

## ST. JOSEPH'S DEGREE & PG COLLEGE

### EXECUTIVE SUMMARY

St. Joseph's Degree & PG College, a Catholic Minority Institution, established by HAES (Hyderabad Archdiocese Educational Society) in the year 1997 has emerged as a synonym for "Distinct Environment of Excellence in Education" which is envisioned and endorsed through the exemplary motto of "Knowledge, Love and Service".

The Academic and Extension activities of the college are drawn from the well defined Mission statements which integrate the core values of the college with the modern objectives and goals of higher education, to promote globally competent knowledge citizens who are not only skilled and employable, but are also morally upright and spiritually inspired with "humane values and social commitment".

An affiliated college of Osmania University, the College had been on a Non-Autonomous status from 1997 to 2011. However owing to constant dynamics of globalization, technological revolution, knowledge explosion and fast growing needs of industry, the purpose and scope of higher education has been redefined to include components of employability, research, innovation and social relevance, whereby 'academic flexibility' has come to be an integral part of quality education. Hence St. Joseph's sought Autonomy in the year 2010 and was conferred the status in March 2011. The college, now an 'Autonomous College' of Osmania University has engaged itself in the process of curriculum enrichment and enhancement. Reaping the benefits of Autonomy the college offers a wide range of academic programmes including a number of certificate and inter-disciplinary papers to make education more relevant and job-oriented.

In its quest for excellence the College has achieved a number of milestones, which far exceed its short history –

- An erstwhile Seminary, the college which had a modest start of 130 students has grown to the present strength of 1972 with an extended campus added in the year 2011
- Granted 2(f) and 12(B) in 2006 and 2012 respectively
- Attained Osmania University Permanent Affiliation in the year 2007
- NAAC "A" grade with a CGPA of 3.51/4 in 2008, by far, has been the most cherished academic distinction earned by the college
- It has the rare distinction of being the first self-financed and perhaps the youngest college under Osmania University jurisdiction to be conferred the Autonomous status in 2011
- Ranked 4 in Hyderabad and Ranked 49 in the country among the Top Commerce Colleges by *India Today* magazine, June 28, 2010
- Ranked 3 in Hyderabad and Ranked 44 in the country among the Top Commerce Colleges by *India Today* magazine, June 18, 2012
- Ranked 10 among the Top Science Colleges in Hyderabad by *India Today* magazine, June 28, 2010 edition & June, 2013
- Emerging 3<sup>rd</sup> perceptual rank as the Best Commerce College and 1<sup>st</sup> Perceptual rank as Best Science College in India by *India Today* magazine June 2013

- Department of Business Management has got top ratings by reputed Business Magazines like Business Today, Business India, The Week and Competition Success Review

## Criterion – I : Curricular Aspects

The vision to create **distinct environment of excellence in education** has led the college to explore the process of curriculum enrichment and enhancement with the objectives of equipping the students with graduate attributes along with inculcating the right values and skills for their employability and wholesome living.

With the advent of Autonomy the college explored the opportunities of academic flexibility to not only introduce 8 new courses like B.A(Mass Communication & Journalism), B.A(Journalism, Psychology, English), BBA, B.Com(Professional), B.Sc(MPC), B.Sc (NHAEM), MCJ, and M.Com(Finance), but also revamp the existing courses to include components of emerging areas, employability, research and skill development.

The college offers 6 programmes with 12 courses at UG level and 3 Programmes at PG level. The College introduced Two Inter-disciplinary Programmes in 2012 and 3 PG & 2 UG programs in emerging areas in 2011 and 2012 respectively. To meet the excessive demand for these courses not only were additional sections added but also number of seats in each section was increased.

After a meticulous need – assessment, procedures of regulatory bodies are followed to design and develop a curriculum which caters to the diverse needs of the student community. The College maintains robust industry academia linkages along with MoUs and collaborations with agencies, organizations and eminent people and thus 18 certificate courses, 13 Interdisciplinary papers and Elective options/areas of specialisation were introduced in third year to give a boost to the employability quotient of the student and to provide wider options for students to pursue higher studies and research.

Value Education, Indian Heritage and Culture, Environmental Science, Science and Civilization are integrated into the curriculum to sensitize the students to environmental, ethical, social, regional and national issues. A paper on Basics of Computer along with Internships and projects are made mandatory components in the curriculum to promote global competency potential of the students. Various value add-on courses and modules on life skills, job skills and soft skills make the students leaders for life.

