



Strategic Plan

St. JOSEPH'S COLLEGE OF ENGINEERING & TECHNOLOGY PALAI



ST. JOSEPH'S
COLLEGE OF ENGINEERING
AND TECHNOLOGY,
- PALAI -



MESSAGE FROM CHAIRMAN

SJCET is managed by the Diocesan Technical Education Trust, Palai under the Diocese of Palai. It has a team of well-experienced academicians and engineering professionals in its advisory board. It has been conferred with Minority Status since 2006. The establishment of St. Joseph's College of Engineering was the fulfillment of a long-cherished dream of providing facilities for higher education to the people of the diocese and surrounding regions. The main objective is to develop a college with a distinct identity and character, where education and training are imparted in a truly Christian environment conducive to fostering Christian values such as faith in God, love for their fellow men and devotion to the motherland. Every facility is provided in the campus to create an environment fully conducive to realizing this objective.

Discipline, hard work, positive thinking, commitment to excellence and abiding faith in the Almighty are the guiding principles that propel the college to its vision of emerging as a Centre of Excellence in technical education in the country. Value systems such as eco-friendliness, quality consciousness and work ethics are also being instilled through the special work culture and campus life existing in the college.

The college aims to provide an education that WORKS ! – an education that helps the students in ensuring a challenging and satisfying career after the course. With this in view, facilities are provided in the college for personality development, yoga and meditation training, learning skills development, employability skills development, communication skills development, expert counselling services, special tuition and coaching for weaker students and sports and games facilities. The Placement and Training cell of the college renders various services such as arranging campus recruitment, providing information on career opportunities and higher study facilities within India and abroad, training for job interviews and competitive examinations, arranging practical training for students in industries, etc.

Even from its very inception, St. Joseph's College of Engineering and Technology, Palai has established a reputation among the general public, the students and their parents and the various visiting committees as a "college with a difference". Situated in a serene and picturesque location at the foot-hills of the High Range Mountains, the campus provides an environment conducive to learning and achieving the academic and professional aspirations of the students. We aim to achieve 100% results in examinations and a challenging and rewarding career for all our students.

The management and trustees are dedicated to preserve the eco-systems and live in harmony with nature. We maintain a green and absolutely clean campus. We use only wooden furniture in the college and hostels. SJ CET follows a strategic planning approach to development insisting on Total Quality Management and continuous improvement at all levels. One can witness synergy at work in our campus. We have a team of well-qualified, dedicated and trained teachers and we follow the most innovative teaching-learning processes.

I am quite confident that, every talent and innovation is encouraged in the college in order to bring out the best in students and meet practically all the national and international benchmarks stipulated for a world class engineering institution. The management and trustees are committed to provide the best learning experience for students.

Msgr. Dr. Joseph Maleparampil
Chairman
SJ CET Palai

STRATEGIC PLANNING COMMITTEE

Sr. No.	Name	Designation
1	Principal	Chairman
2	Education Expert	Member
3	Representative from Business & Industry	Member
4	Dean Academics	Member
5	All Heads of Department	Member
6	Senior Professor (Five)	Member
7	Director IQAC	Member
8	Students/Alumni Representative	Member
9	Vice-Principal	Member Secretary

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INTRODUCTION OF INSTITUTE AND SWOC ANALYSIS

St. Joseph's College of Engineering and Technology

STRATEGIC PLANNING

Introduction

SJCET is managed by the Diocesan Technical Education Trust, Palai under the Diocese of Palai. It has a team of well-experienced academicians and engineering professionals in its advisory board. It has been conferred with Minority Status since 2006. The establishment of St. Joseph's College of Engineering was the fulfillment of a long-cherished dream of providing facilities for higher education to the people of the diocese and surrounding regions. The main objective is to develop a college with a distinct identity and character, where education and training are imparted in a truly Christian environment conducive to fostering Christian values such as faith in God, love for their fellow men and devotion to the motherland. Every facility is provided in the campus to create an environment fully conducive to realizing this objective.

Discipline, hard work, positive thinking, commitment to excellence and abiding faith in the Almighty are the guiding principles that propel the college to its vision of emerging as a Centre of Excellence in technical education in the country. Value systems such as eco-friendliness, quality consciousness and work ethics are also being instilled through the special work culture and campus life existing in the college.

The college aims to provide an education that WORKS ! – an education that helps the students in ensuring a challenging and satisfying career after the course. With this in view, facilities are provided in the college for personality development, yoga and meditation training, learning skills development, employability skills development, communication skills development, expert counselling services, special tuition and coaching for weaker students and sports and games facilities. The Placement and Training cell of the college renders various services such as arranging campus recruitment, providing information on career

opportunities and higher study facilities within India and abroad, training for job interviews and competitive examinations, arranging practical training for students in industries, etc.

Even from its very inception, St. Joseph's College of Engineering and Technology, Palai has established a reputation among the general public, the students and their parents and the various visiting committees as a "college with a difference". Situated in a serene and picturesque location at the foot-hills of the High Range Mountains, the campus provides an environment conducive to learning and achieving the academic and professional aspirations of the students. We aim to achieve 100% results in examinations and a challenging and rewarding career for all our students.

St. Joseph's College of Engineering and Technology, Palai was instituted with the objective of developing a center of professional learning with a distinct identity and character, for imparting education and training in a truly Christian environment, fostering Christian values of faith and love to God and fellowmen. The college aims to provide the kind of education that helps to achieve academic excellence and thereby ensures a challenging and satisfying career for the students on the successful completion of the programme. With this perspective, training is organized on a regular basis for the development of personality, learning and communication skills as well as employability skills. Discipline, hard work, positive thinking, commitment to excellence and abiding faith in the Almighty are the guiding principles that propel the college to its vision of emerging as a world –class institute of Engineering and Technology.

