



JSSATE
BENGALURU

STRATEGIC PLAN



JSS Mahavidyapeetha

JSS Academy of Technical Education

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Our Founder



The Jagadguru Veerasimhaasana Peetha was established in the 11th Century A.D. at Suttur by Adi Jagadguru Sri Shivarathreeshwara Shivayogi Mahaswamiji. Suttur is a village in Nanjangud taluk, Mysore District in Karnataka. It is about 28 km from Mysore city, in the south east direction.

When the 23rd Pontiff Jagadguru Dr. Sri Shivaratri Rajendra Mahaswamiji came to Mysore in 1926 to pursue higher education, he observed that many rural students needed food and shelter. He gave them shelter at his own place and this marked the beginning of offering education to poor students. In 1942, a hostel was established and offered free food and hostel facilities for poor rural students. This marked Sree Math's first step in the field of development of the society.

Observing the difficulty, the rural students were facing for getting education, the 23rd Pontiff Jagadguru Dr. Sri Shivarathri Rajendra Mahaswamiji thought of starting educational institutions in rural areas. In order to make this possible, he started Jagadguru Sri Shivarathreeshwara Mahavidyapeetha (JSS MVP) in 1954. With the untiring efforts of His Holiness, the Vidyapeetha has witnessed enormous growth in the field of education.

JSS Mahavidyapeetha which took its first step in the field of education with the starting of a high school has now forayed into Crèches, Primary schools, High schools, Pre-university and Degree Colleges, Law, Engineering, Medicine, Dental Sciences and Pharmacy and has thus provided all classes of the society easy access to educational opportunities. Now, the JSS University, Mysuru (Deemed to be University) has been started and Medical, Dental and Pharmacy Colleges at Mysore and Ooty are brought under its control since 2008.

Acknowledgements

We place on record our deep appreciations and thanks to the Management, Governing Council members, Alumni, Parents, HODs, Faculty, Staff and Students for their valuable inputs and active participation towards formulating the “Strategic Development Plan, 2021-26”.

Principal



Preface

An Engineering institution like any other organisation requires high level goals with long range planning and strategies to accomplish the Vision and Mission, which it dreams of strategic planning is a continuous process with a specific focus on accomplishing short-, mid- and long-term goals in this highly competitive world. Strategic Plan analyses current environment, expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives.

The first part of Strategic Plan addresses vision, mission and working on bringing out a good quality policy along with core values. These are achieved through many deliberations with all the stake holders (Management, Deans, HODs, faculty, staff, industry people, students and parents). Scientific scanning of internal and external environment is done through SWOC analysis. After scanning the environment, institutional goals were set up and strategies to achieve them are arrived at for the institution.

Based on Institutional Vision & Mission, the goals are drawn by holding brainstorming sessions with Deans, HODs and Professors. Institutional strategic goals and strategies are formed with the action plans. The process of implementation is worked out and circulated to all the departments. Financial constraints and fund availability are considered to be the important parameters of Strategic Plan. Internal revenue generation has been given due importance. Strategic Plan evaluation and committees to monitor the effectiveness have been clearly spelt out. The final outcomes are discussed and approved by the Governing Council of the Institute.

Profile of JSS Academy of Technical Education, Bengaluru

JSS Academy of Technical Education, Bengaluru (JSSATE-B) was established in the year 1997 under the umbrella of JSS Mahavidyapeetha, Mysuru. JSSATE-B is the result of the vision of our president, His Holiness Jagadguru Sri Shivarathri Deshikendra Mahaswamiji, to establish a world class Institution for providing Technical Education. The Institute was started with four programs with a total intake of 240. The Campus is located in a sprawling 21 acres land, surrounded by lush green plantation on the South-Western edge of Bengaluru city.

JSSATE-B has an excellent infrastructure with the state-of-the art equipment & machinery as laboratory facilities, spacious classrooms and laboratories. The Institute has good computing facility with more than 850 computers on LAN and with WI-FI internet facility.

JSSATE-B is affiliated to Visvesvaraya Technological University (VTU), Belagavi. The Institute has seven Under Graduate and three Post-Graduate programs. At present, the Institute has UG intake of 900, PG intake of 24 and MBA with intake of 60 students. The Institute has more than 180 faculty supported by 155 non-teaching staff. The total student strength is more than 3000.

All the Departments (Engineering) have been recognized as research centres by VTU, Belagavi. More than 80 candidates have registered for Ph.D. and M.Sc. (Engg) by research programs. The number of faculty members with doctoral degrees is 54.

The Institute was re-accredited by NBA for five UG programs viz., Electronics & Communication Engineering, Computer Science & Engineering, Information Science & Engineering, Civil Engineering and Mechanical Engineering from 2020 to 2023. The validity of the program Electronics & Instrumentation Engineering is till June 2021.

There is an increasing discussion about what model should be developed and adopted in the next few years for Engineering Education. Engineering Education requires a transformation to meet the needs of employers and the professional communities because of the rapid development of “Technology”. There is a need for socially responsible multidisciplinary innovations. The institute looking forward to work seriously on both the curriculum and teaching strategies required in engineering education.

