



CRITERION VI

METRIC NO- 6.2.1

**Effective Deployment
of Institutional
Strategic/
Perspective plan.**





CARMEL VIDYA BHAVAN TRUSTS

CHRIST COLLEGE-PUNE



STRATEGIC PLAN

&

VISION - 2030

Vision

Enlightment to Excel

The attainment of true knowledge makes one enlightened so that one can lead oneself and others on the path of truth and achieve intellectual and ethical excellence.

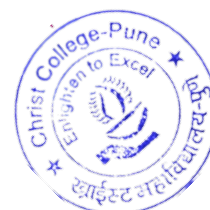
Mission

As a C.M.I Educational institution, the college regards education as integral to the formation of a human person for the fulfillment of his /her individual and social responsibilities. The college aims at forming leaders who are intellectually competent, spiritually mature, morally upright, psychologically integrated, physically healthy, and socially responsible individuals who are open to grow and champion the cause of justice, love, truth and peace.

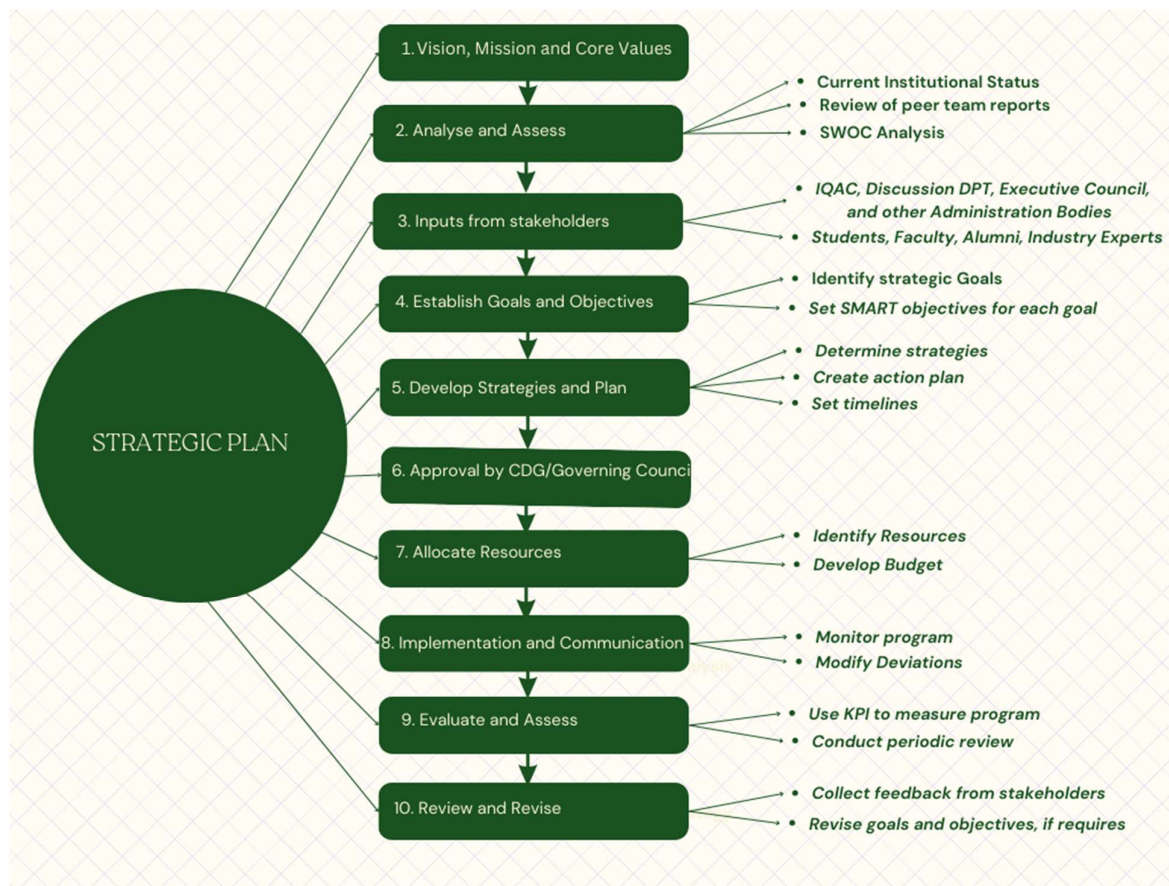
Core Values

The values our students imbibe are an integral part of their personal growth. As part of our value clarification, we have prioritized our core values as follows and they help us all in conflict resolution.