The special features that characterize the institution include professional counselling services, remedial coaching for weak students and evening coaching classes for students who have failed in university examinations. The Placement and Training Cell renders various services such as arranging campus recruitments, conducting training for competitive examinations, job interviews, providing information on career opportunities and facilities for higher studies in India and abroad. The college takes an active interest in the physical fitness of the students. All facilities are provided for improving their talents in the field of sports and games. The students have made some significant achievements in this field.

Strength, Weakness, Opportunity and Challenges (SWOC)

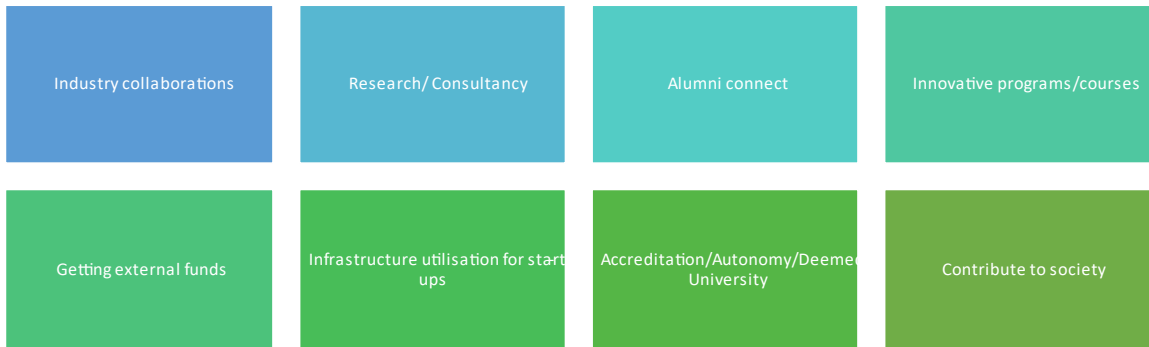
Strengths



WEAKNESSES

Remote location

Opportunities



Challenges



PERSPECTIVE PLAN AND STRATEGIES

MISSION

- To maintain a conducive infrastructure and learning environment for world class education.
- To nurture a team of dedicated, competent and research-oriented faculty.
- To develop students with moral & ethical values, for their successful career by offering variety of Programmes and services.

VISION

Developing into a world-class, pace-setting Institute of Engineering and Technology with distinct identity and character, meeting the goals and aspirations of the society.

PRIORITY AREAS: PERSPECTIVE PLAN

1. Infrastructure: E-learning; Digital environment; Guest house; international students' hostel, learning friendly class rooms, indoor stadium; self-learning library
2. Learning environment for world class education: autonomy, flexible course, collaboration learning, Strong LCMS, IoT & AI based learning; add-on and value-added course, experiential learning, counselling centre.
3. To nurture a team: HR, FDP, R&D POLICY, Welfare, industrial placement, exchange.
4. Moral & ethical values: policies, procedure, curriculum, interactive/collaborative learning, course offerings.
5. World class institute: Autonomy, university, flexibility and credit, NEP, DOUBLE DEGREE, ASSESSMENT AND EVALUATION, CURRICULUM, PEDAGOGY, foreign collaboration.
6. Pace-setting: autonomy, R&D,
7. Industry-Institute-Interaction, COLLABORATION.
8. Distinct identity and character: societal needs, industrial needs, cultural needs, Focused approach, innovations, advisory committee.
9. Meeting the goals and aspirations: employment, entrepreneurship, technology dissemination, technology training, technology services, research on local applications, continuing education, skills development, R & D, UPSC/KPSC, GRE/TOFEL, CLUBS.

SHORT TERM-MEDIUM TERM-LONG TERM GOALS

SHORT TERM GOALS

- a) Infrastructure Development
- b) Human Resource Development
- c) Development of Learning Systems
- d) Establishment of Policies and procedures
- e) Focus of Developing moral and ethics
- f) Establishment of Career and Development centre for UPSC/GRE/TOFEL

MEDIUM TERM GOALS

- a) Collaborations with national and international organizations
- b) Curriculum Enrichment
- c) R & D
- d) Innovations and Startup and Entrepreneurship Development cell
- e) Award of Autonomy to institute

LONG TERM GOALS

- a) Development of NEP-2020 Based Curriculum
- b) Reforms in Examination
- c) Foreign Collaborations
- d) Technology service for community development
- e) Award of University Status to the institute

The institutional Goals will be achieved through following PROGRAMS:

- I. Capacity Expansion
- II. Quality Improvement inclusive of R & D
- III. HR Enhancement
- IV. Linkages and Collaborations
- V. Digital Transformation

Perspective Plan and Strategies

Sr. No.	Components of Perspective Plan	Parameters of respective component
1	Infrastructure	<ul style="list-style-type: none"> — E-learning; — Digital environment; — Guest house; — international students' hostel, — learning friendly class rooms, — indoor stadium; — self-learning library
2	Learning environment for world class education	<ul style="list-style-type: none"> — Autonomy, — flexible course, — collaboration learning, — Strong LCMS, — IoT & AI based learning; — addon and value-added course, — experiential learning, — counselling centre
3	To nurture a team	<ul style="list-style-type: none"> — HR, — FDP, — R&D POLICY, — Welfare, — industrial placement, — Faculty exchange
4	Moral & ethical values	<ul style="list-style-type: none"> — Policies, — procedure, — curriculum, — interactive/collaborative learning, — course offerings.
5	World class institute	<ul style="list-style-type: none"> — Autonomy, — university, — flexibility and credit, — NEP, — DOUBLE DEGREE, — ASSESSMENT AND EVALUATION, — CURRICULUM,

		<ul style="list-style-type: none"> — 6PEDAGOGY, — F7oreign collaboration.
6	Pace-setting institute	<ul style="list-style-type: none"> — autonomy, — R&D,
7	Industry-Institute-Interaction,	<ul style="list-style-type: none"> — Industry-Institute-Interaction, — COLLABORATION
8	Distinct identity and character	<ul style="list-style-type: none"> — societal needs, — industrial needs, — cultural needs, — Focused approach, — innovations, — advisory committee
9	Meeting the goals and aspirations	<ul style="list-style-type: none"> — employment, — entrepreneurship, — technology dissemination, — technology training, — technology services, — research on local applications, — continuing education, — skills development, — R & D, — UPSC/KPSC, GRE/TOFEL, CLUBS.