Major syllabus revision is done once in three years after a batch completes its course. However BOS of individual Departments meet once a year to review the syllabi. Revisions are proposed on the basis of feedback from the previous semesters, demand and success analysis, industry needs and academic advancements in the subject.

Feedback from all stakeholders and consultations with expert bodies helps in making the curriculum updated, level- appropriate and industry relevant.

The diversified academic programmes have made learning multi-dimensional, vibrant, practical, socially- relevant, job-oriented and holistic.

## Criterion – II : Teaching-Learning and Evaluation

Admission Committee of the college ensures that the admission process is widely publicized and transparent. Admissions to UG Programmes are based on merit cum Interview and PG programmes are based on OU-CET Ranks. The College follows reservation policy for admissions of the socially, economically disadvantaged sections, physically challenged persons, sports persons, children of ex-servicemen and wards of the employees. Review of the admission process and the record of the students' profile help the college in providing equal representation from all sections of the society.

It is a tradition at St. Joseph's to organize induction programmes for freshers to orient them into the campus and academic culture of the college giving them information about the clubs, community service, course outline, examination system etc. A conducive environment for effective learning is set with motivational talks on goal setting, time management etc. Through Interface Day and regular Parent – Teacher meetings the college involves the parents for the integrated development of their wards. At the entry level, the departments conduct diagnostic tests to assess the standards of the students and plan Bridge Courses to suitably fill the gaps.

The college has a mechanism through which the differential requirements of student population are analysed soon after Admission. Incremental growth record is maintained to analyze the academic growth of disadvantaged sections of society and address their needs accordingly. The class teacher who maintains the student profile identifies the disadvantaged students and constantly monitors their academic growth, making an assessment at regular intervals, viz- entry level, Internal Assessment- I, Internal Assessment- II and end semester performances. Customized strategies are then adopted to address the special needs of students belonging to different categories. Differentiated teaching techniques are adopted for advanced, slow and differently-abled learners. Performance enhancement measures for slow learners include bridge course/ Remedial classes, Special study material, Question banks etc. Advance learners are intellectually stimulated with various advanced projects, challenging assignment etc.

There is a provision for the services of counsellors / mentors / advisors for each class of students for academic, personal and psycho- socio guidance.

### Teaching- Learning process:

The institution has a meticulously organized and clearly planned teaching, learning and evaluation schedule, well integrated into the total institutional scheme. At the end of each academic year, the management holds consultations with the faculty and the examination section to plan the Almanac for the forthcoming academic year. Dates are fixed for the commencement and last date of instruction, continuous assessment tests, semester–end examinations, college

festivals and Examination dates. Department wise timetables prepared well in advance are also displayed on the notice boards for the students.

The academic calendar thus prepared is printed in the college hand-book which is made available to each student and faculty at the beginning of the academic year. Each department has a well defined semester planner, monthly planner, and individual unit planners to ensure smooth functioning of the semester.

The IQAC is responsible for continuously monitoring, evaluating and reporting on the quality of teaching, teaching methods used, classroom environment and the effect on student performance. The HOD of each department ensures the effectiveness of the process by weekly checks of the teaching diaries, academic records, monthly appraisals and syllabus completion statements submitted by the faculty. The effectiveness is further ensured through cross verification by the head of the institution. Thus the regulatory mechanism of timely checks on teacher quality has the double advantage of improving not only teacher but also student performances.

Student centered methods are an integral part of the pedagogy adopted by the faculty. The dynamics of globalization, evolving new technologies, explosion of knowledge on one hand and rapidly changing attitudes, learning interests and goals of students on the other hand, have made innovation essential for the teacher. There has been a paradigm shift in teaching from purely chalk and talk methods to adopting a judicious mix of lecture method and ICT backed teaching. Learning is made more participatory with student seminars, group discussions, films/book reviews, role play, case studies, quiz, etc. Going beyond the classroom teaching, multi-dimensional learning experiences are provided through industrial visits, outdoor shooting, editorials, exhibitions, workshops, etc. The faculty is well facilitated with well equipped labs, OHPs, LCDs, Internet, Audio-Visual Room, MOODLE, etc., for exploring new avenues in teaching.

