



# **SNS COLLEGE OF TECHNOLOGY**

*(An Autonomous Institution)*

*Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai  
Accredited by NAAC-UGC with 'A+' Grade (Cycle II) &  
Accredited by NBA (B.E - CSE, EEE, ECE, Mech&B.Tech.IT)*



**COIMBATORE-641 035, TAMIL NADU**



**PERSPECTIVE PLAN**

**2020-2025**



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## 1. CURRICULUM DEVELOPMENT

- Design of Curriculum to meet Global Competencies
- Promotion of Interdisciplinary and Industry Supported Curriculum
- Inculcating Knowledge in Latest Technologies and Tools
- Provision of e-Learning and credit accumulation

## 2. TEACHING LEARNING

- Student Centric Learning Approach
- Design Thinking based delivery and learning approach
- ICT based Teaching, Learning and Assessment
- Establishment of State of Art Laboratories

## 3. RESEARCH & DEVELOPMENT

- Design Thinking based problem identification and project development
- Creating Centre of Excellence
- Inculcating research culture and promoting Quality Publications
- Assistance to get Research Grants
- Innovation and Start-up's

## 4. INDUSTRIAL CONNECT & COLLABORATION

- International and National MoUs and Linkage
- Internships and In-plant Trainings
- Industrial Projects with funding
- Consultancy work for Industries

## 5. STUDENT & STAFF PROGRESSION

- Good record of Graduation with top scores
- Training for Placement in companies of Repute
- Impart entrepreneurial and innovation skill
- Progression to Higher Studies in Abroad and India
- Quality Enhancement through FDPs and Industrial Trainings
- Financial Support for research and Higher Studies
- Continuous support through various welfare measures

## 6. SOCIAL RESPONSIBILITY INITIATIVES



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Sl.No	Perspective Plan/Goal	Strategy/Action Plan
1	Design of Curriculum to meet Global Competencies	<ul style="list-style-type: none"><li>Choice Based Credit System incorporating OBE framework</li><li>Design Thinking based curriculum</li><li>Curriculum developed at par with International Institutions</li><li>Vouching of curriculum from Foreign University Professors to attain Global Standard</li></ul>
2	Promotion of Interdisciplinary and Industry Supported Curriculum	<ul style="list-style-type: none"><li>Introduction of industry offered courses</li><li>Offering Open Electives to have multidisciplinary learning</li><li>Encouraging Interdisciplinary Projects</li></ul>
3	Inculcating Knowledge in Latest Technologies and Tools	<ul style="list-style-type: none"><li>Latest Industry 4.0 needed technologies are incorporated in the curriculum of all programmes</li><li>Mandatory hands-on latest tools / softwares related to their discipline</li><li>Internships /Mini projects in every semester</li></ul>
4	Provision of e-Learning and credit transfer	<ul style="list-style-type: none"><li>NPTEL/MOOC Courses as a part of curriculum to earn credit</li><li>Student Exchange Programme with foreign Universities / Industries for credit transfer</li><li>Industry offered one credit courses</li></ul>
<b>2. TEACHING-LEARNING</b>		
5	Student Centric Learning Approach	<ul style="list-style-type: none"><li>Experimental and Experiential Learning – Practical Classes, Industrial Visits, Demonstrations, Projects</li><li>Participative Learning- Group Discussion, Role Play, flipped Classroom, Hackathons</li><li>Problem Solving Methodologies – Case Studies, Tutorials, Projects</li></ul>
6	Design Thinking based delivery and learning approach	<ul style="list-style-type: none"><li>Starting with Empathizing the topic of delivery/learning</li><li>Real-time problem to explain the concept</li></ul>
7	ICT based Teaching, Learning and Assessment	<ul style="list-style-type: none"><li>Virtual Labs &amp; Simulations, Flipped Classroom, MOOC</li><li>E Learning Portals</li><li>Assessments through Online tools, Proctored Exams</li><li>AICTE PARAK Learning Assessment</li></ul>
8	Establishment of State of Art Laboratories	<ul style="list-style-type: none"><li>Allocation of Fund</li><li>Updating the Equipments and Softwares</li><li>Creation of Laboratories for latest technologies – IoT/AR-VR/3D Printing/Robotics</li></ul>



