ACADEMIC STRATEGIC PLAN
2020-25

St. Claret College
Jalahalli, Bengaluru 560 013

NAAC Accredited | A Claretian Missionary Institution | Recognized under sections 2(f) & 12(B) of the UGC Act, 1956 Permanently affiliated to Bangalore University

Academic Strategic Plan 2020-25

CONTENTS

Vision

To promote educational excellence, leadership and service, based on universal love in an environment characterized by respect for the individual and concern for the community, so as to effect holistic transformation in each student.

Mission

To form intellectually competent, professionally skilled, spiritually vibrant, morally responsible, socially just and culturally sensitive global citizens through holistic Claretine education to advance a civilization of love and harmony.

Core Values

- Faith in God
- Justice
- Truthfulness & Personal Integrity
- Respectful Relationality
- Service
- Synergic Co-operation
- Intellectual Competence

Aspirational Statement: What each department wants to achieve by the end of 2025. It is something we want to emphasize during these 5 years. It is specific, measurable, achievable, and relevant.

Department of
COMMERCE

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new courses/programs

Action Plan
- Designing a curriculum that is relevant, skill oriented and futuristic

Goals
- 2 new programs,6 add on certification programs
- 2 certificate programs
- 1 skill enhancement course

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
B.Com with CPA	B.Com Hons.	B.Com with industry integrate	B.Com with Supply Chain Management	B.Com with Actuarial Sciences
Add on Programs FOREX Mgt Add on Programs Capital Market	Add on Programs Investment Management	Add on Programs Retail Management	Add on Programs Logistic and Supply Chain management	Add on Programs Derivative Markets
Certificate Course in IFRS	Certificate Course Certificate for entrepreneurship and skill development	Certificate Course Finance for decision making	Certificate Course on Business Analytics	Certificate Course on AI

Persons Responsible:

Mr. Anand, Ms. Maria Rajan, Dr. Rashmi BH, Dr. Safeer Pasha

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan
- To adopt Students by each teacher and mentoring them for enhancing their employability skills
- To conduct compulsory paper presentation by the students and students conducting inter and intra collegiate conference
- To start incubation centre for development of entrepreneurship.

Goals
- Enhance employability
- Entrepreneurship
- Research skill and development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting workshop on business plan preparation	Conducting intra and intercollegiate paper presentation competition	Conducting seminars on research	Mooc courses on research	Webinars on entrepreneurship

Persons Responsible:
Dr. Safeer, Dr. Rashmi BH

---

3. Introduction of CBCS/Elective courses in the program

Action Plan
- Introducing new elective programs which will enable the students to have a better choice as per their interest.

Goals
- 3 elective program

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introduction of Information & Technology	Introduction of life skills foundation course	Being autonomous and trying to introduce new elective course on par with the requirement of the job market	Introduction of MTBD	Continuation of the courses introduced

Persons Responsible:
Ms. Maria Rajan, Mr. Anand

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan
- Designing a curriculum that includes gender sensitivity, environment sustainability, human values and professional ethics

Goals
- 2 new add on programs on professional ethics

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introduction of 20 hours professional ethics enhancement add-on program for the final year students	Introduction of environment and gender sensitivity add on program for the first and second year students	Continuation of both the courses for all the three years students	Continuation of both the courses for all the three years students	Continuation of both the courses for all the three years students

Persons Responsible:
Ms. Shwetha C

---

5. Inclusion of student projects in curriculum

Action Plan
- Designing a curriculum that incorporates projects in such a way that the projects fetch revenue or is having a value to the real world

Goals
- One compulsory project for the final year students which is feasible.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging the students to take up one live project which is industry relevant every year.	Arranging for industry-academia interface for the students to get to know the requirement of the industries and planning projects in that way	Once autonomous, inclusion of one compulsory projects in the curriculum for the students of final year B.Com which is industry specific.	Continuation of projects which would encourage and create entrepreneurship aptitude in the students	Mini Projects

Persons Responsible:
Mr. Suraj

6. Internationalization of curriculum

Action Plan
- Tie-ups with international universities through MOUs

Goals
- International faculty and student exchange program to enhance global employability

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Contacting foreign universities and making proposals for tie-ups	Help faculty and students develop an international curriculum network through training	Faculty exchange with the tied-up university	Student exchange with the tied-up university	Student exchange with the tied-up university

Persons Responsible:
Ms. Maria Rajan

7. Starting Online Courses

Action Plan
- To have a MOOC course designed by the Department

Goals
- Making the department visible nationally and internationally.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introduction to Financial Management	Introduction to HRD	Introduction to digital markets	Introduction to e-commerce	Introduction to Data Analytics

Persons Responsible:
Ms. Blessy Baby

II. Teaching-learning & evaluation

Initiatives

1. Introduction of innovative teaching techniques

Action Plan
- To enable the students to learn the subjects with enthusiasm.
- To make the classroom sessions more interesting

Goals
- To enhance the level of understanding of the students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
On field projects, Real world learning, Simulation Classes	Current affair session relevant to the topics	Community based learning	Internship with companies to know about the actual working of the company	Study tours and cultural trips

Persons Responsible:
All teachers

2. Use of ICT for effective teaching

Action Plan
- To make use of the latest technology for teaching learning

Goals
- To enhance technology based learning and making learning innovative

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Audio and video sessions	Video lectures	Webinars	Virtual teaching	App-based teaching

Persons Responsible:
All teachers

3. Teacher quality

Action Plan
- Enhancement of teaching faculty's research ability and teaching-learning.

Goals
- All faculty to complete PhD of by 2025.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
All teacher to Complete NET/SET. Maximum teachers to enrol for PhD	Teacher enrolling for Post-Doctoral	Some of the faculty members taking guide-ship	Having a research centre for the department of commerce	All faculty with PhD

Persons Responsible:
All teachers

4. Participation of teachers at National and International level

Action Plan
- Providing an opportunity to the faculty to attend national and international level conferences, workshops, seminars and FDPs

Goals
- Making the Department visible nationally and internationally

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Teachers attending at least one national and international conferences every semester	Teachers to attend International conference & FDP.	Teachers to attend International conference & FDP I FDP I conference	Teachers to attend International conference & FDP	Teachers to attend International conference & FDP

Persons Responsible:
Mr. Arul

5. Faculty Development

Action Plan
- Faculty development programs, quality improvement programs, workshops and skill training, Mooc Courses, Capturing lectures.

Goals
- At least one refresher course every year for the faculty

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Organising at least one FDP relating to latest trends	Organising workshops for developing research aptitude for the teachers	Encouraging the teachers to start at least one MOOC course to make the department visible in the virtual teaching field	Continuing the MOOC courses and making improvement in the same	Starting a MOOC channel from the department

Persons Responsible:
Mr. Vasu

6. Evaluation system.

Action Plan
- To have a robust and transparent evaluation system

Goals
- Evaluation of students in a fair manner

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Evaluation as per the norms of the university	Evaluation as per the university	To carry on evaluation in fair way that the students are benefited and the results are declared at the earliest	To carry on evaluation in fair way that the students are benefited and the results are declared at the earliest	To carry on evaluation in fair way that the students are benefited and the results are declared at the earliest

Persons Responsible:
All teachers

III. Research and Publication

Initiatives

1. Externally funded projects

Action Plan
- To get maximum funds from government and non-government bodies for the project reports prepared by the teachers.

Goals
- Having at least one project for every two teachers in an academic year.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging 2 teachers to combine and propose one project report with the government/non-government body and procure the project	To encourage every teacher to have a working paper to their credit and making this paper into a project at a later stage	Conducting workshops / seminars for the students of the department to understand what are externally funded projects	Encouraging the final year students to combine and propose one project report with the government/non-government body and procure the project	To encourage the teacher and students to work on a working paper together and making this paper into a project at a later stage

Persons Responsible:
Dr. Safeer, Dr. Rashmi

2. Undertaking minor and major projects

Action Plan
- Encouraging the teachers to take up minor or major research projects

Goals
- Every year one minor project to be proposed by every faculty

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
All faculties of the department to carry out independent research projects on academic and professional interest	Taking up UGC funded minor research projects	Taking up major research projects	Encouraging the students to undertaking minor projects	To serve as a resource centre for providing professional guidance and technical support

Persons Responsible:
Dr. Safeer, Dr. Rashmi B. H.

3. Publication in UGC recognized journals

Action Plan
- Promotion of research aptitude in the teachers to increase quality papers

Goals
- At least 2 publications every semester in UGC recognised Journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Having at least 2 publication in UGC recognised journals every semester	Having at least 3 publications in UGC recognised journals every year and peer reviewed journals.	Having at least 3 publications in UGC recognised journals every year and peer reviewed journals.	Having one publication in a Scopus indexed journal	Having one publication in Web of science Scopus indexed journal

Persons Responsible:
All teachers

4. Student-teacher projects

Action Plan
- Identifying the students who are capable of doing research and assigning topics of research to them

Goals
- Select students for projects based on student interest & industry requirement.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Team of three to four students work together in a semester on a minor project	Coming up with big idea projects which serves the society	Coming up with big idea projects which serves the current industry requirements	Coming up with big idea projects which serves the current industry requirements	Coming up with big idea projects which serves the current industry requirements

Persons Responsible:
Ms. Shwetha

5. Industry- academia collaboration

Action Plan
- MoUs with various industries and corporate bodies

Goals
- Bridging the gap between academia and industry through partnership

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Signing MOU's with small industries for internship. Conduct industry-integrated / market aligned add on courses	Revising the syllabus to meet the industry expectation	Workshop by industry experts for job orientated training	Encouraging students for innovative research projects to meet their requirements.	Encouraging students for innovative research projects to meet their requirements.

Persons Responsible:
Dr. Safeer, Ms. Maria

6. Capacity building for consultancy

Action Plan
- Providing consultancy in the areas of expertise

Goals
- At least one consultancy in a year by the faculties of the department

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Income tax filing for the school teachers	Involving in audit process of private industry	Guideline to invest in stock market/ mutual funds for the employees of our organisation	Conducting data analysis for research scholars	Conducting data analysis for research scholars

Persons Responsible:
Mr. Arul, Mr. Thejas

7. Number of patents

Action Plan
- Increase the number of patents through research

Goals
- Applying for patents by the faculty of the department.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Attending specific programs on patenting	Developing patent for e-content	Developing patent for the incubation centre	1 patent	2 patents

Persons Responsible:
Ms. Maria

8. Number of books

Action Plan
- Faculty to write books in their field of expertise.

Goals
- Each faculty to author books in their field of expertise.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Three faculties to co-author, one course book as per the university curriculum in their field of expertise	Faculty members to co-author competitive examination books	Individual faculties publishing books in their field of interest	Increase the number of books published by each faculty members	Establishment of own publishing house at SCC

Persons Responsible:
Mr. Anand, Mr. Suraj

9. Incubation of startups

Action Plan
- Providing resources and services for entrepreneurship requirements by establishing linkages

Goals
- To nurture, instruct and support the students at the initial stage of their business development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting workshop for the students on entrepreneurship skills. Providing financial assistance by the college	Engage with incubatees as well as alumni network to leverage collective knowledge	Training students in different skills like jewellery making, mobile repairing, paper bag making etc and selling at E-store	Establishment of SCC Store outside campus and carrying out the venture on a large scale	Establishment of a recycle centre at college and making optimum utilisation of the resources to make utility products

Persons Responsible:
Dr. Safeer, Dr. Rashmi

10. Revenue generated from consultancy

Action Plan
- Utilisation of the skills of the teachers for generating revenue to the department and the teachers

Goals
- One consultancy service from each faculty

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Rs. 5,000 to be generated from the consultancy service	Rs. 5,000 to be generated from the consultancy service	Rs. 10,000 to be generated from the consultancy service	Rs. 10,000 to be generated from the consultancy service	Rs. 25,000 to be generated from the consultancy service

Persons Responsible:
Mr. Thejas, Mr. Suraj

IV. Learning Resources

Initiatives

1. Enhancement of Library Usage

Action Plan

- Having a library exclusively for the department

Goals

- Maintaining the books for the library

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Assigning of student representatives for maintaining, issuing and renewal of books. Library based Assignments and activities for students	Motivating students to make the best use of the resources by awarding them	Compulsory preparation of study material by students related to the subject with references	Encouraging and training the students to take up mini projects/paper presentations based on library online resource.	Increasing the number of reference books (advanced) Encouraging the faculties of the department to publish text books

Persons Responsible:
Dr. Harmeeth Matharu, Mr. Vasu

2. E-journals and Books

Action Plan

- Usage of E-journals and encouraging the students to refer the E-journals for their assignments

Goals

- Increasing the usage of E-journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging students to write articles	Giving more online assignment and conducting online competitions like review of articles	Encouraging students to publish research paper in online journals	Creating department blog	Establishment of an online publication centre

Persons Responsible:
Dr. Harmeet & Ms. Blessy

3. Development of E-content

Action Plan
- To develop E-content for web-based learning

Goals
- One E-content every year

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Developing a website exclusively for the commerce department that is linked to the college website and utilising it for web-based learning of the students.	Training the teachers through FDPs in understanding the different ways in which E-contents can be developed for their subjects. Developing web-content by every teacher for one subject that they teach	At least One topic in all subjects to be made as a E-content and access to be given the students for learning	All topics in all the subjects to be made into E-contents for the easy access of the students	E-content to be made available to outsiders through our college website, like MOOC course.

Persons Responsible:
Ms. Shwetha, Dr. Harmeet

4. Fully automated Library

Action Plan
- Automation of Department Library

Goals
- To ensure the automation and upgradation of E- Resources.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Planning for automation and Wi-Fi enabled library	Implementation of Automated department library	Upgradation of the library software	Introduction of smart cards and bio-metric	Introduction of smart Library

Persons Responsible:
Mr. Thejas M.

