



### Deployment Document

2018-2022

- The Perspective Plan, meticulously developed by St. Francis de Sales College for the period 2018-2028, functions as a detailed blueprint delineating the institution's strategic aspirations, goals, and actionable plans.
- It outlines a clear path towards achieving academic excellence, elevating infrastructure, and nurturing holistic development.
- The IQAC assumes a pivotal role in translating these objectives into tangible outcomes by formulating and executing a comprehensive deployment document, ensuring a synchronized and effective implementation of the outlined initiatives.

## **ACADEMIC YEAR 2022-23**

### **Academic Excellence**

**Training modules for NEP:** Comprehensive training sessions were conducted to ensure faculty members were properly trained on modules related to the New Education Policy (NEP), aligning the curriculum with the latest educational guidelines.

**Advanced ICT tools training for faculty:** Advanced training sessions were organized for faculty members to effectively incorporate advanced Information and Communication Technology (ICT) tools into their teaching methodologies, enhancing the overall learning experience.

### **Facilitating Research Opportunities**

**Encouragement of collaborative research projects:** Initiatives were implemented to encourage collaborative research projects involving students and faculty from diverse academic disciplines, fostering a culture of interdisciplinary research within the institution.

### **Admission Promotions**

**Diverse admission promotion campaigns:** Diverse admission promotion campaigns were launched, targeting various demographics and geographical areas to attract a wide range of prospective students especially from outside the state

**Highlighting unique program features:** The unique features of each program were highlighted in promotional materials to attract attention and showcase the distinct offerings of each academic program.

### **Human Resource Development**

**Advanced faculty development programs:** Advanced faculty development programs were conducted, focusing on the latest teaching methodologies and advancements in research, ensuring faculty members are well-equipped to deliver high-quality education.

**Leadership development programs:** Leadership development programs were introduced for faculty members, aiming to foster academic leadership within departments and enhance overall departmental effectiveness.

### **Infrastructure Development**

**Enhancement of general infrastructure:** General infrastructure was focussed on,, including building of new classrooms, upgrading the conference hall and auditorium, and the new block cater to the specific needs of all programs, providing a conducive learning environment.

### **Campus Placements**

**Comprehensive placement strategy:** A comprehensive placement strategy was developed, involving industry collaborations, internships, and skill-building workshops to enhance students' employability.

### **Curriculum Enrichment**

**Introduction of industry-oriented electives and certificate programs:** More industry-oriented and skill-specific electives, as well as certificate and add-on programs, were introduced to provide students with practical skills aligned with industry demands.

### **Promoting Innovation, Start-up, IPR, and Related Activities**

**Organization of innovation challenges and hackathons:** Programs to foster innovative and start up ideas were organized, involving students from different programs to foster creativity and entrepreneurial spirit.

### **Student Progression**

**Specialized workshops on soft skills:** Specialized workshops were conducted to focus on enhancing students' soft skills, preparing them for industry demands and improving their overall professional readiness.

## **ACADEMIC YEAR 2021-22**

### **Academic Excellence**

**Alignment with NEP guidelines:** All UG programs were thoroughly reviewed and modified to ensure complete alignment with the New Education Policy (NEP) guidelines, fostering a contemporary and relevant educational framework.

**Strengthen internal quality assurance mechanisms:** Internal quality assurance mechanisms were strengthened across all academic programs, including regular reviews, feedback loops, and quality assessments to maintain and enhance educational standards.

**Training sessions for ICT integration:** Training sessions were conducted to facilitate the seamless integration of Information and Communication Technology (ICT) in teaching methodologies, empowering faculty with modern tools for effective online and offline education.

### **Facilitating Research Opportunities**

**Encourage collaborative research projects:** Initiatives were implemented to encourage collaborative research projects involving students and faculty from diverse academic disciplines, promoting interdisciplinary research within the institution.

**Increase research funding and grants:** The College increased research funding and grants for faculty and students across UG, PG, and MBA courses, fostering a research-centric culture.

### **Human Resource Development**

**Faculty development programs:** Comprehensive faculty development programs were organized for all departments, focusing on improving teaching methodologies and research skills, ensuring a high standard of education delivery.

### **Infrastructure Development**

**Enhance general infrastructure:** The College invested in enhancing general infrastructure, including libraries, laboratories, and classrooms, catering to the specific needs of all academic programs. The onset of the pandemic did slow down the pace of some of the expected works.

### **NAAC Inspection Preparation**

**Complete and fine-tune the self-study report:** The Self Study Report was completed and fine-tuned, encompassing all programs and departments, providing a comprehensive overview for the upcoming NAAC assessment.

**Assess institutional readiness based on NAAC parameters:** Institutional readiness was assessed based on NAAC quality parameters for all academic courses, leading to necessary improvements to meet accreditation standards.

