



## **St. Aloysius College (Autonomous), Jabalpur**

**Re-accredited 'A'+ Grade by NAAC with(CGPA 3.68/4.0) College with Potential for Excellence(CPE)**

**by UGC DST-FIST Supported & Star College  
Scheme by DBT**

## **Strategic Plan 2022-32**

## Preface

St. Aloysius College, a cornerstone of educational excellence in Madhya Pradesh and affiliated with Rani Durgavati Vishwavidyalaya, Jabalpur, stands as a testament to holistic education and character formation since its inception in 1951. As a Christian institution under the Catholic Diocese of Jabalpur, it offers a diverse curriculum that caters to both urban and rural students in Central India, emphasizing ICT, skill development, and global competencies. Upholding the motto 'Virtus in Arduo' (Strength through Striving), the college has consistently pushed boundaries in academic and co-curricular realms.

The college, named after St. Aloysius Gonzaga, has a rich history of evolving education, marked by significant milestones like the A+ NAAC accreditation in 2005 and the UGC's recognition as a 'College with Potential for Excellence'. This accolade led to introspection and a renewed focus on holistic education. The granting of 'Autonomous Status' in 2007 for five years was a significant step in its journey of academic freedom and excellence.

Its achievements, such as the extension of the 'College with Potential for Excellence' status, re-accreditation by NAAC with 3.68 CGPAs, recognition as a Bio-Design Innovation Centre, and the DBT Star Scheme status in 2020, highlight its commitment to academic rigor and innovation. These recognitions are not just accolades but catalysts propelling the institution towards comprehensive educational development.

The introduction of new courses at various academic levels, including undergraduate, postgraduate, and doctoral studies, reflects the college's dedication to providing a broad spectrum of learning opportunities. This aligns with the goal of training educated, skilled, and socially aware citizens, contributing to a stable and developed society. The college has been a forerunner in academics and co-curricular activities, fostering an environment where students can compete, excel, and maintain their winning edge.

St. Aloysius College, with its motto 'Virtus in Arduo', aims to impart value-based liberal education, promoting inclusive and holistic growth. Over seven decades, it has nurtured moral strength and

intellectual maturity, vital for honest academic pursuits. The conducive campus and the liberal attitude of the management have provided unrestricted academic freedom, motivating teachers and students alike.

The strategic plan for 2022-2032 has been drafted in accordance with the National Education Policy 2020. It also includes thoughtful revisions and updates to the pre-existing strategic plan that spanned from 2013 to 2023. This updated plan is designed to align with the latest educational policies and goals.

It is a visionary roadmap aiming to transform the college into a university and an institution of excellence. It focuses on multidisciplinary and holistic education, equity and inclusion, faculty development, technology integration, global outreach, promotion of Indian knowledge systems, and an integrated higher education system. This plan aligns all stakeholders towards common objectives, enhancing the collective impact.

This strategic direction is not merely a blueprint for academic excellence but a commitment to contributing to an educated society. With its ambitious plans, St. Aloysius College aspires to become a source of national pride and a benchmark for higher education in India, shaping the future of education with its innovative approach and dedication to excellence.

## Strategic Plan Committee

1. Dr. G. Vazhan Arasu (Principal)
2. Dr. Kalol Das (Vice Principal)
3. Dr. Anjali Dsouza (Vice Principal)
4. Dr. Mita Darbari (Examination Controller)
5. Dr. Siby Samuel (IQAC Coordinator)
6. Dr. Neelanjana Pathak
7. Dr. Reeta Chouhan
8. Dr. Rupali Ahluwalia
9. Dr. Sonali Nigam
10. Dr. Tuhina Johri

# **St. Aloysius College (Autonomous), Jabalpur**

## **Vision**

St. Aloysius' College strives for quality in academics, character formation and developing a scientific temper thereby, opening new avenues for enriching life.

## **Mission**

We, the members of St. Aloysius' College, aim to create and facilitate an environment for knowledge, research, skill, self-reliance and humanitarianism that moulds the youth to build up a better world.