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## 3. RESEARCH & DEVELOPMENT

9	Design Thinking based problem identification and project development	<ul style="list-style-type: none"><li>Global Industry Black Boxes for problem identification</li><li>Implementing DT stages for problem solving</li><li>Project Expos</li></ul>
10	Creating Centre of Excellence	<ul style="list-style-type: none"><li>Identifying areas for Centre of Excellence</li><li>Connect with Industries and Organizations</li><li>Allocation of fund</li><li>Identifying and Applying to funding agencies</li></ul>
11	Inculcating research culture and promoting Quality Publications	<ul style="list-style-type: none"><li>Establishing effective research framework and establish a productive research environment by providing various support and guidance</li><li>Support for carrying out research- seed money, On duties, Digital resources</li><li>Plagiarism softwares for quality checking</li><li>Cash Incentive for Quality Publications</li><li>Financial support for Patent filing</li></ul>
12	Assistance to get Research Grants	<ul style="list-style-type: none"><li>Sharing information and guidance on research funding</li><li>Support for preparing good Research proposals</li><li>Constituting Committees with experts to fine tune the proposals</li></ul>
13	Innovation and Start-ups	<ul style="list-style-type: none"><li>Effective functioning of innovation cell</li><li>Free Space and Electricity for Student Start-ups</li><li>Liquid studio</li><li>Projects in to products</li></ul>

## 4. INDUSTRIAL CONNECT & COLLABORATION

14	Establishing Industry Connections	<ul style="list-style-type: none"><li>Signing of MoU</li><li>Members in BoS&amp; Academic Council</li><li>Arranging Industrial Visits &amp; Guest Lectures</li><li>Internships &amp; In-plant Trainings</li><li>Industrial Projects</li><li>Exhibiting students talents and qualities to obtain Placements</li></ul>
15	Promotion of Collaborations	<ul style="list-style-type: none"><li>Consultancy Works</li><li>MoU with Foreign Universities for Faculty and Students Exchange</li><li>Joint Publication of Research Papers and Patents</li></ul>
16	Linkage with Industry Experts	<ul style="list-style-type: none"><li>Participation in TiE events</li><li>Linkage with Industrialist via LinkedIn for Networking</li><li>Interviewing the CEOs</li><li>Membership/Participation in Professional Body activities</li></ul>



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## 5. STAFF & STUDENT PROGRESSION

17	Good record of Graduation with top scores	<ul style="list-style-type: none"> <li>• Continuous Monitoring and Helping to Score Good Marks</li> <li>• Coaching Classes</li> <li>• Study Materials in website – snscourseware</li> <li>• Early Completion of Theory courses -CBCS</li> </ul>
18	Training for Placement in companies of Repute	<ul style="list-style-type: none"> <li>• Soft Skill Training from 1<sup>st</sup> Year onwards</li> <li>• Resume Building, Video Resumes, Project Presentations</li> <li>• Online Portal learning and Tests.</li> <li>• Company Specific Trainings</li> </ul>
19	Impart entrepreneurial and innovation skill	<ul style="list-style-type: none"> <li>• DT Boot camps</li> <li>• Mini Project/Internship in every semester from 1<sup>st</sup> Year</li> <li>• Entrepreneurship – Career track in the curriculum</li> <li>• Arranging events through EDC</li> </ul>
20	Progression to Higher Studies in Abroad and India	<ul style="list-style-type: none"> <li>• Higher Education – Career track in the curriculum</li> <li>• Awareness seminars on Higher Education</li> <li>• Connecting Alumni with the students</li> <li>• Immersion Program to Foreign Universities &amp; Organisations</li> </ul>
21	Faculty Quality Enhancement through FDPs and Industrial Trainings	<ul style="list-style-type: none"> <li>• Taking up MOOC courses</li> <li>• Participating in ATAL – FDPs</li> <li>• Becoming industry Certified Professionals</li> <li>• Faculty Internships at Industries and Institutions of Eminence</li> </ul>
22	Financial Support for Faculty research and Higher Studies	<ul style="list-style-type: none"> <li>• Cash Incentives for Quality Publications</li> <li>• Encouraging and Providing OD for pursuing PhD</li> <li>• Financial Support for National Level Contests and Hackathons</li> </ul>
23	Continuous support through various welfare measures	<ul style="list-style-type: none"> <li>• Medical Leave for staff</li> <li>• Accident Insurance policy</li> <li>• COVID-Insurance Policy</li> <li>• Various Scholarship Schemes for Students</li> </ul>

