



KURIAKOSE GREGORIOS COLLEGE PAMPADY



Institutional Strategic Development Plan 2023-2028

MANAGER'S MESSAGE



As we embark on a new chapter in the journey of KG College, it is imperative that we collectively envision and strategize for a brighter future. The Institutional Development Plan is a testament to our commitment to excellence and our aspiration to create a world-class institution.

This plan outlines our vision, mission, and strategic goals. It is a roadmap that will guide us in enhancing academic rigor, fostering innovation, and creating a holistic learning environment. I encourage all stakeholders – faculty, staff, students, and alumni – to actively participate in the implementation of this plan.

Together, let us work towards building a KG College that is not only academically distinguished but also socially responsible and globally competitive.

H.G. Dr. Zacharias Mar Aprem Metropolitan

Manager, M.O.C. Colleges

PRINCIPAL'S MESSAGE



KG College stands at the crossroads of tradition and innovation, committed to nurturing well-rounded individuals who are intellectual, ethical, and socially responsible citizens. Our Institutional Development Plan is a roadmap towards realizing this vision. It outlines our strategic goals, action plans, and resource allocation to enhance the overall quality of education and create a conducive learning environment.

This plan is a collaborative effort, involving the collective wisdom of our faculty, staff, students, and stakeholders. We believe that by working together, we can create a vibrant campus that fosters academic excellence, research, and community engagement. I invite everyone to actively participate in this transformative journey as we strive to make KG College a premier institution of higher learning.

Prof (Dr). Renny P Vargheese

Principal

Kuriakose Gregorios College (K. G. College), Pampady**Institutional Strategic Development Plan (IDP)****2023-2028**

Kuriakose Gregorios College (KGC) has a strong foundation for its next decade of growth. By referencing the achievements of the 2018-2023 Strategic Plan Development, we can build upon these successes and chart a course for continued excellence. Here are some broad categories for our institutional development plan for five years from 2023-24 to 2027-28.

1. Academic Excellence

Curriculum Innovation: The institution plans to Introduce new programs aligned with National Education Policy and industry demands. Curriculum for UG Program should include the application of Artificial Intelligence and Data Management tools to enable the students to explore the emerging areas of development. Explore interdisciplinary approach to enable the learners to apply their knowledge on a macro level. The College plans to introduce more skill-based certificate courses in alignment with the industry demands. In order to ensure the practical wisdom, the College plans to enter into MoU with Professional Bodies like ICAI, ICMA, Computer Society of India, Indian Management Association, Indian Accounting Association etc. Also plans to introduce training for Professional programs like CPA and CFA for equipping the students to reach the highest ladder of profession in Commerce and Management.

Teaching and Learning Enhancement: Modernisation and up-dation of teaching learning process is a regular practice of the College. All programs

offered by the College are based on Outcome Based Education mode. The Institution has already implemented OBE in its programs. Even then, we plan to learn and relearn the opportunities of OBE in connecting theoretical knowledge to practical wisdom. More training programs for the faculty members are in the pipeline. More training programs on the integration of Artificial Intelligence and data management tools are in in the pipeline for ensuring equipping faculty members in dealing with cutting edge technologies for teaching and learning. The College intends to invest more money in IT infrastructure.

Research and Development: Encourage faculty research activities, foster collaborations with institutions and industries, and establish research centers/labs for focused areas.

2. Infrastructure Development

Smart Campus Initiative: Develop a technology-driven infrastructure with features like online learning platforms, digital libraries, and efficient data management systems. The College has already an efficient LMS, which is properly used by the faculty members for teaching learning purposes. Even then we plan to add more features to it to make it more interactive.

Sustainable Practices: Integrate eco-friendly practices in building design, energy conservation, and waste management. In addition to the solar energy system, we are planning to add the production capacity of the same in the near future. The sponsor of the system, PTA, is willing to contribute for this noble cause. Strengthening the rain water harvesting system is also in the priority list and is the need of the day. A systematic energy audit to identify the over energy consuming equipment is in plan for replacing them with energy efficient ones.

A plan is in progress for increasing the floor space of butterfly garden and start training on apiculture.

Learning Environment Enhancements: Projects are under consideration for the renovation to create modern classrooms, well-equipped laboratories, and improved student support facilities. The College is seriously planning to have a more spacious and well-equipped ladies rest room, laboratory for food science and a behavioural finance lab for the students of Commerce and Management.

3. Human Resource Development

Faculty Development: We have a clear-cut plan for imparting training to the faculty members in modern technologies enabling efficient teaching learning mechanism. For improving the penetration of active researchers among faculty some serious training programs are on the way and will be continued to achieve more publications in the high impact research journals. Programs are designed to provide opportunities for faculty training, research grants, and participation in conferences to enhance their expertise. It is also planned to organise some programs to improve the mental well-being of the teachers. For this, long term Yoga Training Program for the staff under the guidance of qualified and trained Yoga Guru is proposed.

