SRI RAMAKRISHNA
COLLEGE OF ARTS & SCIENCE (Autonomous)
Formerly SNR Sons College

INSTITUTIONAL DEVELOPMENT PLAN (2022-2023)

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2022-2023

GOAL 1: Academic Enhancement

Action Plan

Develop new programs that fully embrace the National Credit Framework (NCrF) principles.

Develop a robust Learning Management System (LMS) to facilitate online learning and credit transfer

Ensure curricular flexibility and choice-based credit systems

Clearly define the specific learning outcomes expected from the course which would combine theoretical and practical learning activities

Encourage faculty to adopt innovative teaching methods that support multidisciplinary learning and experiential learning

Align existing programs with NCrF guidelines, focusing on multidisciplinary learning, flexible pathways, and experiential learning

Move beyond traditional exams (e.g., multiple-choice) to incorporate a variety of assessment tools.

Integrate online tests throughout the learning process to provide timely assessments

Identify and prioritize potential partner institutions with complementary strengths

Collaborate on curriculum development and incorporating international perspectives

Establish formal agreements or memoranda of understanding (MoUs) to define collaboration frameworks

Encourage researchers to submit joint grant proposals to external funding agencies.

Create seed funding opportunities for exploratory interdisciplinary research projects

Develop a structured curriculum aligned with the latest exam patterns and syllabus of UPSC, TNPSC, and other relevant exams

Utilize technology effectively through online learning platforms, mobile applications, and digital resources

Metrics

Allot the distribution of credits across different courses and projects.

Analyze which courses and learning materials are most accessed.

Increase the student performance on assessments and exams by LMS facility.

Increase the number and diversity of courses offered this year, ensuring a wide range of options across disciplines and specializations.

Tracks the total number of credits earned, reflecting the student's progress towards degree completion.

Determine the exact Bloom's Taxonomy that incorporate learning outcomes that address different levels of cognitive thinking.

Increase the variety of teaching methods used by faculty like flipped classrooms, case studies, simulations, guest lectures, community partnerships.

Enhance the variety of teaching methods used by faculty which can be flipped classrooms, case studies, simulations and guest lectures.

Percentage of courses with interdisciplinary components.

Track self-assessment of their learning progress of the students.

Maximize potential of student progress, self-assessment, and the development of metacognitive skills.

Measure the improvement in knowledge and skills before and after online tests.

Raise the percentage of students answering each question correctly through online tests indicating appropriate challenge level.

Evaluate potential partners based on complementary strengths that address each other's weaknesses, financial stability, expertise, infrastructure, brand reputation, market influence, 1 for mutual benefit in areas like revenue growth, market expansion, and innovation.

Monitor the percentage of curriculum units or modules that explicitly incorporate global issues, diverse perspectives, or international content.

Increase the number of formal agreements or MoU's signed with partner institutions.

Raise the number of joint grant proposals submitted to external funding agencies.

Enhance the number of proposals received for seed funding opportunities and to increase the number of seed funding awards granted.

Include the topics covered in the curriculum related to UPSC, TNPSC, and other relevant exams.

Increase the frequency and duration of platform usage by students and user engagement measures.

Goal 2: Driving Innovation through Collaboration

Action Plan

Formulate and create a vibrant and effective Research and Development Cell and to define the vision, mission, and objectives of the Cell.

Establish clear guidelines for research proposals, funding mechanisms, intellectual property rights (IPR), and ethical considerations

Identify and recruit industry professionals, academic experts, successful entrepreneurs, and experienced researchers.

Leverage online platforms and professional networks to expand the mentor pool.

Provide a platform for students to showcase their projects and compete for recognition

Identify research areas that align with DST-FIST priorities and research agendas

Create new, industry-relevant courses with a strong emphasis on practical application and incorporate experiential learning opportunities

Conduct regular ideathons and hackathons to encourage creative problem-solving and innovation

Establish clear incentives for faculty and researchers to engage in research related to domain skill sets

Develop and implement a proactive outreach strategy to engage potential industry partners and industry associations

Increase the number of successful grant applications to funding agencies by building strong research proposals

Incorporate patent filings and commercialization activities into faculty evaluation and promotion criteria

Metrics

Increase the number of high-quality research publications in reputable journals.

