



STRATEGIC PLAN

2013 - 2023

St. Joseph's College (Autonomous), Irinjalakuda

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The Present

- **The Origin of the College**

St. Joseph's College, Irinjalakuda in the Thrissur district of Kerala state was established in 1964 as an answer to the ever-increasing demand for the higher education of young women from the middle & lower strata of society in the rural suburbs of Irinjalakuda. The institution has been endeavouring to fulfil its stated mission of imparting value based holistic instruction and moulding empowered women fit for the society, the nation and the world, for the past 54 years, drawing inspiration from the visionary zeal of Blessed Mother Mariam Thresia, the foundress of the Congregation of the Holy Family and the benevolent blessings and guidance of the pioneers - the revered educationist, Padma Bhushan, late Rev. Fr. Gabriel, the Founder Principal, late Rev. Sr. Franco, and the First Manager, late Rev. Mother Josephine.

Presently it is an autonomous college for women, affiliated to the University of Calicut, and managed by the St. Joseph's Educational Society of the Congregation of the Holy Family on a 19-acre campus.

- **St. Joseph's College: Status Quo**

St. Joseph's college has a faculty strength of 153, staff strength of 52, student strength of around 2500, and offers 18 UG and 13 PG programmes affiliated to the University, of which 8 UG and 8 PG programmes are self-financed.

The college has **four approved Research Centres**

- Mathematics
- Chemistry
- Commerce
- English.

A Communicable Disease Research Laboratory (CDRL) functions under the department of Zoology.

4 Ph.D. programs were started after the reaccreditation at the 3rd level. At present, there are also 30 enrichment certificate courses of vocational content. 47% of the faculty are Ph.D. holders, with 38% of the rest, undergoing Ph.D. research. Faculty participation in Orientation / Refresher courses, organization of and participation in seminars, workshops and conferences at the International / National / Regional levels, updation of ICT with timely guidance on teaching methodology, have resulted in exposure to recent advances and changes of the curriculum innovative initiatives.

Motto:- Light, Life, Love

Vision:- Women empowered and liberated through knowledge for a brave new world of ideal families

Mission:- Creating an educational environment for the total development of young women in this globalized e-world through value based holistic instruction across a wide range of disciplines and mainstreaming a gender perspective in the national development process



The Coat of Arms:- The College Coat of Arms highlights the intellectual and moral tasks envisaged by the founders. The motto on the crest is “**Light, Life, Love**”:

Light - for the enlightenment and illumination of heart and mind which enables one to dispel the darkness of ignorance and evil.

Life - for the fulness of growth in every way, physical, intellectual, mental, emotional and spiritual.

Love - for the law of compassion and tenderness which aims at a sweet fellowship among all, the cooperation and communion with one and other and with the Supreme.

Before the Autonomous Status

Even prior to the conferment of autonomy, when the college had little freedom to design its own curriculum, initiatives were taken by the various departments in coordination with the IQAC, with the encouragement of the top level management and the support of the other stakeholders, to strengthen and supplement the existing programs by value added enrichment certificate courses, a three-year long tag-on program called Higher Focus Course (HFC) - a package of multi skills ranging from two and four –wheel driving, yoga and speak English to ethics and spirituality sessions as well as seminars, assignments and projects. All of the above are still on-going. Teachers of the college were consulted on academic matters and curriculum design and development by the affiliating university which nominated many of them into academic bodies of UG, PG and research committees.

After the Autonomous Status

After the award of autonomy in March 2016, the freedom to create its own curriculum and syllabus in order to tackle the menace of rote learning, resting within the confines of the university regulations at the previous years, is taken seriously by the institution. E-content development, addition of micromodules, inter –departmental tie-ups for quality enhancement, further promotion of the existing culture of research, strengthening of the self-financing stream and augmentation of the aided programs in line with the stated aims and objectives upon the implementation of autonomy, are already initiated. Curriculum restructuring is reviewed by the Departments, Boards of Studies and the Academic Council. The syllabus – content is discussed and prepared by the departments in view of the feedback from the various stakeholders. This is presented before the Boards of Studies which review it and also decide on the evaluation method and the panel of examiners. The decisions of the Boards are approved by the Academic

Council. The curricula in all disciplines are strengthened and supplemented by micromodules, a Higher Focus Course and 30 Certificate Enrichment Courses.