The college has 75 well qualified faculty including 7 PhDs and 25 M.Phils.

The Management follows the tradition of conducting faculty orientation programme before the commencement of every academic year where eminent resource persons empower the teachers with strategies to effectively deal with the dynamics /challenges of teaching profession. Faculty development is given top priority and the management conducts seminars, workshops and guest lectures on topics that range from 'Role of a Teacher' to 'Research Methodology' for the multifaceted enrichment of the faculty. The college conducted 4 National Seminars during the last five years to gather the best of academic and industry perspectives on latest developments in academics. Constant encouragement and financial assistance are given by the management to upgrade their qualifications, attend refresher courses and enrich their research profiles through publication of articles and paper presentations

The institution has a structured feedback mechanism to comprehensively evaluate the teacher at the end of each semester which is consolidated and analyzed for promoting their personal and professional effectiveness along with organizational growth.

### Evaluation:

With the advent of Autonomy an Examination branch with a strong room and adequate equipment was setup. Shift from year-wise scheme to Semester System has given scope for continuous internal assessments. 40% is allotted for Continuous Internal Assessment and 60% for External examination. The PG Courses are non-autonomous and hence are governed by Osmania University norms. PG Internal Assessment Tests carry 20 Marks and External Examinations 80 Marks.

Under autonomy major examination reforms were introduced in the college, seen in a predominant shift from paper-based tests to skill-based tests which enriched the scope to test not just knowledge but also multiple intelligences of the students. Even during Pre-autonomy where the examination system was governed by Osmania University, the scope for continuous assessment, though not mandatory, was created through slips tests, two term exams and a Pre-final examination.

The College ensures that all the stakeholders are aware of the evaluation processes that are operative. Evaluation processes are clearly spelt out to the members of BOS and Academic Council. Suggestions for improvement are also solicited. The examination branch has robust mechanisms strategized to ensure the effective conduct of examination process.

The average time taken by the College for declaration of examination results is 30 days from the date of last examination. The results are officially released by the college on the Result Declaration Day by OU Controller of Examinations. They are also uploaded on the college website and displayed on the college notice board.

The Institution has a well-defined mechanism to ensure the achievement of learning outcomes. The examination branch furnishes the statistical data on the examination results which is analysed by course teachers and HoDs. The final analysis takes into account the feedback on the exams given by the students. The observations from the analysis are discussed in the departmental meetings after which suitable measures for improvement are planned and executed. Data is also collected from the placement reports annually regarding number of students' recruited department wise.

Measures are taken by the respective departments if recruitment rate is lower than expected. The evaluation results help us to assess the needs and performance levels of the students giving way to suitable modifications of curricular designing in order to make it level - appropriate and industry - relevant.

Student inadequacies in meeting the learning outcomes are dealt proactively through counselling and remedials for an improved performance.

### Criterion – III : Research, Consultancy and Extension

Research is one of the identified strategic areas of focus. The college has a Research Committee to promote and monitor the research activities of the teaching staff. The college motivates the faculty towards quality research by providing seed money, study leave, flexi time and other research incentives. Research facilities like SPSS (Statistical Package of Social Sciences), high

speed Internet, INFLIBNET, DELNET, research journals, reprographic facilities, etc. In last five years eleven percentage of the faculty has received seed money, amounting to Rs85,000. A faculty who completed her PhD received Rs 10,000 as appreciation award. Financial assistance to attend and participate in seminars/workshops/conferences etc at the regional /state level is also provided for faculty and students.

As part of faculty development programmes, 62% of the faculty attended Regional/National/International seminars/conference/workshops and 9 were sent to UGC Staff Refresher/Orientation Courses. 32 books were published, while 62 papers were presented at Regional/ National/International levels. 14% of the faculty were resource persons for workshops and seminars, while one faculty is recognised as the Research Supervisor by the Parent University. Two faculty completed their PhDs, while twenty five are pursuing.

To inculcate research aptitude among students, projects are made mandatory. Quality research is ensured through providing individual faculty as guides and organising seminars, guest lectures and workshops on effective project preparation. Ten students presented papers in various Regional & National Seminars.