Perspective Plan: Short Term-Medium Term-Long Term Goals

SHORT TERM GOALS (2022-2024)

GOAL-1: Infrastructure Development

GOAL-2: Human Resource Development

GOAL-3: Development of Learning Systems

GOAL-4: Establishment of Career and Development centre for UPSC/GRE/TOFEL

MEDIUM TERM GOALS (2024-2027)

GOAL-5: Collaborations with national and international organizations

GOAL-6: Curriculum Enrichment

GOAL-7: R & D, Innovations and Startup and Entrepreneurship Development cell

GOAL-8: Award of Autonomy to institute

LONG TERM GOALS (2027-2030)

GOAL-9: Award of University Status to the institute

In view of the perspective plan and Short-Term, Medium-Term and Long-Term Goals, the Programmes and projects are developed for 08 Years duration. The strategic plan is further developed to operate the Programmes and projects in a strategic way.

These plans are described in the subsequent pages.

THE STRATEGIC PLAN GOALS & PROJECTS

THE STRATEGIC PLAN

Goals-Strategies-Programs/ Projects

GOAL-1: Infrastructure Development	Strategies <ul style="list-style-type: none"> — E-learning; — Digital environment; — Guest house; — international students’ hostel, — learning friendly class rooms, — indoor stadium; — self-learning library
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Goal No.	Description	Strategies	Programs/Projects
I	Infrastructure Development	<ul style="list-style-type: none"> — E-learning; — Digital environment; — Guest house; — international students’ hostel, — learning friendly class rooms, — indoor stadium; — self-learning library 	<p>Project 1: Construction of guest house, international student’s hostel and indoor stadium.</p> <p>Project 2: Development of Digital platform for E-learning, self-learning and SMART class rooms.</p>

Goals-Strategies-Programs/ Projects

Goal II: Human Resources Development	Strategies <ul style="list-style-type: none"> — Training & Development inclusive of industrial placements — Research funding & R&D POLICY — Organization of FDP/workshops / seminars/conference — Deployment of HR — Welfare Schemes — Faculty exchange
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Goal No.	Description	Strategies	Programs/Projects
II	Human Resources Development	<ul style="list-style-type: none"> — Training & Development inclusive of industrial placements — Research funding & R&D POLICY — Organization of FDP/workshops/ seminars/ conference — Deployment of HR — Welfare Schemes — Faculty exchange 	<p>Project 3: Establishment of Human Resource Development Cell (for teaching & non-teaching staff)</p> <p>Project 4: Formation of Research Promotion and funding Cell/section.</p> <p>Project 5: Design of structure for Organization of workshops / seminars/conference & academic calendar</p> <p>Project 6: Development of mission-vision based HR policies and mechanism for nurturing the team spirit and deployment of HR.</p>

Goals-Strategies-Programs/ Projects

Goal III: Development of Learning Systems	Strategies <ul style="list-style-type: none"> — LCMS — Automation — Application of AI & ML — Web & Portal enhancement
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Goal No.	Description	Strategies	Programs/Projects
III	Development of Learning Systems	<ul style="list-style-type: none"> — LCMS — Automation — Learning for moral and ethics in life and career — Web & Portal enhancement 	<p>Project 7: Web-based E-Governance with embedded application for LCMS.</p> <p>Project 8: Installation of Sensor-based systems for Library (RFID) and learning infrastructure.</p> <p>Project 9: Development of Moral & Ethics for life and career.</p>

Goals-Strategies-Programs/ Projects

<p>Goal No. IV: Establishment of Career and Development centre for UPSC/GRE/TOFEL</p>	<p>Strategies</p> <p>Development in the following domains:</p> <ul style="list-style-type: none"> — Employment, — Entrepreneurship, — Technology dissemination, — Technology training, — Technology services, — Research on local applications, — Continuing education, — Skills development, — UPSC/KPSC, GRE/TOFEL, CLUBS.
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Goal No.	Description	Strategies	Programs/Projects
IV	Establishment of Technology Transfer and Career Development centre.	Development in the following domains: <ul style="list-style-type: none"> — Employment, — Entrepreneurship, — Technology dissemination, — Technology training, — Technology services, — Research on local applications, — Continuing education, — Skills development, — UPSC/KPSC, GRE/TOFEL, CLUBS. 	<p>Project 10: Establishment of Professional Development & Skills Development Centre</p> <p>Project 11: Centre of Technology promotion, development and service,</p>

Goals-Strategies-Programs/ Projects

Goal No. V: Collaborations with national and international organizations	<p>Strategies</p> <ul style="list-style-type: none"> — Mentoring — Research — Capacity Development — Student & faculty exchange
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Goal No.	Description	Strategies	Programs/Projects
V	Collaborations with national and international organizations	<ul style="list-style-type: none"> — Mentoring — Research — Sustainable Development — Student & faculty exchange 	<p>Project 12: International Mentorship Program for student/staff mentoring and Research development</p> <p>Project 13: Centre for sustainable development</p> <p>Project 14: International Relation Centre for student/staff exchange.</p>

Goals-Strategies-Programs/ Projects

Goal No. VI: Curriculum Enrichment	<p>Strategies</p> <ul style="list-style-type: none"> — Interdisciplinary programs — Multi-disciplinary programs — CBCS — ABC — Multi-entry & exit — Enhanced OBE (CDIO) — International accreditation — Liberal Education — Indian traditional knowledge & culture
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Goal No.	Description	Strategies	Programs/Projects
VI	Curriculum Enrichment	<ul style="list-style-type: none"> — Interdisciplinary programs — Multi-disciplinary programs — CBCS — ABC — Multi-entry & exit — Enhanced OBE (CDIO) — International accreditation — Liberal Education — Indian traditional knowledge & culture 	<p>Project 15: Centre for Curriculum Design, Development and Innovation</p> <p>Project 16: Quality Enhancement through Accreditation and Ranking Cell</p>

