



St. Joseph's College for Women Autonomous Visakhapatnam

Strategic Plan

Overview of St. Joseph's College for Women Autonomous

St. Joseph's College for Women (Autonomous), established under Section 2 (f) and 12 (B) of the UGC Act, 1956, stands out as one of the premier educational institutions in Visakhapatnam, Andhra Pradesh. Affectionately known as 'The Jewel of the East,' the college is nestled between the cerulean waters of the Bay of Bengal and the verdant Eastern Ghats. Commencing its journey in 1958 with a modest enrollment of 28 students in Pre-University Courses and a faculty of 6, the college has burgeoned into a thriving academic hub with 1880 students and 145 faculty members across 25 departments, offering 19 UG and PG programs by 2018.

In the backdrop of Visakhapatnam emerging as an educational hub, housing institutions like the century-old Andhra University and the recently established IIM Vizag, St. Joseph's College caters to the evolving needs of society. Dubbed as 'The Jewel of the East,' the institution has become synonymous with quality education and a safe environment, drawing the interest of parents in Visakhapatnam District. It boasts the distinction of being the only AU-affiliated Aided Women's College with a NAAC 'A' Grade on the new four-point scale, achieving autonomous status in 1987. Notably, it secured the 87th position in the NIRF-2017 rankings in the colleges' category and is ranked 5th in the NITI Aayog Aspirational Districts Ranking 2018.

Pioneering academic initiatives, St. Joseph's College introduced the semester system, credit, and grade system at the undergraduate level, garnering recognition with five AP State Best Teachers Awards. Rooted in a tradition of 'Quality and Excellence,' the institution has scripted success stories for 60 years, extending its impact beyond students through consultancy initiatives with LAYA, RGNIYD, MEPMA, and UNICEF, focusing on marginalized and tribal girls and women. Strategic collaborations with OHARA, PIDILITE, NSIC, and GREENWAVES equip students with entrepreneurial competencies, while international students opt for SJC for its brand value.

Vision Statement:

To empower young women with intellectual leadership, courage of conviction, optimism, and hope to transform the world.

Mission Statement:

St. Joseph's College for Women is dedicated to providing a transformative and inclusive learning environment that nurtures intellectual curiosity, fosters personal development, and instills values, preparing women to excel in diverse fields and contribute meaningfully to society.

SWOC Analysis

Strengths:

- Established a reputation for academic excellence.
- Experienced and dedicated faculty.
- Strong commitment to ethical values and holistic education.
- Well-established alumni network.
- Strategic location and cultural diversity.

Weaknesses:

- Limited funding for infrastructure development.
- Potential gaps in technology integration.
- Need for enhanced marketing and visibility.
- Limited Consultancy services

Opportunities:

- Rising demand for women leaders in various industries.
- Collaboration opportunities with local businesses and NGOs.
- Potential for increased enrollment through targeted marketing.
- Growing interest in online and distance education.
- Emerging trends in research and innovation.

Challenges:

- Intense competition in the education sector.
- Regulatory changes impacting autonomy.
- Adapting to rapid technological advancements.
- Ensuring affordability and accessibility for diverse students.
- Adjusting to the changing demands and expectations of a diverse and dynamic demographic environment.

Conclusion:

By aligning strategic goals with the SWOC analysis, St. Joseph's College for Women aims to overcome weaknesses, capitalize on strengths, explore opportunities, and address challenges, ensuring a dynamic and successful journey towards its vision over the five years from 2018 to 2023.

S. No	Parameter	Current Status	Five Year Plan	Ten Year Plan (2023-2028)
1.	Academic Excellence	<ul style="list-style-type: none"> The outcome-based education within the framework of the CBCS pattern has been implemented in 100% of the teaching programs of the institute 	<ul style="list-style-type: none"> Enhance curriculum to align with industry trends and global standards. 	<ul style="list-style-type: none"> By initiating interdisciplinary /multi-disciplinary programs in the global outlook
		<ul style="list-style-type: none"> All the programmes are competency-based, nurturing employability and entrepreneurship skills 	<ul style="list-style-type: none"> Invest in faculty development and training programs. 	<ul style="list-style-type: none"> Efforts will be made to involve the departments in interdisciplinary/ multi-disciplinary specializations courses to start and make the Institute a research center Emphasise IPR Cell incubation processes for patents and documenting research publications and books of Faculty and students in collaboration with Industry. At least 50 Scopus-indexed research papers per year Make an effort to improve the H-index of the Institute.
		<ul style="list-style-type: none"> Obligatory Foundation Courses (Language, Life Skills & General Education) 	<ul style="list-style-type: none"> Explore opportunities for collaboration with industries for practical exposure. 	<ul style="list-style-type: none"> Efforts to be made to invite trained faculty from various industries as well as researchers from

