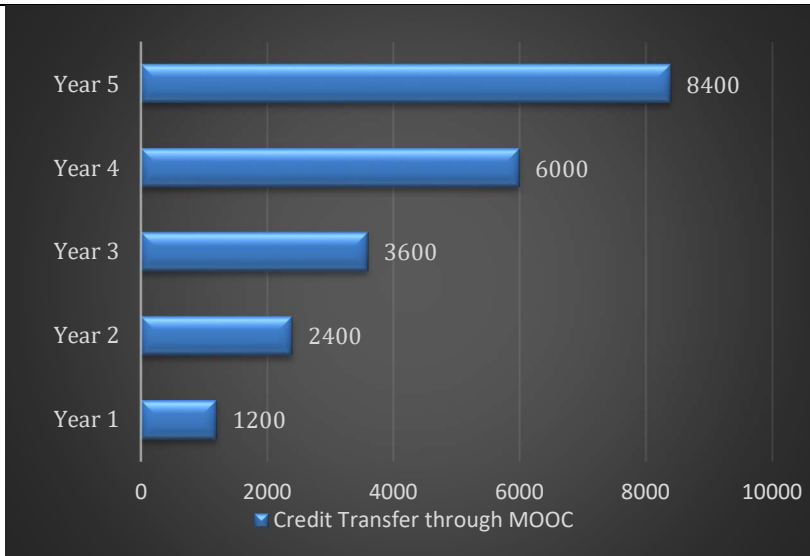
Expected Outcomes:

- Interdisciplinary knowledge, applying the issue in different angles
- Broadened perspectives
- Career readiness
- Collaborative ability

Resources:

- Interdisciplinary centres and Institutes
- Administrative support
- Experts from different disciplines to draft cross-cultural courses

Flexibility: Credit Transfer through MOOC Development Plan



Strategies:

- Establish criteria for evaluating MOOCs for credit transfer
- Alignment with the curriculum
- Credit equivalency
- Integration into academic Programmes
- Partnership with MOOCs Providers

Expected Outcomes:

- Accessibility to high quality education
- Flexibility and convenience
- Accelerated degree completion
- Diverse learning and enhanced skill
- Recognition of prior learning
- Global Reach

Resources:

- Faculty expertise
- Assessment and evaluation Tools
- Quality Assurance and check mechanisms

Flexibility: Value Added Courses Offered
Development Plan



Strategies:

- Identify emerging trends and industry demands
- Flexible course structure
- Practical learning Experience
- Internship and Experimental Opportunities
- Certificates and credentials

Expected Outcomes:

- Enhance the skill set
- Industry Ready standards
- Expanded Carrier opportunities
- Lifelong learning mindset
- Demonstrated initiative and drive

Resources:

- Faculty with Expertise in latest technology and business
- Physical, financial administrative recourses
- Curriculum development

Year 1

Curriculum Framing
University Faculty

Handled by University Faculty

Year 2

Curriculum Framing
Industry Expert

Handled by University Faculty

Year 3

Curriculum Framing
Industry Expert

Handled by University Faculty & Industry Expert

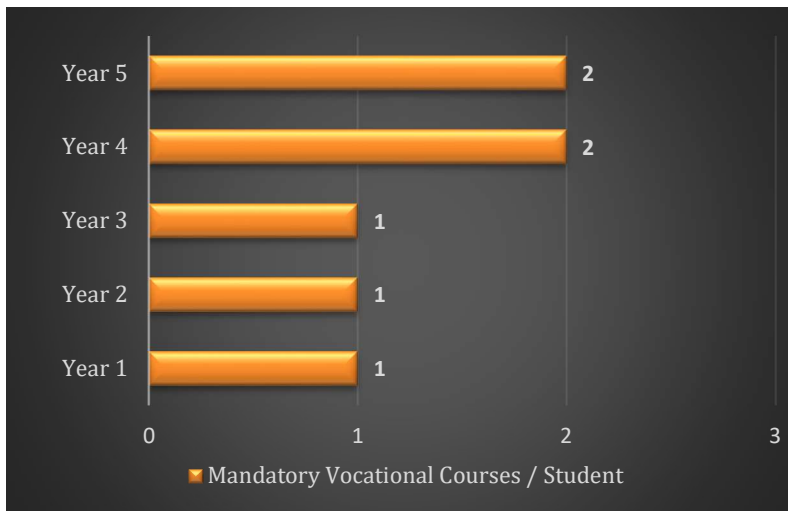
Year 4

Framed and Handled by Industry Experts

Year 5

Framed and Handled by Industry Experts

Skill Development: Vocational Courses / Student Development Plan



Strategies:

- Industry Alignment
- Hands-on learning
- Certifications and credentials
- Diverse delivery modes
- Career preparations and soft skills
- Continuous curriculum review

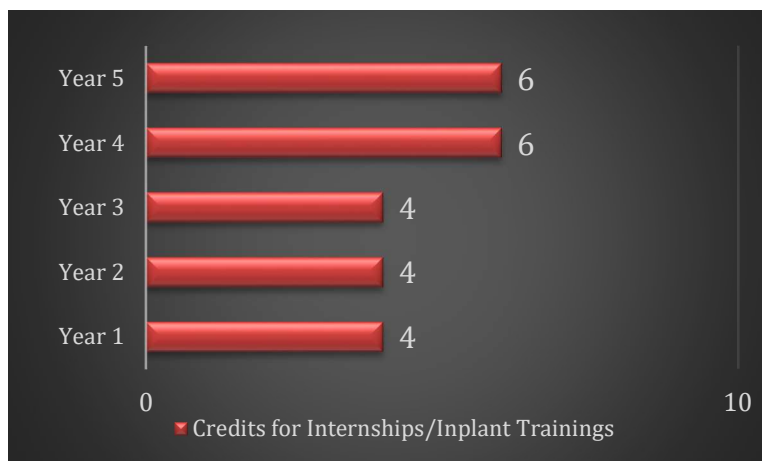
Expected Outcomes:

- Social Mobility
- Bridging Skill deficits/gaps
- Economic impact
- College to corporate readiness

Resources:

- Quality Instructors
- Technology Tools
- Internship and Apprenticeship opportunities

Curriculum Enrichment: Credits for Internships/ Industry / Field Projects Development Plan



Strategies:

- Industry projects
- Project selection and project feasibility studies
- Interdisciplinary collaborations
- Project Management skills
- Feedback and reflection
- Dissemination of results

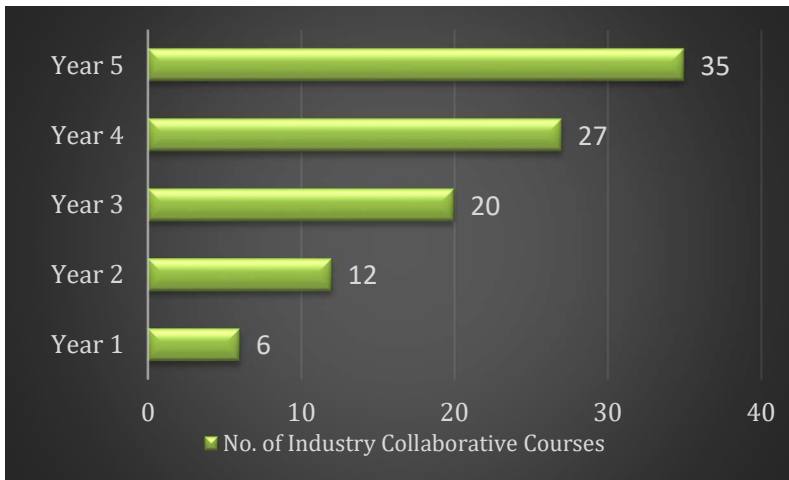
Expected Outcomes:

- Real World experience
- Applying theoretical knowledge -Pragmatic
- Career exploration
- Self-efficacy

Resources:

- Establish partnership
- Transportation and travel arrangements
- Insurance and liability coverage
- Funding and grants

Flexibility: Industry Collaborative Courses Development Plan



Strategies:

- Need Assessment
- Industry Advisory boards
- Curriculum development
- Industry guest speakers and lecturers
- Internship and practicum components
- Long term partnership

Expected Outcomes:

- Industry corrections
- Enhanced career readiness
- Industry recognized credentials
- Mutually beneficial partnership for Industry and Institute.

