

# **ST. FRANCIS DE SALES COLLEGE**

**A FRANSALIAN INSTITUTE OF HIGHER EDUCATION**

NAAC ACCREDITED • PERMANENTLY AFFILIATED TO BANGALORE UNIVERSITY • AICTE APPROVED • RECOGNISED UNDER SECTION 2(F) & 12 (B) OF THE UGC ACT • ISO 9001:2015 CERTIFIED

---

## **PERSPECTIVE PLAN**

**2018-2028**

## **Mission of the College**

Excellence, Efficiency, Transformation

## **Vision of the College**

Love of God and Service to Humanity

## **Objective of the College**

We aim at the integral formation of men and women  
who make a difference in the world by their  
commitment to nation building and global concerns

## **Perspective Plan for the Academic Year 2018-19**

### **Academic Excellence**

Expansion of course combinations, offered by the university, to accommodate diverse academic interests.

Conduct Faculty training workshops on teaching methodologies

### **Research Opportunities**

Encouragement for faculty pursuing research; initiation of increased research funding.

Strengthen student-faculty collaborative research initiatives

### **Human Resource Development**

Recruit highly qualified staff and encouraging existing faculty to pursue PhDs.

Pursue programs for continuous professional development

### **Infrastructure Development**

Planning for the construction of new blocks, conference halls and auditoriums

### **Campus Placements**

Strengthen the career counselling cell for better placement assistance.

Foster relationships with industries for internship opportunities.

### **Curriculum Enrichment**

Introduce interdisciplinary certificate courses to diversify learning opportunities.

Incorporate industry-oriented electives in existing programs.

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

Initiate activities for IIC

Organize seminars on innovation and entrepreneurship.

Introduce awareness programs on Intellectual Property Rights (IPR).

### **Student Progression**

Implement mentorship programs for academic guidance.

Initiate regular student progress monitoring mechanisms.

## **Perspective Plan for the Academic Year 2019-20**

### **Academic Excellence**

Preliminary groundwork for potential PG professional programs like MBA and MCA.

Expand faculty training programs to incorporate modern teaching tools and pedagogies.

Further the preparations for accreditation processes to ensure program quality and standards

### **Facilitating Research Opportunities**

Expand research grants or endowments.

Support faculty and students in publishing research papers and articles in reputed journals and conferences.

### **Human Resource Development**

Implement online feedback system for faculty and staff improvement.

Conduct advanced training workshops for professional development.

### **Campus Placements**

Enhance industry connections for increased internship opportunities.

Organize specialized workshops on resume building and interview skills.

### **Curriculum Enrichment**

Introduce skill-based courses to align with industry requirements.

Develop a plan to integrate technology in teaching methodologies.

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

Expand activities and resources for the Innovation and Incubation Centre (IIC) to support student startups

Organize IPR awareness campaigns and workshops.

### **Student Progression**

Strengthen counselling services for academic and career guidance.

Organize career guidance sessions

## **Perspective Plan for the Academic Year 2020-21**

### **Academic Excellence**

Initiating the process for MBA with AICTE approval and university preparedness

Expand faculty training programs to incorporate modern teaching tools and pedagogies.

Further the preparations for accreditation processes to ensure program quality and standards

Future Planning: Initial steps towards understanding and implementing the NEP curriculum

### **Facilitating Research Opportunities**

Incorporate specific initiatives for completion of PhDs in the Research Policy

Strategies for research publications by Faculty and Students

### **Human Resource Development**

Conduct faculty enhancement sessions for Faculty

Organise enrichment sessions for administrative staff to enhance management skills.

### **Infrastructure Development**

Commence construction of new PG block and infrastructure

Invest in advanced technology infrastructure and internet facilities

### **NAAC Inspection Preparation**

Begin compiling data and documentation required for the NAAC assessment and accreditation process as part of the Self Study Report

Assess institutional readiness based on NAAC quality parameters and make necessary improvements.

### **Campus Placements**

Organize industry interaction programs, workshops, and conclaves to bridge the gap between academia and industry

Expand career counselling services and mock interview sessions for students.