Goals-Strategies-Programs/ Projects

<p>Goal No. VII: R & D, Innovations and Startup and Entrepreneurship Development cell</p>	<p>Strategies</p> <ul style="list-style-type: none"> — Incubation Centre — Local innovation promotion centre — Startup promotion — Boot camps to promote innovations and entrepreneurship — Regional research and development scheme
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Goal No.	Description	Strategies	Programs/Projects
VII	<p>R & D, Innovations and Startup and Entrepreneurship Development cell</p>	<ul style="list-style-type: none"> — Incubation Centre — Local innovation promotion centre — Startup promotion — Boot camps to promote innovations and entrepreneurship — Regional research and development scheme 	<p>Project 17: Centre for Advance Technology Application and Research promotion for local/regional development.</p> <p>Project 18: Innovation and Incubation Centre for startup.</p>

Goals-Strategies-Programs/ Projects

Goal No. VIII: Award of Autonomy to Institute	<p>Strategies</p> <ul style="list-style-type: none"> — Accreditation and Ranking — Curriculum Innovations — Networking with stakeholders — Development of policies, procedures and processes — Faculty Development in lieu with autonomy
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Thrust Area	Description	Strategies	Programs/Projects
VIII	Award of Autonomy to institute	<ul style="list-style-type: none"> — Accreditation and Ranking — Curriculum Innovations — Networking with stakeholders — Development of policies, procedures and processes — Faculty Development in lieu with autonomy 	<p>Project 19: Formation of core committee for development of policies, procedures and processes.</p> <p>Project 20: Formation of Stakeholder’s forum for promotion of quality and innovations.</p> <p>Project 21: Faculty Development for implementation of Autonomy.</p>

Goals-Strategies-Programs/ Projects

Goal No. IX: Award of University Status to the institute	<p>Strategies</p> <ul style="list-style-type: none"> — Curriculum Development in line with NEP-2020 — Networking with stakeholders — Submitting the proposal to the state/UGC — Development of policies, procedures and processes — Formulation of Statutory bodies
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Goal No.	Description	Strategies	Programs/Projects
IX	Award of University status to the institute	<ul style="list-style-type: none"> — Curriculum Development in line with NEP-2020 — Networking with stakeholders — Submitting the proposal to the state/UGC — Development of policies, procedures and processes — Formulation of Statutory bodies 	<p>Project 22: Development of Curriculum</p> <p>Project 23: Formulation of university proposal, statutory committees, statutes, ordinances and other regulations.</p>

PROJECT OUTLINE IN LIEU OF STRATEGIC GOALS

PROJECT OUTLINES

PROJECT No. 01: Construction of guest house, international student's hostel and indoor stadium.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Making budgetary provision.	Audited reports and financial status	2100.00 Lakh for 7000 Sq. M. construction	— Management — Principal — Engineer and Contractor
2	Selection of site	Engineers, contractors and institute authorities		
3	Development of design and drawing	Architect		
4	Construction activity as per the plan	Action plan		
5	Launching for utilization	Management		

PROJECT OUTLINES

PROJECT No. 02: Development of Digital platform for E-learning, self-learning and SMART class rooms.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	System study for Digital Requirements	Digital Designer/instructional system designer	45.00 Lakh	<ul style="list-style-type: none"> — Management — Principal — Supplier — Instructional system designer/respective department
2	Defining quantity and specifications	Instructional system designers and institute authorities		
3	Tendering	Administration section/purchase section		
4	Procurement	Administration section/purchase section and supplier		
5	Installation	Supplier and institute authorities		

PROJECT OUTLINES

PROJECT No. 03: Establishment of Human Resource Development Cell (for teaching & non-teaching staff)

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of HRD cell	HR Details	25.00 Lakh	— Principal — IQAC coordinator — Dean UG — Dean PG
2	Appointment of HR/ L& D Manager	Recruitment rules		
3	Developing HR policies	Mission and vision		
4	Developing the pull of experts and Trainers	Internal HR Industry MIS Training MIS		
5	Designing training Programmes based on PADS & HEI mission/vision	HR policies PADS Strategic plan		
6	Prepare academic/annual calendar	HR Policy and priority areas		
7	Implement, Feedback and Redesign if required	HR/ L & D Manager		

PROJECT OUTLINES

PROJECT No. 04: Establishment of Research Promotion and funding Cell/section.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Identification of research domains based on the strategic plan	— Strategic plan	07.00 Lakh	— Principal — IQAC coordinator — Dean Research — Heads of Department
2	Identification of internal and external experts	— Collaborators — Research domains		
3	Formation of Research advisory team	— External Resources — MIS on research experts/organizations		
4	Evolving research policies for promotion and internal/external funding	— Strategic plan — Finance — Research schemes (internal/external)		
5	Implement the scheme	— Dean Research based on the operational manual and standard procedures.		