Our Highlights

- One of the first institutions in Kerala to be accredited in 2000, the college is now ready for the 4th cycle of accreditation striving to enhance its rank from the A grade in the 3rd cycle.
- In recognition of its efforts to empower women students, with a transformative rather than additive purpose, the institution has been conferred the status of **Autonomy in March 2016, and the status of College with Potential for Excellence of the UGC in April 2016.**
- In its quest for excellence, the Institution has introduced innovations such as learner- centered, research–oriented, inter-disciplinary teaching methodology, e-learning applications, virtual labs and new techniques of learning assessment. The institution promotes research culture by encouraging faculty and students to take up projects (Major & Minor), conduct seminars, workshops (International & National), and publish and present papers.
- The college has a fully functional **research promotion centre called GRACE** (Guidance for Research and Assistance for Consultancy and Extension), and a **print and online refereed ISSN interdisciplinary journal, VISTAS.**
- The institution tries to inculcate social and environmental responsibility through its **Healthy Practices**
 - **Learn with Nature**
 - **Campus Community Connect**
 - **Connecting through Computer**
 - **Learning unlimited**
 - **Faculty @ Student's Home**

- The Central Government approved '**Darsana Counselling Centre**', various extension and outreach programmes of Campus - Community Connect as well as active participation in NSS, NCC, Community Aided Sponsorship Programme (CASP), Women Development Centre called 'We for Women Club', Nature and Biodiversity clubs.

THE VISION

VISION WITH WHICH THE COLLEGE THRIVES

Women empowered and liberated through knowledge for a brave new world of ideal families

The institution aspires to raise the platform of teaching, learning, research, student – support, extension, consultancy and innovations along with the rise in prestige, realizing very well that it would be no mean task, and resting assured that it is possible with the concerted efforts of the stakeholders.

The Strategic Plan for 2013- 2023 identifies three core areas of development for the Institution: -

- Improving Teaching Learning Experience in Campus.
- Strengthening the Research domains of the College.
- Extending the Social work domains of the College.

For giving light to this vision the three main goals are subdivided further for more clarity and to make the achievement of this vision much easier.

1. Improving Teaching/ Learning Experience in Campus

FOCUS AREA 1: - Enhancement of ICT enabled teaching –learning measures

FOCUS AREA 2: - Coaching and Exposure programs for career development

FOCUS AREA 3: - Involvement in academic and non-academic extension activities

FOCUS AREA 4: -Introduction of new Programs & Value added courses

FOCUS AREA 5 : - Set up a Community College

2. Strengthening the Research domains of the College.

FOCUS AREA 1: - Academic research in Social Welfare and Women Studies.

FOCUS AREA 2: - Biological, Chemical and Algorithmic Research Advancement.

FOCUS AREA 3: - Research Development in Humanities, Social Sciences and Management Studies.

FOCUS AREA 4: - Floating more research projects and consultancies.

3. Extending the Social work domains of the College.

FOCUS AREA 1: - Commencing programmes for the welfare of local women and girls.

FOCUS AREA 2: - Adopting schools in the neighbourhood for sharing knowledge and skills.

FOCUS AREA 3: - Undertaking non-academic, philanthropic extension work at institutions for the aged, sick and the disabled.

FOCUS AREA 4: - Golden Jubilee Projects
Home for the Homeless Golden Jubilee project in action.

FOCUS AREA 5: - Services of the faculty to be extended to other institutions in a faculty exchange programme.

THE MISSION ACCOMPLISHED 2013-2018

The College maintains a learner –centric environment conducive for quality education and student empowerment. Hundred percent transparency is ensured in the admission process since the college strictly adheres to the policies of the government and the affiliating university. Reservation for SC/ST and differently challenged candidates are also ensured. Due to the reputation gained by the college and the high percentage of results, there is 100% student enrolment in almost all disciplines. Students of the local community unable to gain admission in the college are accommodated in a study center run by the management.

A Post Entrance Test (PET) is conducted soon after the admission of the freshers to assess them, and an immersion module of one to two weeks is offered to them as a part of their integration into the college atmosphere. Most of the departments also conduct a Bridge Course for the new students at the UG level.

Academic Calendar and Examination Schedule are prepared in advance for the timely planning and execution of the teaching, learning and evaluation processes. Remedial Coaching Classes for SC/ ST, OBC, Minority and academically & financially backward students are floated on a regular basis. Scholar Support Program (SSP) and Walk With a Scholar (WWS) initiatives of the Dept. of Collegiate Education are also ongoing to support the slow and the promising students respectively. The college is identified as a venue for ASAP, the state govt. initiative, to help develop soft skills in students. The Academic Excellence Committee oversees the programs for the better performance of the advanced and slow learners. Mentoring –Tutorial system provides personal and academic assistance and the in-campus govt. recognized counselling center DARSANA offers crisis intervention to the needy students at psycho-social levels.

ICT is used extensively with timely upgradations in the teaching-learning processes. Many of the class-rooms are equipped with smart boards, and LCD projectors. Wi-Fi connectivity and library with INFLIBNET facility provide access to e-resources.

E-content development, MOOCs and other advanced, teaching learning techniques are also in use.

Holistic development of the students is ensured through involvement in Seminars, Projects, Assignments, Discussions, Debates, interaction with eminent researchers, entrepreneurs, industrialists etc. Addition of zero hour is implemented after regular classes for value added enrichment courses.

A team of qualified, competent and committed faculty and staff adds to the strength of the institution. Recruitment is on merit and as per the UGC, University and State govt. norms. The quality of the teaching-learning is monitored at the departmental and institutional levels through internal academic audit and evaluation by stakeholders. There is a structured feedback system with evaluation obtained from students by teachers and the Management, used for improving their teaching performances.

