

SOUNDARYA EDUCATIONAL TRUST  
 SOUNDARYA INSTITUTE OF MANAGEMENT AND SCIENCE  
**Institutional Strategic Planning [2019-20 to 2023-24]**

**VISION:** Nurture future leaders through Academic Excellence and Holistic Development

**MISSION:** Facilitate and foster individuals to attain intellectual and societal growth to be the global citizen.

SL. NO.	STRATEGIC PLANNING OBJECTIVES
	<ol style="list-style-type: none"> <li>To upgrade institutional infrastructure in contemporary development.</li> <li>To strengthen teaching-learning ecosystem for holistic development.</li> </ol>
	<b>INSTITUTIONAL INFRASTRUCTURE DEVELOPMENT &amp; REVISITING INSTITUTIONAL POLICIES</b>
	Enhance indoor and outdoor sports facilities like Basketball, Tennis and Cricket Net Practice.
	To implement OPAC, DSPACE and KOHA to upgrade learning resources in library.
	Augment around 5000 books in references, volumes and titles.
	Imitate to install solar energy panels with covered parking facilities.
	Strengthen self-appraisal process.
	Revisit on campus policies for staff and students.
	Develop comprehensive plan of action for students participation in career building.
<b>1</b>	<b>ORIENTATION AND INDUCTION PROGRAM</b>
	<ol style="list-style-type: none"> <li>Familiarize students with campus facilities, resources, and university policies.</li> <li>Introduce academic requirements, study habits, and key faculty members.</li> <li>Encourage connections with peers and participation in extracurricular activities.</li> <li>Ensure understanding and adherence to institutional code of conduct and regulations of regulatory bodies.</li> </ol>
	Mode of Deployment Hybrid

Principal



	Beneficiary	Newly inducted for the academic year students
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Students feel confident navigating campus and understanding academic expectations.</li> <li>2. Students build strong relationships with peers and staff.</li> <li>3. Students adapt to and respect the cross-cultural environment.</li> </ol>
<b>2</b>	<b>BRIDGE COURSE</b>	
	Date / Schedule	First two weeks from the date of odd semester commencement
	Time Frame	15 Days
	Objectives	<ol style="list-style-type: none"> <li>1. To bridge the gap between higher secondary education and undergraduate curriculum.</li> <li>2. To familiarize students with fundamental concepts and skills necessary for their chosen field of study.</li> <li>3. To develop essential academic skills including critical thinking, problem-solving, and effective communication.</li> <li>4. To introduce students to the college environment, resources, and expectations.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Demonstrate understanding of key foundational concepts in their field of study.</li> <li>2. Gain knowledge on basic analytical skills and problem-solving skills.</li> <li>3. Enhance knowledge in receptive skills and productive skills.</li> <li>4. Explore institutional physical infrastructure and learning infrastructure for academic success.</li> </ol>
<b>3</b>	<b>PROJECT/INTERNSHIPS</b>	
	Objectives	<ol style="list-style-type: none"> <li>1. To connect from classroom learning to experiential learning.</li> <li>2. Enhance technical and soft skills for building professional career.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Understand their potentialities passion to explore further in their profession.</li> <li>2. Strengthen their generic skills to improve the efficiency of working.</li> </ol> <p>Revisit on their learning style and adaptability in managerial skills.</p>
<b>4.</b>	<b>Guest Lectures</b>	
	Objectives	<ol style="list-style-type: none"> <li>1. Throw a light on contemporary happenings in the respective domain.</li> <li>2. Facilitate networking between students and professionals, potentially leading to mentorship or career opportunities.</li> </ol> <p>To explore the expertise of alumni.</p>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Learner understands the importance of academic and industry interface.</li> <li>2. Gain knowledge in integrating theoretical learning and practical.</li> <li>3. Students learn new skills or tools that they can apply in their coursework or future careers.</li> </ol> <p>Provides a comprehensive note on sharpening skills and fundamental knowledge in the domain.</p>

