

SRI SIDDHARTHA ACADEMY OF HIGHER EDUCATION, TUMKUR



Strategic Plan 2017-2022

Executive Summary

Sri Siddhartha Academy of Higher Education (SSAHE), declared as a Deemed to be University U/S 3 of the UGC Act, 1956, was established vide MHRD GOI No. F.9-31/2006-U.3 (A) dated 30/05/2008 of Govt. of India at Tumkur. The Academy started functioning w.e.f. 01/06/2008. Sri Siddhartha Medical College (SSMC) and Sri Siddhartha Dental College (SSDC) have been functioning as Constituent Colleges of SSAHE since 01/06/2008. Further, as per the Govt. of India notification vide No. F.9-31/2006-U.3(A) dated 16/12/2008, the UGC in exercise of the powers conferred by Section 3 of the UGC Act, 1956, included Sri Siddhartha Institute of Technology (SSIT), Maralur, Tumkur, as an off-campus constituent institution of SSAHE, Tumkur with effect from 06/03/2009.

Sri Siddhartha Education Society, the sponsoring organization, was established in the year 1959 with the sole objective of imparting education and knowledge to everyone in general and to rural folks in particular. With its vision to - **“Reach the Unreached”**, the society was established by the veteran freedom fighter Shikshana Bhisma Dr. Sri. H.M. Gangadharaiiah, when poor and disadvantaged class of people had little or no access to higher education and knowledge.

Providing healthcare to patients and families living in rural India: Keeping in view of growing shortage of Doctors and Healthcare facilities in rural areas, SSAHE established a new Medical college, Sri Siddhartha Institute of Medical Sciences and Research Centre at T. Begur, Nelamangala Taluk, Bangalore Rural District on 24/05/2019, vide letter No. MCI-34(41)(E-22)/2019-Med/117067 dated: 24/05/2019, in pursuit of offering quality medical education with a sincere commitment to holistic patient care.

NAAC Accreditation: SSAHE was accredited with ‘A’ Grade by NAAC in 2015. The University is situated in Tumkur, a picturesque town, 70 KM from Bangalore on the Bangalore-Honnava National Highway No.206. The Institution is located 6 KM from the Tumkur Bus/ Railway Station. Tumkur enjoys a salubrious climate throughout the year. The campus is notably pollution-free. Tumkur is emerging as a knowledge hub and houses premier professional educational institutions. Tumkur is just over an hour and a half drive from the Bangalore Airport by road.

Strategic Plan 2022–2027 Identifies The Following Broad Targets:

Performance and Academic outcomes

- **Induction programmes:** SSAHE conducts introductory Programs for first year students, such as Student Induction Program, Internee's Orientation Programme, UG/PG Orientation Programme, Foundation course etc.

- **Training of students in essential professional skills:** Several training programs on Aptitude Soft Skills, Language skills, Technical Skills on cutting edge technologies such as Artificial Intelligence, Computer Vision, Data Analytics, Competency based medical education are conducted.

- **Seminars, CME's, Workshops:** Students led CME/CDE/ Educative Programmes are organized at the Institution level by the Training and Placement cell. Students are introduced to the concept of Team Work as part of various Quiz Competitions and Educative Programmes such as Medex for community Education and AETCOM module for Medical students are conducted.

- **Industry Internship:** All the students of the Institution are encouraged to carryout Internships and external postings with reputed organisations and hospitals to gain hands on experience on cutting edge technologies and to understand the best Industry Practices.

Performance and Research outcomes

- Academy has established externally funded TBIs/EDI/Internally Funded Entrepreneurship / Innovation Cell. Research is promoted through Research Governance and policy, Research Hub, Social Sciences forum, Faculty Improvement Programmes, Research, **Research Project:** Major/ Minor include providing Infrastructural facilities, Instrumentation Centre, Technical Support, Library Facilities, Collaborative Research, Industry-Institution Interaction Cell, Research Based Curriculum, Consultancy Expertise, Intellectual Property Rights, Institution Journals.