## 6. SOCIAL RESPONSIBILITY INITIATIVES

24	Environment Consciousness	<ul style="list-style-type: none"> <li>• Cleaning Campaigns</li> <li>• Planting Saplings</li> <li>• Awareness programs among public on environment related themes</li> <li>• Green Campus</li> </ul>
25	Technical Knowledge sharing to the needy	<ul style="list-style-type: none"> <li>• Design Thinking Boot Camps in Schools, Industries</li> <li>• Helping the self Help Groups</li> <li>• Study Camps in Orphanages</li> <li>• Donation of Books</li> </ul>



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26	Emergency and Health Consciousness	<ul style="list-style-type: none"><li>• Blood Donations Camps</li><li>• Awareness programmes on deadly diseases and drugs</li><li>• Health Check-up Camps</li><li>• Awareness on HIV/AIDs</li></ul>
27	Make a wish	<ul style="list-style-type: none"><li>• SANTA 365</li><li>• Celebrating events at Orphanages</li><li>• Participating in Flood Relief activities</li></ul>

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Coimbatore, Tamil Nadu- 641035



## **Perspective Plan** 2015 – 2020

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# **College Overview**

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## College Overview

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*SNS College of Technology was accredited by the National Assessment & Accreditation Council (NAAC) in the year 2012. NAAC and its assessment criteria have been instrumental in making institutes more conscious of self-appraisals. It gears up the institute to meet the benchmarks laid down in higher education. Ever since the college was accredited, the resolve has been to incorporate all the suggestions put forward by the NAAC Team to upgrade the institution. These efforts have helped us to provide better qualitative and contextualized education to the students. It is committed to cater to the societal needs through our well defined goals and the dynamics of academic, research, skill & career oriented courses and extension activities.*

*The college management has envisioned the quality sustenance and provision of student centric learning experience for the students as the prime motivating factor. To achieve this, the management always plans ahead of time and supports the departments and other units of the college to move forward and excel.*

*The college has a fully functional Internal Quality Assurance Cell [IQAC] which continuously works towards realization of the goals of quality enhancement and sustenance. Through various policies and strategic initiatives, IQAC plays a significant role in improving the quality of the college's academic, research, co-curricular, extra-curricular, and extension activities.*

*The college continuously plans for the activities and sets its own targets and benchmarks to ensure that the needs of stakeholders are fulfilled. In all its endeavors, SNS tech assigns utmost priority to the quality sustenance which translates as benefits for the student community. At SNS Tech, we acknowledge that the planning is an important tool that helps any organization to move forward and benefit all the stake holders - the students, faculty, academia, industry, alumni and the society at large*





# Introduction to the Perspective Planning Process



## Introduction to the Perspective Planning Process

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*A comprehensive process has been adopted to develop a new academic vision to identify special goals and strategic initiatives, and realize our aspiration to become a premier Higher Education Institution which is recognized for excellence in research, innovative education, and engaged collaborations with community and industry partners.*

