



ST. ANN'S COLLEGE FOR WOMEN (AUTONOMOUS)

Affiliated to Osmania University, NAAC Reaccredited with 'A+', CPE by UGC
Mehdipatnam, Hyderabad - 500028

STRATEGIC PLAN 2018-23



I Quality academic programs

- Introduce Master's program in Nutrition in view of its employment potential and feedback from stakeholder
- Introduce undergraduate program options in fields like Data Science, Business analytics, Psychology and Journalism
- Teaching plans focused on Course objectives and program objectives
- Emphasis on Outcome Based Education and map the programs accordingly
- Focus on development of e- content for MOOCs
- Work towards incorporating credits for online courses
- Greater exposure to global knowledge frontiers by way of guest lectures, seminars and workshops
- Prepare for NIRF ranking
- ISO certification
- Strengthen linkages with industry and other academic bodies by the departments
- Seek international collaboration

II Faculty and staff development

- To continue to 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
- Financial support for attending conferences and registration for M.Phil and Ph.D. programs and seed money for projects
- Encouragement for research, consultancy and innovation
- Training all the faculty in increased use of technology
- Providing best facilities for working and infrastructure support.
- Continue to focus on welfare measures to ensure personal and professional well being and prompt redressal of grievances.
- Rewards, recognition and incentives for improving performance

III For the students

- Work towards improving diversity of the intake
- Improve ways to measure student satisfaction and use the information to enhance effectiveness of delivery and improve outcomes.
- Establish an ecosystem for promotion of Startups.
- Increased efforts for student internships and exchange programs
- Strengthening association and tangible engagement with alumni
- Strengthening the placement process with emphasis on training
- 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
- Increase support for activities of the women's studies cell, Eco Club , SAHHARA and the ED cell

IV Research and Innovation

- Increased MOUs with industry
- Focus on research and quality publication
- Support for internships, visits, trainings, guest lectures
- Augment the facilities at the centralized research centre
- Establish incubation center in collaboration with industry mentorship to escalate innovation.
- Generating funds for research activity by way of project proposals
- Increase collaborations with government, nongovernment , industry and private bodies
- Apply to DBT, TEQUP, UGC, IMPRESS, ICSSR for funding
- Focus on Intellectual property rights
- Encourage faculty to apply for patents.

V Governance

- Goal setting and evaluation of the college's performance
- Monitoring and Implementing the Quality Management Systems
- Fair and transparent performance appraisal
- Staff training and aiding upskilling
- Constituting as per term and monitoring the functioning of statutory bodies
- Strengthen efforts towards resource mobilization
- Constituting advisory boards inviting stakeholders

VI Infrastructure and e-governance

Located as it is in the heart of a bustling metropolis, space is always at a premium and every effort is made to utilize every square inch.

- Build extra classrooms by relocating the canteen in the ground floor
- Construct more IT enabled seminar halls and classrooms
- Equip more number of classrooms with smart boards
- Improve IT communications and efficiencies
- Increase IT training for administrative staff
- Enhance academic computing
- Update internal communication systems
- Improve wifi connectivity
- Security measures by installation of more CCTV cameras

VII IQAC

As the body at the forefront of quality initiatives and quality maintenance in the college, the IQAC will work for

- Framing the quality policy
- Following the educating and training needs of all employees
- Periodical checks and audits and guidance for quality improvement
- Identifying and promoting best practices

Implementation

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| Governance & leadership | Governing body of the Sisters of St. Anne, correspondent and Principal |
| Academics | Principal, Dean Academics, Heads and faculty |
| Administration | Principal, Dean Admin., Office –in – charge |
| Admissions | Principal, Dean Admin, Admission Committee, office |
| UGC affairs and Statutory compliance | Principal , Dean academics, committee convener |
| Research | Principal, HODs and research committee |
| Student activities & grievance redressal | Dean, Student affairs |
| Departmental activities | Heads, faculty |
| Placement | Dean admin, Placement officer |
| Staff development & welfare | Principal, dean admin. |
| Performance appraisal | Principal, Dean admin., Heads |
| Quality measures & monitoring- MOU, ISO & IIC | IQAC |

Conclusion

The strategic planning and deployment document is a roadmap and a framework in the journey of the institution to achieve its set goals in the context of its strengths and opportunities. The success of the journey will be through meticulous planning, committed leadership and teamwork. As the institution evolves, the nature of its goals will also evolve and thus planning is an ongoing process.

In the next five years, the institution will strive tirelessly towards academic excellence, improving infrastructure and operations, greater engagement with stakeholders and community around and strengthening brand St. Ann's.