



SESHADRIPURAM EDUCATIONAL TRUST
SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT
NAAC Accredited with 'B' Grade, ISO Certified 9001:2015

(Affiliated to Bengaluru City University)


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Strategic Deployment Document

2018-2023

1	Planning	Deployment
1.1	Introduce new programmes	<ul style="list-style-type: none">• The institution has secured approval for BCA and BDA programs and the admission will be done for the upcoming academic year 2024-2025.
1.2	Increase Institution's MoU's	<ul style="list-style-type: none">• Institution has successfully established 46 functional MOUs, to support students learning needs, make them industry ready and students to exposure to the entrepreneurial aspirations while gaining the real world knowledge
1.3	Establish Course Review committee	<ul style="list-style-type: none">• Course Review Committee was formed with HOI as the chairperson and two senior faculty members and the staff relation manager and student


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		progress of syllabus.
1.4	Prashiksha - a Curriculum Integrity Book	<ul style="list-style-type: none"> The documentation for curriculum implementation has been redesigned to accommodate all the essential information that needs to be documented.
1.5	Student hand book for BSDC/PSDC	<ul style="list-style-type: none"> Student handbooks were designed to efficiently instruct students on project submission formats.
1.7	CIE Policy	<ul style="list-style-type: none"> To accommodate the new summative and formative assessment structure introduced by NEP, a CIE policy was drafted.
1.8	Internal Board of Studies	<ul style="list-style-type: none"> IBOS was established and has operated with appointments made by the Principal.
1.9	Timely Feedback on Curriculum	<ul style="list-style-type: none"> Feedback mechanism was strengthened to collect timely feedback on Curriculum.
1.10	Feedback Analysis and Communication	<ul style="list-style-type: none"> The feedback analysis is communicated to the relevant stakeholders. The mechanism was strengthened and followed.
1.11	Pedagogy Trainings to the Faculty	<ul style="list-style-type: none"> To strengthen the teaching quality, Pedagogy trainings were organised regularly.
1.12	Course Heads	<ul style="list-style-type: none"> Course Heads were nominated to mediate regarding the teaching pedagogy, assessment plan and student centric methodology to be followed.



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2	Planning	Deployment
1.1	Strengthen the Admission Process	<p>The college has strengthened the admission process through the following steps;</p> <ul style="list-style-type: none"> • Adherence to the Roaster system following the Karnataka state rules. • Admissions to the differently abled students. • Online admissions system development and Hybrid mode was adopted. • Admission process redesigned to make it single window operation.
1.2	Student Centric Methodology Adoption	<ul style="list-style-type: none"> • The teaching learning process was strengthened through adoption of the various student centric learning methods with proper documentation process.
1.3	POs , Cos and PSOs	<p>Course Outcomes were planned and attainment is measured through direct method through the analysis of</p> <ul style="list-style-type: none"> • Internals and University exams • Assessment marks scored in University examination. • Formative and Summative assessments. • Remedial actions to bridge the shortcomings.
1.4	Resolution of Grievances(internal and External)	<p>Efforts to ease the grievance resolution mechanism.</p> <ul style="list-style-type: none"> • Grievance Form is revised, made available both online and offline. • A time frame for solving the grievances was maintained.
1.5	To enhance effective Curriculum delivery	<p>Steps undertaken to enhance the curriculum delivery</p> <ul style="list-style-type: none"> • Course Head nomination and allotment. • Common plan for curriculum delivery, assignments and assessments • Teachers deputed to FDP's regularly(syllabus orientations)

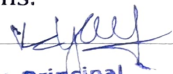

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1.6	Encourage Faculty to use digital, innovative teaching pedagogy	<ul style="list-style-type: none"> • Pedagogical trainings to the faculty on how to use the digital platforms effectively.
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3		Deployment
1.1	Strengthen the Research Activities	<ul style="list-style-type: none"> • ISSN/ISBN and book publications have been gradually increasing year by year. • Student Paper publications encouraged and have received best paper awards. • Faculties have received Best Paper awards. • 14 of our faculties are pursuing Ph.D. • Organized Multidisciplinary Conferences and published papers in ISBN every year. • Faculties are appointed as editors in the recognized international Journals.
1.2	Strengthen the Extension Activities	<ul style="list-style-type: none"> • Institution has successfully established 46 functional MOU's for Extension activities conducted in the last five years • Appreciation letters and certificates are very successfully received by the Institution from local government and non-government agencies.
1.3	Improve the Faculty quality through Research	<ul style="list-style-type: none"> • Faculties have received awards/recognitions in different categories like in the field of Academics, Sports and Extension activities.


