Vision and Mission

VISION

"To be a centre of excellence in Education and Technology committed towards Socio-Economic advancement of the country"

MISSION

- To impart advanced knowledge in Engineering and Technology.
- To transform young minds towards professional competence by inculcating values and developing skills.
- To promote research and ensure continuous value addition among students and employees
- To strengthen association with industry, research organizations and alumni to enhance knowledge on current technologies.
- To promote next generation technocracy and nurture entrepreneurial culture for social-economic growth.

Quality Policy

The SIES Graduate School of Technology is committed to high standards of Engineering Education. Our aim is to advance in the various facets of learning opportunities by providing multiple study options through perfect blend of:

- Academic Excellence,
- Teaching-Learning Processes and
- Teacher-Student Mentoring based on our Quality Management System which will enable learners to thrive in the rapidly evolving environment.

Values

"Work is Worship" is a guiding principle at SIES GST. SIES Graduate School of Technology believes in building a strong personality and an unshakable character of a student as an important step towards nation-building.

Nurturing young minds is a vital responsibility and we at SIES GST have set bedrock values

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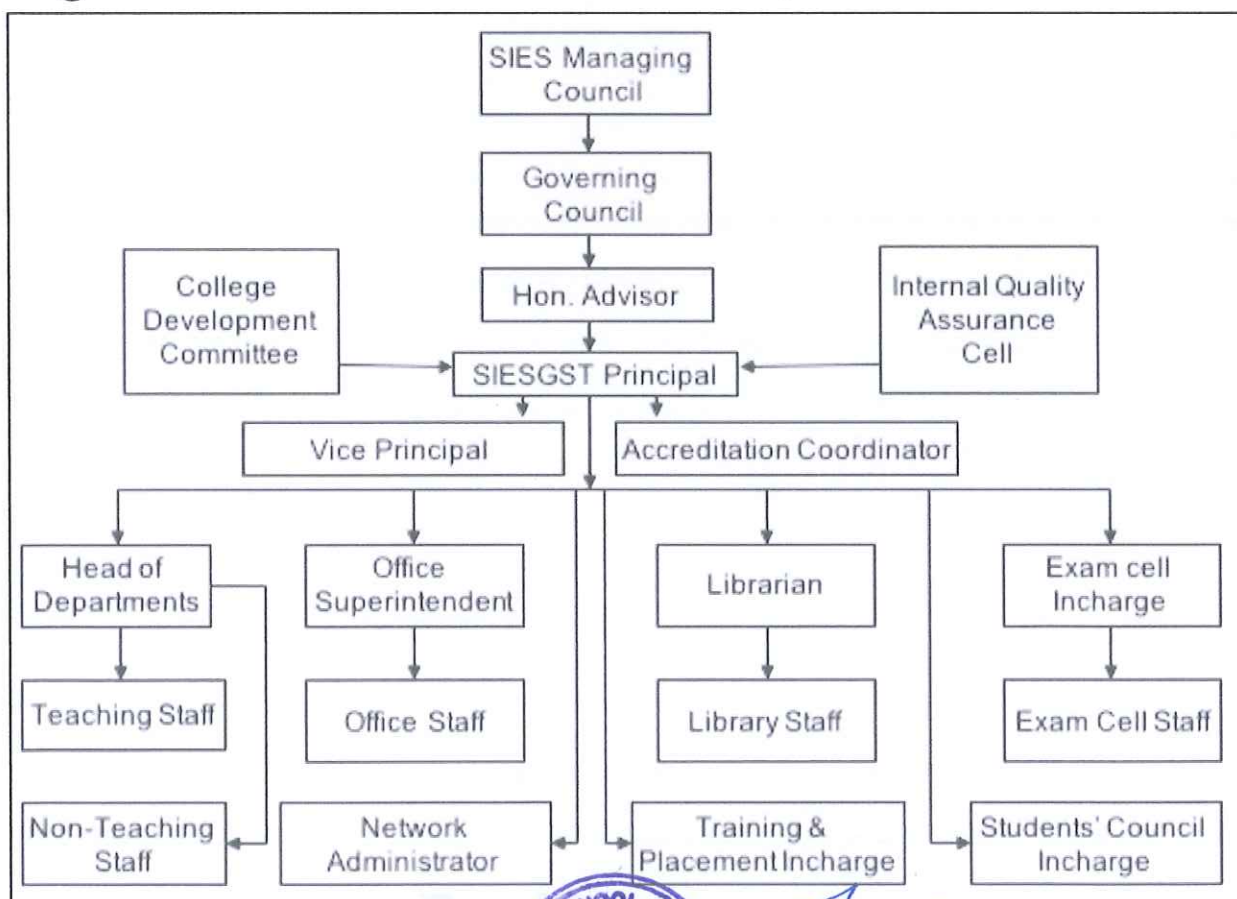Sector-V, Nerul, Navi Mumbai-400706

and goals which guide the attitudes and behavior of the members of the GST family.

