



**M.KUMARASAMY HEALTH AND EDUCATIONAL TRUST'S**

**M.KUMARASAMY COLLEGE OF  
ENGINEERING (Autonomous)**

**THALAVAPALAYAM - KARUR - TAMILNADU**

**STRATEGIC PLAN**

**2021 - 2026**



# **M.KUMARASAMY**

## **COLLEGE OF ENGINEERING**

**NAAC Accredited Autonomous Institution**

Approved by AICTE & Affiliated to Anna University  
ISO 9001:2015 & ISO 14001:2015 Certified Institution

**Thalavapalayam, Karur – 639 113.**

### **STRATEGIC PLAN**

**2021 – 2026**

#### **VISION**

To emerge as a leader among the top institutions in the field of technical education

#### **MISSION**

Produce smart technocrats with empirical knowledge who can surmount the global challenges.

Create a diverse, fully-engaged, learner-centric campus environment to provide quality education to the students.

Maintain mutually beneficial partnerships with our alumni, industry and professional associations.

#### **Quality Policy**

We, at M/s. M.Kumarasamy College of Engineering are committed to the Society in making our Students to live a purpose as responsible citizens with Ethical Values through provision of Quality Technical Education and continually improve to become a World Class Technological University.



## **Managing Trustee's Foreword**



The aim of higher education in India is to provide access, equity, and quality education to all the aspirants with transparency and accountability so as to ensure sustainable economic development of the nation. It is achieved through creation, transmission and dissemination of knowledge. M.Kumarasamy Health and Educational Trust, Karur has been contributing to the national development by providing education to the masses through facilities at all the institutes under its aegis since its inception in 1998.

M.Kumarasamy College of Engineering (Autonomous), Karur is the professional institutes of the Trust started in the year 2000. The institute within a span of two decades has earned a repute of a college having student-centric and technology-driven learning environment that fosters budding aspirants to become confident and competent engineering professionals.

The tenets of this Strategic Plan 2021-2026 are driven by the institute's core principles of developing human resources to serve the region, recognizing teaching as a unifying activity, nurturing integrity, creativity and academic freedom and retaining a willingness to experiment with new paradigms. The Plan 2021-2026 has been thought through well, and keeping in mind the college's robust ecosystem and dedicated team, I am confident that MKCE will make rapid progress towards achieving its vision of becoming an University by 2030.

**Dr. K.Ramakrishnan**

Managing Trustee,

M.Kumarasamy Health and Educational Trust,  
Karur, Tamil Nadu.

## **VISION PLAN 2026**

This vision plan is the consolidated plan of action for the next 5 years. This plan elaborates about the intention of each objective, metrics to be used to measure the outcomes and action plan to implement the objectives. A Year-wise strategic perspective plan will be prepared by office of IQAC to set the targets for the concerned academic year. The midterm review will be conducted to ensure the effective implementation of this Vision Plan.

### **Vision Statements:**

- ❖ Be a community of highly accomplished and well supported academic and professional faculty and staff.
- ❖ Attract students of high academic potential and give them an outstanding Institution experience so that they become successful and influential graduates and loyal alumni.
- ❖ Benefit society by conducting and applying research of the highest quality.
- ❖ Develop strong partnerships with key organizations and communities, nationally and internationally.
- ❖ Be an Institute of global standing that serves India, Asia and the World.

**Objective 1:**

## 1. Teaching Learning Environment

**Intention:**

To provide a high-quality learning environment that maximizes the opportunity for all our students to succeed and provides them with comprehensive, intellectually challenging and transformative educational experience conducive

**Metrics to be measured:**

- On time Course completions.
- Outcomes of student satisfaction and engagement surveys (academic).
- Number of UG and PG degrees accredited by professional associations/ NBA, ABET and other accreditation bodies.
- Students' Participation in Research Projects
- Summer fellowships and Students Projects in Government organizations.
- Completion of online courses
- Earning International Certifications including English Proficiency exams.
- Internships in reputed industries
- Cracking contest organized by industry
- Academic Audit by ISO Auditors
- Appearance and securing scores in GATE, GRE and other standardized tests

**Key actions:**

- Ensure that our curricula reflect the relevant graduate profiles and deliver high quality programs that meet national policy needs and international standards in an efficient manner.
- To become academic partner with RRSC, ISRO, Bangalore in terms of students Projects.
- To Introduce "X Component" which is helpful for the students beyond the lab hours.
- To Introduce "Community Service Project" and Theory with practical Components.
- To Introduce Mandatory Value added courses/One credit course for the UG students

by Industry experts.

