# Bharati Vidyapeeth's College of Engineering for Women, Pune-43

## Strategic Plan

**Institute Vision Statement: Women Empowerment through Technical Education**

**Institute Mission Statement:**

- **Develop women students to rise to their full potential.**
- **Impart knowledge and prepare competent engineers.**

**Core Values**

- **Commitment**
- **Respect**
- **Excellence**
- **Accountability**
- **Diversity**

The Institute's strategic plan is aligned with the vision, mission, and core values of the institute.

Institute recognizes.

- The need for holistic development of girl students.
- Impact of capacity building of faculty members to impart quality education.
- Need to strengthen industry linkages.
- Importance of participation in extension activities.

Institute strives for

- Holistic development of girl students through
  a. life skill practices.
  b. building confidence in all types of communications.
  c. building technical competence.
  d. inculcation of creativity.
  e. inculcation of financial intelligence.
- Capacity building of faculty members through
  a. various kinds of training.
  b. promotion of research activities and code of ethics.
- Strengthen industry linkages through
  a. induction of industry experts.
  b. sponsored projects.
  c. internship.
- Increase student participation in extension activities.
- Implement Information and Communication Technology (ICT).

**Strategic Goals**

| Sr. No. | Performance Indicator | Parameter | Goal | | Outcomes/ Deployment |
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| | | | **Short Term** | **Long Term** | |
| 1 | Accreditation | NBA | • The institute was established in the year 2000 and has a history of good academic achievements.<br>• The Institute will be seeking recognition from the standard accrediting bodies such as the NBA for all its UG Programs and for autonomy | | • Eligible for NBA but not applied |
| | | NAAC | • The institute is accredited by NAAC in the first cycle and preparing for the next subsequent cycles through IQAC.<br>• The institute aims at good grades for the next cycle. · Participating in NIRF and improving institute score | | • Submitted SSR for Second Cycle & ready for PTV. |
| 2 | Employability | Training & Placement | • Implement well-designed training modules from first year Engineering.<br>• Awareness and practice of competitive programming and problem-solving coding skills.<br>• Increase interaction with recruiters and understand the expectations | • Increase the number of placed students qualitatively & quantitatively | • Training cell designed Capacity Building Program, SWOT Analysis, Goal setting, Peers Feedback, etc are the modules, and this helps students in Self-analysis.<br>• Aptitude , Coding Club, Test Series help in increasing employability skill & it reflects in 33 students achieving higher package in 23-24<br>• Placement Cell is interacting with recruiters to get diversity drives, quantitatively and qualitatively |

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| | | | | | increasing placement numbers. |
| | | Career Guidance Cell | • To provide individuals with the tools, information, and resources needed for self-exploration, Goal setting and planning,<br>• To help students to set realistic and achievable career goals | • To empower students by providing guidance and assistance to achieve their career goals. create awareness of Higher Education, Self-employment, and Job opportunities. | • During Second cycle Career Guidance Cell has been formed to conduct various expert sessions to guide students about higher studies such as GATE, UPSC/MPSC, GRE, etc & many students benefited from it. |
| 3 | Skill Development | Technical Skills | • Coursework Mastery (1-2 Semesters): Focus on excelling in your current coursework by consistently attending classes, actively participating in discussions, and seeking help when needed. Aim for high grades in your technical courses.<br>• Skill Enhancement (1-2 Semesters): Identify specific technical skills you want to develop, such as programming languages, CAD software, or lab techniques. Allocate time to practice and improve these skills regularly.<br>• Networking (1 Semester): Start building your professional network by attending workshops, seminars, and conferences related to your field. Connect with professors, classmates, and guest speakers. | • Degree Completion (3-4 Years): Graduating with a strong academic record is a long-term goal. Plan your course schedule, seek academic guidance, and stay committed to your studies.<br>• Professional Certifications (Throughout College): Identify relevant industry certifications and work towards obtaining them as you progress through your academic journey.<br>• Research Opportunities (2-4 Years): If you're interested in research, aim to work with professors on research projects | • Students gain proficiency in essential engineering tools and software, such as Multisim, MATLAB, or specific programming languages relevant to their field of study.<br>• Students are able to approach and solve engineering problems more effectively, applying critical thinking and analytical skills to real-world scenarios.<br>• Students participate more actively in technical |

