ST. ANN'S COLLEGE FOR WOMEN

(Autonomous) Affiliated to Osmania University
Accredited with 'A+' Grade by NAAC (3rd Cycle)
CPE by UGC, ISO 9001:2015 and ISO 14001:2015,
Mehdipatnam, Hyderabad – 500 028

STRATEGIC PLAN
2023-2028

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2023 - 2028

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01	Quality Academic Programs
02	Faculty and Staff development
03	For the Students
04	Research and Innovation
05	Governance
06	Infrastructure and E-Governance
07	Green Practices
08	For the Community
09	IQAC

I. Quality Academic Programs

Objectives:

- To deliver high-quality UG and PG education.
- To create and implement enhanced and effective curricula for all academic programs.
- To create and utilize ICT-enabled teaching and learning strategies.
- To foster a learning system that is enriching and student-friendly.

Plan:

- Strengthening the curriculum using OBE (Outcome Based Education) as a foundation.
- Introduce new and relevant UG & PG programs.
- Increase intake in professional programs (MBA & MCA) through additional sections.
- In addition to the current courses, introduce a wide range of Certificate courses that are career and skill-oriented.
- Establish an innovative internal evaluation system.
- Prioritize E-Content development for MOOCs.
- Establish an Indian Knowledge System (IKS) Cell

II. Faculty & Staff Development

Objectives:

- To recruit, develop and retain high caliber and competent faculty and staff for academic success and excellence and Institutional growth
- To provide support to faculty and staff to discover and fully utilize their strengths, skills and abilities.

Plan:

- Attract and retain dedicated staff with their unique skill sets.
- Ensure that recruitment is done from diverse backgrounds.
- Strong emphasis on faculty development programs and skill enhancement
- Promotion of research, consultancy and innovation
- Training all the faculty in increased use of technology
- Providing the best facilities for working and infrastructure support.
- Enhanced focus on welfare measures to ensure personal and professional well-being and prompt redressal of grievances.
- Rewards, recognition and incentives to boost performance.

III. For the Students

Objectives:

- To provide comprehensive academic programs that ensures excellence in learning and holistic development of the student.
- To nurture ethical principles, leadership qualities, global perspective and molding them to be socially responsible citizens.

Plan:

- Introduce a five-day work week to provide students more time to engage in research, filed work, internships and projects.
- Improve the diversity of the intake.
- Improve ways to measure student satisfaction and happiness and then use the information to enhance the effectiveness of delivery and improve outcomes.
- Establish an ecosystem for promotion of Startups.
- Presenting student ideas to Venture Capitalists for funding
- Increased efforts for student internships and exchange programs
- Strengthening association and tangible engagement with alumni
- With excellence in sports being one of the crowning glories of the institution increased support for sports students by way of freeships, scholarships, food supplements and training by renowned coaches.

IV. Research & Innovation

Objectives:

- To foster a culture of research among the faculty and students.
- To provide a supportive environment for research with basic resources and facilities.
- To recognize and reward the faculty and students for undertaking quality and productive research.

Plan:

- Increased MOUs with industry
- Strengthening the functioning of MANASA
- Focus on research and quality publication
- Establishing a centralized research centre
- Revising the research promotion policy from time to time.
- Generating funds for research activity by way of project proposals
- Increase collaborations with government, nongovernment, industry and private bodies
- Establishing best researcher award for teachers in different faculties.
- Apply to DBT, TEQUP, UGC, IMPRESS, ICSSR, AICTE, TSCHE etc. for research funding
- Encourage faculty and students to apply for patents.

V. Governance

Objectives:

- To establish guidelines to manage and control the Institution.
- To foster an environment of transparency, accountability and trust
- To define the roles and distribute the responsibilities through delegation and decentralization of authority.

Plan:

- Goal setting and evaluation of the college's performance
- Monitoring and Implementing the Quality Management Systems
- Fair and transparent performance appraisal
- Strengthen efforts towards Resource Mobilization.

VI. Infrastructure and E-Governance

Objectives:

- To make efforts to utilize every square inch of space available.
- To establish a sound infrastructural set up
- To develop and install modern teaching tools and equipments
- To broaden the physical facilities in the institution
- To adopt a sound mechanism for maintenance of the existing physical facilities.
- To make efforts to utilize every square inch

Plan:

- Installation of smart boards in more number of classrooms
- Procurement of software according to the changing curriculum
- Automate the admission and examination process end to end
- Online assessment and evaluation
- Improve IT communications and efficiencies.
- Increase IT training for administrative staff
- Upgrading the physical and life sciences labs with sponsorships and funding
- Enhance academic computing
- Renovation of the old infrastructure
- Landscaping and beautification of gardens
- Shift system/staggered timing to facilitate utilization of space for new courses

VII. Green Practices

Objectives:

- To cultivate a fundamental knowledge and understanding of the environment and its interconnection with people.
- To sensitize students towards environmental issues and concerns
- To inculcate the importance and practice of environmental sustenance and conservation among the staff and students
- To imbibe the skills to handle environmental challenges and problems.

Plan:

- Continue teaching EVS as a part of the curriculum
- Continue with conduct of energy audit and environment audit
- Strengthen conservation of water and power
- Increase efforts for plastic free campus
- Improve e-waste management practices
- Strengthening the Eco Club activities-'Dharini'
- Celebrating days like Environmental Day, Biodiversity day, Earth day etc.,

VIII. For the Community

Objectives:

- To encourage students and staff to engage social and community service.
- To provide assistance to the underprivileged and marginalized sections of the society
- To make certain physical facilities available to the community
- To create awareness among the community about various safety and security initiatives.

Plan:

- Organize safety awareness programmes
- Strengthen collaboration with NGOs and local self-government for community extension activities.
- Adopting, visiting, and providing services to the nearby villages and its inhabitants.
- Summer sports programs for neighborhood children
- Provide library and sports facilities to the nearby community
- Awarding Non-academic credits to the students for undertaking outreach activities
- Conduct activities for marginalized groups like vegetable vendors, housemaids, disaster victims etc.

IX. IQAC

Objectives:

- To develop a system for conscious, consistent and catalytic action to improve the institution's academic and administrative performance.
- To foster measures for institutional operations towards quality enhancement through internalization of quality culture and institutionalization of best practices.

Plan:

- Ensure timely, efficient and progressive performance of academic and administrative tasks
- Monitor relevance and quality of academic programmes
- Establish a Centre of Excellence in Data Analytics/ Science
- Equitable access to and affordability of academic programmes for various sections of society
- Establish foreign collaborations to increase student and faculty exchange programs.
- Integration of modern methods of teaching and learning
- Ensure the credibility of evaluation procedures
- Ensuring the maintenance and proper allocation of support system and services.
- Create a pool of advanced learners from all the disciplines and mentor them for higher academic accomplishments and placements.