Implement a clear, concise statement of the desired future state of the R&D cell.

Elevate cell's ability to achieve research objectives and meet milestones.

Develop a scoring system to assess candidates based on their qualifications, experience, and interview performance.

Assess candidates' expertise, publications, patents, industry experience, and entrepreneurial track record.

Track the number of applications received, Measure the percentage of candidates who accept job offers, evaluate new hires' performance, retention rates, and contributions to research and innovation.

Number of mentors recruited through online platforms, the diversity of the mentor pool (industry, expertise), mentor satisfaction, and the impact of mentorship on mentee outcomes.

Number of students participated, projects submissions, industry interest, and the impact on student learning and career development.

Integration of proposed research with DST-FIST's current funding priorities, identified national needs, and the latest advancements in relevant scientific fields.

Number and strength of partnerships with relevant companies for internships, guest lectures, and curriculum development.

Number of students obtaining industry-recognized certifications.

Probe the improvement in students' knowledge, skills, and abilities related to industry-specific competencies (e.g., technical skills, problem-solving, critical thinking, communication.

Increase the number of participants and their unique ideas generated.

Surge the number of papers published in high-impact journals, number of citations and establish awards and recognition programs for faculty.

Implement the number of new industry partnerships established each year.

Total amount of research funding secured through successful grant applications.

Reward faculty members who demonstrate a significant impact through research, as evidenced by patents, successful grant applications, and high-quality publications, when considering their career advancement.

Goal 3: Institutional Framework

Action Plan

Identify priority areas for e-content development which can include core courses and skill-based training.

Organize workshops, seminars, and campaigns on various health topics like nutrition, hygiene, mental health and substance abuse.

Establish partnerships with local hospitals, clinics, and public health organizations.

Determine the required capacity for both hostels based on current and projected enrolment.

Install projectors and associated equipment in designated classrooms.

Integrating ICT into lesson plans, developing interactive activities, using multimedia resources.

Develop a plan to integrate ICT into the curriculum across all subjects.

Metrics

Identify courses with consistently high failure rates, indicating potential areas where e-content could improve student understanding.

Measure the number of students who register for the programs, attend each session, assess changes in knowledge, attitudes, and about the health and beliefs on substance abuse.

Increase the total number of partnerships established ensure the duration of each partnership to assess their sustainability.

Track the current occupancy rates in both hostels throughout the year, monitor the length of waiting lists for hostel accommodation and allot space per student based on national/regional standards and best practices.

Enhance existing facilities to increase capacity for expansion of building new hostels or renovating existing ones.

Scrutinize the number of classrooms equipped with projectors and associated equipment within the planned timeframe.

Analyze the availability and accessibility of relevant educational software, online resources, and multimedia materials to ensure that ICT integration is aligned with the overall curriculum goals and learning objectives.

Broaden the scope of ICT integration within subject areas.

Goal 4: Career & Professional Development

Action Plan

Enhance the institution's reputation as a provider of quality education and employable graduates.

Establish a dedicated space for the CTPCR with appropriate infrastructure.

Provide information on various career paths and industry trends.

Implement the planned sessions, ensuring a dynamic and engaging experience.

Identify industry skill gaps, emerging technologies, and future job market demands.

Analyze student resumes, academic records, and skill sets to identify their strengths and areas for improvement.

Create a realistic timeline for the recruitment process, including pre-placement activities, interview schedules, and post-placement follow-up.

Conduct workshops on resume writing, interview skills, aptitude tests, and group discussions in all the departments.

Focus on developing essential soft skills such as communication, teamwork, problem-solving, leadership, and presentation skills.

Administer aptitude and psychometric tests to help students understand their career interests and suitability for different roles.

Conduct intensive pre-placement training programs covering interview techniques, aptitude tests, group discussions, and company-specific requirements.

Metrics

Increase in the number of graduates employed within a specific timeframe.

Allot available space to utilize for placement drives in the CTPCR.

Measure industry involvement and outreach.

Evaluation of the impact of instruction on student confidence and self-efficacy in applying new knowledge and skills.