Resources:

- Industry Partnership
- Flexi scheduling of work
- Training the staff and recourses for training centre.

Holistic Learning: Credits for Extracurricular Activities Development Plan



Strategies:

- Clear guidelines
- Alignment with learning outcomes
- Documentation and reflection
- Mentorship by faculty
- Integration with curriculum
- Flexible credit options
- Awards and recognition

Expected Outcomes:

- Holistic student development
- Resume/CV become richer
- Personal Growth
- Leadership and well being

Resources:

- Faculty and organizational expertise
- Marketing and communication
- Community partnership

Collaboration: MoU Signing with Industry Development Plan



Strategies:

- Identify mutual objectives, Mutually beneficial
- Conduct field survey
- Build relationships
- Tailor MOUs to each partner
- Highlight value propositions
- Demonstrate commitments

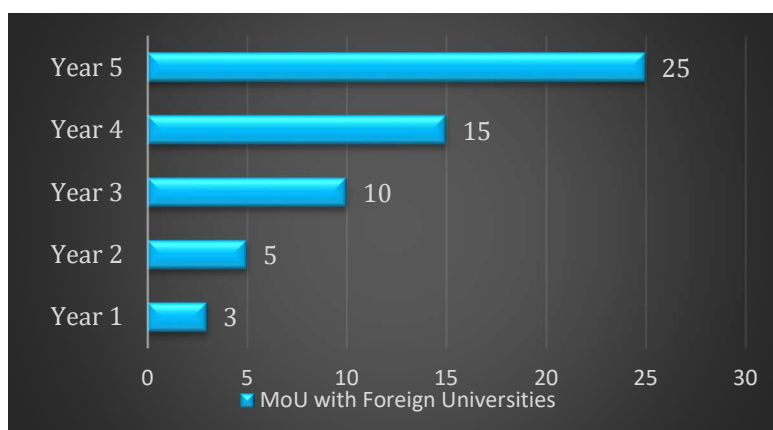
Expected Outcomes:

- Enhanced curriculum relevance
- Access to recourses and expertise
- Applied Research collaboration
- Talent pipeline development
- Innovation and entrepreneurship
- Enhanced reputation and visibility

Resources:

- Dedicated staffs
- Legal Support
- Travel and Meetings
- Capacity buildings
- Competency mapping resources

Collaboration: MoU Signing- Foreign Univ Development Plan



Strategies:

- Research and identify global partners with proven track record
- Define objectives and priorities
- Customise MOU's
- Coordinate with international offices
- Promote institutional strength
- Visit partner Universities

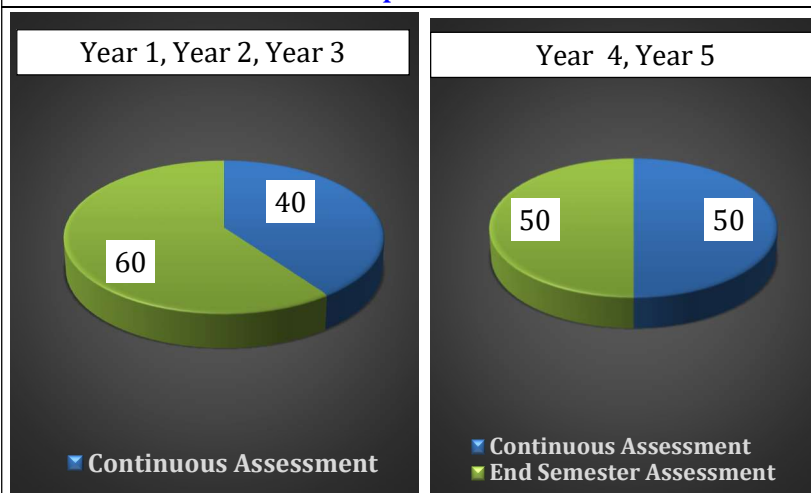
Expected Outcomes:

- Enhanced academic collaboration
- Faculty development, exchange
- International recognition
- Globalization of curriculum and programs

Resources:

- Long term strategic partnership arrangement
- International Relations office
- Cultural competency training

End Semester Examination Development Plan



Strategies:

- Clear assessment of program educational objectives (PEOs) and program outcomes (POs)
- Diversity assessment methods
- Formative assessment practices
- Standardized assessment criteria
- Training the faculty
- Promote academic integrity

Expected Outcomes:

- Higher order thinking and skills
- Enhanced retention of knowledge
- Critical thinking skills
- Ready to future disruptions
- Objective and well-rounded evaluation
- Identification of learning gaps

Resources:

- Management review meeting arrangement and resources
- Resources for accreditation and quality assurance
- Highly updated Question Bank

FACULTY RECRUITMENT

Strategic Goal 2: To recruit and retain exceptionally good, quality, competent, diverse and globally competent faculty members.

Priorities at a glance

- Streamlined recruitment by testing core competency
- Inclusive hiring practices
- Merit based selection
- Policies to attract and retain competent faculty

The recruitment policy strives to appoint the best brains in arts, science, humanities, commerce and Engineering Management and various other disciplines to provide quality educational inputs to attain the best students outcome.

Shortlisting & Selection

- Merit based selection will be followed with due importance to Equity and Diversity.
- Conduct an initial screening of applications to ensure that candidates meet the minimum qualifications and requirements specified for the positions.
- Assess the candidates' teaching experience, including the level of courses taught and any innovative teaching methods used.
- Examine the quality and quantity of research publications, books, and other scholarly works.
- Look for evidence of commitment to student engagement, innovation in teaching and fostering a positive learning environment.
- Candidates who bring diversity to the faculty in terms of background, experience and perspectives will be considered.
- Candidates who show a student-centered approach, emphasizing mentorship, guidance and support will only be considered.
- Applicants with higher academic qualifications and industry experience will be preferred for teaching positions.

- Applicants with research aptitude will be given priority. This will be evident through their Research Projects, Funding, Collaboration, Publications in reputed Journals and Conferences.
- Faculty from top rated colleges and Universities will be chosen for visiting/adjunct faculty.

Expected Outcomes

Quantitative:

- Achieve targeted numbers in faculty recruitment through HR automation, adhering to diversity and inclusivity norms.
- Measurable improvement in faculty performance based on API scores leading to appropriate scale of pay and increments.
- Increase in faculty availing opportunities like research funding and sabbaticals.

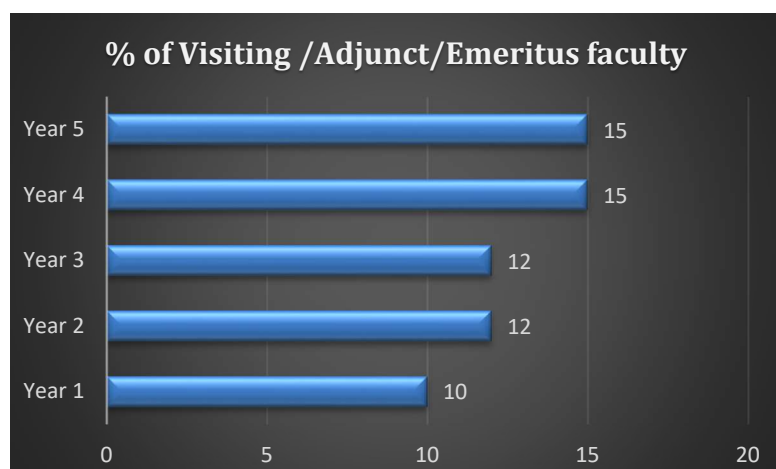
Qualitative:

- Ensure high standards in faculty qualifications and experience, enhancing the quality of education and research.
- Encourage continuous professional development among faculty, leading to higher standards of teaching and research.
- Improve the quality of hiring, resulting in increased faculty satisfaction and retention rates.
- Enhance the institutional reputation and attractiveness by showcasing faculty achievements and research outcomes.

The University will be committed to create an environment that supports and rewards academic excellence, fostering an academic community that is diverse, dynamic, and dedicated to the pursuit of knowledge.

