SRI RAMAKRISHNA

COLLEGE OF ARTS & SCIENCE (Autonomous)

Formerly SNR Sons College

INSTITUTIONAL DEVELOPMENT PLAN (2021-2022)

Sri Ramakrishna College of Arts & Science

Ranked 56th by NIRF 2024 | Accredited with 'A+' Grade by NAAC
AICTE & UGC Approved, ISO 9001:2015 Certified, Affiliated to Bharathiar University

INSTITUTIONAL DEVELOPMENT PLAN

2021-2022

GOAL 1: Augmentation in Curriculum Design

Action Plan

Clearly define the institution's vision and mission and ensure the LOCF aligns with these overarching goals.

Analyze existing curriculum: Identify strengths, weaknesses, and alignment with desired student learning outcomes.

Develop a foundation course on entrepreneurship and innovation, aligning with future industry demands and practical skills.

Employ diverse methods like observations, interviews, surveys, and portfolios to ensure triangulated, comprehensive, and valid data collection.

Design a blended learning environment with flexible pathways, diverse resources, and peer/self-reflection opportunities to empower student ownership.

Build strategic partnerships with Indian and global institutions for research, exchange programs, and joint initiatives to amplify academic impact.

Create a center with expert faculty, mentorship, resources, and a supportive environment to empower candidates for UPSC and TNPSC.

Establish for fundraising, mentorship, guest lectures, and recruit distinguished academics as Visiting and Adjunct Professors.

Metrics

Monitor student progress on learning outcomes via diverse assessments like exams, projects, presentations, and portfolios.

Integrate life skills (Jeevan Kaushal) into the curriculum with actionable modules.

Assess impact through student engagement, academic performance, and employability outcomes.

Measure success through course enrolment, student feedback, skill assessments, and graduate startup ventures.

Track inter-rater reliability, data consistency across methods, and the extent to which findings converge to support robust conclusions.

Monitor student engagement, completion rates, learning outcomes, self-reported satisfaction, and the development of self-directed learning skills.

Measure the number of partnerships, research outputs, student exchanges, joint programs, funding secured, and stakeholder satisfaction.

Analyze student success rates, satisfaction, faculty effectiveness, resource use, and skill development in analytical, critical thinking, and problem-solving.

Leverage alumni engagement (fundraising, mentorship, guest lectures) and recruit distinguished academics (Visiting & Adjunct Professors) to enhance the academic experience.

Goal 2: Academic-Industrial Synergy

Action Plan

Drive innovation through an Innovation Center with mentorship, skill-based courses, and talent exhibition platforms.

Foster a culture of continuous improvement through regular development discussions and allocate dedicated R&D seed funding to support innovative research initiatives.

Stimulate innovation through a dynamic Technology Incubation Centre with mentorship, funding, and collaborative spaces, fostering successful student and faculty startups.

Deepen domain expertise through expanded Research Methodology, workshops, IPR awareness, Ideathons, and Hackathons, while prioritizing high-quality publications.

Enhance research impact through increased consultancy projects, industry linkages, and securing competitive funding from agencies like ICSSR, DST, and TNSCST.

Implement a robust Intellectual Property Rights (IPR) awareness and support program to encourage faculty, research scholars, and students to file patents.

Establish a cutting-edge Centre for Excellence in Computing & Information Technology to drive research, innovation, and industry collaborations.

Empower departments to independently organize activities focused on innovation, startups, and entrepreneurship.

Metrics

Measure innovation through student participation, project success, skill development and industry collaborations.

Track the frequency of development discussions, R&D funding allocation, number of innovative projects, and research outcomes.

Evaluate mentorship engagement, assess funding distribution, analyze startup success rates, examine collaboration levels, and determine innovation outcomes.

Measure workshop participation, IPR awareness levels, Ideathon and Hackathon outcomes, research publication quality, and domain expertise growth.

Track the number of consultancy projects, industry partnerships, and competitive funding secured from agencies like ICSSR, DST, and TNSCST.

Monitor patent filings, IPR workshops conducted, participant engagement, and faculty and student contributions.

Evaluate research output, innovation projects, industry partnerships, funding secured, and skill development initiatives.

Assess activity frequency, participation levels, startup creation, funding obtained, and entrepreneurial achievements.

Goal 3: Strengthening Institutional Foundations

Action Plan

Set up a Media Centre to support the creation of high-quality e-content.

Implement a dedicated Health Inspection Cell to proactively monitor and safeguard the health and well-being of students and faculty.

Develop a comprehensive project plan encompassing budgetary allocation, adherence to safety protocols, and timely completion within the allocated timeframe.

Create a plan covering funding, design, approvals, construction, quality assurance, and safety for a new girls' hostel.

Metrics

Track e-content output, analyze content quality, evaluate resource utilization, and assess user satisfaction to measure Media Centre effectiveness.

