

SREEPATHY INSTITUTE OF MANAGEMENT AND TECHNOLOGY VAVANOOR



Strategic Plan 2014-2024

VISION of SIMAT

“Strive for excellence in generation and dissemination of knowledge.”

MISSION of SIMAT

To develop engineers and technologists of highest caliber enabling them to take new challenges in technological environments and contributing to nation building meeting global standards, imbining our cultural ethos and upholding lofty ethical standards



Principal

Sreepathy Institute of Management
and Technology, Vavanoor-679 533

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Forward from the Principal

Like many Engineering colleges today, SIMAT faces challenges. Changing priorities amongst students are part of the reason for decreasing enrolments at engineering colleges nation-wide.

It is of critical importance for us as an institution to recruit and retain as diverse a student body as possible and set in place the correct direction in our journey of excellence towards a sustainable future that everyone believes in.

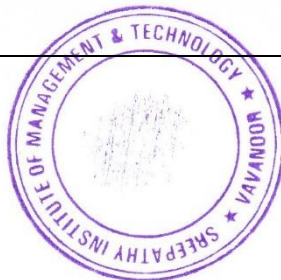
We undertook extensive, informed consultations to develop a plan that aligns with our future vision of this institution as a beacon of excellence. Our staff, alumni, students and members of the wider community gave selflessly of their views and knowledge and contributed tremendously to help develop our plans for the future. To them go our heartfelt gratitude.

It is with great pleasure therefore, that I present the SIMAT Strategic Plan 2014-2024. It lays out in detail the steps and initiatives we will take directionally in order to realize our vision over the next ten years

Thank you

Dr. S P Subramanian

Principal





Message from the Chairman

All institutions and organizations must clearly develop a vision and also spell out how they will achieve it. It is with great pleasure that I note that SIMAT has done just that. The Strategic Plan 2014-2024 is a forward looking document that sets the direction and spells out the initiatives and implementation plans to help the institution achieve its vision over the next ten years.

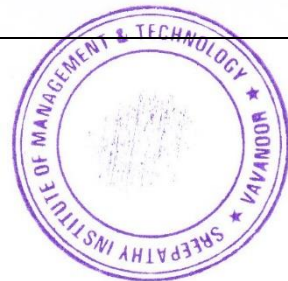
I would take this opportunity to commend the leadership team, HODs, faculty and staff for their tireless efforts in developing such a document.

I am confident that under the leadership of the Principal, Deans and HODs, the faculty will distinguish themselves in achieving the goals set forth in this document.

Best Wishes!

Chairman

Sreepathy Trust





Message from the Secretary

As our economy becomes more advanced and globally interconnected, it is essential that students acquire not only technical expertise but also develop soft skill competencies. Students will have to engage in a culturally diverse environment while rapid technological changes make learning a lifelong pursuit. Adaptability will be a key requirement for the students of the future

The Strategic Plan 2014-2024 lays out in great detail a roadmap of actions to be undertaken for the institution and students to achieve our goals over the next ten years, and will be a living document against which we will constantly evaluate ourselves as we move forward the science of engineering and developing practical solutions to the pressing problems of our time. I am confident our collaborative efforts with colleagues, Industry and Government will bring forth transformative solutions and discoveries for the benefit of all.

I commend the Principal, Advisor, HODs, and Faculty for their work towards developing the Strategic Development Plan.

Best wishes

Secretary

Sreepathy Trust



About the college

Since its inception in 2009, SIMAT has been recognized as one of the premier engineering colleges in the state. Our educational facilities, our well equipped labs, are among the best in the state and our faculty are renowned for providing engaging classroom experiences that go hand in hand with practical applications that create some of the best innovative and creative engineers that come out of professional colleges. This has resulted in us having an outsized influence in the student community and potential employers.

Our leadership team with its relentless focus on excellence and continued adaption to the evolving technology and business environment has ensured our sustained success and SIMAT is confident of continued growth and success in the future.