"Radical transformation will require radical actions".

It is necessary to transform the present higher education system into an open system applying the principles of diversification and flexibility to the changing economic conditions. Simultaneously, accessibility to education should be increased. This means making structural changes in higher education institutions for creating new types of schools to provide various levels and forms of higher education. Emphasis for stronger research and consultancy works are very essential for imparting quality engineering education to the present day more enterprising young learners.

Environmental Analysis:

i. Internal Environment:

a. Infrastructural facilities:

1. Total campus area	:	21.17 acres
2. Total built-up area	:	45, 839 Sq. Mt.
Academic Block – A (CSE, ISE, ME, IEM)	:	15,600 Sq. Mt
Academic Block - B (ECE, EIE & MBA)	:	8,085 Sq. Mt.
Academic Block - C (Civil Engg)	:	3,880 Sq. Mt
Workshop	:	433 Sq. Mt.
AJDTTC Building (STEP, AJDTTC, EV Centre)	:	1,960 Sq. Mt.
3. No. of classrooms	:	52
4. No. of Tutorial rooms	:	05
5. No. of Laboratories	:	48
6. No. of Workshop	:	01
7. No. of Seminar Halls	:	04
8. No. of Drawing Halls	:	01
9. Boys Hostel with capacity (8890 Sq. Mt.)	:	425
10. Girls Hostel with capacity (6531 Sq. Mt)	:	320

b. Resources:

1. Library and information center with more than 43000 number of volumes with 14000 plus number of titles.
2. Subscription to various e-journals in different Engineering & Management disciplines (VTU Consortium Member).
3. Placement and training center red with Research, Innovation and Entrepreneurship
4. Hostel facilities for boys and girls
5. Transport facility for student and staff
6. Sports facility, play ground and Gym.

c. Faculty:

1. No. of Professors	:	18
2. No. of Associate Professors	:	29
3. No. of Assistant professors	:	127
4. No. of Faculty with PhD	:	54
5. No. of Non-teaching staff members	:	157

d. Culture:

The institution is under the umbrella of JSS Mahavidyapeetha, which is built on the strong foundation of ethics, values and integrity blended with advanced technologies in teaching-learning process. The Institute has highest discipline with “NO RAGGING” and has a student friendly environment.

e. Systems:

The Institute has strong Governing Council headed by His Holiness and eminent personalities in the society in the areas of academics and industries. The Director, Technical Education Division, JSSMVP, guide and support all the activities of the Institute, which in-turn are implemented by The Principal with the strong support of the faculty and supporting staff.

f. Partnerships with industry / corporate sector:

Sl. No.	Department	MOU / Collaboration / Partnership with
1	Industrial Engineering and Management	Indian Institute of Industrial Engineering, Mumbai
		Indian Institute of Materials Management, Bengaluru
		Quality circle forum of India, Bengaluru
2	Civil Engineering	Indian Concrete Institute – Students’ Chapter, Chennai
		Association of Consulting Civil Engineers, Bengaluru
3	Electronics & Communication Engg	M/s. Digital Shark Technologies Pvt. Ltd., Bengaluru
		IEEE, Bengaluru chapter
		M/s. Kannada Technologies, Mangalore
4	Computer Science & Engineering	M/s. Tata Consultancy Services, Bengaluru
		M/s. Amphisoft Technologies Pvt. Ltd., Bengaluru
5	Information Science & Engineering	M/s. Vagi Systems, Bengaluru
		M/s. Zysk Technologies, Bengaluru
6	Mechanical Engineering	M/s. Fluid Power Society of India, Bengaluru
		M/s. Expert hub, Chennai
		M/s. Apex AutoLtd., Kolar
		M/s. Ace Micromatic, Bengaluru
		M/s. Aeroatrix, Bengaluru
7	Electronics & Instrumentation Engineering	M/s. Li2 Innovations Pvt. Ltd., Bengaluru
		M/s. ITIE Knowledge Solutions, Bengaluru

ii. External Environment:

a. Market demand for the courses:

The engineering courses have a constant and increasing demand in the market; however, the demand for the specific courses varies depending on the social trend. At JSSATEB, five programs have a fairly good demand and two programs, namely, IEM and E&IE have about 70-80% demand. Also, 5% of Super Numeracy Quota (SNQ) seats for economically weaker section students are being filled up on priority.

b. Competitors:

As of now, autonomous institutions, Private and Deemed universities are major competitors. Also, foreign universities with high possibility of entering Indian education system in the near future.

c. Social trends:

Though, there exist a demand for engineering courses, people opt for autonomous Institutions and private universities because of the academic flexibility in the development of courses in tune with the demand by the industry and corporate sector.

d. Technology:

The Institute is planning to implement the Information and Communication Technology (ICT) tools to strengthen the teaching learning process and to demonstrate the latest technology among the students. his will help in monitoring the academic discipline.

e. Regulatory environment:

The Institute has to comply with the regulations of VTU, AICTE and DTE, Govt. of Karnataka. It is a private unaided Institution and work in the framework of JSS Mahavidyapeetha rules.

