



ST. JOSEPH'S DEGREE & PG COLLEGE

**Autonomous, Re-accredited by NAAC (3rd Cycle), Kingkoti Road,
Gunfoundry, Hyderabad-29, Telangana, India
www.josephscollege.ac.in**

INSTITUTIONAL DEVELOPMENT PLAN 2022-2027

1.1 Vision

To provide a distinct environment of excellence in education with human values and social commitment.

1.2 Mission

- To create and maintain an environment of excellence in education through technological advancements, effective pedagogy and methods of evaluation
- To develop knowledge citizens with multidisciplinary global competencies
- To integrate in the students, the ennobling virtues of truth, fairness, tolerance and co-operation that lead them to serve the underprivileged
- To sensitize the Josephites with a sense of appreciation of traditional and cultural inheritance of the nation
- To provide life skills for a successful career, home and society

1.3 Core Values

- Trust in Divinity
- Foster Integrity
- Acquire Competencies
- Strive for Excellence
- Serve the Society

1.4 St. Joseph's College proposes to further differentiate itself through:

Institutional Strength

St. Joseph's College is known for:

- ❖ The Institution is a Catholic College and located in the heart of the city and has a sprawling area of 03 acres
- ❖ 25 years of service to the society, in the field of education
- ❖ The college has Well Qualified and Experienced Faculty, providing 16 UG and 02 PG programmes in Commerce, Sciences, Arts and Business Management
- ❖ Excellent infrastructure facilities with safety measures, conducive ambience for world-class Education and facilities for differently abled students
- ❖ The institution has a good reputation in the society for its Quality education with continuous top ranking by reputed research institutions

- ❖ Discipline – Hallmark of the College
- ❖ Imparting holistic education through academic flexibility with the advent of autonomy
- ❖ Transparent admission policy for the students from Regional, National and International regions who seek admission in our college

Institutional Weakness

- ❖ Funds constraints being a Self financed institution
- ❖ Limited space containing the intake and introduction of new programmes
- ❖ Limited International linkages
- ❖ Training of faculty in industry
- ❖ Restricted Autonomy imposes less scope for change in the curriculum of traditional Programmes Recruiting more number of faculty with industry experience
- ❖ Relieving staff to attend Refresher / Orientation Programmes conducted by UGC/HRD Collaborations with Research institutions and industry
- ❖ Publishing papers in Scopus Indexed / Web of Science journals and filing of patents
- ❖ Being more successful in getting research grants or projects from external funding agencies Limited Consultancy and Income generation
- ❖ Lack of national and international students and faculty
- ❖ Lack of Faculty and Student Exchange Programme
- ❖ Limited Government Scholarships for students as admission are exempted from DOST, Telangana
- ❖ Limited ground for Sports and Games
- ❖ Hostel facility for boys and girls
- ❖ Alumni Association needs to be strengthened
- ❖ Lack of Robust HR Policy
- ❖ Research, consultancy and extension activities to be strengthened

Institutional Opportunity

- ❖ Institute's progressive planning and commitment for providing quality education and holistic development of students
- ❖ Introduction of more Programmes and industry relevant certificate courses with greater flexibility Wide scope for Linkages / collaboration with National and research institutes/ universities / organizations
- ❖ To start new programmes at UG and PG levels
- ❖ Scope for Enhanced Admissions and Education to all at affordable cost

- ❖ The college has adequate infrastructure to integrate technology into education for twenty-first-century Blended teaching methodologies harnessing ICT and practical dimension
- ❖ Strategic Location enhances the opportunities for extended academic and employment opportunities
- ❖ Financial assistance for faculty to publish papers in UGC Care / Scopus / Web of Science journals
- ❖ Involvement of Student Council and their representation in various committees/cells
- ❖ Providing students to become global players
- ❖ Expanding coaching for civil services
- ❖ Community Engagement and adopting a village to meet the needs of the society
- ❖ Effective management of sustainable resources for eco-friendly environment.
- ❖ Consultancy services to industries / reputed bodies
- ❖ To strengthen Staff Welfare Association
- ❖ To adopt strategies to become a nationally recognized educational institution (Centre for Excellence)
- ❖ To serve the poor and the needy by providing quality education at St. Joseph
- ❖ To get University Status and thereby become a degree granting Catholic institution in the state of Telengana

Institutional Challenge

- ❖ Resource mobilisation from Government, UGC and Private Agencies Limited freedom to exercise powers of Autonomy To recruit staff with PhD / Industry Experience
- ❖ Attracting international /national faculty and students
- ❖ Restriction in introducing new skill based courses in traditional programmes
- ❖ To inspire faculty towards research by getting research grants and applying for copyrights and patents
- ❖ To generate income through consultancy work
- ❖ To collaborate with foreign universities
- ❖ To attract more companies for placement, internship and project work To encourage students to take up society oriented or real time projects
- ❖ To encourage staff to the changing needs of higher education and stakeholders
- ❖ NEP Implementation
- ❖ NAAC, NIRF and NBA recognitions are mandatory today

