



Sree Narayana Mangalam College Maliankara

(Affiliated to Mahatma Gandhi University, Kottayam)

Established in 1964

STRATEGIC PLAN

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ABOUT S.N.M COLLEGE, MALIANKARA

Sree Narayana Mangalam College Maliankara symbolizes the steady advancement of underdeveloped villages around, with their vast population belonging to the backward classes, towards social and cultural regeneration over the years. The mission of the college has been, as enunciated by the great philosopher, spiritual leader and social revolutionary of Kerala, Sree Narayana Guru, "Emancipation Through Education & quot;. The college was established in 1964. It was inaugurated by Sahodaran Ayyappan, a social reformer and an ardent disciple of Sree Narayana Guru. Our college has started offering Degree Courses from 1972 and Postgraduate Courses from 1983. Today there are 13 Degree Courses and 8 Postgraduate Courses and one Integrated programme with a total student strength of more than 2000. From 2011 onwards 2 Research Centers function for those who pursue Doctoral studies in Botany and Chemistry.

The college firmly believes in its "moral responsibility" to promote sustainable practices, recognizing that it plays a crucial role in shaping the next generation of young adults who will carry the torch for environmental stewardship in the future. As environmental issues become increasingly complex and deeply rooted in our world, students armed with knowledge about their surroundings and the challenges they will face in the coming years become invaluable assets to society. The S.N.M College not only strives to reinforce environmentally-friendly practices within its own campus but also ensures that its students are well-educated about sustainability topics and empowered to take meaningful actions to protect the environment for a greener and more sustainable future.

Vision

"Liberation Through Education and Empowerment Through Organization"

Vision of SNM College Maliankara is in unison with the vision of the Great Sree Narayana Guru, to liberate the weak and the oppressed of the society through education and to teach them to stand together and work together to attain excellence in their own and their fellow men's lives.

Mission

- To provide value and need based education to all
- To infuse the spirit of nationalism and patriotism in young minds
- To institutionalize Guru's philosophy: One Caste, One Religion, One God for Man
- To accomplish excellence in higher education and progressively respond to changing social realities

- To bring about an overall development of the students, especially those who hail from backward sections
- To contribute to the moral and ethical enrichment of the society

NAAC PEER TEAM REPORT 2016 AND AFTER

The IQAC of the college carried out a SWOT analysis in the year 2016 while preparing the Self Study Report (SSR) of the college. This SWOT analysis presented here is based on that report and the inputs given by the NAAC peer team during their visit in 2016 for reaccreditation of the college. The areas of strength, weaknesses, opportunities and threats are identified as follows:

Strength

- The College is considered a reputed institution for educating backward community
- The College is built on a distinctive educational philosophy that integrates the intellectual with the spiritual and encourages students to grow into fully realized persons.
- The teachers and staff at the college are committed and efficient.
- College not only strives to reinforce environmentally-friendly practices within its own campus but also ensures that its students are well-educated about sustainability topics and empowered to take meaningful actions to protect the environment for a greener and more sustainable future.
- The college's NSS and NCC chapters have been highly active and enthusiastic volunteers in initiatives like donations of blood, environmental protection & conservation programs, awareness surveys, etc.
- It is required by the College to take part in socially significant projects including those that coordinate blood drives, AIDS awareness campaigns, and training for disaster management. Because of its resources and networking, the College is committed to encouraging more student participation in these activities.
- Student clubs and cells provide excellent options for co-curricular activity for students.

Weakness

- Low Research & Consultancy output in the form of patents and publications.
- Less importance to interdisciplinary research
- Lack of advanced research instrumentation facilities
- Faculties having Less knowledge in programming languages

Opportunities

- Because of the College's degree of academic achievement, our students are able to enroll in institutions of reputation across the world. The College must come up with strategies for making this potential a reality.
- Students need to be more proficient in soft skills due to the new learning demands of the era.
- The College is equipped with the technological and physical resources.
- The College has the financial and scholarly resources to publish peer-reviewed articles.
- Research and innovation are becoming more important
- After the pandemic, e-learning has gained more popularity.
- Expanding fields in the college programmes sector
- Young teachers with good potential for research
- There is potential for industrial connections through CSR financing and research partnerships.

Challenges/Threats

- College location is rural and accessibility to the institution is limited.
- Lack of sufficient nearby industries for placement and internship
- Mean grants from government sources for research and other purposes

STRATEGIC PLAN

The results of SWOT analysis and the inputs of the Peer team of 2016 have formed the basis for preparation of the term wise strategic plan of the college.