- **Faith in God**
- **Moral Uprightness**
- **Social Responsibility**
- **Pursuit of Excellence**

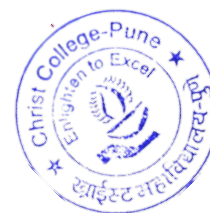


The flowchart on the process of preparation of Strategic Plan



Revision

In accordance with the New Education Policy, IQAC updated the strategic plan document, and a new Plan document was updated for the years 2018–2033.



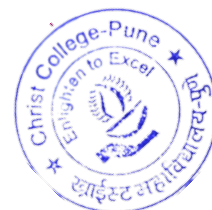
Principal

IQAC Coordinator

SWOC for Christ College

SWOC ANALYSIS

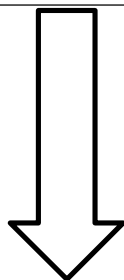
STRENGTHS	WEAKNESSES	OPPORTUNITIES	CHALLENGES
<p>Well-equipped and State-of-the-art infrastructure</p> <p>Positive brand reputation</p> <p>Strong Student engagement in social engagement programs</p> <p>Eco-friendly campus</p> <p>Students from diverse socio-economic backgrounds</p> <p>Well-equipped ICT facilities, labs, and library</p> <p>Balance of academic, co-curricular and extra-curricular programs for a Holistic development of student community</p> <p>Alumni engagement in the campus activities</p> <p>Systematised counselling and mentoring</p>	<p>Young faculty with limited industry exposure</p> <p>Less academic autonomy as an affiliated college</p> <p>Less thrust on research programs</p> <p>Limited financial support from external agencies</p> <p>Quality of the placements in terms of numbers and average salary</p>	<p>Partnerships with leading national and international universities, and industry</p> <p>Engaging socially relevant and multi-disciplinary research by the faculty members</p> <p>Accreditation by various agencies</p> <p>Leverage on the vision of NEP for future autonomy and linkages</p> <p>Government funded projects</p> <p>Faculty exchange, collaborations, and research with reputed institutions</p> <p>Promotion of entrepreneurial culture being in the middle of the city</p>	<p>Stay relevant and offer attractive academic programs amidst the plethora of online programmes</p> <p>Balancing the focus on teaching and research</p> <p>Recruiting highly qualified faculty</p> <p>Benchmarking and competing with top institutions</p> <p>Regulatory challenges</p>



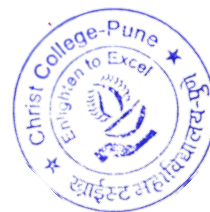
Strategic Plan Process

Strategic Goals for 2033

1. Being acknowledged as one of the most student learning centric and impactful College under SPPU/Institution focused on Teaching and Learning by 2033.
2. Create Student Educational and Campus experiences
3. Creating a sustainable, top infrastructure supporting a learning environment and increasing brand reputation through exceeding stakeholder expectations



Tactical Objectives and Plans



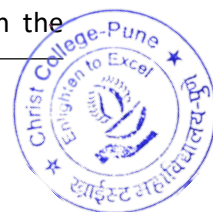
Goal 1: Being acknowledged as one of the most student learning-centric and impactful College under SPPU/Institution focused on Teaching and Learning by 2033

Through innovation in teaching and learning, Christ College will promote the growth of a rich student experience while increasing students' overall development through immersive learning pedagogy. As a result, the entire pedagogy is created to provide students with hands-on experience with the topics because the institution thinks students learn better by doing. Affiliated colleges will be more concerned with teaching and learning, while universities will be more concerned with research, according to NEP 2020. As a college with a vision to be impactful, Christ College, Pune must first concentrate on developing its teaching and learning capabilities.

Strategy 1.1: Through pedagogical innovation, interactive learning and student-centric pedagogy improves the student experience.