<b>Curriculum Enrichment</b>
Introduce online skill-based courses to align with corporate trends
Develop a plan to integrate technology in teaching methodologies.
<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>
Expand activities and resources for the Innovation and Incubation Centre (IIC) to support student startups
<b>Student Progression</b>
Organise training sessions from the Placement Cell to improve job readiness
Initiate sessions on preparations for competitive examinations

## **Perspective Plan for the Academic Year 2021-22**

### **Academic Excellence**

Ensure complete alignment of all UG programs with the New Education Policy (NEP) guidelines.

Strengthen internal quality assurance mechanisms across all academic programs.

Training sessions for integration of ICT in teaching methodology

### **Facilitating Research Opportunities**

Encourage collaborative research projects involving students and faculty from diverse academic disciplines.

Increase research funding and grants for faculty and students across UG, PG, and MBA courses.

### **Human Resource Development**

Faculty development programs for all departments to improve teaching methodologies and research skills.

### **Infrastructure Development**

Enhance general infrastructure, including libraries, laboratories, and classrooms, catering to the needs of all programs.

### **NAAC Inspection Preparation**

Complete and fine-tune the self-study report, encompassing all programs and departments for the NAAC assessment.

Assess institutional readiness based on NAAC quality parameters for all academic courses.

### **Campus Placements**

Enter into MoUs with organisations specific to various disciplines to enhance placement opportunities.

### **Curriculum Enrichment**

Introduce a variety of elective courses in UG and PG programs, catering to diverse interests and industry needs.

<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>
Expand innovation cells and entrepreneurship activities, including UG, PG, and MBA students.
<b>Student Progression</b>
Strengthen mentorship programs for UG, PG, and MBA students for academic and career guidance.
Offer comprehensive career counselling and skill development workshops for all students.



<b>Perspective Plan for the Academic Year 2022-23</b>
<b>Academic Excellence</b>
Ensure proper training of modules pertaining to the NEP
Conduct advanced training sessions for faculty to incorporate advanced ICT tools effectively in teaching methodologies.
<b>Facilitating Research Opportunities</b>
Encourage collaborative research projects involving students and faculty from diverse academic disciplines.
<b>Admission Promotions</b>
Launch diverse admission promotion campaigns targeting various demographics and geographical areas.
Highlight unique features of each program in promotional materials to attract a wide range of prospective students.
<b>Human Resource Development</b>
Conduct advanced faculty development programs focusing on the latest teaching methodologies and research advancements.
Introduce leadership development programs for faculty to foster academic leadership within departments.
<b>Infrastructure Development</b>
Enhance general infrastructure, including libraries, laboratories, and classrooms, catering to the needs of all programs.
<b>Campus Placements</b>
Develop a comprehensive placement strategy involving industry collaborations, internships, and skill-building workshops.
<b>Curriculum Enrichment</b>
Introduce more industry-oriented and skill-specific electives and certificate and add on programs
<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>

Organize innovation challenges and hackathons involving students from different programs to foster creativity.
--

<b>Student Progression</b>
----------------------------

Conduct specialized workshops focusing on enhancing students' soft skills and preparing them for industry demands
---

## **Perspective Plan for the Academic Year 2023-24**

### **Academic Excellence**

Provide ongoing advanced training sessions for faculty to improve teaching methodologies and incorporate innovative practices.

### **Greater implementation of Outcome-Based Education**

Clearly articulate learning outcomes for each course, ensuring alignment with program objectives and industry requirements.

### **Office of Examination**

Review and strengthen the stages of the exam process with advanced technologies for the efficient conduct of exams

Develop comprehensive guidelines for examinations, ensuring fairness, transparency, and adherence to academic standards.

### **Introduction of Schools as preparation for Autonomy**

Establish and structure schools to oversee and manage specific clusters of UG and PG courses, ensuring better coordination and focus.

Work towards standardizing curriculum across schools to maintain uniformity and quality of education, in line with the NEP and University norms

### **Research Centre**

Establish a dedicated Research Centre to facilitate advanced research activities with clear norms regarding the admission of PhD Candidates

Allocate specific funds and resources to the Commerce Research Centre to encourage impactful research projects.

### **Policy Documentation**

Document all institutional policies and ensure their accessibility to all stakeholders for transparency and understanding.