It is said that there are no short-cuts on the road to success. Educating students to differentiate between right and wrong and motivating them to choose the right path and strive for excellence is imperative. The following values are interspersed in all aspects of the teaching-learning process:

Core Values

Integrity	Honesty	Responsibility
Commitment	Excellence	Creativity
Embrace diversity and inclusion	Giving back to society	

Organizational structure

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Governing Council members 2018-19

Members of the Board and their brief background

Name of the Member	Designation	Background
Mr J Santhanam	Chairman, BOG	Vice-President-Commercial
Mr P Sethuraman	Member, BOG	Retired Corporate Professional
Mr M V Ramnarayan	Member, BOG	Director - Corporate Professional
Prof K Venkatramani	Member, BOG	Educationist
Mr C N Sivaramakrishnan	Member, BOG	Educationist
Mr U Shekar	Member, BOG	Educationist
Mr Ashwin Shroff	Member, BOG	Industrialist
Mr J Rajaraman	Member, BOG	Industrialist
Director, DTE	Member	
Nominee of University of Mumbai	Member	
Dr Atul N Kemkar	Member Secretary	I/c. Principal of the Institute
Dr Pradip S Patil	Member	Associate Prof. Mech. Engg. Dept.
Ms Sumitra P Iyer	Member	Assistant Prof. H & AS. Dept.

IQAC Members

NO.	NAME	DESIGNATION
1.	Dr. Atul N. Kemkar	IQAC Chairperson, I/C Principal & HOD- Electronics & Telecommunicatio Engineering
2.	Dr. Manasi M Karkare	Dean – Humanities & Applied Sciences
3.	Prof. Aparna Bannore	HOD – Computer Engineering
4.	Dr. Lakshmi Sudha	HOD – Information Technology
5.	Prof. Prasad Iyer	NAAC Coordinator & HOD- Printing & Packaging Technology
6.	Dr. Rupendra S. Nehete	HOD – Mechanical Engineering
7.	Prof. K Venkatramani	Management Representative
8.	Dr. P. V Parameswaran	Hon. Advisor, SIESGST
9.	Prof. Seema Khan	I/c – T&P Cell
10.	Prof. Shubhangi Kadu	I/c – Examination Cell
11.	Prof. Sumitra Padmanabhan	NAAC Coordinator & I/c – Students' Council
12.	Dr. Rajesh Kadu	Industry Institute Interaction Coordinator
13.	Mrs. V. Vijayalakshmi	Office Superintendent
14.	Mr. Ramesh Bidi	Librarian
15.	Mr. Saikrishna	I/c – Network Administration
16.	Mr. Saurabh Prabhu – Research Analyst, Crisil Ltd.	Alumni Representative
17.	Mr. Tejas Kulkarni	President, Student Council
18.	Dr. Sanjay Saraswat - Vice President-India R&D, Airspan Networks	Industry Representative
19.	Mr. S. Srinivasan - Head-Customer Relations, Siemens Healthcare Pvt. Ltd.	Industry Representative
20.	Mr. C. Subramaniam HR President, Siyaram's Silk Pvt. Ltd.	Parent Representative
21.	Prof. Leena Ladge	Assistant Professor, Information Technology & IQAC Coordinator

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Quality Initiatives IQAC

- NBA accreditation and NAAC reassessment
- NIRF and ARIIA participation
- Academic Administration Audit Planning
- Training Program for Faculty members
- E-Resource Development
- Outcome Based Policy-
- Webinar Series
- Structured Committee Activities

Academic and Administrative Audits

The National Assessment and Accreditation Council (NAAC) has evolved tools and guidelines for improving quality for different levels of Higher Education Institutions (HEIs) and for its sustenance. The

regular internal and external audits by Internal Quality Assurance Cell (IQAC) ensures sustenance of proper quality standards in all the academic and administrative activities. The monitoring and evaluation of the institutional processes require a carefully structured system of internal and external review and is done incompliance with NAAC and NBA.

