



CHILDREN'S EDUCATION SOCIETY (REGD.)

Administrative Office:

1st Phase JP Nagar, Bengaluru – 560 078

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THE OXFORD COLLEGE OF ENGINEERING

(Recognised by the Govt. of Karnataka, Affiliated to Visvesvaraya Technological University, Belagavi & Approved by A.I.C.T.E. New Delhi, Recognised by UGC Under Section 2(f))

Bommanahalli, Hosur Road, Bangalore –560068.

☎: 080 -61754601/602, Fax: 080 – 25730551 E-mail: engprincipal@theoxford.edu Web: www.theoxford.edu

Five-Year Strategic Perspective Plan

2021 -2026



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Five-Year Strategic Perspective Plan

2021 -2026

VISION

To be a respected and most sought after engineering educational institution engaged in equipping individuals capable of building learning organizations in the new millennium

MISSION

To develop competent students with good value systems and face challenges of the continuously changing world.

QUALITY POLICY

To equip the students with highest standard of education, knowledge and ethics.

To prepare them to meet the challenges of life with full confidence. Aim at all round development of the personality to be useful citizens.



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SWOC Analysis

Strengths

1. Strong reputation for excellent teaching and the development of practical knowledge and skills in laboratories
2. Co-curricular and value-added programmes on emerging technologies are equally important.
3. An environment that is friendly and eco-friendly for work, advantages of location and infrastructures
4. Departments have research centers, and faculty are constantly encouraged to pursue Ph.D.s, conduct research, advance their credentials, and so on.
5. Constant student mentoring, monitoring, and a comprehensive feedback system
6. Students are trained and groomed to prepare them for the workplace and to improve their employability skills through technical instruction, soft skill development, GD & Aptitude classes, etc.
7. Various activity clubs for innovation, all-around development, and extracurricular activities, such as the Tech Club, Cultural Club, Sports Club, etc.
8. Focus on building entrepreneurship development
9. Achievements in placement by students in various reputed organizations and reputed companies.
10. Strong Alumni base that helps for the job generation and referral drive of junior students.
11. Major departments are accredited by the NBA.
12. Students are achieving university rankings regularly.



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Weaknesses

1. Moderate faculty retention rate
2. International and National Collaboration activities to be done
3. More Patent registration need to be done.
4. Only the university curriculum needs to be followed.

Opportunities

1. Autonomous and Deemed University Status
2. Collaboration with International and National Institutes of repute and other recognitions
3. Faculty – student exchange program with reputed National & Foreign Universities
4. Focus on Research activities, consultancy & collaboration with institutes and industries
5. Involving more faculty members in research-oriented programs, funding for research, project and innovative programs
6. Enrollment of Students in Internship programs in different renowned corporate houses & industries

Challenges

1. Significant gap between the course curriculum and industry standards, which we are unable to close because of affiliation university rules.
2. Keeping pace with continuous modification of technological advancement
3. To encourage faculty members to conduct research, develop new products, innovate, etc.
4. Tough competition to attract core businesses to campus for mass hiring



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Strategic Goals

The enthusiastic TOCE team defined the institution's strategic goals after extensive planning and discussion, guided by the Vision, Mission, Quality Policy's, expectations of stakeholders, and SWOC analysis.

Institution Strategic Goals:

1. Adopting a successful teaching and learning process
2. The establishment of a perpetual internal quality assurance system
3. Ensuring student growth and involvement
4. Ensuring staff welfare and development
5. Committee for strategy implementation and evaluation for ongoing oversight and comments.
6. Highlight collaboration and interaction between institutions and industry.
6. Growth of entrepreneurship
8. Promoting R&D initiatives, publications, Consultancy, Innovation & Incubations
9. Increasing internal revenue generation
10. Increasing alumni participation, interaction, and outreach efforts
11. Participation in Volunteer Work and Other Community Services
12. Infrastructure development and upgrading to high standards
13. Joining professional organisations, local chapters, student chapters, etc.
14. Enhancing training and placement to obtain higher packages for our students
15. Become a great performer in the NIRF, IIC, and CII Awards, etc.
16. Obtaining NBA accreditation should be a priority for all departments.



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Strategic Plan document

Perspective/ Strategic Plan Documents are available in the institution. Listed are the activities planned and implemented in the Institution.

