

Khandesh College Education Society's
College of Engineering and Management, Jalgaon

Approved by AICTE, New Delhi and UGC New Delhi; Recognised by Government of Maharashtra and DTE, MS, Mumbai; Affiliated to MSBTE, Mumbai (diploma programs in engineering & technology), DBATU, Lonere (UG/PG programs in engineering & technology and UG programs in vocational courses); KBCNMU, Jalgaon (PG programs in management)

NAAC Accredited B++ (Second Cycle)

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Perspective/Strategic Plan for 2022-23 to 2027-28
(As recommended by Internal Quality Assurance Cell (IQAC) and approved in College Development Committee (CDC) meeting of the college convened on 23.10.2022)

Vision:

To embrace innovative theories, techniques and technologies to insure success in changing World.

Mission

Leading students from ground to skies through excellence to articulate identity

1. Aims and Objectives of Perspective Plan: The IQAC has identified the following aims and objectives of perspective plan to achieve the vision of the institute considering it's present status.

- To develop sustainable educational set up for effective implementation of NEP 2020.
- To provide technical competencies of global standard.
- To promote technical education in emerging areas.
- To enhance research and development activities.
- To inculcate human values among students community.
- To give impetus to the hidden talents of students.

2. Goals and Action Plan: The goals of the institute are divided as short term goals (1-5 years: 2022-23 to 2027-28) and long term goals (5-10 years: 2027-28 to 2032-33). In this document, the short term goals are identified and defined precisely and the action plan to achieve the goal is also suggested while long term goals are identified. Short term goals are identified and defined in view of quality parameters of accreditation authority.

A. Short Term Goals (1-5 years): 2022-23 to 2027-28	
1. Curricular Aspects:	
Goals	Action Plan
1.1 Academic excellence through effective implementation of institute academic plan.	<ul style="list-style-type: none"> • Preparation of institutional academic calendar. • Prior approval of academic calendar by internal/ external committees. • Preparation of institute's activity plan and assignment of targets to each department/cell/ faculty member. • Preparation of department academic plan. • Preparation of individual faculty members' action plan. • Consistent follow up for effective implementation of academic plan • Define, redefine COs • Review of COs and CO/PO mapping. • Periodic reviews to monitor the activities.



1.2 Curricular enrichment using online/offline platforms.	<ul style="list-style-type: none"> Organizing sufficient number of expert lectures/ seminars for the students of all classes. Organizing adequate value-added/ bridges courses/ certificate programs by department in every academic year to covers 100% student participation. Collaboration with external agencies to design courses. Motivate students to register for NPTEL courses, spoken tutorials etc. Effective use of virtual laboratory. Certification by Google, Microsoft, etc in addition to regular academic program.
1.3 Enhanced experiential learning through project work/field work/internship	<ul style="list-style-type: none"> Motivate students for industry sponsored projects. Project work/fieldwork/internship to address real life problems in collaboration with industries. Continuous monitoring of project/field work/internship through pre-planned and structured reviews. Open ended experiments in the laboratory. Laboratory sessions/project work/field work/ internship etc for the appropriate courses even though not specified in curriculum.
	<ul style="list-style-type: none"> Every year at least 20% new experiment in the laboratory courses. Increase number of MoUs and functional MoUs.
1.4 Academic proliferation through appropriate feedback system.	<ul style="list-style-type: none"> Develop structured feedback system to improve the quality and relevance of curriculum. Obtain frequent feedback (3 times in the semester) from students/representatives on curriculum progress and quality of curriculum delivery. Obtain feedback on curriculum and its outcome from all stake holders. Obtain feedback from various stake holders on COs, POs and PSOs attainment. Systematic analysis of feedback and appropriate corrective measure. Proper counselling of faculty members, staff and students on the basis of feedback. Identify curricular gap on the basis of analysis of attainment of COs, POS, PSOs and arrange value added courses, bridge courses, finishing schools etc.

2. Teaching-Learning and Evaluation

Goals	Action Plan
2.1 100 % Student Enrolment with improved cut off.	<ul style="list-style-type: none"> Appoint qualified staff and maintain cadre ratio to improve academic standards and effectively enhance the institute's image. Provide financial assistance to meritorious and needy students. Arrange awareness campaign in the nearby area. Create conducive environment which can provide equal opportunities to all students irrespective of gender, caste, religion.