Monitor key health indicators (e.g., BMI, blood pressure), monitor incident rates, assess student/faculty satisfaction with health services, and analyze the impact on overall well-being.

Examine budget control, adherence to safety regulations, and on-time project completion.

Quantify success criteria for each phase, track progress, conduct regular quality checks and implement robust safety measures with ongoing monitoring and evaluation

Goal 4: Professional Pathways

Action Plan

Facilitate confident career choices by offering detailed resources, interactive workshops, industry networking, tailored support, and continuous progress monitoring.

Develop student interview readiness through industry-aligned skill development, aptitude training, mock GDs, and expert-led technical & HR interview preparation.

Promote career counselling through expert guest lectures and peer mentorship by recent alumni.

Drive strategic campus placements and maximize career opportunities for graduating students.

Foster successful career transitions for all placement-seeking candidates through integrated support and expert guidance.

Metrics

Measure resource availability, session engagement, industry interactions, counselling effectiveness, and student progress to support career decisions.

Track progress through placement rates, interview success rates, student feedback, and employer satisfaction surveys.

Evaluate impact through student satisfaction surveys, career decision confidence scores, alumni engagement, and post-graduation career outcomes.

Measure success by placement rates, average salary, student satisfaction, employer feedback, and industry partnerships.

Assess the effectiveness based on analyzing placement data, job satisfaction levels, salary growth candidate testimonials.

Goal 5: Academic Governance and Strategic Oversight

Action Plan

Conceptualize a strategic framework for constructive college planning by setting clear goals, allocating resources efficiently, fostering collaboration, and tracking progress regularly.

Diversify income, optimize assets, foster partnerships, and data-drive decisions.

Foster strategic partnerships, leverage technology for accessible FDPs, and incentivize faculty participation for professional growth.

Craft aligned project proposals, enhance staff engagement, and invest in welfare programs.

Conduct thorough needs assessments, engage stakeholders, ensure legal compliance, prioritize employee well-being, and regularly review and update policies.

Establish industry mentorships, facilitate joint research projects, organize industry guest lectures, develop internship programs, and create industry-relevant curricula.

Metrics

Evaluate success by goal achievement, resource utilization efficiency, collaboration effectiveness, and performance monitoring accuracy.

Monitor growth in alternative revenue streams, measure asset utilization rates, assess partnership outcomes, and analyze data for performance improvement.

Evaluate partnership effectiveness, monitor FDP program reach and completion, and assess faculty professional growth.

Create, display, and update a clear, accessible organogram campus-wide.

Assess NGO grant success, gauge staff welfare satisfaction, and evaluate welfare impact on retention and productivity.

Analyze employee satisfaction, monitor legal compliance, measure policy utilization, assess impact on well-being, and document revisions.

Examine mentorship impact, quantify research outputs, assess lecture effectiveness, track internship success, and analyze curriculum-industry relevance.

Goal 6: Sustaining Values & Innovation

Action Plan

Conduct two targeted health & safety awareness programs annually, engaging diverse stakeholders, utilizing innovative methods, and evaluating program effectiveness to refine future initiatives.

Plan diverse activities, engage student clubs, evaluate impact, and refine plans based on feedback.

Implement experiential leadership camps, offer skill-building workshops, create student leadership roles, integrate leadership projects into curricula, and foster mentorship programs.

Implement an annual program of seminars and guest lectures to introduce and promote social work among students.

Metrics

Measure program reach, assess stakeholder engagement, evaluate program effectiveness, and analyze feedback for program refinement.

Assess activity participation, gauge club engagement, evaluate impact on awareness/ behavior, and analyze feedback for program improvement.

Assess leadership growth, program engagement, impact on confidence, and feedback for improvements.

Monitor Seminar/Lecture Participation, Student Responses, and Post-Event Community Involvement.

Goal 7: Community Service and Development

Action Plan

Launch a comprehensive organ donation campaign with diverse outreach activities.

Establish partnerships and outreach programs to engage with local farming communities.

Carry out yearly research and strategic planning on a selected national or social issue, evaluating its educational implications and creating actionable solutions.

Partner with local government schools, identify high-achieving students, and offer them scholarships for studies at SRCAS.

Implement a range of Fit India events and activities to encourage physical fitness and overall well-being.

Integrate select Central Government initiatives into existing extension activity programs.

Metrics

Assess the impact of the campaign by tracking metrics such as social media reach, event participation, the number of pledges gathered, and shifts in awareness or attitudes toward organ donation.

Track partnership agreements, farmer participation in programs, and resulting changes in farmer practices or community engagement.

Monitor the progress of research completion, the implementation of solutions, and assess the resulting impact on key educational outcomes.

Measure the number of school partnerships, students selected, scholarships granted, and academic outcomes of recipients at SRCAS.

Quantify participation in Fit India events, track fitness gains, and analyze changes in fitness awareness and attitudes.

Record the number of initiatives implemented, event participation, and community impact.