II JAI SRI GURUDEV II

Sri Adichunchanagiri Shikshana Trust(R)
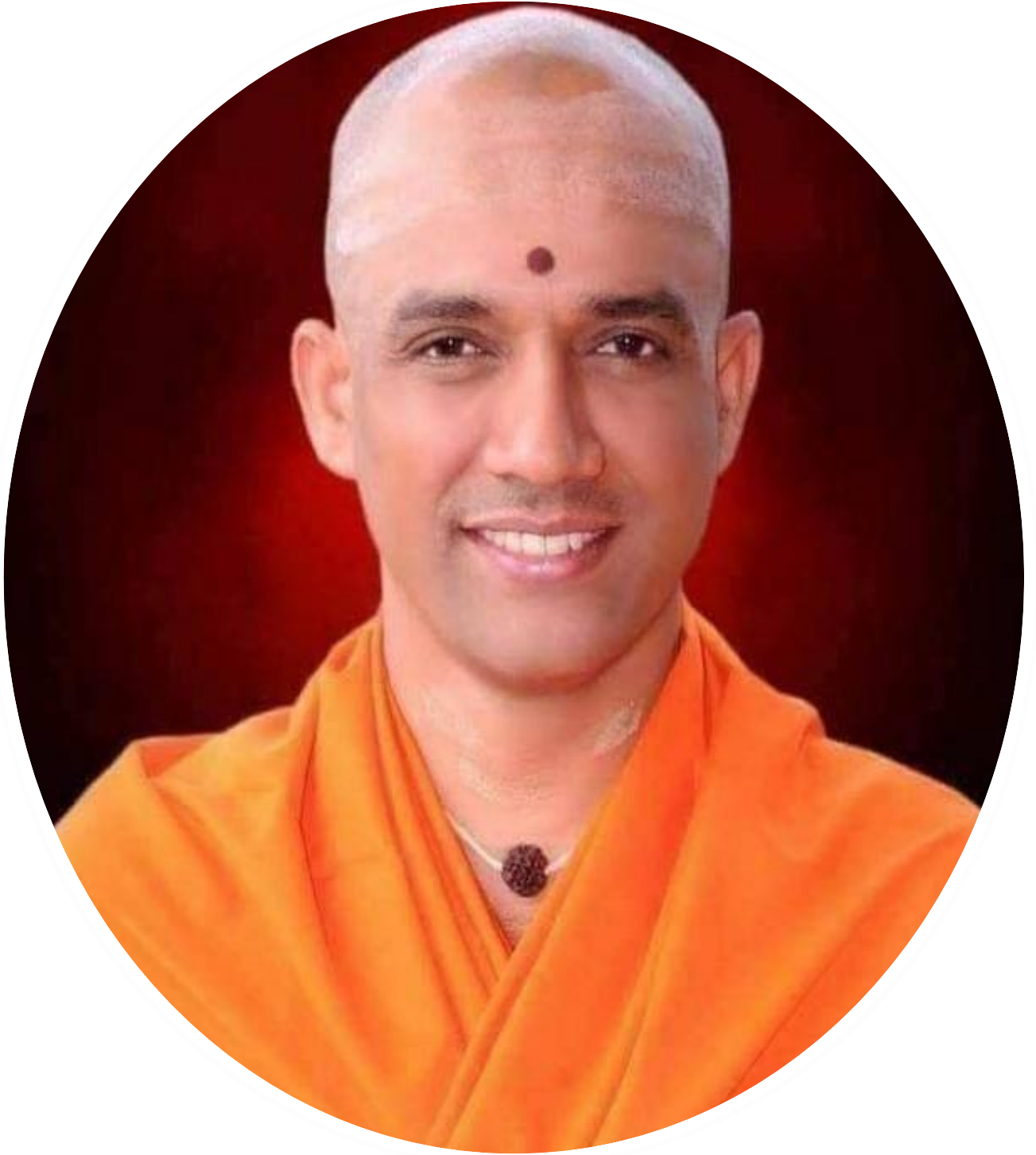
SRI ADICHUNCHANAGIRI FIRST GRADE COLLEGE, CHANNARAYAPATNA-573116

Institute Main Building

Bhairavaikya Paramapoojya Jagadguru Padmabhushana

Sri Sri Sri Dr. Balagangadharanatha Mahaswamiji

Founder President, Sri Adichunchanagiri Shikshana Trust (R.)