Faculty Recruitment - 5 Year Roll Out Plan

Visiting / Adjunct / Emeritus Faculty Growth Plan



Strategies:

- Leverage Professional Networks
- Flexible Scheduling Options
- Feedback Loop
- Highlight the value proportion they offer
- Define their role and responsibilities and their critical importance

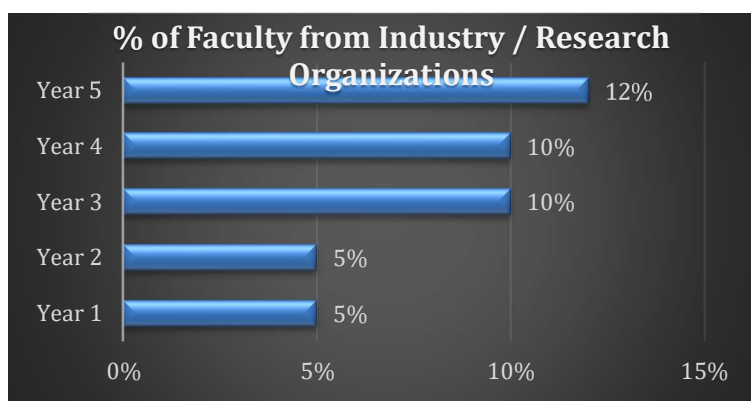
Expected Outcomes:

- Inculcating real world experiences and the specialized knowledge.
- Collaborative research with corporate
- Community engagement
- Faculty diversity

Resources:

- Office space
- Library Access
- Technology Support
- Recognition and monetary benefits
- Administrative support

Faculty from Industry / R&D Organizations Growth Plan



Strategies:

- Faculty from diverse and interdisciplinary fields
- Bridge the skill deficit
- Flexi timing
- Professional development
- Professor of practice
- Work life balance
- Industrial cultural and professionalism

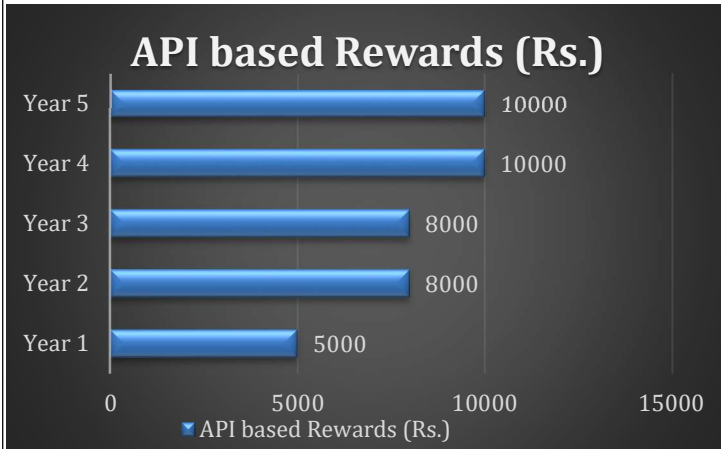
Expected Outcomes:

- Applied research
- Inter-disciplinary and multi-disciplinary approach
- Industry Collaboration
- Practical knowledge transfer
- Start-up assistance
- Industry based curriculum
- Internships, Field project, Employment

Resources:

- For advertisement conducting interview and evaluation of candidates
- Compensation packages as per top HEIs.
- On boarding expenses
- For Networking

**API based Special Awards
Growth Plan**



Strategies:

- Determine what you want to accomplish
- Encouraging Innovations
- Achieving specific academic goals
- Identify award categories
- Chalk out Assessment parameters
- Promotion strategy
- Engage Judges and expert
- Faculty empowerment
- Career enhancement

Expected Outcomes:

- Increased API to get recognition and awards
- Community Engagement
- Recognition and visibility
- Brand Image Enhancement
- Awards led to better Eco system and healthy competition

Resources:

- Financial resources for promoting and organizing awards program
- Event Management Personnel
- Technology Infrastructure
- Prizes and incentives
- Judges and Scorers.

Action Plans

- Appointment of full time Quality teachers to have 1:20 Faculty-Student Ratio or lower.
- Provision for Visiting /Adjunct/Emeritus faculty
- Off campus Faculty from Industry and academia
- Recognition and appreciation for the faculty on receiving of fellowships, awards
- Implementing Faculty Performance Appraisal System
- Providing API based promotion and rewards.
- Rewarding high-achieving faculty members every year.
- Seed Money for Faculty Research
- Financial Support for Publication and Patent Submission
- Support for Faculty participation in Faculty development /training activities /STTPs
- Support to faculty and Staff members to obtain higher qualification (PG / Ph.D / Post Doctoral)
- Revenue sharing for Consultancy works
- Training support to technical & administrative staff (Both in house and Industry)
- International collaboration with esteemed universities.

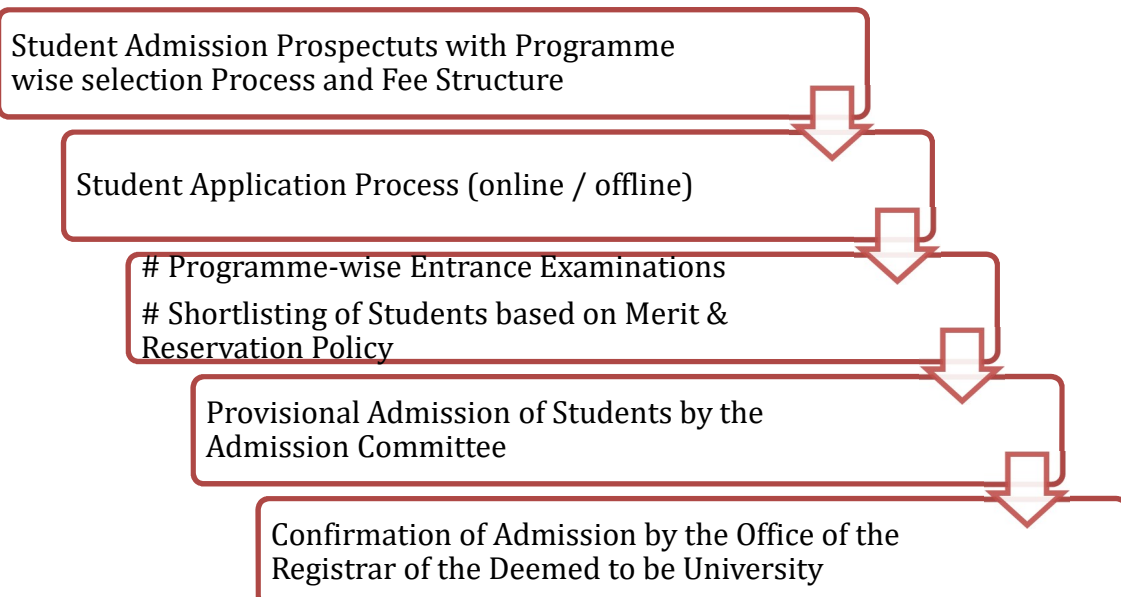
STUDENT ADMISSION

Strategic Goal 3: To ensure accessible, diversified, transparent student admission from across the globe emphasizing equality.

Priorities at a glance

- Transparent Admission
- Diversified Students
- International Students
- Equity in Admission
- Strategies to attract students

Admission Process: Transparency will be ensured in the admission process by strictly following merit and adhering to the guidelines issued by UGC, AICTE, Government, and other Statutory bodies. The entire admission process will be widely published through Prospectus, Institutional Website, News Papers, Educational Fair and other ways. Admission to all the programs will be open to candidates from anywhere in India and abroad with reservation as per the norms of Government of Tamilnadu and Government of India. The admission will be done on a pre-decided merit based admission process, which will involve entrance examinations and which will be informed in advance to the aspiring candidates. Boys and girls will be given equal opportunities. Admission will be open to students from other regions, states, and other countries as well. The admission process will be carried out by a duly appointed admission committee.



