



PERCEPTION 2024 SURGING IN HIGH GEAR

THE ROADMAP TO EXCELLENCE ENVISIONED FOR THE FUTURE

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2019-2024**

St. Xavier's College for Women was established in 1964 by the Congregation of Teresian Carmelites (CTC) on the enchanting banks of River Periyar. Affiliated to Mahatma Gandhi University, the college has evolved into an institution of repute, serving national, regional and local needs. Tracking the nation's trajectory towards selfhood and development, the college has flourished into an esteemed institution in 55 years with its focus on quality education and all-round development of the womenfolk. Thoroughly committed to serving the economically and socially marginalized sections of society, admission is made open to all, irrespective of caste and creed, and their rights of conscience are respected. A student-centric, participatory teaching-learning-evaluation system has been adopted to assure the students of optimal educational benefits moulding women of character. Acknowledging its contributions in the academic, cultural and social arena, NAAC has accredited the college with A Grade (3.33) in 2017.

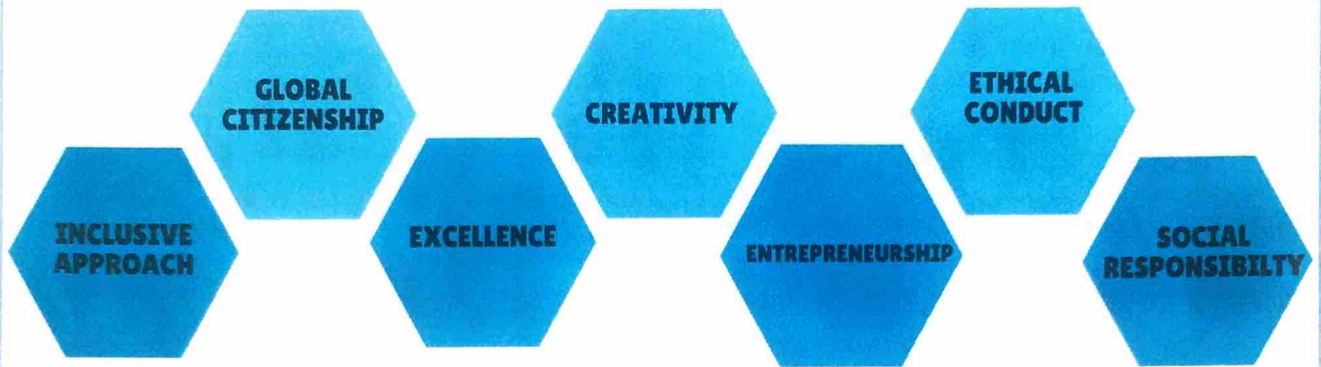
Vision

St. Xavier's College for Women envisions the empowerment of women through academic excellence and spiritual enlightenment for their educational, social and cultural enhancement.

Mission

The institution provides an ideal academic environment for lifetime learning, nurturing the students as responsible women and resourceful global citizens, committed to national and cultural value.

CORE VALUES



Excellence: - To excel in teaching, learning, research and service

Creativity: - To explore innovative knowledge trajectories

Entrepreneurship: - To equip in self- reliance and independence

Ethical Conduct: - To instil value-based education

Social Responsibility: - To serve individuals, society and nation through outreach and community engagement

Inclusive Approach: - To respect all individuals regardless of class, caste, religion, ability and gender

Global Citizenship: - To Inculcate meaningful knowledge on Global values and universal integrity

SWOC ANALYSIS

Strength	Weakness
<ul style="list-style-type: none"> • Exclusive Campus for women. • 90% Young and Committed faculty members with Ph.D. • Effective Student Mentoring. • Career Oriented Add- On Courses. • Empowering socially backward communities. • Active Alumni and vibrant retired faculty members. • Easily accessible location. • Efficient Management. 	<ul style="list-style-type: none"> • Delay in Examination Results as scheduled by the parent university. • Delay in fulfilling permanent vacancy positions. • Lack of Academic freedom to start new courses. • Lack of cultural diversity among students. • Lack of innovation and start-ups. • Lack of adequate staff and infrastructural facilities for documentation purposes.
Opportunities	Challenges
<ul style="list-style-type: none"> • Potential to be one of the best women's colleges in the State. • Potential to become an autonomous college. • Possibility to implement more research departments. • Opportunity to start more Career Oriented Courses. • Infrastructural expansion by land acquisition. • Possibility to play an integral role in the development of the locality. 	<ul style="list-style-type: none"> • Frequent Semester examinations and less number of working days. • Faculty/student publications in UGC-Listed journals. • To make the students think beyond the curriculum and break the stereotypes. • Making the students aware of the need for financial independence before marriage. • Early student marriages resulting in education break during/after degree courses. • Restrictions from the parent university on new courses, fees and no. of working days. • Resource mobilization through projects/ grants other than the UGC. • Limited Infrastructure expansion due to the proximity of the railway line.