Long term Strategic Plan: Vision 2035

The SNM College is in unison with the vision of the Great Sree Narayana Guru, to liberate the weak and the oppressed of the society through education and to teach them to stand together and work together to attain excellence in their own and the fellow men's live. The college's academic community is fully committed to fostering the development of a new generation of youth into decent and responsible adults. The institution's focus is on providing young people from all social strata with a holistic education and helping them acquire employable skills and other life skills. The institute's vision, mission, fundamental values, long- medium and short-term goals are all reflected in the strategic plan.

In the globalized world, the Strategic goals of the colleges are dynamically revised. In the coming Ten years (2017-27), we envisage the following major Strategic goals.



Governance and Integration

Governance of S.N.M College is the mechanism and procedure by which the institution organizes itself to meet its mission. It deals with the systems and processes for decision-making, accountability, transparency, supervision, and codes of conduct. It is expressed through legislation, policies and by-laws, and informal norms. The goal of good governance is a robust organization that achieves the best results and is accountable to the people it serves.

Objectives

- To enhance the diversity recruitment and retention of faculty, staff, and administrators.
- To create new and/or update Governance models and processes that ensure much greater quality
- Excellence in higher education and progressively respond to changing social realities.

Strategies

- Establish internal and external audit committees for various departmental and institutional audits.
- Develop leadership through decentralization.
- Establish various statutory and non-statutory committees and cells for the institute development.
- Establish fair and transparent performance and appraisal system.
- Develop standard operating procedures for all processes and systems at department and institution level.
- Automate all units and establishments to make ease of accessing and retrieving data.
- Conduct internal and external audits every year for the development of processes and procedures at department and institution level.
- Conduct audits every year on functioning of statutory and non-statutory committees.
- Conduct annual appraisal reviews for all faculty and staff through IQAC.

ACADEMIC EXCELLENCE

College, as a space of higher education, exists for providing quality education by creating, advancing and disseminating knowledge with collective wisdom. It is a premier higher education institution engaged in fulfilling educational requirement of diverse sections of the society especially backward community and economically weaker section of the society in the core and applied academic disciplines. It aims at achieving academic excellence through multidisciplinary course curriculum, blended teaching methods and technology enabled joyful learning environment. In addition to

acquire subject knowledge and required skills, the students will be groomed to think, perform, and communicate in a critical, creative and effective manner.

Objectives

- To provide value based quality education at all levels.
- To initiate multidisciplinary courses for emerging needs of stakeholders including industries, research institutions, government organizations and society.
- To innovate and adopt technology enabled pedagogy.
- To chalk out curricular and co-curricular activities in tune with affiliated university to make our institutional educational environment more lively, vibrant, congenial and conducive.

Strategies

- Strengthening existing academic programmes by supplementing diversified add on or certificate courses to students.
- Introducing innovative programmes in the areas of science, social sciences, humanities, arts etc
- Providing academic freedom and flexibility in design of innovative course curriculum and teaching learning processes.
- Use of blended teaching methodology involving traditional, interactive, and ICT enabled pedagogical techniques.
- Bringing diligence to teaching-learning processes through carefully designed and implemented teaching plans, session plans, student assignments, regularity, participation and involvement.
- Well- designed continuous internal evaluation system (CIE) with transparent evaluation processes and policies.
- Developing quality study material available as e-content on website as well as hard copy in the libraries.
- Promoting online and distance learning of students and teachers through MOOC, NPTEL-Swayam, Coursera etc
- Encouraging ICT enabled teaching and use of multimedia virtual classrooms.
- Regular stakeholders' feedback on teaching-learning process, curriculum and administrative facilities to ensure quality control and regular updating.

- Designing and launching soft skill programs, Job oriented professional and Vocational programmes of short-term duration offered as value added, short term and certificate courses.

RESEARCH AND INNOVATION

The college is committed to quality research and innovation. In order to facilitate research activities, the college has to develop a well drafted Research Policy to guide, encourage, fund, support and monitor core and interdisciplinary research. Institutions and individuals are encouraged to achieve and sustain research excellence. College multidisciplinary Journal (Journal of Current Studies) has to be published every year to promote the publication interest of the teaching faculty of the college.

Objectives

- To promote multidisciplinary research in new, emerging and thrust areas.
- To create environment and facilities for interdisciplinary research.