### Consultancy

The college maintains a policy of promoting the use of expertise available on the campus for consultancy services in diverse areas such as Academics (training, recruitment and teaching), Banking, Film Production, Website Designing, Photography, Sports, Industries etc. The college involves students in consultancy through various college neighbourhood networks. Students integrate consultancy with community development by conducting classes in neighbourhood schools on Computer Basics, Communication Skills etc. Lab demonstrations by our students to the neighbouring Telugu medium schools are an instance of lab to land consultancy.

### Extension

‘Social Commitment’ is an integral part of the College vision. Student and faculty Orientation programmes lay emphasis on the critical significance of social outreach programmes for holistic development and integrated learning. The outreach programmes in the institution are organized through four basic units: **NSS (National Service Scheme)**, **JSS (Josephite Service Scheme)**, **YRC (Youth Red Cross)** and **Women Empowerment Cell**.

The faculty and students are sensitized on their social responsibilities, environmental awareness and citizenship roles through participation in Community development programmes, health and hygiene awareness programmes, AIDS awareness programmes, gender sensitizing programmes, medical and blood donation camps, environmental awareness programmes, Visits to Homes for Street children, Rescue Centers, Orphanages, HIV/AIDS centers, Home for the aged and destitute, mentally and physically challenged Children etc. Tree plantations, Medical Camps and Surveys are also conducted in the adopted villages. The college conducted 5K run to spread awareness about child help line. The students and faculty who participate in extension activities are acknowledged and rewarded with a certificate of appreciation on the College Annual day.

The institution has MoUs with Organizations of regional and national importance which has contributed significantly in enhancing research activities and placement of students. The College collaborates with number of agencies/organizations/Eminent

people/NGOs like Divya Disha, Asmitha etc. for conducting extension activities and social awareness campaigns, which not only promotes integrated development of the students but also endorses the brand visibility of the organization.

### Criterion – IV : Infrastructure and Learning Resources

Infrastructural development is given top priority as the college realizes the correlation between adequate infrastructure and effective teaching-learning process.

The College has well regulated mechanism to create, upgrade and enhance infrastructural facilities for quality sustenance and enhancement of the Teaching-Learning process. At the beginning of the academic year need- assessment for replacement /up gradation/addition of the existing infrastructure is carried out based on the suggestions from BOS members, Heads of the departments, lab technicians and system administrator after reviewing course requirements, computer- student ratio, budget constraints, working condition of the existing equipment and also students' grievances. 33 well ventilated classrooms, a well stocked library, 7 departmental libraries, Mass Communication studio, 10 spacious laboratories, 5 Seminar Halls, 1 Audio Visual Room, 6 Staff Rooms, 2 Canteens, Sports room and a Gym, 2 generators and 27 Surveillance Cameras provide a conducive environment for effective learning.

Major infrastructural initiatives taken up by the management during the last five years:

- Extended Campus of 18,740 Sq.ft added in 2011
- State – of- the – Art Mass Communication studio & Lab with production unit and publication software was set up in 2011
- New Computer Lab in 2011
- Examination branch was set up with a strong room and two other rooms
- Upgraded the language lab with K-VAN solutions software to include interactive modules on Basic and Advanced Communication skills, soft skills and job skills.
- Established Statistics lab with 20 users in 2011
- Purchase of 30 Computer systems & and Air Conditioner in the year 2012 - 2013
- Psychology lab with required equipment
- 16 Class rooms with LCD & internet facility
- Wi-Fi connectivity
- Purchase of 19 LCDs in last five years
- Up gradation of Library: 2278 New books, Journals and Periodicals, Magazines, Internet facility, Enhanced Library software.
- Purchased application software for examination branch, Admission & Fee collection, attendance, SMS gateway
- Purchased generator of 62.5 kV in the year 2012
- Additional Vehicles Shed
- Canteen was renovated with improved services and extended area of 1400 Sq.ft in 2012-13
- Fire alarm and 20 extinguishers have been installed
- Parking facility in extended campus with capacity of 120 vehicles

The College has a disabled friendly environment to provide the required amenities/facilities like ramp, wheel chair etc., The College also takes special efforts to ensure the health and well-being of its students and faculty by providing Gym and a health care center. The college has an MoU with Vijaya Mary Hospitals and a doctor is arranged to visit the campus.