				foreign as well as invite collaborations/work with other embassies / consulates of different countries.
		<ul style="list-style-type: none"> Optional Value-added Courses (Personality Development, Capacity Building, ERP and UGC Add-on) 	<ul style="list-style-type: none"> Mitigate challenges through continuous monitoring of academic trends 	
2	Student-Centric Approach	<ul style="list-style-type: none"> Class mentors keep track of students' academic, co-curricular, and extra-curricular performance as well as their regularity and Punctuality. 	<ul style="list-style-type: none"> Build on strengths in providing a nurturing environment. 	<ul style="list-style-type: none"> Strengthening UGC/CSIR coaching for postgraduate students
		<ul style="list-style-type: none"> student outreach programs Students have several opportunities to participate in lectures and workshops in their own field of study and others. 	<ul style="list-style-type: none"> Address weaknesses by strengthening support services. 	<ul style="list-style-type: none"> Institutional free scholarships to be increased. Proposed to motivate the students to participate in sports, NCC, NSS, and cultural events at international and national levels. Provide seed money for students to start new ventures.
		<ul style="list-style-type: none"> The management offers a number of scholarships and freeships to students from marginalized and 	<ul style="list-style-type: none"> Explore opportunities for innovative teaching methodologies. 	<ul style="list-style-type: none"> Formulate St Joseph's Research Group (SJRG) to discuss and prepare project proposals for

		<p>deprived backgrounds.</p> <ul style="list-style-type: none"> • Cultural and Sports Events have been organized in the institution and the Star event is The Intercollegiate Fest Excelsior 		<p>transdisciplinary issues.</p> <ul style="list-style-type: none"> • Starting a student journal for publishing the quality research works of postgraduate students. • Expansion of the activities of IPR Cell
		<ul style="list-style-type: none"> • Guidance for competitive examinations, Bridge and Remedial Coaching Courses, • Soft skills training, Career and Counselling programs, Yoga and Meditation is assessed Capacity building Course. • SAHAY Center takes up professional counselling for students' psychological stress related issues 	<ul style="list-style-type: none"> • Overcome challenges by adapting to changing student demographics 	<ul style="list-style-type: none"> • Activities to be conducted under Employability, Equity and Eco-consciousness • Strengthening of incubation centre by developing empowered women entrepreneurs, start-ups and technopreneurs.
3	Infrastructure and Facilities	<ul style="list-style-type: none"> • 100% of the departments of Sciences are having laboratories with the necessary equipment 	<ul style="list-style-type: none"> • Develop modern laboratories and technology-enabled learning spaces 	<ul style="list-style-type: none"> • centralized research centre to be established with high-end equipment's facility for the conduct of advanced research

				<ul style="list-style-type: none"> • Need to improve the facility for e-content development in the institute include Media lab, Lecture capturing system, mixing equipment and software for editing the videos
		<ul style="list-style-type: none"> • Solar panels of 20 kw capacity supplement energy needs of the College, • The fire safety enabled buildings, CCTV surveillance systems • ICT-enabled classrooms 	<ul style="list-style-type: none"> • Upgrade existing facilities and classrooms. 	<ul style="list-style-type: none"> • Construction of Auditorium • Existing seminar hall to be updated
		<ul style="list-style-type: none"> • Support initiatives include a Sanitary Napkin Vending Machine and Incinerator, 2 RO units, a Water cooler, Restrooms in every floor for Faculty and students, ramps and railings for differently-abled Faculty and students, and a Lift 	<ul style="list-style-type: none"> • Explore opportunities for sustainable and eco-friendly infrastructure. 	<ul style="list-style-type: none"> • Need to install Wind turbine at least with 1 KW energy • LED lights and sensor-based lights to be installed.