*The Committee, consisting of highly respected faculty members, was assembled to provide diverse, relevant, and persistent institutional perspectives to support the growing academic and research quality at our College. This plan is a major and critically important undertaking, one that has drawn on expertise from faculty, students, heads of departments and deans, and other stakeholders like industry, community, parents, alumni etc., through forums and electronic discussions.*

*The development of this perspective plan presented an opportunity to chart a new course and re-envision the future of our institution based on a critical analysis of the quality of our programs and the difficult but necessary choices we face to achieve excellence. This process also acknowledged that greater emphasis on achieving higher standards in all aspects of our enterprise, including faculty recruitment, promotion, teaching effectiveness, admission standards, research productivity, and vital scholarship and encouraging innovation and creativity among students was an absolute necessity. The plan represents moving forward from previous efforts and is distinguished for its focus on achieving excellence in interdisciplinary research and education and adopting the significant imperatives of the various governing bodies like UGC, AICTE & Anna University and accreditation bodies like NAAC & NBA.*

*During the preparation of the perspective plan the Heads of Departments, Deans were asked to respond to a set of core academic questions:*

- What are our strengths?*
- What new strengths can we create?*
- What can we improve through collaborations?*
- What are the necessary steps to move forward and achieve our goals?*

*The discussions were put forward to the members of the Governing Council and inputs were received regarding the Vision, Mission and Thrust areas before they were finalized. The college also took into consideration the future plans and the vision of the management and stakeholders in the long term period.*