### **Library as learning Resource Centre**

The Library is the learning resource centre of the college with 24567 books, 41 national and international journals, 27 magazines, 1120 CDs and 200 e-books. Library resources are augmented every year with latest editions and titles. 2278 books were added in the last five years. A library automation software New GenLib is used for day to day transactions of the library. The Library is computerized and networked with DELNET and INFLIBNET and has membership with British Library. CCTVs are installed for effective surveillance. Suggestion box placed at the entrance of the library invites suggestions to improve infrastructure facilities/resources and its contents are examined once a week. These suggestions are reviewed by Library committee and necessary action is taken to improve library services.

To promote technological advancements & effective pedagogy, the institution frequently upgrades its IT facility providing Wi-Fi connectivity, 357 systems with latest softwares, internet with 50 MBPS speed, etc. Faculty is provided with the requisite facilities for computer aided teaching-learning and also are trained in the usage of ICT backed teaching aids. A Computer Student ratio of 1: 5 is also maintained for effective teaching-learning process.

Optimal deployment of infrastructure is ensured through appointment of adequate and well qualified lab technicians/System Administrator and through conducting training programmes for faculty on the use of new technology.

The college has Maintenance Committee that oversees the maintenance of buildings, classrooms and laboratories. Adequate in-house staff is employed to meticulously maintain hygiene, cleanliness and infrastructure on the campus. Optimum working condition of all properties/ equipment on the campus is ensured through annual maintenance contracts (AMC). The College spent Rs 4,90,521 in last five years on Repair and maintenance of Computers.

## **Criterion - V: Student Support and Progression**

Student welfare is at the heart of the college vision and governance. The institution comprehensively plans and chalks various student welfare programmes in areas such as inclusive admission policies, infrastructural facilities, curricular, co-curricular and extension activities.

The college has a structured support and mentoring mechanism which is effectively rendered through cells/committees/services such as Student Welfare Committee, Sports Committee, Anti-Ragging Committee, Cultural Committee, Student Quality Assurance Cell, Grievance Redressal Cell, Anti Sexual Harassment Cell, Placement Cell, International



Student Cell, Women Empowerment Cell, Entrepreneurial Development Cell, Language Cell in addition to Counseling and Mentoring services.

The institution has an inclusive admissions policy to provide equity for disadvantaged students. The college helps economically backward students by providing them with fee concession and scholarship assistance. 389 students have been given fee concession in the last five years. They are also helped by ‘Earn While You Learn Programme’, where they are given opportunity to work on the campus after college hours.

The college provides personal enhancement and development schemes for students to train and orient students towards professional, emotional and physical well being. Soft Skills development being a major area in promoting global competencies, the college conducts Workshops/seminars/guest lectures on interpersonal skills, goal setting, team work, presentation skills, corporate skills, decision making, etc. Eminent resource persons are invited for motivational talks on personality development, communication skills and soft skills. Value-based education promotes holistic development of the students.

Most of the activities of the campus are made student centric to give students an opportunity to take up leadership roles, right from planning to organizing, getting sponsorships, publicity, handling media, stage management, discipline etc. Departmental events like seminars, conferences and workshops also see the students playing dynamic roles. Celebrations/Events like Teacher’s Day, Independence Day, Republic Day, College Annual Day, etc., are organized entirely by students. The college organizes mega annual events like *Josephiesta –culmination of talents* and *Cinevolution – a short film documentary festival* to hone and showcase students’ talents, apart from promoting their managerial and social skills.

The College involves and encourages students to involve themselves in many aspects of publications from handling the cameras to editorial. A wall magazine and the College newsmagazines – **JosepHeights** and **The Catalyst**, an online magazine are brought out entirely by the students.

The College takes proactive measures to encourage student participation in various competitions. Conveyance and other allowances are provided by the college to participate in various workshops and also various sports, literary and cultural competitions at Youth festivals both at regional and national levels.

To promote scientific temperament the Department of Science conducts Science exhibitions where the students display their live models/projects/demonstrations not only to their peers but also to the neighboring Telugu medium schools, thus giving it a community orientation.

Our outstanding student achievements over last five years include excellence in Academics, Sports and Cultural Events at regional and national levels. Swathi Prasad (2010 batch) was awarded a Gold Medal by Osmania University for being university topper in B.Sc (MSCs). The College Band brought laurels to the institution by winning the first prize in Osmania University Inter-collegiate Group Singing Competition for last five successive

years. 19 students won National levels prizes in Sports and a student stood first at a National level Cultural Competition.

