

engineering the future

**STRATEGIC
PLAN**

2017-22



MAR BASELIOS
COLLEGE OF ENGINEERING AND TECHNOLOGY



MAR BASEL
COLLEGE OF
ENGINEERING AND TECH



Preamble

Over the past one and half decade, Mar Baselios College of Engineering and Technology has been engaged in educating the future generations of Engineers. Started in 2002 with four B Tech programmes with 240 students today, it has emerged as a leading institution in the State with an intake of 600 students in five specializations, and seven M Tech programmes. With an unparalleled infrastructure and state-of-art facilities, outstanding academic results and achievements in arts and sports we are positioned as a College of choice for the students to weave their Engineering dreams. All our BTech programmes are accredited by NBA(Tier-II) and the institution is accredited by NAAC with 'A' grade with a CGPA of 3.13- the highest grade among the Engineering Colleges in Kerala so far. Our outstanding excellence has been the cornerstone of our reputation, and our graduates are recognized and valued for their integrity, commitment, ethical behavior and exceptional leadership.

MBCET has progressed so fast because of the visionary patronage, committed leadership, hard work and community partnerships. These achievements are a testament to the fortitude of every faculty and staff member who enabled change at a pace never experienced before. The campus setting, learning environment and the vibrant community all contribute to an exceptional academic atmosphere that gives MBCET much to celebrate and build upon.



Looking forward

To facilitate continued excellence and leadership in our mission, this Strategic Plan has been developed as a guide envisioning our future priorities. Aligned with the Institute's Mission, this Strategic Plan defines the objectives and strategies, that will build towards the goals outlined.

The planning process started with a brainstorming session by a team of faculty members. The participants were grouped and completed an extensive SWOT analysis on the state-of-art of MBCET. The team developed ideas on the major goals, objectives and strategies. Suggestions and feedbacks were invited from all stakeholders: Parents, Staff, Students and Alumni. The recommendations from all its stakeholders were consolidated as five major goals. Five groups of subcommittees reviewed the objectives and strategies and completed the draft plan. Finally, the draft plan was presented to the MBCET Community for feedback for fine tuning. After incorporating the suggestions and feedback, the Strategic Plan 2017-22 has been finalized.





Our Vision, Mission and Values

Vision

To be an institution moulding globally competent professionals as epitomes of noble values

Mission

To transform the youth as technically competent, ethically sound and socially committed professionals, by providing a vibrant learning ambience, for the welfare of humanity

Core Values

Integrity
Tolerance
Accountability
Commitment
Social Responsibility
Innovation
Professional Excellence

The vision articulates our direction. The mission declares our purpose. The values assert our beliefs that guide our actions and behavior. Taken together, they provide a road map to our destination.

Enabling Goals

In order to achieve its mission, retaining the culture and aspirations, the MBCET has established the following goals:

GOAL 1: Be among the highly respected institutions in the country for undergraduate and post graduate studies in Engineering and Technology

GOAL 2: Pursue research, consultancy, innovation, and entrepreneurship activities to address the grand challenges and opportunities of the future

GOAL 3: To create an environment for the students to succeed at their highest level through high quality academic programs, co-curricular and extra-curricular activities and community outreach programs.

GOAL 4: Recruit, retain and enable a community of exceptional faculty and staff

GOAL 5: To establish and maintain facilities and infrastructure; governance and administration that support the achievement of the college's vision, mission and values.

GOAL 1:

Be among the highly respected institutions in the country for undergraduate and post graduate studies in Engineering and Technology

MBCET will be equipped to develop the next generation of Engineers who will attain high technical competence with leadership skills. The College will continue to strive in creating lifelong learners through the active engagement and support of its stakeholders and alumni.

Objective 1.1: Benchmark the pedagogy with that of the top tier Institutions in the Country

Strategies:

- a) Encourage innovative teaching, learning and assessment methods
- b) Enhance faculty and student interaction with reputed institutions/ organizations through training programmes, workshops and collaborative projects
- c) Initiate internships and student exchange programmes at reputed institutions
- d) Introduce finishing school programmes

Objective 1.2: Institutional brand building

Strategies:

- a) Enhance scholarly activities
- b) Ensure quality assurance through annual quality assessment
- c) Attain higher levels of achievements in co-curricular and extra-curricular activities
- d) Inspire social commitment of staff and students through outreach activities
- e) Enhance student diversity

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- f) Enhance the role of stakeholders in decision making and establish structured feedback system from stakeholders for curriculum enrichment activities
 - g) Monitor the effective implementation of the strategic plan
 - h) Evolve mechanisms to attract high quality students.

Objective 1.3: Promote alumni networking with students

Strategies:

- a) Create a world-wide MBCET alumni network
- b) Attract alumni support in placements and internships for students
- c) Enhance the involvement of alumni as resource persons for technical workshops and invited talks
- d) Strengthen alumni involvement as innovator or entrepreneur in the campus start-up ecosystem - B'Hub.



GOAL 2:

Pursue research, consultancy, innovation, and entrepreneurship activities to address the grand challenges and opportunities of the future

Our endeavours fostering Technological innovation, Industrial, Research, Internship programs and Entrepreneurship in the coming years will prepare students to be global citizens.

Objective 2.1: Strengthen research activities

Strategies:

a) Increase the number of external and internal research projects

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- b) Increase research publications and ensure maintenance of quality
 - c) Encourage staff and students to organize/ attend workshops, conferences, invited talks, seminars etc.
 - d) Continuously monitor and apply for financial aids given by central, state governments and various international organisations
 - e) Become approved Research centre of Universities

Objective 2.2: Establish productive partnership between industry/ reputed organizations for consultancy and internships

Strategies:

- a) Nurture a culture of research and innovation excellence focusing on challenges of societal and economic importance
- b) Establish consultancy cell and pursue consultancy activities
- c) Sign MoUs and establish industry institute linkages with reputed industries and organization to undertake joint research projects, training and internships.