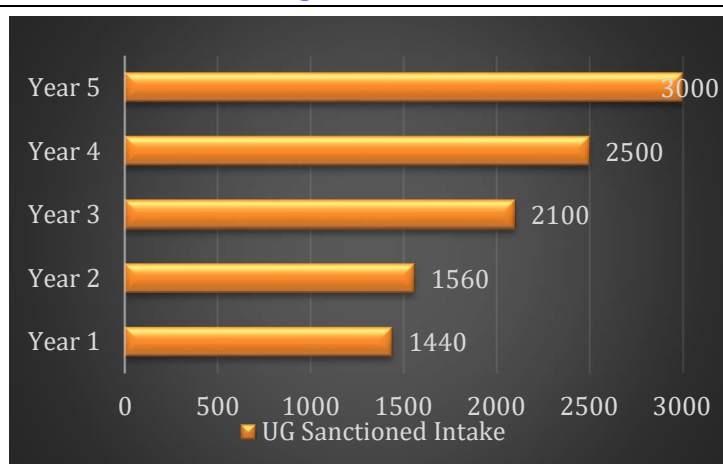
Students Intake: To achieve effective teaching learning process, the intake of students in the Bachelor's Degree Program in Arts, Science, Humanities and Social Sciences will be limited to 120 except in programs with exceptionally high demand for first 5 years and Master's degree Programs will be limited initially to 60 per specialization. However, in Engineering programs at the Under Graduate level, the intake will be limited to 120 and at Post Graduate Level, it will be constrained to 25, and for PG-Diploma and Certificate programs the intake will be limited to 30 per batch. Admission to Doctoral and Post-Doctoral programs will be based on the expertise available among the faculty in the University by following the UGC guidelines. It is planned to gradually increase the number of students intake by developing the required Infrastructure and academic facilities concurrently. The Institute will develop expertise and necessary facilities for offering online courses or programs to enable the students to learn at their own pace. The guidelines of the Government of India will be followed for admitting students from abroad.

Expected Outcomes

- **Increase in Student Admissions:** Aims for a measurable increase in student admissions each year, attracting students from other states and abroad.
- **Enhanced Financial Aid and Scholarship Distribution:** Scholarship programs will be designed to be more inclusive and diverse.
- **Effective Marketing and Outreach Initiatives:** Through marketing efforts, aims to create a strong brand presence both locally and globally.
- **Integration of Cultural and Regional Diversity:** Creating a globally integrated campus that respects and celebrates cultural diversity.

Student Admission - 5 Year Roll Out Plan

Under Graduate Intake Progression Plan



Strategies:

- Define enrolment goals (eg) Diversity, academic quality
- Optimize digital presence
- Streamline admission process
- Understand preferences and needs of the students
- Financial aid, scholarship
- Holistic review and ranking
- Devise vision and mission strategies, viz college fairs, social media etc.

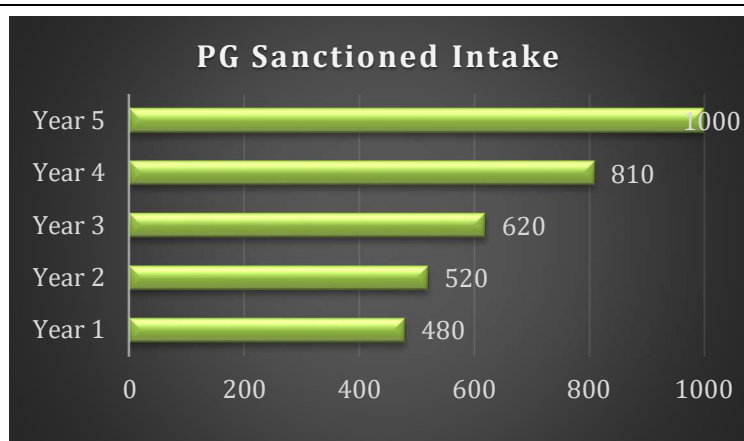
Expected Outcomes:

- Achieving enrolment objectives
- Admission of students from diverse backgrounds
- Academic Excellence
- Students satisfaction and employability

Resources:

- Recruitment specialists
- Marketing and outreach efforts
- Technology Infrastructure
- Professional Training and development

Post Graduate Intake Progression Plan



Strategies:

- Targeted marketing and outreach
- Promote program benefits and opportunities
- Personalized support and guidance
- Diversity and inclusive admission target
- Leverage alumni and identify partnership

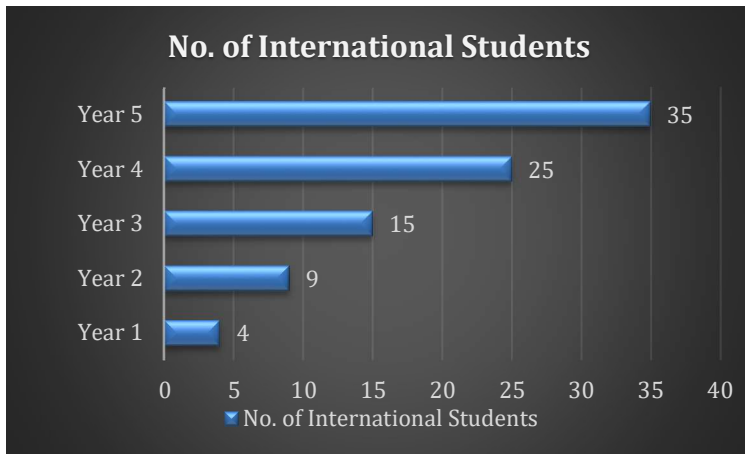
Expected Outcomes:

- Higher Skilled industry ready workforce
- High quality research output
- Improved Teaching Quality
- Contribution to society in innovation and entrepreneurship

Resources:

- Qualified Faculty
- Research facilities
- Funding and scholarships
- Quality Assurance Mechanism

Diversity: Number of International Students
Progression Plan



Strategies:

- Marketing and campaigns
- International requirement agencies
- Enhance online presence
- Students support
- English Language Support
- Cultural exchange and Integration

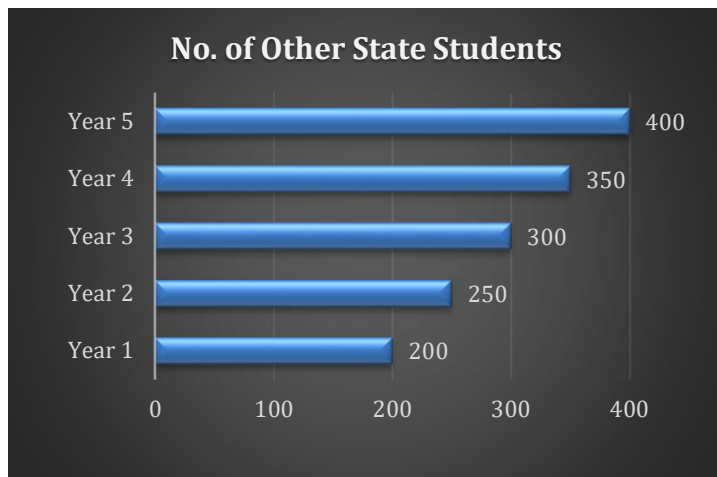
Expected Outcomes:

- Cultural diversity
- Global networking
- Internationalization of education
- Global reputation and global talent pool
- International alumni chapters

Resources:

- International admission centres
- Marketing channel and personnel
- Visa Immigration Support
- Housing, Accommodation
- Health and wellness services

Diversity: Students admitted from Other States
Progression Plan



Strategies:

- Diverse recruitment efforts
- Meritocracy and need based admission
- Admission to undeserved communities
- Holistic admission Process
- Showcasing the uniqueness of the institution
- Achieving higher graduation rate and placement

Expected Outcomes:

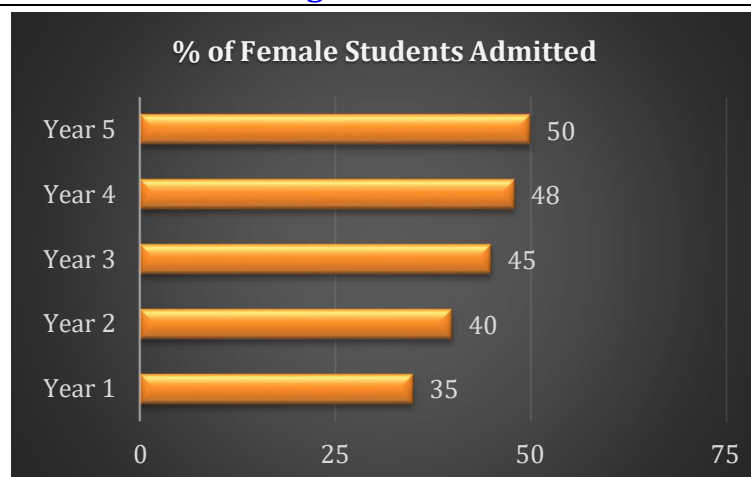
- Regional representation
- Cultural exchange, lift one another
- Intellectual diversity
- Civic engagement and leadership