Conduct training sessions for staff and faculty to ensure understanding and compliance with institutional policies.

### **Preparedness for Better Curriculum**

Form a Curriculum Review Committee to review and enhance existing curricula, aligning them with industry trends and emerging academic needs.
Develop a curriculum preparedness plan considering the principles and requirements of autonomy.
<b>Facilitating Research Opportunities</b>
Establish a detailed roadmap for research activities across disciplines, emphasizing innovative research projects.
<b>Admission Promotions</b>
Strategically develop plans to enhance admissions from across the country with greater diversity
<b>Human Resource Development</b>
Extend leadership development programs to key positions, nurturing potential leaders for future roles within departments and administration.
Strengthen policies to allow faculty to pursue specialized training, attend conferences, or engage in collaborative projects to enhance their expertise.
<b>Infrastructure Development</b>
Implement sustainability-focused infrastructure upgrades, incorporating renewable energy sources, water conservation systems, and eco-friendly building materials where feasible.
Develop innovative learning spaces equipped with advanced technologies like interactive boards
<b>Campus Placements</b>
Organize specialized skill development workshops addressing industry-specific requirements, preparing students for diverse career paths.
Collaborate with organizations or universities to offer greater internship opportunities, broadening students' exposure and skill sets.
<b>Curriculum Enrichment</b>
Strengthen experiential learning components such as internships, industrial visits, and real-world projects integrated into the curriculum to enhance practical skills.

<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>
Provide platforms for young entrepreneurs to showcase and launch their innovative and start-up skills
Provide consultancy services to students and faculty, guiding them through patent applications and copyright processes.
<b>Student Progression</b>
Organize specialized workshops focusing on further enhancing students' soft skills and industry-specific competencies.
Create more platforms for fostering innovation and entrepreneurial activities, encouraging cross-disciplinary participation.

<b>Perspective Plan for the Academic Year 2024-25</b>	
<b>Academic Excellence</b>	
Offer faculty development programs focusing on pedagogical innovation, research methodology, and the integration of technology in teaching.	
Implement a flexible credit system allowing students to choose elective courses across disciplines, promoting interdisciplinary learning.	
<b>Office of Examination</b>	
Implement diverse assessment methods emphasizing competency-based evaluations, encouraging critical thinking, problem-solving, and practical skills.	
Introduce continuous assessment methods like project evaluations, presentations, and online assessments for a holistic evaluation approach.	
Implement a digital record-keeping system for exam processes, enhancing efficiency and transparency.	
<b>Autonomous Status Adaptation</b>	
Form a Autonomy Adherence Committee to monitor and ensure adherence to the principles and guidelines of autonomy	
Implement a regular cycle for curriculum review, considering feedback from stakeholders and emerging industry trends.	
<b>Research</b>	
Further refine norms at research centres, providing greater autonomy and resources to PhD candidates for impactful research.	
Regularly update and disseminate institutional policies, ensuring compliance through periodic training sessions for staff and faculty.	
<b>Admission Promotions</b>	
Launch targeted outreach programs focusing on underrepresented regions or communities to promote diversity in admissions.	
Implement a holistic evaluation approach considering not only academic scores but also extracurricular achievements for admissions.	
<b>Infrastructure Development</b>	

Ensure infrastructural modifications and installations that cater to the needs of all including the expanded cafeterias, recreational areas, health and wellness centres, student lounges, conference halls and multi-purpose rooms to promote an inclusive campus environment.

### **Campus Placements**

Strengthen the placement cell infrastructure, offering comprehensive support, resources, and guidance for both students and recruiters

Organize workshops on resume building, interview preparation, and networking to equip students with job search skills

Establish partnerships with organizations across different regions of India, expanding placement opportunities for students.

Forge collaborations with international organizations or universities for global placement opportunities and internships.

### **Curriculum Enrichment**

Introduce specialized industry-integrated modules catering to emerging industry demands and skill requirements.

Continuously review and update curricula across programs, integrating the latest industry practices and interdisciplinary subjects

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

Introduce incubation accelerator programs offering mentorship and funding for promising startup ideas.