STRATEGIC GOALS

Short Term Goals

- To gain national recognition in innovation and entrepreneurship.
- To achieve national ranking in 75-100 band.
- To achieve ISO certification.

Medium Term Goals

- To become an autonomous college.
- To become a key-player in start-ups and incubation.

Long Term Goals

- To evolve into a deemed- to- be-university status.
- To grow as a global hub of innovation and entrepreneurship.

Strategic Plan

The institution purports to march forward with a well-charted strategic plan incorporating the idealistic principles of the institutional vision and mission. Aiming to concretise the vision and mission statements in precise details, the institution targets the accomplishment of the set goals in a consistent pace. Fondling the desire to evolve into autonomy status in the near future, definite targets are set and implementing strategies are devised. It is with high aspirations to develop as a model institution that Perception 2024 is prepared.

Expand Academic Pursuits and Knowledge Base

Academic and Knowledge domain expansion is one of the key factors of the institution to keep a pace with the wide-ranging educational revolution. Fixing its prime focus on flourishing into an autonomous status, the institution targets to widen its knowledge base with the following resolutions:

- To furnish multiple disciplines in the campus, the college has decided to add the number of UG and PG programmes
- More Certificate and Diploma Courses have to be offered to integrate new-gen perspectives
- The existing PG departments shall be upgraded to Research departments to facilitate research culture in the campus
- Non-Conventional Courses shall be commenced in the campus to offer exotic learning experience to the students
- Proper procedures shall be ensued to evolve the institution as a Finishing School
- Academic collaborations with institutes and industries have to be gained to ensure academic exposure to students
- Provide ample platforms for the students to indulge in national and international teaching-learning experience

Research Augmentation

The institution is resolute on developing the culture of diligent Academic Research so as to inculcate analytical and inquisitive thinking among staff and students. Keeping abreast of the research hike in the global scenario, proper operational system is envisioned with the following goals:

- Interdisciplinary/multidisciplinary research has to be promoted in UG, PG and Ph.D Programmes
- Corpus Fund shall be utilised to promote multidisciplinary research
- Faculty orientation should be organized each year on futuristic research to equip the faculty with the recent research trends and methodologies
- To ensure ethical research practice, regular Student Orientation shall be organized on the basics and ethics of research
- Staff and Students shall be motivated for paper presentations and paper publications
- The institution shall enter into MoUs and Collaborations with industries and other institutes for research purposes
- More Funded projects have to be gained from Governmental and non-governmental agencies to undertake diligent research
- Faculty shall be instigated to achieve cent percentage in Doctoral Degree and Research Guideship

Faculty Development

The quality of the faculty is instrumental in the incremental growth of the institution. Hence, adequate steps have to be taken in sustaining and improving the faculty competence in academics, research and extension.

- Faculty Development Programmes shall be organized every year to introduce to and familiarize with innovative teaching practices
- Faculty Exchange Programmes shall be promoted with other institutes of repute
- Research and Post-Doc research among faculty shall be enhanced
- Financial support shall be rendered to faculty to venture innovative academic pursuits

Student Enrichment

Being the prime stakeholders, students are the strong pillars of the institution. Augmenting the student capacities and enriching the skill-sets of the students are counted significant in the educational process offered by the institution. The following goals will amplify the system methodically:

- To motivate students in academics, more endowments and scholarships shall be instituted
- Mentor-mentee system shall be institutionalized to help cement teacher-student bonding. Regular mentoring sessions shall be provided for the students to seek guidance in cognitive, social and emotional growth
- Remedial sessions shall be arranged for the weak students to help overcome difficulties in academics
- Weekly Counselling Sessions shall be arranged for staff and students rendering the service of a professional counsellor

- Collaborations and linkages with institutions of repute shall be attained. Student exchange programmes shall be promoted with collaborating institutions for research and academic endeavours
- Financial support shall be provided for students to pursue high yielding and socially relevant research projects
- Wide exposure to global educational scenario shall be provided to students through national and international conferences, seminars and workshops
- Bridge courses for UG and PG students shall be arranged prior to each semester commencement
- Student progression to higher studies shall be promoted and rigidly tracked
- Placement drives shall be arranged in the campus to give maximum possibilities of student employment in industry collaborations

Infrastructural Expansion

The growth of the institution is closely linked to the infrastructural expansion as education infrastructure are crucial elements of learning environment. Hence, vital significance is accorded in the strategic infrastructure planning. The college has the following goals in its pipeline:

- To escalate the student strength in the campus, a new Academic block shall be constructed. RUSA and DST-FIST funds shall be utilised for infrastructural development
- The institution shall find means to purchase landed property to expand infrastructural needs
- RFID system shall be installed to make the library fully automated
- Computer software and hardware AMC shall be upgraded for major equipment as per requirement
- Class rooms shall be made ICT enabled to facilitate teaching-learning process