Economic cycles of the college in one year

JSSATEB is an engineering and management institute under private unaided category. The revenue generation is through the fee received from the students. Tuition fee is normally fixed by the Government of Karnataka (GoK). Students are being admitted through UG & PG CET - GoK, COMED-K and Management quota. The ratio is 45%, 30% and 25% respectively for UG seats. The institute is fulfilling the requirements of the university to which it is affiliated and AICTE New Delhi for its approval, infrastructure facilities and other norms. Financially, it is self-sufficient and supporting the developmental activities of the institute.

Tools for comparison analysis

SWOC ANALYSIS

a. STRENGTHS:

- Strong support from management to take the institution to higher levels of quality education JSS has a strong brand name in the society.
- Campus has a natural beauty with nearly 70% of open space, and has a peaceful Environment.
- Adequate infrastructure viz. classrooms, laboratories, library and adequate Internet facility.
- Faculty – Student ratio is about 1:17 and is as per AICTE norms.
- Qualified and experienced faculty members.
- Out of 174 teaching faculty members, 54 faculty members are Ph.D. degree holders and majority of the remaining faculty are pursuing their Ph.D. programs.
- High retention rate of employees.
- All the Engineering Departments and MBA Department have been recognized as Research Centre by VTU, Belagavi.
- Strong willingness and commitment of the faculty members to take new challenges and assignments.
- Strong support to faculty members for enhancing their knowledge through FDPs, Conferences, Seminars, Workshops, etc. About 4% of the budget is reserved for this purpose.

b. WEAKNESSES:

- Average intake quality of students.
- Nearly 30- 40% of the students are not eligible for placements for specific companies.
- Average industry-institute interaction.
- Average alumni network.
- Lack of consultancy and funded research projects.
- Average supporting services such as bank, canteen, etc.

c. OPPORTUNITIES:

- Located in Silicon Valley of India namely Bengaluru city and hence the institution has the greatest geographic advantage.
- Bengaluru is the hub of numerous software, manufacturing and service industries and hence great opportunity for Industry-Institute Interaction.
- Networking with premier institutes and Industry for advanced, applied research & academic progression.
- Scope for educational collaboration with International Universities.
- Scope for attracting students from all over the country and abroad.
- Institutional policies to support R & D and consultancy activities.
- Alumni networking for academic and placement activities.
- Scope to enhance publicity and reach public through media.

d. CHALLENGES:

- Stiff competition from private universities and autonomous institutions with their flexible intake and teaching- learning process.
- Entry of foreign universities in Indian Education system.
- Quality of students admitted because of the increasing number of institutions.
- Commitment and loyalty to the profession among faculty members.
- Limited employment opportunities in core sectors for Mechanical, Civil, IEM, ECE and EIE graduates.

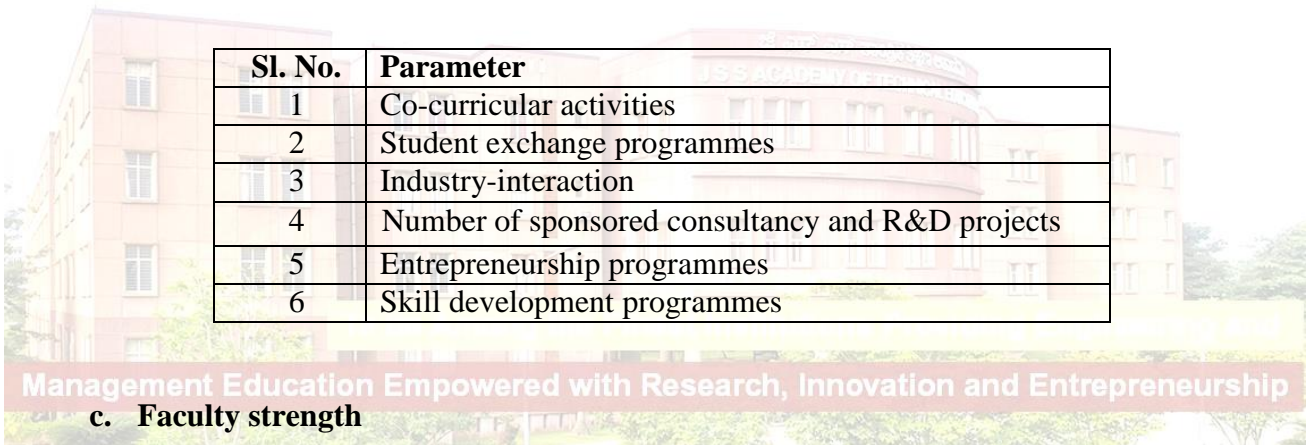
Benchmarking

The following dimensions are being considered for benchmarking JSSATEB with other institutes:

a. Infrastructure:

Sl. No	Parameter
1	Physical Infrastructure
2	Laboratories
3	Knowledge of faculty and students (publications, patents, books, video lectures, course materials, grants, awards, ranks, etc.)
4	Residential facility for students and faculty
5	Sports facility
6	Industry sponsored laboratories

b. Personality Development and Industry exposure:



Sl. No.	Parameter
1	Co-curricular activities
2	Student exchange programmes
3	Industry-interaction
4	Number of sponsored consultancy and R&D projects
5	Entrepreneurship programmes
6	Skill development programmes

c. Faculty strength

Sl. No.	Parameter
1	Student faculty ratio
2	Quality of permanent faculty
3	Low attrition rate of faculty
4	Number of patents held by faculty
5	Faculty exchange programmes
6	Research and consulting opportunities for faculty
7	Publications of research papers and books by faculty
8	Post-Graduation and Ph.D. programmes
9	Monetary Reward for the achievers from faculty

d. Student Selection process:

Sl. No.	Parameter
1	Type of entrance examination
2	Ratio of Number of applications and No. of students selected
3	Fee structure
4	Age / Establishment of institute

e. Placement:

Sl. No.	Parameter
1	Percentage placed
2	Number of recruiters coming to campus
3	Salary offered in campus placements

Stake Holders' Expectations

a. Management

- Global Brand
- Sustainability
- Good governance
- Autonomous / University status
- Social responsibility

b. Leadership Team

- JSSATEB ranking within top 100 in the country
- Competent Faculty
- Internal revenue growth for sustainability
- Industry oriented / continuing education programmes
- Benchmarking through Accreditation of programs and institution (NBA & NAAC)
- Creation of Centres of excellence

c. Faculty & Staff *Empowered with Research, Innovation and Entrepreneurship*

- Good academic & working ambience
- Career growth, Research facilities & incentives
- Academic independence with accountability
- Transparency and uniform procedures

d. Students

- Good academic & research ambience
- Support for co-curricular & extracurricular activities
- State of the art infrastructure
- Experiential learning & Opportunity for talent exposure
- Best-in-class learning at affordable cost
- Quality Placements, career guidance and entrepreneurial opportunities

e. Parents

- Branding
- Quality teaching- learning
- Disciplined students
- Good results and placements

f. Industry

- Industry ready professionals with proper / positive attitude
- Strong fundamentals
- Strong Industry-Institution interaction
- Collaborative research, consultancy
- Brand and accreditations of the institute

g. Society & Others

- Graduates with Moral, Ethical and Responsible Citizenship
- Social service activities by the institution
- Skill development for needy candidates
- Resource centre for other institutions
- Consultancy and Continuing Education Programs

Gap Analysis

After the analysis of environmental factors and the stake holders' expectations, the following gaps have been identified:

1. Infrastructure facilities such as seminar halls, industry sponsored laboratories and amenities such as bank, canteen, post office, stationery shop, etc.
2. Centralized database system of students is to be setup.
3. Measures to improve the Intake quality of students.
4. Number of eligible students for placements is to be increased.
5. Industry-institute interaction to be strengthened (numbers and activities)
6. Alumni network is to be strengthened.
7. Consultancy and funded projects to be increased.
8. Collaboration with other, especially foreign, universities and hence no schemes such as students and faculty exchange programmes to be contemplated.
9. Faculty performance in respect of 'number of books published' and 'patents applied for' is to be enhanced.
10. Measures to increase the number of recruiters for campus recruitment drives.

STRATEGIC PLAN

Vision: To build our Institution to be amongst the world's finest Institutions in Engineering Education and Research

Mission:

- To provide our students an outstanding and innovative engineering education, research and personality development
- To provide educational services blended with research and consultancy in engineering and management fields.

Quality Policy:

- Achieve Excellence in Technical Education, Research & Development through an Outcome Based Education.
- Focus on Continuous Improvement and Innovation by benchmarking against the Global Best Practices.

Values:

- Being guided by Spiritual and Religious leaders of the society, JSSATEB strives to sustain its strong foundation of ethics, values and integrity which is accomplished through good engineering education, providing leadership skills and inculcate zeal for achieving excellence.
- We, at JSSATEB, value excellence, innovation, diversity, respect for others, integrity, trust and being trustworthy.

The Leadership Team of JSSATEB, after brainstorming the vision, mission, quality policy, core values, environmental factors and SWOC analysis, has arrived to establish the high-level goals (HLG) which are also called Institution Strategic Goals (ISG).