Sl. No	Action Plan	2021-22	2022-23	2023-24	2024-25	2025-26
Curriculum Development						
1.	BOS/BOE Member /Academic Council of the affiliating university/other university/college	Faculty members of the Institute take active participation in design and development of the curriculum. Many faculty members are on board of studies of the University and many are participating in syllabus reframing workshops which are conducted by the university time to time			Stakeholders feedback and suggestions on curriculum is taken in every session. Based on this feedback, the suggestions received regarding the curriculum are communicated to university.	
2	Conduct programs related to cross cutting issues relevant to	Minimum of three professional society/Association/club activities per semester by every department.				
3	Value Added Course in each department per year	Conduct minimum 5 Value Added Course in each department per year and ensure to enroll a greater number of students (Min. 90%)				
4	a) Field visits	A minimum of two Industrial visits and core teaching in minimum of two subjects shall be conducted for all students by industrial experts by each department in a semester <ul style="list-style-type: none"> • Study tours and visits shall be conducted for all students regularly 				
	b) Seminars and Guest Lectures	Each department must organize at least three seminars and guest lecturers from reputable institutions, MNCs, and public sector companies during the academic year.				



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	c) Students participation in competitions	Motivating students to participate in various competitions conducted at the inter- and intra-state level, the national level, and also encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities)
	d) Teaching and Learning	Enhancing teaching and learning through the use of contemporary teaching aids, referring students to NPTEL/SWAYAM/MOOCs, and using these resources in the classroom
5	Online feedback to be collected twice / annum on parameters from different stakeholders- Student, Teacher, Alumni, Employer, Parents & Community.	<ul style="list-style-type: none"> • Mentor allocation to each group of students to monitor, motivate, and encourage both academic and non-academic activities and to provide feedback to department and parents. • To adopt the Feedback mechanism for curriculum separately from different stake holders for analyzing the content within university syllabus and beyond syllabus to take appropriate measures.
	Research support	<ul style="list-style-type: none"> • Encouraging and motivating faculty to publish more Research papers with high impact paper journals. • More collaborative research and technical events with national and international universities
	Extension activity	Promoting more activities of Department Associations, Clubs, NSS, NCC, IIC and Chapters of Professional Societies.
	Infrastructure facilities	<ul style="list-style-type: none"> • All departments must have increased the number of ICT-enabled classrooms. • All infrastructures must be upgraded to meet high standards.



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	Student support activities	Motivating Students to participate in more competitions conducted national and international and place awards and gain recognition to the Institution	Motivating Students to participate Minimum one competition conducted across the Globe and place awards and gain recognition to the Institution
	Faculty welfare & development activities	<ul style="list-style-type: none"> • Free medical camp for employees • Subsidized canteen facility • Health Insurance 	
6	Student full time teachers ratio	The faculty-to-student ratio will be less than 1:15.	
7	Faculty PhD	All the faculty members are motivated to register for PhD	Support for further research in the form of seed money, sponsorship for attending conferences etc. Laptops and other computational facilities.
8	Pass percentage of final year students	Result should be >80%	Result should be >90% and detention should be nil
9	Workshop and seminar conducted on IPR	<p>Minimum of two programmes in funding, patenting, or IPR at departmental level in an academic year.</p> <p>Minimum of five innovative projects at the departmental level in an academic year.</p>	
10	Number of research papers published by faculty	<ul style="list-style-type: none"> • All the faculty members are motivated to publish two research papers in Scopus/WoS/ICI/SCI in an academic year. 	



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11	Books and chapters published and papers presented in conferences	<ul style="list-style-type: none"> All faculty members are encouraged to attend and present at least two conferences or write books or book chapters in an academic year. 	
12	Extension and outreach programs conducted	Every department is motivated to carry out an outreach programme during the academic year.	Every department shall conduct minimum two outreach programme in an academic year
13	Collaborative activities/consultancy	Each department should engage in consulting activities.	
14	MOUs with institution	Minimum of one MOU and at least one activities shall be conducted as per the agreement in MOU by every department	Minimum of one MOU and at least two activities shall be conducted as per the agreement in MOU by every department
15	Institution subscriptions for E- Resources	Students in the PG and PhD programmes must be encouraged to use the institute's E resources.	E resources will be updated on a regular basis to reflect current developments in all disciplines.
16	Number Capacity building and Skill enhancement activities conducted	Minimum two Skill development programme in an academic year shall be conducted at Institutional level	