- ❖ Stiff competition, hence the need to focus on quality
- ❖ Lack of student diversity
- ❖ Recently established institutions got University Status

2.1 Strategic Objectives 2022-2027

- ❖ To design and review the programmes / Courses offered focusing on Knowledge, Skill and Employability in collaboration with relevant reputed institutions.
- ❖ To increase student diversity and cater inclusive environment
- ❖ To use differentiated teaching techniques with practical orientation for skill development with the use of state of art of infrastructure.
- ❖ To enhance Research Orientation, Innovation and Consultancy
- ❖ To Increase Regional/National/International collaborations with eminent educational institutions/universities for faculty and students development
- ❖ To be in the top 100 institutional rankings of NIRF, NBA, OBE
- ❖ To improve the NAAC Grade.
- ❖ To sensitize the students in environment friendly activities, Human Values, Gender Sensitization, Ethics, Culture and Tradition through Center for Social Transformation.
- ❖ Expand the global footprint by having students from around the globe enrolling in St. Joseph's Degree & PG College programs.

2.2 Goals

1. St. Joseph's College aims to be in the top 100 institutions as per the NIRF Ranking by 2027. The College aims to display its path towards excellence by garnering more than 'A' or 'A+' grade in the NAAC accreditation framework by the year 2025. The College aspires to be in the top 100 institutions in the country in various rankings done by government, other media and ranking organizations.

2. Creating a strong academic culture with student-faculty ratio (1:20), excellent learning resources (rank < 5 in rankings), skill and attribute-based curriculum and high-quality faculty resources (PhD >80%)

3. The institution wants to develop itself in research, knowledge development and dissemination.

i. High quality research output measured in terms of number of quality publications per faculty and from each department. The goal is to achieve a minimum 2 publications per faculty member in an academic year.

4. St. Joseph's college aims to scale up its outreach programs to cover the select states in the period of the strategic plan.

i. The College aims to be a centre of excellence in the area of Centre for social transformation through village adoption and knowledge dissemination in government schools and government colleges.

5. Develop St. Joseph's as a reputed educational brand in India.

a. For an institution to attract students and faculty, it should build a powerful and authentic brand. St. Joseph's College will invest in building a strong brand rooted in excellence and value. Investment will be made in building brand awareness and salience for the St. Joseph's brand across key markets in the next five years.

ACTION PLAN TO REALIZE STRATEGIC GOALS

Goal 1. St. Joseph's College aims to be in the top 100 institutions as per the NIRF Ranking by 2027. The College aims to display its path towards excellence by garnering more than 'A' or 'A+' grade in the NAAC accreditation framework by the year 2025. The College aspires to be in the top 100 institutions in the country in various rankings done by government, other media and ranking organizations.

- **Action Plan:**
- Strengthen the administrative process and governance mechanisms benchmarking with best Institution through
- Advisory body consisting of eminent academicians and industrialists
- Creation of administrative policies and ensuring the transparency and ownership of these policies at all levels of the College.
- Advisory body will be responsible for the achievement of the strategic goals
- Strengthening the HOD/Deans through delegation and proper authority and allocation of finances
- Strengthen the financial performance of the College by tapping resources such as College Corpus, Consultancy services, UGC/AICTE funding, Alumni support and other funded projects.
- St. Joseph's College has tie-ups with few Universities in Asia. The institution would take steps to strengthen the tie-up through more intensive interactions. We will strengthen the Office of International Relations with more manpower and resources to foster new tie-ups with reputed Universities abroad.
- Develop proper metrics for evaluation of the relationship in terms of faculty exchanges and student exchanges.
- St. Joseph's College would encourage the various departments to identify areas where national and global linkages can be utilized.

Goal 2. Creating a strong academic culture with student-faculty ratio (1:20), excellent learning resources (rank < 5 in rankings), skill and attribute-based curriculum and high-quality faculty resources (PhD >80%)

Strategy 2.1: Enrich Student experience through pedagogical innovation, immersive learning, student centric pedagogy, and living environment.

▪ **Action Plan:**

- NEP has put lot of focus on skill development among the student community.
- St. Joseph's College will develop the students with key competencies like Employability Skills, Leadership, Teamwork, Communication Skill, Social Sensitivity etc.
- We will adopt an effective mentoring program to Increase faculty engagement with students.
- A teaching philosophy based on Immersive Learning Pedagogy will be formulated that will act as the differentiator for St. Joseph's College in the Teaching and Learning domain. At least 50% of the pedagogy will be through student-centric learning methodologies.
- St. Joseph's College will strengthen the incubation centre and The College expects to incubate 10-15 start-ups in the next five years.