A separate Examination wing is constituted after the autonomy with the Controller of Examinations as the coordinating & monitoring authority. The examination schedules are strictly adhered to, and fairness and objectively is ensured in the various stages of planning, conduct of examination, evaluation of answers and declaration of results. Provision is also made for revaluation and retotaling. The IQAC plays a vital role in quality enhancement of the teaching – learning –evaluation processes through timely directions, encouragements, monitoring and follow-ups. Feedback formats are designed, feedbacks conducted and analyzed every year by the IQAC, as part of Academic audit IQAC also monitors the use of ICT tools in teaching –learning and oversees peer – group teaching in classes. Golden Jubilee Projects celebrated the sustained growth of 50 years of existence.

Higher level research has become a major focus area in the institution in the last several years. Promotion and development of research activities are coordinated by the R&D center, GRACE. Four Departments (Mathematics, Chemistry, Commerce, English) are approved research centers. The Department of Zoology has a Communicable Disease Research Laboratory (CDRL) . In the last five years, there have been 8 UGC funded Major Projects and 24 Minor Projects with a total outlay of Rs.15930190/-, 8 International Seminars 34 National Seminars and 35 Regional Seminars, were conducted after the 3rd level accreditation. 335 participations in various Seminars, 241

Paper presentation publications, 81 seminar proceedings, 9 books, 21 chapters in books, have added to the research output. There are two research publications including VISTAS, the online and print, peer-reviewed, ISSN-numbered, multidisciplinary journal. 10 faculty were awarded Ph.D in the post -3rd level accreditation period, with 12 faculty ongoing with their research. There are 15 research guides in the college supervising 36 students in the Calicut, M.G Universities. 4 scholars have also been awarded Ph.Ds since 2013.

A campus National Research workshop called Scholar Summit was conducted in the college in 2017-18 by the IQAC. A Distinguished Speaker Series, 'Voice @ SJC' is also floated by the IQAC, and is stated to be an annual event.

The institution has academic and non-academic Extension and Outreach programs. Campus Community Connect (CCC) is a best practice of the college which is an umbrella that coordinates philanthropic, financial, educational and empowerment programs for the under privileged and vulnerable sections of the society. Community development programs are also undertaken by NSS, NCC, Blood Donor's forum, Computer science, Hindi & Social Work Depts, We for Women Club, Nature & Biodiversity clubs, Social Work Centre etc. by establishing an institution –neighborhood – community network.

Though the college is situated in the heart of Irinjalakuda, a bustling small town, it is a tranquil world in itself with its lush green and clean expanse, paved pathways, tall trees and colourful plants. Infrastructure facilities are excellent and comprise 85 well-furnished class rooms, 24 faculty chambers, 7 smart seminar halls. Well-equipped science laboratories, language lab, computer labs, spacious auditorium, central library, multi-purpose indoor stadium, basketball, Volley ball, football & badminton courts, Botanical & Medicinal gardens, herbarium & educational museums, an open-air Amphitheatre, an annex building to conduct self-financed courses, chapel, prayer room, counselling centre, common room, a social work centre, faculty and student hostels, sports hostels, canteen, administrative wing etc. are some of the highlighted infrastructure facilities.

Since the last accreditation, a separate examination wing and IQAC room have been set up. Land was purchased for the construction of a separate Research Block which stands completed. A two-storey block is built adjacent to the auditorium to meet the growing

need for class-rooms. More water taps are provided on all the floors of the main block to avoid the lunch-hour rush. A lift is installed for the use of the differently challenged and sick students, as well as the faculty & staff.

The two story library is fully automated, seating capacity has been increased from 300 to 350 since the last accreditation. Facilities like OPAC, INFLIBNET, reprographic & internet assistance are offered. The library with more than 23632 volumes, 605 e-books, 286 Journals and 1268 CDs, is the key learning centre of the college.

ICT is updated regularly. There are 234 computer systems in the college which are LAN connected. High- speed internet is installed and 100% of the campus is Wi-Fi enabled. Generators for uninterrupted power supply and UPSs for power backup are also sufficient in number. All the departments are well-spaced with adequate facilities for the faculty. Laptops, LCD projectors, screens, net-connected computers are also provided. On-campus workshops & smithies operate round the year. Infrastructure additions are done driven by a love of nature and sustainability of energy and water resources. Waste reduction, recycling and energy conservation practices are adopted.

The student support and progression activities of the college are in line with the institutional Vision & Mission. The programs offered and the facilities available to the students are detailed in the college calendar and website.

The academic support activities are coordinated by the Academic Excellence Cell. Remedial coaching classes, tutorial mentoring sessions, each one-teach-one, peer group teaching, WWS for the advanced learners, SSP for the slow learners, PTA meetings, Parent-Teacher-Student meets to discuss progress reports, motivational talks for slow and advanced learners, are regularly and effectively in practice.