		<ul style="list-style-type: none"> Bio-gas plant and vermicompost unit are maintained 		
			<ul style="list-style-type: none"> Overcome challenges through the regular up keeping of the facilities and the implementation of up gradation. Expected to to enhance the programmes with the support of DST-FIST etc. 	<ul style="list-style-type: none"> enhancing research aptitude and capacity of innovation among students Implementation of emerging technologies of Artificial Intelligence/Data Sciences.
4	Community Engagement	<ul style="list-style-type: none"> Recognised UNICEF-NSS Scheme, and Andhra University as partners in 'Improving the lives of adolescents in Visakhapatnam District 	<ul style="list-style-type: none"> Establish partnerships with local businesses and community organizations. 	
		<ul style="list-style-type: none"> Awareness programs have been conducted in various subjects. 	<ul style="list-style-type: none"> Overcome weaknesses by establishing strategic partnerships. 	
		<ul style="list-style-type: none"> 100% of Departments are involved in community service projects. 	<ul style="list-style-type: none"> Explore opportunities for community service initiatives. 	
		<ul style="list-style-type: none"> Adapted Villages and School 	<ul style="list-style-type: none"> Address challenges by cultivating a culture that emphasizes social responsibility 	<ul style="list-style-type: none"> 100% of research programs with fieldwork for social development and addressing social problems

5.	Technology Integration	<ul style="list-style-type: none"> • Complete automation through IT integration of the examination division facilitates transparent assessment and evaluation process 	<ul style="list-style-type: none"> • Utilize the proficiency of the faculty to optimize the advantages derived from their strengths. 	
		<ul style="list-style-type: none"> • ICT facilities and tools to enhance learning capabilities in all the Departments. 	<ul style="list-style-type: none"> • Overcome weaknesses by making strategic investments in technology infrastructure. 	<ul style="list-style-type: none"> • 100% ICT classrooms to be installed • Implanting Virtual lab experimentation by the Departments of Biotechnology and Physics etc.
			<ul style="list-style-type: none"> • Investigate possibilities for incorporating online and blended learning approaches. 	<ul style="list-style-type: none"> • Involving all the Departments in adapting software-based learning in syllabi • Credits for MOOCs 100% of enrollment
			<ul style="list-style-type: none"> • Manage challenges effectively by implementing routine updates and comprehensive training programs 	<ul style="list-style-type: none"> • 75% of staff and students utilize AI tools and data science.
6.	Global Perspective	<ul style="list-style-type: none"> • “English Access Micro Scholarship” a project of the US Dept of State, Bureau of Educational and Cultural Affairs, US Consulate, Hyderabad for developing 	<ul style="list-style-type: none"> • Harness the richness of cultural diversity as a strength. 	<ul style="list-style-type: none"> • Organise more number of international conferences and workshops to give an opportunity for the faculty to build mutual international collaboration.

		English language competencies of students from low socio economic background		
		<ul style="list-style-type: none"> • Collaboration with US Consulate, Hyderabad for Student Exchange programs in US 	<ul style="list-style-type: none"> • Overcome weaknesses by engaging in international collaborations. 	<ul style="list-style-type: none"> • Encourage the staff to be members in various international working groups as well as life members of various boards
		<ul style="list-style-type: none"> • Language Centre is established 	<ul style="list-style-type: none"> • Investigate possibilities for the implementation of exchange programs. 	
			<ul style="list-style-type: none"> • Manage challenges effectively by incorporating global perspectives into the curriculum. 	<ul style="list-style-type: none"> • International MOUs to be signed to have effective collaboration at least once a year with very advanced and highly reputed institutions.
7.	Alumni Engagement	<ul style="list-style-type: none"> • Registered Alumni 	<ul style="list-style-type: none"> • Utilize the strength of an established alumni network. 	
		<ul style="list-style-type: none"> • Involved in Establishment of ED cell, cemented benches, Solar lights and hot water in the college 	<ul style="list-style-type: none"> • Overcome weaknesses by implementing focused outreach programs with alumni. 	
			<ul style="list-style-type: none"> • Investigate possibilities for the initiation of 	