<p>2.2 Appropriate academic development of students of various learning levels. (Catering to Student Diversity)</p>	<ul style="list-style-type: none"> • Use latest techniques to identify diversity among the students and accordingly plan the activities for diverse groups. • Arrange NPTL and/or other value added courses for fast learners, motivate them for co-curricular activities. • Arrange remedial classes, extra tutorials, and assignments etc for slow learners. • Take effort to reduce the number of slow learners. • Effective implementation of mentor mentee scheme for academic development of students. Set up suitable mechanism for increased interaction between faculty member and students. • Encourage students to register for value added courses. (If required, provide financial assistance)
<p>2.3 Academic excellence through effective teaching-learning process</p>	<ul style="list-style-type: none"> • Maintain teacher's diary, course file and all other academic records in every semester. • Add new experiments, update laboratory manuals every year. • Adopt student centric methods for enhancing learning experiences. • Refurbishment of class rooms to make all class rooms ICT enabled. • Mandatory for all faculty members to use ICT tools and upload the same on institute's website. • Updating faculty members through FDP, STTP CEP, etc.
	<ul style="list-style-type: none"> • Strict monitoring of all academic activities by respective HoDs and dean academics. • Update infra-structural facilities
<p>2.4 Improve Teacher Profile and Quality</p>	<ul style="list-style-type: none"> • Appoint qualified staff and maintain cadre ratio • Encourage faculty members to improve academic qualification. • Effective welfare policy to retain faculty members of the institute. • Mandatory to all faculty members to attend FDP/STTP/CEP to update their technical expertise.
<p>2.5 Develop transparent and robust mechanism of internal assessment.</p>	<ul style="list-style-type: none"> • Use rubrics for continuous internal evaluation and redefine/modify rubrics if required. • Timely review of project/field work/internship/seminar by guide and a committee appointed by HoD. • Evaluation of question papers of all internal examination by a committee appointed by HoD. • Internal academic monitoring of internal assessment by Principal and dean academics. • Effective grievance redressal committee and its timely meetings.



2.6 Student Performance and Learning Outcomes	<ul style="list-style-type: none"> • Define, redefine COs and mapping with POs and PSOs. • Define, redefine attainment tools and techniques to obtain realistic attainment data. • Make necessary changes in attainment calculation ERP. • Effective monitoring of attainment of COs and take necessary action on the basis of feedback/attainment. • Improve POs, PSOs attainment every year. • Take all efforts to improve the % pass result and average marks/grades obtained by students. • Develop mechanism to find out the areas in which students are unhappy and provide appropriate solution to improve students' satisfaction survey.
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3. Research, Innovations and Extension

Goals	Action Plan
1 Inculcate research culture among faculty members and students.	<ul style="list-style-type: none"> • Update/generate facilities to promote research culture at campus by adding latest and high end equipment, computers. • Organise FDP/STTP/CEP/Workshop/ Conference on research methodology, IPR, etc. • Promote faculty members to attend the FDP/STTP/CEP/Workshop/Conference on research methodology, IPR, etc. • Recognition of faculty members doing research work. • Motivate faculty members to register for their Ph. D. by providing financial assistance for Ph. D. registration. • Seek approval from affiliating University for research centre.
3.2 Seek and utilise more research grants from Government and nongovernment agencies.	<ul style="list-style-type: none"> • Promote faculty members to submit research project. • Obtain 2(F), 12(B), NBA accreditation which helps in seeking the grants. • Develop the institutional policies which shall encourage faculty members in seeking research grants from non-government organisations or industries. • Allow faculty members to execute onsite research project in industries. • Each department should seek at least one research project in two years.



<p>3.3 Develop an ecosystem for innovations and knowledge transfer.</p>	<ul style="list-style-type: none"> • Develop an ecosystem for innovation and start-ups including incubation centre. • Promote collaborative activities like faculty exchange, students exchange with the institutes/organisations of national/ international reputation for knowledge transfer. • Motivate students/faculty members by providing financial assistance to register their project/research work under patent or any other IPR act. • Provide financial assistance to students to present/publish the paper on their project work in journal or conference. • Provide financial assistance to faculty members to publish their research work in Scopus/Web of Science/UGC care/peer reviewed journals.
<p>3.4 Organise effective, convivial and sociable extension activities.</p>	<ul style="list-style-type: none"> • Develop gratitude of attitude among students community by organising extension and outreach activities in the nearby community. • Adopt the village and organise some welfare activities through NSS unit of institute. • Create digital awareness among the nearby community. • Recognition of students who participate in extension/ outreach activities. • Organise cleanliness drive in the nearby area under Swachchha Bharat Yojana.
<p>3.5 Collaborative activities for research, Faculty exchange, Student exchange/ internship</p>	<ul style="list-style-type: none"> • Sign MoUs with the institutes/organisations/industries of national/ international reputation. • Promote collaborative activities like faculty exchange, students exchange with the institutes/organisations of national/ international reputation for research/internship/project work/field work. • Motivate students for industry sponsored projects/field work.
<p>4. Infrastructure And Learning Resources</p>	
<p>Goals</p>	<p>Action Plan</p>



