

## PERSPECTIVE/ STRATEGIC PLAN AND DEPLOYMENT

St. Philomena’s College has achieved several milestones in its pursuit towards providing quality education, by optimally utilizing its human and material resources. The college now aims to maintain this status, carry these achievements to greater heights and strengthen its educational leadership. The college aspires for a better future and has come up with its Vision 2025 with a long term goal to become a **degree awarding college** of international standard and to establish a state-of-the-art **research centre**. A strategic/perspective plan and deployment document has been formulated to reach this goal based on thorough discussion by the Principal with the college council, SWOC analysis, stakeholders’ feedback and inputs of the NAAC Peer team during the second cycle of assessment and accreditation. A road map and action plan defined for realizing the objectives, with details of new academic programs, improvement of physical infrastructure, deployment of financial and human resources and optimal utilization of these resources, was presented to the Governing Body for approval.

Goals	Perspective/ Strategic plan	Deployment plan	Action taken
To establish	To fine tune the Curriculum and pedagogy	<ul style="list-style-type: none"> <li>• Make curriculum more skill-oriented and outcome-based</li> <li>• Development of e – content</li> <li>• To forge Industry-academia ties</li> <li>• Increase the number of PG programmes</li> <li>• Step up the use of language lab and other</li> </ul>	<ul style="list-style-type: none"> <li>• Frequent revision of syllabus with inputs from experts and stakeholders</li> <li>• Faculty trained on production of e content and hi-tech multimedia studio set up</li> <li>• MoUs with industries, universities, institutes like CIPET and other organizations</li> <li>• Currently there are 11 PG programmes</li> </ul>

<p>a state-of-the-art research centre and become a degree awarding college</p>		<p>facilities</p>	<ul style="list-style-type: none"> <li>• Preparations under way to extend PG programmes to all the departments.</li> <li>• Language lab equipped with 5 computers and required software</li> </ul>
	<p>Promote Research and innovation</p>	<ul style="list-style-type: none"> <li>• Establish an R&amp; D centre</li> <li>• Motivate staff and students to engage in research</li> <li>• Augment laboratory infrastructure</li> <li>• Fund generation through project proposals</li> <li>• MoUs with Government &amp; Private Institutes, Universities and Research Organizations</li> <li>• Establish incubation centers</li> </ul>	<ul style="list-style-type: none"> <li>• Four departments are given permission by UOM to start a research centre and staff have applied for research guideship</li> <li>• Staff are offered seed money to start research</li> <li>• Regular procurement of equipment</li> <li>• Staff are encouraged to apply for funds from Government/Non Government, industry for minor and major research projects</li> <li>• Number of MOUs signed with institutes and industries</li> <li>• TSP(The Sustainability Platform, Asia)-St. Philomena's IDEAS (Innovation, Design, Enterprise to Advance Sustainability) Incubation centre (School for Biodiversity and Renewable Energy) has</li> </ul>

		<ul style="list-style-type: none"> <li>• To apply for patent</li> </ul>	<p>been planned for August, 2019.</p> <ul style="list-style-type: none"> <li>• Preparations for herbal garden underway</li> <li>• Promotion of quality research</li> </ul>
	Entrepreneurship Development	<ul style="list-style-type: none"> <li>• To facilitate entrepreneurship development by establishing an Entrepreneurship Development Cell</li> </ul>	<ul style="list-style-type: none"> <li>• Applied for ten EAC(Entrepreneurship Awareness Camps) from DST for Science stream students</li> <li>• Commerce and Arts students are getting trained by Corporates under CSR</li> <li>• In-house production of cost-effective sanitary pads</li> </ul>
	Good governance	<ul style="list-style-type: none"> <li>• Code of conduct formulation, approval and implementation</li> <li>• Improvements in e-governance</li> <li>• Transparency in governance</li> </ul>	<ul style="list-style-type: none"> <li>• Displayed on the website for the information of all employees</li> <li>• ERP of <b>Iolite software</b> company is used in key areas like admission, attendance, <b>Logisys</b> for examination results and student feedback which has ensured smooth functioning and greater accountability</li> <li>• PFMS-EAT module of transaction used</li> </ul>

Student progression and welfare	<ul style="list-style-type: none"> <li>• Identification of brilliant students in academics and sports and providing support to enhance their capabilities</li> <li>• Improved placement support</li> <li>• To introduce Sponsorship/freeship and mid-day meal scheme for needy students by creation of a corpus fund for the same</li> </ul>	<ul style="list-style-type: none"> <li>• IAS, KAS coaching classes conducted</li> <li>• Active placement cell with PRO carries out placement activities all through the year</li> <li>• Several Freeships and fee concessions already extended</li> </ul>	
Increase Extension Activities	<ul style="list-style-type: none"> <li>• To adopt more government schools in the neighborhood and rural areas</li> </ul>	<ul style="list-style-type: none"> <li>• Regular programmes on Voter awareness, consumer awareness, environmental, computer literacy, popularizing science education, gender sensitization and other social issues conducted</li> </ul>	
Maintain a Green campus	<p><b>a. To achieve a Zero waste campus by 2021-22 by</b></p> <ul style="list-style-type: none"> <li>• Effective solid waste management</li> <li>• Shift to renewable energy sources</li> <li>• Plastic free campus</li> <li>• Plastic to fuel conversion</li> <li>• Centralized e-waste collection and handling centre</li> </ul> <p><b>b. Green initiatives</b></p> <ul style="list-style-type: none"> <li>• by establishing a</li> </ul>	<ul style="list-style-type: none"> <li>• Solid waste management in practice</li> <li>• Consultation with experts in the field and carrying out the required preparations</li> <li>• MoU signed with TSP to start the mentioned ventures</li> </ul>	

		biofertilizer( <i>Azolla</i> ) production unit <ul style="list-style-type: none"> <li>• Improvement in the green house with more medicinal plants and micropropagation of economically important exotic and endangered plants</li> </ul>	<ul style="list-style-type: none"> <li>• In-house faculty have been deployed</li> </ul>
	Increase Revenue generation	<ul style="list-style-type: none"> <li>• To identify and intensify revenue generation activities</li> <li>• To rope in more Sponsorships /scholarships</li> <li>• To carry out self-sustaining activities</li> </ul>	<ul style="list-style-type: none"> <li>• Optimal utilization of resources</li> <li>• Alumni and philanthropists approached</li> <li>• Vegetable garden and vermicomposting unit for organic cultivation of vegetables for use in the college hostels</li> </ul>