			mentorship programs.	
			<ul style="list-style-type: none"> • Manage challenges effectively by maintaining consistent and open communication 	
8	Financial Sustainability	<ul style="list-style-type: none"> • College financial status is supported by the self-financing courses. 	<ul style="list-style-type: none"> • Maximize the advantages of current revenue streams. 	
			<ul style="list-style-type: none"> • Overcome weaknesses by diversifying funding sources. 	
			<ul style="list-style-type: none"> • Investigate possibilities for securing grants and endowments. 	
			<ul style="list-style-type: none"> • Manage challenges effectively through strategic financial planning 	
9	Implementation Plan	<ul style="list-style-type: none"> • Distributed academic and administrative leadership 	<ul style="list-style-type: none"> • Develop specific action plans for each strategic goal. 	<ul style="list-style-type: none"> • Need to respond better to a social and political situation that challenges the ideals of liberty, equality and fraternity
		<ul style="list-style-type: none"> • Regular Staff Council meetings and actively functioning 	<ul style="list-style-type: none"> • Distributed academic and administrative leadership to relevant departments and individuals 	
		<ul style="list-style-type: none"> • Well-structured system of mentoring and student welfare that is constantly consulted by College authorities 	<ul style="list-style-type: none"> • Establish a timeline with milestones for tracking progress. • A documentation center in College to be enabled <p>For the complete</p>	

			documentation of all activities	
		<ul style="list-style-type: none"> • Strong network of aided teachers with an active interest in quality assurance 	<ul style="list-style-type: none"> • Regularly review and adapt strategies based on feedback and performance metrics. 	
		<ul style="list-style-type: none"> • Responsiveness to feedback from all stakeholders 	<ul style="list-style-type: none"> • Greater interaction with and involvement of parents and alumni 	
10	Monitoring and Evaluation	IQAC has conducted an extensive feedback survey from all stakeholder	<ul style="list-style-type: none"> • Develop Key Performance Indicators (KPIs) for each goal. 	
		<ul style="list-style-type: none"> • well-defined policies are maintained ensuring unbiased and transparent operational guidelines to various activities. 	<ul style="list-style-type: none"> • Conduct regular assessments and audits of progress. 	
		<ul style="list-style-type: none"> • The Institute encompassing the futurist plan in academics, research, outreach, and infrastructure which serves as a blueprint for all expansion projects. 	<ul style="list-style-type: none"> • Encourage open communication and feedback from all stakeholders. • Ensure flexibility to adjust strategies based on changing circumstances 	

SWOC ANALYSIS CONCERNING STRATEGIC PLAN

Building upon its formidable strengths, St. Joseph's College for Women eagerly scans the horizon for new opportunities. It meticulously understands and overcomes weaknesses, while its creative spirit empowers it to transcend any challenge and shape a brighter future ensuring a dynamic and successful Journey towards its vision over the five years from 2024 to 2030.

Recognizing both its established strengths and emerging opportunities, St. Joseph's College has embraced the SWOC analysis as a powerful tool for continuous improvement. Since 2018, detailed institutional SWOC analyses have been conducted yearly, complemented by department-level analyses at the beginning of each academic year. This data-driven approach has empowered each department to strategize and chart its course of action. Now, as the college prepares for its fourth accreditation cycle, it presents its consolidated SWOC analysis, offering a comprehensive snapshot of its current state, strengths, weaknesses, opportunities, and challenges, all organized by accreditation criteria.