V. Student Support

Initiatives

1. Capability Enhancement& Development schemes

Action Plan
- Increasing employability by increasing the capability of the students

Goals
- Including skill development programs every year to enhance capability.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Extensive financial counselling to students and parents	Guidance for Competitive examinations	Soft skills Development Workshops	Yoga and Meditation, Personal Counselling	Interaction with experts for capability enhancement

Persons Responsible:
Ms. Ratish

2. Career Counselling

Action Plan
- Designing add on program to increase the percentage of placements

Goals
- At least one program to be organised for career counselling and development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Training the teachers in imparting career counselling to the students and have one hour career counselling in a week on IQ	Conducting Aptitude test, personality test, and Mock interview sessions for every student	Case study Analysis and group discussion	Live interaction with Industry Experts	Tie ups with Industry for continuous internship

Persons Responsible:
Ms. Shwetha, Mr. Anand

3. Increase the diversity of students

Action Plan
- Increasing the diversity by attracting students from other states and to increase the number of international students in the college

Goals
- To ensure students diversity in the college.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Promotional activities in other States of the Country Conducting camps in other states	Providing Scholarship through conducting exams for other State students	Conducting International fests and Paper presentations	International Level Quiz Competition with Cash prize	International Cultural fest where students from different countries and states of India showcase their cultures

Persons Responsible:
Dr. Harmeet, Ms. Blessy

4. Better Placements

Action Plan
- Improving Student Support in Professional Placement Learning and assured placement training

Goals
- 100% of the students to be placed in good companies through college placement drive.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Interview preparation- Aptitude and Soft skills, Focus on interview process and GD	Job intensive training programmes in the college for a week	Attracting reputed companies for campus placement drive	Industry experts as trainers in the college	Organising International Job fairs in the college

Persons Responsible:
Ms. Maria, Ms. Shwetha

5. Alumni Engagement

Action Plan
- Involving the alumni in all the college events

Goals
- Active involvement and participation of Alumni

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Organising Alumni sports day and cultural events	Involving alumni as student retreats and mentoring current students, in the campus programmes	Engaging the alumni in the outreach programmes and extension activities through financial and non-financial support	Recognition through the Incentive schemes for the alumni students for the placement support of our current students	Alumni engagement through social media, Skype, Webinar into a class for the current trends

Persons Responsible:
Mr. Anand, Mr. Vasu

VI. Institutional Values and Institutional Social Responsibility

Initiatives

1. Equity promotion schemes

Action Plan
- Gender sensitivity awareness to be created

Goals
- Having one life skill development course each semester on gender sensitivity

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Add on Course on Gender sensitivity	Rallies on creating awareness about various laws protecting all genders in the society.	Skits to sensitise the students about the gender equity issues	Guest lectures on gender sensitivity and equity	Skits to sensitise the students about the gender equity issues

Persons Responsible:
Mr. Ratish, Mr. Arul

2. Environmental Sustainability

Action Plan
- Making the department eco-friendly and creating awareness about sustainability.

Goals
- E-filing, paperless assignments, use of ICT for transferring notes or conducting tests etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Starting with one online assignment Moving towards E-filing of all the documents	Moving towards online test and assignments from paper assignments and tests	Including more online assignments. And sending notes through ICT to the students	Complete E-filing of all the documents with minimum paper work	Paperless tests and assignments

Persons Responsible:
Mr. Ratish, Mr. Tejas

3. Professional Ethics

Action Plan
- Making the students and faculties of the department aware of importance of moral values

Goals
- Enhancing students and faculties to ensure Professional ethics in their careers

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Trained faculty members to conduct workshop for the students	Add on course on topics related to professional ethics. Observance of Ethics Day on Oct. 17 every year	Expert talk on the current issues prevailing in the economy related to Professional ethics	Creating Awareness program about moral values through street play , mime etc	Collaborating with industry to enhance the importance of professional ethics at work place among students

Persons Responsible:
Mr. Ratish & Ms. Blessy Baby

4. Best Practices

Action Plan
- Encouraging students to be a part of Institutional Social Responsibility

Goals
- Enhancing Individual Social Responsibility of the students through programmes conducted as a part of Institutional Social Responsibility.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Adoption of Village / Slum	Understanding the concerns of the Slums / Villages adopted and catering to their problems	Organising sessions for the neighbourhood by creating awareness on the latest trends and issues	Adoption of the second village Financial assistant to an orphan child.	Tie up with NGO's for extension activities.

Persons Responsible:
Ms. Maria, Dr. Harmeet, Dr. Rashmi

Department of Commerce (B.Com)
Travel and Tourism

Aspirational Statement:

"To be a leader in making professionals through higher quality education & training in the field of Travel & Tourism and to prepare globally competitive experts for Travel & Tourism Industry".

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new courses/programs

Action Plan:

Prepare and propose a new industry oriented syllabus to the university with the help of industry

Goals:

2 new programs, 2 add on programs, 2 certificate programs

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Aviation program

Commencement of travel and tourism innovation cell with India tourism, Ministry of Tourism Govt. of India | PGDHO

Student Exchange Program | Certificate Program in MIS

Compulsory research in every semester along with internship | Alison course in Hospitality administration

Starting of BTM | Starting of MTA

Certificate program in Tour Guiding

Students research proposal submission to government agencies |

Persons Responsible:

Mr. Prashanth P. and Dr. Padmapriya

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:
- Prepare and propose a new industry oriented syllabus to the university with the help of industry

Goals:
- To enhance learning through updated and industry oriented syllabus

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Commencement of travel and tourism innovation cell with India tourism, Ministry of Tourism	PGDHO Student Exchange Program	Compulsory research in every semester along with internship	Starting of BTM	Certificate program in Tour Guiding Starting of MTA Students research proposal submission to government agencies

Persons Responsible:
Mr. Prashanth P. and Dr. Padmapriya

3. Introduction of CBCS/Elective courses in the program

Action Plan:
- Introduce industry oriented and career based elective course

Goals:
- To enhance learning through updated and industry oriented syllabus

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conduct a study on various elective suitable for B.com TT	Introduction of travel and tourism elective -1	Introduction of travel and tourism elective -2	Proposal for Electives in all the semester	Introduction of elective in all the semester

Persons Responsible:
Mr. Prashanth P. and Dr. Padmapriya

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:
- Incorporate social oriented subject in the syllabus

Goals:
- To develop social values among students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1 Seminar Conduct a survey on social behaviour of students	1 Seminar Introduction of social activities in the curriculum	1 Add on Program Extension activity related to rural tourism	1 Seminar 1 Add on Program	1 Add on Program Minor project in an unexplored destination

Persons Responsible:
Mr. Chetan

5. Inclusion of student projects in curriculum

Action Plan:
- Introduction of internship project in every year

Goals:
- To attain a practical and scientific knowledge about subject

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1 Project	1 Project	1 Project Inter collegiate project competition	Minor project by students for other agencies	Minor project by students for other agencies

Persons Responsible:
Mr. Chetan

6. Internationalization of curriculum

Action Plan:
- Internationalization of curriculum to meet global requirement.

Goals:
- Provide an opportunity to avail international standard in terms of curriculum

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Review of curriculum	MOU with an Indian university	Initiate a curriculum committee which includes experts from national and foreign universities	Visiting fellowships for students and teachers Student exchange program with a foreign university	Visiting professor from foreign universities

Persons Responsible:
Dr. Padmapriya

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan:
- Introduction of innovative teaching methods and faculty enhancement to satisfy the current requirement

Goals:
- Efficient learning through improved industry expertise and Enhance Teacher Quality

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Project Buddy teacher	Project based learning	Introduction of VAK	Introduction of online learning	Online Learning combined with Classroom learning

Persons Responsible:
Mr. Prashanth P.

2. Initiatives Use of ICT for effective teaching

Action Plan:
- Introduction of Virtual platform for teaching and learning

Goals:
- Advanced teaching for efficient learning

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Google class room ELT Based teaching	Ted Talk Sessions	Online assignment	Online sessions by industry experts	Virtual class room

Persons Responsible:

Dr. Padmapriya

3. Participation of teachers at National and International level conference

Action Plan:
- Industry based training programs and FDP to enhance teaching resources

Goals:
- Enhance Teacher Quality

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
IITM/ TTF expo visits	Tourism Conference	Travel and tourism Journal	Minor Project	International Tourism & Hospitality conclave

Persons Responsible:

Mr. Chetan

4. Evaluation system.

Action Plan:
- Introduce innovative evaluation system for the effective assessment

Goals:
- To assess learning effectiveness

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Internal examinations	Online internal exam	Quick check after every unit	Open Book Test	Online mock university test

Persons Responsible:
Dr. Padmapriya

III. RESEARCH AND PUBLICATION

Initiatives

1. Externally funded projects

Action Plan:
- Introduction of externally funded projects

Goals:
- Effective utilization of externally funded projects for the needs of the society

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Management Funded project on Tourism destination	NIL	Sustainable Tourism Projects	NIL	WTO Sponsored project on Eco – Tourism

Persons Responsible:
Mr. Prashanth P.

2. Publication in UGC recognized journals

Action Plan:
- Publication in UGC recognized journal for the quality research out put

Goals:
- Quality research which will help to update expertise of the teacher

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
FDP On research and publication	Student Conference	NIL	Mandatory research in UGC approved Journals	Mandatory research paper for all the students

Persons Responsible:
Mr. Prashanth

3. Student-teacher projects

Action Plan:
- Introduction of student teacher projects for the betterment of student

Goals:
- To enhance knowledge and mentor- mentee relationship

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Training On research and publication	Mandatory research student teacher research	Student Conference	NIL	Mandatory research paper for all the students

Persons Responsible:
Mr. Chetan

4. Industry- academia collaboration

Action Plan:
- New MOU and Internship contracts with hotels and travel agency

Goals:
- Effective industry collaboration to enhance placements

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Incredible India Tourist Facilitator Certificate Program	Develop industry-ready entry-level talents for high-skilled jobs through industry training	Promote more industry and college collaboration via curriculum development	Producer-Consumer Interaction	Certification with Hotel Operation

Persons Responsible:

Mr. Prashanth P.

---

5. Incubation of a start up

Action Plan:
- Introduction of Tourism Incubation cell

Goals:

- Provide a platform for the entrepreneurial skills

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
ED Workshop	Tourism Incubation cell	Inauguration of travel company under tourism incubation cell	Work with India Tourism Bengaluru MOT, GOI to support community starts up	Collaboration with KSTDC

Persons Responsible:

Dr. Padmapriya

6. Revenue generated from consultancy

Action Plan:
- Introduction of consultancy, Certification, Resource team to generate Revenue

Goals:
- Provide Consultancy service

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
A revenue of 5000 RS From consultancy	A revenue of 10000 RS From consultancy	A revenue of 75000 RS from consultancy	NIL	A revenue of 50000 RS From consultancy

Persons Responsible:
Mr. Chetan

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan:
- Enhanced E- Library for effective learning,

Goals:
- Advanced and Effective use of library

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Library team for department	E-Journal based assignments	Introduction of E-Lecture	Shodhganga Based assignment	Library mobile app

Persons Responsible:
Mr. Chetan

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement& Development schemes

Action Plan:
- Prepare and propose a new industry oriented syllabus to the university with the help of industry

Goals:
- 2 new programs, 2 add on programs, 2 certificate programs

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Compulsory internship in all the semester	PGDHO	Certificate Program in MIS Compulsory research in every semester along with internship	Alison course in Hospitality administration Registration of one start up from the department BTM	MTA Certificate program in Tour Guiding Students research proposal submission to government agencies

Persons Responsible:

Mr. Prashanth and Dr. padmapriya

2. Career Counselling

Action Plan:
- Introduction of Career awareness sessions, Psychometric tests, Group career counseling session

Goals:
- To help individuals make the right choices in terms of career paths, career development and career change

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Career awareness session	Psychometric and aptitude test for all the students	Career orientation session for all the students	Reasoning and English Tests	Career counselling by industry experts

Persons Responsible:

Dr. Padmapriya

2. Increase the diversity of students.

Action Plan:
- Increase the diversity of the students while attracting different students from different culture

Goals:
- bringing together of individuals, who represent different characteristics in order to share, learn, and grow from one another.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Student Diversity Program	Introduction of a committee to develop student diversity	Conduct focus groups with minority populations to identify opportunities to improve diversity	Mega cultural fest	Community engagement program

Persons Responsible:

Mr. Chetan

---

3. Better Placements

Action Plan:
- Introduce innovative strategies to increase Better placements

Goals:

- Enhancing employability through better placements

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Contemporary Industry relevant Curriculum design Pre-Placement Activates	International Accreditations to get more MNC Offers	Events for industry delegates	50% Class room sessions and 50% Practical sessions or industrial training	A Career Development Workshops

Persons Responsible:

Mr. Chetan

4. Alumni Engagement

Action Plan:
- To engage alumni in a mutually beneficial partnership that generates meaningful connections and strengths

Goals:
- To develop a community that fosters loyalty, goodwill, and excellence in alumni and alma mater

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Departmental alumni meet	Alumni interaction	Skill training by alumni	Industrial visits guided by alumni	Support alumni start up

Persons Responsible:
Dr. Padmapriya

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Equity promotion schemes

Action Plan:
- Reservation in admission, clubs and association

Goals:
- To provide equality while giving equal chances

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Seat reservation	Equal opportunity for attending fest and other events	Talkson	Gender equality audit	Equality in giving awards and recognition

Persons Responsible:
Dr. Padmapriya

2. Environmental Sustainability

Action Plan:
- Introduction of environmental sustainability practices

Goals:
- To improve the environment upon which our businesses and quality of life depend

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Internal Paper Use and Energy Savings policies	Green audit	Earth Day Rally	Eco tourism project	Air Pollution Prevention Program

Persons Responsible:

Mr. Prashanth

3. Professional Ethics

Action Plan:
- Introduction of various practices to improve Professional ethics within the institution

Goals:
- To enhance professionalism through improved ethics

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Departmental quality check team	Department Faculty Talk	Annual seminar on the topic of ethics, standards, and conduct.	Workshop on Research professional ethics	Academic council for plagiarism and professional ethics

Persons Responsible:

Mr. Chetan

4. Best Practices

Action Plan:

- Introduction of innovative practices to enhance institutions distinctiveness

Goals:

- To Develop a standard through innovative best practices

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Internship in all the years	Adoption of an unexplored tourism destination	SCC Travel Blog	Travel company belonging to department by alumni	SCC Travel Website

Persons Responsible:

Dr. Padmapriya

Department of HUMANITIES

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new programs

Action Plan:
- Add on certification programs, skill enhancement course

Goals:
- Designing a curriculum that is relevant, skill oriented and futuristic

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Certificate Program in Journalism IELTS and TOEFL program.	Skill development program Fashion and apparel designing	Skill Development program in interior designing	Certificate programme in Psychology/Counselling Starting MA English	Skill development program Starting MSc Psychology, MA Journalism and Mass communication

Persons Responsible:

