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VELLALAR COLLEGE FOR WOMEN (AUTONOMOUS)

"COLLEGE WITH POTENTIAL FOR EXCELLENCE"

(Re-accredited with 'A' Grade by NAAC, Bengaluru & Affiliated to Bharathiar University, Coimbatore)

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STRATEGIC PLAN DEPLOYMENT DOCUMENT

Vision

- Empowerment of women through quality education

Mission

- To nurture human values through value-based education
- To provide educational opportunities to the rural backward and down-trodden women
- To make the first generation scholars globe-trotters and nation builders
- To address the major concerns of our society through new teaching and learning methodologies
- To transform the youth into excellent performers for national development

Core Values

- To empower women students with quality knowledge and skillsets to prove themselves in life and beyond
- To inculcate human values as an inevitable component of education towards building a holistic personality
- To sharpen the ability to construct and reconstruct knowledge by analytic, critical and reflective skills
- To radiate respect and openness to global, cultural and societal diversity
- To empower the graduates to walk beyond boundaries as liberated people to live meaningful and purposeful lives

Strategic Plan and Deployment Documents

A strategic plan is highly essential, to provide a sense of direction and to outline the measurable goals to successfully accomplish the Vision and Mission of an Institution. A well-drawn strategic plan, by itself, does not promise success towards attaining the goal. Both formulation and an effective implementation are equally important to succeed and to be sustainable.

I. Curricular Aspects

- To introduce and connect the syllabus to OBE, modelled on the framework of Bloom's Taxonomy with definite COs, POs and PSOs
- To design courses for Advanced Learners to earn extra credits
- To encourage interdisciplinary courses to allow synthesis of ideas and develop transferable skills.
- To frame the courses in accordance with market expectations
- To infuse employability and skill orientation into the courses
- To seek opinion on syllabus from stakeholders
- To offer optional courses in all disciplines

II. Teaching-Learning and Evaluation

- To cultivate the habit of offering Student/ Faculty Exchange Programmes
- To implement remedial programmes for academically weaker students and make them fare well on par with other students
- To offer challenging programmes to fine-tune the skill of academically healthy students
- To ensure that all possible facilities are extended to the differently abled to facilitate hassle-free learning
- To strengthen the existing system to assess learning outcomes
- To gradually switch over from mark -based evaluation to assessment of students based on knowledge application, analytical skill and situational problem-solving and logical-reasoning skills
- To make teachers leapfrog from transfer of knowledge to developing and honing of skill sets among students to empower students with industry readiness

III. Research, Innovations and Extension

- To institute an International Organization for Standardization cell
- To apply for funds from Rashtriya Uchchar Shiksha Abhiyan
- To motivate the faculty to undertake more funded research projects
- To approach funding agencies to organize seminars and conferences at national as well as international levels

- To sensitize the teaching staff on quality publications
- To bring out indexed in-house journals
- To draft appropriate incentive plan to recognize staff members with meritorious publications
- To suitably fund the teachers for participating and presenting papers in national and international conferences and seminars
- To plan and implement community-centric programmes, thereby fulfilling the institutional social responsibility
- To offer research fellowship for Doctoral Degree students
- To encourage collaborative research
- To strengthen IPR cell
- To establish industry- academia linkages
- To motivate the faculty to pursue Doctoral and Post-Doctoral Programmes

IV. Infrastructure and Learning Resources

- To initiate the launch of Central Research Laboratory for speeding Research
- To establish Tissue Culture Laboratory exclusively for the Department of Botany
- To develop e -content studio
- To be the Nodal centre for IIT (Mumbai)for Spoken Tutorial
- To establish a ‘Mobile Museum’ for Sciences
- To construct guest-houses
- To purchase new equipments for Laboratory programmes
- To set up printing press
- To allocate more budget for purchase of books in Library
- To increase the number of classrooms with ICT facilities
- To establish Image Processing Laboratory
- To purchase upgraded systems with latest configuration
- To invest more in eco-friendly infrastructure
- To enhance Disabled-friendly facilities
- To upgrade the internet Speed

V. Student Support and Progression

- To organize student support programmes
- To equip and qualify students for competitive and qualifying examinations
- To enhance employability and to reduce the gap between industry and college

- Soft skill training to be embarked upon
- To conduct job fairs
- Instituting Equal Opportunity Centre
- To encourage students to perform and win in National and International Sports events
- Students registering for MOOC/SWAYAM courses to be made mandatory
- To give priority to internship and project work to make students skill-oriented
- To practise 'Earn while you Learn' project
- To strengthen the Mentor-Mentee relationship to create a safe and supportive environment.