About Academic and Administrative Audit (AAA):

Both Academic and Administrative Audit (AAA), are very essential to excel in Higher Education. Regular audits are conducted, at least one per semester.

Academic Audit: - Academic audit helps review the quality of academic process in the institution and helps enhance the quality of academic activities in HEIs.

Administrative Audit: - This includes assessment of policies, strategies & functions of the various administrative departments, control of the overall administrative system etc.

Management Review presentations

Management review meetings are conducted once every semester to review the achievements of Department and Institute objectives.

Need for Strategic Plan

During the past decade, engineering and management education has undergone immense changes. While the demand for excellent quality education has increased steadily, the number of technical institutes has also dramatically increased. This has resulted in an intense competition for high caliber

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students and faculty. It is essential in this dynamic environment to determine the strategic objectives and quantifiable targets, measuring the performances of the predetermined indicators, and monitor & evaluate the strategic plan. It is a participative approach that enables the institute to prioritize the resources in accordance with the objectives mentioned in the strategic plan.

In alignment with the SIES's Mission 2025, the SIES GST shall contribute to this endeavor of being amongst the most admired academic institutions in India with this seven year strategic plan.

MISSION 2025

SIES SHALL BE AMONGST THE MOST ADMIRED ACADEMIC INSTITUTIONS IN INDIA

WHAT DOES ADMIRATION MEAN?

A feeling of wonder, pleasure or approval.

The act of looking on or contemplating with pleasure

Approval, esteem, regard, affection, veneration, honor, idolization, reverence - synonyms for admiration

THE IDENTITY FOR ANY SIES INSTITUTION

- A distinct logo within the SIES logo
- A value lab   An ISR Department
- A Past Student's Association within the institution without separate legal existence
- An active forum for parents and teachers
- Capitation Free Merit based student enrollment at all levels
- Highest accreditation from a National Agency
- Research unit

OUR ADMIRATION SHALL FLOW FROM

The quality of our efforts in the field of education

The quality – the reach, the expanse and sweep of our academic services

Our respect for 'Law' at all times

The creation of an SIES Family where a full family tree would have experienced SIES as students

WHAT DOES THAT CONVEY FOR SIES?

We shall confine ourselves to our core competence i.e. universalising education

We shall redefine the boundaries of our activities beyond Mumbai, Navi Mumbai to India

We need not be 'BIG' but shall endeavour to be the 'BEST'

We shall be 'Admired' for our activities in life learning process through 'Education' The admiration shall come from all stakeholders – students, staff, society

Our scale of admiration shall be based on the value addition we provide during the student days

We shall ever remain 'Student centric' for we have no existence without them

IT'S HALF WAY THROUGH OUR CENTENARY IN 2032

Phase I - GOALS

Student strength to reach over 50,000

SIES – University for Higher education

All institutions accredited at the highest grade 'A' for e.g. in NAAC

Socially responsive education. Beyond the classrooms or social media. 'ISR' the dominant face of SIES. A Good share of admiration from ISR.

Most vibrant network of Alumni, Past Teachers and Staff, present human resources creating the vast SIES Family.

Phase II – Goals and action plan in 2022

2017
→ 2025
→ 2032

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Strategic Planning Process

Strategic planning process was conceived as an IQAC initiative. The IQAC, with the inputs of principal, registrar, heads of department, section in charges and senior faculty members developed the strategic plan. The plan is aligned with the institute's vision, mission, and goals which in turn is aligned to SIES Mission 2025 and capable of guiding strategic decisions and action plans. The entire process is depicted in the diagram below:

SWOC

Institutional Strength	**Institutional Weakness**
1. Institution has a progressive view and provides holistic development of its students and staff in academically conducive ambience. 2. Blend of young and experienced qualified and dedicated faculty members. 3. Very good infrastructure including state of art laboratories, learner centric and ICT enabled teaching-learning Process. 4. Strong alumni connect. 5. Institute has proven social responsibility by providing skill-based training to the weaker sections of the society.	1. International engagement in terms of student and faculty exchange programs. 2. Limited number of research grants, consultancy. 3. Limited curriculum flexibility because of non-autonomous status.
	SWOC	
Institutional Opportunity	**Institutional Challenge**
1. Contemplating autonomous status by starting SIES University. 2. Opportunity for collaborations with Institutes of repute like IITs and foreign universities in emerging areas like geoinformatics. 3. Increase in Industry Institute Interaction through MoU with reputed agencies and premiere industries. 4. Strengthening innovation and incubation ecosystem and having opportunities for research-oriented patents.	1. Changing admission scenario in Engineering and Technology. 2. Getting qualified and competent experienced faculty in the emerging areas.