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1. Good Governance
 2. Autonomous Status
 3. Leadership Development
 4. Financial Management
 5. Physical infrastructure
 6. Teaching – Learning infrastructure
 7. Library & information centre
 8. Attraction, Development, Retention
 9. Teaching, Learning and Evaluation
 10. Industry- Institute relationships
 11. Quality assurance systems
 12. Research, Development & Innovation
 13. Entrepreneurship
 14. Placement, Internships & Career
 15. Extra-curricular and co-curricular activities
 16. Alumni engagement and interaction
 17. Community Service and Extension Activities
 18. Global Initiatives

1. Good Governance

Governing Council	<ul style="list-style-type: none"> • Merit based appointment of GC members • Guiding and approving policy matters • Evaluation of institution's performance and benchmarking
Vision, Mission and Institution Goals	<ul style="list-style-type: none"> • Vision, Mission development and their articulation • Setting short term and long-term goals • Institutional Strategic development plan • Institutional strategic goals setting
Transparency & Leadership	<ul style="list-style-type: none"> • Transparency in Leadership & appointment of Key positions • Service conduct rules and polices formulation, approval & implementation • Grievance Redressal mechanism • Leadership Development through decentralization • Establishing E-Governance-MIS-Data analysis
Internal Quality Assurance Cell & Accreditation	<ul style="list-style-type: none"> • Setting up of IQAC with internal & external members to audit processes • Establishing internal audit committee for regulatory compliance • Systems, checks and balances-Remedial measures
Students Participation	<ul style="list-style-type: none"> • Students' nomination to Governing Council & their suggestions in various academic and student affairs

Management Education Empowered with Research, Innovation and Entrepreneurship

2. Autonomous Status

Vision & Budget allocation	<ul style="list-style-type: none"> • Discussion in Governing Council and obtaining approval for autonomous status • Resource planning & budget approval
Approval, Affiliation, Accreditation & Certifications	<ul style="list-style-type: none"> • Preparation for accreditations (NBA & NAAC) • Inspections & approvals
Preparation of ADP & Pre-assessment	<ul style="list-style-type: none"> • Constitution and appointment of committee to prepare Autonomous Development Plan (ADP) • Formation of Academic Council, BoS, CoE, BoE, etc.) • Preparation for pre-assessment & assessment
Statutory Inspections	<ul style="list-style-type: none"> • Statutory inspections planning and preparation • Inspections facilitation & remedial measures • Provisional autonomous approval status

3. Leadership Development

Assessment & Identification	<ul style="list-style-type: none"> • Expert committee from management to assess all existing senior faculty potential • Find gaps and structure changing • Identify positions and define the roles & responsibilities.
Decentralization	<ul style="list-style-type: none"> • Decentralize the academic, administration and student related activities • Prescribe duties, responsibilities and accountability • Rotation of key posts to build leadership
Development & Job Rotation	<ul style="list-style-type: none"> • Develop Leadership competencies • Plan for Job rotation/ enlargement/ enrichment assignments • Plan for new/crisis assignments
Retention Measures	<ul style="list-style-type: none"> • Growth & retention plans through career advancement. • Golden hand cuffs through (monetary /welfare)

4. Financial Management

Budgeting	<ul style="list-style-type: none"> • Department wise Budget planning under different heads of accounts • Forecast & estimation of revenue (Both internal & external revenue) • Forecast and estimation of expenditure • Emergency plans • Budget formulation & approval through finance committee
Outflow Management & Growth plans	<ul style="list-style-type: none"> • Monitoring expenses as per budget planning • Predicting internal revenue generation • Growth-Expansion plans

5. Physical infrastructure

Green Campus (Keeping with the Vision & Mission)	<ul style="list-style-type: none"> • Plantation, Rain water harvesting and green cover • Energy harvesting & management • Hygiene, solid waste management (zero plastic usage) • Effective waste management (wet & dry) • Efficient usage of recycled waste water from STP
Academic infrastructure	<ul style="list-style-type: none"> • Aesthetic Class rooms, Tutorials, Seminar halls • State of the art Laboratories & equipment
Library	<ul style="list-style-type: none"> • Library infrastructure upgradation • Furniture and fittings for comfort learning
Sports, Hostel, Canteen, Security	<ul style="list-style-type: none"> • Developing sports (indoor / outdoor) facilities • Hobby clubs, Canteen & community centre • Additional Hostel facility for boys & girls within the campus • International Hostel

	<ul style="list-style-type: none"> • Safety and Security management • Water facility and health centre facilities
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6. Teaching – Learning infrastructure

Smart Classrooms	<ul style="list-style-type: none"> • Smart boards • Smart attendance facility • Multi media and support equipment
Laboratory-R&D Equipment	<ul style="list-style-type: none"> • R & D Laboratory and its maintenance • Simulators • Industry equipment (centres of competence) for consultancy
Knowledge Engineering & ICT	<ul style="list-style-type: none"> • Licensed software tools • Hardware (Servers, Computers, etc.) • Pedagogy tools • Online teaching resources (course notes, PPTs, videos, etc.) by faculty • Evaluation & assessment tools • Learning Management System • ICT for 360deg. feedback.
Books & E-Learning	<ul style="list-style-type: none"> • Books, Journals, Periodicals, Magazines • Online access to E-media • Departmental library books • E-Learning facilities

7. Library & information centre

Infrastructure enhancement	<ul style="list-style-type: none"> • Budget allocation • Infrastructure (Buildings & Furniture) • CCTV and Lockers' facility
Removal of obsolescence in Books & Resources	<ul style="list-style-type: none"> • Books, journals procurement, storage and retrieval • Resources automation & Access (24 X 7)
Digital & E-Library	<ul style="list-style-type: none"> • Digitization of Library resources • Establishing cloud-based e-library & online access