Mr. Triyogi and Ms. Angela

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:
- To enhance the syllabus to make students job ready

Goals:
- Collaboration and additional papers

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Once a week tuck shop by students in college	Literary forms and terms	Certificate course in video editing Research methodology course	Landscape literature	Certificate course in Graphic design / animation

Persons Responsible:

Mr. Triyogi and Ms. Angela

3. Introduction of CBCS/Elective courses in the program

Action Plan:
- Certificate programs

Goals:
- To introduce new elective courses to expose students to concepts other than that in the syllabus, to facilitate wider knowledge

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Certificate program in sign language	Certificate program on Content and Technical writing	War literature	Certificate in Airline Ticketing	Certificate program in Foreign language

Persons Responsible:

Ms. Sonal

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:

- Extension and add on programs

Goals:

- To introduce courses to instil Human values and Professional ethics in students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Extension program on Value based social responsibility	Extension program on Value based social responsibility	Add on program on human rights and duties	Add on program on human rights and duties	Add on Programme on Gender studies

Persons Responsible:

Dr. George

---

5. Inclusion of student projects in curriculum

Action Plan:

- Minor and major research projects

Goals:

- To initiate research aptitude in students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Case study analysis	Research Methodology Paper	Field Projects	Dissertation	Minor research projects

Persons Responsible:

Dr. Jyotsna

6. Internationalization of curriculum

Action Plan:
- Student exchange programs

Goals:
- To create a global curriculum

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculty exchange program	Student exchange program	MOU with foreign university	In house training program	Incubation centre on International studies

Persons Responsible:

Mr. Thomas

---

7. Starting Online Courses

Action Plan:
- Online courses, surveys and programs

Goals:
- To facilitate learning through online and technical sources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Course on MS Excel Online MOOC Course	Course on MS Excel	Online Course on SPSS Online Competitive exam courses	Online Course on Journalism Competitive exam courses	Competitive exam courses

Persons Responsible:

Ms. Krithika

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan:
- Articulating teaching and learning outcomes for students and faculty in holistic development

Goals:
- To improve the degree of Comprehension among students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Peer to peer teaching	Cross over learning	Film festival	Context based learning	Student research learning

Persons Responsible:
Ms. Gopika

2. Use of ICT for effective teaching

Action Plan:
- Capturing lectures, e-assignments, Online lectures

Goals:
- Increase the usage of technology in enhancing the teaching, learning process

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Advance method using Google class room	E-books for learning theories, subjects and novels.	Webinar	Introduction of moodle to enable online class test	Doing assignments using laptops

Persons Responsible:
Ms. Nice

3. Teacher quality

Action Plan:
- Enshrining teachers quality in effective teaching and professional development

Goals:
- To participate in, Refresher course, Research methodology courses.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculties to attend conferences and present papers in their area of interest.	Publishing more articles in Scopus ,web of science and UGC Care list	Faculty registering for PH.D Publishing books	Faculty to go for consultancy	Faculties should complete Ph.D...

Persons Responsible:

Mr. Triyogi

4. Participation of teachers at National and International level

Action Plan:
- To impart professional knowledge and research calibre among teachers

Goals:
- To participate in conference, workshops, and seminars in national and international level

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Participation of faculties in national and international social activities	Faculty to take up UGC sponsored minor project	Faculties to attend conferences abroad.	Faculties can be as Resource Person in national and International conferences	Faculty to be a part of BOE/BOS

Persons Responsible:

Dr. Jyotsna

5. Faculty Development

Action Plan:
- Starting refresher, orientation courses, faculty exchange programme

Goals:
- To enhance the knowledge and professional skills of teachers

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculty Study Circle	Conducting workshop	Conducting FDP Programmes	Conducting FDP Programmes	Centre for Faculty Development

Persons Responsible:

Dr. George

6. Evaluation system

Action Plan:
- Evaluation through qualitative and quantitative methods

Goals:
- To enhance and improve the teaching and learning process

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Evaluation as per university norms	Evaluation as per university norms	Evaluation as per university norms	Evaluation as per university norms	Evaluation as per university norms

Persons Responsible:

Ms. Sonal

III. RESEARCH AND PUBLICATION

Initiatives

1. Externally funded projects

Action Plan:
- Designing a policy to undertake major and minor projects from external agencies

Goals:
- To create an interdisciplinary research environment towards sustainable society.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Undertaking Minor projects from Azim Premji Research Foundation/Nestle Foundation research Grant,Vijay Amirtaraj Foundation, Ashirvadam	• Undertaking major /minor research projects from state government • Undertaking Major/minor research projects • PRIA,Action Aid,MYRADA	Undertaking major/minor research projects from Central government	Undertaking major/minor collaborative research projects from CSRs	Undertaking major/minor collaborative research projects from educational institutions

Persons Responsible:

Dr. Jyotsna

2. Undertaking minor and major projects

Action Plan:
- Undertaking research projects major minor from government and private agencies

Goals:
- To create a research environment and promote social responsibility

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
• Undertaking major/minor research project under Impactful Policy Research in Social Sciences • (IMPRESS)	• Undertaking Major/minor research projects from ICSSR • Centre for Development Studies • CAPART	• Undertaking major /minor research projects from National Commission for Women • National Human Rights Commission • NABARD	Undertaking major/minor research projects from Scheme for Promotion of Academic Research Collaboration (SPARC) NIRD	Undertaking major/minor collaborative research projects from CSRs

Persons Responsible:

Dr. George

3. Publication in UGC recognized journals

Action Plan:
- Publishing research articles in peer reviewed and UGC recognised journals

Goals:
- To promote quality research and development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculties publish 2 articles in UGC recognized journals	Faculties publish 2 articles in CARE Reference List of Quality Journals	Faculties publish 2 articles (1 in CARE Reference List of Quality Journals and 1 in SCOPUS indexed publication)	Faculties publish 2 articles (1 in CARE Reference List of Quality Journals and 1 in SCOPUS indexed publication)	Faculties publish 2 articles in SCOPUS indexed publication

Persons Responsible:

All Faculty members

---

4. Student-Teacher projects

Action Plan:
- Encouraging students to take research projects.

Goals:
- Designing a curriculum that is relevant, skill oriented and futuristic development of students and faculty

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Field work and Extension projects for students	Encouraging students to take projects in skill development	Inculcating students to take collaborative research projects with educational institutions	Inculcating students to take collaborative research projects with international institutions	Inculcating students to take collaborative research projects with state and central government schemes

Persons Responsible:

Ms. Krithiga,, and Dr George

5. Industry- academia collaboration

Action Plan:
- Creating industry academia collaboration with national institutes, CSRs, certificate courses.

Goals:
- To bridge the skilling gap of students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Industry and academic programme for bridging the skill gap among the students	Undertaking industry projects under CSR head	Industry academic curriculum to inculcate the practical knowledge of public private partnership among students	Industry Academia exchange programmes of certificate courses	Creating an Incubation Centre for Industry Academia Collaboration

Persons Responsible:

Ms. Preethi

6. Capacity building for consultancy

Action Plan:
- Inculcating a consultancy policy for professional advice to government and non government agencies

Goals:
- To provide professional experts and advice in their respective disciplines

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Providing professional advice to external agency with a pre decided cost	Providing consultancy to government organisation related to health, sanitation, local administration, etc.	Providing short term and long term consultancy activities for corporate and academic institutions	Providing consultancy for doctoral research	Creation of Consultancy Centre

Persons Responsible:

Ms. Noblelyne

7. Number of books

Action Plan:
- Publishing books, e-books, publishing house

Goals:
- To promote and encourage individual, joint authors in writing books

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encourage faculties to publish chapter in books/ Book	Encourage faculties to publish books	Encouraging faculties to collaborate with book publishing houses	Publishing books in their respective subjects	Publishing e-books in online

Persons Responsible:

Mr. Triyogi and Ms. Angela

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan:
- To provide lifelong learning and reading skills

Goals:
- Usage of Inflibnet, Delnet and e-resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Development of a functional department library	Receiving messages from the library on borrowing or renewing books.	Assignments fully based on Inflibnet, Delnet and e-resources	Increase number of reference books	Increase number of reference books based of various disciplines of the department

Persons Responsible:

Ms. Nice

2. E-journals and Books

Action Plan:
- Blogs,Usaage of E Journals,and E-reviews

Goals:
- To enhance the usage of e-resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Article writing by referring it with e-journals Blog.	E-Projects	E-Reviews	E-journal from Humanities	Book renting E-Library centre

Persons Responsible:

Mr. Triyogi and Ms. Angela

3. Development of E-content

Action Plan:
- e-content creations

Goals:
- To provide an interactive mode of learning by using technology

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Training Faculty members about E-Content creation	E-content creation in particular subjects	E-content creation in particular subjects	Creation of all topics into E-Content	Usage of E-content on all topics in all courses

Persons Responsible:

Ms. Arya

4. Fully automated Library

Action Plan:
- Digital Repository, automated department library

Goals:
- To improve the usage and service of library

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Staring Independent Dept. library	Upgrading the library and procuring more books	Planning automation of department library	Automated library systems	Automated library systems

Persons Responsible:

Ms. Preethi

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement & Development schemes

Action Plan:
- To increase the growth and capability of students professionally

Goals:
- Guidance for Competitive exams, guest lectures, filed visits,

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
• Giving field exposure like industrial visit in both government and non-government agencies. • Educational trips to historical relevant places.	• Student camps • Guidance for competitive exams • Student guest lecture series weekly	Students should create text books educational videos for local community.	Students Journal, Magazines	ECO – TRIP

Persons Responsible:

Ms. Noblelyne

2. Career Counselling

Action Plan:
- Industrial visits, Guest Lectures by Alumni, Introducing foreign language programmes

Goals:
- To determine the students values, attitudes and making choices in their career

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Achieving 100% Internship, Work and learn opportunities for second and final year students in different sectors	Alumni talk regarding their career and their work experience	Career counselling by Experts	Introduction of Foreign language learning	Introduction of Foreign language learning

Persons Responsible:

Ms.Sonal

3. Increase the diversity of students

Action Plan:
- Clubs, Associations, Forums and exchange programmes

Goals:
- To inculcate leadership qualities and professional skills among students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Increase the number of student admission from different regions	Increase the number of student admission from different regions	Collaboration with Institutions of National Importance	Collaboration with Institutions of International Importance	Enhance support networks for students

Persons Responsible:

Ms. Ms.Arya

4. Better Placements

Action Plan:
- Internships,Interview techniques,Computer classes,Counselling

Goals:
- To strengthen students in professional and technical skills for better placements

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Placement counselling of final year students by Faculty members	Employability training such as communication skills, behavioural skills and Interview techniques	Training to be focus on subjects that are related to industry requirement	Computer classes for Humanities students.	Placements in different fields

Persons Responsible:

Mr. Thomas

5. Alumni Engagement

Action Plan:
- Alumni involvement in Curriculum planning and career advancement, workshop, etc.

Goals:
- To improve and strengthen the institutional and students advancement through alumni

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Alumni participation in conference/ workshop/ seminars conducted	Alumni and students meet. Alumni contacts for student career support	Engagement of Alumni in various events at college and department level	Alumni involvement in curriculum settings	Alumnus college promotion

Persons Responsible:

Ms. Angela

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY:

Initiatives

1. Equity promotion schemes

Action Plan:
- To promote gender equity and equal representation

Goals:
- Gender equity sensitisation through theatre activity Workshop, seminars, conference, etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Spread awareness about Scholarship for single girl child. Streetplay, Workshops/ seminars conducted to augment gender sensitivity	Street play and activities on gender sensitivity in nearby location	Industry expert lecture/women writes lecture on gender equity To provide Free books for Under-privileged students	Create videos on gender equity and spread awareness	Create videos on gender equity and spread awareness

Persons Responsible:

Mr. Triyogi

2. Environmental Sustainability

Action Plan:
- Blogs, Eco trips, Village camps, eco friendly products, etc

Goals:
- To create awareness on environment sustainability for the future.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting sessions on Awareness programs for Environmental Sustainability.	Expanding Green cover	. Students Camp at Village and provide free saplings.	Felicitating the Garbage Collectors and honouring them	Recycling plants in Villages

Persons Responsible:
Ms. Krithiga

3. Professional Ethics

Action Plan:
- To nurture professional ethics in the curriculum for the betterment of students.

Goals:
- Students to follow professional ethics.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Lectures series on Professional ethics by Faculty to students,(In house)	Case studies on deviation from professional ethics and its effects	Case studies on deviation from professional ethics and its effects	Collaboration with industry experts on professional ethics Collaboration with Media Industries, Educational Institutions and NGOs	Collaboration with industry experts on professional ethics

Persons Responsible:

Ms. Gopika

4. Best Practices

Action Plan:
- To promote societal responsibility through knowledge and creativity.

Goals:
- To integrate activities of the students for the greater good of society

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Subject wise Faculty members to take responsibility for final year students to counsel for Higher education/Placements	Engaging English reputed institute/sponsership for the Students conference, Getting Students from various universities to present papers	Photography competition to higher level	Conducting students Conferences for multidisciplinary fields of study	PUC Fest at a larger scale Charity funding programs.

Persons Responsible:

Ms. Sonal

Department of
MANAGEMENT

Aspirational Statement:

"To be a Department aspiring to achieve the overall excellence through holistic development and committed to nurture responsible business and industrial leaders who will strive to achieve a balanced societal well-being".

I. Curriculum design and development:

Initiatives

1. Introduction of new courses/programs

Action Plan:
Designing a curriculum with industrial collaboration.

Goals:
1 new program, 1 Add on programs, 2 certification programs,1 Skill Enhancement course

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Digital Marketing as an add on course. Integrated course from financial institutions (ICICI, Moodle)	Certificate program in Investment management	Introduction of Image consulting as an add on programme	Certificate program in Risk Management from private banks	MBA

Persons Responsible:
Ms. Cassandra and Mr. Zameer

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:

Prepare and propose a new industry oriented syllabus to the university with the assistance of industry.

Goals:

To enhance learning curve in line with the current job market requirement and develop the entrepreneurial and research mind-set.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Panel discussion with eminent academicians and experts from industry	Encourage students to take up primary data collection assignments	Students to take up minor projects	Compulsory Internship in all the semesters	Starting a Research Incubation centre

Persons Responsible:

Ms. Cassandra and Mr. Zameer

---

3. Introduction of CBCS / Elective courses in the program.

Action Plan:

Introduce career based elective courses

Goals:

To support the students to choose their specialization based on their career goals.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting a study on various elective courses offered at the university level	Offering four different specialization courses	Review of the offered courses	Continual study of university electives to see opportunities to introduce new specializations as per the needs of the industry.	Review of the offered courses

Persons Responsible:

Ms. Cassandra and Ms. Sandhya

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:
To incorporate social value syllabus along with regular curriculum.