### **Campus Placements**

**MoUs with organizations:** Memorandums of Understanding (MoUs) were established with organizations specific to various disciplines, enhancing placement opportunities and strengthening industry-academia partnerships.

### **Curriculum Enrichment**

**Introduce variety of elective courses:** A variety of elective courses were introduced in UG and PG programs, catering to diverse student interests and aligning with industry needs, providing a well-rounded education.

### **Promoting Innovation, Start-up, IPR, and Related Activities**

**Expand innovation cells and entrepreneurship activities:** Innovation cells and entrepreneurship activities were expanded, involving UG, PG, and MBA students in various innovation and startup initiatives.

### **Student Progression**

**Strengthen mentorship programs:** Mentorship programs for UG, PG, and MBA students were strengthened, providing academic and career guidance to foster holistic student development.

**Comprehensive career counselling and skill development workshops:** Comprehensive career counselling and skill development workshops were offered to all students, ensuring they were well-prepared for their academic and professional journeys.

## **ACADEMIC YEAR 2020-21**

### **Academic Excellence**

**Initiating the process for MBA:** The College successfully initiated the process for introducing MBA programs, securing approval from AICTE and aligning with university requirements.

**Expand faculty training programs:** Faculty training programs were expanded, focusing on modern teaching tools and pedagogies, ensuring instructors are equipped with the latest methodologies to enhance the learning experience.

**Preparations for accreditation processes:** The College intensified preparations for accreditation processes, focusing on program quality and standards to meet the criteria set by accrediting bodies.

**Future Planning (NEP curriculum):** Initial steps were taken to understand and implement the National Education Policy (NEP) curriculum, aligning academic offerings with the evolving educational landscape.

### **Facilitating Research Opportunities**

**Incorporate initiatives for PhDs:** Specific initiatives for the completion of PhDs were incorporated into the Research Policy, encouraging faculty members to pursue and complete their doctoral studies.

**Strategies for research publications:** Strategies were implemented to encourage research publications by both faculty and students, fostering a culture of scholarly activity within the institution.

### **Human Resource Development**

**Faculty enhancement sessions:** Faculty enhancement sessions were conducted to upgrade the skills and knowledge of academic staff, ensuring continuous professional development.

**Enrichment sessions for administrative staff:** Enrichment sessions were organized to enhance management skills, improving efficiency in administrative processes.

### **Infrastructure Development**

**Commence construction of new PG block:** The construction of a new PG block and associated infrastructure was initiated, expanding the College's facilities to accommodate growing academic needs.

**Invest in technology infrastructure:** Significant investments were made in advanced technology infrastructure and internet facilities, creating a more technologically equipped learning environment.

### **NAAC Inspection Preparation**

**Compiling data for NAAC assessment:** The College began compiling data and documentation required for the NAAC assessment, focusing on the Self Study Report as part of the accreditation process.

**Assess institutional readiness:** An assessment of institutional readiness was conducted based on NAAC quality parameters, leading to necessary improvements and enhancements in various aspects.

### **Campus Placements**

**Industry interaction programs:** Industry interaction programs and sessions were organized to bridge the gap between academia and industry, facilitating better understanding and collaboration.

**Expand career counselling services:** Career counselling services were expanded, including mock interview sessions, to better prepare students for the job market.

### **Curriculum Enrichment**

**Introduce online skill-based courses:** Online skill-based courses were introduced to align with corporate trends, offering students opportunities to develop relevant skills. This is also one of the best practices of the College.

**Develop a plan for technology integration:** A comprehensive plan was developed to integrate technology into teaching methodologies, ensuring a modern and effective learning experience.

### **Promoting Innovation, Start-up, IPR, and Related Activities:**

**Expand IIC activities:** Activities and resources for the Innovation and Incubation Centre (IIC) were expanded to better support student startups and encourage innovation.

### **Student Progression**

**Training sessions from the Placement Cell:** Training sessions from the Placement Cell were organized to enhance students' job readiness, providing valuable insights into the recruitment process.

**Sessions on preparations for competitive examinations:** Initiatives were taken to organize sessions on preparations for competitive examinations, guiding students in pursuing further educational and career opportunities.

## **ACADEMIC YEAR 2019-20**

### **Academic Excellence**

**Preliminary groundwork for potential PG professional programs (MBA and MCA):** The College initiated a detailed study and market analysis for the introduction of potential postgraduate professional programs like MBA and MCA, identifying key requirements and potential collaborations.

**Expand faculty training programs:** Faculty training programs were expanded to include modern teaching tools and pedagogies, enhancing the teaching methodologies and classroom experiences for students.

### **Accreditation preparations**

The College took significant steps to further preparations for accreditation processes, ensuring alignment with quality standards and program excellence.

### **Facilitating Research Opportunities:**

**Expand research grants or endowments:** Efforts were made to secure additional research grants and endowments, providing financial support to faculty and students engaged in research activities.

**Support for publishing research papers:** A structured support system was implemented to assist faculty and students in publishing research papers and articles in reputed journals and conferences.