- A 15 week plan can be highlighted along with their regular course plan.
- To Develop a copyrighted version of Learning Management system
- To implement Flipped classroom facilities.
- Enrich teaching, learning and outreach activities by drawing on international best practice in the use of new ICT technologies.(Impartus or other feasible innovative technology)
- Provide all students with the opportunity at each level of study to interact with senior staff and researchers, and ensure that they gain the educational benefits of research informed and research-based teaching and learning.
- Develop a coordinated, research-informed suite of programs to support equity students to succeed in their studies at all levels in the University.
- Develop objective measures and benchmarks of an outstanding teaching and learning environment and review the same.
- Start new programs in emerging areas

**Objective 2:**

2. Research and Consultancy

**Intention:**

To provide high quality research which reflects through guiding graduate students, peer-reviewed publications, and government grant in full range of disciplines. This recognition of research excellence will in turn support the recruitment and retention of high-quality staff and students, and enhance Indian's international standing and connectedness.

**Metrics to be measured:**

- h-Index of the Institution.
- Progressive number of Research Projects from Government funding Agencies such as DST, SERB,NCSTC, AICTE, CSIR and other agencies.
- Progressive number of Consultancy projects from ISO or equivalent companies.

- Progressive number of awarded Patents.
- Progressive number of Research Publication in Scopus/SCI indexed journals.
- Per Faculty citation reports.

**Key actions:**

- Establishment of new Research Centers and modern research laboratories
- Motivate the Undergraduate students towards Design oriented Projects.
- To provide financial support to the faculty /Students those publishing the research papers in SCI/Scopus.
- To consider and giving priority to the faculty researcher in their PBAS under CAS.
- Increasing community service-based research and enhances betterment of both students and state community.
- Motivate the Faculty to do the Research in the Emerging areas of Statuary bodies such as UGC/AICTE.
- To increase the no of PhD Students by providing IRF (Institutional Research Fellowship)
- To reduce the teaching workload to the faculty who are extremely well in Research.
- To Set Semester wise Research Targets and do review the same in every 3 months.
- Creating Vibrant Research Groups among the Faculty and students based on their Area of Specialization.
- To motivate Peer to peer Research by Conducting International Conference on Sustainable developments in different disciplines.
- To invite ISO Auditors to conduct Academic and Administrative audit.
- To get Students project from RRSC, ISRO.

**Objective 3:**

3. Decentralized and Transparent Administration

**Intention:**

As a complex and highly devolved organization, the Institute relies on staff providing

excellent leadership in relation to a number of activities, academic and administrative, in all parts and at all levels of the organization. It is also important to the Institution's role as a leading organization that staff provide leadership in their professional capacities outside the Institute and to the wider community, nationally and internationally.

**Metrics to be measured:**

- Participative Management in terms of Academic, Research and other activities.
- Students Satisfaction Surveys.
- Student Grievance monitoring and record.
- Faculty and staff satisfaction survey.
- Impact Analysis by IQAC
- Administrative Audit by ISO Auditors.

**Key actions:**

- The following sections should be active in the institution
  1. Board of Governance
  2. Academic Council
  3. Finance Committee
  4. Planning and Monitoring Board
  5. Board of Studies (Department level)
  6. Office of IQAC
  7. Office of Accreditation and Ranking
  8. Student Affairs
  9. Faculty Affairs
  10. Centre for Learning and technologies
  11. Institution Research Board
  12. Office of Industry Relations
  13. Office of Training and Placement office
  14. Alumni section
  15. Office of Public Relations
  16. Nodal Office
  17. Admission office

18. Programme Advisory Board (Department level)
  19. Class Committee (Department level)
  20. Library Committee
  21. Hostel Committee
  22. Discipline Committee in the department level
- Other than above said committees all the mandatory committees such as Anti Ragging, Anti Ragging Squad, Ombudsman, ICC, Grievance Redressal, SC/ST Committee, etc also in live.
  - For each committee, applicable policy will be derived. Based on the Policy Standard Operating procedure also derived. Each committee will strictly adhere with the policy and SoP.

