SRI SIDDHARTHA ACADEMY OF HIGHER EDUCATION
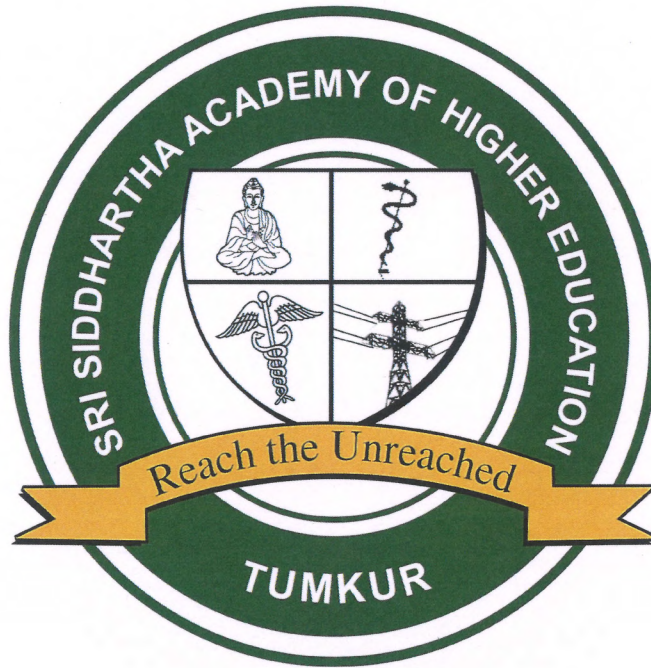## (DEEMED TO BE UNIVERSITY)
Accredited 'A' Grade by NAAC
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STRATEGIC PLAN
2022-2027

VISION

'Entrancing Education to reach the unreached'

MISSION

- Providing a congenial ambience for learning and creativity in young minds.
- Providing high quality medical education and prepare the student to be citizens of the world, proficient in their respective field and to respond to the needs of the society in which they live.
- Providing research and public service activities relevant to the needs of the society.
- To train the student to be morally-responsible to the community and serve humanity to their utmost ability.
- Promoting own capacity to manage and develop the institution as possible.

GOALS

- Providing high quality medical graduates who are not only competent in their respective fields, but are also motivated to serve humanity at large.
- Producing research papers in all fields of medical sciences, worthy of being published by National & International Journals.
- Providing all facilities for the pursuit of medical knowledge, relevant to the needs of contemporary society.
- Implementing public services beneficial to and relevant with the needs of the community at large, nationally and internationally.

STRATEGIC GOALS:

1. Curricular Aspects and Teaching-Learning
2. Research, Innovations and Extension Services
3. Infrastructure development and Learning resources
4. Good Governance
5. Faculty and Staff Empowerment Strategies
6. Financial Management and Resource Mobilisation
7. Alumni engagements and interactions
8. Effective role of Internal Quality Assurance

OBJECTIVES:-

- To provide for instructions and training in such branches of learning as it may deem fit.

- To provide for research and for the advancement of and dissemination of knowledge.

- To undertake extra-mural studies, extension programs and field outreach activities to contribute to the development of the Society.

- To do all such other acts and things as may be necessary or desirable to further the objectives of the institution.

Strategic Plan for 2022-2027

Curriculum Development	Academic Resources
- Development of dynamic curriculum with industry input. - Professional skills development in students, staff, and Faculty. - Choice and flexibility in curriculum. - Participation of industry professionals in teaching. - Student-centred learning strategies - Project and research based teaching-learning processes - New pedagogy methodology - Motivating teachers for research.	- Scientifically customized learning resources in each discipline. - Transparent documents between the teachers and students - Continuous updates of the manuals and lecture notes. - Compulsory industrial visits/training. - Software's for subject domain learning. - Mini projects for integrating skills. - Interactive expert lectures. - Free educational resource.
Academic Monitoring	E-Learning
- Curriculum Implementation and Assessment Norms - Continuous assessment - Result Analysis - Development and Use of new learning resources - Improved Students attendance - Improved Library facilities and e-Resources - Laboratory standards and Manuals	- Students and teachers can access from any location. - Involvement of other universities in the network for digital learning's. - Online certificate courses and remedial exams. - Career counselling sessions. - MoUs with other institutes for training. - Spoken Tutorials and Online