Goals:
To inculcate social and professional ethics into students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Counsellor- Student interaction (Pre decided Batch Wise)	Regular discussion on various societal issues with students during class hours and student driven community service programmes	Conduct a survey to understand students social behaviour	Conducting more number of knowledge and enrichment programmes relating to social issues	Collaboration with NGO's for extensive workshops

Persons Responsible:
Ms. Lakshmi

5. Inclusion of student projects in curriculum

Action Plan:
Designing subject based projects.

Goals:
Encourage students to gain conceptual knowledge.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Activity based Learning	Design logos and other promotional material for all management events	Formation of Content/Report writing committee	Product Designing	Innovative Product Designing, launching and promotion

Persons Responsible:
Ms. Neetha

6. Internationalization of curriculum

Action Plan:

Designing curriculum serving as a catalyst for transforming coursework and curricular activities to suit international job market requirement

Goals:

To offer model practices to students as per international standards

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
International Publication reference books based assignments(Ex: McGraw-Hill Education)	International Educational Tour	Interaction with representatives from international universities	Management Development Program	Student exchange programs

Persons Responsible:

Dr. Kishore

---

7. Starting Online Course

Action Plan:

Creating awareness on various relevant certified online course

Goals:

To tap the varied available job market opportunities.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Session on NPTEL Courses	Introduction of video based courses	Mandate enrolment for at least one online course per year	Mandate enrolment for at least one online course per semester	Launching some specific online courses from the Department

Persons Responsible:

Ms. Cassandra and Mr. Zameer

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan:

Enhancing the teaching method with application of modern techniques.

Goals:

To enhance the learning process

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Classes Outside the Classroom Concept	Team Work Assignments	Senior-Junior academic interaction	Introduction of adaptive learning	Experiential learning outside the classroom

Persons Responsible:

Department Faculty

---

2. Use of ICT for effective teaching.

Action Plan:

Effective utilisation of ICT to enhance teaching- learning experience.

Goals:

To Support knowledge construction

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
INFLIBNET Based classroom assignments to be mandatory	Designated website for sharing subject notes (Ex: Weekly)	Video Conference from industrial experts	Training students for specific academic talks	Video recording of students' talks and uploading on Youtube

Persons Responsible:

Individual Faculty

3. Teacher quality

Action Plan:
Proposing the industry based training manual and workshop to enhance teaching resources.

Goals:
Scale up the overall teaching process and make it more learner centric.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Discussion with eminent academicians on current management and industry related aspects	Social Behaviour and Management Projects to be taken up.	Workshop with Indian journal publication	Workshop with International Journal publication	Attending international conferences overseas for networking and knowledge exchange

Persons Responsible:
Ms. Cassandra

4. Participation of teachers at National and International level conference

Action Plan:
Involving Industry based training programs and FDP to enhance teaching resources.

Goals:
Enhance Teacher Quality

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Attending Management Conference	Minor Projects	Management Journal	Getting funding for major projects	Major Projects by teachers

Persons Responsible:
Ms. Neetha

5. Faculty Development

Action Plan:
Enhancing soft skills and academic competence

Goals:
To bring in value innovative teaching which contributes to educational excellence.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Participating in external FDPs	Enrolling for subject related certificate courses	Becoming members of editorial committee of Periodic journals	Conducting National level Faculty Development program	Attending International Faculty Development Program

Persons Responsible:
Individual Faculty

6. Evaluation System

Action Plan:
Introduce innovative evaluation system for the effective assessment.

Goals:
To assess teaching –learning effectiveness.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Diagnostic Tests, Progression Tracking system	1 new evaluation method for learning assessment	Questions testing higher cognitive levels to be introduced (10%)	Questions testing higher cognitive levels to be introduced (15%)	Questions testing higher cognitive levels to be introduced (20%)

Persons Responsible:
Ms. Cassandra

III. RESEARCH AND PUBLICATION

Initiatives

1. Externally funded projects

Action Plan:
To initiate action research projects.

Goals:
To identify and analyse the gaps/causes in the various fields.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Identifying sources of funded projects	Research proposal/request	Initiating minor research project	Initiating one major research project	Working on the project

Persons Responsible:
Mr. Zameer

2. Undertaking minor and major projects

Action Plan:
Introduction of academic related minor and major projects

Goals:
To foster the researching ability of students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting a session/workshop on minor project	Encouraging students to take up at least one minor project in a year	Conducting a session/ workshop on major project	Helping students identify major projects	Encouraging students to take up at least one minor project

Persons Responsible:
Dr. Kishore

3. Publication in UGC recognised journals

Action Plan:
To enhance the quality of research papers

Goals:
To increase the number of publication

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Publishing at least two papers per semester	Continued involvement in research	Continued involvement in research	Publication of books.	Publishing papers in international journals

Persons Responsible:
Mr. Zameer Pasha.

4. Student- Teacher Projects

Action Plan:
Initiating a joint project system.

Goals:
To prepare the students for taking up projects.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introducing minor independent project guided by faculty	Encouraging students to identify areas of projects	Initiating Teacher –student joint minor projects	Sustaining Teacher – student joint minor projects	Initiating Teacher –student joint major projects

Persons Responsible:
Ms Cassandra Ranee & Ms. Sandhya Rakesh

5. Industry academia collaboration

Action Plan:
Involvement of industry in delivering curriculum.

Goals:
Creating a conducive atmosphere for strong industry academia collaboration.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Workshops by industrialists, Panel discussion by industrial experts	Tie ups/MOUs with industries	Feedback on curriculum from industrialists	Participation of industrialists in framing curriculum	Modifying/Reframing curriculum a per industrial requirements

Persons Responsible:
Ms Sandhya Rakesh & Ms. Lakshmi

6. Capacity building for consultancy

Action Plan:
Proposal for increasing the capacity

Goals:
To enhance capacity for consultancy services

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Analysing the present capacity	Proposal for obtaining consultancy with Industries	Proposal for obtaining consultancy with Industries	Offering consultancy services	Offering consultancy services

Persons Responsible:
Ms. Lakshmi

7. Number of books

Action Plan:
To increase the number of books published by faculty

Goals:
To provide the students with more resources of knowledge

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Organising an FDP on authoring books	Co-authoring a book	Co-authoring a book	Encouraging Independent author books	Compulsory independent author books

Persons Responsible:
Mr. Zameer Pasha

8. Incubation of Start Ups

Action Plan:
To set up an entrepreneur incubation centre

Goals:
To sponsor start ups set up by students or alumni

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Workshop on start-ups / Students seminar on start ups	Setting up Entrepreneur Incubation centre	Regular training programmes on start ups	Guidance by Industry experts regarding procedure to set up a start up	Funding/ providing financial assistance to start ups by students/alumni

Persons Responsible:
Ms. Cassandra Ranee

9. Revenue generated from consultancy

Action Plan:
To increase the number of consultancy services

Goals:
To generate revenue through consultancy services

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Identifying sources of revenue generating consultancy services	Networking with sources of revenue generating consultancy services	Offering consultancy services	Offering consultancy services	Expanding the number of consultancy services

Persons Responsible:
Ms. Neetha

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan:
Conducting educative competitions conducive to increased library books usage

Goals:
Creating an In- Class Library.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Book Talk Competition	Subject Wise Book Talk Competition	In Class Library	Inclusion of Students to be part of Library Purchasing committee	Increased usage of International reference books

Persons Responsible:
Dr. Kishore

2. E- Journals and Books

Action Plan:
Enable access to e-journals & books.

Goals:
Introduction of outside the campus and e-journals based assignments.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Journal Talk	Students to review selected articles from various e-journals	Subscription of E-Journals	Students participation in writing e-articles in journals	Students participation in writing e-articles in journals

Persons Responsible:
Ms. Sandhya

3. Development of E-content

Action Plan:
Proposing the student to create their own Blog.

Goals:
To Development E-content on varied topics.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Publishing Simple Research papers by students	Encourage Student to reach publication houses for their paper submission	Creation of Students Blog 20 articles to be uploaded per semester by students	30 articles to be uploaded per semester by students	50 article to be uploaded per semester by students

Persons Responsible:
Ms. Sandhya

3. Automated Library.

Action Plan:
Proposing a systematic way of availing books from Library.

Goals:
To increase availability of books

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Creation of common email id to request for needed books	Review of Book list (Students Proposals)	Fully Automated Library	Fully functional PG Library	Fully automated PG Library

Persons Responsible:
Ms. Neetha

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement & Development schemes

Action Plan:
Proposing developmental schemes to students.

Goals:
To facilitate a plinth for broader career perspective.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Committee to conduct aptitude and personal interview rounds for final year students	Proposing Department wise language lab	2 capacity enhancement programs	2 capacity enhancement programs	3 capacity enhancement programs

Persons Responsible:
Ms. Neetha

2. Career Counselling

Action Plan:
Proposing to establish a stronger career counselling cell.

Goals:
To provide the required guidance for students related to career aspects.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Regular Talk on Job market by subject teachers	Conduct of academic competitions with industrial relevance	Conduct of various model HR rounds based on different industries	Conduct of various Aptitude rounds	Committee of HRs and Faculty to be formed

Persons Responsible:
Ms. Cassandra

3. Increase the diversity of students

Action Plan:
Framing up new promotional strategies.

Goals:
To have varied student diversity.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Working with Promotion Committee	Promotion at state levels	Cross Boundary promotions	Tie-up with Consultancies	International Promotions

Persons Responsible:
Dr. Kishore

4. Better Placements

Action Plan:
Revision of Entry level jobs

Goals:
100 % Placements.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging students to sign 'Letter of Intent'	Encouraging students to attend a week training programme delivered by Placement Cell	Discussion with Industrial estates for hiring skilled students	100% Placements	Average hike in salary of 10% from the previously placed students and at least 50% placement in highly reputed companies

Persons Responsible:
Mr. Zameer

5. Alumni Engagement

Action Plan:
Collaboration with alumni for assistance in placements.

Goals:
To build stronger alumni relationship.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Alumni assistance for placement, Career Counselling by Alumni	Alumni assistance for placement Alumni Workshop	Alumni assistance for placement Alumni Funding programs	Alumni assistance for placement Alumni Funding programs	Alumni assistance for placement Alumni Funding programs

Persons Responsible:
Ms. Sandhya

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Environmental Sustainability

Action Plan:

Integration of academics in pursuit of balancing ecological well-being.

Goals:

To develop a critical understanding of environmental issues.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Talk on going green with relevance to current day news in the classroom	Assignments to be given to generate more ideas on reducing plastic usage	Celebration of Go Green Week from Department	Celebration of Go Green Week from Department	Join BBC World Live from class on environment issues

Persons Responsible:

Ms. Cassandra

---

2. Professional Ethics

Action Plan:

To create a plan of work to inculcate professionalism.

Goals:

To help the student to learn professional dynamics.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Mentoring the grooming aspect of students	Introducing a session of DILO Concept (A Day in the life of an eminent personality)	Interactive session with start up owners at college	Independent Course on Professional Ethics for all Management Students	Independent Course on Professional Ethics for all Management Students

Persons Responsible:

Dr. Kishore

3. Best Practices

Action Plan:

To re-design the best practices.

Goals:

To support holistic development of the students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Social Outreach Program, Compulsory Internship for all students	"Each One Teach One" Program for slow learners	Village Adoption program, "Lending a Helping Hand" program	Village Adoption program, "Lending a Helping Hand" program	Tie with IIM for incubation centre

Persons Responsible:

Ms. Cassandra

Department of SCIENCES

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new courses/programs
2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development
3. Introduction of CBCS/Elective courses in the program
4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum
5. Inclusion of student projects in curriculum
6. Internationalization of curriculum
7. Starting Online Courses

1. Introduction of new courses/programs

Action Plan:

Designing a curriculum that is relevant, skill oriented and futuristic

Goals:

New UG Programmes, new PG Programmes, Skill Enhancement Courses

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1. B.Sc [MSCS] 2. B.Sc. [PJCS] 3. Skill Enhancement Course on Python for UG	M.Sc. Psychology	Skill enhancement course on Cyber Forensics and Information Security	MCA / M.Sc. Computer Science	Skill Enhancement Course on Data Analytics using Python for PG

Persons Responsible:

Mr. Prakash Chandra Behera, Mr. Chinmaya D

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:
Revising syllabus to enhance employability, entrepreneurship, research skill and development

Goals:
1Tutorial Class, 1 Case Study based Teaching Learning Activity, 1 Revised syllabus for add on programme

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Tutorial Class	Case Study based Teaching Learning Activity	Specialization programme on 'Amazon Web Services'	Revised syllabus for add on programme	Workshop on 'Entrepreneurship Opportunities'

Persons Responsible:
Ms. Jayalakshmi R, Dr. Jyothi

---

3. Introduction of CBCS/Elective courses in the program

Action Plan:
Introducing Elective courses/CBCS Course

Goals:
2, UG Course, 2 PG Course

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1. B.Sc [MSCS] 2. B.Sc. [PJCS]	M.Sc. Computer Science	MSc Mathematics	MCA	MSc Statistics

Persons Responsible:
Mr. Prakash Chandra Behera, Mr. Chinmaya Dash

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:
Incorporating environmental and Human Values & Professional Ethics Programme

Goals:
Focus on environmental issues, Cyber Forensics, Information Security,

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Awareness programme on environmental issues	Add on programme on Information Security	Add on programme on Cyber Forensics	Workshop on the relevance of professional ethics	Projects based on connection of technology in sustainable development of environment

Persons Responsible:
Mr. Prakash Chandra Behera & Mr. Chinmaya D.