Paramapoojya Jagadguru

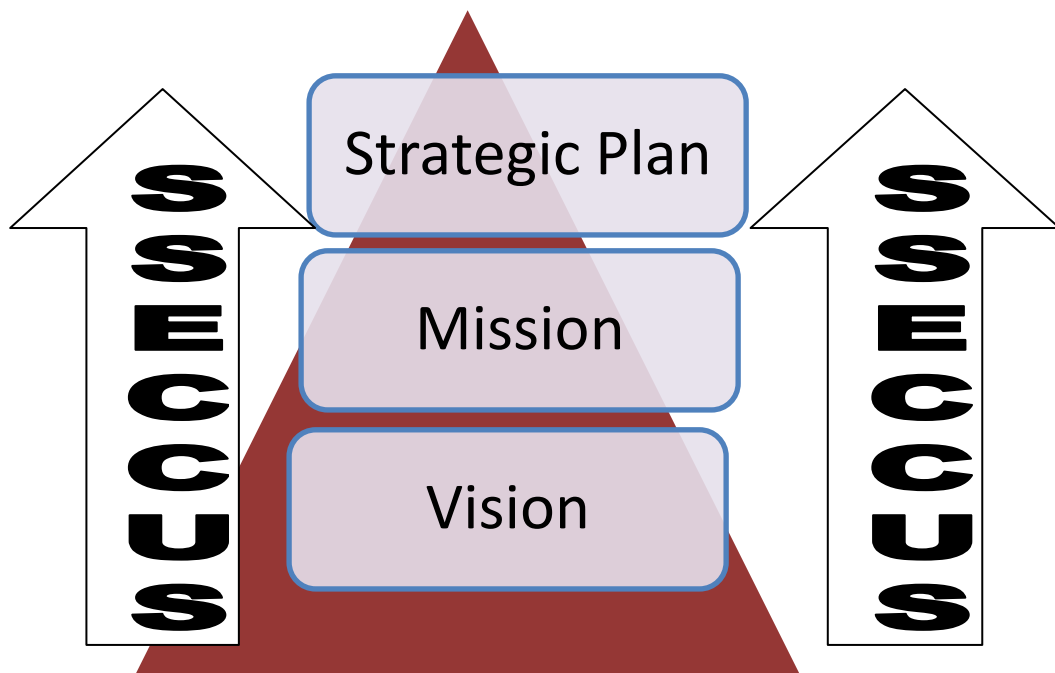# Sri Sri Sri Dr. Nirmalanandanatha Mahaswamiji

President, Sri Adichunchanagiri Shikshana Trust (R.)

Paramapoojya Jagadguru

Sri Sri Shambhunatha Swamiji

Secretary , Sri Adichunchanagiri Shikshana Trust (R.), Hassan & Kodagu Districts

The broad goals of Strategic Plan 2016–2021 are aligned with commitment to excellence in education and Plan is consequently focused on the core themes of the vision statement of the college. The Strategic Plan seeks to coverage the traditional strengths of to acquire or develop new strengths. In particular, it seeks to nurture large groups of faculty to address the societal challenges faced in Karnataka relating to protection of natural resources, extension of basic needs such as education and healthcare etc.

VISION

• **Education with Excellence and Discipline.**

• **To empower and enrich the Students of the rural areas through Graduation and prepare them for higher education and better Placement**.

MISSION

• **To inculcate leadership quality and patriotism among the student community.**

• **To enhance social awareness and responsibilities of the students by community oriented activities.**

• **To amalgamate cultural and ethical values of higher education to the rural folk.**

QUALITY POLICY

xcellence in providing quality education to the rural folk. Encouraging the departments to pursue and practice research.