<p>4.1 Provide world class infrastructural facilities to existing and proposed programs to fulfil AICTE norms.</p>	<ul style="list-style-type: none"> • Construct additional built up area to provide sufficient built up area for existing and proposed programs to fulfil AICTE norms. • Construct auditorium and amphitheatre for the institute and provide suitable furniture, a/v aids etc. • Provide essential facilities to differently abled students. • Refurbish all class rooms to make them ICT enabled class rooms and enhance the ambiance. • Refurbish all laboratories (replace old and out dated furniture) to enhance their ambiance. • Procure latest and high end equipment for existing and proposed programs to fulfil affiliating university norms. • Equip seminar halls with audio video equipment, ICT tools and other facilities. • Create additional indoor sports; yoga facilities. • Provide facilities for practice and organisation of various cultural events. • Landscaping of the campus. • Ensure optimal utilisation of institute's infrastructure by using it for various online/offline examinations and other educational/social/noble cause. • Procure solar system to fulfil the electricity requirements of the institute. • Proper documentation through geo-tagged photographs.
<p>4.2 Provide library facilities of global standard to existing and proposed programs to exceed the AICTE norms.</p>	<ul style="list-style-type: none"> • Make appropriate budgetary provision for library development and it's effective utilisation within stipulated time frame. • Regular procurement of text and reference books to update the library as per curriculum of affiliating Universities/board. • Sufficient number of latest edition books of all existing and proposed programs to exceed the AICTE norms. • Regular procurement of national and international journals/e-journals to keep students and faculty members update. • Develop digital library of global standard by providing latest e learning resources. • Remote access to digital library to faculty members and students • Optimal use of library management system. • Comfortable reading room with high speed internet connectivity (100 Mbps). • Make library portal user friendly. • Enhance reading room capacity.
	<ul style="list-style-type: none"> • Improve footfall (use) of library by motivating students to use good quality text and reference books for study.



<p>4.3 Regular updating the IT infrastructure of institute as per the world wide requirement.</p>	<ul style="list-style-type: none"> • Procure computers (including server series machine), printers, scanners, etc of latest configuration to provide world class IT infrastructure to students and faculty members. • Regular updating the existing computers. • Provide instruments like web camera, net connected computer etc to each faculty member to conduct online classes. • Strengthen the facilities to create the videos or any other teaching-learning material. • Update software including web servers, Enterprise resource planning (ERP), customer relationship management (CRM), productivity applications and the operating system (OS) • Networking of most of the computers available in the institute. • Procure space for cloud base server of the institute. • Procure internet plan with high speed/band width.
<p>4.4 Nurture the existing mechanism of infrastructure maintenance to have high utility of institutional infrastructure.</p>	<ul style="list-style-type: none"> • Frame infrastructure maintenance polity of the institute. • Make separate and appropriate budgetary provision formaintenance of physical facilities and academic support facilities. • Effective utilisation of budgetary provision made for maintenance of physical facilities and academic support facilities so as to keep all infrastrural and academic facilities in working condition. • Make annual maintenance contract of computers, printers, photocopying machine, equipment and machineries. • Regular calibration of measuring instruments and machines. • Regular maintenance of sports and cultural equipment. • Maintain all annual maintenance records and get it audited/certified by authorities.

5. Student Support And Progression

Goals	Action Plan
<p>5.1 Consistent updating of students support system for the benefit of students.</p>	<ul style="list-style-type: none"> • Disseminate the scholarship information among all eligible students. • 100 % eligible students benefited by scholarships and free ships provided by the state/central Government. • Provide financial assistance through parent society to needy students. • Organise seminars/workshops/CEP/hands on training programs etc for capacity development and skills enhancement. • Enhance existing mentoring system for holistic development and progression of students.