PROJECT OUTLINES

PROJECT No. 05: Design of structure for Organization of workshops / seminars/conference & academic calendar

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Data collection from university authorities, all deans, UGC and heads of departments about different activities	<ul style="list-style-type: none"> — Holidays — National/international events — UGC guidelines — Departmental activity plan — Input from deans 	02.00 Lakh	<ul style="list-style-type: none"> — Dean Academic — Controller of Examinations — Heads of Department — All Deans
2	Develop HEI level academic calendar	— Dean academic		
3	Develop Department/school level academic calendar	— Heads of Department		
4	Allocate the activities to departments/cell/section	— Dean Academic		
5	Implement	— Implementation manual (to be developed) for Respective department /section		

PROJECT OUTLINES

PROJECT No. 06: Development of mission-vision based HR policies and mechanism for nurturing the team spirit and deployment of HR.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Re-designing organization structure in view of strategic plan	— Strategic plan goals	03.00 Lakh	— Dean UG — Dean PG
2	Defining HR structure: job roles/competencies	— Nature and scope of the projects		
3	Develop HR Policies	— HEI policies		
4	Evaluate after five years	— PADS		
5	Redesign if required	— Dean Academics — Registrar — Experts		

PROJECT OUTLINES

PROJECT No. 07: Web-based E-Governance with embedded application for LCMS.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	System Study	— Internal/External Agency	35.00 Lakh	— Dean UG — Dean PG — Controller of Examination — Heads of Department
2	System Design	— Internal/External Agency		
3	Procurement process	— Procurement section — Finance		
4	Importing the material/data on new developed system	— Internal/External Agency		
5	Implement	— Internal/External Agency		
6	Feedback	— Internal/External Agency		
7	Redesign	— Internal/External Agency		

PROJECT OUTLINES

PROJECT No. 08: Installation of Sensor-based systems for Library (RFID) and Learning Infrastructure.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Campus infrastructure Study	<ul style="list-style-type: none"> — Campus Plan — Heads of department — Estate Manager 	25.00 Lakh	<ul style="list-style-type: none"> — Estate Manager — Project In-charge
2	System Design	<ul style="list-style-type: none"> — External/Internal agency based on the policy decision 		
3	Procurement process	<ul style="list-style-type: none"> — Procurement section — Finance department 		
4	Installation	<ul style="list-style-type: none"> — External/Internal agency based on the policy decision 		
5	Implement	<ul style="list-style-type: none"> — External/Internal agency based on the policy decision 		
6	Feedback	<ul style="list-style-type: none"> — External/Internal agency based on the policy decision 		
7	Redesign	<ul style="list-style-type: none"> — External/Internal agency based on the policy decision 		

PROJECT OUTLINES

PROJECT No. 09: Development of Moral & Ethics for life and career.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Policy document for human resource development	— IQAC — Dean Academics — Experts	15.00 Lakh	— IQAC — Head of Department
2	Curriculum Development of Module on Moral & Ethics	— Dean Academics — Experts — Curriculum Designer		
3	Instructional System Design & development	— Instructional system designer — Internal departments		
4	Implementation	— IQAC — Dean Academics — Experts — Heads of Department		
5	Operational feedback & Redesign if required	— Internal Agency/department		

PROJECT OUTLINES

PROJECT No. 10: Establishment of Professional Development & Skills Development Centre

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of cell	— Director SDC — Internal/Eternal experts	25.00 lakh	— Principal — Student's Council — Student's club/ association
2	Identification of Experts	— Internal experts — External Experts		
3	Module Design and Curriculum Design	— Experts — Curriculum Designer		
4	Preparation of Academic calendar	— Dean Academic — Head of Department/ Schools — Director SDC		
5	Program Implementation	— Director SDC — Target group — MMM Resources		
6	Feedback	— Director SDC		
7	Re-design if required	— Experts — Curriculum Designer		

PROJECT OUTLINES

PROJECT No. 11: Centre of Technology promotion, development and service.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Establishment of Centre	— Policy — MMM — Reports	25.00 Lakh	— Dean Research — Heads of Department — Community Service Cell
2	Developing organization structure, mechanism and processes	— TIFAC report — Institution authorities		
3	Identification/selection of experts and relevant organizations	— Institution authorities — Experts — Dean research		
4	Collaborations	— Institution authorities		
5	Designing Policies	— Experts		
6	Implementation through Department PG and Ph. D.	— Experts — Dean research — Heads of Departments		
7	Feedback and continuous upgradation	— Dean Research — Heads of Department		

PROJECT OUTLINES

PROJECT No. 12: International Mentorship Program for student/staff mentoring and Research development

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Designing and developing HEI profile for international competitiveness	<ul style="list-style-type: none"> — All Deans — All HODs — Accreditation documents 	25.00 Lakh	<ul style="list-style-type: none"> — Dean PG — Dean UG — Heads of Department
2	Collaborative Meetings	<ul style="list-style-type: none"> — World/international conferences — Existing in-country tie ups 		
3	Visits to international education authorities/institutes	<ul style="list-style-type: none"> — Team of experts from HEI — Finance — Branding Material 		
4	Signing MOU	<ul style="list-style-type: none"> — Draft MOU 		
5	Implementing the scheme	<ul style="list-style-type: none"> — Collaborative agencies — MOU 		
6	Feedback and mechanism	<ul style="list-style-type: none"> — Dean International Affairs 		
7	Re-designing and extension	<ul style="list-style-type: none"> — Dean Academic — Dean International Affairs — Heads of Department 		

PROJECT OUTLINES

PROJECT No. 13: Centre for Sustainable Development

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Identification of work domain with national/international organization	<ul style="list-style-type: none"> — Institutional SWOC — Policy — Mission — Vision 	10.00 Lakh	<ul style="list-style-type: none"> — Dean PG — Dean UG — Heads of Department
2	Formation of policies and mechanism to undertake sustainable development activities through training, research, collaboration, etc.	<ul style="list-style-type: none"> — Experts — Dean International affairs 		
3	Networking HEI activities in line with the identified domains	<ul style="list-style-type: none"> — Dean International Affairs — Heads of Departments — Deans 		
4	Develop plan of action for operation	<ul style="list-style-type: none"> — Dean International Affairs — Heads of Departments — Deans 		
5	Implement	<ul style="list-style-type: none"> — Dean International Affairs — Heads of Departments — Deans 		

6	Feedback	<ul style="list-style-type: none"> — Dean International Affairs — Heads of Departments — Deans 		
7	Redesign and extension	<ul style="list-style-type: none"> — Dean International Affairs — Heads of Departments — Deans 		