Strategy 2.2: Retain and Develop excellent faculty

Action Plan:

- Faculty size: Fine-tuning the number of faculty in terms of the number, quality, and competency. We will ensure that all the departments under St. Joseph's College would have an adequate number of faculty resources to pursue teaching and research.
- Faculty composition: We intend to strengthen the research output of our various Departments by recruiting faculty with research aptitude and competency. The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.
- Recruit Faculty with Ph.D. over the next five years and encourage existing faculty members who do not have Ph.D. to complete their doctoral degree. The goal is to have more than 80% faculty members having their doctoral degree by 2027.

Strategy 2.3: Harness technology to develop teaching and learning

We will use the digital technology environment to open new ways to discover, test, create, and advance knowledge that will enhance the teaching and learning of our students.

Action Plan:

- Encourage faculty, students, and staff to use the strength of technology to enhance the teaching and learning process through use of ERP and LMS for delivering the course resources and educational processes.
- St. Joseph's College plans to introduce its own MOOC program for internal and public consumption.
- Create an effective Information Technology (IT) platform and infrastructure that support the academic and research need of the institute in a financially viable manner.

Strategy 2.4: Develop highly relevant course curricula, focus on learning outcomes.

As an institution, St. Joseph's College will ensure that the students get the best of the resources, environment, and support for learning.

Action Plan:

- All departments will have a robust list of competencies/Graduate Attributes for their students. Which will be used to develop the learning outcomes of various courses.
- The Assessment and Development Centre (ADC) would be expanded by investing in resources and encouraging the institution to take projects from the industry.
- We will ensure that the students would be given feedback on their performance on the learning outcomes.
- Develop and nurture student diversity by attracting students from various parts of the country with a diversity ratio > 25% of total intake.
- The College will be aiming for global mix of students and has set a target of international students >5% of intake per programs.

Goal 3. The institution wants to develop in research, knowledge creation and dissemination.

- a. The target is to have at least 5 doctoral candidates in each department.
- b. High quality research output measured in terms of number of quality publications per faculty and from each department. The goal is to achieve a minimum 2 publications per faculty member in an academic year.

Strategy 3.1: Develop Centres of Excellence in Research in various Departments

Action Plan:

- Prepare Research Budget (target >20 Lakhs) for each department for the resources needed for encouraging and conducting research. A research committee constituted at the highest level would oversee research fund allocations.
- Create positions of Head (Research) whose KRA (Key Result Area) would be to encourage research and publication in the respective departments.

Strategy 3.2: Develop a culture of research in various departments and create strong performance management system.

Action Plan:

- St. Joseph's College want to make research and publication to be one of the priorities of the faculty members.
- The departments would be encouraged to introduce research-based pedagogy like a dissertation, research projects to the students so that they can be converted into research and publication.

Strategy 3.3: Enhance financial support for research and development

Action Plan:

- We will encourage the faculty members to get funding for their research from AICTE, UGC, ICSSR, Government of India and other funding agencies. Necessary administrative support will be given by St. Joseph's College.

Strategy 3.4: Develop doctoral management research centres for each department

Action Plan:

- Doctoral research management centres are vital in the development of research output in organizations of higher learning. St. Joseph's College will encourage every department to become an approved research center for College.
- St. Joseph's College would encourage the faculty members who are doctorate to enrol themselves as research guides at affiliated universities.
- All the research management centres would be directed to conduct training programs to encourage the scholars to pursue excellent research.

Strategy 3.5: Create globally relevant research through collaborative research projects

Action Plan:

- We will encourage faculty members to have collaborative research projects with our partner universities.
- Each department should develop at least one research project every year with a partner university in the next five years.

Goal 4. St. Joseph's college aims to scale up its outreach programs to cover the select states in the period of the strategic plan.

- a. The College aims to be a center for social transformation in the area of Sustainable Development Goals and Corporate Social Responsibility
- b. The existing outreach programs will expand to various geographies and sections of societies in the next five years doubling the current scale of operations like village adoption and knowledge dissemination in Govt Schools and Govt Colleges.
- c. The institution aims to double the externally funded outreach projects from the current number in the next five years

Strategy 5.1: Create strong outreach activities that touch a large spectrum of stakeholders.

Strategy 5.2: Create Scale in terms of Departments and Courses.