CRITERION I: CURRICULUM DEVELOPMENT

STRENGTHS	<ul style="list-style-type: none">• Has a well-defined Vision and Mission statement emerging out of an ongoing dialogue over quality, reflected in individual department statements
	<ul style="list-style-type: none">• Faculty can develop innovative and relevant curricula to match emerging needs
	<ul style="list-style-type: none">• Faculty can initiate, create, and administer syllabi for multiple CBCS courses
	<ul style="list-style-type: none">• Introduced nine new courses and successfully introduced two industry-integrated courses during the last five years
	<ul style="list-style-type: none">• Offers several skill-oriented certificate courses
	<ul style="list-style-type: none">• Makes periodic revision of syllabi to keep the courses relevant
	<ul style="list-style-type: none">• Collaboration with other institutions and foreign universities
WEAKNESSES	<ul style="list-style-type: none">• Difficult to balance academic excellence with the needs of academically weaker students
	<ul style="list-style-type: none">• Difficulty in finding a fit between CCE and APSCHE Single major system (NEP) leading to limited options and low mobility
	<ul style="list-style-type: none">• Lack of industry engagement hinders the effective design of industry-integrated courses
	<ul style="list-style-type: none">• A packed academic schedule squeezes the potential of certificate courses.
OPPORTUNITIES	<ul style="list-style-type: none">• Connecting multi-skilled faculty with the upsurge in learning resources in the outside world
	<ul style="list-style-type: none">• Meeting the increasing demand for quality higher education, especially from the marginalised sections
	<ul style="list-style-type: none">• Focusing on the rising interest in continuing learning among diverse audiences such as industry and community to offer new forms of instruction.
CHALLENGES	<ul style="list-style-type: none">• Market-driven demand for professional/vocational degrees over general education
	<ul style="list-style-type: none">• Managing affordability for the marginalized while dealing with the rise of private College/universities.

CRITERION II: TEACHING LEARNING EVALUATION

STRENGTHS	<ul style="list-style-type: none">• Introduction of ICT and practical components in all courses.
	<ul style="list-style-type: none">• Mandatory internships in several UG, PG, and Commerce courses
	<ul style="list-style-type: none">• Student diversity in terms of region, social class, nationality, and knowledge levels
	<ul style="list-style-type: none">• Bridge/Remedial courses conducted for the students.
	<ul style="list-style-type: none">• Openness to modifying the evaluation system to offer an optimal challenge
	<ul style="list-style-type: none">• Wide network of teachers from other colleges for paper-setting and valuation
	<ul style="list-style-type: none">• Effective Examination Grievance Cell
WEAKNESSES	<ul style="list-style-type: none">• Large classes become unwieldy for attempting innovative pedagogy or to give individual attention
	<ul style="list-style-type: none">• Time required for balancing new courses with required resources
	<ul style="list-style-type: none">• Inadequate time available for all students to use ICT in class
	<ul style="list-style-type: none">• Difficulty in balancing syllabi changes with faculty attrition
OPPORTUNITIES	<ul style="list-style-type: none">• To develop alternative testing and evaluation methods using new technologies
	<ul style="list-style-type: none">• Rapid changes in society and life open up the possibility of new specializations and courses
	<ul style="list-style-type: none">• To network better with industry and to focus on productive internships
CHALLENGES	<ul style="list-style-type: none">• To respond to the demand for education from underprivileged sections in other states of our country.
	<ul style="list-style-type: none">• Need for greater proactivity in engaging with advances in educational technology
	<ul style="list-style-type: none">• Responding creatively to the phenomenon of shrinking attention spans among students who are digital natives
	<ul style="list-style-type: none">• Freeze on grant-in-aid posts by the Government and consequent difficulties in retaining qualified staff
	<ul style="list-style-type: none">• Service policies that do not respond positively to changing autonomy requirements
	<ul style="list-style-type: none">• Difficulty in getting good internship opportunities

CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION

STRENGTHS	<ul style="list-style-type: none">• Well-established labs
	<ul style="list-style-type: none">• Culture of regular seminars/workshops/guest lectures
	<ul style="list-style-type: none">• Seed money is available for funding research by younger faculty
	<ul style="list-style-type: none">• Regular outreach program built into the curriculum
	<ul style="list-style-type: none">• Many teachers are invited as resource persons for national and international seminars/conferences
	<ul style="list-style-type: none">• Dissertation/project work in all postgraduate courses in the Social Sciences and several Science courses
	<ul style="list-style-type: none">• The number of research publications/Chapters increased in SCI, ISSN, and ISBN categories.
	<ul style="list-style-type: none">• Faculty involved in CCE/APCHE content writing.
WEAKNESSES	<ul style="list-style-type: none">• Time constraints with academic demands to carry out research
	<ul style="list-style-type: none">• Faculty expertise not adequately tapped for resource generation
	<ul style="list-style-type: none">• The percentage of younger faculty involved in research is less
OPPORTUNITIES	<ul style="list-style-type: none">• To increase the number of externally funded projects and to fund projects internally
	<ul style="list-style-type: none">• Incorporating outreach learning into the core courses and designing expertise-based outreach activities
	<ul style="list-style-type: none">• To make the college a research centre.
	<ul style="list-style-type: none">• To make the college a referral centre for expertise in various disciplines
	<ul style="list-style-type: none">• To encourage students to pursue research and learn research skills for employability
CHALLENGES	<ul style="list-style-type: none">• Training faculty to write successful grant applications
	<ul style="list-style-type: none">• Balancing academic time with research time
	<ul style="list-style-type: none">• To increase collaboration with other institutions of higher learning with a matching value framework
	<ul style="list-style-type: none">• To make the expertise known in industry circles
	<ul style="list-style-type: none">• To maintain quality and to ascertain ethical practices

CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES

STRENGTHS	<ul style="list-style-type: none">• Adequate number of labs and classrooms for current courses
	<ul style="list-style-type: none">• Most classrooms have an ICT facility
	<ul style="list-style-type: none">• Adequate space for playground, parking, and canteen available
	<ul style="list-style-type: none">• Adequate number of computers for teachers and students
	<ul style="list-style-type: none">• Free Wi-Fi facility on campus
	<ul style="list-style-type: none">• Good book/journal collection in the library
	<ul style="list-style-type: none">• Listed as one of the country's top users of INFLIBNET
	<ul style="list-style-type: none">• Regular maintenance schedule to keep the campus clean
	<ul style="list-style-type: none">• Installed rainwater harvesting, vermicomposting unit, biogas plant, and solar panels
	<ul style="list-style-type: none">• Facilities such as ED cell available
	<ul style="list-style-type: none">• Hostel for students on the campus
	<ul style="list-style-type: none">• Ramps and lift available
	<ul style="list-style-type: none">• First aid and infirmary facilities available
WEAKNESSES	<ul style="list-style-type: none">• Shortage of labs/class space
	<ul style="list-style-type: none">• Increased digitization leading to workload pressures compromises time available for teaching and research
	<ul style="list-style-type: none">• Updating of software for student database management
OPPORTUNITIES	<ul style="list-style-type: none">• Error-free administration of student services
	<ul style="list-style-type: none">• Shift system to utilize available infrastructure more creatively
	<ul style="list-style-type: none">• To capitalize and mandatory on available E-resources for assignments and testing
CHALLENGES	<ul style="list-style-type: none">• Capacity to upgrade and modernise limited by resource crunch
	<ul style="list-style-type: none">• Workforce to adjust to measures such as shift system

CRITERION V: STUDENT SUPPORT AND PROGRESSION

STRENGTHS	<ul style="list-style-type: none"> • Mentor student ratio is 1:20
	<ul style="list-style-type: none"> • Counsellor available on campus at all times
	<ul style="list-style-type: none"> • Student orientation conducted every year for freshers
	<ul style="list-style-type: none"> • Strictly a no-ragging college
	<ul style="list-style-type: none"> • Healthy student-teacher relationship
	<ul style="list-style-type: none"> • Elected Students 'Council and a variety of cultural and sports activities on campus
	<ul style="list-style-type: none"> • Large number of departmental associations/clubs to help develop leadership, teamwork, and communication skills
	<ul style="list-style-type: none"> • Students participate in several intercollegiate sports and cultural events
	<ul style="list-style-type: none"> • College extends a large number of scholarships and freeships to deserving students.
	<ul style="list-style-type: none"> • Fully functional Placement Cell
	<ul style="list-style-type: none"> • Effective system for grievance redressal
	<ul style="list-style-type: none"> • Active MOU with industry in supporting sporting activity and skill development courses.
WEAKNESSES	<ul style="list-style-type: none"> • Need to motivate students to utilize available student support systems and existing placement services
	<ul style="list-style-type: none"> • Mentor and Welfare Officer network comes under much pressure due to the diversity of student problems
	<ul style="list-style-type: none"> • Need to extend Placement Cell services beyond employment to academic placement given the high interest in higher education
OPPORTUNITIES	<ul style="list-style-type: none"> • To take advantage of the pro-entrepreneurship climate for the benefit of the student community
	<ul style="list-style-type: none"> • To maximize contact with the alumni network for placement benefits
	<ul style="list-style-type: none"> • To train students to capitalize on the range of government /foreign /private sector scholarships for higher studies
	<ul style="list-style-type: none"> • To provide affordable formal training for NET/K-SET and other competitive exams
CHALLENGES	<ul style="list-style-type: none"> • Engaging with prospective students in a range of emerging nations
	<ul style="list-style-type: none"> • Providing greater support to students who are victims of systemic injustice such as Dalits, Adivasis and Transgenders.
	<ul style="list-style-type: none"> • Building stronger alumni network across the world