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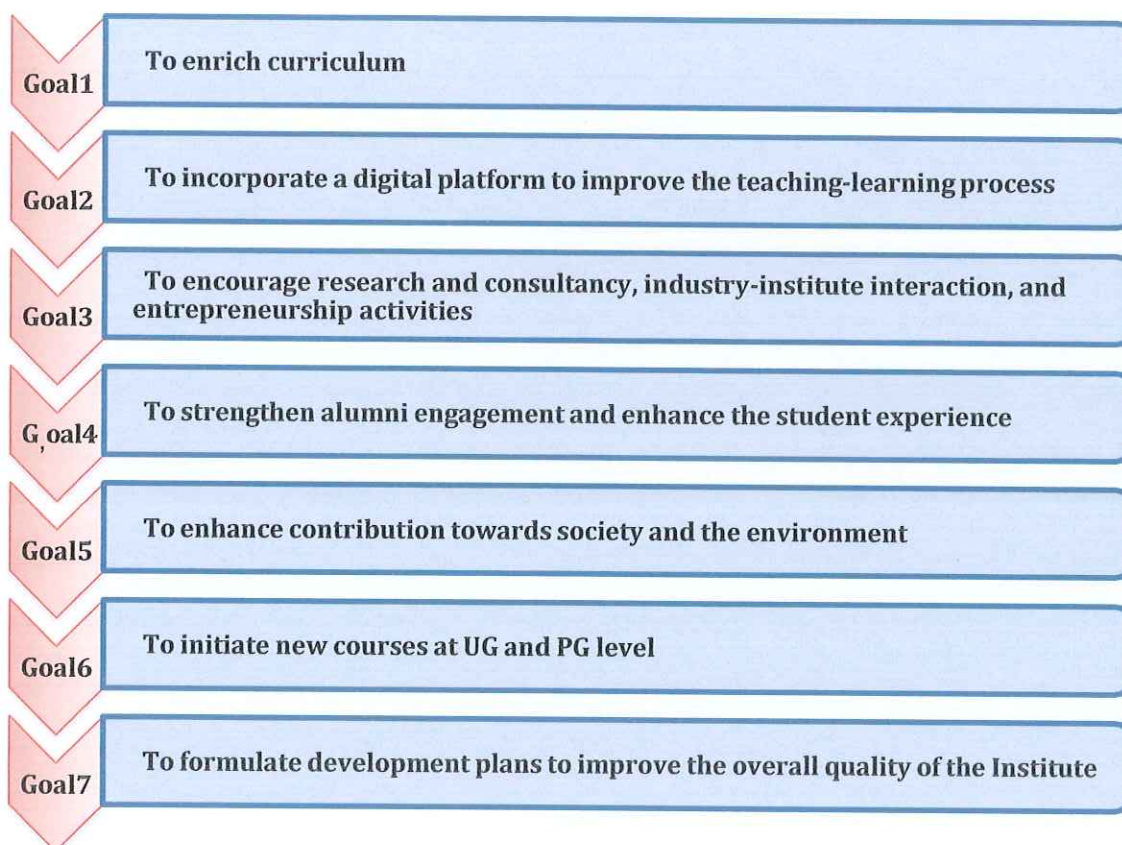Sector-V, Nerul, Navi Mumbai-400706

Strategic Plan Implementation and Monitoring

Implementation of the strategic plan shall be steered by the Principal. The heads of the department and section in charges as depicted in the organogram shall assist in implementation and monitoring. The deployment status/ tracking to be submitted and reviewed periodically through IQAC.

Strategic Goals 2018-2025

Considering the vision mission quality policy core values SWOC analysis, following strategic goals were finalized by the members of the IQAC committee to improve the quality and quantity of research, holistic development of students, engagement with industry and alumni, and enhance the student experience.

Goal1 — To enrich curriculum

Goal2 — To incorporate a digital platform to improve the teaching-learning process

Goal3 — To encourage research and consultancy, industry-institute interaction, and entrepreneurship activities

G¸oal4 — To strengthen alumni engagement and enhance the student experience

Goal5 — To enhance contribution towards society and the environment

Goal6 — To initiate new courses at UG and PG level

Goal7 — To formulate development plans to improve the overall quality of the Institute

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Goal 1. To enrich curriculum

To sustain in the current competitive environment, it is immensely important to impart high-quality education. Thus, it is essential to bring rigor to academic processes. The first step towards the same is to strengthen the planning of academic and administrative activities throughout the academic year.