## **Objectives**

- To impart qualitative teaching and rigorous training and to empower the youth professionally, to enable them to respond to the needs and challenges of the times.
- To mould intellectually competent youth who are responsive and committed to build an inclusive society.
- To inculcate moral values in the students and make them learned, competent, loyal and kind hearted citizens of this country.
- To help them realize the motto of the college Virtus in Arduo (Strength through Striving).

## SWOC ANALYSIS

### Strengths

1. Autonomous college having academic flexibility
2. CPE, FIST and DBT Star scheme supported Institution
3. Good public image being the best college in the region
4. Committed staff and disciplined students.
5. Well maintained infrastructure conducive to teaching-learning.
6. ICT enabled teaching-learning process.
7. Healthy management-principal-faculty-student relationship.
8. Proactive and supportive Management
9. Proactive Alumni Association.
10. Well qualified Staff
11. Seminars organized at the State, National and International levels.
12. Good academic performance.
13. Good record of achievements in Sports, NCC, NSS, cultural and co-curricular activities.
14. Well-equipped and maintained laboratories.
15. Well stocked central library and departmental libraries.
16. Optimum utilization of infrastructure
17. Faculty Enrichment Programmes.
18. Multifarious Social Outreach Programmes.
19. Mentorship Programme institutionalized
20. Counselor and Placement Officer on campus.
21. Environment-friendly campus.
22. Value education & Peace Education programme institutionalized.

## **Weakness**

1. Constraints due to ban of recruitment of Gant-in Aid posts
2. Situated in a Cantonment area
3. Limited formal consultancy services.
4. Limited International linkages and collaborations.
5. Moving towards 100 percent Self Financing institution

## **Opportunities**

1. To become a University
2. Extensive consultancy and extension services.
3. Participation in collaborative research with international institute of repute.
4. Students and teachers exchange programmes with international institutions
5. Students participation in International competition

## **Challenges**

1. Improving the soft skills of the learners to face global challenges
2. Competition from other institutions at national level
3. Creating a brand image by becoming a world class institute
4. Sustaining and retaining teachers under Self-Finance courses
5. Generation of funds through linkages with Industry.

## Multidisciplinary and Holistic Education

### Short Term Plan (under 2 years)

1. Curricular Reforms and NEP-2020 Alignment:
  - Developing a phased roadmap for multidisciplinary and holistic curricular reforms.
  - Aligning the revised curriculum with global citizenship education principles.
  - Integration of interdisciplinary undergraduate and postgraduate programs in vocational and professional studies.
2. Innovative Course Introduction and Environmental Focus:
  - Introducing multidisciplinary open/general elective courses.
  - Including value and skill-based courses in all program curriculums.
  - Launching community-based courses and projects in vocational education programs.
  - Global competency-focused curriculum restructuring and academic collaborations with international institutions.
3. Multidisciplinary Research:
  - Incorporating integrated undergraduate, postgraduate, and research programs in all disciplines.
  - Restructuring programs with a renewed focus on global competency.
  - Forming collaborations with national and international universities for academic and research programs.

### Scientific Advancement in Educational Programs ( mid-term 3-5 years)

1. Integrating Indian classical texts for a deeper understanding of Indian traditions.
2. Expansion of community-oriented course offerings with enhanced credit systems.
3. Departmental and school restructuring to align with NEP's modern educational directives.
4. Strategic collaboration with higher education institutions for credit exchange mechanisms.
5. Launch of programs in cutting-edge fields like Artificial Intelligence, Nanotechnology, and Pharmaceutical Science, reflecting contemporary scientific and technological trends.



## Developing infrastructure facilities

### Short Term Plan (under 2 years)

1. Implementation of smart classroom systems with advanced learning technologies.
2. Development of state-of-the-art biotechnology research laboratories.
3. Computer lab modernization with cutting-edge computing facilities.
4. Auditorium renovation integrating modern audio-visual and communication technologies.
5. Library transformation focusing on digitalization and research-oriented resources.
6. Development of Recording studio infrastructure