CRITERION VI: GOVERNANCE, LEADERSHIP AND MANAGEMENT

STRENGTHS	<ul style="list-style-type: none">• History of strong, uninterrupted leadership, coupled with an investment in creating a network of participatory decision-making
	<ul style="list-style-type: none">• Distributed academic and administrative leadership
	<ul style="list-style-type: none">• Regular Staff Council meetings and actively functioning IQAC
	<ul style="list-style-type: none">• Well-structured system of mentoring and student welfare that is constantly consulted by College authorities
	<ul style="list-style-type: none">• Openness to change and proactive responses from the leadership to policy changes in higher education
	<ul style="list-style-type: none">• Strong network of aided teachers with an active interest in quality assurance
	<ul style="list-style-type: none">• Responsiveness to feedback from all stakeholders
WEAKNESSES	<ul style="list-style-type: none">• The composite nature of the College causes occasional problems in accessing available information even though a culture of documentation exists
	<ul style="list-style-type: none">• Slow response time to the recommendations made by various bodies and visiting teams
	<ul style="list-style-type: none">• Time constraints reduce the effectiveness of middle-level leadership processes
OPPORTUNITIES	<ul style="list-style-type: none">• Possibility of being evaluated by more external agencies at the institutional and departmental levels
	<ul style="list-style-type: none">• Using the College website more effectively for extending governance and leadership
	<ul style="list-style-type: none">• Greater interaction with and involvement of parents and alumni
CHALLENGES	<ul style="list-style-type: none">• Need to evolve a Knowledge Management policy that is more responsive to the fast-changing world
	<ul style="list-style-type: none">• Need to respond better to a social and political situation that challenges the ideals of liberty, equality and fraternity

CRITERION VI I: INNOVATION AND BEST PRACTICES

STRENGTHS	<ul style="list-style-type: none"> • College Research Committee administers seed money every year
	<ul style="list-style-type: none"> • Josephs Research Group (SJRG) encourages staff and students to pursue interdisciplinary research
	<ul style="list-style-type: none"> • The college organizes mandatory social outreach activities for all students
	<ul style="list-style-type: none"> • Effective mentoring system and welfare network
	<ul style="list-style-type: none"> • Commitment to sustainable practices
WEAKNESSES	<ul style="list-style-type: none"> • Integrating class work with outreach work during the semester
	<ul style="list-style-type: none"> • Administrative constraints may result in mentoring being assigned to individuals with serious time constraints
	<ul style="list-style-type: none"> • Low entry-level awareness among students about sustainable practices
	<ul style="list-style-type: none"> • Low motivation among Social Science students to participate in the research forum
OPPORTUNITIES	<ul style="list-style-type: none"> • To broaden the base of students and staff participation in green entrepreneurship
	<ul style="list-style-type: none"> • Making policies for nurturing research
	<ul style="list-style-type: none"> • To publish student research and to promote such effort through research conferences
	<ul style="list-style-type: none"> • To identify new ways of serving society through the interaction between outreach and research
CHALLENGES	<ul style="list-style-type: none"> • To invite more people to undertake research despite other compulsions
	<ul style="list-style-type: none"> • Need to Establish a research centre/forum to promote research among junior staff/students.
	<ul style="list-style-type: none"> • To motivate staff to accompany students on outreach work/research/ innovations
	<ul style="list-style-type: none"> • To provide counselling and mentoring skills to mentors