

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 had 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 third cycle of assessment and accreditation.

Goals	Perspective/ Strategic plan	Deployment plan	Action taken
To establish	To fine tune the Curriculum and pedagogy	<ul style="list-style-type: none"> • Make curriculum more skill-oriented and outcome-based • Development of e – content • To forge Industry-academia ties • Increase the number of PG programmes • Step up the use of language lab and other 	<ul style="list-style-type: none"> • Frequent revision of syllabus with inputs from experts and stakeholders • E content and hi-tech multimedia studio is set up • MoUs are made with industries, universities, institutes like CIPET and other organizations • Currently there are 13 PG programmes

<p>a state-of-the-art research centre and become a degree awarding college</p>		<p>facilities</p>	<ul style="list-style-type: none"> • Preparations under way to extend PG programmes to all the departments. • Language lab equipped with 5 computers and required software
	<p>Promote Research and innovation</p>	<ul style="list-style-type: none"> • Establish an R& D centre • Motivate staff and students to engage in research • Augment laboratory infrastructure • Fund generation through project proposals • MoUs with Government & Private Institutes, Universities and Research Organizations • Establish incubation centers 	<ul style="list-style-type: none"> • Four departments are given permission by UOM to start a research centre. • Staffs are given research guideship • Staff are offered seed money to start research • Regular procurement of equipment • Staff are encouraged to apply for funds from Government/Non Government, industry for minor and major research projects • Green Audit to be conducted during January 2024

		<ul style="list-style-type: none"> • To apply for patent 	<ul style="list-style-type: none"> • Preparations for herbal garden underway • Promotion of quality research
	Entrepreneurship Development	<ul style="list-style-type: none"> • To facilitate entrepreneurship development by establishing an Entrepreneurship Development Cell 	<ul style="list-style-type: none"> • Established Entrepreneurship Development Cell. • Commerce and Arts students are getting trained by TCS under CSR
	Good governance	<ul style="list-style-type: none"> • Code of conduct formulation, approval and implementation • Improvements in e-governance • Transparency in governance 	<ul style="list-style-type: none"> • Displayed on the website for the information of all employees • ERP is used in key areas like admission, attendance, finance, examination results which has ensured smooth functioning and greater accountability.

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

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