Financial Incentives

- Financial increments are provided to faculty and staff in recognition of their accomplishments. They include: Extra increments, Paid Leave, Travel and Registration Grants, Best Paper Awards, Leave Benefits, Workload concession, Seed Money, Fund for Long Term Research project, Participation in National, International events, Incentive for publication in quality Journals, Meeting the publication expenses.

R&D MOU

- Industry and Institutions work jointly to achieve the research objectives defined in the MOU documents, signed between the Institution and many relevant industries/R&D units. The MOUs mainly help in fostering academic growth among the students, especially in respect of covering the portions that are beyond the syllabus.

Journals Published by SSAHE

- Research Journal of Medical and Allied Health Sciences
- Journal of Dental Sciences and Research
- Journal of Action Research for Social Development

Institutional Strategic Action Plan for Improvement of Research and Innovation in the next 5 years.

- **Student Research:** Students are inducted as Research Scholars.
- **Community Based Research:** Student will go to the Community to collect cases for research.
- **Action research:** Is a family of research methodologies that pursue action (or change) and research (or understanding) at the same time.

- **Collaboration:** Collaborating actively with industries and foreign Universities for research promotion and extension activities.
- Research Advisory committee: Eminent and highly accredited professors, scientists from various organizations, industry leaders with vision on research education are included in the committee.
- Further keeping the practical approach defined by an age old saying “NECESSITY IS THE MOTHER OF INVENTION”, the leading research bodies like DRDO, BELL, ICMR, ISRO etc., are approached for research guidelines as required by the concerned.
- **Journals to be Published by SSAHE**
 - SSAHE-Journal of Interdisciplinary Research
 - International Society of Tropical Radiology

Vision of the SSAHE:

The Vision of the SSAHE is to “REACH THE UNREACHED” in the field of Higher Education, Healthcare and Social Empowerment, by nurturing a sense of creativity, talent and knowledge among the young mimosas in the blooming garden of medicine. We are here; to provide an environment of high academic ambience; to mould young minds and make them capable of welcoming the future with vigor and stability; to crave to be technically-competent, confident and socially-responsible engineers/doctors/scientists; and to achieve excellence in science and technology through quality education, research and service.

The SSAHE aims to serve the nation through high quality teaching and research and to produce competent, skilled and sensitive human resource that would generate an enriched environment for the human kind in an all encompassing manner.

It endeavors resolutely to pursue the goals of sculpting talent and intellectual capital of young minds, irrespective of class, creed, economic condition, region or religion, by providing high quality education through quality teaching and research, to hone their talent and abilities and to shape them into extraordinary and ethical professionals and fellows to contribute to the larger needs of the nation and humanity.

Mission of the SSAHE:

- Providing a congenial ambience for learning and creativity in young minds;
- Providing high quality education and prepare the student to be citizens of the world, proficient in their respective fields and to respond to the needs of the society in which they live;
- Providing research and public service activities relevant to the needs of the society.
- Training the student to be morally responsible to the community and serve humanity to their utmost ability;
- Promoting own capacity, to manage and develop the institution as much as possible;
- Imparting fundamental knowledge in science and technology;
- Creating a conducive ambience for better learning to bring out creativity in the students;
- Instill managerial, entrepreneurial and soft skills, to churn out quality professionals;
- Contributing positively to meet the societal needs;
- Inculcating a spirit of enquiry, make learning perceptive and rational;
- Producing research papers in all fields of medical sciences and technology, worthy of being published in National & International Journals;
- Providing all facilities for the pursuit of medical knowledge relevant to the needs of contemporary society;
- Providing best possible care for the patients and community at large;
- Providing comprehensive and quality education with ethical values;
- Providing amiable environment, facilities and encouragement for research;
- To encourage multidisciplinary learning and research in cutting edge and niche areas;

- To provide access to education for empowering the underprivileged and socially disadvantaged sections of the society;
- To develop Extra-mural studies, extension services, and other measures for the promotion of life-long learning.

Thus, since inception, SSAHE has been a driving force for providing higher education of significant quality in the fields of healthcare, engineering and technology, training generations of learners to pursue their life aspirations through ethical and holistic means. We are committed to provide affordable patient-centric healthcare, advancement in science, engineering and technology through quality higher education and with a goal and commitment to fulfill the institutional social responsibilities towards the development of the community.