5. Inclusion of student projects in curriculum

Action Plan:
Allowing students to involve in research and futuristic product designing through project/Internship

Goals:
Internship Project, Research Funding Project, Product Design Project, Lab Set up in association with IBM

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Internship Project	Product Design Project	Exhibiting the project works done by students at national/internation al level	Research Funding Project	Lab Set up in Association with IBM

Persons Responsible:
Mr. Prakash Chandra Behera, Mr. Chinmaya D

6. Internationalization of curriculum

Action Plan:
Offering Internationalization programme

Goals:
1 Collaboration

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Collaboration with Christ University	Distant learning affiliated to foreign university	Student exchange programme with Royal Bhutan University, Bhutan	Specialization programme in collaboration with foreign university	Honours programme in collaboration with foreign university

Persons Responsible:
Mr. Prakash C B, Mr. Chinmaya D

7. Starting Online Courses

Action Plan:
Offering online programme through Linkage between various bodies

Goals:
2 MOOC Programme (Offered by Govt), 1 Online programme (Linkage),

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
SWAYAM	AWS Academy	EDX	Oracle Academy	IEEE

Persons Responsible:
Ms. Sherin, Ms. Divya

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques
2. Use of ICT for effective teaching
3. Teacher quality
4. Participation of teachers at National and International level
5. Faculty Development
6. Evaluation system

Action Plan:

Faculty development programs, quality improvement programs, workshops and skill training, Mooc Courses, Capturing lectures.

1. Introduction of innovative teaching techniques

Action Plan:

To introduce innovative teaching techniques to prepare students for the real world in making skills as important as knowledge.

Goals:

Project based learning, Audio & Video Tools, Team work, Playful Games, Machine Learning, Peer Teaching, Remedial coaching, Moodle based E-learning environment, Model based learning, Audio/Video conference from corporate sectors, learning through document.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1. Project based learning 2.Peer Teaching 3.Remedial Coaching	Audio video tools Team learning	Moodle based E-learning environment	Audio/Video conference from corporate sectors.	Machine learning experiences

Persons Responsible:

Faculty members of the department

2. Use of ICT for effective teaching

Action Plan:

To lead to an improved student learning and better teaching methods.

Goals:

Power point presentation, video lecturing, online exams, online assignments, E-learning, Moodle based exams

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1. Power point presentation 2. Online Assignments	E-learning	Video lecturing	1. Moodle based exams	Online exams

Persons Responsible:

Concern subject teachers

3. Teacher quality

Action Plan:

To improve the quality performance.

Goals:

National/International level journal publications one in a semester, consultancy, Ph.D., NET, KSET, Book/Chapter Publications, Editorial board members in journals, Reviewers in journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Consultancy like guest lecture, Question paper setting Registering for Ph.D. National/International level UGC journal publications	Achievement of NET/KSET Book / Chapter Publication	National level Scopus journal publications	International level Scopus journal publications	Editorial board member in Scopus indexed journals

Persons Responsible:

All the faculty members of the department

4. Participation of teachers at National and International level

Action Plan:

Compulsory participation of teachers at national and international level conferences

Goals:

National and international level journal publications one in a semester, Participation in seminars, workshops, conferences faculty development program and refresher course, Guest lectures, panel discussion member

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Completing one Swayam FDP Completing one UGC refresher course	Completing one short term course	National/ International level participation in symposium	National/ International level participation as a guest lectures	National/ International level participation as a panel discussion member

Persons Responsible:

All the faculty members of the department

---

5. Faculty Development

Action Plan:

To Develop the skills in the performance of the teachers.

Goals:

3 FDP programs, 2 Quality Circle Programs and 2 Seminar programs,(NPTL course) common online course for the enrichment of knowledge (quality enhancement), Mooc Courses

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Quality circle program (student involving in academics)	FDP on classroom management	Quality circle program for MOOC courses	Seminar on Quality enhancement on in teacher education	Seminar on how to improve teachers'Psychologic al skills

Persons Responsible:

Ms. Jayalkshmi & Dr. Jyothi

6. Evaluation system.

Action Plan:

Assessment and evaluation system to be intended to determine performance in relation to the stated outcomes for the course.

Goals:

Teachers' Appraisal, Peer Appraisal, Academic Appraisal, course plan audit, Academic Journal, Department audit, course outcome

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Class Test Online Assignment Continuous Internal Assessments	Progression tracking system	Compulsory Online course completion		

Persons Responsible:

Ms. Jayalakshmi, Ms. Divya

III. RESEARCH AND PUBLICATION

Initiatives

1. Externally funded projects
2. Undertaking minor and major projects
3. Publication in UGC recognized journals
4. Student-teacher projects
5. Industry- academia collaboration
6. Capacity building for consultancy
7. Number of patents
8. Number of books
9. Incubation of start ups
10. Revenue generated from consultancy

1. Externally funded projects

Action Plan:

Collaborating external agency to fund project development

Goals:

6 external funded projects

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Sending proposal to two different funding agencies	1	1	2	2

Persons Responsible:

Dr. Jyothi

2. Undertaking minor and major projects

Action Plan:
Undertaking for minor or major project

Goals:
08 projects

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
01	01	01	02	02

Persons Responsible:
Dr. Jyothi

3. Publication in UGC recognized journals

Action Plan:
Publishing Research article in UGC recognized Journal

Goals:
57 Publications

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
07	10	12	15	15

Persons Responsible:
Department Faculty

4. Student-teacher projects

Action Plan:
Providing platform for developing projects

Goals:
650 Student-Teacher Projects (Major and Minor Projects)

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
110	120	130	140	150

Persons Responsible:
Ms. Jayalakshmi, Ms. Divya

5. Industry- academia collaboration

Action Plan:
Collaborating with Industry for academic excellence

Goals:
13 Industry Collaborations

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
2	2	3	3	3

Persons Responsible:
Mr. Chinmaya D, Mr. Prakash C B

6. Capacity building for consultancy

Action Plan:
Enhancing skills for consultancy need

Goals:
07

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
1	1	1	2	2

Persons Responsible:
Ms. Sherin

7. Number of patents

Action Plan:
Generating new inventions and getting patent

Goals:
03

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
01	01	01	01	01

Persons Responsible:
Dr. Jyothi

8. Number of books

Action Plan:
Publishing book based on curriculum

Goals:
07 Books

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
01	01	01	02	02

Persons Responsible:
Ms. Somanjoli M

9. Incubation of start ups

Action Plan:
Establishing Incubation centre

Goals:
05 Incubation of Start up

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Incubation of Start up	Incubation of Start up	Incubation of Start up	Incubation of Start up	Incubation of Start up

Persons Responsible:
Ms. Somanjoli M

10. Revenue generated from consultancy

Action Plan:
Generating revenue from Consultancy work

Goals:
50000

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
5000	5000	10000	10000	20000

Persons Responsible:
Ms. Somanjoli M

IV. Learning Resources

Initiatives

1. Enhancement of Library Usage
2. E-journals and Books
3. Development of E-content
4. Fully automated Library

1. Enhancement of Library Usage

Action Plan:

To engage the students as well as faculty members to make use of library resources for enhancing their knowledge.

Goals:

Assignmentssubmission, Library must be operational on Sundays, cross institutional collaboration, e-portfolio

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Tie up with NDL(National Digital Library) Out of 5 assignments one writing assignment to be given referring e-resource Encouraging students to use Department Library.	Central Library must be operational on Sundays for nearby localities. Keeping books and audio books for special category of students (eg. Blind students)	Introducing cross-institutional collaboration to enhance learning environment.	Partial Automated Department Library	E-collaboration to enhance virtual learning environment(VLE) Developing e-portfolio

Persons Responsible:

Ms. Divya

2. E-journals and Books

Action Plan:

To engage the students as well as faculty members to make use of e-journals and books for knowledge enrichment.

Goals:

Online databases, journals, developing content management system, various subject specific databases, 2 Department e-journal, IEEE-eBook and IEEE-e-Journal,e-SoudhSindhu,CSI communications, ICT magazines.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Associating with various online databases and journals. Reach out Science students with CSI communications, ICT magazines, e-SoudhSindhu	Content Management System to attain student queries.	IEEE journal	Publishing Books as per the new course and curriculum introduced..	Publishing Department e-journal.

Persons Responsible:

Dr. Jyothi, Ms. Jayalakshmi

3. Development of E-content

Action Plan:

e-contents help educators and students for conceptualizing various topics.

Goals:

Lecture notes and PowerPoint presentations, SWAYAM, CEC (Consortium for Educational Communication), Academic Standing Committee, Online Courses and related e-content, Policies and Mechanisms.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Uploading Lecture notes and PowerPoint presentationscreated and designed by institution faculty members, Become part of CEC.	Enroll the institution in SWAYAM to opt/ develop e-content	Initiating online courses as per industry demand and developing e-content for the same.	Making Online courses more professional and systematic by employing policies (Copyrights, Access rights) and mechanism.	Introducing more online courses as per industry demand and make it available for other institutions

Persons Responsible:

Ms. Somanjoli and Ms. Sherin

4. Fully automated Library:

Action Plan:

Fully Automated Library leads to complete the transaction in minimal time.

Goals:

OPAC System, Automated Login/Logout, Installing Software, Electronic Display, Library Management ERP.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Automated Login and Logout system in Central Library to lead partially automated library system.	Installing software to regulate fully automated central library.	Making Central Library more vibrant e.g. electronically displaying book of the week, news headlines	Strengthening the policies of transactions from department library by introducing more initiatives like book donation scheme, special consideration etc.	Creating an ERP for Department Library Management System

Persons Responsible:

Ms. Divya and Ms. Somanjoli

V. Student Support

Initiatives

1. Capability Enhancement & Development schemes
2. Career Counselling
3. Increase the diversity of students
4. Better Placements
5. Alumni Engagement

1. Initiative: Capability Enhancement & Development schemes

Action Plan: Commencing new schemes to enrich the potential of students

Goals:

1Competitive examinations training program, 3 Vocational training programs, 3 Soft skill development programs, 1 Reformative program for slow learners, Advanced programme with scholarship for high achievers, 1 Personal counselling program

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Vocational training on 'Computer Network Management', Competitive examination training programme	Soft skill development program on 'Communication Skill'	Soft skill development program on Team Building	Advanced program on 'Entrepreneurship' with scholarship for high achievers	Vocational training on 'Network Security' Soft skill development program on Leadership

Persons Responsible:
Ms. Jayalakshmi R., Ms. Sherin

2. Initiative: Career Counselling

Action Plan:

Developing new standards to ensure relevant career decisions among students.

Goals:

2 workshops to encourage career exploration, 2 Technical talks to upgrade the significance of resume/interview experience, 1 Team activity to emphasize the value of networking, 2 Seminars on online learning resources, 1 Case study

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Technical talk by expert from industry to upgrade the significance of resume/interview experience	1.Team activity on 'Changing Mindsets and Deepening Collaboration' to emphasize the value of networking	1.Seminar on certified free online learning resources	1.Technical talk by alumnus from industry to upgrade the significance of resume/interview experience	1.Workshop on 'Career Skills' to encourage career exploration
Workshop on 'Career Planning' to encourage career exploration				

Persons Responsible:

Mr. Chinmaya Dash & Mr. Prakash Chandra Behera

3. Initiative: Increase the diversity of students

Action Plan:

Ensuring campus diversity by focusing on diversified student admissions in the department via specialized promotional/ admission policies and student activities

Goals:

Reaching out to varieties of communities, 2 Special schemes in the admission policy, Collaborating with alumni/consultancies, 1 Activity among students to promote diversity, Collaborating with Community Based Organizations (CBOs).

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Reaching out to categories of communities via publicity	Collaborating with alumni	Collaborating with Govt. approved consultancies	Conducting group activity based on the theme 'Promote Campus Diversity and Experience A Global Campus'	Collaborating with Community Based Organizations

Persons Responsible:

Ms.Sherin, Ms. Divya

4. Initiative: Better Placements

Action Plan:

Facilitating better placements by systematic in – house training among students besides by improving the industry networking in association with Placement Cell of the Institution.

Goals:

2 Workshops, 2 Skill development trainings, Internship programme, 3 Mock assessments, Company – Institution Collaboration

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Workshop on 'Career Development Programme as per Industry Standards'	Mock assessment on 'Aptitude/Group Discussion skills'	Workshop on 'Placement Training, the Demand by Industry'	Skill Development Training on 'R'. Mock assessment on 'Technical and HR skills'	Company – Institution Collaboration with MoUs to get assistance in online training & campus recruitments

Persons Responsible:

Mr. Prakash Chandra Behera& Mr. Chinmaya Dash

5. Initiative: Alumni Engagement

Action Plan:

Advancement of alumni engagement by adopting various strategies with an objective to stay connected.

Goals:

Annual alumni meet, Technical talks by alumni, Awards, Skill Development Workshop by alumni, Alumni portal, Online networking, Placement trainings, Involvement in extra – curricular activities, Sponsorships, Campus recruitments, Designing add – on course curriculum

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Annual alumni meet, 'Homecoming' on the 2nd Second Saturday of April. 'Overall Excellence Award', for the right candidate in the 1st year batch, course – wise Exclusive placement training during semester holidays for the 3rd year batches	Technical talks by alumni on relevant topic. Skill Development Workshop by alumni as per the current industry requirement	Introducing Alumni portal and linking it with Institution website. Conducting extra – curricular sports/cultural activities for the current batch students by alumni	Getting assistance from alumni in campus recruitments via references	Involving alumni in the design of curriculum of add – on courses

Persons Responsible:

Ms. Somanjoli Mohapatra, Ms. Sherin

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Equity promotion schemes
2. Environmental Sustainability
3. Professional Ethics
4. Best Practices

1. Equity promotion schemes

Action Plan:
To design special schemes to address equity and inclusion in respect of Minorities, Women and Weaker sections

Goals:
Admission Policy of institution, Scholarship for SC/ST/OBC/Minorities/Girl Child, Special Coaching Classes forSC/ST/OBC/Minorities, Reservation Policies for marginalised sections of the society, Ladies Quota, Higher Education for Persons with Special Needs, Women Study Centre, Special Training Program for Women candidates.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Equal Opportunity, SC/ST/OBC/ Cells to be established to ensure equity and inclusion. SC/STs Rajiv Gandhi National Scholarship/ Fellowship for SC/ST Candidates Minorities Coaching Scheme.	Special action plan to be initiated for persons with disabilities. Special Scholarship/ Fellowship for Single Girl Child	Higher Education for Persons with Special Needs e.g. Visually Handicapped Persons.	Post-Graduate Scholarship for SC/ST Candidates. Development of Women Studies Centres.	Designing special schemes to address equity and inclusion in respect of Minorities, Women and Weaker sections of the society

Persons Responsible:
Ms. Sherin, Ms. Divya

2. Environmental Sustainability

Action Plan:

Would like to set up a Green IT system through the practice of using computers and IT resources in a more efficient and environmentally-responsible way.