Strategies

- Popularizing and implementing research policy.
- Creating and supporting a research environment for quality research by students and faculty.
- Encouraging quality research in intradisciplinary and interdisciplinary areas.
- Undertaking research with industry collaboration focusing on practical problems and applications in real life situations.
- Identifying thrust areas and issues for fundamental and applied research.
- Promoting highest ethical standards in research.
- Facilitating and supporting research funding process at departmental and college level.
- Creating and promoting research funding to support non-funded research projects of faculty.
- Supporting faculty and student participation in research related events such as paper presentation in seminars, conferences, workshops, training programmes, and faculty development programmes.
- Encouraging faculty and scholars to publish in high quality peer reviewed journals with impact factor and high ratings.

- Recognizing and rewarding good publications and contributions of faculty members and scholars in academic publications and events.
- Promote research funding, collaboration, scholarships, and fellowships.
- Facilitating faculty publications as books, monographs, working papers, case studies, study material and other academic literature through research cell of the college.
- Arranging for infrastructural support including buildings, equipments, databases, books, journals and other facilities as required for pursuing research on campus.

COLLABORATIONS

The college shall promote collaborations in research, teaching and employment with reputed academic institutions. The partnerships with different organizations will contribute towards achieving objectives of the college.

Objectives

- To create research, learning, training opportunities for students and faculty through collaborations.
- To identify opportunities for the students and teachers of the college to get exposed to international teaching and research.

Strategies

- Entering into collaborative arrangements with reputed academic institutions, research institutions and industry forums for creating opportunities for students and faculty
- Exploring the possibilities of collaborations with Companies for training and employment opportunities for students.
- Promoting the work of its students and teachers on academically important platforms and forums.
- Developing research collaborations with other universities, agencies and industries.
- Attracting diversified students to campus.
- Creating Infrastructure for hosting researchers, teachers and students of other institutions.
- Creating opportunities for exchange programs of students and teachers with other colleges and universities.
- Developing online course content and modules and making it available at international level for open-source sharing.
- Forming strategic alliances with prominent universities for Virtual Lectures.

- Developing Tie-ups with apex and regulatory bodies for grants/funds, policy guidelines, developmental programs and other resources.

GLOBAL PERSPECTIVE

Globalization presents a borderless, connected, informed, and interdependent world. It provides a common ground for all institutions to compete and excel. On one hand, it presents enormous opportunities for development and growth, whereas, on the other hand it brings complexities and challenges to be faced. In order to strengthen its position college aims at incorporating global perspective in all areas of performance.

Objectives

- To establish benchmarks with global perspective in all areas of academic and administrative performance.
- To encourage greater participation in different academic bodies, events and certifications.

Strategies

- Developing a culture of excellence by establishing benchmarks at par with top colleges.
- Creating quality orientation in all areas of performance.
- Updating teaching-learning processes with high standards.
- Introducing innovative academic programmes with global requirements and acceptability.
- Updating existing course curriculum with global perspective in terms of conceptual and application dimensions.
- Partnering with international agencies/institutions for teaching, research, funding and experts.
- Encouraging and supporting participation in international events – conventions, seminar, conferences, workshops, training programs, short term courses, exhibitions, competitive events etc.
- To create International Cell to the college for creating International visibility.

CAPACITY BUILDING

Excellence is achieved through outstanding performance by competent and committed people. The college is committed to provide culture, facilities, support and freedom to its faculty and staff for unleashing their talents.

Objectives

- To develop competencies for academic and administrative excellence.
- To create opportunities and facilities for developing teaching and research skills of faculty members.

- To develop competencies among students, competencies are combinations of knowledge, skills and attitudes that students develop and apply for successful learning, living and working.

Strategies

- Attracting, rewarding and retaining talented faculty and staff to ensure quality in academics as well as administration.
- Developing IT skills of its faculty and staff members.
- Organizing staff training for behavioral modifications and developing technical skills.
- Promoting faculty members to participate in conferences and publish in journals.
- Sharing of research laboratories and other resources with other bodies for mutual benefits
- Encouraging contribution to knowledge by developing new content and making it available in the form of books, e-content and other learning resources.
- Providing opportunities to faculty and staff for updating themselves on a regular basis.
- Organizing social and cultural events for faculty and staff to cultivate a sense of belongingness to the college.
- To Conduct soft skill training programs, knowledge enhancing seminars, competitions, interactive session, life skill classes, industrial visits to students for developing their competence.

SELF RELIANCE

Indian government over last two decades has changed its method of regulation from, management by control to management by exception and subsequently withdrawing financial support in a gradual manner to make institutions and entities self-reliant. Also, in the light of increasing competition and growing expenses it is required to generate additional revenues, manage expenses and adopt cost saving measures to be self-reliant.