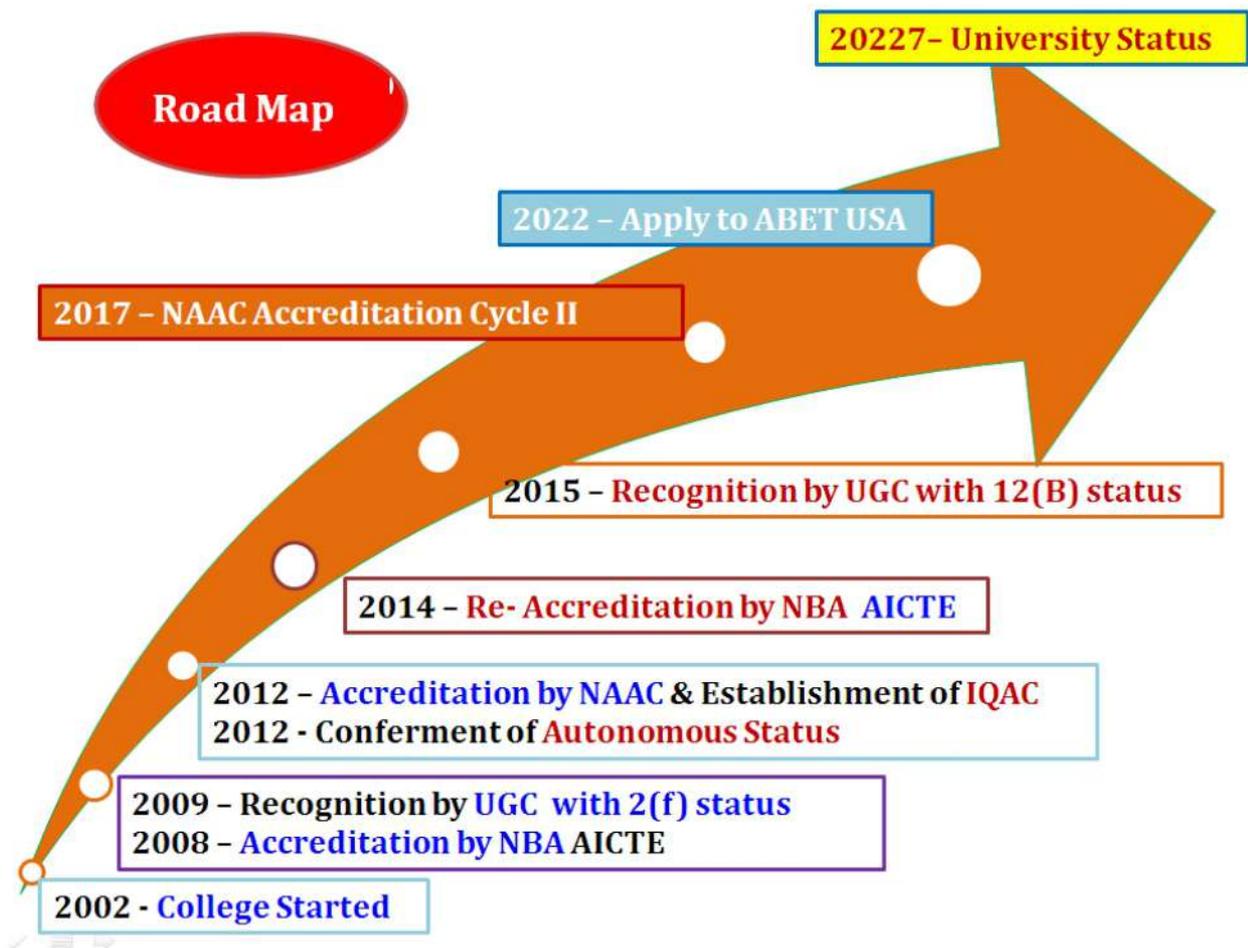
# Future Plans

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## Future Plans

The future plan of the college has given the basis for the formulation of the goals and objectives for this planning period.





# SNS Technical Institutions Vision and Definitions



# **SNS TECHNICAL INSTITUTIONS**

The definitions and culture, which form the basis of all the short-term and long-term initiatives, are presented below:

## **SNS VISION**

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**Providing Quality Education**

## **SNS Definition for Quality Education**

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Quality education is not about teaching exceptionally talented students alone, but it's all about teaching all types of students and to produce exceptional work in their field of interest.

## **Goals to Achieve the SNS Vision**

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- Stay happy & disciplined in what we do
- Building a powerful learning environment/ experience
- Student Centered Teaching
- Career and Placement driven
- Faculty Friendly environment

## **Code of Conduct of SNS Faculty**

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**Work for Quality Education 24/7**



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### Goals of SNS Education System

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- Create habit of learning
- Make him socially responsible citizen
- Develop critical thinking ability
- Prepare him to get a career
- Allow him to enjoy finer aspects of life

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### Objective towards Teaching

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- Inspire & create interest towards learning the subject
- Train diversified students to achieve excellence

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### SNS Definition for a Successful Student

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- Positive Attitude
- Independent thought processing ability
- Professionally Groomed
- Socially Interactive
- Technically Skilled

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### Code of conduct of SNS Student

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- Work for Quality
- Treat others kindly
- Earn respect
- Safety first



## **SNS College of Technology Vision and Mission**



# SNS COLLEGE OF TECHNOLOGY

## Vision

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SNS College of Technology envisions to be an internationally recognized Technical University, renowned for its excellence in teaching, learning and research in diversified fields of Engineering and Technology, by producing globally competent technocrats with strong ethical values.

## Mission

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- To offer contemporary and rigorous educational experiences that will equip the graduates with advanced problem solving and critical thinking skills for contributing to societal growth.
- To ensure continuous development of infrastructure and state-of-the art equipments to provide technologically advanced and intellectually inspiring learning environment.
- To provide an ambience that encourages knowledge acquisition and academic freedom, to produce skilled professionals and vibrant entrepreneurs.
- To collaborate with Industry, Government bodies, R&D Organizations and Foreign Universities to acquire new knowledge and develop technological transformations to achieve global excellence.
- To instill a sense of professional integrity, social and ethical values, leadership qualities and cultural awareness to evolve as a responsible citizens.





## COLLEGE VALUES

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**Professionalism**

Hard work, commitment, accountability and transparency.

**Integrity**

Honesty and fairness.

**Flexibility**

Willingness to develop new skills, learn, and take on new responsibilities.