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17	Placement of outgoing students	<ul style="list-style-type: none"> • Conduct a greater number of Institute Industry Interface Programs. • The training curriculum is designed to prepare students for entry-level graduate engineer trainee positions while taking into account industry requirements and the goal to attract MNCs to hire our students with higher compensation.
18	Students progression to higher education	Every student shall go through Placement/Entrepreneurship or Higher studies
19	Awards /medals	At least one cultural activity in Institutional level in an academic year
		Become a great performer in the NIRF, IIC, and CII Awards,
		The students should be encouraged by every department to obtain greater academic university ranks.
20	Number of Professional development/ad ministrative training programs organized by the institution	<ul style="list-style-type: none"> • To organize one National/International Conference at Institutional Level and Department level every year
21	Number of Teachers attending professional development training program	Minimum two Faculty Development Programme (internal/External), minimum one workshops, minimum two seminars and Guest Lectures shall be organized by each department in an academic year.
22	IQAC Formation	<ul style="list-style-type: none"> • To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices. • IQAC team conducts Academic Administrative Audit (AAA) and quality audits on a regular basis.



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		<ul style="list-style-type: none"> After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. Principal along with the other members of IQAC periodically review the strategic plan and its deployment. 		
23	NAAC Accreditation	Gather all relevant data for the NAAC Accreditation and apply of NAAC	Obtain NAAC Re-accreditation for the institution	
24	Expand the number of annual alumni programs.	Encourage more Alumni activities across the departments and also strengthening alumni connects as they are our main Ambassadors and Notable Alumni may be invited to the College to deliver motivational talks to their Juniors.	Increase alumni participation in all aspects	Conduct minimum two Alumni Meet in the department in an academic year
25	online course	Each faculty shall complete minimum of one MOOC/NPTEL/SWAYAM course and one course in online (Courseera, UDAMEY) in an academic year.		
26	Training Teaching and non-teaching staff	Professional development /Administrative training programs organized by the institution for teaching and non teaching staff in every year		



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27	Funding	All doctorates are encouraged to submit research ideas to various funding entities.	
28	NBA	Obtaining NBA accreditation should be a priority for all departments	Obtain NBA accreditation for the Departments

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Monitoring Report of Strategic Perspective Plan for the Year 2022-2023



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Monitoring Report of Strategic Perspective Plan for the Year 2022-2023

<u>S.N</u> <u>o</u>	Action Plan	Measurable Indicators - 2022-23	Performance of the year 2022-2023	Status
1	BOS/BOE Member /Academic Council of the affiliating university/other university/college	Faculty members of the Institute take active participation in design and development of the curriculum. Many faculty members are on board of studies of the University and many are participating in syllabus reframing workshops which are conducted by the university time to time	Faculty members part of BOE and actively participated in the feedback and suggestions for the development of the curriculum.	Completed
2	Conduct programs related to cross cutting issues relevant to	Minimum of three professional society/Association/club activities per semester by every department.	The Institute conducts 19 Technical Club events, 16 of which were held under the umbrella of the IEEE Society as CSI 2 and ISTE 1 events.	Partially completed We're processing events that are balanced. It is going to be completed at the relevant department in the next academic year per the IQAC Team's instruction.
3	Value Added Course in each department per year	Conduct minimum 3 Value Added Course in each department per year and ensure to enroll a greater number of students (Min. 90%) # ADD course target revised	There are 21 additional ADD courses offered, and all the departments' students are enrolled. The IQAC team recommends more enhancements to reach the target after the planned	Partially completed In the forthcoming academic year, the remaining ADD courses will be completed under the direction of the IQAC Team.



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			program has been partially completed.	
4	a) Field visits	A minimum of two Industrial visits and core teaching in minimum of two subjects shall be conducted for all students by industrial experts by each department in a semester	16 industrial visit has been finished by all departments	Pending industrial visit will be completed in the corresponding department during the next academic year, as planned.
		Study tours and visits shall be conducted for all students regularly	It is in process	All necessary measures have been taken in order to ensure its timely completion, and in compliance with the directives of IQAC, it will be regularized for the forthcoming academic year.
	b) Seminars and Guest Lectures	Each department must organize at least three seminars and guest lecturers from reputable institutions, MNCs, and public sector companies during the academic year.	Throughout the academic year, 99 events—including seminars, guest lectures, and workshops—were arranged by all departments. And 145 IIC events completed	Completed
	c) Students participation in competitions	Motivating students to participate in various competitions conducted at the inter- and intra-state level, the national level, and also encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities)	4755 students took part in co-curricular, extracurricular, sports, and cultural events.	Completed