Resources:

- Recruitment and outreach
- Food and Accommodation to suit their tastes.
- Orientation and Transition programs

Equality & Inclusivity: Admission of Female Students

Progression Plan



Strategies:

- Diverse Recruitment efforts
- Meritocracy and need based admission
- Admission to undeserved communities
- Holistic admission Process
- Safety and security in the campus
- Visibility of female role models
- STEM Programmes

Expected Outcomes:

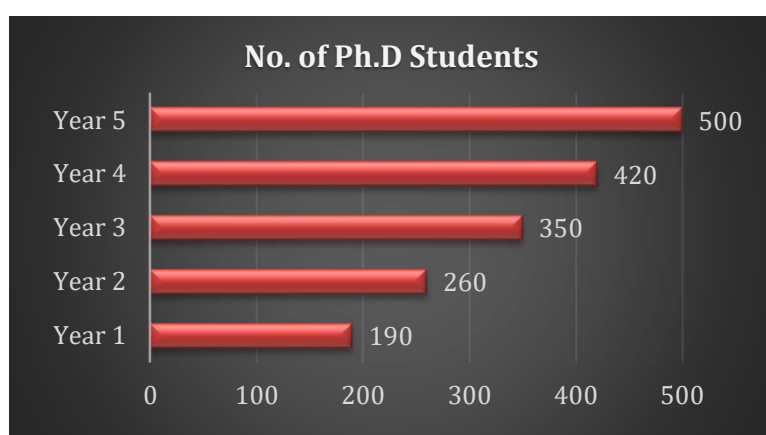
- Enriched learning ambience
- Cross Cultural management
- Team Cohesiveness
- Global Citizenship
- Reduction of stereotypes and prejudices
- Gender Satisfaction

Resources:

- Financial incentives and scholarship for less privileged girl students
- Girl leadership programmes
- Cultural and Social Support

Increase in number of Research Scholars

Progression Plan



Strategies:

- Research focused programmes
- Presentation, publications and patents are integrated in the curriculum
- Research grants and funding
- Collaboration with top notch research institutions
- International collaboration

Expected Outcomes:

- High quality research output
- Innovation discovery
- Research Collaboration
- Knowledge transfer and application
- Global impact

Resources:

- High quality passionate researchers
- Research facilities
- Funding, library and Technology

Admissions through Fellowships and Scholarships Progression Plan



Strategies:

- Targeted fellowship and scholarship programmes
- Competitive finance packages
- Diversify funding process
- Establish Selection Committees
- Monitor and evaluate research progress

Expected Outcomes:

- Academic Excellence and prestige of the institution
- High quality research outputs
- Diversity and inclusion
- Contribution to society by Research and development
- Policy Advocacy to government and private corporates

Resources:

- State of art research facilities
- Central Instrumentation Centre
- Industry collaboration and support
- Funding for Research and development

RESEARCH AND DEVELOPMENT

- ***Strategic Goal 4: To establish a robust research and innovation ecosystem with Strong industry and community engagement thereby raising the Institution as a hub of innovation and Entrepreneurship to serve the society.***

Priorities at a glance

- Quality Research Culture
- Collaboration
- Funding and Consultancy
- Research ethics
- Interdisciplinary and cross disciplinary research

The Institution has a well-defined and duly approved research policy. The quality of research in the present institution is sustained through continuous monitoring by the Research Ethics Committee, Research Advisory Committee of the institutions and discussion in the regular research colloquies. At present, the institutions have seven research departments/centres duly approved by the affiliating university in the disciplines of computer science, commerce, management, mathematics, English, Tamil and Literacy and information science doing research in different areas and topics. In order to promote quality research in the institution, the management of the institution promotes the research facilities in the campus continuously and also supports the researchers financially for attending and organizing the conferences and workshops as well as seed money for conducting research through appropriate budget allocation. The research facilities are continuously upgraded.

The Institution deemed to be University is committed to maintain necessary infrastructure and facilities for Academic training and to support research activities to the extent that faculty can conduct research in emerging areas and use that research output to secure extramural grant support.

New Centres for Research: The University will be establishing research centres in Physics, Chemistry, Costume Design and Fashion, Hotel Management, Psychology, Engineering and Technology etc.

Ph.D. Programmes in Major Disciplines: The institute will offer Ph.D degree in Conventional and emerging disciplines. The University will also offer Ph.D programmes in the newly proposed research centres.

Enhancing Quality of Publications: The Research and Development cell will guide and monitor, research faculty to improve the quality of publications by publishing their research papers in journals indexed under Scopus, Web of science and SCI. The institution Deemed to be university will promote collaborative research publications at national and international levels. Research ethics will be followed for publishing the research Papers/Books and chapters.

Patents: The Research and Development cell of the Institution will initiate to promote filing of patents by guiding the innovators, hand holding them in completion of paperwork.

Industry Sponsored Research: Industry sponsored research will aim to bridge the gap between industry and academia. Initiatives will be taken for industry sponsored research projects. Faculty members will be encouraged to identify and promote industry related R&D activities in emerging areas of science, technology, engineering and management.

Consultancy Services: The Proposed Institution will define suitable framework for consultancy services and ensure smooth implementation of resources and technologies on consultancy projects. Consultancy proposals will be scrutinized by the R&D cell and extend the support to complete the same on time

Research Guide, Ph.D. Scholars and Post-doctoral Fellows: The University will encourage the Ph.D scholars and Post-doctoral fellows by providing Research Fellowships. Research collaboration with National and International university will be encouraged.

Research Grants: The University will encourage and support the research faculty to get Research Grants from both Government and Non-Government funding agencies. The institution will also facilitate the faculty members with the call for project proposals from various funding

agencies and encourage the Faculty members to collaborate in writing and submitting the interdisciplinary projects

Expected Outcomes

Quantitative:

- Ph.D degree for Scholars.
- Quality research publication in high quality journals.
- Creation of research projects, Centers of Excellence, and Technology Business Incubators, generating revenue from these projects.

Qualitative:

- 'Professor of Practice' initiatives.
- Interdisciplinary and global research collaborations, including joint research with abroad universities.
- Continuous improvement in research quality and meeting accreditation standards, reflected in citations, H-index, and publications in high-impact journals.

CAMPUS INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Strategic Goal 5: To integrate state-of-the-art information and communication technologies (ICT) into the educational and operational frameworks thereby ensuring that the Institution stay at the forefront of digital transformation in the higher education sector

Priorities at a glance

- Access to varied resources
- Any time anywhere learning
- Enhancement in Teaching and Learning experience
- Multimedia approach for vivid understanding
- E-Governance

Information and Communication Technology (ICT) plays a crucial role in today's teaching, learning and the entire education landscape. It has transformed the way teachers deliver the content, the students learn, and educational institutions operate. In the existing Institution, all the faculty members of the college make use of Information & Communications Technology (ICT) enabled tools (including online resources) effectively for the teaching-learning process. The proposed Deemed to be University will offer a blended learning environment that combines traditional classroom lectures and activities with ICT-enabled E-learning.

- **Interactive Whiteboards and Smartboards:** These technologies allow teachers to present information in a dynamic and interactive way, fostering student engagement. Teachers will annotate, highlight, and manipulate content on the board, making lessons more visually appealing and interactive.
- **Enhanced Learning Materials:** Digital textbooks, e-books, and online resources are the wealth of information that will be made easily accessible to both teachers and students. Multimedia elements, such as videos, interactive simulations, and animations, will also be shared to enhance the learning experience and cater to different learning styles.
- **Learning Management Systems (LMS)** and online platforms will facilitate the organization, delivery, and assessment of the educational content. Virtual classrooms will

be set up to enable remote learning, allowing students to access lectures and collaborate with peers from anywhere.

