



SURESH ANGADI EDUCATION FOUNDATION'S
ANGADI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

Savagaon Road, BELAGAVI – 590 009.

(Approved by AICTE, New Delhi & Affiliated to Visvesvaraya Technological University, Belagavi)



Strategic Planning 2018 – 2023



About AITM

Suresh Angadi Education Foundation (SAEF), started in the year 2008, has grown as an educational foundation of repute comprising several institutes providing quality education and yeomen service. SAEF comprises of “Angadi College of Commerce & Science (ACCS)”, started in the year 2008, which offers PUC (Commerce & Science), B.Com and B.Sc. In 2009, “Angadi Institute of Technology & Management (AITM)” was started, which offers under-graduate courses in Bachelor of Engineering (BE) in Mechanical, Computer Science, Civil, Electronics & Communication, Electrical & Electronics. AITM also offers post graduate course in Master of Business Administration (MBA), M.Tech in Mechanical and Civil Engineering. In the year 2013, Angadi Institute of Technology and Management added Diploma courses in Mechanical and Civil Engineering. In the year 2015, under the aegis of SAEF, “Angadi International School (AIS)” with CBSE curriculum was started. In the year 2016, “Angadi School of Architecture (ASA)” was started to cater the needs of the student community to pursue career in Architecture.

Chairman Message



The Chairman of Suresh Angadi Education Foundation (SAEF), Belagavi, hails from an agricultural family of K.K. Koppa village, near Belagavi, Karnataka. He is immensely influenced by Swami Vivekananda and believes that “Education is not just an accumulation of knowledge but the development of mind too. “Needless to say, his mission is thus to impart quality education by which character is framed, strength of mind is increased, the intellect is expanded and by which ultimately one can stand on one’s own feet. This mission kindled in him the desire and determination to establish the ‘Suresh Angadi Education Foundation’, which aims to impart quality education. Today under his able leadership SAEF now comprises of Angadi College of Commerce and Science College, offering courses in disciplines such as PUC, B.Sc., B.Com, BCA, BBA and similarly, Angadi Institute of Technology and Management, offering courses in disciplines alike Bachelors in Engineering, M.Tech (Civil and Mechanical Engineering) and MBA and also Diploma in Engineering.

Shri. Suresh Angadi’s concern for the masses and his contribution to the growth and development of Belagavi district is reflected in people showering their love and affection by consecutively electing him for the third time in a row as the Hon’ble Member of Parliament (Lok Sabha) from Belagavi Constituency. He is also chosen as a Member, Council of the Indian Institute of Science from the Lok Sabha. Shri. Suresh Angadi Hon’ble Member of Parliament.

Shri Suresh Angadi
MoS, Railways,
Chairman, SAEF

Director Message



In recent years Engineering has become prominent in building sustainable society and nation. Suresh Angadi Education Foundation (SAEF) is a young education trust with high moral values to impart to its students. Our vision is to build a state of the art infrastructure with sustainable development. Our education trust provides an Eco-friendly and modernized facilities to aid the students to become technically sound and industry ready. Our education trust consists of highly qualified teaching Faculties, who are willing to go an extra mile for their students to grow in academic and co-curricular aspects. During the ten years of existence, SAEF has established many of the benchmarks including four institutions under our Education Trust. Most of our alumni are placed in Multinational companies and few are pursuing higher studies in different countries all across the world. It is our privilege to welcome all the young aspirants to be a part of SAEF and emerge as a Nation Building Professional.

**Dr. Spoorti Patil,
Director, SAEF**

Administrator Message



It is a great pleasure to welcome you all to Suresh Angadi Education Foundation. The role played by educational institutions in the society is of paramount importance for the all round growth of the society. Educational institutes are not only the temples of learning, but are also centers for moulding and grooming impressionable minds by incorporating the virtues of character, honesty, self confidence and sense of responsibility. We persistently strive at Suresh Angadi Education Foundation to create a conducive and a stimulating environment for learning. We are committed to this of excellence as we prepare our students for a dynamic tomorrow. The infrastructural initiatives and innovations in teaching-learning environment will give further impetus to boost the inquisitiveness and sustain the quest for knowledge among the student fraternity. Besides knowledge, the focus is also to make the students worthy citizens of tomorrow; something that the country can be proud of. Under the vision and able guidance of our leader Shri Suresh Angadi ji, we are taking giant steps towards growth and prosperity. I wish all our educational initiatives to scale greater heights in the days to come.

