



## **ACADEMIC STRATEGIC PLAN**

### **INTERNAL QUALITY ASSURANCE CELL**

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#### **I. INTRODUCTION**

The Congregation of the Mission (CM) has undertaken ‘educating the youth’ as one of its prime goals. It has established world class universities, colleges and other educational institutions in different parts of the world. De Paul College Mysore is the only higher education institution established by the Congregation of the Mission in India under Vincentian Mysore Society. It was established in 2013 with the objective of providing quality education to the youth and has been striving to accomplish this goal over the years.

#### **1.1 Vision of the College**

De Paul College, Mysore envisions to provide quality education to young people. The education approach of the institution is rooted in the National Education Policies and the Vincentian tradition. The vision statement of the College is:

“To Create a World Class Institution of Higher Education; Bound by Practice and Driven by Values”.

#### **1.2 Mission**

To Provide a Learner Centered Environment to Effect;

- Enlightening with Prudence, Cognition and Perception
- Empowering Self and Society
- Emerging with Spontaneity and Preparedness

#### **1.3 Core Values**

- ❖ Integrity
- ❖ Justice
- ❖ Respect
- ❖ Empathy

- ❖ Service
- ❖ Team work

With this vision, mission and core values, De Paul College is committed to achieve the following **objectives**:

1. Enable students to pursue their academic goals with a competitive spirit and creative mind in the most appropriate manner.
2. Enrich the academic curriculum regularly to nurture competency and flexibility of mind for adapting with greater openness to the fast-changing demands and needs of the nation.
3. Ensure progressive expansion of an inclusive mindedness in the pluralistic socio-cultural context by admitting deserving candidates.
4. Develop adequate infrastructure and ample facilities for adapting into the innovative and emerging teaching learning process.
5. Develop best practices which are unique to the institution for quality enhancement.

## **II. SCO ANALYSIS**

### **2.1 STRENGTHS OF THE INSTITUTION**

- DePaul College's visionary and efficient management has built a strong reputation in multiple spheres: dedicated faculty with excellent academic track records, a sprawling 50-acre campus with beautiful landscaping and world-class infrastructure for the holistic student development;
- Multi-faceted curriculum enrichment programs are consistently promoted for preparing Future-Ready-Graduates. This has been streamlined through the De Paul Academy and it facilitates the coaching for Civil Service, CA, CS, Aviation (IATA Recognized), ACCA, Logistics & Supply Chain Management, Artificial Intelligence & Machine Learning, Cyber Security with Ethical Hacking, and Digital Marketing.
- Versatile personality development is envisioned through active student-centered clubs and forums.
- Global expansion of learning and career is created for students through the Twinning Program with Niagara University, USA & Canada and Kempton University, Germany.
- National-networking with prestigious higher education institutions is established through Memorandums of Understanding with: Vedhik IAS Academy in Kochi (Civil Service coaching), Global FTI in Bangalore (ACCA), Speed Links Aviation Academy in Bangalore, CII in Chennai (Logistics & Supply Chain Management), and First Floor in Mysore (DeStep.).
- Feasible financial resource management for the academic and co-curricular activities is facilitated through annual planning and budgeting under the guidance of a financial administrator.
- A comprehensive library with large collection of books, e-library facilities and Wi-Fi enabled campus and hostels provide easy accessibility to learning resources of students and staff.
- Self-contained room facilities in the hostels with CCTV enabled and trained security round the clock create a conducive and protected atmosphere for students

- The availability of a state-of-the-art auditorium for hosting international and national seminars, conferences, workshops, cultural events, and other programs provide atmosphere for student's integral growth.
- The accessibility to 15 acres of playgrounds with indoor and outdoor games, offer ample opportunities of physical development.
- The pluralistic cultural and linguistic background of students enables an atmosphere of cultural exchange, growth of universal brotherhood and unity in diversity.

## 2.2 CHALLENGES

- The development of well-equipped administrative and academic infrastructure with adequate facilities under progressive completion.
- Being self-financing affiliated college without government grants, mobilization of adequate funding for research and development activities is surmounting task.
- Being an affiliated college to a state university, curriculum planning and management of time is becoming herculean task.
- As we depend on internally generated resources for the daily up keeping of the institution, allotment of adequate funding professional development and training of faculties ever becoming demanding task.
- The susceptible enrollment fluctuations and internal revenue generation through tuition fees make task of equipping the learning and teaching facilities with updated modern technological infrastructure, interactive boards, and computer labs.
- The limited number of undergraduate programs: B.Com, BBA, BCA, and BA; low enrollment for in BA and the poor response to M.Com posturize challenging task ahead.
- *Faculty retention/stability especially those with doctorate degree and years of experience are becoming quite demanding.*
- The strict enforcement of established regulations and sufficient follow-up of the same on specific events and tasks require greater vigilance of from faculty and administration for promoting a disciplined atmosphere of learning and teaching.
- **Inadequate utilization and insufficient valorization student support services: counseling, career guidance, and placement assistance, result in slow in achieving the expected results and require serious introspection of students, teachers and management.**
- Periodical updating of library with latest publications and current journals and greater accessibility to digital libraries is becoming a formidable task with the high pricing of resources and limited financial source availability.
- Enhancement of visibility in the digital and printed media, far and vicinities of the institution to attract of prospective students involves enormous cost and finding sufficient personal and financial resource are really challenging.
- Digitization of administrative process and hiring of apt personals to enhance efficacy and promptness is becoming truly demanding and expensive.
- Planning of regular collaborative activities with MOU signed educational and industrial require extensive planning by responsible faculties.