**Teamwork and tolerance**

Transparency, diversity, acceptance, openness to constructive criticism and ethical behaviour.

**Creativity and innovation**

Imagination and originality.

**Communication**

Commitment to the effective exchange of information.





## **Major Thrust Areas: 2015 – 2020**

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## Major Thrust areas for 2015 – 2020

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### 1. Curricular Aspects

- Continuous update of curriculum in line with market needs that expose students to open-ended problems and real-life applications and prepare them for higher studies and successful careers in the global marketplace
- Curricula designed to prepare students for the world of work, with an emphasis on the foundation skills needed to be successful in most workplaces
- Benchmark the College curricula with those of other reputed higher education institutions
- Encourage and provide opportunities for sharing of good practices both within the College and with other institutions
- Implementing the curriculum to enhance attainment of course outcomes and objectives
- Established mechanism to check the attainment of learning outcomes by students
- Provide capacity building opportunities for faculty to sustain quality practices in curricular aspects

### 2. Teaching, Learning and Evaluation

- Provide on-campus support for faculty interested in incorporating technology into their classes and maximize the use of technology in teaching, learning and training
- Raise the standard of teaching through latest technologies in teaching and learning
- Increase number of on-line Library resources and make them available 24 X 7
- Provide constructive feedback on student learning on a one-to-one basis for every student
- Ensure effective alignment of the allotted Internships to the specialization and career choice of the student.
- Develop partnerships with organizations and carry out collaborative programs like:
  - National and international conferences,
  - Training workshops for student teachers/in-service teachers,
  - Exchange programs for student-teachers and faculty,
  - In-house certificate or degree courses and participate in their discussion forums.
- Promote the use of student-centered approaches in teaching, learning and training, including the use of appropriate technology
- Support innovative pedagogy and reward effective and innovative teaching
- Identify faculty with early success and high potential and properly mentor and incentivize them to grow research further
- Ensuring that Outcome Based Education (OBE) is practiced with rigor



- Minor/Major projects that bring together skills and knowledge from across subject areas and domains
- Encourage online feedback mechanism on a continuous basis.
- Benchmarking assessment systems with other reputed institutions in the region
- Ensure the quality of assessment and evaluation
- Clarity and specificity of objectives for assessment and to ensure attainment of learning outcomes
- Formulate the internal assessment to support the skills development for students
- Assessment system congruent with the learning outcomes attainment
- Instructional resources that support assessment appropriately
- Instructional approaches that support the attainment of learning outcomes

### 3. Research, Consultancy and Extension Activities

- Promote the culture of Research and Consultancy among faculty and students
- Encourage faculty and students to apply for grants more often
- Increasing awareness among stakeholders regarding IPRs
- Establishing centers for excellence by each department
- MoU with National and International Universities to facilitate student and faculty exchange
- Establishing and stewarding targeted agreements with companies to promote career opportunities for our students, research and consultancy for faculty
- Explore developing collaborative research programs across departments within college and also other higher education institutions and industries.
- Strengthening and nurturing relationships across the country with alumni to promote and enhance the colleges initiatives for excellence
- Establish an environment that can identify and encourage faculty to establish successful research groups and support continued growth.
- Connect promising new faculty with successful research groups (mentoring)
- Create and encourage regular journal club-like and/or meetings for faculty to support research and consultancy
- Establish mechanisms to encourage creativity and innovation among students and faculty
- Establish regular hours for inviting guest speakers to encourage innovation and creativity
- Establish relationships with professional bodies in relevant fields of specialization
- Setting up on incubation centers with tie-ups from relevant bodies
- Promoting Skill Development by setting up skill academic programs
- Developing an incubation centre to promote the best startup projects
- Conducting startup competitions at state, national and steadily progress towards conduct of international level competitions.