CORE VALUES

Professionalism, commitments, integrity, innovation, team work, dedication

ABOUT THE COLLEGE

The College made its humble beginning with 101 students for BA and B.Com programme in 1979 and B.Sc. programme in 1983 to provide horizontal base for general education to both boys and girls. There was no degree college in Channarayapattana till the establishment of our college. The college is affiliated to the **University of Mysore** and has been recognized **under 2(f) and 12 (b) by UGC**. It is one of the two degree colleges in the town, the other one being a Government College. The College is situated in 5 acres campus in the heart of the town. The BA programme started with History, Economics, Political Science and Sociology and optional Kannada in 1984. In 1983 B.Sc. programme started with Physics, Chemistry, Mathematics, Botany and Zoology. At present the college has more than 1150 students. Over the years the college has earned a name in achieving excellence in the field of higher education. The number of ranks and certificates of merit secured by the students bear the testimony to this fact.

The academic environment of the College is very congenial and healthy. Academic programmes are guided by a team of well qualified, experienced and dedicated UGC and Non-UGC faculty. Sufficient number of class rooms, library, reading room, reference section, sports facilities, computer facilities etc., are provided for the benefit of the students.

Students are motivated through various incentives like scholarships and cash prizes instituted by Government, Private Agencies, Alumni and some faculty members of the college. The teaching and learning is up-graded with the introduction of LCD, ICT, OHP, Smart Board, Projectors and Internet facilities. Also the campus is fully secured under CCTV Surveillance, where it is being monitored directly through the Principal chamber.

The college has contributed a lot for the overall development of the personality of the students through cultural and literary and extracurricular activities. Since 1982, the State Level Cultural and debate competition in memory of **late. Smt. Nagamma** wife of late H.C. Srikantaiah, is being conducted regularly. Further the students (both boys and girls) have excelled in Kabaddi and Volleyball competitions at Regional, University, State and National level. The college encourages sports and games by hosting District Level Malnad Zone Kabaddi and Volleyball tournament every year.

The College brings out the Annual Magazine every year titled **"Gari"**-The students are encouraged to expose their hidden talents through this publication.

The College has **NSS, NCC, Scouts and Guides and Youth Red-Cross Units**. The students (both boys and girls) have brought laurels to the college by participating in Republic Day Parade at Delhi and State Level NSS and NCC Camp. The college has **Grievance and 'Redressal Cell', 'Placement Cell', 'Women Harassment Cell'**, and **'Anti-Ragging Cell'**.

The Institution has been organizing Health Camps, Blood donation camps and AIDS awareness programmes periodically.

The College has been successful in carrying out its mission and vision for future expansion and excellence. By introducing new programmes and projects which are

relevant and suitable to the changing world, we resolve to transform this college into an Institution of Excellence.

SALIENT FEATURES OF THE CAMPUS

- Eco-friendly environment with good academic ambience.

- Department with well equipped laboratories and staff rooms.

- Well staked library and reading room.

- Wi-Fi campus with 10+10 mbps leased line.

- Auditorium.

- Purified drinking water facility.

- Yoga and meditation centre.

- Botanical garden.

- Playground.

SALIENT FEATURES OF CURRICULAM

- CBCS Scheme.

- NEP Scheme.

- Wider choice to students through offering the elective papers .

- Student centric approach.

- ICT Classrooms.

- Field visit, educational tours, projects/dissertation, case studies.

- Opportunities for self-learning .

- Emphasis on skill development.

- Adoption and implementation of social institutional responsibility programmes.

PROGRAMMES OFFERED IN THE COLLEGE

Three year undergraduate programmes in Arts, Commerce and Science

PART I: Languages : English and Kannada

PART II: Optional Subjects

1. B.A. (Kannda Medium)

   History, Sociology, Geography (HSG)

   History, Economics, Political Science (HEP)

   Economics, Kannada, Political Science (EKP)

2. B.Com (English Medium)

   Compulsory papers prescribed by UoM, Mysuru

3. B.Sc. (English Medium)

   Physics, Chemistry, Mathematics (PCM)

   Chemistry, Botany, Zoology(CBZ)