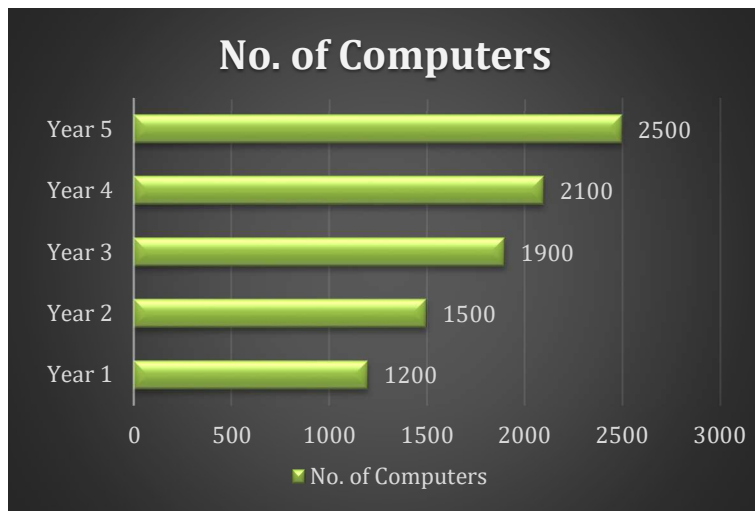
- **Lecture Capturing System / AV Studio** with headsets and webcams will be made available to help in handling online classes and to create e-learning materials to upload in YouTube.
- **Global Connectivity:** ICT facilitates will enhance global collaboration, connecting students and teachers from different parts of the world. Experts from Universities abroad and industries will be invited for Seminars/Conferences/Workshops to interact with students via online Platforms like Microsoft Teams, Zoom, Webex and Google Meet
- **Digital Signage and Kiosks:** This involves installing digital displays and kiosks throughout the campus to provide students, faculty, and staff with real-time information on events, schedules, and university news.
- **Virtual Labs / Simulation Labs** will help to enhance learning by means of a simulated environment.
- **ICT for Assessment and Feedback:** ICT tools will provide innovative assessment methods, including online quizzes, automated grading, and immediate feedback. Data analytics will help educators to track student progress and identify areas that may need additional attention.
- **Internet Connectivity and Wi-Fi Facility:** The proposed Deemed to be University will be equipped with very good Internet Facility with bandwidth of at least 500Mbps and IT facilities including Wi-Fi which are updated and upgraded regularly.
- **E-Governance System:** Effective e-governance will be enforced to improve and streamline the delivery of educational services, administration, and governance. The integration of e-governance leads to increased efficiency, transparency, accessibility, and overall enhancement of the education system.

Expected Outcomes:

- **Operational Efficiency:** Optimizing administrative and academic processes by anticipating a significant boost in the operational efficiency.
- **Improved Communication and Collaboration:** ICT plan aims to foster a more interconnected and collaborative university community.
- **Increased Stakeholder Satisfaction:** With modern and efficient ICT solutions, enhancement in the overall experience of faculty, staff, students, and other stakeholders.

Campus ICT - 5 Year Roll Out Plan

Infrastructure- No. of Desktops Progression Plan



Strategies:

- Enhanced user experience
- Feature Expansion
- Cross platform compatibility
- Marketing and Promotion
- Feedback Integration
- Community Interaction
- Localized and wider reach
- Resource use efficiency
- Periodical updates

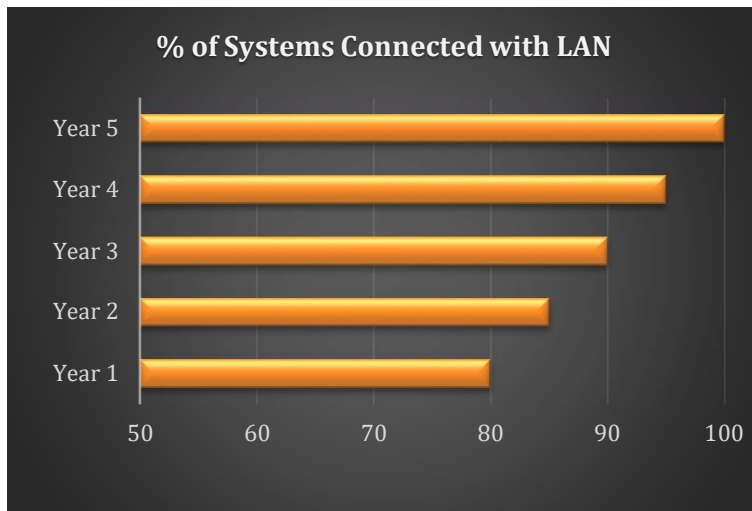
Expected Outcomes:

- More Monetary benefits
- Brand Building
- Wider reach and base
- Effective user engagement
- Diversification and sustainability
- Data nuances and informed decision making
- Makes resources for cutting-edge technologies available (Teaching Learning)

Resources:

- Expertise and skilled designers and developers
- Promotional avenues and marketing personnel
- Customer relationship department
- Physical Infrastructure like reliable servers
- Technology upgradation
- Financial resources to build partnerships
- Translation and localization services

Infrastructure - Computers connected with LAN
Progression Plan



Strategies:

- Increasing Capability
Eg: Routers, Cables etc..
- Expanding the network
- Awareness campaigns
- Positive nudging (incentives)
- Stream lining the board process
- Safety and security
- Perspective plan to meet future description
- Total quality management
- Virtual remote network
- Monitoring and Maintenance

Expected Outcomes:

- Centralized administration make updated backups, security configuration, hassle free
- Enables communication between devices
- Collaboration in real time projects
- Enable resource sharing like printers, files etc..
- Efficient transfer data between devices
- Enables resources for trending technology (Teaching Learning)

Resources:

Physical resources

- Ethernet cables
- Network switches
- Network interface card(NIC)
- Routers

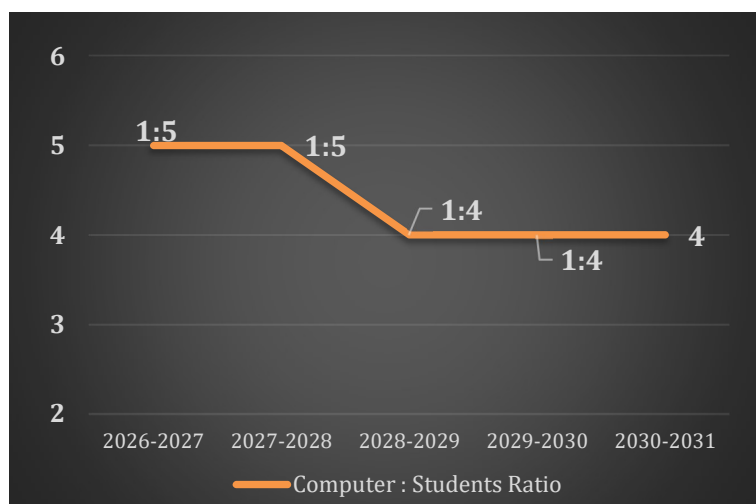
Financial resources

- Resources for configuration changes
- Resources to purchase software

Human Resources

- Expertise in Network setup (DHCP, DNS)
- Familiarity with operating system (windows, MACOS, Linux)

Infrastructure - Computer: Student Ratio Progression Plan



Strategies:

- Periodical resource allocation to acquire computers and related equipment's.
- Designing the curriculum to use computer intensively
- "Each one Bring one" strategy to urge the student to bring their own computers
- Virtual learning platform
- Hybrid method of teaching and learning
- Affordability, adequacy and Accessibility connectivity
- Purchasing Power Parity(PPP) and Grants from corporates
- Digital drive to achieve computer student ratio of 1:1

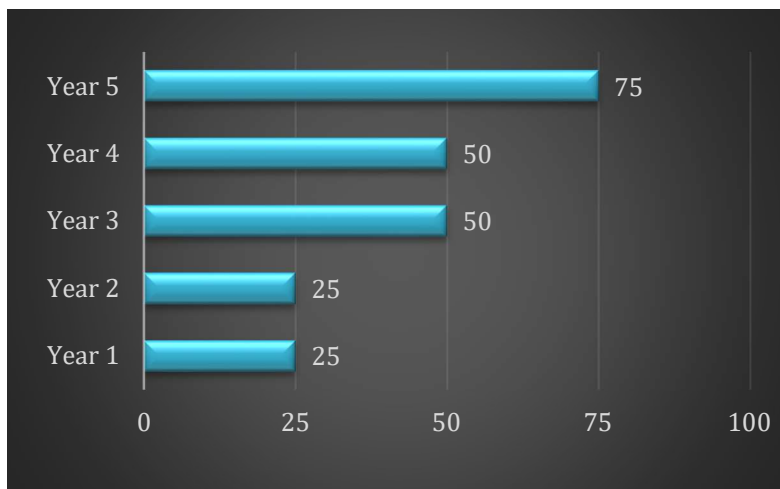
Expected Outcomes:

- Earning loses due to exigencies will be mitigated
- Enhanced digital literacy
- Societal benefits in the form of more financial transaction, investment, income, saving and economic development.
- Personalized learning to suit students interests, styles and abilities.
- Reduces digital divide and ensuring equitable development
- Technology integration enhances academic performance employability and quality of life.

