



STRATEGIC PLAN (2020-2025)

This document is to articulate the Saintgits College of Applied Sciences Vision –

“To be an institution for ‘Holistic development’ of the individual thereby attaining ‘Learning for Life’ aiming at self-actualization and societal concern”

- 1. Holistic development** refers to a continuous process aiming at self-actualization. It needs development of elements like physical, mental, emotional, social and spiritual well-being. It is a systematic approach to a comprehensive learning system, which encompasses the multi-dimensional development of the youth.
- 2. Learning for life** refers to all learning activities undertaken throughout life, with the aim of improving knowledge, skills and competencies within a personal, social and self-sustaining perspective.

Mission- *“Impart quality higher education to equip and empower the youth with problem solving ability and skilful communication along with imaginative thinking by inculcating a spirit of enquiry, integrity and compassion”.*

- 1. A spirit of enquiry-** developing keen observation to identify and understand various principles so as to arrive at viable solutions and effectively presenting to others for better understanding.
- 2. Integrity-** The practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.
- 3. Compassion-** Motivate people to go out of their way to help the physical, mental, or emotional pains of another and themselves.

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For achieving the above vision, this plan details implementation of three strategic imperatives.

- 1. Culture** -The College will be a community welcoming all, and will engage local, state, and world partners. Specifically, we will develop the physical space and intellectual climate for bold, inventive collaboration in order to build a strong academic community and a collective identity for students, alumni, faculty, and staff in the arts & sciences. With faculty, staff, and students as partners in decision-making, we will develop a transparent and stable campus.
- 2. Teaching Learning**- The college will teach to inspire curiosity, compassion, and the courage to act. We will emphasize transformative learning experiences that reward exploration and inquiry. We propose initiatives that transcend disciplinary boundaries, encourage teaching through research and creative work, and engage the world.
- 3. Societal impact**- The college will inculcate social values and responsibilities to the students and faculty members by imparting extension activities for the holistic development of the society. It will also include supporting initiatives to resolve the genuine needs of the society.

To achieve this vision, conceptual planning and action plan should focus on the following;

Strategic Imperative I

Culture -Create a community that welcomes all, and which tries to create a culture of learning and caring along with attainment of results

- 1.1. Create a Community that welcomes all**- Identify programs and resources needed to attract and retain excellent, diverse students, staff, faculty, and visiting scholars who are committed to and passionate about contributing to our shared mission, and devoted to intentionally advancing a more democratic society.

Action Items

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1.1.1. To attract and retain a broad spectrum of excellent and diverse students.

1.1.2. To employ and retain innovative and meritorious faculty and staff from diverse backgrounds who embrace the vision and future of institution

1.1.3. To establish meaningful support structures and resources to fill gaps for members of underserved and underrepresented groups enabling them to be successful at the college.

1.2. Create a culture of learning – Having a learning culture of exploration and creativity which encourages continuous discovery with an open mindset, an independent quest for knowledge and shared learning directed through the mission of the organisation.

Action Items

1.2.1. Encouraging the Spirit of enquiry by building a safe space to explore new ideas and thereby progressing through discussions, motivation and support.

1.2.2. Developing mutual awareness and understanding by increased participation in various academic and non-academic events.

1.2.3. Supporting continuously the practice of open discussions and improving the information gathered from various resources available for effective learning.

1.3. Create a culture of caring - Ensuring a culture of caring and nurture through positive interactions and mutual trust among all stakeholders.

Action Items

1.3.1. Providing Mentoring for every student under the direct care of a faculty as a responsible guardian to guide and facilitate towards their growth. To finetune the mentoring experience, adequate support from Industrial and professional experts including alumni to be initiated.

1.3.2. Building a triangular relationship between-Parent, Student and Teacher by increased interaction among the trio so as to support effective identity-based learning.

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1.3.3 To provide merit-cum means Scholarships to students who are indigent and meritorious.

1.3.4 To have discussions on the diverse circumstances of the society for enabling multi-lateral thinking which creates a mutually respecting community.

1.4. Attainment of results -Honouring and facilitating the involved participation, leadership, and achievements of students, faculty and staff.

Action Items

1.4.1. To achieve higher results thereby attracting admission of meritorious students.

1.4.2 To conduct events for improving capability to overcome the shortcomings.

1.4.3 To provide opportunities for ensuring steady progress in securing higher levels of recognition by achieving milestones within set time limits.