The co and extracurricular support is provided by the Higher Focus Centre which is a Centre for learning unlimited. Personality development programmes, talks, yoga classes, Karate sessions, aerobics and enrichment certificate courses are offered to the students under the guidance of the centre., Athletics Club, Fine Arts & Culture club, Oratory club, English for Empowerment cell, College Union, Departmental Associations, NCC, NSS, AICUF, We for Women Club, Campus Community Connect, Connecting through Computer, Learn with Nature Club, Value Education, Special Programme cell, Anti-Ragging cell, Anti-Narcotics cell, Redress cell, Equity cell, Differently Enabled students

cell, Darsana, the govt. recognized counselling centre, Social Work Centre etc. function actively in the college. The College Volley Ball team is the Calicut university champions for the 34 consecutive year.

The career and placement efforts are coordinated by the Human Resource Department (HRD). Entrepreneurial Development Cell and ASAP provide guidance for students in self-employment and soft –skill development respectively. Training for competitive examinations such as UGC-NET, Bank Tests, Civil, Service, PSC tests are provided.

In the last five years, a total of Rs. 8524462/-was distributed to 4288 students as central and state govt. scholarships. In addition, free ships and financial assistance are given to deserving students by the management and departments. Free hostel facilities, free career & progression coaching and free books & stationary are also made available to the financially backward students. Some of them are also given admission to programs in the management quota. Student of the year & Star of excellence awards are instituted in the college.

The pass percentage is high in most of the UG & PG programs. There have been 46 university toppers in the last post-accreditation period 89% of students' progress to higher education and research, and eventually to employment, mostly in the teaching sector. The Social work and Mass Communication & Journalism departments claim 100% student placements.

The institution provides university education in a secular atmosphere, and is open to all, irrespective of religion, caste or community. The university curriculum is supplemented with value-added, vocational enrichment courses at the insistence of the management. Financial assistance for infrastructure, ICT upgradation and residential facilities to the single faculty and students are provided by the management. The array of competent and caring Principals have contributed significantly to the quality augmentation of the institution .

The leadership of the institution is participatory and the governance and management, democratic. The institutional plans for the development are prepared annually and discussed in the Board of Management and the Faculty Council. After the attainment of Autonomy in March 2016, different statutory committees were constituted, along with the non-statutory committees. The statutory committees such as the Governing Body, the

Academic Council, the Boards of Studies and the Finance Committee are involved in the curriculum development and implementation. In addition, the Principal's Council, the IQAC, the Heads of Departments, Faculty, Staff, Students, PTWA, Alumnae, help in the effective planning and implementation of institutional policies. The AQAR preparation gives us an opportunity to evaluate and improve our functioning every year. Annual academic and non-academic administrative audit is done by the IQAC; feedbacks are collected from all stakeholders and analysed and incorporated for quality improvement. Professional development of the faculty and staff is ensured by providing training by experts in various fields.

The college conducts a performance appraisal system for faculty based on student's feedback, research, consultancy, and extension activities. 'The Teacher of the year' award and 'The Researcher of the year' award are instituted by the management for the faculty excellence annually. There are several welfare schemes implemented by the management for the faculty and Staff. UGC has granted autonomy to the college, and also the status of "College with Potential for Excellence" in recognition of the institution's desire and drive for quality excellence. The affiliating university also has been very supportive to the college. The college makes use of its budgetary provisions. Finance and Accounts Department, working under the supervision of the senior superintendent, administrative control of the Principal, and headed by a Head Accountant, implements all tasks related to finance and accounting. Financial operations are regularly audited. The main source of income of the college is the funds from the UGC. Any deficit in the annual budget is met by the management. Efforts to secure additional funds from various agencies such as DST & FIST, NBHM KSCSTE and local bodies like Lions Club, Rotary Club etc, are also taken by the management.

Academic and administrative audit is done by the supervision of the IQAC, in addition to green and energy audit

The College has adopted a number of innovative and best practices, at the institutional and department levels, for quality improvement, student support & progression and green practice & biodiversity implementation.

Short term and long term measures for environment protection, conservation and sustenance include waste & e-waste disposal, plastic eradication awareness campaigns,

conservation and generation of energy, plantation drives, cleaning exercise etc. The 'Green Campus – Clean campus', Best Practice has been expanded in the post accreditation period into 'Learn with Nature', incorporating off-campus greening and biodiversity drives as well. Another healthy practice is 'Faculty @ Students' Homes.

A 'Green –Water– Energy audit is conducted with professional assistance. The college is highly conscious of its responsibility to the society, and has constituted a 'Campus – Community-Connect best practice, whereby efforts for educational, empowerment and philanthropic assistance especially for the underprivileged of the nearby locality, are undertaken.

The institution's commitment towards excellence continues in the post accreditation era. Online admissions, separate examination block, revised feedback proformas, updated ICT in class room applications, a Centre for Learning Unlimited called 'Higher Focus Centre', addition of micro modules in the curriculum, definite plans for restructuring of the curriculum from the third year after the implementation of autonomy, new student awards, Connecting through Computer initiative etc. are some of the recent innovations.