- Establish constructive relationships with the College alumni
- Promote interactions with the community at large for mutual benefits

#### 4. Infrastructure and Learning Resources

- Ensure maximum utilization of resources
- Consistently improve quality of infrastructure for users
- Develop a master plan and project timeline to addresses the need for new/renovated facilities for classrooms and labs
- Move towards self-sufficiency of facilities by appropriately planning future requirements and developments
- Utilize the available infrastructure to facilitate academic collaboration and social interaction
- Create spaces that will have multi-utility/ will be multi-functional
- Enhancing the existing laboratory facilities/resources to meet the industry requirements
- Creating awareness among students and about the availability of Resources
- Managing the labs facilities to support the provision of training and expose the students on the current research trends and latest technologies
- Utilize innovative technological solutions and technological capacity for skill and capability developments for students

#### 5. Student Support and Progression

- Strengthen mentoring, counseling facility for students.
- Strengthen the remedial initiatives for slow learner
- Ensure advanced learners are guided to the next progressive level
- To ensure that the culture of entrepreneurship is incorporated in the student activities
- To ensure ongoing professional development activities for students
- Develop and maintain a career interest inventory which helps the students to identify career areas of interest
- Supporting the students to formulate and achieve their career plan
- College supports the students to go through the following stages of career development:
  - Career Awareness
  - Career Exploration
  - Career Immersion
- One-to-one sessions with a tutor to focus on career development and personal planning



- Contextual learning involving projects completed in classrooms or outside that apply academic skills to a real-life context in the college, community or workplace.
- Establishing career clubs that provide a forum for sharing of ideas among students
- Programs that connect students with mentors in workplaces who can introduce students to their workplace and its industry while developing a supportive personal relationship
- Support students to develop and maintain a skill portfolio including all the activities, projects etc., done during the course of study
- Fostering the Work Ethics and Professionalism of students including Attendance and punctuality expected by the workplace, appearance appropriate for position and duties etc

## 6. Governance, Leadership and Policies

- Strengthen the IQAC by empanelling eminent educationists from other educational institutions and industries.
- Identify and set benchmarks as well as standards and ensure their dissemination and implementation.
- Complete digitization of MIS and overall administration of the institution.
- Strengthen networking between/amongst different institutions under the SNS Trust thereby ensuring smooth and efficient functioning.
- Maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst members.
- Encourage faculty for professional enhancement (research, consultancy, publications, etc).
- Enhance stakeholder relationships by involving them in feedback for continuous improvement.
- Sustain the practice of continuous system of feedback and strengthen the appraisal mechanisms.

## 7. Innovation

- Develop a SNS brand, marketing techniques, and strategies (e.g. presence in social media, regular print and AV advertisements)
- Collecting Information from Students- Get information from students' online using Google forms to collect information from prospective students and follow-up for campus visits/ admissions etc
- Develop specific activities aimed at expanding the geographical scope of outreach to alumni and potential students
- Establish agreements with local schools for allowing students to be mentored by faculty in the department



- Develop and support internship programs that will attract high school students to work with our faculty and gain experience in our labs during their summer vacation
- Support class XI students during their summer vacation by giving them specific tools and techniques to gain mastery over their subjects
- Develop and implement plans for shared research space across schools, especially core facilities, and designate appropriate contact officer/space to assist visitors from school
- Review and continue to upgrade the information on the website
- Regularly contemplate the future developments and ensure the same is reflected in the college website



# Annexures

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## Annexure – I

### Perspective Scan

The college has concentrated on the **Strengths and Opportunities** that exist in the internal and external environment with the aim of utilize these to the maximum advantage of internal and external stakeholders.