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| | | | • Internship (Summer/Winter Break): Seek opportunities for internships or co-op programs in your field of interest. These experiences can provide hands-on technical exposure and real-world applications of what you've learned.<br>• Project Participation (1-2 Semesters): Join engineering projects or student organizations that align with your interests. This will allow you to apply your skills in a practical setting and collaborate with peers. | and potentially publish your work in academic journals.<br>• Leadership Roles (2-4 Years): Consider taking on leadership roles in student organizations, clubs, or projects. Leadership experience enhances your technical and soft skills.<br>• Networking and Mentoring (Throughout College): Continue to expand your professional network by attending conferences, seminars, and workshops. Seek out mentors who can provide guidance in your field.<br>• Career Preparation (Final Year): As you approach graduation, start preparing for your career by polishing your resume, practicing interview skills, and researching job opportunities in your chosen field.<br>• Post-Graduation Studies (Optional, Post-Graduation): If you plan to pursue advanced technical skills, | discussions and presentations, demonstrating improved communication skills and technical knowledge<br>• Students establish connections with industry professionals and mentors, gaining valuable insights and guidance for their career development<br>• Students pursue and secure internships, co-op positions, or entry-level roles in engineering fields, setting a solid foundation for their careers.<br>• Students develop expertise in specific areas of engineering, such as Machine learning, data science, or Embedded systems, based on their interests and market demands<br>• Students contribute to creating a more inclusive |

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| | | | | consider enrolling in a master's or Ph.D. program in your area of interest. | and diverse engineering community, fostering an environment where women's perspectives and contributions are valued<br>• Students adopt a mindset of continuous learning and adaptability, staying updated with emerging technologies and industry trends throughout their careers. |
| | | Soft Skills | • Effective Communication (1-2 Semesters): Focus on improving your communication skills, both written and verbal. Set goals for clear and concise presentations, active listening, and articulating ideas effectively.<br>• Teamwork (1-2 Semesters): Actively participate in group projects or team-based assignments. Aim to collaborate effectively, respect diverse viewpoints, and contribute to the success of your team.<br>• Leadership Opportunities (1-2 Semesters): Seek leadership roles in student organizations, clubs, or engineering projects within your college. This will provide hands-on | • Leadership Development (2-4 Years): Continue to seek leadership positions in various organizations or projects to refine your leadership skills further. Attending leadership workshops and seminars.<br>• Networking (Throughout College): Build and maintain a strong professional network by attending industry events, career fairs, and networking functions. Connect with alumni and | • Students enhance their ability to articulate ideas clearly and effectively in both written and verbal formats, including presentations and reports.<br>• Students work more effectively in teams, demonstrating improved ability to collaborate, share responsibilities, and contribute to group goals.<br>• Students develop and apply effective time management |

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| | | | experience in leadership and decision-making.<br>• Conflict Resolution (1-2 Semesters): Learn how to navigate and resolve conflicts within teams or groups. Practice constructive communication and conflict resolution techniques.<br>• Time Management (1-2 Semesters): Work on your time management skills to balance academic work, extracurricular activities, and personal life effectively. | professionals in your field.<br>• Conflict Resolution Mastery (2-4 Years): Aim to become proficient in conflict resolution. You can do this by actively participating in resolving conflicts and seeking mentorship from experienced individuals.<br>• Public Speaking and Presentation Skills (2-4 Years): Continue to work on your public speaking and presentation skills by participating in speaking engagements, competitions, or joining a public speaking club.<br>• Cultural Competency (2-4 Years): In a diverse engineering field, it's crucial to understand and respect cultural differences. Engage in activities or workshops that promote cultural competency.<br>• Critical Thinking and Problem-Solving (Throughout College): Enhance your problem-solving abilities by | strategies, balancing academic responsibilities with extracurricular activities and personal commitments.<br>• Students build professional networks and demonstrate appropriate networking skills and professional behavior in various settings<br>• Students enhance their ability to analyze problems, think critically, and devise effective solutions in both academic and real-world contexts<br>• Students take on leadership roles and show initiative in academic and extracurricular activities, demonstrating the ability to lead teams and projects<br>• Students develop strong emotional intelligence, including empathy, self-awareness, and effective interpersonal skills, |

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| | | | | actively participating in challenging projects and applying critical thinking skills to real-world problems.<br>• Mentorship (Throughout College): Seek out mentors who can provide guidance and advice on developing your soft skills. They can offer valuable insights based on their experiences.<br>• Career Readiness (Final Year): In your final year, focus on preparing for your engineering career by refining your resume,<br>• practicing interview skills, and seeking internships or co-op experiences. | improving their ability to navigate professional relationships<br>• Students become well-prepared for their careers, demonstrating strong soft skills that enhance their employability and professional growth<br>• Students adopt a mindset of continuous personal and professional development, seeking opportunities for growth and self-improvement throughout their careers<br>• Students contribute to fostering a positive and inclusive work culture in their professional environments, promoting collaboration, respect, and ethical behavior |
| | | Professional Aptitude | • Professionalism (1-2 Semesters): Focus on punctuality, organization, and maintaining a positive attitude in all your interactions, whether it's with professors, peers, or potential employers.<br>• Networking (1-2 Semesters): Attend | • Internships/Co-op Experience (2-4 Years): Secure internships or co-op positions related to your field of study. Practical experience is invaluable for | • Students will acquire and apply skills that are directly relevant to their chosen engineering fields, such as technical competencies, |