### Infrastructure Development in University Transition (3-5 years)

1. Secure additional land for campus expansion to accommodate new facilities and structures essential for a university.
2. Conduct a comprehensive assessment of current infrastructure to identify areas needing upgrade or expansion.
3. Implement state-of-the-art technology in classrooms, laboratories, and libraries to foster a cutting-edge learning environment.
4. Develop new academic buildings, research centers, and student facilities, ensuring they meet the advanced needs of a university.
5. Incorporate eco-friendly and sustainable practices in construction and campus maintenance.
6. Stakeholder Engagement: Involve faculty, students, and staff in the planning process to ensure the infrastructure meets diverse needs.
7. Funding Strategy: Secure funding through grants, partnerships, and donations to support the infrastructural expansion.
8. Project Management: Establish a dedicated project management team to oversee the development and ensure timely completion.
9. Compliance and Standards: Ensure all new developments comply with educational standards and regulatory requirements for universities.
10. Continuous Evaluation: Regularly assess the infrastructure development process and make adjustments as necessary.

## Motivated, Energized, and Capable Faculty at St. Aloysius College

### **Annually**

1. Enhanced Professional Development and Research Support:
  - Offer continuous professional development opportunities to update faculty skills and knowledge.
  - Provide seed grants for research to new faculty, promoting the integration of research with teaching.
  - Facilitate access to essential databases and reputed journals for high-quality research.
2. Recognition and Motivation Initiatives:
  - Conduct annual departmental presentations to acknowledge and encourage faculty progress.
  - Implement incentives for quality publications and research, including financial rewards, publicity, and formal recognition.
3. Innovation in Teaching and International Exposure:
  - Empowering Faculty for MOOC Course Development
  - Facilitating Faculties in Launching Their Own Academic YouTube Channels
  - Empower faculty to adopt innovative pedagogical methods, enhancing teaching effectiveness.
  - Sponsor international academic and research exposure, supporting faculty visits abroad for academic, research, and extension activities.
4. Infrastructure and ICT Advancements:
  - Provide world-class infrastructure and logistical support for teaching and research.
  - Ensure advanced Information and Communication Technology (ICT) support for faculty in their academic, research, and extension endeavors.
5. Leadership Development:
  - Identify faculty with high academic and service credentials for leadership training, guiding them through a progression of leadership positions.

## Technology Use and Integration

### Vision:

*Over the next decade, our academic institution aims to become a leader in technology integration, using cutting-edge tools and platforms to enhance learning, teaching, research, and administrative processes.*

#### Foundation and Infrastructure Development (under 2 years)

1. Implementing EMS with NEP alignment
2. Upgrading network infrastructure to support high-speed internet (>100mbps) and Wi-Fi across campus.
3. Training and Development: Initiate faculty and staff training programs focused on technology integration in teaching and administrative tasks.
4. Pilot Projects: Launch Smart interactive classrooms with displays.
5. Incorporate Blended Learning: Develop and integrate blended learning models, combining traditional teaching with online resources.

#### Innovation and Global Connectivity (above 5 years)

1. Smart Campus Initiative: Transform the campus into a 'Smart Campus' with IoT (Internet of Things) integration for efficient campus management.
2. Global Collaboration Platforms: Establish global collaboration platforms for students and faculty to participate in international education and research programs.
3. AI and Machine Learning: Integrate artificial intelligence and machine learning tools for personalized learning experiences and advanced data analysis.
4. Sustainability and Technology: Incorporate technology solutions that also promote sustainability on campus.

#### Expansion and Integration (3-5 years)

1. Upgradation Campus ERP
2. Research and Collaboration Tools: Provide access to digital research tools and platforms to facilitate collaborative research projects.
3. Student-Centric Technologies: Implement technologies that enhance student engagement and learning experiences, like virtual reality (VR) and augmented reality (AR) in labs and classrooms.
4. RFID enabled book accession.

#### Cross-cutting Themes throughout the Plan

1. Strengthen cyber security measures to protect institutional data and privacy.
2. Ensure regular updates and maintenance of technological tools and systems.
3. Continuously gather feedback from stakeholders and evaluate the effectiveness of technology use and integration.

## Research, Innovation and Rankings

### (<2 years)

- Upgrade laboratories, research facilities, and digital resources to support research.
- Encourage a research-oriented mindset among faculty and students through workshops, seminars, and symposia.
- Procurement of databases
- Renewal of Plagiarism software
- Encourage and support faculty and students to publish in high-impact journals and conferences.
- 80% faculty with PhD.