STAKEHOLDERS' EXPECTATIONS

Management	➢ livable ➢ Good Governance ➢ University Status ➢ Social Responsibility
Leadership Team	➢ Competent Faculty ➢ Internal Revenue growth for sustainability ➢ Personality growth oriented education programmes ➢ Bench marking through Accreditation of programs and institution ➢ Creation of Core of excellence
Faculty & Staff	➢ Good academic & working ambience Career growth, Research facilities. ➢ Academic independence with accountability ➢ Transparency and uniform processes
Students	➢ Good academic environment ➢ Encourage for co-curricular & Extra-curricular activities ➢ Quality infrastructure ➢ Experiential learning , Opportunity for talent exposure ➢ Quality Placement, career guidance and entrepreneurial opportunities
Parents	➢ Good teaching- learning environment ➢ Inculcating Discipline among students ➢ Placements training and more campus placements
Industry	➢ Industry ready professionals with proper attitude ➢ Strong Industry-Institution interaction

Society & Others	➤ Morally & ethically responsible citizens and nation building citizens
	➤ Social service through extension activities by the college
	➤ Sensible and responsible citizens
	➤ Respect for cultural values and national traditions
	➤ Resource centre for other institutions
	➤ Skill based education

ENVIRONMENTAL SCANNING AND ANALYSIS

NATIONAL FEATURES - India being the country of villages, 65% of its people live in the villages. Hence there is need to empower rural population for the sustainable development of the Nation. Keeping this truth as base, Mahatma Gandhi had mentioned for rural development in his vision interventions such as Sarvodaya, Grama Vikas, Grama Swarajya, etc. Considering the philosophy of Mahatma, Sri Adichunchanagiri Maha Samsthana mutt institution made its vision to promote rural development focusing Education and fully development of rural students. Having adopted inclusive approach, the Institute is catering the educational needs of the urban students as well.

SOCIAL FEATURES were analysed and the parent community and society are encouraging their wards for acquiring skills with formal education for getting jobs. This trend may pose grave dangers in the years to come. Placement should be one of the goals in students mind but not only the goal; this trend will bring down the curtains on innovation and entrepreneurship

ECONOMIC FEATURES The GDP of our country is promising and the Government is committed for higher allocation to the Higher Education. Hence priority to higher education is needed from the political decision makers. The need of the hour is skill development in higher education. Therefore there is a dire necessity to give importance for Personality devlopment oriented educational programmes in our country.

TECHNOLOGICAL FEATURES use of technology is the order of the day in higher education. Higher education needs technology to be used in training faculty and teaching by the faculty. The faculties need to change their skills to match the present day requirements**.**

MARKET /COMPETITION FEATURES The proposed higher education policy has given ample opportunities and challenges to the higher education and the institutions providing higher education now a days many industries have entered the education field. The foreign educational institution will also entered in future. Hence a lot of competition is excepted among higher education.

SWOC ANALYSIS

Strengths:	Opportunities:
❖ Dedicated staff and enthusiastic students ❖ Good infrastructure ❖ Sound Management	❖ To start some more PG courses ❖ To start some more Add on courses ❖ To go for autonomous status
Weaknesses:	**Challenges:**
❖ Recruitment policy of the Government ❖ Moderate profile of the students ❖ Availability of net qualified staff	❖ To impart quality education to rural students' ❖ To achieve 100% result of the college

STRATEGIC GOALS

SAFG College Leadership Team, after brain storming the vision, mission, quality policy, core values, environmental factors and SWOC analysis arrived at the step to establish high level goals which are also called Institutional Strategic Goals.