Objectives

- To explore newer avenues for generating revenues from internal and external sources.
- To improve financial planning and control systems for better resource mobilization.
- To develop and optimize utilization of human and physical resources for being self-reliant

Strategies

- Making college self-sufficient in terms of financial resources to meet its academic requirements.

- Improving financial planning and resource allocation and mobilization to achieve its objectives.
- Generating required funds through internal sources (student fee and charges) and external sources (grants, funds, donations, consultancies, sponsorships, fellowships, scholarships etc).
- Training programmes and consultancy to be encouraged for revenue generation.
- Making efforts for donations from Alumni and registration of mother alumni.
- Cost saving measures (such as paperless communication for inter and intra departments, energy savings options, better capacity utilization of existing infrastructure and resources)
- Improving financial systems and strengthen the internal control environment in order to ensure good governance and support better decision making.
- Developing and extending existing sports infrastructure for hosting various levels of tournaments and competitions

INFRASTRUCTURE

The college strives to become and to sustain the status of prominent institution for higher education. It shall require instructional and research facilities to accomplish this and at the same time comply with its Research and Green policy. It shall address the needs of infrastructure development and regular maintenance of new and existing facilities in tune with all other themes. The future plans on infrastructure development and maintenance should be complied with green campus principle.

Objectives

- To create infrastructure with eco-friendly design and modern amenities.
- To develop aesthetically appealing clean and green campus.
- To adopt regular and preventive maintenance practices for civil, electrical and mechanical utilities.

Strategies

- Providing ICT enabled classrooms library facilities, laboratories, Wi-Fi connectivity.
- Providing hostel facilities for all the needy students.
- Adapting total preventive maintenance for electrical, mechanical and civil utilities.
- Maintaining and renovating old college infrastructure.
- Renovation of multimedia room as guest room for better utilization.
- Landscaping and Beautification of campus in general for better utility to stake holders.
- Practicing cleanliness at facilities and amenities across the campus.

HOLISTIC DEVELOPMENT

This is an attribute required at all level of education and profession for every entity of the institution. It is an umbrella which develops and promotes growth of every stakeholder in integrity. Our approach towards all stakeholders is holistic as well as inclusive. Holistic refers to student growth and development is fostered intellectually, socially, physically and spiritually. Inclusive implies that all members of the campus are encouraged to become actively engaged in the teaching and learning process. Based on the positive youth development approach, it is argued that promotion of psychosocial competencies and positive mental health attributes such as resilience, emotional competence, self-understanding, and interpersonal skills is an important strategy to facilitate holistic development of college students.

Objectives

- To design diversified activities viz. Academic, Cultural, Environmental, Sports and others for holistic development of the stakeholders
- To inculcate values along with professional and leadership qualities among faculty, staff and students

Strategies

- Mentoring students for academic, social and career prospects.
- Organizing intellectual, academic, creative, literary, communication, presentation competitions at inter and intra departmental level.
- Making athletics, indoor and outdoor sports, a regular feature for students of the college.
- Innovating programmes and festivals for social and cultural development.
- Easy and regular access to yoga and meditation, self-management related activities.
- Popularize and implement Ethics Policy of the college.
- Organizing expert lectures on contemporary issues.
- Conducting student enrichment activities by assessing their individual requirements.
- Arranging for academic, cultural and industrial tours and visits.

- Instituting certificate courses on art, culture, environment, heritage, welfare and contemporary issues.

SUSTAINABILITY

The college upholds the value of sustainability in all its endeavors. It shall serve as the means of promoting the practices of sustainable development right from local to global levels. It shall adopt simple four-steps to align itself with the globally adopted practices of sustainable development. It will work towards achieving sustainability by creating awareness, orienting courses, instituting training and facilitating research to imbue the spirit of sustainability in individuals associated with it and for the society.

Objectives

- To practice the principle of recycle, reduce, rethink, reuse and recreate for the sustainable development
- To promote energy efficient and eco-friendly practices for infrastructure and systems development.
- To maintain and promote clean and green surroundings.