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4	Planning	Deployment
1.1	Improve physical Infrastructure	<ul style="list-style-type: none"> • The College has made adaptations into infrastructure to suit differently abled students like, tactile path, ramp, canteens and disabled friendly restrooms. • Constantly upgraded the AMC's where ever necessary to maintain infrastructure. • The college has taken efforts to convert the college into green campus wherever feasible.
1.2	Improvising the Sports infrastructure through more number of affiliations	<ul style="list-style-type: none"> • Established notable 5 affiliations for enhanced exposure for sports opportunities'. • Established MOU's with sports associations to give greater exposure to students. • Improvised indoor gym and games facilities to both staff and students • Establishment of 10 Meter Shooting Range which is at par with the exact standards of international shooting academies. • The students have utilized the resources and have excelled in national and International level sports.
1.3	Improvising Library and Learning Resources	<ul style="list-style-type: none"> • The college has provided digital library facilities to students and staff. • Library is updated with the LMS resources for enhancing learning resources. • Maintenance of digital records of the teaching material for further reference. • Established various library memberships and associations.



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5	Planning	Deployment
1.1	To Strengthen the Alumni Association	<ul style="list-style-type: none"> • Established registered Alumni Association -NEXUS * under the Karnataka State Co-operative Societies Act, 1960. • Nomination of alumni members into major improvement committees of the college and their suggestions are included in the effective curriculum implementation. • Involvement of the alumni into all mainstream activities like, academics, sports and extension activities • Recognitions for the accomplished alumni from different fields.
1.2	To Strengthen the Statutory Cells working	<ul style="list-style-type: none"> • Impetus to strengthen these cells and reinforcing the working mechanism as per the UGC guidelines • Policies drafted accordingly. • Wide awareness is created through programs and display boards.
1.3	To efficiently extend Government Scholarships informaion	<ul style="list-style-type: none"> • Orientations to the students regarding the available scholarships • Assistance for applying for the applicable scholarships.
1.4	To Strengthen Student, Support and progression	<ul style="list-style-type: none"> • Motivated students to pursue competitive exams and facilitated in-house training by collaborating with external agencies through MOUs. • Arranged numerous programs of Global level through existing and fresh MOU's from time to time.


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		<ul style="list-style-type: none"> • Encouraged students to take up field learning, participative learning in the respective subjects. • Improved documentation of the records of outgoing students and extended support. • Improvised the documentation mechanism for in house/ inter collegiate Competitions and placements.
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6	Planning	Deployment
1.1	To strengthen Governance and Leadership	<ul style="list-style-type: none"> • Strengthened E-Governance in all spheres of college activities. • UUCMS training was conducted to faculties.
1.2	To establish participative Governance – decentralization initiatives	<ul style="list-style-type: none"> • Established an Internal Compliance Committee to verify compliance with various regulations pertaining to college activities planned for the academic year. • Implemented a policy of rotating staff nominations among different committees every two years.
1.3	Strengthening the feedback mechanism and performance appraisal collection mechanism	<ul style="list-style-type: none"> • Strengthened the following feedback collection mechanism – Self appraisal, Peer appraisals, Principal’s appraisal, and confidential performance appraisal report of the faculties to the Management. • Administrative wing feedback was taken.
1.4	Strengthening the Faculty development	<ul style="list-style-type: none"> • Encouraged faculties to participate in Seminars/Conferences at National level.


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programs	<ul style="list-style-type: none"> • Reimbursement of the registration fees and publication fees. • Hosted numerous FDP's to develop teacher quality.
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7	Planning	Deployment
1.1	To initiate Gender Audit	<ul style="list-style-type: none"> • Gender Audit was conducted and analyzed through the forum Ankura to understand the gender ratio. • Gender policy drafted.
1.2	To initiate Green Audit	<ul style="list-style-type: none"> • Environment and Energy Audit was undertaken to transform our campus to eco-friendly campus. • Environment Policy drafted
1.3	Green Campus Initiatives	<p>To make our campus Green Campus, following steps were taken;</p> <ul style="list-style-type: none"> • Rainwater Harvesting • Conservation of Water • Vertical garden • Greenery wherever feasible
1.4	To strategize outbound eco-conscious initiatives	<p>Programs initiated through Eco Mitra and NSS to take up programs like;</p> <ul style="list-style-type: none"> • Seed ball sowing • Tree Plantations drives • Adoption of Plants
1.5	Women facilities on Campus	<p>Betterment of the facilities for women on campus through steps:</p> <ul style="list-style-type: none"> • Sick room for women for menstrual needs • Special room for NCC female Cadets


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