Brief History of the College

Sreepathy Institute of Management and Technology (SIMAT) , a self financed Engineering college is the brain child of Sreepathy Trust, which is managed by 126 members from Namboothiri families from various parts of Kerala, with a noble vision of ***STRIVING FOR EXCELLENCE IN GENERATION AND DISSEMINATION OF KNOWLEDGE***

The trust was formed in 2007 with the aim of promoting quality education to the society and the institution started academic activities from the academic year 2009-2010. SIMAT has 5 (Five) branches of engineering disciplines with fully equipped infrastructure and has an intake of 360. In the past 6 years of SIMAT, it has gained fair amount of appreciations for achieving a good quality of education, and also for the friendliest environment for professional education



Current Status

SIMAT has an excellent environment for both academic and co curricular activities. The institution has a consistent track record of achieving excellent academic results making its position 27th much ahead of the nearby institutions which are falling in the range of 50. The first batch of students has produced excellent results in their final year examinations. In the rank list published by the Calicut University of 2009-13 batches, many of our students have achieved high rankings in all the departments. Many of these students are well placed too.

As on date SIMAT has the following infrastructure:

- 14.50 Acres of Land
- 4 Separate blocks of building with plinth area of 2 lakhs Sq. ft.
- 20 laboratories of various departments fully equipped with 350 computers & other instruments
- One highly sophisticated CNC lathe machine
- One Auditorium which can accommodate 1500 persons at a time
- One full fledged Vegetarian Canteen with an area of 200 Sq meters
- The college is equipped with state of the computer center, Library with well stocked books and journals, 52 Mbps Internet leased line and Wi-Fi.
- Campus is green and clean with a wonderful garden with sprinkler system. The sports ground is also well maintained and every year SIMAT conducts arts and Tech fest.
- Other support systems like group insurance, Students Amenities Center, 12 buses and one Tempo traveler and one car for conveyance network from all nearby towns.

Along with excellent physical infrastructure, SIMAT has youthful energized faculty members who work beyond the call of duty to encourage students and mould them into responsible citizens. They encourage students to take part in intra and inter collegiate activities to expose the students to current technological advancements and trends.



SWOC Analysis

“Everyone, regardless of ability or disability, has strengths and weaknesses. Know what yours are. Build on your strengths and find a way around your weaknesses.”

Brad Cohen

SWOC analysis (formerly SWOT) has been used for years by business establishments as part of their strategic planning process. More recently, educational institutions have seen the value for using it to plan their pursuit, as well. SWOC stands for Strengths, Weaknesses, Opportunities and Challenges. Working out what these are can be a useful part of making decisions and identifying your next steps and drafting a Strategic Plan. In other words, Strengths, weaknesses, opportunities and Challenges (SWOC) analysis indicates a framework for helping the researchers or planners to identify and prioritize the institution’s goals, and to further identify the strategies of achieving them.

SIMAT has undertaken an extensive feedback survey from all stakeholders- students, parents, teachers, alumni and management to understand and finalize its SWOC. The feedback collected from the stakeholders were analyzed and taken into consideration for the development of the Strategic Plan. As per the SWOC analysis undertaken following are the strength, weakness, opportunities and challenges of SIMAT:

Strengths

- Strong curriculum
- Quality graduate program
- Caliber of students
- Team work of faculty & staff
- Quality and youthfulness of faculty
- Opportunities for Research growth
- Workforce has a commitment to quality, dedication, positive morale, and work ethic
- Motivating student environment, discipline, extracurricular programs, student organizations and clubs
- Close relationship between student and academic affairs professionals
- Willingness to recognize weaknesses and make improvements, e.g., the administration’s willingness to openly discuss challenges the college faces -recruitment, retention, lack of diversity -and develop plans for making improvements
- Atmosphere of success for faculty, staff, and students



- Produce knowledgeable graduates from rural areas with high earning power
- Students, faculty, and staff are committed to the college and community
- Location in an area of natural beauty that offers many outdoor recreational opportunities

Weaknesses

- Greater number of behavioral problems in students
- Research culture lagging due to lack of Research infrastructure
- Environmental Management
- Lack of long-term budget planning and a process that is transparent
- Dispersal of information by administration in a timely manner – needs to be strengthened and streamlined
- Underutilization of and lack of organization for technology – not taking full advantage of IT potential in conducting online examinations
- Geographically distant from urban area and hence lack of diversity among students and staff including NRI students
- Providing high quality education at low cost but still not nationally recognized
- Lack of targeted advertisements to students out-of-state or out-of-region
- Lack of flexibility in modifying the curriculum to fit needs of students/industry
- Maintenance and renovation of labs and other infrastructure with a low budget due to failure of finding sufficient alternative sources of revenue