Quality Policy

Achieving Excellence in Medical, Dental, Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Strengths

- A progressive Management with a committed Vision/Mission to Reach the Unreached.
- University catering to need-based Applied Science Higher Education- in the fields of Healthcare, Engineering and Technology.
- The university offers good academic flexibility of options for the learner to choose from a spectrum of professional healthcare and engineering programs.

Weakness

- Existing policy limits attracting top quality faculty
- Lack of dissemination and understanding of HR polices
- Lack of clarity of role-responsibility and accountability
- Skilled Staff shortage and a disciplined campus

Opportunities

- Strengthening collaboration with industry in research, consultancy, training & internships.
- Global initiatives through foreign University tie-ups.
- Opportunities for NAAC and NBA

Challenges

- Entry of MOU with Foreign Universities
- Multiple compliance requirements time lines affecting teaching & research
- Possible financial crunch
- Retention and recruitment of faculty

Institutional Strategic Goals

- 1. Curricular Aspects and Teaching-Learning**
- 2. Research, Innovations and Extension Services**
- 3. Infrastructure development and Learning resources**
- 4. Good Governance**
- 5. Faculty and Staff Empowerment Strategies**
- 6. Financial Management and Resource Mobilisation**
- 7. Alumni engagements and interactions**
- 8. Effective role of Internal Quality Assurance**

The Targets for 2017-2022

1. Curricular Aspects and Teaching-Learning

Objectives:

- To formulate and implement quality teaching methodologies to ensure student-centered teaching-learning processes.
- To emerge as a recognized centre of excellence in the fields of Medical, Dental and Engineering by research.

Recommendation	Action plans
Bench mark with Premier	<ul style="list-style-type: none"> • Constitute academic teams and visit premier institutions • Customize ⁸⁶ Implement best practices
Effective Curriculum planning and implementation	<ul style="list-style-type: none"> • Design curriculum as per all graduate attributes and Expectations of stake holders • Develop lesson plan as per academic calendar • Develop e-learning content
Upgrading faculty ⁸⁶ staff competence	<ul style="list-style-type: none"> • Conduct training need analysis • Conduct / depute faculty and staff for competence development • Support paper publications and presentations • Provide opportunities for networking • Train all faculty to use LMS effectively
Knowledge Delivery ⁸⁶ Outcome based education	<ul style="list-style-type: none"> • Define outcomes of each teaching learning initiative. • Continuous Assessment and evaluation to measure outcomes. • Establish Research Culture. • Access to online learning • Mentor on academic, career ⁸⁶ higher educational opportunities
Evaluation ⁸⁶ Assessment	<ul style="list-style-type: none"> • Create proper feedback system • Continuous progress assessment • Question bank development ⁸⁶ Term end examinations

2. Research, Innovations and Extension Services

Objectives:

- To achieve goals related to raising the quantum of research output and improving its quality.
- To plan and develop focused Centres of Excellence at SSAHE: on areas with potentially large societal impact
- To make significant contributions to the Community and technology needs of the nation
- To encourage students and Faculty to publish research papers in top journals and presentation at conferences where the world's leading researchers are present.

Recommendation	Action plans
R&D Infrastructure & Teams	<ul style="list-style-type: none"> • Increasing both human and physical resources required for research. • Enhancing R&D laboratories in all departments • Dedicated R&D facilitation & documentation centre • Competent technical staff for R&D labs
Establishing Centres of Excellence	<ul style="list-style-type: none"> • Enhancing and upgrading the existing Centres of excellence. • To create more such active centres on areas with potentially large societal impact. • The Centres of Excellence will also be multi-institutional, involving partnerships with Industries, and other Foreign Universities
MOU with premier institutes/ R&D labs	<ul style="list-style-type: none"> • MoUs with higher learning institutions in India & abroad. • Collaborations with ISRO, DRDO, etc. • Multi & inter disciplinary research and product development
Incubation Centre /Product Development	<ul style="list-style-type: none"> • Encourage more number of “idea to product” pre-incubation activities • Enhancing and developing the incubation centres • Focus on Start-ups and Product development • Tie-up with DST for Incubation support