Initiate IPR clinics offering legal advice and assistance to students and faculty in navigating patent and copyright procedures.

### **Student Progression**

Enhance industry immersion programs allowing students to work on live projects, fostering practical skills and industry connections.

Offer certifications or courses focusing on enhancing specific industry-relevant skills for better career prospects.

## Perspective Plan for the Academic Year 2025-26

### Academic Excellence

Introduce modules focusing on emerging technologies, ensuring students are adept with cutting-edge advancements.

Provide faculty with specialized training programs, focusing on pedagogical innovations, assessment methodologies, and adapting to changing educational paradigms.

### Office of Examination

Implement advanced assessment methods to evaluate practical skills and application-oriented learning.

Implement data-driven approaches to analyze student performance, identifying areas for improvement and personalized learning interventions.

Explore possibilities of digitized valuations

### New Courses Introduction

Develop and launch comprehensive courses in MCA (Master of Computer Applications), MSW (Master of Social Work), BA Dance, and BA Music, ensuring industry relevance and holistic learning.

Introduce language enhancement courses to promote linguistic diversity and proficiency among students

### Foreign Collaborations

Establish collaborations with renowned international universities or institutions for joint research programs, student exchanges, and faculty development.

Create exchange opportunities with foreign universities, allowing students to gain global exposure and perspectives.

### Research

Encourage increased faculty engagement in research, offering incentives for publication in reputed journals and conferences.

Introduce mandatory training on research ethics and academic integrity for all students and faculty engaged in research activities.



<b>Interdisciplinary Academic Initiatives</b>
Promote interdisciplinary projects and courses, encouraging students from various disciplines to collaborate on research and practical assignments.
Organize interdisciplinary seminars and symposiums, facilitating knowledge exchange and discussions across diverse fields.
<b>Global Academic Engagement</b>
Facilitate international study programs allowing students to study abroad, promoting cultural exchange and exposure to global academic environments.
<b>Infrastructure Development</b>
Upgrade libraries with digital resources, e-books, and multimedia facilities, ensuring access to a vast array of academic materials and online databases.
Renovate administrative offices, and meeting spaces to streamline administrative processes and ensure efficiency in day-to-day operations.
Construct or upgrade multi-functional halls and auditoriums capable of hosting various academic, cultural, and community events.
<b>Campus Placements</b>
Conduct specialized placement drives for various industries, tailoring events to meet specific sectorial demands.
Create avenues for students inclined towards entrepreneurship, offering support for startup placements, mentorship, and funding opportunities.
Strengthen ties with multinational corporations through partnerships, internships, and placement programs, expanding global placement opportunities.
<b>Curriculum Enrichment</b>
Introduce skill-based modules catering to emerging industry demands, focusing on technological advancements, data analytics, and sustainability.
Collaborate with industry experts to design and update curriculum, ensuring it aligns with current industry requirements.
<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>

Conduct specialized boot-camps nurturing entrepreneurial skills, focusing on ideation, business model development, and market analysis.
---

<b>Student Progression</b>
----------------------------

Strengthen mentorship programs, fostering personalized academic guidance and holistic development for students.
---

<b>Community Engagement and Outreach</b>
--

Establish robust community engagement programs promoting social responsibility, knowledge dissemination, and addressing local societal challenges through collaborative initiatives.
--

Perspective Plan for the Academic Year 2026-27	
<b>Academic Excellence</b>	
Enhance access to diverse learning resources such as digital libraries, research databases, and collaborative platforms, catering to different learning styles.	
<b>Examination Reforms</b>	
Expand the outcome-based assessment system, ensuring comprehensive evaluation encompassing cognitive, affective, and psychomotor domains.	
<b>Foreign Collaborations</b>	
Establish collaborations with renowned international universities or institutions for joint research programs, student exchanges, and faculty development.	
<b>Research</b>	
Initiate faculty exchange programs allowing staff to engage in knowledge-sharing and collaborative research with partner institutions abroad.	
Encourage originality and critical thinking in student projects and dissertations, fostering a culture of academic integrity.	
<b>Interdisciplinary Academic Initiatives</b>	
Establish joint research centres involving multiple departments, encouraging interdisciplinary research endeavours aimed at addressing global challenges.	
<b>Global Academic Engagement</b>	
Host international academic conferences and symposia inviting scholars from across the globe to exchange ideas and present research findings.	
Strengthen the global alumni network, fostering connections and collaborations among alumni worldwide to support current students and the institution.	
<b>Infrastructure Development</b>	
Focus on eco-friendly infrastructure enhancements, including solar panels, rainwater harvesting systems, and energy-efficient buildings, aligning with sustainability goals.	