	<ul style="list-style-type: none"> • Effective utilisation of parent's/guardian's diary for strict monitoring of student's development and appropriate action on the feedback received from guardian/parents. • Frequent parents teachers meeting in formal or informal form. • Obtain feedback from parents through parent's meet and/or structured feedback form and use it for overall progress of the students. • Active participation of alumni to mentor the students.
<p>5.2 Improve placement of outgoing students and progression to higher education.</p>	<ul style="list-style-type: none"> • Appoint separate training and placement officer in the grade of associate professor. • Provide opportunity to students to register for the value added courses which can improve the employability of students. • Incentive to students qualifying in state/ national/ international level examinations. • Organise seminars/workshops for career guidance/counselling, soft skill development, interview techniques etc. • Organise seminars/workshops on opportunities in the country and abroad for higher education. • Provide guidance for competitive examinations and common entrance examinations conducted by various authorities. • Organise entrepreneurship development programs and motivate students to attend such programs. • Active participation of alumni for placement guidance to students.
<p>5.3 Thorough going participation of students in co-curricular and extra-curricular activities.</p>	<ul style="list-style-type: none"> • Indoctrinate students to participate in various technical/co-curricular/extra-curricular competitions / events. Provide financial assistance to students who participate in national/international technical events/ competitions. • Organise national/state/University level technical/co-curricular/extra-curricular competitions / events in the institute. • Special incentive scheme for the students for outstanding performance in sports/cultural activities at inter - university/state/national/ international events. • Develop leadership qualities among students.
<p>5.4 Systematic use of alumni contribution for the development of students and institute.</p>	<ul style="list-style-type: none"> • Registration of alumni association. • Increase the number of members of alumni association. • Regular alumni meet and interaction with students. • Active participation of alumni for placement guidance/mentoring to the students. • Financial assistance from alumni to needy students. • Sponsored projects/internship from the organisation where alumni are working. • Placement drive from the organisation where alumni are working.



6. Governance, Leadership And Management

Goals	Action Plan
6.1 Transform leadership / administrative systems of the institute to tune its governance with the vision and mission of the institute.	<ul style="list-style-type: none"> • Revise mission statements and quality policy of the institute. • Develop well-designed organogram of the institute with pre-defined role of every designation to tune with vision and mission of the institute. • Organise orientation program for the members of CDC, IQAC, HoDs and other senior administrative officers. • Inculcate an administrative set up with decentralisation of powers and authorities. • Develop leadership qualities among faculty members and administrative staff to promote participative management.
6.2 Strive hard for the effective deployment of institutional Strategic/ perspective plan.	<ul style="list-style-type: none"> • Develop well drafted institutional perspective plan with appropriate details. • Provide department/ cell/ faculty member / staff member wise yearly target for effective deployment of perspective plan. • Preparation of department/ cell/ faculty member / staff member wise yearly activity plan on the basis of target at the beginning of new academic year. • Frequent feedback from the department/ cell/ faculty member / staff member on the targets achieved. • Reframe the policies, administrative setup, appointment and service rules, procedures, etc to make the functioning of the institutional bodies effective and efficient. • Consistent up gradation of the facilities available for e governance.
6.3 Expand the horizons of the existing faculty welfare and empowerment strategies for improved faculty retention.	<ul style="list-style-type: none"> • Reframe the institutional employees' welfare policy to satisfy the welfare measures of teaching and non-teaching staff. • Develop effective and transparent system to implement Reframe the institutional employees' welfare policy. • Motivate by providing financial support/duty leave/counselling etc to faculty members and non-teaching staff for qualification enhancement, various professional development trainings/activities etc. • Organise training programs/workshops/conferences etc for faculty members and non-teaching staff. • Performance appraisal system for teaching and non-teaching staff in tune with AICTE recommended 360 degree feedback performance appraisal. Performance evaluation on the basis of target achieved (in respect of perspective plan and academic plan) during the academic year. • Promotion/rewards based on performance appraisal.
6.4 Transparent and effective Financial Management and Resource Mobilization for better financial sustainability	<ul style="list-style-type: none"> • Continue the existing practise of conducting internal and external financial audits within stipulated time period. • Make effective budgetary provision on various heads (development components) for overall development of institute to tune with vision and mission. • Effective finance monitoring system for proper utilisation of allocated funds.



	<ul style="list-style-type: none"> • Increase revenue in terms of fees collection by introducing new demand driven programs, increasing the number of students. • Enhance internal revenue generation from various sources and devise appropriate policy for its distribution among faculty members. • Continue the existing practise to allows to use its infrastructure for the various Government examinations, etc to ensure optimal utilisation of infrastructure
6.5 Innovative initiative and contribution of Internal Quality Assurance Cell for comprehensive development of the institute in tune with institute's vision and mission.	<ul style="list-style-type: none"> • Prepare code of conduct for all stake holders and disseminate it. • Make IQAC functional through regular meetings, action taken on proceedings of meeting, proper orientation/training of IQAC coordinator and members. • Seek guidance from experts for IQAC functioning. • Proper liaison among IQAC and all stake holders. • Effective monitoring of IQAC functioning by Principal and management council of the institute. • Participate in all quality assurance initiatives, quality audits, etc • Discuss and suggest improvements in all academic and non-academic quality focussed activities of the institute. • Study various feedbacks received from all stake holders and suggest remedial measures to fulfil the expectations of all stake holders.