8. Attraction, Development, Retention

Talent Hiring & Retention policy	<ul style="list-style-type: none"> • Merit based hiring policy formulation & implementation • Career advancement schemes (CASs) • Scientific induction / orientation of new talents • Critical talent identification & retention measures
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UGC/AICTE / State Govt. Scales, Rewards & Recognitions	<ul style="list-style-type: none"> • UGC /AICTE scales implementation for all cadres / designations • Additional cadres to be created for deserving staff • Rewards, recognitions & incentives • Welfare policy formulation & implementation
Conducive working environment	<ul style="list-style-type: none"> • Best & conducive work facilities and infrastructure with ergonomically designed workplace • Roles & responsibilities clarity and empowerment • Online access to Library-journals 24x7hours • Residential facility
Career growth & Development	<ul style="list-style-type: none"> • Sponsorship / Deputation, sabbaticals for higher education & exchange programmes • Sponsorship to participate in national / international conferences • Deputation to premier national / international universities / industry

9. Teaching, Learning and Evaluation

Benchmark with Premier institutes	<ul style="list-style-type: none"> • Constitute academic teams and visit premier institutions • Customise & Implement best practices
Curriculum Design & Lesson plan	<ul style="list-style-type: none"> • Formulate COs as per Bloom's taxonomy and articulate with program outcomes • Develop lesson plan as per OBE & academic calendar • Develop e-learning contents • Benchmark with industry requirements • Use of LMS to support students
Upgrading faculty & staff competence	<ul style="list-style-type: none"> • Conduct training need analysis every two years • Conduct/depute faculty and staff or competence development • Support paper publications and presentations • Provide opportunities for networking • Train faculty to use LMS effectively
Knowledge Delivery & Outcome based education	<ul style="list-style-type: none"> • Define outcomes of each teaching learning initiative • Continuous Assessment and evaluation to measure outcomes • Establish Research Culture & develop research ecosystem • Access to online learning • Mentor students on academic, career & higher educational opportunities and on personal issues.
Evaluation & Assessment	<ul style="list-style-type: none"> • Question bank development & semester end examinations • Development of appropriate assessment tools • Timely evaluation and award of grades / results • Create proper feedback system • Continuous progress assessment • Credit transfers and performance development

10. Industry- Institute Interaction

Industry Database & Intelligence	<ul style="list-style-type: none"> • Developing and strengthening industry institute interaction cell • Identify branch wise preferred industries & companies • Identification of potential areas of research • MoUs & Non-Disclosure Agreements with potential industries/companies • Professional bodies' membership
Leverage Industry Resources	<ul style="list-style-type: none"> • Invite industry experts for guest lecturers / talks / seminars • Partner with industry for syllabus reviews / advisory roles; curriculum gap identification and content development • Deputation of faculty to Industry on sabbatical • Leverage for internships with stipend, research projects, consultancy & placements • Scholarships
Leverage Institutional Resources for Industry	<ul style="list-style-type: none"> • Training and talks by faculty to industry people • Consultancy and testing to industry • Starting of post graduate programs for industry personnel • Enrolling industry personnel for Ph.D.
Setting up Centres of Excellence	<ul style="list-style-type: none"> • Identify potential industries who can establish centres of excellence department-wise • Establish and operationalize centres of excellence • Setting up of chairs in specific domains by industry

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11. Quality assurance systems

Establishing Quality Systems	<ul style="list-style-type: none"> • Setting up benchmarks & system flow • Quality Policy steering committee • Publishing Quality system design & culture • Educating & Training of all employees
Internal Quality Assurance & Assessment cell	<ul style="list-style-type: none"> • Setting up of IQAC team • Periodic checks and guidance • Set up Quality Circles / Forums for student supportive activities
Accreditation & Certifications	<ul style="list-style-type: none"> • Choose accreditation / certification agency • Necessary preparations and budget allocation • Audit and certifications
Audits (Internal & External)	<ul style="list-style-type: none"> • Establish audit process & audit teams • Train internal auditor teams • Audit and remedial measures
Continual improvement, Rewards and Recognitions	<ul style="list-style-type: none"> • Setting up of Quality Assurance Cell • Identifying achievements & best practices • Quality circle competitions & rewards • Annual competitions