Resources:

- Larger availability of laptops, tablets and desktops.
- LAN
- Software licenses
- High speed internet connectivity
- Physical, Land, Space furniture etc..
- Budget allocation
- Training staff
- Professional training and development programmes

ICT Facility: % of Classes with Smart Boards
Progression Plan



Strategies:

- Pilot programmes to evaluate the effectiveness of smart boards in enhancing learning
- Integration of curriculum with ICT
- Disseminate the advantages of smart boards to the stake holders
- Upgrading infrastructure
- Technology information
- Need assessment

Expected Outcomes:

- Enhanced classroom management
- Leveraging technology
- Data driven and student centric teaching and learning
- Access to digital resources
- Personalized teaching
- More discussion, deliberation and dissent
- Reinforcement and present information in diverse formats
- Active and critical learning

Resources:

- Infrastructure readiness assessment mechanism
- Budget allocation
- Content creation
- Curriculum integration
- Dedicated IT staff
- Interactive whiteboard software
- Smart Boards

INFRASTRUCTURE DEVELOPMENT

Strategic Goal 6: To enhance the physical facilities of the University that delivers a high quality, technologically advanced and sustainable learning environment to adapt and improve in a complex, competitive and changing higher education environment.

Priorities at a glance

- Well planned spacious infrastructure
- State of the art Laboratories
- Conducive learning atmosphere
- High stack of learning and e-resources
- Ample facilities for Sports and Cultural
- Regular Maintenance

At present, the University has adequate infrastructure facilities to fulfil its mission and vision for teaching and learning and ensures its availability and usage for the holistic learning of academic environment through learner-centric and technologically advanced pedagogies.

Academic Facilities: For the proposed programmes/courses in the existing schools and for the school of Engineering and Technology, the required number of class rooms and other facilities like the Department office, laboratories will be established at the earliest. Adequate tutorial rooms will be evolved to enhance the knowledge in the analytical courses. Well-structured ICT enabled Seminar Halls will be made available for learning through Seminar/Guest Lecture/Workshop, etc., A separate lecture capturing studio will be made available for creating e-content materials for online teaching and learning. The internet connection with a broad bandwidth of 500 Mbps is already installed in entire campus and also enabled with Wi-fi facility which will be augmented suitably.

The institution's academic infrastructure/laboratories will be augmented to foster a new culture of learning that is increasingly multidimensional, global, social, experiential, and interactive laboratories referred by the abroad universities. The laboratories for proposed school of Engineering and Technology will be established as per standard curriculum.

Air-conditioned reading room will be created to ensure the comfort of students while learning. In addition, the institution will subscribe to valuable journals (Online and Offline) for newly proposed engineering programmes.

Administrative Facilities: In the administrative block, the Chancellor's chamber, Vice Chancellor's secretariat, Registrar's office, Finance office, and Office of the controller of examinations will be established in the proposed Administrative block. The Board of Management Meeting Room and Academic Council Meeting Room will be enlarged to conduct meetings on behalf of administrative/academic bodies. Admission office, Reception/Public Relations office and IQAC will to be accommodated in the administrative block will be modernized suitably to meet the university standards. The institution will provide proper office for Deans and Heads. The faculty cabins will be created/increased for the faculty members to be recruited for the newly proposed programmes.

Non Academic Facilities: The proposed University will have separate hostels for boys and girls as well as hostel for international students. Excellent transport facility will be provided to the students coming from different locations. The Deemed to be University will setup adequate and modernized infrastructure facilities for indoor and outdoor sports and games, Yoga, Music, Dance, Craft & Fine Arts Clubs and a multi-purpose gymnasium with various equipments to improve muscle strength and fitness. The institution will have sufficient space for various student clubs, co-curricular and extracurricular activities to update their skills and knowledge.

The institution will have a modern canteen/cafeteria to provide healthy and hygienic food for all the students and staff at affordable cost. Spacious parking-shed and ATM are very helpful to the staff and students in the campus. The Residential quarters for the staff and Guest house for the delegates visiting the institution will be constructed.

Expected Outcomes

- Well-developed infrastructure with separate Administrative and Academic blocks
- Teaching-learning infrastructure in classrooms with various technological aids.
- State of the art laboratories and computer centers
- Establishing Infrastructure to promote doctoral and post-doctoral research.
- Setting-up industry collaborated Laboratories
- Fully furnished Library block with well stocked books and Journals

FINANCE

Strategic Goal 7: To achieve long-term financial sustainability and effective deployment of physical and capital assets to meet the College strategic objectives of the Deemed to be University.

Priorities at a glance

- Long-term Financial Planning
- Fundraising and Grants
- Effective Allocation and Utilization of Funds
- Optimized Investment Returns
- Regular Audits and Reviews

Mobilization of Funds:

The institution deemed to be university is a self-financed institution and hence the funds will be generated mainly through the fees paid by the students and support by the Sponsoring body. Deficit is managed by taking advance from the Sponsoring Body/Trust. Additional funds will be obtained from Government and Non-Governmental funding agencies for specific academic and research purposes. Loans from banks and funds through consultancy services will also be generated from various industries and institutions. The major mobilization of funds for the proposed university will be through the professional courses, masters & Ph.D. level programmes and executive programmes.

Funds generated by the Institute will be used to cover the expenditure on salary and allowances of the faculty members & non-teaching staff, expenditure on Operation and Maintenance and to create capital assets which includes purchase of laboratory equipments, furnitures, vehicles, library books. Funds for creation of buildings which includes construction of new blocks, auditorium, laboratories, renovation of buildings etc., will be provided by the sponsoring body.

Corpus Fund: A corpus fund of rupees twenty-five crore will be created and maintained in the name of the institution deemed to be University. The interest accrued on the corpus fund will be used only for the purpose of further development of the institution deemed to be University. The

Institution deemed to be University has planned to invest the corpus fund in any suitable scheme or schemes.

Budget Planning and Fund Allocation: The budget proposal will be prepared by the Heads of the Departments and other Units considering both the Recurring and Non-Recurring items. Common budget for the University will be prepared by the Finance Officer and will be laid before the Finance Committee for consideration and comments and thereafter the same will be submitted to the Executive Council for approval. Based on the year's fund allocation and Mobilization of funds, the final budget will be approved by the Executive Council.

Utilization of Funds: The Finance Committee and the Executive Council will constantly monitor the optimum utilization of funds for various recurring and non-recurring expenditures. In the proposed deemed to be University, nearly 25% of the income will be invested on the purchase of equipments, sports items and augmentation of existing physical facilities. Nearly 40% of the income will be spent on salary of staff and 6% will be spent for library resources. Various programs like Conferences, Workshops, Seminars, Faculty Development Programmes, sports, yoga, personality development and other activities will be organized and nearly 5% of the income will be spent on this. For maintaining the greenery and ambience of the campus nearly 2% of the fund will be spent. Approximately 16% of the income will be spent on other Operations and Maintenance. The interest from the Corpus fund will be utilized for Fellowships for Doctoral and Post-Doctoral Programmes, Student Scholarships and Seed money for faculty research.

Financial Auditing: The annual financial statements and accounts shall be audited by a qualified professional, being a Member or Fellow of the Institute of Chartered Accountants of India, to be appointed by the Institution Deemed to be University.

Expected Outcomes

- **Effective Allocation and Utilization of Funds:** Ensuring that all funds are allocated and utilized efficiently for expansion and development.
- **Enhanced Operational Efficiency and Resource Management:** Aiming for a high level of operational efficiency and effective resource management.
- **Effective Financial Governance:** Maintaining strong financial governance to support the University's growth and sustainability.