Actions

- The NEP has given considerable attention to students' skill development. Christ College wants to see students gain important skills, including leadership, teamwork, communication, social awareness, etc. The institute is of the opinion that encouraging students to take part in numerous extracurricular activities and intercollegiate competitions helps students improve these talents. Adding creative activities under the four dimensions would enrich the current framework for immersive learning.
- Christ College would make investments to create a diverse community of students, employees, and faculty members to facilitate the holistic development of students on account of diversity, leading to respect and a better learning environment.
- By enhancing students' life-changing experiences and promoting the growth of their competencies through an efficient mentorship programme, we will increase faculty involvement with students. We will spend money training our faculty members to be outstanding mentors for our students, enhancing their time at Christ College.
- Christ College pledges to keep up its innovative teaching model efforts and step up its use of interactive methodologies, resources, and technology to help students learn better. We will develop a teaching philosophy to set Christ College apart in the



Teaching and Learning sector.

- Any effort to educate and learn must include assessment and feedback. To assess students' learning, competency, and happiness, Christ College would cultivate its analytics expertise to train teachers to attain this objective.

Strategy 1.2: Retain and Develop excellent faculty

Actions

- Faculty size: Adjusting the quantity, calibre, and competency of the faculty. We will make sure that there are enough faculty resources for teaching and research at Christ College. Due to the NEP 2020 increased emphasis on scale, Christ College must invest heavily in building a sizable pool of multidisciplinary teachers' strength.
- Faculty composition: By hiring professors with research aptitude and expertise, we hope to improve the research output at our college. The institution would work to increase the gender and geographic diversity of the faculty resources.
- Over the following five years, hire academics with doctorates and encourage those faculty members without Ph.D. to pursue them. By 2025, it is planned that every faculty member will hold a doctorate.

Strategy 1.3: Utilise technology to advance teaching and learning

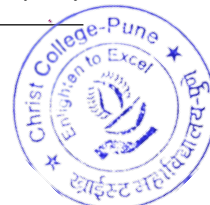
Actions

- Motivate staff, students, and professors to maximise technology's capabilities to improve instruction and learning. For the delivery of course materials and instructional procedures, Christ College already utilises ERP and LMS. We will work to make the current technology more reliable and effective.
- Establish an efficient Information Technology (IT) platform and infrastructure to support the institute's academic and research needs sustainably.

Strategy 1.5: Create course curricula that are extremely relevant to learning objectives.

Actions

- We want each department to have a comprehensive list of graduate attributes for their students. Each department should map these learning objectives to courses in order to ensure that by the end of the programme, all learning outcomes are properly



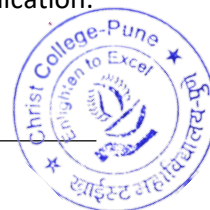
included in the various courses. These attributes should be utilised to determine the learning outcomes of various courses.

- Gather information regarding changing career trends from industry experts to review existing courses.
- Enhance the assessment framework to align with changing student preferences, personalisation of assessments, and outcome-oriented.
- Develop assessment tools that measure student learning outcomes with a greater balance of lower and higher-order thinking skills and behavioural outcomes.
- We will make sure that the students receive feedback on how they did in relation to the learning outcomes.

Strategy 1.6: Research initiatives

Actions

- Christ College wants faculty members to prioritise research and publishing as one of their top goals. Therefore, research and publication would be one of the primary result areas of the performance management system in any department. NEP also emphasises faculty members' cross-disciplinary research. Christ College should develop a platform for encouraging cross-disciplinary research.
- The faculty members will receive sufficient training and mentoring to help them become top-notch researchers.
- NEP 2020 envisions establishing a funding organisation for research that will be in charge of providing funding to the institutions. We will encourage the faculty members to apply for financing from the AICTE, UGC, the Government of India, and other funding organisations for their research. Christ College will provide any administrative assistance that is required.
- Christ College acknowledges that the library is the main hub for any research-based activity. The institute wants to emphasise making the library the best in the area by allocating enough funds to fund the development of both material and soft resources.
- Christ College will promote cross-departmental cooperation in study and publication.



Strategy 1.7: Create Centres for Research Excellence in departments

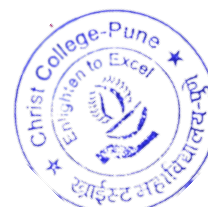
Actions

- Each department would work to attract and keep faculties who have a strong aptitude for research and establish a mentorship programme for faculty members who are just starting out in their research careers.
- Identify the departments that could produce world-class research output in five years. These departments would receive sufficient funding and guidance to produce results. Improve the standards each department uses to monitor and track the advancement of research.
- Foster partnerships with industry leaders to support and validate the centres' work

Strategy 1.8: Expand the reach of the organisation by working more closely with domestic and international universities/institutions