*Janu*

Principal

## ACADEMIC EMPOWERMENT PROGRAMS

	Objectives	<ol style="list-style-type: none"> <li>1. to strengthen the ecosystem in learning and teaching.</li> <li>2. to strengthen quality benchmarks for research publications.</li> <li>3. to integrate research outcomes in teaching learning.</li> </ol>
	<b>Perspective Plan and Deployment</b> <ol style="list-style-type: none"> <li>1. Encourage / support for improving qualifications [PhD / PDF]</li> <li>2. Financial support for MRP / Pilot study</li> <li>3. Faculty Development Program [Attend / Organize]</li> <li>4. Conferences [Attend / Organize]</li> <li>5. Workshop [Attended / Organized]</li> <li>6. Ecosystem for publication of books / research papers in UGC Care I &amp; II / Scopus, WoS.</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide special leave to attend coursework / bi-annual presentation.</li> <li>2. Financial support for department / faculty members who are involved in Minor Research Projects / Pilot Study subject to the review and approval of the R&amp;I Committee.</li> <li>3. Each department shall organize 2 faculty development programs for the academic year.</li> <li>4. Each faculty should attend one FDP for the academic year.</li> <li>5. Each department should organize one conference / workshop for the academic year.</li> <li>6. Each faculty member of the respective domain should attend one conference / workshop for the academic year.</li> <li>7. The financial support under ANVESHANA – An acknowledgement of faculty members who publish research papers / Books.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Inclination towards research will increase.</li> <li>2. The process of teaching learning will enhance.</li> <li>3. Academic and industry interface will strengthen.</li> </ol>
	<b>SEMINARS/CONFERENCES</b>	
7	Objectives	<ol style="list-style-type: none"> <li>1. To create a platform to discuss contemporary developments in higher education.</li> <li>2. To cultivate a research-oriented mindset among faculty and students.</li> <li>3. To integrate the research for societal solutions.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Academic performance of students and faculty will enhance.</li> <li>2. Competency in presentation skills will enrich.</li> <li>3. Gains knowledge, challenges and opportunities in contemporary developments.</li> </ol>
	<b>INDUSTRIAL VISITS</b>	
8	Objectives	<ol style="list-style-type: none"> <li>1. To integrate curriculum and experiential learning.</li> <li>2. To focus on academic and industry interface to add value in teaching learning.</li> <li>3. To encourage experiential learning through internship and academic MoU with industry.</li> </ol>

Principal



	Expected Outcome	<ol style="list-style-type: none"> <li>1. Students gain a comprehensive understanding of industry operations, enhancing their preparedness for professional careers.</li> <li>2. Students will better be equipped to make informed career choices, contributing in building career.</li> </ol>
<b>9</b>	<b>EXTENSION ACTIVITIES/ISR</b>	
	Objectives	<ol style="list-style-type: none"> <li>1. To develop social concerns and participation in addressing social challenges</li> <li>2. To develop a culture caring and sharing among students</li> <li>3. To strengthen collaborative participation in extending hand to needy.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Students would be able to learn contemporary developments and the role of education in finding the solution of societal challenges.</li> <li>2. Learners will understand the importance of participatory learning.</li> </ol>
<b>10</b>	<b>VALUE ADDED CERTIFICATION COURSE</b>	
	Objectives	<ol style="list-style-type: none"> <li>1. To develop interface between academia and industry.</li> <li>2. To strengthen employability skills among learners.</li> <li>3. To cultivate self-directed learning through valued added programs.</li> </ol>
	Expected Outcome	<ol style="list-style-type: none"> <li>1. Students gain industry-relevant skills and valued added programs to boost their employability skills.</li> <li>2. Greater self-assurance and professionalism in academic and career pursuits.</li> </ol>
<b>11</b>	<b>Academia and Industry Interface [MoU]</b>	
	Objective	<ol style="list-style-type: none"> <li>1. To integrate curriculum and practice of industry.</li> <li>2. To strengthen employability skills through internship and industrial visits.</li> <li>3. Conduct series of guest lecturers under academic and industry practices.</li> </ol>
	Expected Outcomes	<ol style="list-style-type: none"> <li>1. Learners will gain hands on experience in their choice</li> <li>2. Learners will acquire generic skills and employability skills.</li> </ol>



Principal

SOUNDARYA INSTITUTE OF MANAGEMENT & SCIENCE  
 Soundarya Nagar, Sidedahalli,  
 Nagasandra Post, Bengaluru-73

Note: Guidelines to deploy.

1. It is a broader outline to deploy academic strategic planning based on the objectives IQAC and Department should prepare institutional calendar of events.
2. Department should prepare plan of action in line with strategic planning
3. Prepare assessment rubrics/feedback.
4. Prepare a budget for the smooth execution of plan of action.

  
Principal

SUNDARYA INSTITUTE OF MANAGEMENT & SCIENCE  
Soundarya Nagar, Sidedahalli,  
Nagasandra Post, Bengaluru-7