PROJECT OUTLINES

PROJECT No. 14: International Relation Centre for student/staff exchange.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Designing and developing HEI profile for international competitiveness	<ul style="list-style-type: none"> — All Deans — All HODs — Accreditation documents 	10.00 lakh	<ul style="list-style-type: none"> — Dean PG — Dean UG — Heads of Department
2	Collaborative Meetings	<ul style="list-style-type: none"> — Gol — World/international conferences — Existing in-country tie ups 		
3	Visits to international education authorities/institutes	<ul style="list-style-type: none"> — Team of experts from HEI — Finance — Branding Material 		
4	Signing MOU	Draft MOU		
5	Implementing the scheme	<ul style="list-style-type: none"> — Collaborative agencies — MOU 		
6	Feedback and mechanism	— Dean International Affairs		
7	Re-designing and extension	<ul style="list-style-type: none"> — Dean Academic — Dean International Affairs — Heads of Department 		

PROJECT OUTLINES

PROJECT No. 15: Centre for Curriculum Design, Development and Innovation

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Design/ Evolve Curriculum Policy	— Dean Academics — IQAC — Curriculum Innovation Cell — Heads of Department — Experts	20.00 Lakh	— Dean PG — Dean UG — IQAC coordinator — Curriculum Innovation Cell — Heads of Department
2	Design Choice based Credit System	— Curriculum Innovation Cell — Heads of Department		
3	Curriculum Design with flexibility	— Curriculum Innovation Cell — Heads of Department		
4	Designing Multi-entry and exit learning path	— Curriculum Innovation Cell — Heads of Department — Experts		
5	Development of Assessment, Evaluation and Certification system & mechanism	— Curriculum Innovation Cell		

6	Operational Manual with policies under the scope of the curriculum innovation	— Heads of Department		
7	Implement	— Head of Department and Faculties		
8	Feedback	— Curriculum Innovation Cell — Heads of Department — Experts		
9	Re-design if required	— Curriculum Innovation Cell — Heads of Department — Experts		

PROJECT OUTLINES

PROJECT No. 16: Quality Enhancement through Accreditation and Ranking Cell

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of team of experts to set the mile stones and benchmarks to align with national and international accreditation and ranking requirements	MIS of experts (internal/ external)	40.00 Lakh	— Principal — IQAC coordinator — Dean U G — Dean P G
2	Developing action plan for obtaining the accreditation and ranking	Accreditation/Ranking manuals Institute evaluation Report		
3	Capacity development program through Training and infrastructure/facilities development	Accreditation/Ranking manuals Institute evaluation Report		
4	Monitoring the plan	Accreditation/Ranking manuals Institute evaluation Report		
5	Assessment and feedback	Internal/external assessment and evaluation report		

6	Application for accreditation/ Ranking	Agency portal Documentary requirements Data, information and evidences		
7	Compliance to accreditation/ranking requirements	Accreditation/Ranking Reports		

PROJECT OUTLINES

PROJECT No. 17: Centre for Advance Technology Application and Research promotion for local/regional development.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of policy as part of research policy and needs for regional development	— Research Policy (existing) — Dean Research — Experts — Heads of Department	35.00 lakh	— IQAC coordinator — Dean Research — Heads of Departments
2	Formation of team of experts to identify and implement technology domains.	— Dean Research		
3	Developing the guidelines in line with AICTE/UGC requirements	— Dean Research — Experts		
4	Mobilize the resources by identifying the area of technology application and research	— Dean Academics — Heads of Department		
5	Implement the project in collaboration and as per the policy.	— Heads of Department		
6	Feedback	— Heads of Department		
7	Re-design policy/framework if required	— Dean Academics — Experts — Heads of Department		

PROJECT OUTLINES

PROJECT No. 18: Innovation and Incubation Centre for startup.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Re-structuring existing incubation as per the schemes and policies at national/international level	— Scheme documents — Research Policy	25.00 Lakh	— Dean Research — In charge, startup & bootcamp — Heads of Departments
2	Creating the pull of experts as guides and mentors	— Industry — Research organization — HEI		
3	Development of library	— Schemes — Departments		
4	Development of networking with internal and external departments/organizations	— Dean Research — Dean Academics — Experts — List of research organization/industries		
5	Conduct of Training and development	— Director Incubation — GoI Ministry		
6	Implement the scheme through Government/NGO /industry	— Director Incubation — GoI Ministry — MIS		
7	Feedback and upgrade	— Director Incubation		

PROJECT OUTLINES

PROJECT No. 19: Formation of core committee for development of policies, procedures and processes and undertaking further development of Autonomy.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of committee	— IQAC — Registrar — Committee members	05.00 Lakh	— IQAC coordinator — Committee members — Management
2	Identification of Experts	— Internal experts — External Experts		
3	Design of model polices, procedures and processes	— Experts — Curriculum Designer		
4	Preparation Operational manual to ensure the implementation.	— Dean Academic — Head of Department / Schools		
5	Program Implementation	— Experts — Target group — MMM Resources		
6	Feedback	— Experts		
7	Re-design if required	— Experts — Curriculum Designer		

PROJECT OUTLINES

PROJECT No. 20: Formation of Stakeholder’s forum for promotion of quality and innovations.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formulation of policy, procedure and processes	— IQAC coordinator — Registrar — Forum leader	5.00 Lakh	— Dean U G — Dean P G — Head of Departments
2	Identification of stakeholders (internal & external)	— Management — Institute administration — Internal experts — External Experts		
3	Formation of Stakeholder’s forum	— Experts — Forum leader		
4	Design and development of domain specific components as per policies to support and enhance institutional performance	— IQAC coordinator — Experts — Target group — Forum leader & members		
5	Program Implementation	— Experts — Target group — Forum leader & members		
6	Feedback	— Experts		
7	Re-design if required	— Forum		