1. Good Governance

2. Financial wisdom

3. Leadership Development

4. Expansion and Better utilisation of infrastructure

5.Enhancing ICT enabled teaching skills and methodologies

6. Attraction of highly qualified and dedicated persons to teaching profession

7. Retention of qualified and dedicated teaching staff

8. Upgradation of library and information centres

9. Fair teaching and learning and evaluation system

10. Increased quality assurance system

12 Greater alumni engagement and interaction

13. Parents involvement Extra-curricular and co-curricular activities

14. Placement training and placement

15. Community Service

16. Relationship between industry and institute

1. GOOD GOVERNANCE

Governing council	
	• Performance management of members of the Governing body through specific responsibilities • Evaluation of institutions' performance and bench marking • Guiding the policy initiatives policy
Goals of the Institution	• Setting short term and long term goals • Institutional Strategic development plan • Institutional strategic goals setting
Transparency & Leadership	• Transparency in appointment of Key positions • Service -conduct rules and polices formulation, approval & implementation • Grievance Redressal mechanism • Leadership Development through decentralization • Establishing E-Governance
Internal Quality Assurance Cell & Accreditation	• Setting up of IQAC with internal & external members to audit processes • Systems, checks and balances- Remedial measures
Students Participation	• Alumni/ Students nomination to Governing Council • Their suggestions in various academic and student affairs

2. FINANCIAL PRUDENCE

Budgeting	- Forecast & estimation of revenue - Forecast & estimation of expenditure - Budget formulation & approval through Management
Financial Governance	- Planned expenditure management - Procurement and Financial policies implementation - Monthly Audit (internal /External) checks- balances
Outflow Management & Growth plans	- Monitoring expenses as per budget planning - Predicting internal revenue generation - Treasury (surplus funds) management - Growth- Expansion plans

3. LEADERSHIP DEVELOPMENT

Developing Ownership	- Motivating through interactions - Partnership incentive plans
Assessment & Identification	- Expert committee to assessing of all leaders' potential by the expert committee - Find gaps and structure changing
Decentralization	- Prescribe duties , responsibilities and accountability - Rotation of key posts to build leadership - Demarcations of academic and administrative activities
Development & Job Rotation	- Develop Leadership competencies - Plan for Job rotation /enlargement /enrichment assignments - Plan for new /crisis assignments

4. AUGMENTATION AND BETTER UTILISATION OF INFRASTRUCTURE

Green Campus	- Classification of wastage Energy harvesting & management - Use of solid waste for producing warm compost - Energy harvesting - Use of solar energy - Use of recycled water - Attractiveness Class rooms, Seminar halls - State of the art Laboratory & equipment
Library	- up gradation - Expansion of E-learning facilities - Functional furniture and fittings
Sports, Hostel & Canteen	- Developing sports facilities - Upgrading Canteen & community centre

5. ENHANCING ICT ENABLED TEACHING SKILLS AND METHODOLOGIES

Smart Class rooms	- Multi-room instructional facility - Multi media and support equipment - E-Learning facilities
ICT	- Licensed software's - Higher BW - Hardware (Servers, Computers...etc) - Teaching tools - Online learning tools - Evaluation □ & assessment tools

Books & E-Learning	• Books, Journals, Periodicals, Magazines • Online access to E-media • Departmental library books

6. ATTRACTION OF HIGHLY QUALIFIED AND DEDICATED PERSONS TO TEACHING PROFESSION

Motivation	• Highlighting the importance of teaching in nation building • Arranging motivational lectures for the students to choose teaching as a career
Monitoring incentives	• Better pay package for management employed teachers • Annual increment
Non- monitory incentives	• Providing opportunities for career development • Encouragement to take up research work leading to publications, journals

7. RETENTION OF QUALIFIED AND DEDICATED TEACHING STAFF

Physical facilities	• Well ventilated rooms • Attractive staff rooms • A good library with E resources
Morale	• Brand Image of the institution • Special lecture let me to morality and culture of the organisation • No discrimination of employees on the basis of caste , religion, language and region

Pay package	• Better pay scales for management employees
	• Financial incentivises for achievements
	• Implementation of UGC pay scales
Non monetary	• Issue of letter of appreciation
	• Career development opportunities
	• Sponsorship for participation in national andinternational conferences

8. UP GRADATION OF LIBRARY AND INFORMATION CENTRES

Infrastructure augmentation	• Budget provision
	• Expenditure on the equipments needed
Discard of obsolete in Books & journals	• Identification of obsolete books and journals
	• Proper procedure for disposal of books and journals
Digital & E-Library	• Complete Digitization of Library resources
	• Establishing cloud based e-library & online access