<b><u>Strengths:</u></b>	
<p><b>Curricular Aspects</b></p> <ul style="list-style-type: none"> <li>• The programs encompass both theory and practice therefore giving student a well-balanced education</li> <li>• The programs are good quality and offer better employment opportunities for graduates</li> <li>• Graduates are well educated and trained to start career life</li> <li>• The interdisciplinary courses provide many options for students</li> <li>• The programs closely aligned with the industry requirements.</li> <li>• Continuous updates in curriculum ensure that the latest developments are embedded</li> </ul> <p><b>Teaching and Learning: programs</b></p> <ul style="list-style-type: none"> <li>• Good examination system and moderation processes</li> <li>• The programs concentrate on technical requirements for graduates</li> <li>• The concept of internships as part of a program is vital</li> </ul> <p><b>Use of Technology</b></p> <ul style="list-style-type: none"> <li>• The academic departments are well equipped with the latest technology</li> <li>• There is good awareness of technology among all faculty</li> <li>• The e-learning portal and e-learning facilities.</li> </ul> <p><b>Facilities / infrastructure</b></p> <ul style="list-style-type: none"> <li>• Labs and workshop are well stocked with appropriate equipment.</li> <li>• Classrooms are equipped with educational aids for ICT enabled teaching and learning</li> <li>• There are good physical facilities and resources.</li> </ul>	<p><b>Industry links</b></p> <ul style="list-style-type: none"> <li>• College has strong links with local industry</li> <li>• College trains students to meet industry and market needs</li> <li>• There is a good demand for SNSCT graduates as seen from the placement statistics</li> </ul> <p><b>Governance and Leadership</b></p> <ul style="list-style-type: none"> <li>• The development and implementation of the guidelines and policies</li> <li>• Good governance and administration</li> <li>• Good communication systems within and outside the college</li> <li>• Robust processes and procedures.</li> <li>• Functional Internal Quality Assurance Cell</li> </ul> <p><b>Relationships</b></p> <ul style="list-style-type: none"> <li>• There are good relationships between students, faculty and the larger community</li> <li>• College resources are shared with the community</li> <li>• Enhanced Relationship with the industries and community.</li> </ul> <p><b>Planning</b></p> <ul style="list-style-type: none"> <li>• Good and clear planning</li> <li>• Clear students' progression plan</li> <li>• There is an embraced quality assurance culture.</li> </ul> <p><b>Staff</b></p> <ul style="list-style-type: none"> <li>• The staff development programs are appropriate</li> <li>• The 360<sup>0</sup> staff appraisals and feedback</li> <li>• The teamwork spirit among staff and through committees</li> <li>• The quality and qualifications of staff help in the achieving of college goals</li> </ul> <p><b>Students and student involvement</b></p> <ul style="list-style-type: none"> <li>• Student social activities and extension activities</li> <li>• Student involvement in College systems and decision making through the different committees.</li> </ul>



## Opportunities:

### Technology

- Introduction of latest technology in the teaching & learning process
- Commitment at the highest level to achieve excellence in technological education
- Adopting new trends in education and education technology
- Using new technologies in administration tasks

### Community

- Public awareness of the programs offered by the college.

### Students

- Greater involvement for students in decision making
- Increase employability of the graduates
- Utilize students potential and talents
- Further improve student participation in college committees.

### Staff

- Encourage staff development and research
- Introduce more conferences and workshops for staff.

### Industry

- Involving the industry to financially support the research and development activities
- Establishing more links with local industry
- Catering to the needs of the industries by modifying student skills

### Teaching and Learning: Programs

- Introduce more international “value added certifications.”
- Offering more programs for industry employees and the community
- Adding new programs according to the market’s needs

### Infrastructure

- Improving and increasing physical structure

### Research and consultancy

- Enhancing research within and outside the college
- Developing a clear vision on research.

### Relationships and Engagement

- Establishing relationships with international institutions and private industries
- Affiliating some of the programs to international institutions
- Establish a stakeholder engagement plan
- Increased engagement of students in strategic planning
- Collaboration with professional bodies.

### Continuous development / Quality Assurance

- Organizing local and regional conferences and symposiums.

### Benchmarking

- External benchmarking, evaluation and accreditation.
- International benchmarking with other colleges and universities.

## Annexure – II

### Perspective planning session Photo



*Prave*

PRINCIPAL  
SNS COLLEGE OF TECHNOLOGY  
COIMBATORE - 641 035.