3. Infrastructure development and Learning resources

Objectives:

- To develop state-of-the art facilities
- To ensure effective utilisation and maintenance of Infrastructure
- To benchmark institutional infrastructure and performance periodically

Recommendation	Action plans
Green Campus	<ul style="list-style-type: none"> • Plantation, Rain water harvesting and green cover • Energy harvesting & management • Hygiene, solid waste management (zero plastic usage) • Reuse of waste • Efficient usage of recycled waste water
Academic infrastructure	<ul style="list-style-type: none"> • Aesthetic Class rooms, Seminar halls • Smart Class rooms • Multi media and support equipment in classrooms • E-Learning facilities • State of the art Laboratory & equipment • Online learning tools • Evaluation & assessment tools • Learning Management System • ICT
Library	<ul style="list-style-type: none"> • Library infrastructure up gradation • Increase access for e-Resources • Resources automation & Access (24X 7) • Digitization of Library resources • Establishing cloud based e-library & online access
Sports, Hostel Canteen	<ul style="list-style-type: none"> • Effective utilisation of sports (indoor/outdoor) facilities • Add more recreational facilities in hostels • Upgrade food court
Laboratory- R&D Equipment	<ul style="list-style-type: none"> • R&D Laboratory and its maintenance • Industry equipment for consultancy

4. Good Governance

Objectives:

- To facilitate a well administered institution and lead to its recognition to build up confidence in the stakeholders.
- To develop a coherent strategy and a sustainable growth development path

Recommendation	Action plans
To make SSAHE activities a more productive mix of education, research, consultancy and services	<ul style="list-style-type: none"> • Be leading in academics and research
To make the organization more professional and more focused on quality	<ul style="list-style-type: none"> • Effective IQAC with internal & external members to audit processes • Establish Systems, checks and balances- take immediate Remedial measures
To form selective strategic alliances with academic, research and industrial organisations	<ul style="list-style-type: none"> • Extend and Build relationships with research and industrial organizations through MOU
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	<ul style="list-style-type: none"> • Enhance the requisite mechanisms for handling grievances covering all sections—students, staff and women.

5. Faculty and Staff Empowerment Strategies

Objectives:

- To become the most favoured destination for potential faculty members.
- To recognize and recruit Faculty different types of experience, be it in academics, industry or research.
- To recruit more number of Faculty from other states.
- To follow effective performance appraisal systems.

Recommendation	Action plans
Talent Hiring & Retention policy	<ul style="list-style-type: none"> • Merit based hiring policy formulation & Implementation • Career advancement Schemes • Scientific induction/ orientation of new talent • Critical talent identification & retention measures
Rewards & Recognitions	<ul style="list-style-type: none"> • Rewards – recognitions & incentives • Welfare policy formulation & implementation
Conducive work environment	<ul style="list-style-type: none"> • Best work facilities and infrastructure • Role & responsibilities clarity and empowerment
Career growth & Development	<ul style="list-style-type: none"> • Sponsorship/ Deputation, for higher education & Exchange programmes • Sponsorship to participate in National / International conferences • Encourage to do research and publications in reputed journals • Active participation in product development

6. Financial Management and Resource Mobilisation

Objectives:

To develop and implement effective financial system to directly support the fundamental functions of education, research, and service and to enhance the effectiveness of using the financial resources.