9. ATTRACTION, STRENGTHENING AND RETENTION OF FACULTY

Talent Hiring & Retention policy	• Merit based hiring policy formulation & implementation
	• Career advancement Schemes
	• Scientific induction/ orientation of new talent
	• Critical talent identification & retention measures
UGC Scales, Rewards & Recognitions	• UGC scales implementation for all cadres /designations
	• Additional cadres to be created for deserving staff
	• Rewards – recognitions & incentives
	• Welfare policy formulation & implementation

Conducive working environment	• Best work facilities and infrastructure • Role & responsibilities clarity and empowerment • Online access to Library- journals 24X7 hours
Career growth & Development	• Sponsorship/ Deputation, sabbaticals for higher education & Exchange programmes • Sponsorship to participate in national /international conferences

10. FAIR TEACHING, LEARNING AND EVALUATION SYSTEM

Association with premier institutions	• Constituting an academic team to identify the premier institutions • Visit to premier institutions • Customize & Implement best practices
Curriculum Design & Lesson plan	• Develop lesson plan as per outcome based education & academic calendar • Develop e-learning content • Benchmark with industry requirements
Teacher Need Assessment and Upgrading faculty & staff competence	• Conduct training need analysis • Conduct / depute faculty and staff for competence development • Support paper publications and presentations • Provide opportunities for networking • Train faculty to use LMS effectively

Knowledge Delivery & Outcome based education	• Define outcomes of each teaching learning initiative • Continuous Assessment and evaluation to measure outcomes • Access to online learning • Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	• Create proper feedback system • Continuous progress assessment • Credit transfers and performance development

11. QUALITY ASSURANCE SYSTEMS

Establishing Quality Systems	• Setting up bench marks & system flow • Quality Policy steering committee • Publishing Quality system design & culture • Educating & Training of all employees
Internal Quality Assurance & Assessment cell	• Setting up of IQAC team • Periodic checks and guidance
Accreditation & Certifications	• Choose accreditation/certification agency • Audit and certifications
Audit Internal Controls	• Establish audit process & audit teams • Train internal auditor teams • Audit and remedial measures
Continual improvement, Rewards & Recognitions	• Setting up of Quality assurance cell • Identifying achievements & best practices • Quality circle competitions & rewards • Annual competitions

12. GREATER ALUMNI ENGAGEMENT AND INTERACTION

Alumni Association	- Strengthening it - Establish alumni association office on campus - Data base up-gradation and interactive alumni website - Establish global chapters and networking
Relationships & Leveraging	- Regular interactions /invitations - Recognise successful alumni - Leverage for guest lecturers/internships/placements - Academic advisors

13. PLACEMENT TRAINING AND PLACEMENT

Placement & Career guidance Department	- Developing dedicated team - Modernization of infrastructure (Video conferencing, interview & conference rooms) - Video recording of mock up interviews of students and feedback
Industry MOUs Intelligence	- Data base of various potential industries/companies - MOU s and relationship management - Industry experts as resource persons
Training & Development	- soft skills trainings by the expertise - Competency enhancement centre
Internships, Placement process & Success stories	- Internships planning and execution - Liaison with industries for placement - Success stories celebration- Brand building

14. COMMUNITY SERVICE

Budget and resources	• Budget from within the instructions resources • Budget from Faculty/students/Govt/other donors
Village adoption & Rural Projects	• Identify nearby villages for adoption • Study rural projects and challenges • Explore & provide support to the execution of projects
Vocational training	• Identify the job oriented courses as per local needs • Provide vocational training at the institute • Educational tuitions/ support to village students
Health and hygiene support	• Conducting health awareness camps • Providing free medicines to the needy

15. RELATIONSHIP BETWEEN INDUSTRY AND INSTITUTE

Industry for Data base & data exchange	• Identifying of the departments / subjects which need in industry interaction • Identify the areas of research potential areas • MOUs with industries/companies
Leverage Industry Resources	• Invite industry experts for delivering lectures/talks/ seminars • Seeking advisory notes from industries • Deputation of faculty to Industry on sabbatical leave • Leverage for internships, research projects, consultancy & placements • Scholarships
Leverage Institutional Resources for Industry	• Training and talks by faculty members • Consultancy and testing to industry

Setting up Centres of Excellence	- Identify potential industries who can establish centres of excellence department wise - Establish and operationalize centres of excellence - Setting up of chairs in specific domains by industry

STRATEGY IMPLEMENTATION AND MONITORING

Strategic Development Plan once approved by Governing council, the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the Institution along with the leadership team is the custodian for implementation and its success.