PROJECT OUTLINE

PROJECT No. 21: Faculty Development for implementation of Autonomy.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Identification of training needs	HR Details	25.00 Lakh	<ul style="list-style-type: none"> — Principal — IQAC coordinator — Dean U G — Dean P G — Registrar
2	Preparation of training calendar in project-base mode.	TNA		
3	Developing HR manual	Based on Autonomy policies and requirements		
4	Developing the pull of experts and Trainers	Internal HR Industry MIS Training MIS		
5	Designing training Programmes based components of autonomy	HR policies PADS Strategic plan		
6	Implement, Feedback and Redesign if required	HR/ L & D Manager		

PROJECT OUTLINES

PROJECT No. 22: Development of Curriculum.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of Curriculum development cell	— Dean — Academic Registrar — Policy	25.00 Lakh	— Management — Principal — IQAC — University steering committee — Dean U G — Dean P G — Head of Departments
2	Development of curriculum policy aligning to NEP-2020	— IQAC — Principal — University steering committee		
3	Dentification of Experts	— Internal experts — External Experts		
4	Structure design	— Experts — Curriculum Designer		
5	Stakeholders' participation in development of scientific and systematic curriculum	— Stakeholders — Dean Academic — Head of Department / Schools		
6	Content development	— Experts — Target group — Resources		
7	Feedback	— Experts		
8	Re-design if required	— Experts — Curriculum Designer		

PROJECT OUTLINES

PROJECT No. 23: Formulation of university proposal, statutory committees, statutes, ordinances and other regulations.

Activity No.	Description of Activity	Major Resources	Approximate Cost of the Project (Rs. In Lakh)	Responsibility Department
1	Formation of university steering committee	— Management — Principal — IQAC	150.00 Lakh	— Management — Principal — IQAC
2	Developing mechanism, process and procedures for education design and institute design for the proposed university	— University steering committee — Experts — Principal — IQAC		— University steering committee — Experts
3	Development of proposal in line with the requirements of the authorities	— University steering committee — Experts — Principal — IQAC		
4	Organizing/conducting activities in stages as per the procedures for approval	— University steering committee — Experts — Principal — IQAC		
5	Compliance to the authority if any	— University steering committee — Experts — Principal — IQAC		

6	Obtaining approvals at different stages	<ul style="list-style-type: none"> — University steering committee — Experts — Principal — IQAC 		
7	Development of university ecosystem/framework as per the approval.	<ul style="list-style-type: none"> — University steering committee — Experts — Principal — IQAC 		

STRATEGIC PLAN- OPERATIONAL PLAN

STRATEGIC PLAN: OPERATIONAL/OPERATIONAL PLAN

Project No.	Project Title	Start Month / Year	End Month / Year	Project Cost Rs. In Lakh	Responsibility
Short-Term Goals (2022-2024)					
1	Construction of guest house, international student's hostel and indoor stadium.	07/23	11/24	2100.00	<ul style="list-style-type: none"> — Management — Principal — Engineer and Contractor
2	Development of Digital platform for E-learning, self-learning and SMART class rooms.	04/22	9/24	45.00	<ul style="list-style-type: none"> — Management — Principal — Supplier — Instructional system designer/respective department
3	Establishment of Human Resource Development Cell (for teaching & non-teaching staff)	04/22	07/22	25.00	<ul style="list-style-type: none"> — Principal — IQAC coordinator — Dean U G — Dean P G — Registrar
4	Establishment of Research Promotion and funding Cell/section.	05/22	12/22	7.00	<ul style="list-style-type: none"> — Principal — IQAC coordinator — Dean Research — Heads of Department
5	Design of structure for Organization of workshops / seminars/conference & academic calendar	05/22	12/22	2.00	<ul style="list-style-type: none"> — Dean U G — Dean P G

					<ul style="list-style-type: none"> — Controller of Examinations — Heads of Department
6	Development of mission-vision based HR policies and mechanism for nurturing the team spirit and deployment of HR.	07/22	1/23	3.00	<ul style="list-style-type: none"> — Dean U G — Dean P G — IQAC
7	Web-based (& Cloud-based) E-Governance with embedded application for LCMS.	07/22	9/22	35.00	<ul style="list-style-type: none"> — Dean U G — Dean P G — Controller of Examination — Heads of Department Computer Science & Engineering
8	Installation of Sensor-based systems for Library (RFID) and Learning infrastructure	07/23	9/24	25.00	<ul style="list-style-type: none"> — Librarian — Head of Department Computer Science & Engineering — Project In-charge
9	Development of Moral and Ethics for Career & Development	07/23	04/24	15.00	<ul style="list-style-type: none"> — Estate Manager — Purchase Identified project director
10	Establishment of Professional Development & Skills Development Centre	05/22	12/22	25.00	<ul style="list-style-type: none"> — Student Development Cell — Student's Council Student's club/ association

11	Centre of Technology promotion, development and service.	06/22	12/23	25.00	— Dean Research — Heads of Department Community Service Cell (NSS)
Medium-Term Goals (2024-2027)					
12	International Mentorship Program for student/staff mentoring and Research development	4/25	7/24	25.00	— Dean U G — Dean P G — Heads of Department
13	Centre for Sustainability Development	4/24	12/24	10.00	— Dean U G — Dean P G — Heads of Department
14	International Relation Centre for student/staff exchange.	4/24	1/25	10.00	— Dean U G — Dean P G — Heads of Department
15	Centre for Curriculum Design, Development and Innovation	4/24	10/24	20.00	— Dean Academics — IQAC coordinator — Curriculum Innovation Cell — Heads of Department
16	Quality Enhancement through Accreditation and Ranking Cell	9/24	4/25	40.00	— Principal — IQAC coordinator — Dean Academics — Registrar
17	Centre for Advance Technology Application and Research promotion for local/regional development.	4/24	7/25	35.00	— IQAC coordinator — Dean Research — Heads of Departments
18	Innovation and Incubation Centre for startup.	4/24	3/25	25.00	— Dean Research — In Charge, startup& Bootcamp