Recommendation	Action plans
Financial Management And Resource Mobilisation	<ul style="list-style-type: none"> • Develop diversified revenue streams and maximize our opportunities to leverage our resources across the College through internal revenues • Encourage initiatives to mobilize resources by participation/contribution of society in their development through extension activities • Encourage Institution to provide research / consultancy not only to the industries but to the government, and other bodies and society • Manage deficit through the parent society, through loans.
Budgeting	<ul style="list-style-type: none"> • Department wise Budget planning of all heads of accounts • Forecast & estimation of revenue • Forecast & estimation of expenditure • Emergency plans • Budget formulation & approval through Finance committee
Financial Governance	<ul style="list-style-type: none"> • Planned expenditure management • Procurement and Financial policies implementation • Audit (internal /External) checks- balances • Support through research, consultancy and training

7. Alumni engagements and interactions

Objectives:

- To build mutually beneficial relations with its alumni so that a range of modes of engagement can be explored.
- Creating more opportunities / activities for alumni to spend time on campus and engage with students and faculty.
- To support alumni activities of SSAHE in multiple dimensions: nurturing SSAHE–industry relations, facilitating interactions between aspiring students, faculty entrepreneurs and alumni entrepreneurs, etc’s
- To increase and promote alumni contributions

Recommendation	Action plans
Alumni Association	<ul style="list-style-type: none"> • Strengthen Alumni association and engagement • Enhance alumni association office on campus, engage students active participation, data base updating and interactive alumni website • Increase activities through alumni association
Relationships & Leveraging	<ul style="list-style-type: none"> • Regular interactions /invitations • Recognize successful alumni • Leverage for guest lecturers/ internships/ placement • Academic advisors/ Board of governors
Endowments	<ul style="list-style-type: none"> • Increase and promote contributions / endowment partnering • Sponsorships / Scholarships through alumni association

8. Effective role of Internal Quality Assurance System

Objectives:

To achieve Excellence in Medical, Dental, Technical Education, Research and Consulting through an Outcome Based Curriculum focusing on Continuous Improvement and Innovation by Benchmarking against the Global Best Practices.

Recommendation	Action plans
Establishing Quality Systems	<ul style="list-style-type: none"> • Setting up bench marks & system flow • Quality Policy steering committee • Publishing Quality system design & culture • Educating & Training of all employees • Maintain ISO quality standards in all aspects
Accreditation & Certifications	<ul style="list-style-type: none"> • Internalize the process based on accreditation/certification agency • Audit and certifications • Initiate the process for NABL, NABH, NBA accreditation
Audit Internal Controls	<ul style="list-style-type: none"> • Establish audit process & audit teams • Train internal auditor teams • Audit and remedial measures
Continual improvement, Rewards & Recognitions	<ul style="list-style-type: none"> • Effective function of Quality assurance cell • Identifying achievements & best practices • Quality circle competitions & rewards

Strategy implementation and monitoring

Strategic development plan once approved by Governing Body will be advocated to the members of the institution for implementation. Strategy when being implemented, the progress shall be measured from time to time through the IQAC.

Implementation roles at the Institutional level

Target	Roles
Good governance	Governing Council, Management
Curricular aspects and Teaching learning	Principal, HODs, Faculty and Staff
Infrastructure development and learning resources	Governing Council, Management and team
Research, Innovation and extension services	Research cell, HODs and Faculty
Faculty and Staff empowerment strategies	Governing Council, Principal and Management
Financial management and resource mobilization	Governing Council, Finance Committee, Principal and Management
Alumni engagements and interactions	Alumni cell, Faculty
Placement and Training	Dean (Placement & Training) and HODs
Departmental activities	HODs and Faculty
Quality assurance	IQAC

The Path Ahead

Strategic Plan 2022–2027 sets out specific targets in every sphere of activity of the Institute — academic programmes, research, collaboration with industry, human resource development, entrepreneurship, development of infrastructure and facilities, student life, placement, community outreach and alumni relations. These targets have been set after extensive consultation to ensure that they are both ambitious and achievable.

The institution plans to have special and more focus on promoting and increasing the research activities. Specific targets are fixed with respect to research and development cell for the next five years.

- Increase the number of research projects
- Increase publications in National/International journals and conference proceedings
- New MOUs signed with academic and industrial organizations for research establishments
- Establish Centres of excellence activities

The targets will be achieved if the contributions of stakeholders — faculty, staff, students, alumni, partners and collaborators from industry — are aligned and reinforce each other. Thus the vision outlined in the Plan will then be realized, and SSAHE can be justifiably proud that the trust reposed in it by the society will stand redeemed.