The institution strives to provide a learner centric environment conducive for holistic and quality education of students through innovative, healthy and best practices.

The new and the previously ongoing practices point at the vision of the institution to empower young women and make them agents of change in families, societies, the nation and the universe.

The young women educated in the campus go out with a purpose to contribute to the society by doing justice to their profession, building ideal families, and moulding a new generation with values. The institution rallies ahead in its onward journey leveraging on the blocks of high standards set by the founders.

STRATEGIC OBJECTIVES

1. Improving Teaching/ Learning Experience in Campus

FOCUS AREA 1: - Enhancement of ICT enabled teaching –learning measures

Goal 1: - Soft skill upgradation of students and Staff

Sub Goal 1: - Skill development and grooming initiatives will be provided to students by providing them training on software, such as Adobe Photoshop, Adobe Premiere Pro, how to prepare multimedia materials , along with their regular course-work.

Sub Goal2:- An online courses for creating web-pages will be started for students as well as teachers.

Goal 2: - Enhancements in ICT

Sub Goal 2: - Increase ICT and LCD smartboard enabled classrooms.

Sub Goal 1: - To enable Video Conferencing of Educationists with Students and Staff from around the world, thereby providing insights to our students about different aspects of subjects they are studying.

Goal 3: - E-Content Development for all subjects

Sub Goal 1: - The college will seek the support of academicians as well as technical & production experts, and establish partnership with the IT industry for the realization of E-Content Development.

Sub Goal 2: - The e-content development to be made available at the college site

Sub Goal 3: - The e- Content to be made available at the UGC info net, and can be easily accessed by teachers and students all over.

FOCUS AREA 2: - Coaching and Exposure programmes for career development

Goal 1: - Provide additional opportunities for internships, job shadowing and work experience to help students apply learning to careers.

Goal 2: - Create opportunities for faculty professional development, including participation in workshops, seminars and retreats, as well as a leadership training program to facilitate career advancement.

Goal 3: - Innovative Banking Practices in Public Sector Banks. The students should be able to adapt to the recurrent financial crisis and chart out safe zones in the banking sector. The innovative practices would steer them through turbulent times, keep them vigilant and at par with global competition

Goal 4: - Expand linkages with major institutions and industries.

Sub Goal 1: - Eminent personages from the industry will be invited to the campus to interact with the students.

Sub Goal 2: - To conduct seminars / workshops/ conferences in collaboration with globally and nationally registered industries.

Goal 5: - Programs that groom the students for the job market.

Sub Goal 1: - Programs to be held in the after-college-hours regularly and is attended by a steady stream of students. Interactive sessions will be arranged for them with experts from the industry. Talks and seminars will be conducted by the HR department to enable students to develop the aptitude for and the requirements for the job market.

Sub Goal 2: - To augment Career Counselling, Academic Counselling along with Personal Counselling that will result in self-confidence, assertiveness, self-esteem and stress management.

Sub Goal 3: - Mock Interviews with professionals as resource persons will also be arranged.

FOCUS AREA 3: - Involvement in academic and non-academic extension activities

Goal 1: - Fostering Global Competencies.

Goal 2: - Augment the conduct of more certificate courses, exhibitions, quizzes, seminars, interactions with academic / industrial experts, visits to

institutions and industries, free tuitions for school students, visits to rural and tribal areas etc.

Goal 3: - General extension programmes will be coordinated by NSS/ NCC/ CSS/ AICUF/ CASP/ Women Development Cell/ Darsana Counselling Centre.

Goal 4: - Commence Vocational Certificate/ Diploma/ Advanced Diploma/ Degree Courses

The proposed courses are affiliated to Computer Science, Pure Science, Commerce and Management. We wish to provide adequate exposure to the youth to the technological advances in the information sector. The courses planned are the following:-

Sub Goal 1: - Biocomputing

Sub Goal 2: - Criminology and Forensic Science

Sub Goal 3: - Global Banking and Finance

FOCUS AREA 4: - Introduction of new Programs/Enrichment Courses

Goal 1: - Implementation of zero hour for Enrichment Courses

Goal 2: - Initiating collaborative programmes between departments and between institutions in most disciplines.

Goal 3: - Strengthening orientation for empowering students .

Goal 4: - Programmes that channel students towards research developments.

Goal 5: - Special programmes focus on underprivileged and vulnerable sections of the society.

Goal 6: - Conduct of green audit of the campus with technical assistance from a professional agency and setting up a core team of skilled and professional trained faculty for the conduct of the same in future.

Goal 7: - Develop and market soaps/ detergents/ cosmetics/ herbal medicines that would be free from harmful agents and will contribute towards building a healthy and hygienic nation.

Goal 8: - Faculty and Student Linkages and Exchange Programs.

