



# St. Joseph's College for Women (Autonomous) Visakhapatnam

## Strategic Plan

St. Joseph's College for Women (Autonomous), Visakhapatnam founded in 1958 and affiliated with Andhra University, offers holistic education in Arts, Science, Home Science, Commerce, and Management, for the empowerment of women by promoting academic excellence, global employability, and leadership with social conscience. The UGC conferred Autonomy on the college in 1987. The college has a campus area of 7 acres and offers Intermediate and undergraduate courses in B.A., B. Com, B.B.A and B.Sc. and Postgraduate courses in MA and M.Sc. By its commitment to excellence and adherence to changing demands, the College implemented the new CBCS, and NEP as per UGC and APSCHE guidelines.

With 'Quality and Excellence: Hallmark of St. Joseph's' as its motto, the College has been striving relentlessly to sustain its quality benchmarks. SJCWA is the only HEI offering Home Science as a comprehensive course at the Bachelor' and Master's level in the north coastal districts of AP. The College was awarded the 87th rank in NIRF (2017) in the College's category and figures in the list of top ten users of N-LIST resources in the country (2024). The College is conferred with ISO 9001:2015 for Quality Management System, & ISO 14001:2015 for Environment Management System. SJCW secured 81st Rank under the Private Autonomous Colleges category by EW India Autonomous Colleges Ranking in 2023-2024.

The innovative participatory experiential teaching-learning techniques supplementing the conventional lectures are multipronged and skill-based kindling scientific inquiry and research. ICT-enabled learning, Personal Transformation Programs & Value Development Programs make campus learning meaningful.

The Examination Management System is automated and examination results are declared within 15 to 20 days from the date of conduct of the last exam. The infrastructure and facilities include

- ✓ Spacious ICT enabled Classrooms,
- ✓ Fully Equipped AC Seminar Halls,
- ✓ Science, Computer & Language Laboratories,
- ✓ Classroom interfaced Public Address System,
- ✓ Air- Conditioned Library,
- ✓ Multi-Media Lab,
- ✓ Psychology Lab,
- ✓ Good playground with Basketball Court,
- ✓ Smart and Virtual Class Rooms
- ✓ Ample Parking Facility,
- ✓ On Campus Hostel,
- ✓ Sports & Fitness Centre,
- ✓ Cyber Café,
- ✓ Wi-Fi-enabled campus
- ✓ Elevators,
- ✓ Canteen,
- ✓ RO Purified Cooled Drinking Water,
- ✓ Fire Safety enabled Buildings,

- ✓ Surveillance Security System (CCTV),
- ✓ Rooftop solar panels,
- ✓ Biometric attendance for students and staff,
- ✓ Medicinal/ ornamental/ fruit and flower gardens,
- ✓ Organic composting of garden waste and
- ✓ Biogas generation.

NSS, NCC, Sports, Yoga, Music, and Karate are offered as Co-curricular activities, building leadership, self-confidence, and appreciation of art. The Training & Placement Cell prepares students for successful careers through the Career Awareness & Preparatory Program (CAPP).

The Grievance Redressal Cell redresses all genuine grievances of students. Students in need are offered professional psychological counselling at the SAHAY Centre. Structured Mentoring helps students in coping with minor issues both academic and personal. Remedial coaching for academically disadvantaged students has increased the pass percentage. Bridge Courses for new entrants facilitate a seamless transition from known to unknown realms of different subject fields. Parent Teacher Partnership Interactive Sessions are held for collaborative benefit.

The prestigious collaboration with the U.S. Department of State resulted in the introduction two programs -- the English Access Micro Scholarship Programme and the English Language Fellow Programme – giving opportunities for aspiring young minds to sharpen language proficiency and broaden their horizons.

The Fifty-Seven functional MoUs with industries and Higher Education Institutions are beneficial in giving exposure and hands-on experience to students in enriching and updating their knowledge.

Recognizing the meritorious services of the faculty, Govt of Andhra Pradesh has awarded nine of them as Best Teacher, and many students have won accolades for themselves and their alma mater in academics, co-curricular, and extra-curricular activities. The College braces itself for new challenges and opportunities in continuing to play its role in the educational arena of Visakhapatnam!

**Vision Statement:**

Nurture and inspire young women, to instill in them dynamic leadership, unwavering courage, boundless optimism, and a steadfast faith to transform the world.