1.1 Department Advisory board

The institute aims at creating specialized clusters in the technical domain to ensure curriculum enrichment by identifying gaps and accordingly, designing various beyond syllabus activities for strengthening the Academic Administration.

1.2 Development of Course Objective and Course Outcomes to foster Outcome-Based learning

To make the teaching-learning process more effective it is essential to define the course objectives and specific course outcomes for undergraduate courses. Thus, all courses are designed with a view of Outcome-Based Learning (OBE).

1.3 Preparation of the Academic-Activity Calendar, a planning document for students, faculty, staff, and departments for each semester

1.4 To enhance curriculum delivery beyond syllabus activities:
1. Industrial Visits
2. Guest lectures
3. Internships
4. Problem-Based Learning
5. Certificate programs
6. Student Seminars

1.5 To offer industry-oriented certification courses/projects
1. MOOCs
2. Value Added Courses

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3. Industry Projects
4. Expert talks

1.6 Innovative teaching methods

1.Experiential learning, Innovative assignments, TPS

1.7 Result Improvement

Analyzing student results to design teaching methods to address the student needs to improve their performance at the end term exam.

1.8 Academic Audit

S.No	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
1.1	Department Advisory board							
1.2	Development of Course Objectives and Course outcomes to foster Outcome Based Learning							
1.3	Academic-Activity Calendar							
1.4	To enhance curriculum delivery beyond syllabus activities							
	Industrial Visits							
	Guest lectures							
	Internships							
	Problem-Based Learning							
	Certificate programs							

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	Student Seminars							
1.5	To offer industry-oriented certification courses/projects							
	MOOCs							
	Value Added Courses							
	Industry Projects							
	Expert talks							
1.6	Innovative teaching methods							
1.7	Result Improvement							
	Remedial session							
	Extra classes for DSE							
	Preliminary Exam							
	Additional practice assignment							
	Extra lectures for difficult subjects							
1.8	Academic Audit							
	Course file							
	Faculty file							
	Feedback from all stake holders							

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Goal 2: To incorporate a digital platform to improve the teaching-learning process

Institute has a well-planned teaching-learning process and has a robust methodology for rolling out the process. The institute believes in quality teaching. Content delivery and dissemination methods are continuously updated to make teaching-learning more prolific.

2.1 To develop innovative teaching, learning, and assessment methods

1.   Use ICT for effective teaching with E-Learning resources.
2.   Content delivery- traditional teaching methods be supplemented with lecture management through digital platform methods (e-content / e assignments/ ppts etc.)
3.   Recording of lectures and making it available digitally.2.2 Transparency in continuous evaluation

2.3 Attendance Monitoring systems

2.4 Online student portal for academic and non-academic activities

S.No	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2.1	To develop innovative teaching, learning, and assessment methods							
	Use ICT for effective teaching with E-Learning resources							
	Development of e-content							
	Recording of lectures and making it available digitally							

2.2	Transparency in continuous evaluation							
2.3	Attendance Monitoring systems							
2.4	Automated library							

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Goal 3: To encourage Research & Consultancy, Industry Institute Interaction and Entrepreneurship activities

The Industry-Institute Interactions make the teaching and research more relevant. The institute aims to create collaborations with industry in terms of consultancy, sponsored research projects, technology transfer, etc.

Following actions/ activities shall be planned by the institute to encourage Research & consultancy, Industry Institute Interaction and Entrepreneurship activities.

3.1 To strengthen research activities in the institute

- Organizing a research conference and research symposium every alternate year
- Sponsorship to faculty to encourage participation in research activities on and off-campus
- Developing the sponsored research through minor research proposals

3.2 To establish an innovation ecosystem for the encouragement of the entrepreneurial skills - E Cell/ IPR/preincubation/startup Activities

3.3 Establish a productive partnership between industry/ reputed organizations/ academic institutes for consultancy and internships

- To develop the short-term courses/ value-added courses in association with senior industry personnel
- To enhance the interface with industry and institutes of repute
- Expert lectures/ seminars

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SIES Graduate School of Technology
RISE WITH EDUCATION

	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
3.1	To strengthen research activities in the institute							
	Research conference and research symposium /STTP							
	Sponsorship to faculty to encourage participation in research activities on and off-campus							
	Sponsored research through research proposals							
	Number of research papers in conferences							
	Number of research papers in journal							
	Books written							
3.2	To establish an innovation ecosystem for the encouragement of the entrepreneurial skills - E Cell /IPR/Pre incubation/startup Activities							

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3.3	Partnership between industry/ reputed organizations/							
	Internships							
	Consultancy work							
	Industry projects							
	MOU							
	Expert session/seminars							
	Short term courses							
	Value-added courses							
	Training program for faculty							
	Training by faculty							
	Industry labs							

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Goal 4: To strengthen alumni engagement and student experience

To enhance the experience of students on campus the holistic development of students is essential. To facilitate the same institute shall encourage the co-curricular and extra-curricular activities on campus.