FOCUS AREA 5: -Set up a Community College

Goal 1: - The objective is to provide access for suitable employment to the economically challenged youth of the nearby locality through a broad spectrum of job-oriented and skill-based / credit-charged diploma/ certificate courses they could choose from, hand-picked on the basis of need, demand and viability.

The proposed courses include certificate courses in: -

- Counselling and Mental Health Care
- Handicraft
- Printing
- Book-Binding & Reprography
- Tailoring
- Embroidery and Jewelry Making
- Diploma Courses in Soft Skill Development
- E-Literacy Malayalam Computing
- Mushroom Cultivation
- Horticultural Practices.

2. Strengthening the Research domains of the College.

FOCUS AREA 1: -Academic research in Social Welfare and Women Studies.

The present realities of women's lives need to be exposed and conveyed to the youth, particularly the students, constitute a major chunk of the future of the country. They have to be oriented and trained in order to be empowered to question assumptions, fight injustices and develop perspectives on the rights and duties of men towards women. It is for this purpose that the college has deemed it necessary to establish a centre that encourages research in Women Studies. The roots of the college rest on the belief that education of women is crucial for the formation of families and society. This is in keeping with the stated Vision and Mission of the college. A proactive Women Development Cell has been functioning in the campus for the last several decades, translating the tradition of empowerment of women initiated by the founders and encouraged by the pioneers. The time has come to augment the multifarious activities by coordinating them under an umbrella centre in the campus and to conduct research on women-related issues and topics of relevance. Such research can be taken up by all departments including Life Sciences, Biosciences, technological discipline, Social Sciences and Humanities.

Research in Social Welfare will be spearheaded by the P.G Dept of Social Work. Ongoing research activities include surveys on Gender Studies, Health and Hygiene, Socio-economic Status, Child Labor etc, seminars on Child Rights, Life Style Diseases, Drug Abuse, Old age & Problems, Industrial Waste and its Repercussion etc will be expanded. Seamless work is being carried out by the department. Other departments will also undertake projects, road shows & arrange talks, seminars, poster-presentations, exhibitions etc. on the subject. Reports of such activities will be published in book form. Some of these activities will be taken up for Ph.D. and P.G. research.

FOCUS AREA 2: -Biological, Chemical and Algorithmic Research Advancement.

Research in the above cited areas is crucial for mankind in the present age and for the future benefit. Research applications undertaken in these disciplines will contribute to national security and human health. Training in Finger Printing, Bar coding & GIS, Studies in Cyber security, Drug Designing are anticipated in this regard. Development and maintenance of centralized instrumentation facility will be developed.

FOCUS AREA 3: -Research Development in Humanities, Social Sciences and Management Studies.

New research development in these areas will be undertaken and the existing ones augmented in the next three years. In order to meet the global requirements, training will be imparted in Global Banking & Finance Sector, along with research studies in Humanities and Social Sciences. The number of research departments will be increased from the existing four.

FOCUS AREA 4: -Floating more research projects and consultancies.

Research projects and consultancies are indicative of the growing interest in research beneficial for the students, the institution and the society at large. In addition to the already completed and ongoing projects, more projects and consultancies will be taken up. The proposed projects and consultancies will be industry related and for the societal benefit. The college is equipped with facilities which are always at the disposal of the researchers, and are permitted to be accessed. Projects constitute a part and parcel of the undergraduate and postgraduate curricula, and hence, students would already be initiated into serious research by the time they complete their programmes. GRACE, (Guidance for Research and Assistance for Consultancy and Extension), the research promotion centre, will co-ordinate these programmes.

3. Extending the Social work domains of the College.

FOCUS AREA 1: - Commencing programs for the welfare of local women and girls

An E-literacy programme has been successfully completed for the local women who are economically and educationally backward. This programme will be conducted in the coming years as well with an aim to make them empowered in computer and mobile application. The Social Work Centre attached to the college is a vocational centre that offers training in various skills like Book Binding, tailoring, Embroidery, Typewriting, Chalk Making, Flower Making, Frame printing, Making Handicraft Items, Toys, Notebooks & Candle Making. The centre will continue to conduct awareness programmes about issues related to women and girls for the benefit of the local women. Speak and Communicate in English is also planned by the Dept of English. The Women Development Cell regularly conducts awareness for local women and girls.

FOCUS AREA 2: - Adopting schools in the neighborhood for sharing knowledge and skills.

A few departments already provide academic extension to students of nearby schools. These involve giving free tuitions in their subjects on certain days in a week by visiting these schools or by making arrangements for these students to come to the college on Saturdays for availing the service. This practice is proposed to be spread to more departments and more schools. In addition, exhibitions will be held for the school students by science departments like Physics, Chemistry and arrangements be made for their transportation. Quiz programmes are also planned and conducted by many departments for school students. Some departments have also proposed to conduct refresher courses for the school teachers in the corresponding subject. Stage Presentation of Prize Winning cultural items in the State School Youth Festival from the neighbouring schools is also planned.