Opportunities

- Interdisciplinary growth across departments
- Practice-based research
- Expand and improve the effectiveness of promoting the College.
- Increase and strengthen internal collaborations and external collaborations
- Focus on excellence with an emphasis on areas in which the College should grow
- Alternative budgeting/funding models
- Increase national and regional recognition
- Partnership with other institutions and work collaboratively with major Institutions in research
- Growing demand for graduate programs in teaching could lead to Masters/Specialist programs that appeal to teachers at variety of levels and expertise



- Involve more faculty members in research through incentives. Increased external funding is an opportunity to increase revenue through indirect cost recovery
- Partner with community agencies
- Establish stronger relationships with R&D organizations
- Further impact economic development in local region
- Increase fundraising efforts and alumni understanding of funds needed as a vital importance to future success of the College
- Augmented attempts to raise more funds and the involvement of the Alumni in the financial concerns of the Institution

Challenges

- Student's dissatisfaction with respect to strict disciplinary actions against violators of laws and regulations.
- Declining interest of students in Engineering disciplines has become a National phenomenon leading to reduction in qualified applicants
- Saturation of engineering education market
- Reduced research funding and lack of awareness among teachers on the concept of lifelong learning
- Declining resources from the state and increasing dependence on tuition revenue
- Alternative providers of online courses, i.e., on-line universities and community colleges
- Increasing presence of foreign universities in the Indian educational landscape due to globalization
- Declining financial support for students
- Improper use of rating systems
- Lack of publicity in areas of excellence, value and quality
- New AICTE pay scales detrimental effect to self financing colleges
- Internal competition for limited funding
- Injudicious sanctioning of more and more engineering colleges



SIMAT Strategic Plan 2014-24

An Introduction

Strategic planning is the process of documenting and establishing a direction of the institution by assessing both where you are and where you're going. The strategic plan gives a place to record the mission, vision, and values, as well as the long-term goals and the action plans used to reach them. A well-written strategic plan can play a pivotal role in the institution's growth and success because it tells the stakeholders how best to respond to opportunities and challenges.

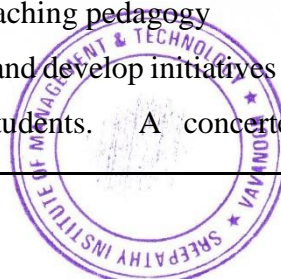
In the face of the fast-moving dynamics of social, economic and technological change, updating the College's strategic documents becomes critical. It provides an opportunity to reflect on accomplishments, review what needs to be done, and design strategies that will take the organization in the right direction. Planning is deciding, it is conquering the future. Planning is preserving the College for future generations, providing a sense of transformation to take on global changes and not fall victim to stagnation. Planning is therefore essential, as no organization has its future assured—the threat of becoming socially irrelevant is a constant risk.



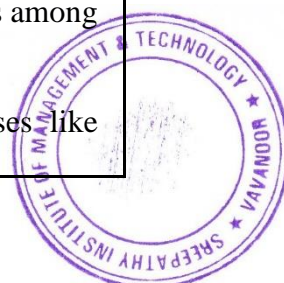
SIMAT Strategic Plan 2014-24

The College plans to achieve its vision through the pursuit of many goals, each of which encompasses specific objectives and strategies. These goals and strategies to achieve them are described in more detail in subsequent sections:

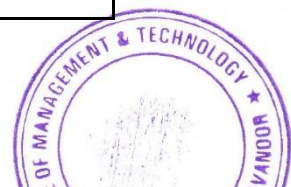
Sl. No.	Perspective Plan Goal	Implementation Strategies
1	Enrichment of the Curriculum provided by the University for Better learning experience of the students	<ul style="list-style-type: none"> ● Apply for and start new undergraduate programs in latest technologies to widen opportunities for prospective students. ● Introduce vocational and add on courses for improving the employability of students. ● Introduce certificate courses for undergraduates for better career opportunities and professional development. ● Integrate cross cutting issues into Curriculum ● Upgrade UG departments to post graduate research departments for providing high quality, specialist education to graduates.
2	Teaching, Learning & Evaluation	<ul style="list-style-type: none"> ● Conduct Academic audit by external peer and analyze the performance ● Make the teaching learning process more students centric - Equip classrooms with interactive board and other audio-visual equipment. Bring the concepts of interactive, collaborative, blended and independent learning into prominence so that the process becomes more students centric. ● Inculcate online teaching and learning resources into the curriculum and teaching pedagogy ● Conduct more programmes and develop initiatives in the library to attract students. A concerted



		<p>campaign may be arranged enlightening the students about the benefits of using the library.</p> <ul style="list-style-type: none"> ● Increase in teacher quality – Financial help may be provided to faculty for attending Seminars/Conferences/workshops and publishing papers. Attending Refresher and Orientation Courses are to be made compulsory. ● Teachers may be urged to take up research projects and do PhD.
3	Wider academic research	<ul style="list-style-type: none"> ● Engage our faculty in quality and productive research projects. ● Help faculty in achieving their research goals, by linking their research interests to curricular activities. ● Procure grants from Industries and other funding agencies ● Conduct workshops/ seminars/faculty development programs for faculty in research methodology and related topics. ● Increase in Collaborative arrangements with Institutions of National importance , other prominent Universities, Industries, corporate sectors etc
4	Superior student support and progression	<ul style="list-style-type: none"> ● Improve interaction with industry by inviting industry experts for workshops, promoting students to work on projects for industries and creating more industry linkages through MoUs. ● Collaborate with premier Industries in India. ● Form new clubs and forums for the promotion of co curricular and extracurricular activities among students. ● Urge students to take up online Courses like



		<p>MOOC to widen their scope of learning.</p> <ul style="list-style-type: none"> ● College library to be equipped with more computers and expansion of the book collection, journal, e-journal and other resources. ● Promote competence enhancing strategies through skill development programs, enrichment programs and creation of new forums for the advanced learners. ● Inculcate the culture of research and entrepreneurship in academic works done by students. ● Attract more companies to conduct Campus placement drives.
5.	Human Resource Development	<ul style="list-style-type: none"> ● Appointment of qualified faculty from reputed institutes. ● Motivate and depute teachers to orientation courses and refresher courses. ● Promote online courses of renowned universities and institutions among faculty for professional development and exposure. ● Train non-teaching staff Soft skills, Office management skills, computer skills, service rules and waste management techniques to meet the challenges ahead. ● Encourage students to participate in Co-curricular and Extracurricular activities both on and off Campus. ● Increase the involvement of Alumni in the affairs of the College ● Appoint a full time placement coordinator and make concerted efforts for placements



6.	Management of sustainable resources	<ul style="list-style-type: none"> ● Ensure financial resources are appropriate and sustainable. ● Apply for Accreditation. ● Install more LCD projectors, computers and increase the availability of internet to students and staff through better Wi-Fi. ● Allocate more funds towards developing and maintaining infrastructure ● Develop more smart rooms with video conferencing facilities for supporting e-learning. ● Install a solar plant system, rainwater collection and harvesting. ● Install e-waste collection system and go for energy auditing ● Install more safe drinking water facility.
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Preparation of the College Strategic Plan

Names of Committee Members

1. Sri. Sankaran Namboodiripad, Chairman, Sreepathy Trust
2. Sri. Jayan P, Secretary, Sreepathy Trust
3. Dr. K B M Namboodiripad, Member, Sreepathy Trust
4. Sri K B Brahmattan, Member, Sreepathy Trust
5. Sri Ajith Raja, Member, Sreepathy Trust
6. Dr. S P Subramanian, Principal, SIMAT
7. Dr. George C T, HoD, AS&H Department
8. Prof. Sushma M, HoD , ECE Department
9. Mr. Praveen Kumar, Staff ME Department
10. Mr. Sankarnarayanan K M, CE Department