Strategies

- Initiate one special program to promote environmental conservation initiatives and make it as one of the best practices of the college
- Popularizing, implementing and monitoring college green policy and green calendar.
- Motivating individuals, communities and businesses with environment conservation initiatives
- Promoting healthy environment friendly practices by making a vehicle free zone in the campus.
- Conserving energy by digitization of database and all processes.
- Reduce paper consumption by implementing e-governance practices in all fields
- Harnessing the use of renewable energy resources to augment the existing energy sources

- Encouraging use of green /eco-friendly products
- Developing and promoting energy saving habits such as switch off electrical devises when not in use
- Regularly conducting green auditing and get accreditation from authorised agencies.
- Developing infrastructure and systems in accordance with prevailing energy efficiency/ green Standards
- Instituting certificate courses on various sustainable development practice

SERVICES

The college has a prime motive of liberate people through education for humanity and social welfare. It is responsive and proactive to the social, regional and local requirements, problems and other issues of relevance. Service to society holds major place in college planning and activities. The college has indorsed its commitment to the society by focusing to the educational needs of socially and economically backward communities and rural areas. It is further aiming at connect with society through various outreach programmes and extension activities.

Objectives

- To develop a sense of social responsibility among faculty staff and students
- To galvanize the activities for sensitization, awareness and active participation of various stakeholders
- To locate and identify the local/regional talent, issue and priorities for development
- To ensure involvement and training of local community for their empowerment with a national and globalperspective

Strategies

- Establishing relationship with local and regional bodies to assess their requirements and issues.
- Encouraging faculty and students to undertake socially relevant projects in their academic pursuits.
- Motivating faculty, staff and students to get associated with local bodies and support

their activities.

- To sensitize all stakeholders about issues of local and regional areas and work for their resolution.
- Organizing extension activities in the areas of education, health, hygiene, child and women welfare, local governance, and national social service.
- Strengthening NSS and NCC wing of college for ensuring greater contribution to society and nation.
- Contributing to cultural development of society by promoting and celebrating important days, occasions, festivals and events.
- Organize entrepreneurial workshops, seminars etc to neighborhood community to motivate them to start an enterprise and become self-reliant.
- Popularizing the contributions of local and regional personalities who have served for promotion of art, culture, heritage, governance, welfare or any other dimensions of human life.
- Ensuring greater participation and involvement of local bodies developmental programmes of the college

BRANDING AND COMMUNICATION

The college has a glorious history and heritage of fifty -three years of rich contribution to creating, advancing and disseminating knowledge with collective wisdom. In order to create national visibility, strengthen its image and establish a widespread presence of the college in academics, industry and society, there is a need to undertake well planned brand building efforts. This can be achieved by using all communication tools in an integrated manner.

Objectives

- To establish a widespread visibility of the college in academics, industry and society.
- To enhance interaction of college with external publics.
- To ensure consistency and clarity in all elements of communication

Strategies

- Popularizing college values, vision and mission statements by highlighting them on boards in different part of the college, brochures and other places of strategic importance.
- Prominently placing college logo at important places such as buildings, boundary walls, gates, etc
- Publishing college brochure both in hard copy and soft copy available on the website.
- Setting up college map, achievements of the college in academics, sports, culture etc at regional centers.
- Becoming member of all important associations of academic interest.
- Developing souvenirs with college name and logo for guests, visitors, alumni and stakeholders of the college.
- Publishing college newsletter with contributions from college stakeholders.
- Appointment of public relation officers to spread the activities, achievements of the college to the society.
- Effective designing, updating and maintenance of college website for complete information, smooth navigation and operations.
- Effective designing, updating and maintenance of college website for complete information, smooth navigation and operations.
- Effective use of social media such as facebook, twitter and blogs for increased interaction.
- Uniformity in design of identity card, college uniforms and other communication material used by the college such as letterheads, envelopes, visiting cards, brochures etc in order to communicate a clear and consistent image.

In a world where technology, teaching pedagogy, sophistication of equipment etc keeps on changing / improving rapidly, the strategic plan of the college needs to be a dynamic one. Therefore, we shall be updating this document every three years.

MEDIUM TERM STRATEGIC PLAN (2017-2025)

CURRICULAR ASPECTS

As an affiliated college, the S.N.M College is essentially a teaching unit and is accountable for proper planning and implementation of the curriculum offered by the affiliating university. To ensure this, the following measures are to be taken,

- Active participation of faculty members in curriculum designing and development process of affiliating University by becoming BOS members of respective subjects.
- Effectively communicating the curriculum design and faculty development by organizing syllabus related workshops in which academicians and subject experts from other institutions and universities are invited as resource persons.
- Offering additional certificate courses (Enrichment course) to enrich the students in various domains.
- Initiating skill-based certificate courses and activities.
- Introducing a mechanism to obtain feedback on curriculum, its scientific as well as systematic analysis/interpretation and communicating the feedback to the affiliating university for suitable modification of curriculum.

TEACHING LEARNING AND EVALUATION PROCESS

The teaching-learning system of the college aims to serve the students especially students from economically weak and backward communities through effective teaching-learning experiences. A good number of initiatives are taken to attain this.