FOCUS AREA 3: - Undertaking non-academic, philanthropic extension work at institutions for the aged, sick and the disabled.

Almost all the departments regularly undertake non-academic extension work at various local and nearby institutions for the aged, sick and the disabled. This involves regular visits after class hours or during weekends to provide house-cleaning and house-keeping assistance, consolation conversations, entertainment programmes etc. apart from financial and material aid. This type of philanthropic work will be extended to more deserving institutions. Providing palliative care and donating blood are some of the other relief providing measures undertaken by the students and the faculty in association with NSS, NCC and other NGOs and agencies.

GOLDEN JUBILEE PROJECTS**FOCUS AREA 4: - Home for the Homeless Golden Jubilee projects in action**

Already 41 homes for the homeless have been constructed as part of the philanthropic project launched in the Golden Jubilee year 2013-14. The project envisages shelters with financial assistance for 50 poor families of students, staff and the neighbourhood. The remaining homes will be completed in the next three years with the generous assistance of the parents, well-wishers, faculty, staff, former students, management and cooperating agencies. In the first 25 year run of the college, 25 families have benefited from the generosity of the institution and the congregation that runs it. This reflects the institution's commitment to the Society.

FOCUS AREA 5: - Services of the faculty to be extended to other institutions in a faculty exchange program.

A few departments of the college have been successfully conducting the exchange of the faculty for enhanced interaction and augmentation of knowledge in the prescribed curriculum/ syllabus. In addition to this, faculty from this college are regularly giving invited talks and offering their expertise as resource persons

in national / international seminars / workshops. The same is reciprocated by resourceful faculty from other institutions. These laudable practices are to be spread into all departments in such a way that at least one faculty exchange programme will be undertaken by a department in every semester. An understanding will be reached regarding this with select institutions

ACTION PLAN 2018-2023

Clearly, great vision and mission statements are useless if not acted upon. Action plans are the engines that make strategic plans succeed. Creating detailed action plans that include what is to be done, who is accountable for it, and when it is due, is an ingredient commonly glossed over in strategic planning. The Action Plan of St. Joseph's College , Irinjalakuda has been carefully crafted in order to fulfil the vision .

KEYWORDS

P - Planning

I - Implementing

1. Improving Teaching/ Learning Experience in Campus

FOCUS AREA 1: - Enhancement of ICT enabled teaching –learning measures

Goal 1: - Soft skill upgradation of students and Staff

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Skill development and grooming initiatives will be provided to students by providing them training on software's such as Adobe Photoshop, Adobe Premiere Pro, how to prepare multimedia materials, along with their regular course-work.	P	I			
2. An online course for creating web-pages will be started for students as well as teachers.		P		I	

Goal 2: - Enhancements in ICT

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Increase ICT and LCD smartboard enabled classrooms.	P		I		
2. To enable Video Conferencing of Educationists with Students and Staff from around the world, thereby providing insights to our students about different aspects of subjects they are studying.		P		I	

Goal 3: - E-Content Development for all subjects

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. The college will seek the support of academicians as well as technical & production experts, and establish partnership with the IT industry for the realization of E-Content Development.	P		I		
2. The e-content development to be made available at the college site		P		I	
3. The e- Content to be made available at the UGC info net, and can be easily accessed by teachers and students all over.			P		I

FOCUS AREA 2: Coaching and Exposure programmes for career development

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Provide additional opportunities for internships, job shadowing and work experience to help students apply learning to careers.	P		I		
2. Create opportunities for faculty professional development, including participation in workshops, seminars and retreats, as well as a leadership training program to facilitate career advancement.		P	I		
3. Innovative Banking Practices in Public Sector Banks. The students should be able to adapt to the recurrent financial crisis and chart out safe zones in the banking sector. The innovative practices would steer them through turbulent times and keep them vigilant and at par with global competition			P	I	

Goal 4: - Expand linkages with major institutions and industries.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Eminent personages from the industry will be invited to the campus to interact with the students.	P		I		
1. To conduct seminars / workshops/ conferences in collaboration with globally and nationally registered industries.		P		I	

Goal 5: - Programs that groom the students for the job market.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Programs to be held in the after-college-hours regularly and is attended by a steady stream of students. Interactive sessions will be arranged for them with experts from the industry. Talks and seminars will be conducted by the HR department to enable students to develop the aptitude for and the requirements for the job market.		P	I		
2. To Augment Career Counselling , Academic Counselling along with Personal Counselling that will result in self-confidence, assertiveness, self-esteem and stress management.	P	I			
3. Mock Interviews with professionals as resource persons will also be arranged.	P	I			

FOCUS AREA 3: - Involvement in academic and non-academic extension activities

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Fostering Global Competencies		P		I	
2. Augment the conduct of more certificate courses, exhibitions, quizzes, seminars, interactions with academic / industrial experts, visits to institutions and industries, free tuitions for school students, visits to rural and tribal areas etc.	P	I			
3. General extension programmes will be coordinated by NSS/ NCC/ CSS/ AICUF/ CASP/ Women Development Cell/ Darsana Counselling Centre.	P	I			