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| | | | networking events, career fairs, and industry-related seminars within your college. Actively engage with professionals and peers to build valuable connections.<br>• Resume Building (1 Semester): Update your resume with relevant coursework, projects, and any part-time jobs or internships. Seek advice from career services on crafting an impressive resume.<br>• Interview Preparation (1 Semester): Start preparing for interviews by practicing common interview questions, researching companies, and improving your interview skills.<br>• Professional Development Workshops (1 Semester): Attend workshops on topics such as resume writing, LinkedIn optimization, and personal branding to enhance your professional skills. | your professional development.<br>• Professional Organizations (Throughout College): Join and actively participate in professional engineering organizations or societies. This will help you stay updated on industry trends and build a strong professional network.<br>• Mentorship (Throughout College): Seek out mentors in your field who can provide guidance and advice. Consider professors, industry professionals, or alumni as potential mentors.<br>• LinkedIn Optimization (Throughout College): Create a professional LinkedIn profile and use it to connect with professionals, share your achievements, and stay informed about industry news.<br>• Soft Skills Enhancement (Throughout College): Continuously work on improving your soft skills, such as communication, | industry-specific knowledge, and tools<br>• Students gain a clear understanding of industry standards, ethical practices, and professional norms within the engineering field.<br>• Students improve their ability to create effective resumes and cover letters that highlight their skills, experiences, and qualifications.<br>• Students develop strong interview skills, including the ability to answer common questions, present themselves confidently, and effectively communicate their qualifications<br>• Students gain insight into various career paths within engineering, including emerging fields, specializations |

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| | | | | teamwork, and leadership, as these are highly valued by employers.<br>• Professional Conferences (Throughout College): Attend industry-specific conferences and seminars to gain exposure to the latest developments in your field and network with professionals.<br>• Global Perspective (2-4 Years): If possible, consider international internships, study abroad programs, or projects that allow you to gain a global perspective on engineering.<br>• Certifications (Throughout College): Identify relevant certifications in your field and work toward obtaining them to demonstrate your expertise and commitment to your profession.<br>• Career Planning (Final Year): Develop a clear career plan in your final year. This should include setting short-term and long-term career goals, identifying potential employers, and | , and potential employers<br>• Students secure positions in engineering roles that align with their skills, interests, and career aspirations, marking a successful transition from academia to the professional world<br>• Students achieve significant milestones in their careers, such as promotions, professional development, and recognition in their field<br>• Students build and maintain a robust professional network that supports their career growth and provide opportunities for collaboration and mentorship<br>• Students contribute to advancements in their field through innovation, leadership, and active participation in industry |

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| | | | | preparing job applications.<br>• Lifelong Learning (Throughout Career): Commit to continuous learning and professional development throughout your engineering career to stay up to date with evolving technologies and industry trends. | initiatives or research<br>• Students adopt a mindset of continuous professional development, staying updated with industry trends, pursuing additional qualifications, and engaging in ongoing learning |
| 4 | Industry Academic Partnership | Industry Linkages | • Identify the organizations and industries in the nearby areas for linkage and interaction.<br>• Build a network for relationships.<br>• Inspire & motivate the students and faculty to work in collaboration with industry | • Undertake industry projects, internship training and secure employment.<br>• Give incentives to staff who undertake this activity.<br>• Sign MoU | • Identified organization & provided internship<br>• MoU & Industrial Vistits arranged.<br>• Inspired student by registering for Internshala, AICTE internship portal |
| | | Consultancy | • To sign an MOU with Core Industries.<br>• To visit industries to build good industry-institute interaction.<br>• To arrange training sessions for faculty and students. | • To build a team of experts in various streams of engineering in the institute.<br>• To procure industry projects for students and faculty members.<br>• To undertake government projects of specific problems which are of short duration.<br>• To start various courses by expert faculty of the institute. | • We have signed MoU with Core industry such as Ergen Technovation, Aashay Measurements, Akshsay Embedded Systems, Invavit Systems.<br>• Following activities have been conducted in the institute under these MoU's Industrial Visit, Internship, Sponsorship for startup Idea |