Goals:

Sleep Mode in Computer, LCD Monitors, Email Communication, Lectures, Awareness Program, Digital Library, Document Management System, Network Attached Storage, 100% recycled paper.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Participating in the Energy Star Low Carbon IT Campaign. Cloud computing can also be thought of as one of the options that would save both cost and time. Implementing virtualization in order to have less power consumption, power backup, space and IT investment (e.g., by implementing VMWare, Microsoft Hypervisor, etc.)	Implementing a digital library, thereby encouraging a paper-less environment. Procurement of power-efficient IT equipment so that energy can be saved directly; the low heat emission will help reduce the use of air conditioners; and the low consumption will save the use of the UPS as well as battery.	Implementing video-conferencing facilities, thereby reducing travel cost related to visiting faculties. Communicating with students electronically via email, web conferencing, etc	Using 100% recycled paper, if at all it is absolutely necessary to be used. Server virtualization can be provided in order to minimize the usage of energy for test purposes.	Implementing NAS (Network Attached Storage) for various storage options as well as setting up a Document Management System for proper sorting as well as restoration of those files.

Persons Responsible: Ms. Sherin, Ms. Divya

3. Professional Ethics

Action Plan:

To develop the capacity to discern the nature of organizational cultures, in relation to one's own set of ethical principles, values and also to understand the factors that influence ethical behavior and ethical organizational and institutional climates for decision making and analysis.

Goals:

Institutional Code of Conduct, College assigned e-mail id, Academic Integrity, Electronic mode of communication (e-mail), Certificate program on ethics, Ethical department culture, Assessment Plan.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Use of College assigned email-id for any official communication. Academic Integrity: Students as well as faculty members must maintain high academic standards.	Incompliance with institution-wide initiative, faculty members will correspond electronically with students only through College assigned email accounts.	Concrete plan of ethical department culture. Implementing departmental ethical policies stringently.	Reframing the code of conduct as per requirement.	Implementing Assessment plan for valuing socially responsible and civic-minded graduates.

Persons Responsible:
Dr. Jyothi and Ms. Somanjoli

4. Best Practices

Action Plan: Best Practices in terms of activities, policies, and programmatic approaches are meant to achieve positive changes in student attitudes and academic behaviours.

Goals: Move on with an Intellectual, Program Academic Analysis Committee (PAAC), Scholar of the Day Program, Adaptive Curriculum designing, diverse environment, Research Aptitude.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Implementing 3D (Directing, Discussing, Delegating) Teaching Style.	Scholar of the Day	Providing premium quality learning spaces, resources and technologies.	Inculcating Intensive Research aptitude among students.	Instilling Scholastic learning Platform.
	Subscribing e-journal	Establishing internationally and culturally diverse environment.		Promoting Academic and Research Collaboration.
Move on with an Intellectual	Program Academic Analysis Committee (PAAC)			
Conducting Workshops/ Seminars/ Conferences on current trends and technologies				

Persons Responsible:

Ms. Jayalakshmi and Ms. Divya

Department of
LANGUAGES

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new courses/programs

Action Plan:
Designing a curriculum that is relevant, skill oriented and futuristic

Goals:
Add-on certification programs, certificate programs, skill enhancement course

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Certificate program in Nudi (Kannada typing)	Certificate Program in spoken language (Kannada & Hindi)	Diploma program in Translation	Starting Online course	Starting Online Course

Persons Responsible:
Prof. Madesh N.

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan
- To revise the syllabus to make students adept at language.

Goals
- Collaboration and additional papers

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Movie review by students	Collaboration with Educational Institutions and Sahitya Parishad.	Collaboration with Media Industries.	Online Course	Online Course

Persons Responsible:
Ms. Sashikala U.

3. Inclusion of student projects in curriculum

Action Plan
- To initiate research aptitude in students.

Goals
- To write research papers for conferences and seminars

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encourage Students to take part in other college literary activities	Student research paper for seminar	Student research paper for Conference	Minor research projects	Major research projects

Persons Responsible:
Dr. Atul Pandey

3. Starting Online Courses

Action Plan
- To facilitate learning through technology and online resources

Goals
- Online courses

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Feasibility of studies with Online courses	Tying up with reputed institutions for providing additional courses	Starting 1 online course	Online Course on Hindi writing :Tips & Techniques	Online Competitive exam courses

Persons Responsible:
Dr. Atul Pandey

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan
- Articulating teaching and learning outcome for students and faculty for holistic development

Goals
- Faculty Development Programs, quality improvement programs, workshops and skill training, MOOC Courses, Capturing lectures

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
• Conducting national seminar • Making MOOC Courses compulsory	Conducting International conference	Inter-departmental FDP	Conducting Short term course	Conducting refresher courses

Persons Responsible:
Prof. Madesh N.

2. Use of ICT for effective teaching

Action Plan
- Capturing lectures, e-assignments, online lectures

Goals
- Empowering through usage of technology in enhancing the teaching, learning process

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Google classroom YouTube channel	E – Books for learning theories, courses and novels.	Introduction of MOODLE to enable online class test	Conducting Exam in MOODLE platform	Online lectures

Persons Responsible:
Dr. Supriya

3. Teacher quality

Action Plan
- Enshrining teachers' quality through effective teaching and professional development

Goals
- To participate in FDP, Projects, Refresher Course, Research methodology courses.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Publishing more articles in UGC approved journals	All faculty Member Clearing NET/SET	• Faculty to go for consultancy. • Completing PhD	• Publishing books • Publishing an article in a book.	Faculty tie-up with Consultancy

Persons Responsible:
Dr Rashmi

4. Participation of teachers at National and International level

Action Plan
- To impart professional knowledge and research calibre among teachers

Goals
- To participate in conference, workshops, seminars in national and international levelT

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Participating in UGC approved conferences.	Participation of faculties in national and international social activities.	Faculty to take up UGC sponsored minor project	Faculty to take up UGC sponsored major project	Faculties to attend conferences abroad. Faculties can participate as Chief Guest in national and International conferences

Persons Responsible:
Dr. Supriya

5. Faculty Development

Action Plan
- To enhance the knowledge and professional skills of teachers

Goals
- Starting Refresher, Orientation courses, Faculty Exchange Programme

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculty Quality Circle	In-house workshop	International seminar & Conference Writing proposals for Minor projects	Faculties can provide certified program on various subjects	Writing Proposal for Major projects

Persons Responsible:
Dr. Desmukh

6. Evaluation system.

Action Plan
- To enhance and improve the teaching and learning process

Goals
- Evaluation through qualitative and quantitative methods

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Department meeting with student in charges	Evaluation through Google forms	Online feedback system	Online feedback system with remedial mechanism	Online feedback system with remedial mechanism

Persons Responsible:
Dr. Desmukh

III. RESEARCH AND PUBLICATION

Initiatives

1. Externally funded projects

Action Plan
- To create an interdisciplinary research environment towards sustainable society.

Goals
- Designing a policy to undertake major and minor projects from external agencies

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Sending Proposal for project	01 Project	01 Project	01 Project	01 Project

Persons Responsible:
Dr. Supriya

2. Undertaking minor and major projects

Action Plan
- To create a research environment and promote social responsibility

Goals
- Undertaking research projects both major and minor from government and private agencies

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Sending Proposal for Minor and Major Project	At least 2 minor projects from UGC/IMPRESS	Undertaking major /minor research projects from State Government	Undertaking 1 major/minor research projects from Central Government	Undertaking 1 major/minor research projects from Central Government

Persons Responsible:
Dr Atul Pandey

3. Publication in UGC recognized journals

Action Plan
- To promote quality research and development

Goals
- Publishing research articles in peer reviewed and UGC recognised journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
02	03	03	03	04

Persons Responsible:
Dr. Rashmi

4. Student-Teacher projects

Action Plan
- Empowering students to take research projects.

Goals
- Designing a curriculum that is relevant, skill oriented and aimed at futuristic development of students and faculty

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
01	01	01	01	01

Persons Responsible:
Dr. Rashmi

5. Capacity building for consultancy

Action Plan
- To provide professional experts and advice in their respective disciplines

Goals
- Inculcating a consultancy policy to provide professional advice to government and non-government agencies

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging faculties to collaborate with external agency in consulting activities	Providing short term and long term consultancy activities for academic institutions	01 Consultancy program	02 Consultancy program	03 Consultancy program

Persons Responsible:
Prof. Madesh

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan
- To provide lifelong learning and reading skills

Goals
- Usage of Inflibnet, Delnet and e-resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Library based assignments (Inflibnet and delnet)	Notes should be taken by students by referring with books in library.	Development of a functional department library	Mobile app to check the library books available	Mobile app to check departmental library books available

Persons Responsible:
Dr. Desmukh

2. E-journals and Books

Action Plan
- Blogs, E-thesis, E-projects, E-reviews

Goals
- To enhance the usage of e-resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Assignments based on e-resources	Subscribing language related e – magazines, journals	Book collection drive	Article writing by referring it with e-journals	E-Library centre

Persons Responsible:
Dr. Desmukh

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement & Development schemes

Action Plan
- To increase the growth and capability of students professionally

Goals
- Guidance for Competitive exams, guest lectures, filed visits,etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Educational trips to historical relevant places.	Peer Teaching	Students should create text books educational videos aiming for the backward class students in the villages.	Guidance for competitive exams	Student guest lecture series

Persons Responsible:
Prof. Shashikala

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Equity promotion schemes

Action Plan
- To promote gender equity and equal representation

Goals
- Workshop, seminars, conference, etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Workshops conducted to augment gender sensitivity	Conduct some program related to women empowerment	Conduct some program related to constitutional rights	Conduct some program related to human rights	To take some initiatives for Under- privileged students

Persons Responsible:
Prof. Shashikala

2. Environmental Sustainability:

Action Plan
- To create awareness on environment sustainability for the future.

Goals
- Blogs, Eco trips, Village camps, eco friendly products, etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting Awareness programs for Environmental Sustainability.	To create a Plantation Zone	Students Camp at Village and provide free saplings.	Making Paper bags and selling in nearby shops	Felicitating the Garbage Collectors and honouring them.

Persons Responsible:
Dr. Atul

3. Best Practices

Action Plan
- To promote various values in exchange of knowledge and creativity.

Goals
- To improve knowledge among the Students .

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting Intra collegiate literary actives for students.	Conducting Inter collegiate literary actives for students	Conducting workshop for students.	Conducting seminar for students.	Conducting conference for students.

Persons Responsible:
Dr Deshmukh

ASPIRATIONAL STATEMENT:
"To provide an excellent and value based commerce education with requisite levels of competence for employment in the domestic and global market."

PG Department of
COMMERCE

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new courses/programs

Action Plan:

Designing a curriculum that is relevant, skill oriented and futuristic

Goals:

To commence3 new courses, 4 Post graduate Diploma programmes, 3 Certificate Courses, 2 skill enhancement courses

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
PG Diploma in Bank &Insurance Management	Certificate course in R software	M.Com FA (Affiliated to Bangalore University)	PG diploma in Forex Management	M.Com with ICWAI (Tie up with ICWAI Bangalore Chapter) PG Diploma in Export Management

Persons Responsible:

Ms. Seema Joseph & Dr. Siva Murugan

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:

- To conduct compulsory paper publication and presentation by the students and students conducting inter and intra collegiate conference
- To start inhouse department research journal with ISBN to increase the quality of research.
- To start incubation centre for development of entrepreneurship.

Goals:

- Enhance employability, Entrepreneurship, Research skill and development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Support alumni start ups Student Exchange Program on SPSS and AMOS.	Conducting workshops and seminars on Entrepreneurship development	Compulsory MOOC courses on research and entrepreneurship	Students research proposal submission to government agencies	In-house department Research journal, compulsory quality research paper contribution by each student to the journal

Persons Responsible:

Ms. Seema, Dr. Vidyashree

---

3. Introduction of CBCS/Elective courses in the program

Action Plan:

To offer 3 elective programs

Goals:

Introducing new elective programs which will enable the students to have a better choice as per their interest.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introduction of 'Write to Write, an open elective	Introduction of Finance and Banking elective	Introduction of System Management	Being autonomous and trying to introduce new elective course on par with the requirement of the job market	Continuation of the courses introduced

Persons Responsible:

Dr. Siva Murugan, Dr. Vidyashree

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:
- Designing a curriculum that includes gender sensitivity, environment sustainability, human values and professional ethics

Goals:
- 2 new add on programs on professional ethics

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Designing a program to enhance the issues of gender sensitivity environment sustainability, Human Values and professional ethics of the students	Introduction of 20 hours Human values and professional ethics enhancement program for all the students	Introduction of environment and gender sensitivity add on program for all the students	Continuation of both the courses for the all the students	Continuation of both the courses for the all the students

Persons Responsible:
All the Faculty members

---

5. Inclusion of student projects in curriculum

Action Plan:
Designing a curriculum that incorporates projects in such a way that the projects contribute value to the real world

Goals:
One compulsory project for the final year students which is feasible.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Compulsory Project reports to be prepared by IV semester M.Com students	Field work based project reports Internship based project reports Compulsory project submission by final year M.Com students	Field work based project reports Internship based project reports Compulsory project submission by final year students	Once autonomous, inclusion of one compulsory minor project in the curriculum for the students of first and Second year M.Com which is industry specific.	Preparation of minor projects by all the students once in a year.

Persons Responsible:
Dr. Vidyashree

6. Internationalization of curriculum

Action Plan:
- Tie-ups with international universities through MOUs

- **Goals:**
  International faculty and student exchange program to enhance global employability

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Contacting foreign universities and making proposals for tie-ups	Faculty exchange with the tied-up university	Student exchange with the tied-up university	Introduction of foreign course in the curriculum	Foreign industry integrated course in the curriculum

Persons Responsible:
Ms. Seema, Dr. Vidyashree

7. Starting Online Courses

Action Plan:
To have a MOOC course designed by the Department

Goals:
Making the department visible nationally and internationally.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Introduction to Research	Introduction to Advanced e-Commerce	Introduction to e-banking services	Introduction to Online Trading	Introduction to CSR-Corporate Social Responsibility

Persons Responsible:
Dr. Vidyashree

II. TEACHING-LEARNING & EVALUATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan:

Introduce newer and better student centric teaching methods to give a practical and application level learning platform to the students.