Goal 4: - Commence Vocational Certificate/ Diploma/ Advanced Diploma/ Degree Courses

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Biocomputing	P	I			
2. Criminology and Forensic Science		P	I		
3. Global Banking and Finance		P	I		

FOCUS AREA 4: - Introduction of new Programs / Enrichment Course

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Implementation of zero hour	I	I	I	I	I
2. Initiating collaborative programmes between departments and between institutions in most disciplines.			P	I	
3. Strengthening orientation for empowering students.	P	I			
4. Programmes that channel students towards research developments.			P	I	
5. Faculty and Student Linkages and Exchange Programs.					
6. Special programmes focus on underprivileged and vulnerable sections of the society.	P	I			
7. Conduct of green audit of the campus with technical assistance from a professional agency and setting up a core team of skilled and professional trained faculty for the conduct of the same in future.	P	I			
8. Develop and market soaps/ detergents/ cosmetics/ herbal medicines that would be free from harmful agents and will contribute towards building a healthy and hygienic nation.	P	I			

FOCUS AREA 5: - Set up a Community College

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
The objective is to provide access for suitable employment to the economically challenged youth of the nearby locality through a broad spectrum of job-oriented and skill-based / credit-charged diploma/ certificate courses they could choose from, hand-picked on the basis of need, demand and viability.	P	I			

2. Strengthening the Research domains of the College.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Academic research in Social Welfare and Women Studies.	P	I			
2. Biological, Chemical and Algorithmic Research Advancement.	P	I			
3. Research Development in Humanities, Social Sciences and Management Studies.		P	I		
4. Floating more research projects and consultancies.		P	I		

3. Extending the Social work domains of the College.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1. Commencing programs for the welfare of local women and girls	P	I			
2. Adopting schools in the neighbourhood for sharing knowledge and skills.			P	I	
3. Undertaking non-academic, philanthropic extension work at institutions for the aged, sick and the disabled. Golden Jubilee Projects.					
4. Home for the Homeless Golden Jubilee project in action	P	I	I		
5. Services of the faculty to be extended to other institutions in a faculty exchange program.	P	I			

SWOC Analysis



STRENGTHS

- The reputation gained through 54 years of academically-enriching , research-oriented, socially-relevant, value-based holistic educare
- Steady rise in performance and rating
- College with Potential for Excellence
- Award winning 'We for Women Club', NSS units
- Proactive management, dedicated faculty & staff and co-operative students
- Peaceful, unpoliticised, tension free-campus
- High demand for all the programs, impressive results and low drop out ratio
- Four research centres, 14 research guides & 34 research scholars, Communicable Disease Research Laboratory
- ICT enabled curriculum delivery
- Infrastructure facilities at par with global requirements
- Construction of a two crore Research Block
- Well- stocked Library
- Well - structured Tutorial - mentoring system
- Academic programmes enriched by micro-modules and certificate courses of vocational, value content.
- A Higher Focus Centre (HFC) for Learning Unlimited
- Campus- Community - Connect as educative, empowerment and philanthropic commitment
- Learn with Nature program comprising Nature and Biodiversity clubs for eco-friendly practices
- Healthy practices like Faculty @ Students Homes
- Active Alumnae Association, and highly supportive PTA
- Research ambience enhanced by frequent Seminars, Workshops,

STRENGTHS

- Effective feedback mechanism from all stakeholders
- An active IQAC committed to sustained quality enhancement
- An on-campus, govt. recognized, registered Counseling Centre, a Social Work Centre & Hostel facilities for Students and Staff
- DST/FIST recognized Departments of Chemistry and Mathematics
- Autonomous status
- Various awards for the college and for the Faculty & Students
- Outstanding performance in Games items like Volleyball (University Champions for the 34th year in succession), Basketball, Kho-Kho, Football
- Wellness & Fitness Centres functioning under the Physical Education Department
- Healthy Teacher - Student relationship

WEAKNESS

- Fully fledged interdisciplinary programs yet to begin
- Inadequate collaborative research, MOUs and linkages
- Inadequate entrepreneurship ventures by students
- Semi -urban locality, students from poor and less educated backgrounds
- Retirement of experienced faculty.

OPERTUNITIES

- Academic flexibility due to the grant of autonomy
- Strengthening of the aided programmes due to the award of CPE
- Consultancy to be developed into more income generating source
- Set up more research centres by elevating departments with PG programs
- More evening schedules to be opened to utilize the infrastructure facilities and expertise

CHALLENGES

- Official red-tape slowing down implementation of decisions taken
- Governmental delay in the appointment of regular faculty leading to larger number of adhoc faculty
- Complete conversion into solar energy
- Availing students from other states and countries for enhanced diversity
- Integration of the fresh faculty into the culture and heritage of the institution
Fulfilling the requirements of Autonomy and
- Increasing running cost and reduction in budget allocation by the government