						— Heads of Departments
19	Formation of core committee for development of policies, procedures and processes and undertaking further development.	4/24	10/24	5.00		— IQAC Director — Committee members — Management
20	Formation of Stakeholder's forum for promotion of quality and innovations.	7/24	1/25	5.00		— Principal — Head of Departments
21	Faculty Development for implementation of Autonomy.	1/26	1/27	25.00		— Principal — IQAC coordinator — Dean Academics — Registrar
Long-Term Goals (2027-2030)						
22	Development of Curriculum.	4/2027	4/2028	25.00		— Management — Principal — IQAC — University steering committee — Head of Departments
23	Formulation of university proposal, statutory committees, statutes, ordinances and other regulations.	4/2027	9/2029	150.00		— Management — Principal — IQAC — University steering committee — Experts
Total Cost of the Project				2682.00		
				Lakh		

Summary

St. Joseph's College of Engineering and Technology, Palai was instituted with the objective of developing a center of professional learning with a distinct identity and character, for imparting education and training in a truly Christian environment, fostering Christian values of faith and love to God and fellowmen. The college aims to provide the kind of education that helps to achieve academic excellence and thereby ensures a challenging and satisfying career for the students on the successful completion of the programme. With this perspective, training is organized on a regular basis for the development of personality, learning and communication skills as well as employability skills. Discipline, hard work, positive thinking, commitment to excellence and abiding faith in the Almighty are the guiding principles that propel the college to its vision of emerging as a world –class institute of Engineering and Technology.

The special features that characterize the institution include professional counselling services, remedial coaching for weak students and evening coaching classes for students who have failed in university examinations. The Placement and Training Cell renders various services such as arranging campus recruitments, conducting training for competitive examinations, job interviews, providing information on career opportunities and facilities for higher studies in India and abroad. The college takes an active interest in the physical fitness of the students. All facilities are provided for improving their talents in the field of sports and games. The students have made some significant achievements in this field.

The SPG have reviewed different national/international documents in preparing the strategic plan including the TIFAC report on “Futuristic Technology-2035” and National Education Policy-2020.

In view of this, the strategic planning group (SPG) was formed and round of discussions were held with different stakeholders (internal and external). The management of the SJCET took decision to develop the Strategic Plan to lay down the path for the vision of the institute.

MISSION

- To maintain a conducive infrastructure and learning environment for world class education.
- To nurture a team of dedicated, competent and research-oriented faculty.
- To develop students with moral & ethical values, for their successful career by offering variety of Programmes and services.

VISION

Developing into a world-class, pace-setting Institute of Engineering and Technology with distinct identity and character, meeting the goals and aspirations of the society.

The SPG organized series of meetings and conducted SWOC analysis. The following are the list of priority/thrust areas identified for the future development of SJCET.

PRIORITY AREAS: PERSPECTIVE PLAN

1. Infrastructure: E-learning; Digital environment; Guest house; international students' hostel, learning friendly class rooms, indoor stadium; self-learning library
2. Learning environment for world class education: autonomy, flexible course, collaboration learning, Strong LCMS, IoT & AI based learning; add-on and value-added course, experiential learning, counselling centre.
3. To nurture a team: HR, FDP, R&D POLICY, Welfare, industrial placement, exchange.
4. Moral & ethical values: policies, procedure, curriculum, interactive/collaborative learning, course offerings.
5. World class institute: Autonomy, university, flexibility and credit, NEP, DOUBLE DEGREE, ASSESSMENT AND EVALUATION, CURRICULUM, PEDAGOGY, foreign collaboration.
6. Pace-setting: autonomy, R&D,
7. Industry-Institute-Interaction, COLLABORATION.
8. Distinct identity and character: societal needs, industrial needs, cultural needs, Focused approach, innovations, advisory committee.
9. Meeting the goals and aspirations: employment, entrepreneurship, technology dissemination, technology training, technology services, research on local applications, continuing education, skills development, R & D, UPSC/KPSC, GRE/TOFEL, CLUBS.

The priorities have been classified and categorized in the form of short term, medium term and long-term goals.

SHORT TERM-MEDIUM TERM-LONG TERM GOALS

SHORT TERM GOALS

- a) Infrastructure Development
- b) Human Resource Development
- c) Development of Learning Systems
- d) Establishment of Policies and procedures
- e) Focus of Developing moral and ethics
- f) Establishment of Career and Development centre for UPSC/GRE/TOFEL

MEDIUM TERM GOALS

- a) Collaborations with national and international organizations
- b) Curriculum Enrichment
- c) R & D
- d) Innovations and Startup and Entrepreneurship Development cell
- e) Award of Autonomy to institute

LONG TERM GOALS

- a) Development of NEP-2020 Based Curriculum
- b) Reforms in Examination
- c) Foreign Collaborations
- f) Technology service for community development
- g) Award of University Status to the institute

The institutional Goals will be achieved through following PROGRAMS:

- I. Capacity Expansion
- II. Quality Improvement inclusive of R & D
- III. HR Enhancement

IV. Linkages and Collaborations

V. Digital Transformation

The strategies are designed and 23 projects are identified to reach the vision of SJCET by 2030. The nature and scope of the project requires significant change in the organization structure, policies and mechanism. The management of SJCET have agreed for transforming the organization structure in line with Strategic Plan and sanctioned the budget of Rs. 2682.00 Lac to undertake the transformation. The budget will be reviewed periodically and additional provisions shall be done as and when essential. However, the mobilization of resources and enhancing the utilization of the existing resources shall be one of the major strategies while implementing the Strategic plan. Hence the SPG have been entrusted the task to utilize different government/non-government schemes and policies to implement the plan and attain the national purpose and institute vision.

The mechanism shall be developed to implement the strategic plan by developing the mechanism, procedures and budgetary provisions in institutional development plan budget and annual budget. There shall be project monitoring committee to track/monitor the progress of the strategic plan.



ST. JOSEPH'S
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