Strategic Imperative 2- Teaching learning

Teaching to ensure transformative learning experiences through faculty empowerment, rigorous exploration thereby encouraging balanced growth of students and faculty.

2.1 Teaching to ensure transformative learning experiences through faculty empowerment- Provide transformative learning experiences for all students that develop their ability to undertake intellectual work in a careful, thoughtful, and inclusive manner.

Action Items

2.1.1. To support faculty as they explore innovative pedagogical approaches that will lead to transformative learning experiences.

2.1.1.1. To organise faculty development programme emphasizing on institutional, academic and research orientation before commencing the academic year.

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2.1.1.2. To conduct at least one State or National level workshops by each department, minimum of 2 days related to the area of discipline/programme.

2.1.1.3. To encourage each faculty to participate or present papers in National/international conferences/workshop every year with 10% of the faculty participating outside the state and 5% of the faculty outside the country.

2.1.1.4. To coordinate National seminar- each department on rotational base to organise at least one national seminar every year.

2.1.1.5. To provide opportunity to 20% of the faculty to attend the refresher programmes offered by MHRD/HEI's every year from 2020 onwards.

2.1.1.6. To acquire capability for accessing various databases through relevant training

2.1.2. To improve the core competency in teaching learning process.

2.1.2.1. To build confidence among faculty conduct frequent internal faculty presentations by each faculty related to new area of their discipline or research within the department.

2.1.2.2. To increase depth of understanding through online courses regarding their subject.

2.1.2.3 To have visiting/adjunct faculty from industry and similar professions.

2.1.2.4. To provide adequate support to faculty to have a membership in professional bodies for exploring more on the areas of interest.

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2.1.2.5. To encourage the faculty to be a resource person in various seminars/webinars/workshops/invited talks.

2.1.2.6. To equip the department to provide online certificate courses.

2.1.2.7 To be able to design and provide value added courses to bridge the gap between the core curriculum and industry needs.

2.1.2.8. To support the faculty for publishing or chapter editing books.

2.1.2.9. To train and equip at least one faculty of a department to achieve consultancy on the area of their specialisation/interest by 2024.

2.1.2.10. To enhance visibility of the department by increased networking with various facets of the society through attending programmes of public interest.

2.2. Teaching to ensure Rigorous exploration - Increase the opportunities available to a broad and inclusive spectrum of students for collaborative, rigorous, risk-taking, discipline-transcending, and certificate- and project-based study.

Action Items

2.2.1. Empower students to explore their areas of study with rigor by ensuring opportunities for initiating discussions, learning and applications.

2.2.2. To Assess students' progress continuously and have timely remedial actions for those who are inadequately served by existing transformative learning experiences.

2.2.3. To develop ways to assess rigorous exploration as a part of delivering course-based instruction.

2.2.4. To implement Project based curriculum by 2021 academic year

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2.2.5. To form various research interest groups and encourage faculty and students to participate in rigorous discussion.

2.2.5.1. To encourage and support faculty to publish the research articles in indexed journals and especially publishing once in three years in Scopus indexed journal.

2.2.5.2. To conduct social surveys by students as mini projects in the locality regarding E-commerce, investment habits, micro finance and digital payment system along with exploring the funding provision from government/agencies for the same.

2.2.5.3. To promote publication of articles and research papers by faculty and students jointly.

2.2.6. To promote online certificate programs and internship programs for increasing exposure regarding application of the core course.

2.2.7. To implement functional MOU's with reputed Institutions/chapters for knowledge/resource sharing.

2.3. Encouraging balanced growth of students and faculty.

Cultivate compassion and community-building among all members of the college through teaching, learning and training.

Action Items

2.3.1. To promote and support various Student forums / clubs / associations /chapters in the campus to develop team work, leadership and mutual respect.

2.3.2. To increase exposure by arranging specific programmes for interacting with leaders in industry, profession, public service, entrepreneurship etc to learn from their experience.

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2.3.3 To provide students with specific placement and career guidance programmes on a regular basis through offline/online platforms to from 2020 onwards.

2.3.4. To facilitate the students to join in the student professional bodies for exploring their areas of focus.

2.3.5. To encourage students and faculty to make use of library resources to increase the knowledge assimilating capability.