12. Research, development & innovation

R & D Infrastructure and Teams	<ul style="list-style-type: none"> • Set up good number of R&D laboratories in all the departments (funded projects preferred) • Modernisation and removal of obsolescence of laboratories • Dedicated R&D facilitation & documentation centre • Competent technical staff in R & D labs • Publications in Journals with scopus / WoS indexing.
Establishing Centres of competence	<ul style="list-style-type: none"> • Fundraising through Project proposals • Apply for TEQIP/Government/other funding • Establishing centres of excellences • Establishing Consultancy cell
MOU with premier institutes / R & D labs	<ul style="list-style-type: none"> • MoUs with higher learning institutions & Govt. establishments (..such as IISC, IITs, TIFR, ISRO, DRDO, NAL, HAL,BEL, etc.) • Multi & inter disciplinary research and product development
Incubation Centre / Product Development	<ul style="list-style-type: none"> • Encourage “idea-to-product” pre-incubation activities • Establishing incubation centres • Focus on Product development • Encourage and establish Start-ups (Fab Lab) – Product and development
Setting up of Patent cell (Institute Innovative Cell)	<ul style="list-style-type: none"> • Patent filing, Scaling up & commercialisation • Starting of patent or IPR cell • Appointment of search and Patent Attorney

13. Entrepreneurship

EDP Cell or Entrepreneurship Club	<ul style="list-style-type: none"> • Establishment of dedicated EDP cell • Budget / seed funding for funding initial projects • Identification of emerging areas of entrepreneurship
Identification of students, mentors & Training	<ul style="list-style-type: none"> • Identify interested students and encourage them for entrepreneurship • Identify mentors from successful entrepreneurs from Alumni/others • Formal training on entrepreneurship
Leverage promotion agencies	<ul style="list-style-type: none"> • EDP agencies and networking • Competitions participation • Leverage for funding & support
Incubation & Pilot projects	<ul style="list-style-type: none"> • Establish incubation centre for prototypes • Provide incubation support for students • Incubation support for outside SMEs

14. Placement, internships & career guidance

Placement & Career guidance Department	<ul style="list-style-type: none"> • Dedicated team (PO, APO & supporting staff) • Modernisation of infrastructure (Video conferencing, interview & conference rooms) • Video recording of mock up interviews of students and feedback
Industry MOUs- Intelligence	<ul style="list-style-type: none"> • Database of various potential industries/companies • MoUs and relationship management • Industry experts as resource persons for talks or corporate training
Training & Development	<ul style="list-style-type: none"> • Awareness programmes • Value added programmes (soft skills & domain expertise) • Competency enhancement centre
Internships, Placement process & Success stories	<ul style="list-style-type: none"> • Internships planning and execution • Make use of MoUs • Set up skill labs in the campus • Conduct research internships • Placement process coordination • Success stories celebration-Brand building

15. Extra-curricular and co-curricular activities

State of the art infrastructure	<ul style="list-style-type: none"> • Budget allocation • Establish state of the art infrastructure (indoor/outdoor) • Formation of hobby clubs
Coaching, training & competitions	<ul style="list-style-type: none"> • Dedicated coaches / trainers recruitment • Regular training/coaching classes • Participation in tournaments/competitions • Hosting competitions/tournaments
Credit transfer, Rewards & Recognition	<ul style="list-style-type: none"> • Admission priority for state/national achievers • Academic credits transfer • Attendance compensation • Reward & Recognise achievers

16. Alumni engagement and interaction

Alumni Association	<ul style="list-style-type: none"> • Strengthen alumni association and engagement • Establish alumni association office in the campus • Database updation and interactive alumni website • Establish global chapters and networking
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Relationships & Leveraging	<ul style="list-style-type: none"> • Regular interactions / invitations • Recognise successful alumni • Leverage for guest lecturers / internships / placements • Academic advisors / Board of governors
Endowments	<ul style="list-style-type: none"> • Explore Contributions / endowment partnering • Brand ambassadors • Sponsorships / scholarships / internships / placements

17. Community service and extension activities

Budget and Resources	<ul style="list-style-type: none"> • Budget from institution resources • Budget from Faculty / students /Govt. / other donors
Village adoption & Rural Projects	<ul style="list-style-type: none"> • Identify nearby villages for adoption • Study rural projects and challenges • Explore & provide support to the execution of projects
Vocational training	<ul style="list-style-type: none"> • Identify the job-oriented courses as per local needs • Provide vocational training at the institute • Educational tuitions / support to village students
Health and hygiene support	<ul style="list-style-type: none"> • Conducting health awareness camps • Providing free medicines to the needy • Psychological and psychiatric support

18. Global Initiatives

New Programs / Campuses	<ul style="list-style-type: none"> • Explore starting new programs in niche areas • MoUs with reputed industries for new programs • Twinning programmes with leading universities of other countries
Students from other states / countries	<ul style="list-style-type: none"> • Attracting students from other states & countries • Twinning programmes with foreign students
MoUs with Foreign Governments / Institutions	<ul style="list-style-type: none"> • Identify foreign higher-level learning institutions • MoUs with potential partner institutions • MoUs with governments for education & projects

Strategy Implementation and Monitoring

Strategic plan once approved by the Governing Council, the next step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. All the measures of success are clearly spelt out in the implementation document and

Head of the institution along with the leadership team is the custodian for implementation and its success.