A comprehensive student feedback is administered at the end of every semester which is consolidated, analyzed and constructively utilized for the growth and development of the College.

The College has an active Alumni Association and maintains its alumni network through Alumni Meetings, their visits to the college and college website. Being members of statutory bodies like Board of studies, Academic Council; they give valuable inputs to make curriculum industry relevant. The Alumni also helps in identifying placements and internship opportunities.

**The following table reflects the Examination Results of St. Joseph's College in comparison with Osmania University Results for the last four years.**

Name of the Course	2008-2009		2009-2010		2010-2011		2011-2012		2012-2013	
	College	OU	College	OU	College	OU	College	OU	College	OU
<b>B.Com</b>	90%	58.81%	92%	61.41%	93%	51.36%	97%	48.92%	92%	NA
<b>B.Sc</b>	54%	50.09%	60%	50.44%	45%	49.53%	40%	34.84%	57%	45.93%
<b>M.Com</b>	---	---	93%	NA	90%	NA	---	---	91%	NA

The Placement Cell of the college conducts Campus Recruitment Training programmes to promote employability of its students. The proportion of the graduated students and employed is in the ratio of **3:1**

## Criterion - VI: Governance, Leadership and Management

Excellence in administrative culture of the college is maintained through a transparent participative and decentralised administrative system.

The College is managed by Hyderabad Archdiocese Educational Society – HAES which is the management committee comprising the Archbishop & Chairman, Vice – Chairman, Secretary, Treasurer and the Principal of the college. The Management Committee is the planning and policy making body which meets periodically to plan, review and evaluate not only the administrative and academic processes but all matters related to co-curricular, extra-curricular and extension activities of the College in coordination with the **statutory bodies** of the College – The Governing Body, the Academic Council, the Boards of Studies and the Finance Committee. The financial requirements for each academic year are assessed, prioritized, and budgeted by the Finance and Management committee. The main source of revenue is the fee collected from the students. It also

mobilizes funds through optimal use of infrastructure viz., hiring the campus for external examinations. The college management Hyderabad Archdiocese Educational Society (HAES) supplements finances in case of need, especially for developmental activities.

Effective internal coordination and monitoring mechanism is the hallmark of the college administrative procedures. The college practices decentralization and participative management through various statutory bodies and committees at various levels of Consultation, Planning and Execution.

As the institution believes in the credo of participative management, a fair measure of autonomy is granted to all the academic departments to function proactively. Recognizing the importance of strong leadership in the development of organisation, the college endeavours to groom leadership by entrusting key positions and responsibilities at various levels to facilitate the smooth functioning of the institution.

### Strategy Development and Deployment

The College is constantly focused on its vision of promoting excellence in education and this is well supported by definite development plans in various administrative and academic units for quality assurance.

The college strives to create and maintain an environment of excellence in education through constant review and renewal of programmes to include designing of new need based courses, redesigning of existing courses, technological advancements, implementing effective pedagogy, community oriented research and thereby attain the status of ‘College with Potential for Excellence’(CPE).

### Faculty Empowerment Strategies

The institution conducts programmes to enhance the competency of its faculty and non-teaching staff. The Institution offers acceptable pay and congenial work environment to attract and retain well qualified and competent faculty. Some of the welfare measures for the staff include LIC group gratuity schemes for all permanent staff and Employee Provident Fund (EPF) for all non teaching staff, EPF for all faculty with three years of service. The management adopts a constructive approach to utilize the performance appraisal reports of the staff for enhancing their professional effectiveness.

**The IQAC** of the college develops a quality system for conscious, consistent and catalytic programmed action to improve the academic and administrative performance of the College. It acts as a nodal agency of the college for coordinating quality-related activities, including adoption and dissemination of good practices.

Feedback received from the stake-holders is considered for continuous review and revision of policies/strategies/methodologies which are relevant to the changing needs of higher education.

Adopting a well regulated mechanism of standardized procedures like, Periodic Academic Audits, Performance Appraisal Reviews, Departmental Performance Audits and a

stringent vigilance on academic schedules, student discipline and regularity has made St. Joseph's a trusted name for holistic and quality education.