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	d) Teaching and Learning	Enhancing teaching and learning through the use of contemporary teaching aids, referring students to NPTEL/SWAYAM/MOOCs, and using these resources in the classroom	Renowned subject experts employ contemporary teaching aids and web resources to support their classroom instruction.	Completed
5	Online feedback to be collected twice / annum on parameters from different stakeholders- Student, Teacher, Alumni, Employer, Parents & Community.	Mentor allocation to each group of students to monitor, motivate, and encourage both academic and non-academic activities and to provide feedback to department and parents.	Based on the SPP feedback was gathered from faculty members, employers, alumni, and students.	Completed
		To adopt the Feedback mechanism for curriculum separately from different stake holders for analyzing the content within university syllabus and beyond syllabus to take appropriate measures.	The IQAC team completed a feedback analysis in accordance with our guidelines and implemented corrective measures.	Completed
	Research support	Encouraging and motivating faculty to publish more Research papers with high impact paper journals. More collaborative research and technical events with national and international universities	During the academic year, 112 research publications in reputable journals with high impact factors have been published .Further the intuition developed to further joint research and technological events with domestic and foreign universities is being processed.	Partially completed



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	Extension activity	Promoting more activities of Department Associations, Clubs, NSS, NCC, IIC and Chapters of Professional Societies.	The outstanding achievement was that 145 events were planned and conducted successfully under the IIC, and 29 NSS activities were completed during the academic year.	Completed
	Infrastructure facilities	All departments must have increased the number of ICT-enabled classrooms.	The entire department is equipped with ICT classes. Smart board and LCD projectors. The newly equipped cricket practice pitch has been added to the sports department.	Completed
		All infrastructures must be upgraded to meet high standards.		
6	Student full time teachers ratio	The faculty-to-student ratio will be less than 1:15.	In keeping with the AICTE 1:20 ratio	We continue to maintain a 1:20 ratio and strive towards a 1:15 ratio.
7	Faculty PhD	All the faculty members are motivated to register for PhD	22 faculty members are recognized as Research Supervisors in Visvesvaraya Technological University and 49 research scholars are pursuing Doctoral degree in various research Centers of the Institution.	Achieved
8	Pass percentage of final year students	Result should be >80%	During the academic year, 92 percent of final year students passed; these considered noteworthy accomplishments.	Achieved



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9	Workshop and seminar conducted on IPR	Minimum of two programmes in funding, patenting, or IPR at departmental level in an academic year.	21 Funding and patenting events were carried out in accordance with the schedule.	Completed
		Minimum of five innovative projects at the departmental level in an academic year.	The faculty of TOCE successfully converted their 04 ideas into prototypes / products. 50 innovative projects have been completed by students this academic year. 10 Innovative ideas were nominated for the Skill India Hackathon on the Yukthi portal of MOE.	Achieved
10	Number of research papers published by faculty	All the faculty members are motivated to publish two research papers in Scopus/WoS/ICI/SCI in an academic year.	During the academic year, 112 research publications in reputable journals with high impact factors have been published by the faculty members; 78 of these are indexed by Scopus, 16 by SCI, 1 by WoS and 17 by Google Scholar.	Partially completed further The IQAC Team has taken steps to encourage faculty members to exert greater effort in order to meet the target



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11	Books and chapters published and papers presented in conferences	All faculty members are encouraged to attend and present at least two conferences or write books or book chapters in an academic year.	<ul style="list-style-type: none"> Participated in conferences, published 17 papers in conference proceedings, Faculty members published 12 book chapters. 	Partially completed, The entire faculty members' enthusiastic writing of books and book chapters has greatly risen.
12	Extension and outreach programs conducted	Every department shall conduct minimum two outreach programme in an academic year	Institute conducted 29 outreach program to create social awareness and reaching government schemes to the society.	Completed
13	Collaborative activities /consultancy	Each department should engage in consulting activities.	Faculty members and department heads are encouraged to participate in the consulting activities	It is in process The IQAC Team has taken steps to encourage faculty members to exert greater effort in order to meet the target
14	MOUs with institution	Minimum of one MOU and at least one activities shall be conducted as per the agreement in MOU by every department	During the academic year, 27 MOUs were signed with reputable industries.	Completed
15	Institution subscriptions for E- Resources	Students in the PG and PhD programmes must be encouraged to use the institute's E resources.	All the students were encouraged to use the library resources optimize manner and during the academic year	Completed
16	Number Capacity building and Skill enhancement activities conducted	Minimum two Skill development programme in an academic year shall be conducted at Institutional level	The institution carried out 50 capacity building and skill enhancement programmes during the academic year	Completed