Strategic Imperative 3 Societal Impact

By sensitizing the faculty and students to develop social values and concern towards the society through extension programmes promoting energy conservation, green initiatives, gender equality and social entrepreneurship.

Action Items

3.1. **Extension programmes-** To influence people to make changes in their way of life. The assumption is that there is need for change and if people are not aware, it is necessary to make them aware of this.

3.1.1. Widening the National Service Scheme (NSS) activities and provide support to include programmes of public interest.

3.1.2. Initiating various activities through social organisations and not for profit entities by rendering support of students and faculty.

3.1.3. Developing long term association with entities providing positive impact in the society.

3.2. **Energy conservation –** Promoting efforts to reduce the consumption of energy by adopting energy saving practices.

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Action Items

- 3.2.1. To conduct energy conservation awareness programs.
- 3.2.2. To celebrate National/International Energy Conservation day.
- 3.2.3. To organise competitions to popularise energy conservation initiatives.
- 3.2.4. To conduct a periodical energy audit.

3.3. To promote Green Initiatives -Spreading awareness and educating all on different ways through which they can protect the *environment by making* conscious efforts to conserve limited resources.

Action Items

- 3.3.1. To promote the usage of eco-friendly products, planting of trees and water conservation programmes.
- 3.3.2. To organize cleanliness campaigns.
- 3.3.3. To encourage e-paper and e-file management concept to minimise the usage of paper.
- 3.3.3. To promote e-waste management system
- 3.3.5. To conduct a periodical green audit.
- 3.3.6. To restrict entry of vehicles into the campus.
- 3.3.7. To continue promoting zero energy utilities like bicycles, solar powered lanterns etc.

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3.4 Gender equality -

Action Items

3.4.1. To provide equal opportunities in all activities of the campus even if conventionally such activity is undertaken by only one gender.

3.4.2. To promote respect to the sensitivities of the other gender.

3.4.3. To develop programmes for popularising gender equality concepts.

3.5. Social Entrepreneurship - To motivate students and faculty to innovate and resolve pressing social needs by providing entrepreneurial support on a sustainable basis.

Action Items

3.5.1. To organize student interaction with Social Entrepreneurs so as to understand and become confident enough to be passionate about social entrepreneurship activity.

3.5.2. To conduct idea competitions among students to develop social entrepreneurial skills.

3.5.3. To associate with organisations such as Kerala Start up Mission, National Innovation Foundation and specialised entities for building social entrepreneur eco system.

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Infrastructure

It includes physical and organizational facilities, resources and systems that support academic, administrative and extracurricular activities. It plays a vital role in creating an environment conducive to learning, teaching and overall development.

1. Academic infrastructure

The new block will provide students with more space and the opportunity to engage in innovative learning activities. It will also create opportunities for collaboration between departments and students. The new block will be a major step forward in modernizing the college.

- 1.1 To cater to the needs of a large number of students, different departments and faculty, spacious and well-ventilated classrooms equipped with projectors of different seating capacity will be provided.
- 1.2 To construct a fully equipped laboratory for the department of Psychology
- 1.3 To foster a welcoming and productive environment for all students, the new library will include quiet study areas, group collaboration rooms, and comfortable seating.
- 1.4 To conduct various curricular and co-curricular activities, a larger fully functional seminar hall which can accommodate a greater number of students.

2. Technology infrastructure

It enables organizations to communicate, analyse, innovate, and compete effectively in the digital world. It is also essential to meet the current needs and future challenges.



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- 2.1 To enable high speed internet access throughout the newly constructed floors of DB block.
- 2.2 To conduct examinations efficiently, CCTV cameras will be enabled in all examination halls.
- 2.3 To enhance the effectiveness of presentations, lectures, and meetings speakers and projectors will be fixed in the seminar hall.

3. Physical infrastructure

An institution needs to significantly invest in amenities in order to foster a conducive environment for growth and collaboration.

- 3.1 To aid differently abled students lift facility will be provided in the new block.
- 3.2 To promote skills and talents of students, spaces for cultural activities, debates and student clubs will be provided in the new block.
- 3.3 To provide a one-stop solution for various academic and administrative document needs, a fully functional reprographic centre will be initiated.
- 3.4 To meet the demands of students and staff a kiosk will be constructed to provide a quick energy boost during long study sessions with energizing snacks and drinks.



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