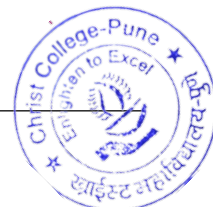
Actions

- Sign MOUs with reputed institutions of domestic and international eminence.
- Create an institution with collaborative mindset to partner for research/consultancy and student interaction



Tactical Plan

Goal 1: Being acknowledged as one of the most student learning-centric and impactful College under SPPU/Institution focused on Teaching and Learning by 2033			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Positions responsible for learning and pedagogy	Student performance. number of department-wide training programmes. No. of creative teaching methods used.	Respective HOD's.	Six Months
Faculty development activities	No. of training programs. Feedback of faculty members	Management Cell	Six Months
Planning for faculty retention and recruiting for the next five years.	No. of faculty recruited. Retention Ratio. Faculty Diversity	HODs	Six months
Audit the current technological infrastructure and develop a plan for technology upgrade.	Plan approved by management	IT department	One year
Course curricula adjustments	Course plans mapping course outcomes Assessment review and improvement	HOD and Examination cell	Two years
Research initiatives	Mentorship program Incentivise research publishing No. of publications	Research cell and HOD	Four years
Center of Excellence Establishment	Identification of areas Funds and resources Collaborate with industry	HOD	Five years



Increase the numberof collaborations across India and abroad	No of MOU's	HOD	Five years
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Goal 2: Create Student Educational and Campus experiences

The Management dreams of turning Christ College into a world-class educational and campus experience institution. We are aware that achieving that objective requires a significant amount of work and money.

Strategy 2.1: Student Services Enhancement

Actions

- Conduct a student survey and form an active and engaging student council to identify areas where support services can be improved.
- Allocate funds to hire additional counsellors, advisors, and support staff.

Strategy 2.2: Create Study Abroad Programs

Actions

- Identify suitable partner institutions for study abroad programs.
- Ensure that courses taken abroad align with the home institution's curriculum.
- Establish a scholarship fund to support students financially during their study abroad experiences.

Strategy 2.3: Creating Sustainability Initiatives

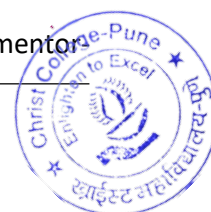
Actions

- Form a committee dedicated to sustainability initiatives, comprising students, faculty, and staff.
- Implement energy-efficient technologies, such as LED lighting and solar panels, across campus.
- Promote recycling and reduce waste by introducing composting programs and reusable materials.

Strategy 2.4: Mentorship Programs

Actions

- Form a mentorship committee to oversee the development and implementation of mentorship programs.
- Organize workshops, networking events, and panel discussions to facilitate mentorship.



mentee interactions.

- Establish a feedback mechanism for both mentors and mentees to assess the effectiveness of the mentorship program.

Strategy 2.5: Extracurricular Activities

Actions

- Encourage students to create and lead new clubs and associations that cater to a wide range of interests.
- Develop wellness and fitness programs, such as yoga classes, intramural sports, and outdoor adventure clubs.
- Student Involvement: Establish a student body to gather input and ideas for new extracurricular programs.

Strategy 2.5: Community Engagement

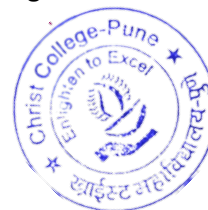
Actions

- Establish partnerships with local organisations, nonprofits, and community groups that align with student interests.
- Organize regular campus-wide community service days where students, faculty, and staff come together to work on community projects.

Strategy 2.6: Increase diversity among professors and students

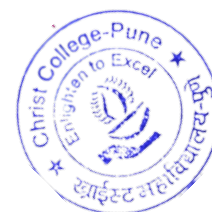
Actions

- Christ College will establish specific objectives for each department and school regarding the gender and geographic diversity of their student bodies and faculty, and each department and school will contribute useful suggestions for achieving the objectives.
- Christ College will build the required infrastructure to make it simple for the new members, who are from all over the nation, to socialise. The infrastructure includes a canteen that caters to the members' varied gastronomic preferences and accommodations for faculty members who transfer to Christ College from other regions of the nation.