- A well-defined, transparent admission process based on merit coupled with reservation policy of the GOI.
- Wide publicity of merit-based admission process in the college web site, newspapers, prospectus and also by placing sign boards at the main entrance of the college.
- Display of category wise merit list (as per norms of GOI) of selected candidates for admission in the college notice board as well as college websites.
- The PO, PSO and COs are communicated to all faculty and the students.
- Implement outcome-based education
- Carried out of 'Bridge course' in the first semester to evaluate the learning ability of the newly admitted students. The analysis helps the faculty to prepare strategies to meet different needs of the learners and to bring them on common platform.

- Supporting the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.
- Mentoring system for the students.
- Ensuring intensive use of ICT in teaching-learning process.
- Encouraging the participatory by organising seminar, quiz, debate, group discussion, poster completion, model competition, etc.
- Organising classes by eminent visiting professors.
- Supporting proper infrastructural facilities for differently abled students (Divyangjan) students
- Organising students' visit programme to various reputed HEIs/industry/laboratories.
- Encouraging co-curricular activities to help creativity and leadership quality among the students.

RESEARCH, INNOVATIONS AND EXTENSION

In order to further enhance the quality of research and extension, the college plans to take the following measures:

- Conduct regular meetings of the Research Cell to identify the research potential, promote the research and prepare the research proposals.
- Make continuous efforts to obtain research grants from funding agencies such as UGC, DST, DBT, ICSSR, KSCSTE, etc to undertake major/ minor project.
- Establish well equipped research labs for various subjects of science
- Encourage faculty to take up inter-disciplinary, collaborative and participatory research.
- Promote publication of faculties in indexed research journals.
- Encourage faculty to conduct research-based community development programmes.
- Motivate faculty to apply for Patents.
- Promote participation in national/international conferences/workshops/symposium etc.
- Provide academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET and other requirements, as per needs for carrying out research activity
- Depute the faculty members for attending research seminars / workshops and training.
- Set up Innovation and entrepreneurship promoting Cells/Clubs and conduct programmes

related to it.

- Promote participation of staff members in FDPs like refreshers, orientation and short term courses.
- Appreciate and recognize the teachers on successful completion of research projects, research degree programmes and research publications.
- Provide exposure to students in various research areas where they be guided to handle research projects independently.
- Arranges classes on Research Methodology for students to help them in writing project reports/dissertations.
- Set up educational linkages in terms of more MoU with premier institutions
- Set up Linkages with other UG colleges in terms of faculty/student exchange.
- Establish Organic linkages with the neighboring secondary and higher secondary schools to take few classes by faculty and students of the college Strengthen NSS and NCC units of the college.
- Organise awareness programmes on health, hygiene and sanitation, environment, cleanliness campaign at neighbouring villages and help them to achieve Sustainable Development Goals proposed by United Nations.

INFRASTRUCTURE AND LEARNING RESOURCES

- Adequate use of the available facilities in the college is essential to maintain the quality of academic and other programmes in the campus. The college has to expand the facilities to meet the future requirement. The college is expected to
- Make adequate infrastructure available to teaching -learning process and for co-curricular activities by constructing new building.
- Ensure optimum utilization of available infrastructure and learning resources.
- Ensure proper maintenance of infrastructure and learning resources.
- Initiate concerted efforts to obtain grants for infrastructure development.
- Take proper steps for enhancement of sports facilities by establishing indoor stadium, gymnasium, yoga centre etc.
- Provide more ICT enabled classrooms.
- Develop or upgrade a more interactive website for dissemination of information.

- Provide virtual lab training to faculties to enrich their knowledge in modern virtual world and motivate them to use these virtual experiments in teaching process.
- Renovate auditorium hall with of well-equipped modern audio-visual facilities.
- Construct/renovate adequate number of toilet blocks for students (boys and girls) and staff.
- Establish Language Laboratory.
- Construct well-furnished IQAC and Guest Rooms.
- Take proper measures to reduce the electricity bill by use of LED bulbs.
- Provide well secured fire extinguishing facilities in strategic places.
- Make complete automation of Library services (ILMS).
- Procure more computers and provide computers in the laboratories, offices, Library, research centre and departments with LAN.
- Procure more books, journals, e-journals, periodicals, reference books in the central library.
- Frequent update of IT facilities.