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| | | | | | Competition in yeas 2022-23 Rs. 13000/- & 2023-24 Rs.10000/- |
| | | Industry Sponsored Laboratory | • Find out the establishments and industrial firms in the specialized areas and build an association to<br>• Carry out Joint research projects, seminars, workshops, consultancy, and internships.<br>• Carry out faculty exchange program and have MoU.<br>• Give incentives to staff who undertake this activity | • Set up industry-supported laboratories | • Equipment's for Printed Circuit Board (PCB) Lab purchased and set up for Mini Projects.<br>• Applied for AICTE Idea Lab. |
| | | Entrepreneurship | • Inculcating the spirit of entrepreneurship in students<br>• Getting insight into entrepreneurial theory and practice through activities and workshops<br>• Organizing motivational and inspirational talks from successful Entrepreneurs<br>• Facilitating students to convert innovative projects into marketable products.<br>• Facilitating early-stage start-ups through proper mentoring | • To create an entrepreneurial ecosystem in the institute where students will get motivated to take up entrepreneurship over a job. | • The cell organized Seminar, webinar, workshops, Industrial visits and interaction with Entrepreneurs to encourage the new generation students about Entrepreneurship skills. The effective sessions were conducted on Entrepreneurship to understand benefits, importance and effects on GDP of the country<br>• Outcome is in last 5 years more than 10 students have their own businesses |

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| 5 | Future Demand for Eng. Disciplines | Green Energy | • Perform Energy Audit annually. Phasing out the tube lights used for lighting by low consumption energy-efficient LED tube lights.<br>• Use of energy-saving electrical appliances such as motion sensor-based electrical equipment. | • Rooftop Solar panel to be installed. | • Energy Audit 21-22, 22-23 & Green Audit 21-22 & 22-23 performed by Approved Auditor.<br>• Motion sensors are installed in Washrooms as energy saving equipment's.<br>• Low consumption LED tube lights are installed<br>• Separate roof top of 50 KW can be installed on institute building but presently not achieved due to floor rise plan |
| | | Student Global Certification | • Motivate students to go for Global certification courses. Offering these certifications can add a better value to its existing education program and increase the employability and skill level of the student in local and global markets.<br>• Faculty members teaching to 3rd year and Final year engineering students should identify such global certification programs for students | • Faculty members should contribute to MOOC courses on Swayam and NPT | • No such contributions in terms of MOOC courses on Swayam or NPTEL is achieved |
| 6 | Eng. R&D Development | Interdisciplinary Projects | • Discover crucial, innovative research areas that involve different subjects.<br>• Give resources to teachers and projects in these chosen areas. | • Motivate faculty members to identify potential areas and then narrow them to a small group of subjects that most teachers can work on together. | • Project were discovered from innovation research area & different domain<br>• Motivation is given to faculty |

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| | | | | | members to identify potential area & to work on it with respect to different research work & research paper. |
| | | Publications | • Publications in reputed resources at the National and International Levels. | • To encourage faculties to do publications in reputable resources such as SCI/SCOPUS/UGC/PubMed database. | • The institute is offering incentives to faculty members for publications in reputed resources to motivate them<br>• Incentives encourage faculty members to publish their research in Elite Journals |
| | | Patents | • To make awareness related to Intellectual Property Rights by organizing workshops, and seminars to file Patent applications | • To strengthen the Novel Research and Innovative ideas by filing the Patents and IPRs | • During 2nd Cycle 7 patents have been granted & 25 patents published. |
| | | Grants | • Enhance Research culture among the faculty and students. · Attracting more Research projects from the reputed funding agencies.<br>• Applying for development grants from reputed agencies. | • Strengthen the competency of the faculty through Quality Improvement Programs and Quality Improvement Schemes and improve the qualifications of the faculty. | • Received Development & Research part grants from reputed Funding agencies such as ATAL FDP Rs.3,50,000/- from AICTE ATAL & Rs.2,50,000/- from IQAC, SPPU as a Research Project Grant<br>Submitted the Potential Proposal for AICTE IDEA lab of Rs.97,17,146/- awaiting the status |

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| | | | | | of grant to be received |
| | | Organization of Conference/ Workshop | • Organizing the Conference in collaboration with the reputed professional body ·<br>• Organizing Workshops from the Apex and other reputed bodies. | • Reputed resource publications and Collaborations with Professional bodies/ chapters | • International Conference on "Recent Trends in Science Technology & Management" ICRTSTM-2024 was organized on 28th & 29th June, 2024. |