Staff Development: The college needs to invest in training and development programs for non-teaching staff to improve administrative efficiency and student support services. Continuous training on latest developments in technology is necessary as new technologies demands upskilling of the staff. Physical and mental well-being of the staff will be duly taken care by organising Programs on Yoga. For ensuring financial discipline and financial

well-being of the staff, seminars on financial literacy, investment avenues, and wealth creation through systematic investment will be organised.

Creating a Positive Work Culture: Positive work culture and harmony among the staff and students is the primary feature of our college. Programs for promoting a collaborative and supportive work environment that fosters creativity and innovation are in the future plans of the organisation.

4. Community Engagement and Outreach

Community Service Initiatives: A higher Educational Institution is expected to serve the social communities around it. Keeping view in mind, we have proposed a plan of action for community development initiatives in the State. The NSS and NCC have a proposed long term and short-term plans for community development. Collaborating with the Local Self Governments, the social service arms of the College have devised programs for organising awareness programs in Financial Literacy, usage of plastic, climate change, conservation of electricity, usage of alternative source of energy, financial inclusion and healthy life style. For this we will be collaborating with Local Self Governments, Financial Institutions, NGOs and the Mahatma Gandhi University. Students training programs for training the local people in improving their skills is also under consideration.

Industry Collaborations: Strengthen partnerships with industries for internships, placements, guest lectures, and joint research projects. For this new MoU's are proposed to be made with different organisations/bodies like Kerala Startup Mission, Computer Society of India, India Accounting Association, Institute of Chartered Accountants of India etc.

Alumni Relations: Build a strong alumni network to provide mentorship opportunities for current students and explore fundraising possibilities. The mother chapter of the Alumni Association of the College has made initiatives to add more chapters in different parts of the world.

5. Quality Assurance and Accreditation

Maintain and Enhance Accreditation: Strive for continuous improvement in academic quality to achieve/maintain desired accreditation standards. The IQAC of the College has nominated a team of teachers to study about the new accreditation framework and make plans for integrating the activities in the campus with the NAAC guidelines.

Internal Quality Assurance System (IQAS): Strengthen the internal quality assurance system for regular self-assessment and improvement initiatives. Yearly internal Academic Audit, Administrative Audit, student satisfaction surveys, green audit and gender audit will be conducted.

Benchmarking and Best Practices: Benchmark performance against leading institutions and adopt best practices to stay ahead of the curve.

Conduct a comprehensive SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) to identify areas for improvement and strategic direction. Set clear, measurable goals and objectives for each category. Develop a robust implementation plan with timelines and responsible parties. Integrate feedback mechanisms to ensure continuous monitoring and evaluation of the plan's effectiveness.

6. NEP Implementation

KG College is dedicated to fostering a comprehensive, inclusive, and transformative educational environment aligned with the National Education Policy (NEP). By creating a vibrant collegiate community that values diversity and empowers students, we aim to transcend traditional academic boundaries and cultivate well-rounded individuals equipped to excel in a rapidly evolving world.

- **Curriculum Innovation and Enrichment:** Expand the curriculum to include a robust array of Value-Added Courses on the Indian Knowledge System (IKS) and Skill Development Courses, ensuring a holistic education that integrates humanities, arts, and STEM disciplines.
- **Accessibility and Inclusion:** Implement transparent guidelines to secure equal opportunities within accredited standards. Enhance accessibility through the adoption of the Four-Year Degree Course (FYDC) system, expansion of Open Distance Learning (ODL) and online programs, and the establishment of a partnership with the National Skill Development Corporation (NSDC).
- **Global Citizenship and Employability:** Foster global citizenship education and embed universal human values, life skills, and social consciousness into the curriculum. Increase collaborations with international institutions to enrich learning opportunities and enhance the employability potential of our programs.

- **Student Support and Welfare:** Expand financial aid and scholarships for socio-economically disadvantaged students, conduct outreach programs to promote higher education opportunities, and ensure inclusive admissions processes.
- **Institutional Development:** Pursue accreditation and enrolment in the Academic Bank of Credit (ABC) to facilitate academic mobility and flexibility. Promote an integrated higher education system by amalgamating professional and vocational education.

By adhering to these principles, KG College commits to:

- Creating a supportive and inclusive campus environment that celebrates diversity.
- Offering a wide range of academic programs that cater to diverse student interests and aspirations.
- Preparing students for successful careers and meaningful contributions to society.
- Building strong partnerships with the community, industry, and government.
- Continuously evaluating and improving our programs and services to meet the evolving needs of our students and the nation.

KG College believes that by embracing the vision of the National Education Policy, we can create a brighter future for our students and contribute to the overall development of India.