Objective 2.3: Foster an entrepreneurial ecosystem in the campus

Strategies:

- a) Facilitate the development and protection of intellectual property rights
- b) Establish an innovation hub that promote entrepreneurship
- c) Develop incubation and meet-up spaces
- d) Conduct training programmes/ workshops/events /competitions focussed on innovation and entrepreneurship



GOAL 3 :

To create an environment for the students to succeed at their highest level through high quality academic programs, co-curricular and extra-curricular activities and community outreach programs.

MBCET will provide students with transformational experience focusing on innovative teaching methods, quality enhancing programs, community outreach programs, wide learning opportunities -both inside and outside classrooms, co-curricular and extracurricular activities, in a caring environment.

Objective 3.1 Ensure quality teaching and learning

Strategies:

- a) Introduce and implement the use of ICT for teaching and learning
- b) Empower students' personal and professional development through academic and professional advising, peer-to-peer mentoring etc.
- c) Regular audit on effectiveness of both UG & PG curriculum

- d) Strengthen the quality and impact of the M Tech programs

Objective 3.2 To prepare students for successful placements and/or higher studies

Strategies:

- a) Enhance career guidance and placement activities to attract core companies
- b) Arrange skill based and industry relevant continuing education programmes
- c) Offer training programmes that meet the requirements of the industry
- d) Train students to get admissions in top ranking institutions in India & abroad.
- e) Take measures to improve the student pass percentage by appropriately addressing the related issues

Objective 3.3 Develop a culture to serve the society

Strategies:

- a) Motivate student projects relevant to society and to provide solutions
- b) Arrange inspirational activities encouraging students for community service
- c) Support for NGOs engaged in social service activities

Objective 3.4 Provide an environment for the holistic development of students

Strategies:

- a) Expand extra-curricular, co-curricular activities and club activities
- b) Enhance department association and professional society activities and ensure mass participation of students
- c) Develop counselling centre to address students' psychological and emotional issues
- d) Empower the student senate to discuss common problems of students and ensure its solution.
- e) Effective grievance redressal mechanism to address grievances



GOAL 4

Recruit, retain and enable a community of exceptional faculty and staff

MBCET will recruit and retain a team of dedicated faculty and staff, and sustain a productive work environment that provides each Faculty and Staff Member to achieve a bright and rewarding career ahead.

Objective 4.1 Ensure quality in intake of faculty and staff

Strategies:

- a) Recruit faculty and staff through a rigorous screening process evaluating their capability and interest
- b) Establish norms for career advancement in tune with AICTE guidelines

- c) Arrange induction programme for newly joined faculty

Objective 4.2 Encourage and enable faculty excellence

Strategies:

- a) Establish a Teaching Learning Centre to hone teaching skills
- b) Review and accommodate innovative teaching methodologies
- c) Form research groups and establish centres of excellence
- d) Build a team of outstanding faculty and ensure that every faculty member has a career path to academic excellence and success
- e) Institute research promotion schemes to support higher education for faculty
- f) Arrange workload balancing and flexible timings for promoting research and consultancy activities
- g) Conduct regular skill up-gradation programmes for technical staff

Objective 4.3 Facilitate welfare measures for a rewarding career

Strategies:

- a) Implement performance based incentives, rewards and recognition
- b) Establish high-end product development centre
- c) Conduct skill development programmes in advanced technology areas for faculty and technical staff
- d) Encourage faculty and staff towards entrepreneurship
- e) Implement attractive pay and other benefits for personal/professional development



GOAL 5

To establish and maintain facilities and infrastructure; governance and administration that support the achievement of the college's vision, mission and values.

Our rich campus setting and vibrant teaching learning community contributes to an exceptional academic atmosphere. As future emerges, to ensure quality the College will streamline its status through effective governance and enhanced facilities which fulfil its vision, mission and uphold its values.

Objective 5.1: Achieve excellence in governance and administration through transparency, accountability, quality and trust

Strategies:

- a) Establish well defined rules, policies and simple procedures.
- b) Decentralisation of powers and all-inclusive well defined organisational charts

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- c) Provide financial powers to departments and manage its utilisation with accountability and transparency
 - d) Celebrate and reward excellence in innovation, leadership and initiative.
 - e) Streamline the process of budgeting and financial auditing.

Objective 5.2 : Develop world class infrastructural facilities for undergraduate and post graduate education, and research

Strategies:

- a) Develop a master plan that addresses the need for the present and the future.
- b) A full-fledged maintenance cell to undertake the maintenance of infrastructure and other facilities.
- c) Continuous up-gradation of lab/workshop requirements at par with reputed National/International institutions
- d) Improve library facilities- print and digital resources, both at central and department libraries. Improve medical facilities in the campus, including ambulance
- e) Enhance facilities for sports, arts and recreation, with time extension beyond regular working hours
- f) Automation of the various functional units of the Institution.

Acknowledgment

On behalf of the Strategic Planning Committee, I would like to thank all those who were involved in the development of this ambitious document. The strategic plan emphasizes providing a truly transformative education experience to our students, alongwith accelerating Research, Innovation and Entrepreneurship. It is a testimony to our cooperative and collaborative effort. The contributions of all stakeholders to this endeavor are greatly appreciated.

Dr T M George
Principal