Track advancements in existing technologies and their implications for job roles and skill requirements.

Evaluate the keyword usage in resumes against industry best practices and job requirements.

Ascertain the average days to fill a position.

Applications/resumes are due by a specific date, followed by two rounds of interviews and a mandatory induction program for new hires.

Track skill application, measure active participation, analyze placement rates, conduct regular reviews, and use data-driven insights to improve future workshops.

Make improvements in communication clarity, team project success rates, problem-solving efficiency, leadership effectiveness.

Increase in student understanding of their career interests and suitable roles.

Goal 5: Transformational Leadership & Effective Governance

Action Plan

Ensure that a substantial portion of the development fund is directed towards travel, accommodation, and registration fees for external events.

Advocate for a significant increase in the annual budget allocated specifically for faculty development activities.

Define specific, measurable, achievable, relevant, and time-bound (SMART) objectives for each FDP.

Ensure the sustainability of the FDP program by incorporating it into the institution's long-term professional development plan.

Higher incentives for sole-authored or first-authored publications.

Encourage collaboration among faculty across departments and with external researchers.

Identify potential funders whose interests align with the institution's mission and projects.

Create clear pathways for career progression within the institution, including opportunities for promotions and lateral moves.

Provide comprehensive health insurance coverage for staff and their dependents, including mental health support.

Metrics

Proportion of development fund allocated to external event costs.

Advocate for a substantial increase in the annual budget dedicated to faculty development activities.

Increase multi-year FDP participation rates for program engagement and sustainability, and incentivize faculty receiving recognition/awards for sole/first-authored publications.

Maximize interdisciplinary research projects and identify a greater number of new funding sources aligned with institutional mission and research priorities.

Enhance internal promotion rates, assess employee career path satisfaction, and evaluate health insurance utilization, including mental health support.

Goal 6: Core Values & Excellence

Action Plan

Choose relevant and timely themes for each program related to mental health, substance abuse, road safety, fire safety and first aid.

Provide practical training on basic first aid procedures.

Organize a week-long camp in a nearby village, involving students in teaching underprivileged children.

Streamline school clean-ups, visits to local nursing homes or orphanages, community gardens, animal shelters.

Strengthen students with strong leadership skills, fostering a culture of initiative, responsibility, and positive impact within the college and beyond.

Invite successful alumni or industry professionals who have benefited from similar experiences to share their insights.

Emphasize how these camps enhance practical skills like leadership, teamwork, communication, problem-solving, and critical thinking.

Equip students with the necessary skills and knowledge for effective social work.

Increase student understanding of social issues and their impact on society.

Metrics

Increase student participation in high-quality national level camps and training programs.

Expand program offerings with timely themes (mental health, safety), enhance first aid training, and implement a student-led village camp program.

Optimize efficiency and effectiveness of school clean-ups, nursing home/orphanage visits and animal shelter support initiatives.

Assess student engagement and satisfaction levels in alumni/industry speaker sessions.

Enhance student skill development in leadership, teamwork, communication, problem-solving, and critical thinking through pre- and post-camp assessments.

Evaluate student attainment of social work skills, knowledge, and understanding of social issues and their societal impact through baseline and follow-up evaluations.

Goal 7: Outreach Initiatives

Action Plan

Be specific about the issue's nature, scope, and impact.

Integrate issue-specific content and skills into the curriculum.

Ensure that interventions are sustainable and can be maintained over the long term.

Focus on students consistently demonstrating high academic achievement.

Assist students with college applications, financial aid applications, and admission processes.

Determine a suitable scholarship amount based on the cost of higher education in the region.

Connect with alumni of the adopted schools to provide mentorship and career guidance to current students.

Provide financial aid to deserving students and also to empower underprivileged students through SRCAS scholarships

Metrics

Increase student awareness of social issues and their impact on education.

Evaluate curriculum integration, assess intervention sustainability, and monitor student high academic achievement.

Increase the student college application and financial aid success, and evaluate scholarship adequacy relative to regional higher education costs.

Evaluate alumni mentorship participation, student career guidance success, and SRCAS scholarships' role in empowering underprivileged students.