**Mr. Raju Joshi,
Administrator, SAEF**

Principal Message



An Institute is assessed on the basis of the Academic ambiance and outcome of the system in terms of performance and achievements of the students and staff in teaching-learning, research and innovation, Placements and results. AITM has proved on these counts again and again over years since 2009. AITM has been known for its Academic credentials coupled with holistic growth in all directions and spheres. The Institute could achieve a series of milestones credit for the same undoubtedly goes to our brilliant students, dedicated staff and encouraging Management. The new generation of competent mind must imbibe knowledge and practically they should comprehend the art of balancing brilliant technical, managerial communication and interpersonal skills, delivered along with expertise at its finest. We promise a wonderful experience of rich Academic and Excellent facilities coupled with professional practices, blended with affectionate concern for our Students.

Dr. Anand Deshpande
Principal & Director, AITM

PREFACE

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning (SP) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives. The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals. While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for AITM to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Engineers and Managers to the society.

VISION

Deliver a significant proportion of the Engineering, Application & Management sectors workforce to the country and play an important role in establishing center for excellence in Technology, Education, Research & Innovation with ethical values.

MISSION

1. To ensure all round development of students through judicious blend of curricular, co-curricular and extra-curricular activities.
2. To develop state of the art infrastructure that promotes a conducive ambience promoting technology, innovations and research.
3. To train the students to the changing technical scenario.
4. To make students understand the importance of sustainable and inclusive technologies.
5. To build leaders and entrepreneurs through universal, transformative and innovative education.

CORE VALUES

Commitment

Support the mission and vision of the College. Focus on student and stakeholder.

Excellence

Exhibit quality in staffing, facilities, programs, and services. Encourage creativity, innovation, and risk-taking Utilize systems that promote student and employee.

Honesty and Integrity

Our institution practices highest standards of ethical values in all aspect. We give outmost importance to the honesty and integrity.

Social Responsibility

We conduct various social activities under national bodies (E.g.:- NSS) to make student understand their part of social.

Encouragement

Encourage decision-making at the level of implementation Encouragement is provided for critical and quantitative thinking, effective.

SWOC Analysis

STRENGTH

- ❖ Pollution free, green lush campus located away from the city and free from traffic.
- ❖ Highly qualified, experienced and dedicated faculty members with ability to mould the students in right direction.
- ❖ Well-equipped classrooms and laboratories with best infrastructure for progressive learning and development.
- ❖ Dedicated Training & Placement Cell for shaping students to corporate/industry ready.
- ❖ Sophisticated lab equipment to enhance Research & Development activities.

WEAKNESS

- ❖ Majority of students from rural, weaker economic backgrounds and poor communication skills.
- ❖ Limited scope for consultancy activities.
- ❖ Lack of Collaborations with the industries.

OPPORTUNITIES

- ❖ Potential for getting grant in aids/funds from various funding agencies.
- ❖ Scope for undertaking inter-disciplinary & sponsored research projects.
- ❖ Scope for expanding base of Alumni network for academic & placement activities.
- ❖ Opportunities to expand activities like entrepreneurship, incubation, R & D centre.

CHALLENGES

- ❖ Acquiring more number of Research projects.
- ❖ Industry/corporate ready graduates.
- ❖ Placements in core companies/industries.
- ❖ Consultancy services from the industries.

STRATEGIC GOALS

The team of AITM after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals. Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Put emphasize on Institute – Industry interaction and partnership
9. Development of entrepreneurship
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities
13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

STRATEGIC PLANNING (2018 – 24)

1. Effective Teaching Learning Process

- ❖ Academic planning and preparation of Academic Calendar
- ❖ Development of teaching plan as per OBE
- ❖ Preparation of Lesson Plan based on CO & PO mapping
- ❖ Use of more teaching aids and adopt more ICT
- ❖ Development of e- learning resources
- ❖ Promote research culture & facilities
- ❖ Provide mentoring and personal support
- ❖ Follow a transparent and fair feedback system
- ❖ Conduct training based on need analysis
- ❖ Evaluation parameters and benchmarking
- ❖ Continuous assessment to measure outcomes
- ❖ Performance development through credit system
- ❖ Implementation of best practices

2. Leadership and Participative Management

- ❖ To follow reporting structure
- ❖ Decentralize the academic, administration and student related authorities & responsibilities Prescribe duties, responsibilities and accountability
- ❖ Portfolio assignments
- ❖ Establishment of functional committees

3. Internal Quality Assurance System

- ❖ Establishment of IQAC done
- ❖ Framing of Quality Policy & publishing regularly
- ❖ Formation of Quality Monitoring Committee & functioning
- ❖ Educating & Training of all employees
- ❖ Periodic check & guidance for quality improvement
- ❖ Establishment of audit team and process
- ❖ Audit for remedial measures
- ❖ Promoting best practices
- ❖ Annual report preparation & submission