Goals:
- To enhance the level of understanding of the students
- To enable the students to learn the subjects with enthusiasm.
- To make the classroom sessions more interesting

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Teaching Practice for UG students Compulsory corporate internships	Student Quality Circles	Current affair session relevant to the topics Research related sessions and practice	Simulation Classes Audio and Video lectures	Study tours and cultural trips

Persons Responsible:

Ms. Seema Joseph & Dr. Siva Murugan

2. Use of ICT for effective teaching

Action Plan:

Make use of the latest technology for teaching learning

Goals:

To enhance technology-based learning and making learning innovative

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Webinars Online assignment	Virtual teaching	App-based teaching	Audio and video sessions	Online sessions by industry experts

Persons Responsible:

All Faculties

3. Teacher quality

Action Plan:
- Enhancement of teaching faculty's research ability and teaching-learning.

Goals:
- The long-term goal is to have all faculty with PhD and Post-doctoral studies.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Teachers to be a part of technical sessions, guest lecture in other colleges.	Teacher enrolling for Post-Doctoral & to be a part of other universities as chairs and visiting professors.	Faculty as research guides. Faculty rendering consultancy services	Having a research centre for the PG department of Commerce	All faculty with PhD and Post-doctorate

Persons Responsible:
All Faculties

4. Participation of teachers at National and International level

Action Plan:
Providing an opportunity to the faculty to attend national and international level conferences, workshops, seminars and FDPs

Goals:
Making the Department visible nationally and internationally

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Teachers to compulsory participate & present papers in two National and Inter-national conferences both the semesters.	Teachers to go abroad and attend at least one Inter-national conference	Teachers presenting papers at Inter-national level through skype.	Teachers presenting One national and inter-national papers in India and Abroad.	Teachers presenting One national and inter-national papers in India and Abroad.

Persons Responsible:
Ms. Seema

5. Faculty Development

Action Plan:

Faculty development programs, quality improvement programs, workshops and skill training, MOOC Courses, Capturing lectures.

Goals:

To enhance teacher and quality teaching.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging the teachers to start at least one MOOC course to make the department visible in the virtual teaching field	Encouraging teachers to go for guest speaker, acting as a chairperson in conference and seminars in other colleges/deemed universities.	Continuing the MOOC courses and making improvement in the same	Starting a MOOC channel from the department	Organising Faculty quality circles to enhance the knowledge among teaching fraternity.

Persons Responsible:

Dr. Ramanathan

6. Evaluation system.

Action Plan:

- Set up a robust and transparent evaluation system

Goals:

- Evaluation of students in a fair manner

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Evaluation as per the university Overall evaluation of a student based on presentation skills and leadership skills.	Evaluation as per the university Overall evaluation of a student based on presentation skills and leadership skills.	To carry on evaluation in fair way that the students are benefited, and the results are declared at the earliest	To carry on evaluation in fare way that the students are benefited, and the results are declared at the earliest	To carry on evaluation in fare way that the students are benefited, and the results are declared at the earliest

Persons Responsible:

Dr. Siva Murugan

III. RESEARCH AND PUBLICATION

Initiatives

1. Introduction of innovative teaching techniques

Action Plan:

To get maximum funds from externally (government & non-government bodies) and Internally funded projects (management) for the project proposal reports prepared by the teachers.

Goals:

- Effective utilization of externally (government & non-government bodies) and Internally funded projects (management) for the needs of the society and Having at least one project (major or minor) for every teacher in an academic year.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
ICSSR Sponsored project - Minor	IMPRESS Sponsored project	ICSSR Sponsored project - Major	JNMF Sponsored Project	ICMR & ICSSR Joint Sponsored Project

Persons Responsible:

All Faculty

---

2. Initiatives: Publication in CARE recognized journals

Action Plan:

- Publication in CARE recognized journal for the quality research output and Promotion of research aptitude in the teachers to increase quality papers

Goals:

- Quality research which will help to update expertise of the teacher and students At
- least 2 publications every year in CARE recognised Journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Mandatory research in UGC & impact factor approved Journals	FDP on research and publication on CARE rated Journals	Student training for Research and publication	Mandatory research paper for all the students in CARE rated journals b, c, d	Mandatory research paper for all the students in CARE rated journals (A)

Persons Responsible:

All Faculty

3. Initiatives: Student-teacher projects

Action Plan:

Introduction of student teacher projects for the betterment of student identifying the students who are capable of doing research and assigning topics of research to them

Goals:

To enhance knowledge and teacher - student relationship select students to be given projects based on industry requirement and student interest.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Coming up with big idea projects which serves the society and current industry requirements	Two to three students work together in a year on a minor projects	Creating Project proposal by students	Sending proposals to government organisation	Sending proposals to NGOs

Persons Responsible:

Dr. Vidyashree

4. Initiatives: Industry- academia collaboration

Action Plan:

- New MOU and Internship contracts with various Government organisation, industries and corporate bodies (NACIN & Peenya industries)

Goals:

- Effective industry collaboration to enhance placements and Bridging the gaps between academic and industry through partnership

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Certificate program in customs operations - NACIN	Industry enhanced curriculum with the help industry experts	Develop industry-ready entry-level talents for high-skilled jobs through industry training	Promote more industry and college collaboration via curriculum development	Tax officers - Students Interaction

Persons Responsible:

All Faculty

5. Initiatives: Incubation of start up

Action Plan:

Introduction of PG Commerce Incubation Centre to Providing resources and services for entrepreneur's requirements by establishing linkages

Goals:

Provide a platform for the entrepreneurial skills to nurture, instruct and support the students at the initial stage of their business development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Getting into agreement with government institutes for a start-up of an incubation centre in the college	Providing financial assistant by the Management	PG Commerce Incubation cell	MOU with Start up India	Inauguration of accounting company under PG Commerce incubation cell

Persons Responsible:

Dr. Ramanathan

---

6. Revenue generated from consultancy

Action Plan:

- Introduction of consultancy, Certification, Resource team and Utilisation of the skills of the teachers for to generating Revenue to the students, teacher, department and college.

Goals:

- To Provide Consultancy service to the needy people and one consultancy service from each faculty and group of students

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
A revenue of Rs.10000 from consultancy	A revenue of Rs.15000 from consultancy	A revenue of Rs.20000 from consultancy	A revenue of Rs. 25000 from consultancy	A revenue of Rs.30000 from consultancy

Persons Responsible:

Dr. Ramanathan

7. Capacity building for consultancy

Action Plan:

Providing consultancies in the areas of expertise

Goals:

At least one consultancy in a year by the faculties of the department

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Income tax filing for outside individual and companies by students	Involving in audit process of Industries and NGOs by students	Guideline to invest in stock market/ mutual funds for the employees of the organisation by faculties	Conducting data analysis for once who are doing PG, research scholars and companies by students	Effective inventory methods of an industry

Persons Responsible:

Dr. Vidyashree

8. Number of patents

Action Plan:

- Increase the number of patents through research

Goals:

- To get patents for the intellectual works of faculty and students in the form of ideas, e-contents, books and paper publication

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Developing patent for faculty Publications	Developing patent for faculty books	Developing patent for e-lecture by students	Developing patent for e-lecture by faculties	Developing patent for the PG Commerce incubation centre

Persons Responsible:

Dr. K. V. Ramanathan

9. Number of books

Action Plan:
- Faculty to write books in their field of expertise

Goals:
- Each faculty to write books

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Two faculties to publish one text book as per the university syllabus in their field of expert	Each faculty members to publish books for competitive exams	Individual faculties publishing books in their field of interest	Establishment of own publishing house for PG Department	Books should be saleable by e-store

Persons Responsible:
Dr. K. Siva Murugan

IV. Learning Resources

Initiatives

1. Enhancement of Library Usage

Action Plan:
Having a library exclusively for the department and Enhanced E- Library for effective learning,

Goals:
- Advanced and Effective use of library and Maintaining the books for the library

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Assigning of student representatives for maintaining, issuing and renewal of books	Library team for department	Library mobile app	Introduction of E-Lecture	Increasing the number of reference books (advanced).

Persons Responsible:
Dr. Siva Murugan

2. E-journals and Books

Action Plan:
- Usage of E-journals & E – Books and encouraging the students to refer the E-journals and E-Books for their assignments

Goals:
- Increasing the usage of E-journals and E-Books

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encouraging students to write articles with the help of E-Resources	Encouraging students to publish research paper in online journals	Creating department blog	Establishment of an online publication centre	Bringing out E-books from department

Persons Responsible:
Ms.Seema Joseph & Ms. Vidya Shree

3. Development of E-content

Action Plan:
To develop e-content for web-based learning

Goals:
One e-content every year

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Training the teachers through FDPs in understanding the different ways in which e-contents can be developed.	Developing web-content by every teacher for one subject that they teach	At least One topic in all subjects to be made as a e-content and access to be given the students for learning	All topics in all the subjects to be made into e-contents for the easy access of the students	E-content to be made available to outsiders through our college website, like MOOC course.

Persons Responsible:
Ms. Seema Joseph and Dr. K. V. Ramanathan

4. Fully automated Library

Action Plan:
- Automation of Department Library

Goals:
- To ensure the automation and upgradation of E- Resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Planning for automation and Wi-Fi enabled library	Implementation of Automated department library	Upgradation of the software	Introduction of smart cards and bio-metric	Introduction of smart Library

Persons Responsible:
Dr. Vidya Shree

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement & Development schemes

Action Plan:
Prepare and propose a new industry oriented courses with the help of industry and increasing employability by increasing the capability of the students

Goals:
- 1, new programs, 2. add on programs, 3. certificate programs 4. skill enhancement courses for every year to enhance capability.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
PGDCA Commencement of PGDCA with the help of Mark Academy	Alumni support start ups Student Exchange Program	Certificate Program in R Yoga and Meditation with personal counselling	Infographics course Excel Registration of one start up from the department	Certificate program in Python Extensive financial counselling to students and parents (Interaction with experts)

Persons Responsible:
Dr. Vidyashree

2. Career Counselling

Action Plan:

- Introduction of Career awareness session, Psychometric test Group career counselling session designing add on program to increase the percentage of placements

Goals:

- To help individuals make the right choices in terms of career paths, career development and career change at least one program to be organised for career counselling and development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Career awareness session Mock interview sessions for every student	Aptitude test personality test and IQ for all the students.	Career orientation session for all the students.	Career counselling by industry experts (Live interaction)	Tie ups with Govt. Industry and NGO for continuous internship to the benefit of the students

Persons Responsible:

Dr. Ramanathan

---

3. Increase the diversity of students.

Action Plan:

Increase the diversity while attracting different students from different culture. e.g: increase the number of other states and international students in the college

Goals:

To ensure students diversity in the college with the help of bringing together of individuals, who represent different characteristics in order to share, learn, and grow from one another

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conduct focus groups with minority populations to identify opportunities to improve diversity	Mega cultural fest Introduction of a committee to develop student diversity	Promotional activities in other States of the Country (by conducting the camps)	International Conference	Providing Scholarship through conducting exams for other State students.

Persons Responsible:

Dr. Siva Murugan

4. Better Placements at the time of fourth semester studies Improving student support in professional placement learning and assured placement training

Action Plan:

- Introduce innovative strategies to increase Better placements 80% of the students to be placed in good companies through college placement drive

Goals:

- Introduce innovative strategies to increase Better placements 80% of the students to be placed in good companies through college placement drive

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Events from industry delegates	Program on corporate communication and campus to corporate	Interview preparation- Aptitude, Soft skills, Focus on interview process	Industry experts as trainers in the college for better campus placement drive	Job intensive training programmes in the college for a week Organising Job fairs in the college

Persons Responsible:
Ms. Seema

5. Alumni Engagement

Action Plan:

- To engage alumni in a mutually beneficial partnership that generates meaningful connections and strengths with involving the alumni in all the department & college events

Goals:

- To develop a community that fosters loyalty, goodwill, and excellence in alumni with active involvement and participation of Alumni

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Interaction and orientation programmes from Alumni	Skill training by alumni Industrial visits, trips and internships guided by alumni	Engaging the alumni in the outreach programmes and extension activities through financial and non-financial support	Recognition through the Incentive schemes for the alumni students for the placement support of our current students	Organising Alumni sports day and cultural events

Persons Responsible:
Ms. Seema

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Equity promotion schemes

Action Plan:

- Conduct a minimum of one programme per semester on Gender sensitivity for the students

Goals:

- To create gender sensitivity among the students and to give equal opportunities for the students in all the activities irrespective of gender.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Session on Self-defence techniques for girls. Street play /Skits on gender sensitivity issues	Debates and discussions on gender sensitivity issues and solutions	Life skills programme on gender sensitivity, gender equality and respectful relationality	Special lectures on the gender sensitivity by experts in the field.	Live interview sessions with topic experts for the students.

Persons Responsible:

Dr. Vidyashree & Ms.Seema Joseph

2. Environmental Sustainability

Action Plan:

- Introduction of environmental sustainability initiatives in the department

Goals:

- To create a better, healthy and eco-friendly environment in the Department through green initiatives and sustainability practices such as enhanced ICT usage, E-Filing, Online assignments, online tests, plant a tree to save life activity etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Online assignment through Google class room. Online aptitude tests. E-notes sent to students. World Earth day celebration	Awareness talks on environmental sustainability and civic sense. Awareness Rally on environmental pollution. Swatch Bharat activities in the locality	Street play on environmental protection. Planting and maintenance of trees in the neighbouring locality	Terrace gardening under green house. Sessions on how to protect the environment in your surroundings	Distribution of seedlings to the neighbouring community. National level seminar on environmental sustainability

Persons Responsible:
All teachers of the department

3. Professional Ethics

Action Plan:

- Introduction of various practices to improve Professional ethics within the Department and Institution

Goals:

- To enhance professionalism among faculty and students through better ethical conduct in their careers

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Add on Course on Soft skills with the inclusion of professional ethics topic Professional Skill Development classes with special emphasis on Ethical behaviour	FDP on Professional Ethics for the faculty and staff of SCC B-Talks on Professional Ethics	Panel discussion on the issues and challenges in the field of business and professional ethics	Role plays on Professional Ethics Debates and discussions on the ethical issues in the various professions.	Sessions by industry experts on business and professional ethics. Live interviews with the industry experts on the topic Professionalism

Persons Responsible:

All teachers of the department

4. Best Practices

Action Plan:

- Conduct a number of programmes and activities to create a research vibe among the faculty and students.