VI. Governance, Leadership and Management

- To widen the choice of Courses
- To offer job oriented Programmes
- To modernize examination procedures
- To conduct Online examinations
- To organize Student - Centered activities
- To ink more MoUs with Industries
- To provide welfare measures for teaching and non-teaching staff
- To improve alumni engagement and establishing new chapters
- To raise fund from Alumni
- To orient newly inducted staff members
- To initiate measures for making the campus more eco-friendly
- To strive for the status of *College of Excellence*

VII. Institutional Values and Best Practices

- To launch Centre for Agri Business Training and Consultancy
- To establish Self-Employment (STEP) to create employment opportunities to students and rural women

Strategy Implementation

Governance & Administration	- Governing Body, Administration Office
Students Admissions	- Principal, HoDs, Admission Teams
Statutory Compliance	- Principal, HoDs, Coordinators
Physical Infrastructure	- Governing Body
Academic Infrastructure	- Principals, HoDs

Teaching, Learning and Evaluation	- Principals, HoDs, Faculty and CoE
Research & Development	- Principal and Research Committee
Students Development	- Principal, HoDs
Departmental Activities	- HoDs and Faculty
Training & Placement	- Principal, Training and Placement Office & HoDs
Quality Assurance	- IQAC Team

Particulars	Units of measurement
Curricular Aspects	
Introducing OBE syllabus with definite COs, PSOs, POs	Syllabus conversion based on OBE Model
To design courses for Advanced Learners to earn extra credits.	Courses for Advanced Learners to earn extra credits
To encourage interdisciplinary courses to allow synthesis of ideas and develop transferable skills.	Interdisciplinary courses brought into curriculum
To frame the course in accordance with market expectations	Activities to ensure employability
To offer optional courses in all disciplines	Optional courses should be offered in all disciplines
Courses to be designed addressing the Local, Regional, National expectations	Number of courses with focus on local, regional and national needs
Courses with more focus on employability and skill development	Activities to ensure employability
Structured Feedback to be framed and opinion on syllabus to be collected from the stakeholders	Framing of structured feedback form for all stakeholders, collection, analysis and implementation of suggestions
To implement elective courses across all Disciplines	Number of elective papers offered in every Programme
Teaching-Learning and Evaluation	
To cultivate the habit of offering Student/ Faculty Exchange Programmes.	Efforts are taken to increase other state students on the roll
To implement remedial programmes for academically weaker students and make them fare well on par with to students.	Classes arranged for the academically poor students

To offer challenging programmes to fine tune the skill of academically healthy students.	<ul style="list-style-type: none"> • Number of inter-departmental and inter-collegiate competitions organised • Papers presented in seminars and conferences
To ensure that the differently abled get all facilities to enjoy hassle-free learning	<ul style="list-style-type: none"> • Ramps, rails and wheelchair • Divyanggan -friendly restrooms
To gradually switch over from mark-based evaluation to assessment of students based on knowledge application, analytical skill, situational problem solving and logical reasoning skills.	<ul style="list-style-type: none"> • Result analysis. Percentage of pass • Attainment and Feedback
To make teachers leapfrog from transfer of knowledge to developing and honing of skill sets among students to make them industry - ready	Increase in employability and feedback from employees
Research, Innovations and Extension	
Particulars	Units of measurement
To encourage staff members to apply for Minor/Major Research Projects	Projects–Major and Minor applied for Funds raised through projects
To seek fund for organizing National, International conferences, symposia and Workshops	Number of applications forwarded Funds received
To motivate staff members to publish articles in the UGC-recognized journals	Publications in UGC–notified journals
To publish in-house journals	Three International in-house journals
To devise incentive plan to the staff members for the publication of articles and attending Conferences	Detailed incentive plan Plan to sanction incentive devised
To institute VET Research Fellowship for eligible Ph.D. Full-time scholars	Number of scholars benefitted VET Fellowship instituted