- Smart classrooms and smart boards are a major requirement which has to be upgraded on an immediate effect. At least 10 classrooms shall be transformed as smart classrooms. Accommodate adequate infrastructure to upgrade to autonomous/ deemed to-be- university status
- Language lab facilities shall be updated and new software shall be installed to meet the requirements of the language departments

Administration and Management

Befitting administration and management are the backbone of the institution catering effective and efficient dispensation. To ensure consistent and coherent progression in the realm, the following goals are set:

- To move along the global perspective, e-governance shall be implemented
- Academic and Administrative Audit shall be conducted every year to ensure the felicitous functioning of different bodies
- External audit shall be made mandatory for PTA and OSAX funds to certify transparency
- Green audit, Energy audit and Environment audit shall be conducted on an annual basis to keep track of the sufficiency of resources, future requirements and needed corrections
- To increase the perception of the college and to enhance the quality parameters, the institution shall pursue for ISO certification and national rankings like NIRF

Innovation and Entrepreneurship

The institution is focused on making positive changes in the expanse of innovation and entrepreneurship as they form a pivotal area of concern in the new paradigm. Women entrepreneurship and innovative ideas shall be promoted with the set goals:

- To help students venture innovative idea creation and practice, an incubation center shall be initiated with state-of-the-art facilities. Augment start-ups to address regional, national and global needs
- Efforts shall be put in to gain the status of Institutional Mentorship in Innovation
- Measure shall be taken to initiate renewable energy resource ventures to benefit nearby communities
- Entrepreneurs' Week and Entrepreneurship facilitating events shall be organized annually to develop self-capacitating skill sets of students

Blueprint of Strategic Plan

Goal	Plan of Action
Expand Academic Pursuits and Knowledge Base	Add 10 UG courses.
	Add 8 PG courses.
	Offer 25 Add-on Courses each year.
	Offer 10 Certificate Courses each year.
	Add 10 Diploma Courses
	Upgrade all P.G. Departments to Research Departments
	Launch Non-Conventional Courses like Fashion Designing, Culinary Science, Logistics etc.
	Evolve as a Finishing School
	Gain Collaboration with Regional, National and International Institutes
	Achieve global perspectives in teaching-learning
	Integrate foreign courses in academics
Research Augmentation	Introduce interdisciplinary/multidisciplinary research
	Orientation to faculty on Futuristic Research
	Orientation to students on the basics and ethics of research
	Set up Corpus fund for multidisciplinary research
	One publication mandatory for each faculty per year
	One presentation mandatory for PG students
	Gain MoUs and Collaborations with industry partners/other institutes
	Apply for Funded Projects
	Ensure Ph.D for 100% Faculty

	Ensure research guideship for 100% faculty
Faculty Development	Faculty Development Programmes to promote faculty progression
	Gain collaborations and linkages with institutions of repute for faculty exchange
	Provide seed money for new academic ventures
	Provide financial support to faculty to attend seminars and conferences
	Provide financial support to faculty to gain membership in professional bodies
	Render academic support to faculty for Post-doctoral Research
Student Enrichment	Institute capacity building programmes like NET/JRF, IAS Coaching, Finishing School etc. for students
	Launch scholarships and endowments for students
	Institutionalise Mentor- Mentee system
	Provide remedial and counselling sessions for students on need basis
	Gain collaborations and linkages with institutions of repute for student exchange
	Provide Institutional funding for student projects
	Institute national and international seminars, conferences, Lecture Series and competitions
	Implement Bridge courses for needy students in UG and PG programmes
	Ensure student progression to higher studies
Infrastructural Expansion	Execute campus placements in industry collaborations
	Construct a new Academic block to include more programmes
	Purchase more land for infrastructure expansion
	Utilise RUSA, DST-FIST fund for infrastructural development
	Install RFID system in the library
	Upgrade computer software and hardware AMC for major equipment

	Launch Backup system for labs
	Make 100% ICT enabled class rooms
	Transform 10 classrooms to smart classrooms
	Update the Language lab facilities and software
	Accommodate adequate infrastructure to upgrade to autonomous/ deemed to-be- university status
Administration and Management	Implement e-governance
	Annual audit for PTA and OSAX funds
	Conduct Academic and Administrative Audit every year
	Apply for ISO Certification
	Apply for national rankings like NIRF
	Conduct Green audit, Energy audit and Environment audit
Innovation and Entrepreneurship	Launch Incubation Centre
	Augment start-ups to address regional, national and global needs
	Embark on sustainable innovative projects of social importance
	Initiate renewable energy resource ventures to benefit nearby communities
	Gain the status of Institutional Mentorship in Innovation



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