Renovate or create innovative learning spaces equipped with state-of-the-art technologies, interactive boards, and collaborative tools for modern teaching methods.

### **Campus Placements**

Expand and formalize internship programs, ensuring students gain hands-on experience in real-world work environments.

Leverage alumni networks for placement drives, mentorship, and knowledge sharing, offering insights into industry expectations and trends.

### **Curriculum Enrichment**

Introduce skill-based modules catering to emerging industry demands, focusing on technological advancements, data analytics, and sustainability.

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

Establish dedicated innovation hubs equipped with resources, mentorship, and funding to support aspiring entrepreneurs and innovative ideas.

Organize start-up showcases, innovation challenges, or pitch competitions to showcase entrepreneurial talents and innovative concepts.

### **Student Progression**

Strengthen career development centres offering personalized guidance, career counseling, and psychometric assessments for students to explore suitable career paths.

Implement AI-based career advising tools that analyze student data, preferences, and market trends to provide personalized career guidance and job recommendations.

<b>Perspective Plan for the Academic Year 2027-28</b>	
<b>Academic Excellence</b>	
Introduce innovative teaching methods, in line with the latest technology, to enhance student engagement and deeper understanding.	
Offer interdisciplinary training workshops encouraging faculty to integrate diverse teaching methodologies for varied learning styles.	
<b>Examination Reforms</b>	
Implement adaptive assessments that adjust difficulty levels based on individual student performance, ensuring fair and personalized evaluations.	
<b>Foreign Collaborations</b>	
Create exchange opportunities with foreign universities, allowing students to gain global exposure and perspectives.	
<b>Research</b>	
Establish joint research consortia with global universities to collaborate on large-scale research projects, fostering international research collaborations.	
<b>Interdisciplinary Academic Initiatives</b>	
Introduce capstone projects requiring students from different majors to work together on solving multifaceted problems, promoting collaborative learning and innovative solutions.	
<b>Global Academic Engagement</b>	
Foster research partnerships with international institutions, encouraging collaborative research initiatives with a global perspective.	
Partner with international universities to offer joint online courses, providing students with diverse perspectives and access to expertise from global faculty.	
Foster joint research collaborations with international institutions, enabling faculty and students to work on global research projects addressing significant societal challenges.	
Establish agreements with global universities for dual degree programs, allowing students to earn degrees from both institutions, fostering global perspectives.	

<b>Infrastructure Development</b>
Implement smart technologies and IoT devices for efficient resource management, enhancing connectivity, and improving overall campus operations.
<b>Campus Placements</b>
Facilitate remote internships and virtual collaboration platforms connecting students globally for collaborative projects, expanding their global network.
<b>Curriculum Enrichment</b>
Collaborate with industry experts to design and update curriculum, ensuring it aligns with current industry requirements.
<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>
Establish offices dedicated to technology transfer, facilitating the commercialization of research outputs and innovations developed within the institution.
Provide legal guidance and consultancy services within the institution to navigate legal aspects of start-ups, patents, and business registrations.
<b>Student Progression</b>
Encourage participation in global citizenship programs, volunteer initiatives, or international community projects to foster social responsibility and cross-cultural understanding.
Organize seminars or panel discussions inviting industry professionals to share insights on career pathways, industry trends, and job market expectations.

## Perspective Plan for the Academic Year 2028-29

### Preparation for University Status

Establish a robust governance structure and administrative policies compliant with standards and requirements to be a University

Restructure administrative hierarchies, establish academic councils, and define clear decision-making processes.

### Academic Program Diversification

Develop academic strategies to introduce new faculties or schools offering diverse disciplines and specialized courses in emerging fields.