- **The promotion of students from pluralistic ethno-lingo-cultural background from India & abroad is creating conducive atmosphere for learning and growth required attentive organization of campus.**
- Attracting students to an institution situated in the outskirts of Mysore is a big challenge in spite of its existence in a greenery and spacious campus.
- Creating enough classrooms to introduce attractive courses a challenge task required to be addressed soon.
- *The recruitment of qualified faculties with Doctorate and experience is an urgent need to be addressed.*
- The enhancement of connective especially with public transportation facility needs to address on a priority.
- Creation of a robust alumni network and engagement programs demands promotion magnanimous response from those who pass out. The Pan-Indian background of students makes the alumni tracing really a herculean task.
- The rural background with vernacular medium of learning of majority of students makes the task of maintaining common medium of communication among students really difficult and it is a pain-staking task to improve their communication skills.

## 2.3 OPPORTUNITIES

- The nearing completion of the academic block and adjacent infrastructure facilities may significantly boost admissions, increase intake capacity and visibility of the institution.
- The high academic council's recommendation to explore the possibilities and feasibilities of new courses including postgraduate programs is seen to be a significant leap towards the growth of the institution.
- In alignment with the NEP, the college offers experiential learning to enhance students' skills and aptitudes.
- In collaboration with First Floor Mysore, the college is establishing a workstation on campus to provide students with learning and working opportunities.
- The establishment of Centre for Institutional Research can offer students and faculties various opportunities to engage in research work. It facilitates opportunities for research collaborations through memberships in international research organizations.
- The institution's track-record of organizing outreach programs can facilitate the enhancement of social commitment as a responsible citizen.
- The growing network with other institutions and local associations with similar goals tremendously increases the potential for inter-college collaborations.
- The well-furnished and wifi-enabled hostels for boys and girls has the potential for attracting and expanding the presence of NRIs and foreign students.

### **III. GUIDELINES FOR CONDUCTING THE IQAC CELL:**

By establishing and regularly monitoring these Key Performance Indicators, the IQAC cell can ensure that all quality assurance activities are aligned with the institution's strategic goals and contribute to continuous improvement.

- **Frequent Meetings and Documentation by all heads:**
  - Conduct IQAC meetings quarterly and maintain detailed minutes.
  - Document all quality assurance activities systematically.
- **Preparing Annual Quality Assurance Report (AQAR):**
  - Prepare and submit the AQAR to the relevant accreditation bodies/IQAC timely.
  - Ensure the report reflects all quality enhancement activities accurately
- **Active Stakeholder Involvement:**
  - Include representatives from all stakeholder groups (students, faculty, management, industry) in IQAC meetings.
  - Seek feedback regularly from stakeholders on institutional quality processes.
- **Periodical Monitoring and Evaluating:**
  - Establish clear KPIs for all quality assurance activities.
  - Conduct regular audits and evaluations of academic and administrative processes.
- **Training and Capacity Building for staff's:**
  - Organize regular training sessions for IQAC members on quality assurance practices.
  - Ensure continuous professional development for all members.
- **Compliance and Best Practices:**
  - Ensure compliance with all statutory and regulatory requirements.
  - Adopt and implement best practices in quality assurance from globally leading institutions.
  - Maintain transparency in all IQAC operations.
  - Communicate regularly the quality initiatives and achievements to the entire college community

### **IV. CRITERIA WISE STRATEGIC GOALS**

#### **1. Curricular Aspects**

- a. Develop E-learning resources within 2024-25 academic year for expanding students' and teachers' learning avenues
- b. Increase the Add on courses in 2024-25 academic year and introduce new program every year for improving the graduate readiness of students
- c. Apply for new undergraduate and post graduate programs like MBA or BBA LLB, BCOM LLB in 2025-26 academic year for attracting talented student with varied aspirations.
- d. Increase in the number of internship programs from 2023-24 academic year for acquiring skills and training and enhancing student's employability.
- e. Make projects mandatory as per NEP guidelines from 2023-24 academic year for enhancing students' competence and skillfulness.