To strengthen the community programmes	Number of programmes organized by NSS, NCC and Departments with a focus to help the community
Forming IPR Cell	Efforts taken to form such a cell IPR Cell constituted
Creating Linkages	Number of linkages created
Motivating all the faculty members to pursue doctoral programme	Number of staff members registered for Ph.D. Programme
To plan and implement community-centric programmes thereby fulfilling the institutional social responsibility	Number of programmes conducted with UBA and NGO's
To encourage collaborative research	Number of Collaborative Research work in progress
To form an International Organization for Standardization cell	Established
To apply for funds from Rashtriya Uchchatar Shiksha Abhiyan	Applied and funds received
Infrastructure and Learning Resources	
To initiate the launch of Central Research Laboratory for speeding Research	Established
To establish Tissue Culture Laboratory exclusively for the Department of Botany	Established and progress in research measured
To develop e-content studio	Studio functions, helping students and faculty to prepare and produce e-contents
To be the Nodal centre for IIT(Mumbai) for Spoken Tutorial for MOOC/SWAYAM	Measure the registration and the number of pass percentage (Nodal Centre)
To establish a 'Mobile Museum' for Sciences	Half-way through the process of establishing
Constructing Seminar Halls and Guest House	Construction of a seminar hall and guest house
Purchasing of new equipments for Laboratory programmes	Number of new equipments added to the existing ones
Increasing Budget allocation for library	Amount set aside to enrich the library
Purchasing new computers with latest configuration	Computers with latest configuration purchased
Upgrading Internet Speed	Increase in speed of Internet from 25Mbps to 100 Mbps
Facilitating extended hours in the Laboratory for the convenience of the students	Modification in Laboratory working hours

Providing ICT facility to more number of Classrooms	Number of LCDs and Smart Boards
To set up Printing Press	Printing press established and the number of books / pamphlets printed to be measured
To establish Image Processing Lab	Established and progress measured
Students registering for MOOC/SWAYAM to be made mandatory	To measure the registration and pass percentage
To give priority to internships and projects to make students skill oriented	Number of internship and projects to be measured
To practice 'Earn while you Learn' project	Number of Beneficiaries measured
Strengthen the mentee-mentor relationship to create a safe and supportive environment	Practised to the fullest benefit
Student Support and Progression	
Organizing student support programmes	Student- centric programmes organized by Departments and Training and Placement Office
Establishing Centre to prepare students for Competitive exams	Training Centres
Providing soft skill training to enhance employability of students	Facility to provide soft-skill orientation
Conducting job fairs	Number of job fairs arranged
Instituting Equal Opportunity Centre	Establishment of the Cell
Encouraging students to participate and win in National and International Sports events	Number of students who have participated in sports at national and international level
Governance, Leadership and Management	
Offering job oriented Programmes	Number of new programmes offered
Modernizing Examination procedures	New facilities in the Office of the Controller of Examinations
Conducting Online examinations	Organized online examinations
Organizing Student-Centered activities	Number of student-focused programmes organized
Signing of MoUs with Industries	New MoUs signed
Providing welfare measures for teaching and non-teaching staff	Monetary and Non-Monetary benefits extended to Teaching and Non-Teaching Staff members
Improving Alumni engagement and establishing new chapters	Invited for lectures and inspirational talks Efforts are taken to establish new chapters
Raising fund from Alumni	Amount of fund raised and deployment of such fund

Orienteing Newly inducted staff members	Number of staff members underwent orientation programme
Initiating measures for making the campus more eco-friendly	Reduction in waste Proper waste management Rain water harvesting Level of eradication of plastic
Institutional Values and Best Practices	
To launch Centre for Agri Business Training and Consultancy	MoUs signed with Centre for Agri Business, Training and Consultancy, Indian Horticulture and processing Consultancy, Government of Tamil Nadu and Workshops and activities conducted to renew the monitoring facets, thereby increasing the income of the rural women and farmers
To establish Self-Employment (STEP) to create employment opportunities to students and rural women	Created opportunities for students and rural women to be self-employable and subsequently to be entrepreneurs

Strategic Plan - Monitoring of Execution

For an Institution that caters to the demands and needs of the Higher Education system with more than 6000 students and 450 number of staff members and non-teaching staff, distributed leadership is much warranted as it is a conceptual and analytical approach, which stretches the responsibilities and distributes across the Institution. This being a social process, the responsibilities are uniformly entrusted across the departments and cells, who in turn form committees to organize and evaluate various activities. Planning, Implementation and evaluation done at various levels are always under the surveillance and screening of the Management and the Principal. Discourses, discussions and decisions are always placed for suggestions and approval in the appropriate bodies like the Staff Council Meeting and Academic Council and the inputs and suggestions are reverently taken to the Governing Body for further sanctioning and provision of funds.