Action Plan:

- The NEP 2020 has far reaching implications on the strategic plan envisaged by St. Joseph's College. The immediate priority of St. Joseph's College is to create enough scale in terms of the programs by launching new programs and departments.
- The institution should develop a new culture of multi-disciplinary flexible academic design that is in line with NEP 2020.

Strategy 5.3: Financial Stability and Funding for Institutional Development.

Action Plan:

- St. Joseph's College Create a sustainable financial sourcing model with a diversified funding source reducing overdependence on fee income.
- An endowment will be created which will be a source of funding for St. Joseph's College. The endowment will solicit donations from Alumni, Industry and other

stakeholders. The endowment will be handled by an internal group who has expertise in treasury management.

Strategy 5.4: Faculty and Staff Development for transformation into a University

Action Plan:

- For Degree Granting Institution status, each department should have a requisite number of Professors, Associate and Assistant Professors. Hence recruitment will be made for these positions to meet the requirements.
- The existing Faculty Policy will be redrafted to incorporate the changes mandated by regulatory authorities like UGC.
- Institution requires a robust administrative infrastructure which is much different in terms of depth and scale compared to an institution focused on limited domains. Hence St. Joseph's College will be investing in scaling up administrative resources to meet the needs of a College.
- A comprehensive HR policy that meets the regulatory requirements and also caters to the needs of the faculty will be drafted.

Strategy 5.5: Develop opportunities for placement and entrepreneurship for students

Action Plan:

- Since institutions under NEP 2020 would cater to a larger number of students from diverse streams, the office of corporate relations would be strengthened to meet the needs of a larger group.
- St. Joseph's College envisages that the future institutions would generate entrepreneurs who will, in turn, create jobs for the society.
- A state-of-the-art Incubation Centre would be set up to promote entrepreneurship there by providing impetus to societal growth.

Strategy 5.6: Infrastructure for College

Goal 5. Develop St. Joseph's as a reputed educational brand in India.

St. Joseph's will invest in building a strong brand rooted in excellence and value. Investment will be made in building brand awareness and salience for the St. Joseph's brand across key markets in the next five years.

Action Plan:

- Strengthen the brand by investing in brand building through various media and also through public relations and outreach programs.
- A separate marketing team will be created to effectively drive the brand promotion activities especially relating to admissions.
- Focus will be given in designing events, seminars, webinars, workshops and training programs to enhance the perception of St. Joseph’s College as a Centre of excellence.
- Alumni connect will be nurtured and engagement will be enhanced through various activities and networking by establishing alumni chapters across the country.
- Office of Alumni Relations will be strengthened with senior faculty members, student volunteers and administrative support.
- Networking with industry for placements, consultancy and projects will be coordinated by the Office of Corporate Relations which will be expanded to suit the needs of College.

Balanced Scorecard for St. Joseph’s College				
Strategic Theme: Redefining Quality Centric Futuristic Education				
Objective		Measure	Target	Initiative
Customer	Placement Industry relationship	Average CTC Number of incubated firms / Startups Corporate satisfaction MDP conducted	Management > 7 LPA Inc > 10 Corp. Sat >8 MDP satisfaction score	Competency development of students Entrepreneurship Workshops Mentoring OCR to be strengthened. Liaison officers in Metros
	Relationship	Endowment contribution Alumni Relations – Meetings participation	Endowment > 25% in 10 years Alumni meeting participation 50% Alumni Satisfaction	Creation of endowment plan. Incentivize endowment Strengthen office of alumni

			>90%	
	Internal Customer Satisfaction	Faculty Retention Ratio Faculty and staff satisfaction score	Retention ratio >80% Satisfaction >90%	Infrastructure for faculty Incentivize faculty /staff performance
	Impact on society	Number of outreach programs Number of beneficiaries Funding from agencies Impact study scores	Double current outreach projects	Strengthen Outreach programs
Process	Strengthening Pedagogy	Pass Percentage Competency Scores Student Ratings of courses	Pass percentage > 75% Competency > 60% Ratings >3.5	Empower faculty to innovate in pedagogy. Competency building for faculty on innovative pedagogy Measure effectiveness of pedagogy Industry representation in Academic council
	Enhancing	Accreditations,	Top 25 in 5	Strengthen

	Brand Value	Rankings	years AACSB, AMBA, EQUIS, NBA, NAAC, ACBSP, NIRF Respective departments to identify	IQAC and Accreditation team. Budget for IQAC Training on Quality Assurance
	Enhancing Faculty Resources	PhD faculty members Faculty Diversity Ratio Practice Track faculty members Live projects Retention rates	PhD >80% Diversity >25% Practice Track - 25% Live Project > 50% of projects Targeted Student – Faculty ratio~ 20:1	Increase visibility of RCSS outside the state. Recruitment from premier institutions like IIM, IIT