Finance - 5 Year Roll Out Plan

Head of Expenditure/ Year		Expected Fund Requirement(in Lakhs)				
		Year 1	Year2	Year 3	Year 4	Year 5
New Infrastructure Development	Academic and Administrative Blocks	600	500	400	-	-
	Centre for Advanced Learning and Training	200	200	200	400	400
	New Auditorium	1100	900	-	-	-
	Buildings for the new Schools	300	300	350	400	400
	Laboratories for the new Schools	516	584	735	798	852
Infrastructure Augmentation of existing Infrastructure		466	529	665	722	770
Up-gradation & Procurement of Learning Resources, Digitization and IT support facilities		393	445	560	608	649
Academic Activities (Faculty & Students)		221	250	315	342	365
Research Activities		172	195	245	266	284
Staff and Students Welfare measures		147	167	210	228	243
Expenditure on Salary		1964	2226	2799	3040	3244
Repair and Maintenance		786	890	1120	1216	1298
Other Expenditures or Miscellaneous		246	278	350	380	406
Expected Expenditure		7110	7465	7948	8400	8910

ADMINISTRATION

Strategic Goal 8: To strive for a good decentralized system and a well-structured administrative framework which is fully participatory in nature with a strong focus on team effort and commitment.

Priorities at a glance

- Decentralized System
- Participative Management
- Well-defined Standard Operating Procedure
- Delegation of Powers
- Monitoring system

Administrative Setup: The Administration of the proposed Deemed to be University will involve in planning, implementing, organizing, leading and evaluating people and programmes, so as to achieve specific goals of the Deemed to be University. The proposed Institution believes that planning is the first and foremost activity to achieve results in the administrative process. The Administrative setup of the University will decide on what to do, how to do and who is to do, with reference to any activity in the process of achieving the Vision.

Decentralized System: The proposed SNS Deemed to be University will also practice a decentralized organizational structure for governance and administration by involving the Chancellor, Vice-Chancellor, Pro-Vice-Chancellor Registrar, Controller of Examinations, Finance Officer, Deans, Heads of the Departments, Faculty Members, Non-teaching Staff and Student Representatives in decision making and implementation of various policies. A highly motivating eco-system will be set in the Deemed to be University for both staff and students. For better administration and decentralization of powers, the Deemed to be University will constitute statutory bodies, non-statutory committees and several other cells to assist the Vice-Chancellor, Registrar and other Administrators. In all the areas of operations, e-governance will be fully emphasized.

IQAC: The Deemed to be University will follow a well-defined policy, procedures and defined bench marks for all kinds of activities, implemented via guidelines and the progress monitored

through the Internal Quality Assurance Cell (IQAC) of the University. Quality assurance will be enforced in full swing at all levels by the IQAC. The Deemed to be University will have enough and effective strategies for fund mobilization and its optimal utilization. An open, transparent and objective performance appraisal system exist for quality assurance.

Non-Statutory Bodies for Effective Administration: The institution will practice decentralization and participative management as evidenced by the delegation of powers to the Deans, Heads, Faculty Members and committees with well-defined duties and responsibilities. In addition to the Statutory bodies, the following bodies/Committees will be constituted for the smooth conduction and administration of the University. Planning and Development Committee, Curriculum Development Cell , Teaching-Learning Committee, Research and Development Committee, Admission Committee, Library Advisory Committee, Students Welfare Committee, Staff Welfare Committee, IQAC, Grievance Redressal Committee, Anti-Ragging Committee, Anti-Sexual Harassment Committee, Intellectual Property Rights Cell, Entrepreneurship Development Cell, Training and Placement Cell, Innovation Council, SC/ST/OBC Cell, Industry-Institute-Interaction Cell, Disciplinary Committee, Hostel Advisory Committee, Extra-Curricular Activities Committee, Associations and Clubs

Expected Outcomes

- Administrative procedure will be without flaws.
- Decentralized system of administration will speed up the process and procedure.
- Optimal utilization of funds.

GOVERNANCE

Strategic Goal 9: To implement a good Governance System which is participative, transparent, accountable, socially responsible following ethical practices to have continuous quality enhancement.

Priorities at a glance

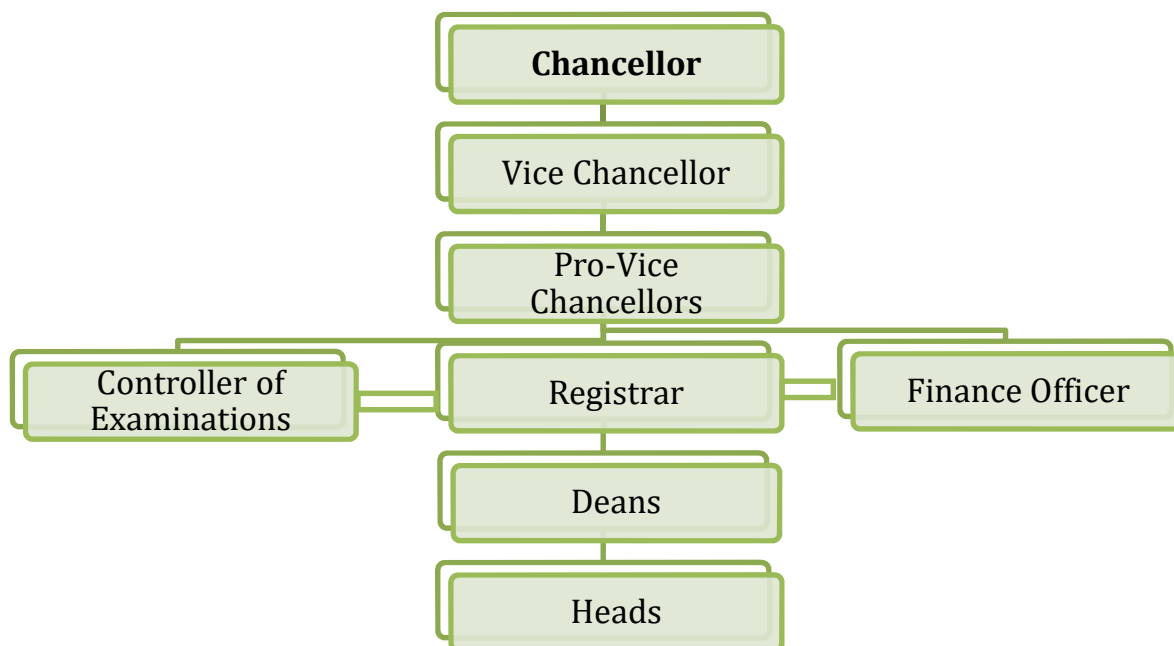
- Strategy Development and Deployment
- Policy Making
- Strong Organizational Structure
- Transparency and Accountability
- Financial and administrative support

The proposed Deemed to be University will mainly aim to develop strategy in order to create value for all stakeholders and it also believes in three aspects of governance viz., Planning, Execution and Evaluation. The governance and administrative framework will be fully participatory in nature with a strong focus on team effort and commitment to working together to achieve the goals of the University. The administrative and organizational framework is steered towards achieving excellence in the planning and implementation of all objectives set for the schools through perspective / strategic plan in line with the Vision and Mission of the institution Deemed to be University.

A dynamic and potential leadership team will be in order not only to realize the Mission of the University but also to ensure its overall role in building the name and fame of the institution. The Management will practice decentralized organizational structure by involving leaders at different levels namely the Vice-Chancellor, Pro-Vice-Chancellor, Registrar, Controller of Examinations, Finance officer, Deans, Heads of Departments, Faculty Members, Non-teaching Staff and Student Representatives in decision making and implementation of various policy matters.

Governance Structure

For better Governance, the institution deemed to be University will have a set of well-structured Statutory bodies as per the guidelines laid down by the University Grants Commission. In all the areas of operation, e-governance will be applied. The policies proposed by various Statutory bodies will be implemented effectively and efficiently. The Governance Structure and the Governing Bodies of the proposed Deemed to be University is shown below.



At SNS Deemed to be University, the Governance Plan will be meticulously designed to foster a robust and efficient governance structure, vital in the endeavor to achieve deemed-to-be university status. The plan outlines the strategic approach over the coming years, focusing on the formation of governing bodies, policy development, compliance, and continuous quality enhancement.

Expected Outcomes

- **Effective Policy Development and Implementation:** Streamlined and efficient governance leading to the effective implementation of policies.
- **Curriculum and Academic Standards Enhancement:** Continuous improvement in academic standards and curriculum, aligned with global best practices.
- **Enhanced Stakeholder Satisfaction and Feedback:** Achieving higher levels of satisfaction among students, faculty, and other stakeholders through transparent and responsive governance.