### **Human Resource Development:**

**Implement online feedback system:** An online feedback system was successfully implemented to collect feedback from students, enabling continuous improvement in faculty and staff performance.

**Conduct advanced training workshops:** Advanced training workshops were conducted to focus on the professional development of faculty members, equipping them with updated skills and knowledge.

### **Campus Placements**

**Enhance industry connections:** The College worked on enhancing connections with industries, resulting in increased internship opportunities for students and fostering a stronger bridge between academia and industry.

**Organize workshops on resume-building and interview skills:** Specialized workshops were organized to assist students in building effective resumes and developing essential interview skills, improving their chances of successful placements.

### **Curriculum Enrichment**

**Introduce skill-based courses:** Skill-based courses were introduced, aligning the curriculum with industry requirements and providing students with practical skills necessary for their future careers.

**Develop a plan for integrating technology:** A comprehensive plan was developed to integrate ICT into teaching methodologies, ensuring a more engaging and modern learning environment.

### **Promoting Innovation, Start-up, IPR, and Related Activities:**

**Expand activities and resources for IIC:** The activities and resources of the Innovation and Incubation Centre (IIC) were expanded to better support student startups and foster an environment of innovation.

**Organize IPR awareness campaigns and workshops:** Awareness campaigns and workshops on Intellectual Property Rights (IPR) were successfully organized, educating the academic community on the importance of protecting intellectual property.

### **Student Progression**

**Strengthen counselling services:** Counseling services were strengthened to provide robust academic and career guidance to students, addressing their individual needs.

**Organize career guidance sessions:** Regular career guidance sessions were organized to help students make informed decisions about their academic and professional paths.

## **ACADEMIC YEAR 2018-19**

### **Academic Excellence**

**Expansion of course combinations:** The College successfully expanded its course combinations, introducing new and diverse academic programs that cater to a wide range of student interests. This initiative has led to increased enrolment and a more comprehensive academic offering.

**Faculty training workshops:** Several faculty training workshops on innovative teaching methodologies were conducted, enhancing the teaching skills and pedagogical approaches of the academic staff. This has positively impacted the quality of education delivered to students.

### **Research Opportunities**

**Encouragement for faculty research:** Faculty members were actively encouraged to engage in research activities, leading to a significant increase in research outputs. The College provided support in terms of resources and incentives to facilitate impactful research.

**Student-faculty collaborative research:** The promotion of collaborative research initiatives between students and faculty members has resulted in a dynamic research environment, fostering mutual learning and contributing to the scholarly output of the institution.

### **Human Resource Development**

**Recruitment of highly qualified staff:** The College successfully recruited qualified staff, bringing in expertise that enhances the academic and research capabilities of the institution.

**Encouraging faculty to pursue PhDs:** Efforts were made to motivate existing faculty to pursue PhDs, contributing to the overall academic credentials of the teaching staff.

**Continuous professional development:** Ongoing programs for continuous professional development have been implemented, ensuring that faculty members stay updated with the latest advancements in their respective fields.

### **Infrastructure Development**

**Planning for construction:** Plans for the construction of conference halls and auditoriums on the 4<sup>th</sup> Floor have been developed, laying the groundwork for future infrastructure expansion.

### **Campus Placements**

**Strengthening career counselling:** The Career Guidance Cell has been strengthened, providing enhanced support and guidance to students in their career choices. This has resulted in more informed career decisions among the student body.

**Fostering industry relationships:** The College has successfully entered into MOUs with organisations, leading to increased internship opportunities for students. This collaboration has enriched the practical learning experiences of students.

### **Curriculum Enrichment**

**Introduction of interdisciplinary courses:** Interdisciplinary certificate courses have been introduced, offering students the opportunity to diversify their learning experiences and acquire a broader skill set.

**Incorporation of industry-oriented electives:** Industry-oriented electives have been incorporated into existing programs, ensuring that students are equipped with skills that align with the demands of the job market.

### **Promoting Innovation, Start-up, IPR, and Related Activities:**

**Initiation of IIC activities:** The College as part of the activities of the Institution's Innovation Council (IIC) has been actively initiated, fostering a culture of innovation and providing a platform for students and faculty to engage in entrepreneurial activities.

**Seminars on innovation and entrepreneurship:** Sessions on innovation and entrepreneurship have been organized, providing valuable insights and inspiration to students and faculty.

**Introduction of IPR awareness programs:** Awareness programs on Intellectual Property Rights (IPR) have been introduced, educating the academic community about the importance of protecting intellectual property.

### **Student Progression**

**Implementation of mentorship programs:** Mentorship program has been introduced, providing students with academic guidance and support to navigate their educational journey effectively.

**Initiation of student progress monitoring mechanisms:** Regular mechanisms for monitoring student progress have been implemented, ensuring timely intervention and support for students facing academic challenges.