The Important policies are

1. Admission Policy
  2. Fee Cancellation and Refund Policy
  3. PbAS under CAS policy
  4. CLT Policy
  5. Research Promotion Policy
  6. Faculty Service Rule Book
  7. IT Policy
  8. Energy Policy
  9. Green Policy
  10. Resource Mobilization Policy
- Giving Minimal Financial Power from Head of the Department to Head of the Institution.
  - Preparing Year wise Strategic perspective plan
  - Conducting regular reviews on Strategic Perspective plan.
  - Conducting Year wise Administrative Audit by ISO Auditors

**Objective 4:**

4. Faculty Development

**Intention:**

A work environment with clear expectations, development of potential, extensiveness, high achievement and rewarding performance.

To use innovative employment practices to attract and retain outstanding academic and professional staff from India and internationally experienced staff. We need to provide staff with an environment that develops rewards their talents, and community responsibilities. These things must be achieved in the face of intense national and international competition for staff

**Metrics to be measured:**

- Faculty Retention Ratio.
- Faculty Publications
- Faculty Satisfaction survey
- Increased no of PG Students and Research Scholars
- Teaching excellence awards by Government Agencies.
- Faculty Awards

**Key actions:**

- Office of IQAC can Conduct “Engineers Day” and honor the faculty by their one year Performance in terms of Academic, Research, Administration.
- Create Mentor- Mentee system among the faculty to motivate young faculty in terms of Academics and Research.
- To create Staff Re Creation Club for the welfare of the Faculty.
- CLT can conduct mandatory Freshman Induction Programme for newly joined faculty.
- To provide opportunities to the faculty for Faculty Exchange Programme by providing Sabbatical Leave.
- To encourage the faculty to do the Post Doc by providing sabbatical leave.
- Each faculty should attend at least one Faculty development programme per year organized by Government Agencies and/or other renowned organizations.

- To give workload relaxation to the faculty doing well in Research or Administrative activities.
- 50% of Faculty in the department should involve in Curricula development.
- Faculty can prepare their own e-contents of their teaching course.

**Objective 5:**

5. Accreditation and Ranking

**Intention:**

Global Visibility to the Institution

**Metrics to be measured:**

- Year-wise Improved Rankings
- Year-wise improved accreditation
- Year –wise improved surveys

**Key actions:**

- To participate in all national /International Rankings.
- Collection of the data by IQAC and the analysis of the data in line with the competitive institution by office of Accreditation and Rankings.
- Do the Gap Analysis if needed.

The following are the important Rankings, Accreditation and Surveys:

1. NIRF
2. NAAC
3. QS –I Gauge
4. UI Green Metric Ranking
5. AICTE Clean and Smart campus award
6. MHW Ranking
7. ARIIA
8. THE Impact

9. THE Subject Rankings
10. QS-E-Lead
11. Data Quest Survey
12. EW India Private Engineering college Rankings
13. AICTE CII Survey
14. The Week Rankings
15. Career 360 Ranking
16. NBA (Program wise Accreditation)
17. ABET (Program wise Accreditation)

**Objective 6:**

6. Perception of the Institution

**Intention:**

To improve the position of the Institution at National/International level.

**Metrics to be measured:**

- International MoU and its outcomes
- Placement with Higher package
- Placement with multiple offer
- Excellence in Rankings, Accreditation and Surveys.
- International Research capabilities.
- Alumni Contribution
- Extension Activities
- No of Startups.

**Key actions:**

- Recruit /Host International Faculty members.
- Enroll international students in academics, Research programmes.
- Enhance the Fellowships for PG students and Research Scholars.
- Sign productive MoU with at least one International Institutions per year

- Student/Faculty Exchange or Culture center by other countries.
- To be the nodal centre for AICTE/UGC Competitions and exams such as NTA, TNPSC, CUET and other exams.
- Participate in PMSSS Programme.
- To become AICTE research centre.
- Participate in all AICTE schemes.
- Motivate the students to get more than one offer by conducting company specific trainings.
- Create a separate portal for Alumni
- To conduct Alumni day and invite them for Guest lecture.
- To conduct Extension Activities through Unnat Bharat Abiyan Scheme.
- To provide financial support to the students for their Start-up companies.



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