• Closed Loop system i.e. corrective measures through feedback mechanism. • NAAC accreditation of college & Academic audits.	freeware • e-Depository of lectures, presentation, educational videos • On-line e-courses for learning & audit courses.
Faculty Development	**Center of Excellence**
• Subject/Content updating training • Pedagogy -Teaching and Learning processes Industrial Training • Management skills (Project & Time management) • Hands-on-skills trainings. • Financial management training • Intellectual Property Management • HR and Interpersonal Communications training. • Life Skills, communication skills & Professional Skills • Research Methodology	• Industry-Institute Partnership in Innovation. • Bridging technology gaps between industry and academics. • Improve employability and entrepreneurship. • Hands on Practical Experience of recent technologies practiced in the industry. • Faculty development and enrichment. • Project and research programs. • Information Processing and Planning of research
Skill Development	**Non Teaching Staff Development**
• To motivate the students to become entrepreneurs. • To promote science and technology development • To support 'Start up' for traditional knowledge	• Hands-on-skills trainings • Deputation for industrial training • Confidence and Self-esteem building • HR and Interpersonal Communications training • Qualification improvement
Training and Placement	**Innovation**
• Create platform for placement through campus interview. • Create equal opportunity for students and industries in urban as well as in rural areas.	• Promote and boost the ability of faculty & students towards innovation • Innovation for product, process or system. • Technology Transfer support

1. Curricular Aspects and Teaching-Learning

Objectives:

- To formulate and implement quality teaching methodologies to ensure student-centered teaching-learning processes.
- To emerge as a recognized centre of excellence in the fields of Medical, Dental and Engineering by research.

Recommendation	Action plans
Bench mark with Premier institutes	- Constitute academic teams and visit premier institutions - Customize Implement best practices
Effective Curriculum planning and implementation	- Design curriculum as per all graduate attributes and Expectations of stake holders - Develop lesson plan as per academic calendar - Develop e-learning content - Benchmark with industry requirements - Use of LMS to support students
Upgrading faculty staff competence	- Conduct training need analysis - Conduct / depute faculty and staff for competence development - Support paper publications and presentations - Provide opportunities for networking - Train all faculty to use LMS effectively
Knowledge Delivery Outcome based education	- Define outcomes of each teaching learning initiative. - Continuous Assessment and evaluation to measure outcomes. - Establish Research Culture. - Access to online learning - Mentor on academic, career higher educational opportunities
Evaluation Assessment	- Utilize feedback system - Continuous progress assessment - Question bank development for Term end examinations

2. Research, Innovations and Extension Services

Objectives:

- To achieve goals related to raising the quantum of research output and improving its quality.
- To plan and develop focused Centres of Excellence at SSAHE: on areas with potentially large societal impact
- To make significant contributions to the Community and technology needs of the nation
- To encourage students and Faculty to publish research papers in top journals and presentation at conferences where the world's leading researchers are present.

Recommendation	Action
R&D Infrastructure &Teams	- Increasing both human and physical resources required for research. - Enhancing R&D laboratories in all departments - Dedicated R&D facilitation & documentation centre - Competent technical staff for R&D labs
Establishing Centres of Excellence	- Enhancing and upgrading the existing Centres of excellence. - To create more such active centres on areas with potentially large societal impact. - The Centres of Excellence will also be multi-institutional, involving partnerships with - Industries, and other Foreign
MOU with premier institutes/ R&D labs	- MoUs with higher learning institutions in India & abroad. - Collaborations with ISRO, DRDO, etc. - Multi & inter disciplinary research and product development
Incubation Centre /Product Development	- Encourage more number of "**idea to product**" pre-incubation activities - Enhancing and developing the incubation centres - Focus on Start-ups and Product development - Tie-up with DST for Incubation support