Implementation at Institution Level

Good Governance & Administration	Management, GC, Members of the GC
Institution Statutory Compliance	Principal
University Status	GC / Special Committee
Talent Management	GC and Principal
Infrastructure (physical)	Management, GB, & team
Infrastructure-Academics	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Student affairs	Principal, HODs and Student Mentors
Student admissions	Principal, HODs
Departmental activities	HODs and Faculty
Placement & Training	Placement Officer and HODs

MEASURES DURING IMPLEMENTATION

Good Governance	GC selection, appointment, functioning, good governance initiatives, Management commitment, Vision-Mission reviews, Number of meetings conducted, decisions made, Committees appointment, performance, Polices implementation, grievance procedures, Educational ERP implementation etc.,
Talent Management	Recruitment, Selection of faculty, staff, salary, attrition rate, benefits as per UGC norms, Track Faculty and staff performance.
Student Intake Quality	Students profile, PUC marks score
Student Academic Performance	Pass percentage, number of distinctions & first classes, Graduate attribute attainment levels and alumni feedback
Placement	Number of offers made through placement department, average salaries offered, Companies visiting the campus, Number of graduates pursuing higher education, number of students becoming eligible for higher education through PGCET. Public sector and other Government jobs, percentage of graduates becoming Entrepreneurs
Curriculum	Industry partnerships, Faculty training on new areas, Introduction of new courses, new courses/ electives offered in emerging areas
Alumni	Alumni data base, number of interactions, support for internships, placements, projects, scholarships, consultancy and contribution towards infrastructure development
Research and Consultancy	Publications in national/international journals and conference proceedings, Patents filed, conferences & workshops organised, New MOUs signed with academic and industrial organizations, Centres of competence established.

Physical Infrastructure	Number of buildings/ floors , class rooms added, equipment added, annual budget allocated & utilized
Social Responsibility	Number of villages adopted, vocational trainings provided, social projects undertaken and skill development programs for marginal section of the society
Extra -Curricular Activities	Number of student participants, number of tournaments won, number of sports and Techno-cultural events organized, Regional, National & International recognitions received, competitions participated.
Sources of Funding	Students' Tuition Fees, Government grants, Industry Sponsorships, Funding raised through sponsored Projects, Consultancy /Testing Services, Alumni Contribution, Philanthropy- Donors.

The committee will be formed for review from time to time. The following leadership team will monitor the time to time implementation of the scheme.

- ❖ Governing Body
- ❖ Principal and HODs
- ❖ Faculty and Staff
- ❖ Student representatives
- ❖ Industry representatives
- ❖ Parent nominees
- ❖ Accreditation and/or Inspection bodies

CONCLUSSION

Sri Adichunchanagiri First Grade College Channarayapatna was started with humble beginnings in 1979 and completed its 42 years of existence in 2021. The institute has progressively grown and achieved many mile stones. The institute has created a very good academic environment in the last five years. The Strategic Development Plan is an outcome of Management commitment, institute's leadership commitment, and steering committee's detailed deliberations with all the stake holders. This collective wisdom ensures participation, ownership of the plan among all the stake holders. The institutional strategic plan has many strategies; Strategies have sub strategies to achieve the strategic goals. The implementation plan to ensure success and livable over a period of time. The execution and operational implementation is monitored by stringent evaluation standards and speaks the quality of the strategy itself. The caveat is Strategy itself can do nothing but its implementation holds the key. The strategy itself can do nothing but the implementation of it is necessary a strategy needs to be changed to the changing environment to make it suit to the requirements of the day.

PRINCIPAL

Sri Adichunchanagiri First Grade College

Channarayapatna-573116