4. Good Governance

- ❖ Vision, Mission development & their articulation in every key position
- ❖ Inclusion of industrialists & academicians in the GB
- ❖ Evaluation of Institute's performance and benchmarking
- ❖ Institutional strategic goals setting
- ❖ Institutional Strategic development plan
- ❖ Monitoring and Implementing the Quality Management Systems
- ❖ Following organization structure
- ❖ Smooth Working of statutory committees
- ❖ Establishing E governance
- ❖ Leadership development through decentralization
- ❖ Establishing internal audit committee
- ❖ Code of conduct and policy formulation, approval and implementation
- ❖ Establishing fair and transparent performance appraisal system

5. Student's Development and Participation

- ❖ Budget allocation for student development programmes and activities
- ❖ Students Trainings & Placement Activities
- ❖ Formation of student council
- ❖ Student's representation in various committee and cell
- ❖ Participation in competitions
- ❖ Organizing competitions
- ❖ Credit transfer & compensation
- ❖ Rewards & recognitions of achievers
- ❖ Participation in extracurricular activities
- ❖ Participating in social and welfare activities

6. Staff Development & Welfare

- ❖ Recruitment Policy formation & implementation
- ❖ Staff performance evaluation system
- ❖ Staff Training for quality improvement
- ❖ Best possible work facilities & infrastructure facilities
- ❖ Code of conduct, service rules & leave rules
- ❖ Staff welfare policy implementation
- ❖ Career advancement schemes
- ❖ Rewards, recognitions and incentives
- ❖ Deputation for seminars, conferences and workshops etc.
- ❖ Sponsorship/ Motivation for qualification improvement

- ❖ Support for research, consultancy, innovations

7. Financial Management

- ❖ Framing & implementation of Purchase and Financial policies
- ❖ Department wise Budget planning and allocation
- ❖ Forecasting income & expenditure
- ❖ Effective functioning of purchase committee
- ❖ Plans for Emergency Fund
- ❖ Budget formulation & approval through Finance Committee
- ❖ Periodic Audit

8. Institute – Industry Interaction

- ❖ Formation of industry institute interaction cell
- ❖ MoUs with industries
- ❖ Support for internships, visits, trainings, guest lectures
- ❖ Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum.
- ❖ Providing opportunities for Industry based/sponsored projects
- ❖ Providing career guidance
- ❖ Strengthen training & placement
- ❖ Establishing innovation centers

9. Entrepreneurship

- ❖ Establishment of Entrepreneurship Development Cell
- ❖ Effective functioning of entrepreneurship development Cell
- ❖ MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development
- ❖ Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- ❖ Establishing incubation centers
- ❖ Promoting ,sponsoring and facilitating entrepreneurship development

10. Research and innovation

- ❖ Dedicated R &D facilitation centre
- ❖ Establish and develop Laboratories with more research facility
- ❖ Fund generation through Project proposals
- ❖ Apply for Government/Non Government industry, sponsored funds
- ❖ Collaborations with Government & Private Institutes, Universities and Research Organizations

- ❖ Applying for patent

11. Internal Revenue Generation

- ❖ Establishing infrastructure for revenue generation
- ❖ Identification and Strengthening of IRG activities
- ❖ Policy for Incentives for Revenue generation plans
- ❖ Successful implementation of Internal revenue generation plans
- ❖ Advertising & marketing

12. Alumni Interaction

- ❖ Formation of Alumni association, participation and registration
- ❖ Data base creation, Regular interactions with alumni and networking
- ❖ Recognition of successful alumni
- ❖ Leverage for guest lecturers/internships/placements/training/entrepreneurship
- ❖ Exploring Contributions
- ❖ Brand ambassadors
- ❖ Sponsorships/scholarships/fund generation

13. Community Services and Outreach Activities

- ❖ Budget from institution resources/Faculty/students/other donors
- ❖ Identify community and social development work
- ❖ Identify challenges of society for development work
- ❖ Provide vocational training /job oriented training as per local needs at the institute Educational support to village people
- ❖ Conducting awareness camps

14. Physical Infrastructure

- ❖ Infrastructure building development & modification
- ❖ Smart Class rooms, Tutorials, Seminar halls
- ❖ Modernization of Laboratory& equipment
- ❖ More ICT enabled classrooms
- ❖ Library infrastructure up gradation
- ❖ System up gradation
- ❖ Functional facilities for e-learning
- ❖ Safety& Security management
- ❖ Water facility
- ❖ Medical facility
- ❖ Developing sports (indoor/outdoor) facilities