Excellence in administrative culture is well reflected in some of the management initiatives such as:

- As part of its corporate social responsibility, the college repaired and refurbished a Hall with Audio/Video equipment in St. Joseph's Telugu Medium School (Girls), Gunfoundry incurring an expenditure of Rs 1,50,000.
- The college despite being self- financed spends nearly 2 Lakhs annually on student prizes

## Criterion - VII: Innovation and Best Practices

Innovation is certainly the institution's cutting edge which reinforces and sustains its 'distinctive environment of excellence' in education. In fact 'academic flexibility' and 'scope for innovations' have been the primary reasons for the college to seek the Autonomous status in the year 2011. The college being environmental friendly, energy conservation has been treated as a priority area, both in terms of adopting concrete energy saving strategies on the campus and also in creating awareness among students and staff about its critical significance. The two Best practices of the college are - Standardized procedures for effective Teaching – Learning & Faculty Enrichment programmes.

### Methodology:

A SWOC analysis of the college in its various facets is presented based on internal and external evaluation:

- Student Feedback
- Self-Appraisal of Faculty
- Departmental Annual Reports
- Peer Review Reports of NAAC
- Rankings by Magazines
- Feedback from the Stake holders

### STRENGTHS:

- NAAC accreditation with A Grade of CGPA 3.51
- The Institution is located in the centre of the city and has a sprawling area of 2 acres.
- The institution has a good reputation in the community
- Academic Flexibility with the advent of autonomy
- Availability of increased options with diversification of courses
- Industry relevant curriculum with thrust on employability skills.
- Certificate courses/Interdisciplinary papers to promote employability
- Incorporation of internships/projects as mandatory component in the curriculum
- Good demand for B.Com & BBA courses
- Qualified, committed and experienced faculty
- Innovative ICT – backed teaching- learning methodology
- Good Infrastructure facilities and ambience conducive for Quality Education

- Ratings by Reputed National Print Media
- Regular conduct of student centric activities through various academic clubs and cultural fests - Cinevolution and Josephiesta
- Regular community engagement programmes
- Provision of Good Placement services
- Motivational incentives for faculty and students
- Word of mouth publicity through successful Alumni
- Enhanced reputation among academicians with regular Faculty enrichment programmes through seminars/conferences/workshops / refresher courses/orientations
- University ranks under affiliation system
- The College has emerged as a trusted name for discipline & value based /holistic education

### **WEAKNESS**

- Funds constraints being a Self financed institution
- Lack of research projects
- Limited Consultancy
- Limited International linkages and student/staff exchange programmes
- Faculty development and Continuing education programmes need a boost
- Collaboration with premier research institutions is in formative stage
- Not able to attract academically bright students for Science courses
- Limited grounds for Sports and Games
- Hostel facility for boys and girls

### **OPPORTUNITIES**

- Wide range of specialized research areas / technologies for faculty and students
- Innumerable existing technologies to be explored / harnessed for teaching- learning
- Wide scope for collaboration with Indian and foreign research institutes/ universities / organizations
- Consultancy services to industries/reputed bodies
- To strengthen digital library
- Prepare students for civil service
- The practical dimension of teaching can be enhanced
- Introduction of more courses and market relevant/industry relevant certificate courses
- Diversification of courses to provide greater flexibility
- Choice based credit system
- Placement for students in Top companies
- To strengthen Student Quality Assurance Cell
- To strengthen Staff Welfare Association
- Adopting more villages for community service

## CHALLENGES

- Continuous high need for redesigning the curriculum
- Low academic standards of the students in Science courses.
- Migration of experienced faculty
- To motivate the staff for progressive paradigms
- Competition from other higher education entities
- Development of skilled man-power in frontline areas of Science and Technology
- Networking with other reputed institutions in academic and research activities
- Catering to the needs of Students from heterogeneous backgrounds
- Attracting students towards traditional Science courses
- Enhancement of faculty research

It is our endeavor to convert the weaknesses into strengths and challenges into opportunities to the advantage of students and faculty.

### Utilizing Strengths:

There is a possibility of widening consultancy in different areas with the availability of highly qualified and experienced faculty, and reasonably good infrastructure facilities. Good services of the alumni can be utilized for delivering expert lectures for improving placements.

### Overcoming Weaknesses:

Industry -Institute Interaction can be improved by entering into collaborative research projects with various national organizations of repute and by offering consultancy services in various fields. Awareness of consultancy in other departments is to be initiated. Based on SWOC analysis, “strategic plan” has been developed for Institutional Development.