7. Institutional Values And Best Practices

Goals	Action Plan
7.1 Strive hard for the promotion of gender equity, inclusive environment i.e. tolerance and harmony towards diversities and barrier free environment among students' community, faculty / staff members.	<ul style="list-style-type: none"> • Frame institutional policy for gender equity and accordingly initiate the activities to promote gender equity. • Provide conducive to girls students by improving facilities in girls' common room and safety measures for girls students. • Strengthen the students' counselling cell and its functioning. • Continue existing practice of organising various social and cultural events with increased integrity to provide all inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. • Develop facilities in the institute to provide barrier free environment to differently abled students, students with different social and economic background. • Vigilance of students' behaviour.
7.2 Inculcate human values among students to make them responsible citizen of the country.	<ul style="list-style-type: none"> • Reframe code of conduct for students, staff and faculty members. • Organise orientation/training program on code of conduct, professional ethics, human values, duties and responsibilities of citizen, etc. • Promote NSS, sports, cultural, and other community support related activities to develop human skills among students community. • Sign MoUs with NGOs and joint organisation of various social welfare activities/programs in the nearby community.



	<ul style="list-style-type: none"> • Celebrates/organizes national and international commemorative days, events and festivals.
7.3 Upgrade the facilities available for alternate sources of energy and energy conservation.	<ul style="list-style-type: none"> • Regular energy audit of the institute and implement corrective measures as suggested in audit. • Install solar energy system on the roof of the institute. • Replace existing lighting system by low consumption LEDs. • Promote the use of low power consumption machines and equipment.
7.4 To make eco-friendly campus by providing latest techniques and systems for degradable and non-degradable waste management, water conservation and green campus.	<ul style="list-style-type: none"> • Develop physical facilities in the institute to manage degradable and non-degradable waste produced in the institute. • Strengthen the water conservation facilities of the institute. • Develop system for waste water recycling and it's effective use. • Continue/strengthen the existing practise of maintenance of water bodies and distribution system in the campus. • Regular environment and green audit and effective implementation of suggestions given in audit report.
7.5 Strengthen the existing best practices of the institute to make them more ingenious.	<ul style="list-style-type: none"> • Mentorship - Effective record keeping through mentor's diary and modifications in existing diary. • Alumni as mentor for pre-final and final year students for placement, soft skill development, etc. • Effective use of feedback and it's analysis for students' centered mentorship. • Initiate new social services for nearby needy community. • Training programs, career guidance, etc for the students of nearby area. • Online/off line examinations and admission process.
7.6 Develop institute's unique features to make it distinctive from other engineering institutes.	<ul style="list-style-type: none"> • Reforms in teaching learning process using virtual expertise, ICT tools, online platforms, etc. • Motivate students to use the credit transfer of NPTEL courses. • Strengthen existing practise of using virtual laboratory platform. • Arrange bridge courses, finishing schools, value added courses to enhance the employability of students. • Robust and transparent continuous evaluation system. • Effective use of feedback and it's analysis for overall development of students. renew

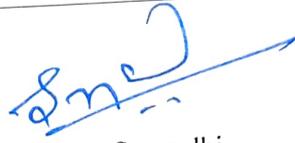
B. Long Term Goals (5 – 10 years)

Goals	Action Plan
1 Obtain autonomous status from affiliating University and UGC, New Delhi.	<ul style="list-style-type: none"> • Obtain 2(F) and 12(B) from UGC, New Delhi. • Obtain permanent affiliation from DBATU, Lonere and KBCNMU, Jalgaon. • Develop all infrastructural and other facilities required for an autonomous institute. • At least A grade of NAAC for next accreditation cycle. • NBA accreditation of at least 50 % eligible programs. • Obtain autonomous status from affiliating University and UGC, New Delhi



<p>2 Recognition as one of the exceptional institution in the Maharashtra imparting quality technical and professional education.</p>	<ul style="list-style-type: none"> • Start need based PG programs. • University recognised research centre in all departments of the institute. • Strengthen Institute Innovation Council and it's activities. • Develop incubation centre and contribute in start-ups through it. • Provide consultancy to various organisations. • Become centre of excellence for UG/PG education, research and development activities, start-ups, etc
<p>3 To start need based certificate courses for the nearby community.</p>	<ul style="list-style-type: none"> • On receipt of autonomous status, start need based certificate courses for the nearby community. • Financial support to needy students for above need based certificate courses.

Date: 23.10.2022


 Dr. S. R. Sugandhi
 Principal