- ❖ Plantations
- ❖ Rain water harvesting
- ❖ Renewable Energy usage
- ❖ Hygiene, zero plastic& green campus
- ❖ Recycling of water

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members ,Local Management Committee,PRO
Students Admissions	Principal ,HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	GB, Secretary Trustee Board, GM, Deputy Manager
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training &Placement	Principal, TPO & HODs
Quality Assurance	IQAC team

Measurable During Implementation

Effective Teaching Learning Process

- ✓ No. of teaching aids
- ✓ Syllabus completion
- ✓ Mini projects, Major projects, Seminars
- ✓ No. of learning resources
- ✓ No. of student counseling/mentoring/training sessions conducted
- ✓ Result of examinations (Pass, First classes, Distinctions)
- ✓ Graduate attribute attainment levels
- ✓ Student feedback

Leadership and Participative Management

- ✓ Reporting structure in place
- ✓ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments
- ✓ code of conduct - duties, responsibilities and accountability
- ✓ Functional of statutory committees – no. of meetings/ semester, minutes of meetings,
- ✓ planning & implementation

Internal Quality Assurance System

- ✓ Number of IQAS initiatives/ semester
- ✓ Audits Reports
- ✓ AQAR submission

Good Governance

- ✓ GB selection (Inclusion of Academicians & Industrialist)
- ✓ No. of GB meetings
- ✓ Vision Mission , Dissemination & Review
- ✓ Organization structure in place
- ✓ Degree of decentralization
- ✓ Degree of E governance
- ✓ Resource mobilization
- ✓ Staff appraisal & career advancement scheme in place
- ✓ Service rules & benefits

Student's Development and Participation

- ✓ Number of student participation
- ✓ Number of sports, technical, cultural events organized
- ✓ Regional, National & International competitions participated
- ✓ Regional, National & International recognitions received
 - Sports infrastructure provided
 - Funding for sports
- ✓ Number of career guidance trainings
- ✓ Number of skill development programmes
- ✓ Number of vocational trainings
- ✓ Number of placement drives organized
- ✓ Number of placement drives participated
- ✓ Number of placements

Staff Development & Welfare

- ✓ Number of Staff attending training programs
- ✓ Staff training programs organized
- ✓ Sponsorships for higher education
- ✓ Number of staff welfare programs
- ✓ Staff awards/ recognitions/ incentives

Financial Management

- ✓ Annual Budget forecasting income & expenditure
- ✓ Utilization / Allocation of funds
- ✓ Internal & External Audit

Institute – Industry Interaction

- ✓ No. of active MOUs
- ✓ No. of Initiatives/activities through MOUs
- ✓ No. of IAB meetings/ year
- ✓ No. of Initiatives/contributions by IAB

Entrepreneurship

- ✓ No. of entrepreneurship trainings organized/participated
- ✓ No. of graduates becoming entrepreneurs
- ✓ No. of incubation center

Research and innovation

Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organized, New MOUs signed with

academic and industrial organizations, Centres of competence established.

Internal Revenue Generation

- ✓ Industry Sponsorships
- ✓ Funding raised through sponsored Projects
- ✓ Consultancy /Testing Services,
- ✓ Alumni Contribution
- ✓ Philanthropy- Donations

Alumni Interaction

- ✓ Alumni data base
- ✓ Number of interactions
- ✓ Support for internships/placements/ projects/ consultancy
- ✓ Contribution towards students development

Community Services and Outreach Activities

- ✓ Number of trainings/ awareness camps provided
- ✓ Number of social projects undertaken
- ✓ Number of Skill development programs for weaker sections
- ✓ Number of social welfare or outreach programmes done
- ✓ Number of people benefited in each program

Physical Infrastructure

- ✓ Number of buildings, class rooms added
- ✓ Removal of obstacles
- ✓ New Laboratories added
- ✓ New equipment added
- ✓ Annual budget allocated & utilized
- ✓ Harvesting & Recycling of water
- ✓ Renewable energy source development
- ✓ Green initiatives

Infrastructure - Academic

- ✓ Number. of Volumes & Titles in library
- ✓ Number of National& International journals lectures etc)
- ✓ Digital Library
- ✓ Smart Classroom
- ✓ ICT enabled classrooms

Monitoring of Strategic Plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

Conclusion

The strategic plan (SP) is an effort for paving a pathway towards accomplishment of goals AITM dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.

Principal