Alumni is one of the key stakeholders of the institute. The feedback received from the alumni is vital for the progression and growth of the institute. Institute has Alumni committee in place to manage alumni interactions.

Following actions/ activities shall be planned by the institute to enhance student experience and strengthen alumni engagement:

4.1 Ensure value addition through quality teaching and learning

4.2 Enhance facilities for recreation, and sports on campus

4.3 Participation of students in various competitions organized at Institute, State or National level

4.4 Strengthen professional chapters

4.5 Improve the number of students placed

4.6 Provide schemes to encourage higher studies

4.7 Mentor mentee scheme

4.8 Online student portal for academic and non-academic activities

4.9 Professional Counseling and emergency medical service to the students on campus

4.10 Promoting alumni networking with students -

- Get inputs from Alumni on planning the co-curricular activities to mitigate the gap between industry and academic
- Inviting alumni for the Guest Lectures, conducting workshops, judges for competitions, viva panelists etc.

4.11 Student feedback on resources and infrastructure

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	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
4.1	No. of students enroll for Certification/ Diploma courses							
4.2	Facilities for recreation, and sports on campus							
4.3	No. of student participation in extracurricular activities							
	No of program organized by the institute							
	No of award/ medals won							
4.4	No of activities undertaken							
	Awards and Recognition to students							
4.5	Percentage of student placed							
	Maximum salary							
	Median Salary							
	No of skill development schemes to improve placement							
4.6	No of students pursuing higher studies							
	Initiatives taken to assist students for higher studies							
4.7	Mentor Mentee interactions							

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4.8	Online student portal for academic and non-academic activities							
4.9	Professional Counseling and emergency medical service to the students on campus							
4.10	Promote alumni networking with students							
	Alumni association and measures to enhance members							
	Alumni contribution							

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SIES — Graduate School of Technology

RISE WITH EDUCATION

Goal 5: To enhance contribution towards society and the environment

SIES GST engages its faculty and students with the various societal activities to effectively execute its stated mission. The institute expects that such engagements are required to build the perspective and to create the awareness among faculty and students about the needs and issues of the society.

To increase such involvement of faculty and students following actions / activities shall be planned

5.1 To encourage students to opt for the elective courses that address gender bias, environment and sustainability issues

5.2 To encourage students and the faculty to take up the projects relevant to society to provide solutions

5.3 To involve students in green campus initiatives & waste management.

5.4 To plan various social initiatives contributing towards local community

5.5 Measures to improve waste disposal and e-waste collection

S.No	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
5.1	Number of opting for the elective courses that address gender bias, environment and sustainability issues							
5.2	Number of projects relevant to society to provide solutions							

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STRATEGIC PLAN 2018-2025

5.3	Number of green campus initiatives & waste management.							
5.4	Number social initiatives contributing towards local community							
5.5	Measures to improve waste disposal and e-waste collection							

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Goal 6: To initiate new courses at UG and PG level

To provide students with courses in latest technology and to strengthen research activities, Institute will be completing NBA and NAAC

6.1 Prepare to complete accreditation process

S. No	Strategic Objectives	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
6.1	Complete accreditation process							

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Goal 7: To formulate development plans to improve the overall quality of the Institute

S.No		2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
7.1	Participate in NIRF, ARIIA, MHRD							
7.2	**IQAC Meetings**							
7.3	Add / Update the organizational standard operating processes							
7.4	Internal and External audits							
7.5	Participation of staff in training programmes							
7.6	Organization of STTPs/ FDPs/ training within Institute							
7.7	Strengthening library & Increasing learning resources							
7.8	Maintenance of Infrastructure							
7.9	Regular updation of new lab equipment							
7.10	Development of new infrastructure							
7.11	No of faculty acquiring PhD							

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7.12	Awards and Recognitions to Institute								
7.13	Awards and Recognition to faculty								
7.14	Stakeholder feedback mechanism								
7.15	Green Initiatives taken & Policies for same								

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