Implementation Plan at Institution Level

Good Governance & Administration	The Top Management
Finance Management	Finance Committee, Hon. Treasurer, Principal
Institution Statutory Compliance	Principal and Coordinators
Branding/Expansion	The Top Management, Institute Leadership Team & Public Relations Team
Autonomous Status	Special Committee / Top management
Talent Management	The Top Management and Principal
TEQIP	The Top Management, TEQIP coordinator and Principal
Infrastructure(physical)	The Top Management and Principal
Infrastructure-Academics	Principal, HODs, Dean (Academics)
Teaching-Learning	Principal, Dean (Academics), HODs, Faculty and Staff
Research	Dean (Research)
Student affairs	Dean (Student welfare)
Student admissions	Admission Committee & Principal
Departmental activities	HODs and Faculty
Placement & Training	Training & Placement Officer (TPO), HODs

Measurables during Implementation

Good Governance	Selection of GC members, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, Performance, Policies implementation, grievance procedures, Educational ERP implementation, etc.
Talent Management	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC/AICTE norms, Tracking faculty and staff performance.
Student Intake Quality	CET ranking, Students' profile, PUC marks score
Student Academic Performance	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback.
Placement	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through GRE/GATE/CAT/GMAT, etc., Public sector and other Government jobs, percentage of graduates Becoming Entrepreneurs.
Curriculum	Curriculum review & design, Industry partnerships, Faculty training on new areas, Introduction of new programs, new courses / electives offered in emerging areas.

Alumni	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development.
Research and Consultancy	Publications in national/ international journals and conference proceedings, Patents filed, conferences & workshops organized, New MoUs signed with academic and industrial organizations, Centres of competencies established.
Physical Infrastructure	Number of buildings, classrooms added, removal of obsolescence, equipment added, annual budget allocated & utilized.
Social Responsibility	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society.
Extra Curricular Activities	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International Recognitions received, competitions participated.
Sources of Funding	Students – Tuition Fees, Government reimbursements, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, International grants, Alumni Contribution, Philanthropy Donors

Major Goals (Roadmap) for JSSATE Bengaluru: 2021-26


Academic Year	Roadmap	Actions
2021-22	Accreditation of E&IE program. Preparations for submission of SAR	Preparations to be commenced for the submission of SAR for accreditation
	Preparations and submission of SSR for NAAC	Team formation, preparation of documents as per the requirements and submission of SAR. Undergo peer team inspection and showcase the institution to get good grade.
	Introduction of New courses	Obtain Approvals by AICTE / VTU for 1. BE – AI & ML with 60 intake 2. BE- Robotics & Automation with 30 intake 3. M.Tech in Data Science – 12 intake
	Variation in Intake	Obtain Approvals by AICTE/VTU for 1. ME 180 to 60 2. CE 120 to 60 3. M.Tech in VLSI & ES 18 to 12
	Closures of courses	Obtain Approvals by AICTE/VTU for closure of BE in IEM and M.Tech in

		Thermal Engineering
2022 -23	Preparations of SAR and its submission for NBA accreditation of Civil, ME, ECE, CSE and ISE programs.	
	Introduction of New course	Obtain Approvals by AICTE/VTU for 1. MCA with 60 intake.
	Variation in Intake Closures of courses	Obtain Approvals by AICTE/VTU for 1. ISE from 120 to 180 2. CSE (AI&ML) 60 to 90 3. ME 90 to 60
	Root cause analysis and solution for the enhancement of graduate outcomes.	
	MoU with premier institutes and industries.	
2023-24	Preparation and Submission of SAR for NBA accreditation of MBA program	
	<ol style="list-style-type: none"> 1. Approval process preparation for starting new UG programs in niche areas such as Data Science, Cyber Security, Digital Manufacturing. 2. Approval process preparation for starting new PG programs – Digital Marketing 3. Approval process preparation for variation in intake for UG & PG programs – CSE, MBA, MCA 	
	Submission of AQAR (compliance report) to NAAC	
	Preparations for affiliation with JSS Academy of Higher Education & Research (JSSAHER), a deemed-to-be-fit university	
	Formulation of Research & Development Promotion Policy and obtaining approval from the management.	
	Strategies for inviting more companies to the campus for recruitments	
	Management Education Empowered with Research, Innovation and Entrepreneurship	

Academic Year	Strategy / Tactic / Action
2024-25	Off-campus center of JSS AHER
	Achieve excellence through obtaining NIRF rank within 200.
2025-26	<ol style="list-style-type: none"> 1. Emphasize on quality research. Funded projects worth at least Rs. 5 crores be in place. 2. Establish at least two industry R & D labs through which consultancy work shall be taken up. 3. Attract foreign universities for collaboration in research & development and other student support activities.
2026-27	<ol style="list-style-type: none"> 1. Become a university with a total enrolment of around 5000. Support other HEIs / include community services 2. Introduce programs in local languages. Introduce other courses to foster art, culture, drama, etc. 3. Introduce Value added programs / Industry driven programs / New UG programs to meet the objective of multidisciplinary courses.

Different committees will be formed for the review from time to time. A team consisting of the members from the management and institute will monitor the implementation scheme from time to time, against measurables. Reports will be sent to the Governing Council for review.




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