**Mission Statement:**

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

## SWOC Analysis

### Strengths:

- Favourably located in the heart of the city behind the Waltair Railway Station enabling local and non-local students easy access to the college
- Student-centred institution which fosters and encourages active participation and critical thinking in the teaching-learning process
- Provides an environment for a deepened academic experience by blending internships, networking, and mentorships creating gateways to opportunities for integrated learning and other collaborative pursuits
- Courses that expose students to a wide range of perspectives and enhance skills of critical inquiry and thinking
- Imparts holistic education grounded on ethical principles, academic integrity, respect honesty, compassion, and cooperation.
- A strong award-winning faculty doubling as guides recognized by the University, mentors, and innovators with a drive for self-improvement and a focus on teaching rather than instructing.
- A large Alumni network with a diverse student body
- Granted Autonomy status since 1987 which gives enough scope for curriculum design
- On-site creche, - child-care facility to promote a family-friendly work environment that values the needs of the working parents. It contributes to increasing employee engagement and a sense of loyalty to the organization. It also contributes to higher employee retention rates.
- On-site church which is an iconic monument catering to the spiritual needs of the locality.
- The NCC/NSS units empower students to develop leadership qualities and instill discipline. Additionally, they provide students with opportunities to utilize admission quotas in universities and create pathways for employment in defense and civil defense services
- Collaboration with the U.S. Consulate which provides opportunities for student and faculty exchange programs.

### Weaknesses:

- The college building being a heritage structure vertical expansion poses a structural challenge.
- Regulatory constraints for offering need-based and disciplinary courses due to restrictions imposed by statutory bodies
- The discontinuation of government-related scholarship funding for students, combined with elevated pollution levels in the vicinity, has a direct impact on admissions.
- Limited research grants

**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.
- Growing demand for short-term courses

**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.
- Retention of qualified faculty
- Being governed /monitored by multiple authorities and agencies poses a challenge in compliance.

**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"> <li>The outcome-based education within the framework of the CBCS pattern has been implemented in 100% of the teaching programs of the institute</li> </ul>	<ul style="list-style-type: none"> <li>Enhance curriculum to align with industry trends and global standards.</li> </ul>	<ul style="list-style-type: none"> <li>By initiating interdisciplinary /multi-disciplinary programs in the global outlook</li> </ul>
		<ul style="list-style-type: none"> <li>All the programmes are competency-based, nurturing employability and entrepreneurship skills</li> </ul>	<ul style="list-style-type: none"> <li>Invest in faculty development and training programs.</li> </ul>	<ul style="list-style-type: none"> <li>Efforts will be made to involve the departments in interdisciplinary/ multi-disciplinary specializations courses to start and make the Institute a research center</li> <li>Emphasise IPR Cell incubation processes for patents and documenting research publications and books of Faculty and students in collaboration with Industry.</li> <li>At least 50 Scopus-indexed research papers per year</li> <li>Make an effort to improve the H-index of the Institute.</li> </ul>
		<ul style="list-style-type: none"> <li>Obligatory Foundation Courses (Language, Life Skills &amp; General Education)</li> </ul>	<ul style="list-style-type: none"> <li>Explore opportunities for collaboration with industries for practical exposure.</li> </ul>	<ul style="list-style-type: none"> <li>Efforts to be made to invite trained faculty from various industries as well as researchers from</li> </ul>

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

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

				<ul style="list-style-type: none"> <li>• 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</li> </ul>
		<ul style="list-style-type: none"> <li>• Solar panels of 20 kw capacity supplement energy needs of the College,</li> <li>• The fire safety enabled buildings, CCTV surveillance systems</li> <li>• ICT-enabled classrooms</li> </ul>	<ul style="list-style-type: none"> <li>• Upgrade existing facilities and classrooms.</li> </ul>	<ul style="list-style-type: none"> <li>• Construction of Auditorium</li> <li>• Existing seminar hall to be updated</li> </ul>
		<ul style="list-style-type: none"> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Explore opportunities for sustainable and eco-friendly infrastructure.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to install Wind turbine at least with 1 KW energy</li> <li>• LED lights and sensor-based lights to be installed.</li> </ul>



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

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

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

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

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

## **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

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

## CRITERION II: TEACHING LEARNING EVALUATION

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



### CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION

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

## CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES

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

## CRITERION V: STUDENT SUPPORT AND PROGRESSION

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

## CRITERION VI: GOVERNANCE, LEADERSHIP AND MANAGEMENT

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

## CRITERION VI I: INNOVATION AND BEST PRACTICES

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