STUDENT SUPPORT AND PROGRESSION

To facilitate the overall development and progression of the students, the college provides necessary assistance to the students for meaningful experiences of learning, progression to higher education and gainful employment. The following measures are to be taken,

- Strengthen mentoring for students.
- Counseling facility for students.
- Organising programme on career counselling and soft skill development.
- Organize health checkup of the students with special emphasis on girl students.
- Strengthen the Career Counselling and Placement cell.
- Strengthen the remedial teaching programs.
- Special infrastructural facilities for differently abled (Divyangjan) students
- Organise hands on training for science and commerce students.
- Provide financial assistant to economically challenged students.
- Update the students about scholarships and freerships provided by GOI.
- Organise workshops on various co-curricular activities.
- Explore the possibilities of establishing a registered Alumni association.
- Tap the potential of the alumni for mentoring and career counselling.
- Adopt measures to give due recognition to the bright students.

- Provide easy access to various daily newspapers, periodicals, journals, e-journals, e-books, internet in the Central library.

GOVERNANCE, LEADERSHIP AND MANAGEMENT

The vision and mission of the institution are translated into reality through efficient leadership and governance. Keeping this in mind the college propose,

- Identify and set quality benchmarks and ensure attainment of the same.
- Digitization of academic and administrative activities-e governance.
- Strengthen networking between/amongst different institutions like, affiliating university, UGC and Govt. for smooth and efficient functioning.
- Maintain the institutional ethics and professional climate so as to sustain cordial relationships amongst stake holders.
- Encourage the faculty for professional enhancement (research, publications etc).
- Encourages the faculty for attending courses under Faculty Development Programme (Orientation Programme, Refresher Course, Short Term Course, etc) organised by various UGC-HRDC and also organises various such programmes in collaboration with national level institutions, like IITs.
- Arrange periodic quality audits, like, academic & administrative audit, energy audit, green audit, etc of the college.
- Enhance stakeholder relationships by involving them in feedback for continuous improvement.
- Participation in NIRF, AISHE and other recognized quality audit (ISO).
- Strengthen the self-appraisal system of teachers by regularly recording the Self performance Appraisal and API score of each teacher by the end of the academic year, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.
- Preparation of annual college budget.
- Promote decentralized administrative mechanism with accountability.
- Promote participatory functioning in the institution involving all staff members.
- Uphold efficient Students' Council, Students' Grievance Cell, Anti Ragging Committee, Antisexual committee etc having wide representation of staff and students in decision making.
- Introduce a mechanism to obtain feedback from students, parents, alumni and its scientific, systematic analysis and interpretation.

- Prepare institutional code of conduct for students, teachers, administrators and other staff and to disseminate the same by conducting various programmes.
- Expand the activities of SNM College Cooperative society for the staff of sister institutions too.
- Install of CCTV cameras at the vital locations of the campus.
- Strengthen IQAC and make it a vehicle for ensuring quality enhancement by working out planned interventionist strategies.

INSTITUTIONAL VALUES AND BEST PRACTICES

S.N.M college is one of the backward community colleges under Mahatma Gandhi University, Kottayam. College has the responsibility to provide value-based quality education and formulate various policies and programmes for the students belonging to lower strata of the society to go up in the social scale and attain a high social position in the society. Various programmes and activities reflect the role of the college in important issues such as gender equity, environmental consciousness, sustainability, inclusiveness and professional ethics, etc. Few of such measures are,

- Ensure the promotion of gender equity by initiating various activities
- Provide the related infrastructure, like, napkin vending machine, safe girls' common room, etc
- Organise gender audit, environment audit, etc.
- Provide physical facilities, namely, Ramp, Software facilities (e.g Braille), rest rooms, scribes for examination for Divyangans.
- Offer special skill development courses for Divyangans.
- Ensure clean, hygienic and eco-friendly campus.
- Minimum use of paper in administrative activities.
- Energy conservation by reducing electricity consumption through installation of LED lights.
- Take initiative in conducting regular green audit, energy audit, fire audit, etc.
- Undertake scientific methods for waste management.
- Organise programmes related to various diversities like, cultural, regional, linguistic, communal, socio-economic, etc.
- Organise/celebrate important national and international commemorative days.

