

THIAGARAJAR COLLEGE OF ENGINEERING, MADURAI – 625 015

INSTITUTIONAL GOVERNANCE DEVELOPMENT PLAN

a) Primary Accountabilities

Governance Practice	Development Plan			Deliverables	Time Frame
	Individual	Institute	State		
Strategic Vision ,Mission and Plan identifying development path for the institution	Institutional Strategic vision is to be customized to individual teachers as short term and long term action items	<p>This institution has a Vision of providing “Quality Education at Affordable cost” as envisioned by our founder.</p> <p>The Mission statement was formulated in the year 1998 with the inputs from Faculty, Staff and Students.</p> <p>In order to broad base the Vision, Mission and Plan (encompassing the needs of all the stake holders namely industry, alumni, faculty, staff and students), a strategy team from IIMK have been co-opted to draw a strategic perspective plan.</p>		Strategic visioning document	May 2014
Establishment and Monitoring of Systems of control & Accountability	Individuals carrying out institutional level activities and routine academic activities will adopt to the systems and process to be established and monitored	<p>A team from IIMK will assess and provide support to establish systems, processes and monitoring mechanisms</p> <p>Management auditor and accounts team would take care of financial control of risk assessment</p>		Performance improvement report which includes the Governance frame work, organizational design and review & monitoring mechanism	June 2014
Benchmarking	Based on the gap analysis benchmarked best practices, individual will be facilitated to evolve their growth strategies	Rapid assessment study will support to carryout gap assessment by Benchmarking with document the best practices from different parts of the world		Status quo report and gap analysis report	July 2014

b) Openness & Transparency in the operation of Governing Bodies

Governance Practice	Development Plan		
	Individual	Institute	State
Governing Body conducted in an open manner, and information is provided to students, faculty, the general public and potential employers on all aspects of institutional activity related to academic performance, finance and management	Student admissions, fee structure, faculty details, infrastructure, scholarships, Placement details as approved by the Governing Council are available in the College website for the reference of individuals.	The Head of the institution presents the annual report in the Governing Council covering the developmental activities in Teaching & Learning, Infrastructure, R&D, Industry Interface, Faculty and Student activities. The minutes of the Governing Council Meeting and Academic Council Meeting are not posted in the website	

c) Key Attributes of Governing Bodies

Governance Practice	Development Plan		
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Competences and experiences of the Governing Body	-----	Governing Council has a Former Vice-Chancellor and Former AICTE Chairman , Former UGC Member and Managing Director of Leading automotive industries as members	
Recruitment processes and procedures for governing body members	-----	The Chairman in consultation with academicians nominates a panel and sends it for approval from the Commissioner of Technical Education	

d) Effectiveness and Performance Review of Governing Bodies

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Effectiveness of the Governing Body and its performance in meeting its long term strategic objectives and short term indicators of its performance	Performance monitoring and schemes for supporting faculty growth – short term and long term, will be developed	A detailed recommendation on Governance structure at various levels of institutions as well as modifications in organizational structures will be developed.		Organizational design report and policy recommendations	July 2014

e) Regulatory Compliance

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Accreditation and external quality assurance by a national or professional body	ISO 9001: 2008 for all individual process namely Teaching, Research, Industry Interaction	All Under graduate programs are accredited by NBA, awaiting accreditation visits for PG Courses		Accreditation and Quality Manuals	Dec 2014

f) Other Development Needs

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Outcome based Educational Process	Participation of faculty members based on their area of interest	1) Curriculum redesign based on the needs and expectations of the stake holders – Industry, Society, Alumni		Curriculum frame work	July 2014
		2) Enhanced learning outcomes through the implementation of higher level competencies		Performance measures	July 2014
Faculty Development	Faculty acquiring knowledge to establish new labs	Support for faculty visits to higher learning institutes and industries on exploratory mission such as centre of excellence		State of Art lab facilities	Oct 2016
Industry Interface	Faculty Visits to local industries to understand their technical and HR needs	Technical Support to local industries – Open house		Report on capabilities of the institute Report on needs of the local industry	Oct 2016
Employability of Students	Assessing, Grouping and Training of students having similar needs – Technical skills and Soft Skills	Involving assessment agencies and alumni on a continues basis to support the students		Increase in employability of students	Oct 2016