## **2. Teaching Learning and Evaluation**

- a. Increase student enrollment in all streams from 2024-25 academic year by adapting professional and cost-effective promotion strategies.
- b. Promote enrollment of students crossing the barriers of communities and nations by increasing visibility in social and electronic media.
- c. Establish E-Classroom from 2024-25 academic year to update learning method with trending strategies.
- d. Organize international and national Talk-Series at the college level/Department level every year for updating students current academic and global issues.
- e. Establish more ICT facilities and teaching aids with the opening of new academic block facilities (from 2024-25 academic year) for making learning and teaching process attractive.
- f. Organize annual department-wise inter-college and intra-college fests for enhancing and proving the organizational capabilities of students.
- g. Conduct continuous assessment of academic activities to measure outcomes for designing appropriate strategies for growth.
- h. Increase the percentage of the PhD holders to from 20% (2023-25) to 40% (2025-27) and 50% (2027-29) for building up academically solid faculty members.
- i. Conduct periodical student satisfaction survey, student and faculty performance surveys and activity assessments to gauge to systematically and objectively the performance.

## **3. Research, Innovation and Extension**

- a. Establish a Center for Institutional Research in 2024-25 academic year to promote research works by the faculty and students.
- b. Provide incentives to research scholars- Apply 2F and 12B for generating interest and encouraging initiatives.
- c. Promote research, conference presentation and journal publications by the faculty members and students to nurture the students' and faculty members' intellectual curiosity.
- d. Increase collaboration with the National and International Agencies for research, immersion programmes and internship activities for expanding intellectual horizons and exploring global possibilities.
- e. Begin differential internships program for opening varied avenues for outgoing students.
- f. Engage in rural development activities in collaboration with local civic bodies and NGOs for strengthening social-conscious citizens. It can be accomplished by expanding the activities of Basthipura village and adopting Belagola village in 2024-25 academic year.

## **4. Infrastructure and Learning Resources**

- a. Construct more residential facilities for college students for expanding the enrollment to pan-India.
- b. Target per annum 25% increase library stock along with subscription of trending and national and international journals, Scopus indexed research journals and magazines and UGC E- Library for expanding consistently the avenues of learning.

- c. Review annually the currently subscribed journals and magazines to audit their relevance and quality for learning and teaching before renewing the subscription.
- d. Purchase a server, create a local network and avail internet facilities by 2024-25 academic year for enhancing digital security, increasing connectivity and promoting greater digital learning.

## **5. Student Support**

- a. Supervise closely the functioning of Cells and Forums of the college for enhancing their efficacy and maximize the participation benefits.
- b. Make Clubs, Cells and Forums more student-oriented for enhancing students' organizational skills.
- c. Promote greater participation in job-oriented add-on courses for improving their eligibility for employment.
- d. Conduct soft skill training program for nurturing their managerial skills and competence in the job-market.
- e. Arrange campus recruitment drives every year for accessing and proving their acquired skills and competence for employment.
- f. Start certificate courses sponsored by the University and the Union Government or develop them in collaboration with reputed organizations for improving their competence and employment.
- g. Increase the number of MOU's with reputed academic institutions, organization and industries for expanding avenues exchanging innovative ideas and scholarly learning.
- h. Strengthen alumni association by devising strategies to increase enrolment within 2024-25 academic year for strengthening a sense of belongingness to alma mater and alumni support for college promotion.

## **6. Governance, Leadership and Management**

- a. Conduct annual academic and administrative audits for gauging levels of growth, recognizing the chocking hurdles and identifying strategies for growth.
- b. Delegate responsibilities to faculty members for fostering internal leadership and sense of belongingness.
- c. Train faculty members on innovative methods of teaching for strengthening their pedagogical competence.
- d. Prepare annual budget and conduct annual financial audit for evaluating the financial capabilities and determine the strength revenue mobilization and expenditure and to prioritize of its utilization.
- e. Digitalize important documents by 2023-24 for cost-effective and easy accessibility and durable preservation.
- f. Increase quality enhancement program by IQAC and Faculty Development Program (IFDP) for ensuring the integral growth of the institution and its assessment by scientific standard.

## **7. Institutional Values and best practices**

- a. Conduct regular training for mentors for improve mentoring program and ensuring individualized accompaniment.

- b. Establish SQAC (Students Quality Assurance Cell) by 2023-24 academic year for systematic assessment and determining strategies for enhancement.
- c. Institute Student Council by 2023-24 academic year for molding future leaders by assuming responsibilities by participating in the planning and executing various extra-curricular events.
- d. Offer opportunities to participate in social service outreach program for nurturing student's social-consciousness and assuming social-responsibility as a citizen.
- e. Conduct an annual environmental audit of the campus for fostering eco-friendly atmosphere.
- f. Establish and maintain an Herbal garden on campus in 2023-24 academic year for promoting Ayurvedic treatment possibilities.

### **Conclusion**

De Paul College, as a higher educational institution, is committed to create a space for the integral growth of students and faculty members. It envisions an era of consistent growth in enrollment of students and recruitment of staff from pluralistic backgrounds. The expansion of academic programs and availability multi-faceted extra-curricular activities are to create an avenue for integral personal and academic growth of the student with a greater preparedness for the future. Through the collaborated efforts of far-sighted management and dedicated service of the committed faculty with the generous collaboration of students, it hopes to soar high with various achievements and making a difference in the lives of many. By leveraging the dedicated efforts of all stakeholders, the college has the potential to become a center of excellence by the 2030-31 academic year (within 6 years).