Best Practices

- Community engagements
- Enrichment courses
- Mentoring of students
- Green initiatives
- Organise regular quality audits
- Evaluation of teachers by students
- Creation of research culture among students
- Establishment of MOU/linkages with other HEIs
- Development of infrastructure to match the academic growth
- Scholarship for economically underprivileged students
- Collection of faculty / staff performance appraisal
- Career guidance & counselling
- Organise Faculty development programmes.
- Maintain a ragging free campus
- Encourage e-governance

SHORT-TERM STRATEGIC GOALS FOR THE INSTITUTION

2022-2024

1. INSTITUTIONAL EXCELLENCE

Strategy	Action Plan	Target
1.1 Ranking, Accreditation and Certification	a) Perform well in NIRF Ranking b) SSR Submission and Preparation of NAAC Visit c) To become a Star College d) To be an ISO Certified Institution	2024
1.2 E-governance	a) Enhancing e-governance strategies in administration and student services b) Strengthen consultancy c) Implement advanced ERP system with modern facilities	2023

1.3 Peer Perception	a) Development of New institutional website b) To have registered SNM Alumni Association c) To a host institution for National/ International level Programs	2022
1.4 Best Practices	a) Strengthen the Green Initiative SAAKALYA Mission- Environment sustainability, conservation and waste management system b) Conduct Green and environmental audit, Academic audit with external agency.	2023

2. ACADEMIC SYSTEM

Strategy	Action Plan	Target
2.1 Academic Progress	a) Improving graduate outcomes to 80% and above b) Focus on student research and to be worthy of publication c) Promote higher studies to 60 percent d) Facilitate higher placements e) Conduct job fair at the institute	2023
2.2 Soft Skill development	a) Implement at least 10 soft skill development courses b) Make the courses mandatory for all students c) Increase the number of certificate courses to 40	2023
2.3 Entrepreneurship	a) Strengthen Entrepreneurship Development Club & Institution Innovation Council. b) Establish IEDC & Intellectual Property Right Cell c) Participation in Young Innovators Programme	2023
2.4 Student support	a) National level competitive exam coaching b) Increase student participation in research activities c) Provide capacity building and skill development training programmes to students c) Facilitate more on co-curricular/sports/games d) Strengthen grievance system with 24*7 online grievance submission.	2024

2.5 Recruit, develop and retain excellent faculty	<ul style="list-style-type: none"> a) Collaboration with faculties in national level institutes b) Appoint Guest faculty with Ph.Ds c) Promote post doctoral exposure d) Retain retired staffs as visiting professor 	2023
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3. RESEARCH & INNOVATION

Strategy	Action Plan	Target
3.1 Faculty Research	<ul style="list-style-type: none"> a) Expansion of more departments to become Research center status b) At least one UGC care list publication per faculty per year c) Raise the number of Ph.D holders in teaching staff to 80% and above d) Increase guide ship status among faculties e) Institutional ISBN Book for publication 	2024
3.2 Student Research	<ul style="list-style-type: none"> a) Internship of PG students with premium institutions. b) Implement Research methodology training sessions to faculty and students c) Promote student publication 	2022
3.3 Industry Collaborations	<ul style="list-style-type: none"> a) Increase MoUs with industry partners for research 	2024
3.4 Financial Assistance	<ul style="list-style-type: none"> a) Equip faculty for getting research grants (providing training sessions) b) Increase seed money provided to faculties for research 	2024

4. INFRASTRUCTURE

Strategy	Action Plan	Target
4.1 Classroom Facility	<ul style="list-style-type: none"> a) Transformation to Smart Class rooms b) Renovate IQAC Room and Guest room. c) More class rooms for Integrated programme d) Wifi-enabled classrooms e) Deploy Solar panel on building 	2023

	d) Convert 90% lighting and electric requirement or energy efficient devices	
4.2 Laboratory Facility	a) Provide room facility for new statistics computer lab b) Renovate Language lab c) Fully furnished laboratory with computers	2024
4.3 Library	a) Online access to library resources b) Subscription to at least 200 journals c) Data management system for library usage d) RFID gate Register and D-Space	2024
4.4 Sports/Games facility	a) Improve ground facilities b) Renovate Physical Fitness Room c) Host state level Sports Competition	2024
4.6 Administration	a) Implementation of Advanced Enterprise Resource Planning (ERP) for Data Management and implementation of OBE	2023

5. EXTENSION ACTIVITIES

Strategy	Action Plan	Target
5.1 Student outreach programs	a) Minimum 20 outreach programs conduct per year b) Implement Blood Collection Centre	2023
5.2 Social Out Reach Program	a) Active Participation for National/State Missions or programmes related to human welfare	2025
5.3 Enhancing public Presence	a) Collaboration with nearby educational institution b) Publication of News Letter c) Student-teacher participation of socio-economic-cultural events	2025
5.4 Village Adoption Programme	a) Strengthen Village Adoption by registering the college in UBA b) All the programmes should be based on Sustainable Development Goals c) Extend the programme to other wards or villages	2023