### (3-5 years)

- Increase efforts to secure external funding from grants, partnerships, and endowments.
- Encourage and support interdisciplinary research projects blending different academic disciplines.
- Empower faculty to initiate and conduct collaborative research projects with international partners.
- 90% faculty with PhD.

### Achieving Global Recognition and Improving Rankings (>5 years)

- Strengthen international research partnerships and collaborations, contributing to global knowledge.
- Introduce cutting-edge academic programs that integrate research and innovation into the curriculum.
- Enhance Research Impact and Visibility: Promote the institution's research achievements globally to improve academic rankings.
- 100% faculty with PhD.

### Cross-cutting Themes throughout the Plan:

- Ensure high standards of research quality and academic excellence in all initiatives.
- Provide robust support for young researchers, including mentorship, funding, and development opportunities.
- Continually assess research outputs and strategies, adapting to emerging trends and global challenges.
- Engage with local and global communities to ensure research has a meaningful impact.

## Quality Assurance and Accreditation

This strategic plan aims to keep our institution meeting high standards in education, research, and community work, meeting national accreditation needs. It lays out a clear plan to improve our academic programs, teacher quality, student success, and facilities, promoting ongoing betterment

### **Foundation and Framework Development**

- Renewing autonomous status on time, following UGC guidelines for better curriculum flexibility.
- Upgrade departments to Schools to improve programs and support focused research and teaching.

### **Enhance Quality and Gain Recognition**

- Aim for an A+ in the next NAAC cycle with thorough preparation and by highlighting the institution's strengths.
- Seek a position in NIRF rankings by emphasizing continuous quality improvements.

### **Advance Technologically and Globally**

- Use e-governance to streamline academic and administrative tasks.
- Launch online courses and assessments to meet international education standards.

### **Improve Continuously and Expand Collaborations**

- Revise quality manuals to reflect the latest in educational practices and ensure ongoing monitoring.
- Forge national and international partnerships to enhance quality through research and exchanges.

### **Aim for University Status and Global Benchmarking**

- Work towards achieving university status to provide a broader educational impact.
- Partner with top institutions worldwide for quality assurance and to adopt good practices.

This streamlined plan focuses on maintaining educational excellence, achieving recognition, adopting technology, continuous improvement, and establishing key partnerships to ensure significant contributions to academia and society.

## Equity and Inclusion

### Annually

- **Equitable Opportunities and Campus Accessibility:** Implement inclusive policies to guarantee equitable opportunities for all student groups, including marginalized and disabled students. Focus on enhancing campus accessibility to support diverse needs.
- **Emphasis on Cultural Diversity and Sustainability:** Foster a campus culture rich in cultural diversity and language inclusion. Prioritize environmental sustainability initiatives in collaboration with NGOs and relevant agencies.
- **Promoting Harmony and Constitutional Understanding:** Cultivate an environment of harmony and tolerance through education on constitutional values. Engage students and staff in activities that underscore civic responsibilities.
- **Collaborative Workforce Diversity and Community Partnerships:** Aim for diversity in faculty and staff recruitment, backed by comprehensive training programs. Establish strong partnerships with NGOs and community organizations to reinforce equity and inclusion efforts.

## Global Outreach of Higher Education

### Annually

- Develop partnerships with universities and academic institutions worldwide for student and faculty exchange programs.
- Globally-oriented curricula and programs that reflect international standards and practices.
- Offer joint degree programs and certifications in collaboration with overseas universities.
- Strategies to attract students and faculty from diverse global backgrounds.
- Organize international cultural events, seminars, and workshops to promote cross-cultural understanding and global competency among students and staff.
- Encourage faculty and students to engage in international research, supported by adequate funding and resources.
- Host international conferences and academic symposia, inviting global experts to share knowledge and insights.
- Expand online learning platforms to offer courses and programs
- Leverage technology to facilitate distance learning and virtual exchange opportunities.
- Build and maintain an active global alumni network to foster international connections and opportunities for current students.
- Secure sustainable funding sources for global outreach initiatives, including grants, partnerships, and philanthropic contributions.

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