Expand the range of academic programs, introducing new faculties or schools offering diverse disciplines and specialized courses in emerging fields

### Academic Excellence

Adopt augmented reality (AR) and virtual reality (VR) or any other modern tools for immersive and experiential learning, enhancing engagement and knowledge retention.

### Examination Reforms

Explore gamified and other latest technological assessment techniques to enhance student participation and learning retention in assessments.

Explore possibilities to introduce blockchain technology or any other technology to have greater security and authentication of academic credentials and in ensuring tamper-proof certifications.

### Foreign Collaborations

Establish virtual learning networks connecting students and faculties worldwide through immersive online platforms, enabling real-time collaboration, cultural exchange, and joint coursework.

### Research

Create interdisciplinary research clusters that converge expertise from multiple disciplines to address complex global challenges.



<b>Interdisciplinary Academic Initiatives</b>
Introduce programs fostering entrepreneurial thinking and innovation, encouraging students to create interdisciplinary solutions.
<b>Global Academic Engagement</b>
Foster joint research collaborations with international institutions, enabling faculty and students to work on global research projects addressing significant societal challenges.
<b>Infrastructure Development</b>
Invest in state-of-the-art infrastructure, including advanced laboratories, modern libraries, tech-enabled classrooms, and collaborative spaces, fostering a conducive learning and research environment.
Implement smart technologies and IoT devices for efficient resource management, enhancing connectivity, and improving overall campus operations.
<b>Campus Placements</b>
Utilize adaptive learning platforms that customize learning paths based on students' strengths, weaknesses, and career aspirations, offering tailored educational experiences
<b>Curriculum Enrichment</b>
Integrate AI and robotics into experiential learning modules, enabling students to work on projects involving AI-driven solutions or robotics applications.
<b>Promoting for Innovation, Start-up, IPR, and Related Activities</b>
Integrate the institution's entrepreneurial ecosystem with local, national, and global innovation ecosystems, fostering networking and collaboration.
<b>Student Progression</b>
Offer programs focused on sustainable careers and environmental stewardship, preparing students for roles aligned with sustainability and green technologies.





### Perspective Plan of St. Francis de Sales College (2018-2028)

#### Institutional Perspective Plan

##### The Process:

The IQAC has prepared a Perspective Plan for ten years commencing from the academic year 2018-2028. The framing of the perspective plan started in December 2016 as the IQAC came to understand that the previous perspective plan needed improvement and that a new strategic plan needed to be framed for the development of the college. The IQAC team as the first step analysed the previous perspective plan.

The previous plan included the key elements for the growth of the institution. However, with the changing times and new developments, the plan needed more clarity and need for the inclusion of new developments in the field of education. The IQAC decided to have a series of meetings with all the stakeholders to discuss the strategic planning for the institution.

The first level of meeting was with the Principal and the Vice Principal and the IQAC explained the need to have a new perspective plan. Both of them agreed and gave many suggestions for drafting the plans. They expressed that the main objective of the plan can be to focus on research and development of the institution.

The IQAC planned meetings with the staff, students, parents, alumni, employers, industry experts, and other professionals from a few other institutions to get inputs on the perspective plan during January and February of 2017. After getting inputs, suggestions, and recommendations from various sources, the IQAC team started drafting the plan for the institution. The IQAC Coordinator was the chief editor in framing the plan.



The first draft of the plan was presented before the Management on 8th March 2017—the Management comprised of the Manager, Principal, Vice Principal, and the Finance Administrator. After reviewing the plan, the management gave a few suggestions to improve the plan. The second round of review happened on 23rd March 2017 with the staff, parents, and industry experts. The plan was presented before them for review. They wanted to enrich the curriculum by adding more certificate courses and having courses that would make the students industry-ready. The parents suggested that the mentoring of the students' needs to be given more importance.

With the suggestions taken from the stakeholders, the final draft was prepared by the IQAC Coordinator and presented before the Management. The Management accepted the perspective plan and congratulated the IQAC for taking the initiative to frame a worthwhile plan for the institution's development. The Perspective Plan was approved by the Management.



**PRINCIPAL**

**St. Francis de Sales College**  
Electronics City Post, Bangalore - 560 106