Goals:

- To build a strong research aptitude and research culture among the faculty and students through various research based initiatives
- To create a group of socially responsible and industry ready students within two years of their learning at SCC.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Annual Student level workshops on Research Methodology for UG students Adoption of Jalahalli village and conducting the programmes in the village	Adoption of child from poorer families for educational support National seminar for the faculty on Research theme	MOU with other universities and premiere institutions Regular visit to charity homes for weekly service	Department Journal with ISBN no. Conference Proceeding for the National conferences	Capacity building programme with TISS Apply for Research guide ship for all the Faculty from the Department

Persons Responsible:

Research based Activities: Dr. Ramanthan & Dr. Siva Murugan

Social Responsibility Activities: Dr. Vidyashree & Ms. Seema Joseph

Department of
SOCIAL WORK

Aspirational Statement:

Key Goals: Institution specific. Wide scope. Encompassing everything what we need to look at in the coming years till 2025.

eg:

1. Enriching curriculum with a focus on the needs of the society
2. Innovative teaching-learning process
3. Highly qualified faculty with potential for excellence
4. Student-centric learning to explore future opportunities
5. Value based education to create leaders of tomorrow
6. Cultural inclusiveness and transformation
7. Augmenting Institutional social responsibility

Aspirational Statement:

What each department wants to achieve by the end of 2025. It is something we want to emphasize during these 5 years. It is specific, measurable, achievable, and relevant.

I. Curriculum design and development:

Initiatives

1. Introduction of new courses/programs

Action Plan:
Designing a curriculum that is relevant, skill oriented and futuristic

Goals:
1 add on certification programs, 2 certificate programs

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Strengthening MSW PG Course	Diploma in Corporate Social Responsibility	Certificate course in Counselling	Certificate course in Law and the Legal System of India	1. Certificate Course in Labour, Employment and Industrial law for HR Managers. 2 Certificate Programme in disaster Management for Hospital and Health care Management

Persons Responsible:

Dr. Christina

2. Revision of Syllabus to enhance employability, entrepreneurship, research skill and development

Action Plan:
- To compulsorily make the students paper presentation and conduct inter collegiate conferences and involve in more external presentation.
- To start in-house department research journal with ISBN to increase the quality of research
- To start incubation centre for the development of entrepreneurship

Goals:
- To enhance employability
- Research Skill and Development

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Initiate skill development schemes in association with National Skill Development Agency	Strengthen skill development schemes in association with The National Skill Development Agency (NSDA)	Initiate Research Skill Development and Curriculum Design Assessment in association with	Strengthen skill development schemes in association with The National Skill Development Agency (NSDC)	Initiate Community College Programs Strengthen the Other existing programmes.

Persons Responsible: Ms. Andrea

3. Introduction of CBCS/Elective courses in the program

Action Plan:

- Introduce career based elective courses

Goals:

- To support the students to choose their specialization based on their career goals.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Sustaining the existing electives	Sustaining the existing electives .Expose the students to institutes which gives exposure to research and students are enhanced with rich research knowledge.	Continue with study of university electives and to explore the job opportunities	Sustain the existing electives and initiate new electives (if needed) based on periodic reviews	Encourage students to take up Participative learning Process and adapt learning methodologies in the electives chosen.

Persons Responsible:

Ms. Sherin

4. Incorporation of gender, environment, sustainability, Human values and professional ethics into curriculum

Action Plan:

- To incorporate social value syllabus along with regular curriculum.

Goals:

- To inculcate social and professional ethics into students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Initiate Counsellor-Student interaction (Pre decide Batch Wise)	Carry out Social survey to understand students social behaviour	Collaboration with civil society organisations for extensive workshops	Undertake national and international seminars on gender issues and professional ethics	Encourage students to develop research proposals on environment and sustainability.

Persons Responsible:

Dr. Christina

7. Starting Online Courses

Action Plan:

- Creating awareness on various relevant certified online course

Goals:

- To tap the varied available job market opportunities.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Encourage students to take up relevant certified courses to increase the job opportunities	Starting one online course from the department which would focus on Health Serve	Starting one online course from the department on Social Policies	Starting one online course related to Child Welfare	Starting one online course from the department related to HR

Persons Responsible:

Dr. Christina

II. TEACHING-LEARNING & EVALUATION

Initiatives

Action Plan:

- Enhancing the teaching method with application of modern techniques.

Goals:

- To enhance the learning process

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Brainstorm: When you have multiple brains focusing on one single idea, you are sure to get numerous ideas and will also involve everyone into the discussion. Role Play: Teaching through role-playing is a great way to make students step out of their comfort zone and develop their interpersonal skills.	Audio & Video Tools: Incorporate audio-visual materials to supplement textbooks during your sessions. These can be models, filmstrips, movies, pictures, infographics or other mind mapping and brain mapping tools.	"Real-World" Learning: Relating and demonstrating through real-life situations will make the material easy to understand and easy to learn. It will spark their interest and get the children excited and involved.	Start college Clubs or Groups: Encourage group activity and team learning , self-Reflection, Invite Entrepreneurs And Innovators Into The Classroom	Students to Organise seminars and workshops also the students would be exposed to many Organisations and observe practical sessions. They would be given Assignment topics and should mark only on their reflextions.Students would be given topics and asked to visit organisations based on the topic (syllabus based) observe come back to the college with practical knowledge and take up assignment based on the topic of their observation.

Persons Responsible: Faculty in Department

2. Use of ICT for effective teaching

Action Plan:

- Effective utilisation of ICT to enhance teaching- learning experience.

Goals:

- To Support knowledge construction

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
To provide opportunities to secondary stage students to mainly build their capacity on ICT skills and make them learn through computer aided learning process	Video Conference from Social Work experts and senior professors	Train the students on Internet Assignment submission and evaluation. A research-based education enables our students to become independent learners with the curiosity and drive to continue learning throughout their lives	Introducing Internet Project work submission to combine modern higher education pedagogy with online and digital innovation	A transformation to active learning (Talbot et al., 2016) will allow students to spend a significant portion of their class time on activities that require them to interrogate information in a variety of ways, from using electronic clickers to answer questions, to completing worksheet exercises and exploring problems through discussion with fellow students. Such interactive techniques also make learning more engaging, challenging, authentic and satisfying, whilst leading to better retention of learning outcomes.

Persons Responsible:

Faculty in Department

3. Teacher quality

Action Plan:

- Proposing the industry based training manual and workshop to enhance teaching resources.

Goals:

- Scale up the overall teaching process and make it more learner centric

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Writing Research papers(at least one per semester)	Conduct seminars and conference excellent preparation and organization skills. strong work ethic. Community-building skills.	Workshop with Indian Journal publication	Teachers to undergo hands-on training for up skilling the knowledge to organise FDP programmes	Setting digital infrastructure for knowledge sharing

Persons Responsible:

Ms. Andrea

4. Participation of teachers at National and International Level Conference

Action Plan:

- Involving Industry based training programs and FDP to enhance teaching resources.

Goals:

- Enhance Teacher Quality

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Faculty to present papers and organise National Conferences	Faculty to make paper presentations at the national level conferences organised by outside Social Work agencies	Faculty to participate and organize International Conferences	Faculty to present papers and organise International Conferences	Faculty to act as panellist in the National and International Conferences

Persons Responsible:

Ms. Sherin

5. Faculty Development

Action Plan:
- Faculty development programs, quality improvement programs, workshops and seminar, Mooc Courses, Capturing lectures

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
FDP	QIP	Workshop and Seminar	Capturing MOOC course	Capturing lecture

Persons Responsible:

Ms. Sherin

6. Evaluation system.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
I new assessment method	I new assessment method	I new assessment method	I new assessment method	I new assessment method

Persons Responsible:

Ms. Andrea

III. RESEARCH AND PUBLICATION

Initiatives

1. **Externally funded projects**
2. **Undertaking minor and major projects**
3. **Publication in UGC recognized journals**
4. **Industry- academia collaboration**
5. **Capacity building for consultancy**

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
01	03	03	03	03

Persons Responsible:

Dr. Christina

---

6. Number of books

Action Plan:

- To promote and encourage individual, joint authors in writing books

Goals:

- Publishing books, e-books, publishing house

2020-21	2021-22	2022-23	2023-24	2024-25
Encourage faculties to publish chapter in books	Encourage faculties to publish books	Encouraging faculties to collaborate with book publishing houses	Publishing books in their respective subjects	Publishing e-books in online

Persons Responsible:

Ms. Andrea

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan:
- To provide lifelong learning and reading skills

Goals:
- Usage of Inflibnet, Delnet and e-resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Library based assignments (Inflibnet and delnet) Library based assignments	Notes should be taken by students by referring with books in library.	Development of a functional department library	Mobile app to check the library books available	NIL

Persons Responsible:

Ms. Sherin

2. E-journals and Books

Action Plan:
- To enhance the usage of e-resources

Goals:
- e-Magazine,e-Journal,E-Library

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Subscribing e – magazines, journals	Subscribing e – magazines, journals	Book collection drive	Article writing through e- journals	E-Library centre

Persons Responsible:

Dr. Christina

V. STUDENT SUPPORT

Initiatives

1. Capability Enhancement & Development schemes

Action Plan:
- To increase the growth and capability of students professionally

Goals:
- Guidance for Competitive exams, guest lectures, filed visit etc

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Senior students to take classes for their juniors. Guidance for competitive exams	1workshop and 1 training program	1workshop and 1 training program	1workshop and 1 training program	1workshop and 1 training program

Persons Responsible:
Ms. Andrea

VI. INSTITUTIONAL VALUES AND INSTITUTIONAL SOCIAL RESPONSIBILITY

Initiatives

1. Equity promotion schemes

Action Plan:
- To promote gender equity and equal representation

Goals:
- Workshop, seminars, conference, etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Workshops conducted to augment gender sensitivity	Conduct some program related to women empowerment	Conduct some program related to constitutional rights	Conduct some program related to human rights and also to venture on international human rights.	To take some initiatives for Under-privileged students. Encourage these students to take up research projects

Persons Responsible:
Ms. Sherin

2. Environmental Sustainability

Action Plan:

- To create awareness on environment sustainability for the future.

Goals:

- Blogs, Eco trips, Village camps, eco friendly products, etc.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting Awareness programs for Environmental Sustainability.	Conducting Awareness programs for Environmental Sustainability.	Students Camp at Village and provide free saplings.	Making Paper bags and selling in nearby shops encourage school children to participate in creating awareness on planting trees	Felicitating the Garbage Collectors and honouring them. Empower farmers and rural youth will prosper when they are empowered with the required knowledge, skill and entrepreneurship and are connected to value addition economic activities in the agri-business domain. A large network of agri-based rural micro-enterprises, owned by farmers and rural youth, needs to be established to bring prosperity to farmers/rural youth and villages

Persons Responsible:

Ms. Andrea

3. Best Practices

Action Plan:

- To promote various values in exchange of knowledge and creativity.

Goals:

- To improve knowledge among the Students.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Conducting Inter collegiate activity state level	Conducting workshop for students.Allowing students to organise Student Workshop and encourage students in presenting papers.	Conducting seminar for students	Conducting conference for students.	Conducting Conferences for multidisciplinary fields of study

Persons Responsible:

Ms. Sherin

Department of LIBRARY

Aspirational Statement:

"What each department wants to achieve by the end of 2025. It is something we want to emphasize during these 7 years. It is specific, measurable, achievable, and relevant".

I. CURRICULUM DESIGN AND DEVELOPMENT:

Initiatives

1. Introduction of new programs

Action Plan:

Designing a curriculum based support that is relevant, skill oriented and futuristic

Goals:

Providing a maximum efficient service

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Planning to support the curriculum through more extension activities	Suitable Infrastructure with RFID facility to secure the library resources and save the time of the users	Provision of variety of multimedia tools for students and faculty who want to explore their learning methods	Innovative Staff workplace with digital, multimedia facility to support research activities	From a transactional to transformational library with fully automation

Persons Responsible:

All Librarians

II. TEACHING-LEARNING & EVALUATION

Initiatives

2. Use of ICT for effective teaching

Action Plan:
Help to support for teaching learning by latest technology

Goals:
To enhance technology based learning and making learning innovative

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
E-Book Service	Barcode / RFID Based Service	New Arrivals alert service	Online reservation service	Digitalized Library

Persons Responsible:
All Librarians and IT Dept of college

III. RESEARCH AND PUBLICATION

Initiatives

1. To give Maximum support for various research methods

Action Plan:
To help the Researchers in their particular subjects with innovative learning environment

Goals:
To promote the researchers.

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Providing separate workspace in library for researchers	Setting up communication and collaboration tools for research communities such as wikis	Collections development: including digital curation, preservation of collections and archives, managing records	Maximum subscription of International Journals	Networking with various Research organisations

Persons Responsible:
All Librarians

IV. LEARNING RESOURCES

Initiatives

1. Enhancement of Library Usage

Action Plan:
Provide better services for maximum usage

Goals:
To increase the usage of various library resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Motivating students to make the best use of the resources by awarding them	Compulsory preparation of study material by students with maximum use of reference books than textbooks	Increasing the number of library hours in the time-table	Encouraging and training the students to take up mini projects/paper presentations	Increasing the number of reference books(advanced)

Persons Responsible:
All Librarians

2. E-journals and Books

Action Plan:
Usage of E-journals and encouraging the students to refer the E-journals for their assignments

Goals:
Increasing the usage of E-journals

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Installing computer's in the department library to conduct online competitive exams	Giving more online assignment and conducting online competitions like review of articles	Encouraging students to publish research paper in online journals	Creating department blog	Establishment of an online publication centre

Persons Responsible:
All Librarians

3. Fully automated Library

Goals:
To ensure the automation and up gradation of E- Resources

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Upgradation of the software	Accuracy of more E-Resource linkages	Well-equipped and fully automated library	Implementation of Automated department library	From a transactional to transformational library with fully automation

Persons Responsible:
All Librarians

V. Student Support

Initiatives

1. To give Maximum support for various research methods

Action Plan:
Increasing the maximum usage of Library resources

Goals:
Develop the skills to use the various learning methods

Execution plan

2020-21	2021-22	2022-23	2023-24	2024-25
Increase the extension activities for maximum involvement and familiarity with the Library	Orientation for various learning methods available in Library including E-Resources	Support to more online examinations like NPTEL	Introducing the availability of more educational linkages	Fully automated library environment for the easy accessibility of resources

Persons Responsible:
All Librarians