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			in accordance with the skill requirements.	
17	Placement of outgoing students	<p>Conduct a greater number of Institute Industry Interface Programs.</p> <p>The training curriculum is designed to prepare students for entry-level graduate engineer trainee positions while taking into account industry requirements and the goal to attract MNCs to hire our students with higher compensation.</p>	<p>Students are inspired to concentrate on startups, and we've held a lot of events with IIC.</p> <p>527 offers from various reputable MNCs were received overall during the academic year; A total of 146 companies visited the institution in 2022–2023 academic year and hired 368 students. The average package is 5.1 lakhs, however the highest package is 22.5 lakhs. Prominent students are pursuing higher education.</p>	Achieved
18	Students progression to higher education	Every student shall go through Placement / Entrepreneurship or Higher studies	A total of 25 students are pursuing higher education this academic year.	Achieved
19	Awards /medals	At least one cultural activity in Institutional level in an academic year	Cultural events were carried out according to schedule.	Completed
		Become a great performer in the NIRF, IIC, and CII Awards,	IIC - received four-star rating. Institution has	Achieved



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			ranked in NIRF Innovation ranking in the Band of 100-150	
		The students should be encouraged by every department to obtain greater academic university ranks.	During the academic year, final year SEE result was 92%, and we achieved 6 university ranks with a first rank and two gold medals in Biotechnology.	Completed
20	Number of Professional development/administrative training programs organized by the institution	To organize one National/International Conference at Institutional Level and Department level every year	Conducted according to the scheduled	Completed
21	Number of Teachers attending professional development training program	Minimum two Faculty Development Programme (internal/External), minimum one workshops, minimum two seminars and Guest Lectures shall be organized by each department in an academic year.	Faculty members attended 304 FDP, which was a good accomplishment in terms of skill development and guest lectures, seminars, and workshops held in accordance with the scheduled	Completed
22	IQAC Formation	IQAC team conducts Academic Administrative Audit (AAA) and quality audits on a regular basis.	All the department 100% completed	Completed, The IQAC Team suggested making modifications to enhance the quality of the upcoming academic year based on observations.



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		After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. Principal along with the other members of IQAC periodically review the strategic plan and its deployment.	The IQAC team evaluated each department's strategic plan, produced a report and made recommendation for further improvements to the concerned departments.	Completed
23	NAAC Accreditation	Gather all relevant data for the NAAC Accreditation and apply of NAAC	Accredited by NAAC "A" Grade	Completed
24	Expand the number of annual alumni programs.	Encourage more Alumni activities across the departments and also strengthening alumni connects as they are our main Ambassadors and Notable Alumni may be invited to the College to deliver motivational talks to their Juniors.	As per the plan, 20 alumni meetings took place during the academic year, providing students with valuable exposure to current industry trends that would aid in their placement.	Completed
25	online course	Each faculty shall complete minimum of one MOOC/NPTEL/SWAYAM course and one course in online (Courseera, UDAMEY) in an academic year.	178 online courses were completed by faculty and students.	Partially completed further The IQAC Team has taken steps to encourage faculty members to exert greater effort in order to meet the target, and remaining will be completed in the upcoming years additionally



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26	Training Teaching and non-teaching staff	Professional development /Administrative training programs organized by the institution for teaching and non teaching staff in every year	Conducted 14 professional development programmes in line with the plan.	Completed
27	Funding	All doctorates are encouraged to submit research ideas to various funding entities.	<ul style="list-style-type: none"> Patent granted 2 and 26 patents filed and published Faculty received 45.63 lakhs of financial assistance as research grant from various Government funding agencies like DST-SERB, VGST, KSCST, etc., 	Completed
28	NBA	Obtaining NBA accreditation should be a priority for all departments	Five departments (CSE, ISE, BT, MT, and ECE) were reaccredited last academic year; other departments are in the process of NBA accreditation.	5 Department completed and other department in the process.

Principal

PRINCIPAL

The Oxford College of Engineering
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