3. Infrastructure development and Learning resources

Objectives:

- To develop state-of-the art facilities
- To ensure effective utilisation and maintenance of Infrastructure
- To benchmark institutional infrastructure and performance periodically

Recommendation	Action plans
Green Campus	- Plantation, Rain water harvesting and green cover - Energy harvesting & management - Hygiene, solid waste management(zero plastic usage) - Reuse of waste - Efficient usage of recycled waste water
Academic infrastructure	- Aesthetic Class rooms, Seminar halls - Smart Class rooms - Multi media and support equipment in classrooms - E-Learning facilities - State of the art Laboratory & equipment - Online learning tools - Evaluation & assessment tools - Learning Management System - ICT
Library	- Library infrastructure up gradation - Increase access for e-Resources - Resources automation & Access (24X 7) - Digitization of Library resources - Establishing cloud based e-library & online
Sports, Hostel Canteen	- Effective utilisation of sports (indoor/outdoor) facilities - Add more recreational facilities in hostels - Upgrade food court
Laboratory- R&D Equipment	- R&D Laboratory and its maintenance - Industry equipment for consultancy

4. Good Governance

Objectives:

- To facilitate a well administered institution and lead to its recognition to build up confidence in the stakeholders.
- To develop a coherent strategy and a sustainable growth development path

Recommendation	Action plans
To make SSAHE activities a more productive mix of education, research, consultancy and services	- Identifying research into education - Promote faculty consultancy - Increase outreach patient services
To make the organization more professional and more focused on quality	- More effective IQAC with internal & external members to audit processes - Establish Systems, checks and balances- take immediate Remedial measures when necessary.
To form selective strategic alliances with academic, research and industrial organisations	Extend and Build relationships with research and industrial organizations through MOU
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	Enhance the requisite mechanisms for handling grievances covering all sections—students, staff and women.

5. Faculty and Staff Empowerment Strategies

Objectives:
- To become the most favoured destination for potential faculty members.
- To recognize and recruit Faculty different types of experience, be it in academics, industry or research.
- To recruit more number of Faculty from other states.
- To follow effective performance appraisal systems.

Recommendation	Action plans
Talent Hiring & Retention policy	- Merit based hiring policy formulation & Implementation - Career advancement Schemes - Scientific induction/ orientation of new talent - Critical talent identification & retention measures
Rewards & Recognitions	- Rewards – recognitions & incentives - Welfare policy formulation & implementation
Conducive work environment	- Best work facilities and infrastructure - Role & responsibilities clarity and empowerment
Career growth & Development	- Sponsorship/ Deputation, for higher education & Exchange programmes - Sponsorship to participate in National / International conferences - Encourage to do research and publications in reputed journals - Active participation in product development

6. Financial Management and Resource Mobilisation

Objectives:

- To develop and implement effective financial system to directly support the fundamental functions of education, research, and service and to enhance the effectiveness of using the financial resources.

Recommendation	Action plans
Financial Management And Resource Mobilisation	- Develop diversified revenue streams and maximize our opportunities to leverage our resources across the University through internal revenues - Encourage initiatives to mobilize resources by participation/contribution of society in their development through extension activities - Encourage Institution to provide research / consultancy not only to the industries but to the government, and other bodies and society - Manage deficit through the parent society, through loans.
Budgeting	- Department wise Budget planning of all heads of accounts - Forecast & estimation of revenue - Forecast & estimation of expenditure - Emergency plans - Budget formulation & approval through Finance committee
Financial Governance	- Planned expenditure management - Procurement and Financial policies implementation - Audit (internal /External) checks- balances - Support through research, consultancy and training

7. Alumni engagements and interactions

Objectives:

- To build mutually beneficial relations with its alumni so that a range of modes of engagement can be explored.
- Creating more opportunities / activities for alumni to spend time on campus and engage with students and faculty.
- To support alumni activities of SSAHE in multiple dimensions: nurturing SSAHE–industry relations, facilitating interactions between aspiring students, faculty entrepreneurs and alumni entrepreneurs, etc's
- To increase and promote alumni contributions

Recommendation	Action plans
Alumni Association	- Strengthen Alumni association and engagement - Enhance alumni association office on campus, engage students active participation, data base updating and interactive alumni website - Increase activities through alumni association
Relationships & Leveraging	- Regular interactions /invitations - Recognize successful alumni - Leverage for guest lecturers/ internships/placement - Academic advisors/ Board of governors
Endowments	- Increase and promote contributions / endowment partnering - Sponsorships / Scholarships through alumni association

8. Effective role of Internal Quality Assurance System

Objectives:
- To achieve Excellence in Medical, Dental, Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Recommendation	Action plans
Establishing Quality Systems	- Setting up bench marks & system flow - Quality Policy steering committee - Publishing Quality system design & culture - Educating & Training of all employees - Maintain quality standards in all aspects
Accreditation & Certifications	- Internalize the process based on accreditation/certification agency - Audit and certifications - Initiate the process for renewal/ Continuation NABL, NABH, NBA accreditation
Audit Internal Controls	- Establish audit process & audit teams - Train internal auditor teams - Audit and remedial measures
Continual improvement, Rewards & Recognitions	- Effective function of Quality assurance cell - Identifying achievements & best practices - Quality circle competitions & rewards

9. Strategy implementation and monitoring

- Strategic development plan once approved by Governing Body will be advocated to the members of the institution for implementation. Strategy when being implemented, the progress shall be measured from time to time through the IQAC.

Implementation roles at the Institutional level

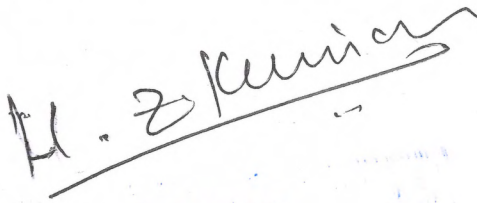| Target	Roles
Good governance	Governing Council, Management
Curricular aspects and Teaching learning	Principal, HODs, Faculty and Staff
Infrastructure development and learning resources	Governing Council, Management and team
Research, Innovation and extension services	Research cell, HODs and Faculty
Faculty and Staff empowerment strategies	Governing Council, Principal and Management
Financial management and resource mobilization	Governing Council, Finance Committee, Principal and Management
Alumni engagements and interactions	Alumni cell, Faculty
Placement and Training	Dean (Placement & Training) and HODs
Departmental activities	HODs and Faculty
Quality assurance	IQAC

Short Term Goals

- Upgradation of Networking and wireless networking, online availability of Student information system.

- Making outcome based education, the face of the University.

- Web enabled Modern Class rooms with audio visual facility and interactive boards.

- Extending, dedicate, incubation & innovation centres to the campus of SSMC & SSDC to replicate the success of incubation center established in the campus of SSIT.

- Collaboration with industries: For industry relevant curriculum design, feedback on continuous improvement in curriculum design, course teaching, student internships and collaborative work on real world problems.

- Collaboration with institutes of national importance: Through these collaborations, we concentrate on areas of joint research programs, student and faculty exchange, academic assistance for doctoral research, cultural exchange.

- To strengthen the existing physical infrastructure of the university to cater the needs of Students, Faculty and Non-teaching staff.

Long Term Goals

- Expanding the Infrastructure for Commercialization of Intellectual Properties of the University

- To Improve Collaborations with top universities of Developed and Developing Countries of the world for Student Exchange, Faculty Exchange, Credit Transfer, and other partnerships.

- Promoting professional Skill Development through Online Education in India and abroad

- Expanding the wings of the University in India and abroad through off campus Centers

- Promoting Multidisciplinary and Interdisciplinary Research

- Translation of research into National Health Policy