Tactical Plan

Goal 2: Create Student Educational and Campus experiences			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Student Services Enhancement	Forming student councils	HOD's	Two Years
Foreign partner collaboration	MOU	Admissions department	Five Years
Sustainable Campus	Committee Recycling and wastage disposal mechanism	Administrator	Three years
Mentor-Mentee program	Mentorship Committee Interactions	HOD	Three years
Strive to increase student diversity, with a 25% goal for each department.	No. of students from outside Maharashtra	Admissions Department	Five years
Participation of students in Extracurricular activities	No. of students participating in internal and external Fests/Conferences, etc	HOD	Three years
Community engagement	Partnerships with NGO etc Service days	NSS	Three years



Goal 3: Creating a sustainable, top infrastructure supporting a learning environment and increasing brand reputation through exceeding stakeholder expectations

The infrastructure is an integral part of any educational establishment. Infrastructure creates the setting and ambience for learning. Christ College is fortunate to have a campus in the heart of Pune.

Strategy 3.1: Build top-class educational infrastructure with cutting-edge technology supporting local and international students.

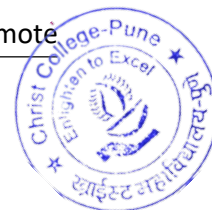
Actions

- The foundation for building a productive learning environment is infrastructure. Christ College continues to offer the greatest infrastructure in terms of classrooms and other AV components. In keeping with its declared goal of building world-class infrastructure, Christ College will keep spending money on fostering a teaching and learning-friendly atmosphere.
- Christ College is an organisation that cares about the environment. Therefore, efforts would be undertaken to develop a framework that supports environmental sustainability. Our goal is to develop a green campus where modernism and nature can coexist.

Strategy 3.2: Create a top-notch learning infrastructure, including a library, computing resources, and other online tools.

Actions

- Christ College will build a top-notch library to serve the requirements of the academic community across numerous schools and departments. As the world transitions to a digital repository, Christ College will place a greater emphasis on utilising the digital resources that offer cutting-edge knowledge.
- By boosting the networking system's already strong bandwidth, Christ College would make it stronger. Because Christ College considers security equally important, it will strengthen the IT division by adding more resources.
- Christ College would also invest in creating IT-enabled infrastructure to promote



interaction and collaboration between educators, students, and groups of campuses, businesses, and prospective students, among others.

Strategy 3.3: Create avenues for funding the infrastructure requirements by creating endowments, revenue streams, etc.

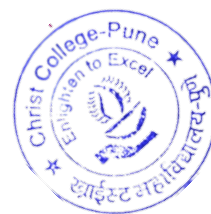
Action

- The development of infrastructure requires much funding. Christ College would be looking at developing resources for funding infrastructure through endowments from alumni, creating new revenue streams through Government grants, etc.

Strategy 3.4: Brand Reputation through exceeding Stakeholder expectations

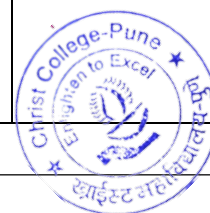
Actions

- Christ College will invest in building infrastructure for outreach efforts, including alumni and business.
- Develop a strategic communication plan to engage stakeholders.
- Increase visibility through academic publications and hosting conferences and events.
- Train staff to provide exceptional service to students, parents, and alumni.
- Build an endowment specifically dedicated to enhancing the college's reputation.
- Invest in a strong online presence and social media strategy.
- Pursue awards, rankings, and industry recognitions.
- The institute will create a separate space in the existing infrastructure to offer space solutions to conduct conferences/alumni meets, etc.

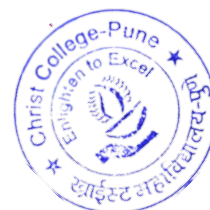


Tactical Plan

Goal 3: Creating a sustainable, top infrastructure supporting a learning environment and increasing brand reputation through exceeding stakeholder expectations			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Create a plan for infrastructure	Plan approval by Management.	Management Committee	6 Months
Strengthening of Technology Platform	Plan approval and execution	IT dept.	Two years
Generating funding for infrastructure development.	Funds Raised.	Management Committee	One year
Strengthening the knowledge infrastructure, including library and e-resources.	Number of books. Number of journals and e-resources.	Library department.	Two years
Publications and Events	Event Calendar: Publish bi-monthly newsletters with specific themes	HOD	One year
Digital Presence	Audit of the college's current digital presence Create a social media plan Utilize multimedia content, including videos, infographics, and live streaming, to engage and inform the online audience. Interaction and engagement	Centre for Digital Media (CDM)	3 years

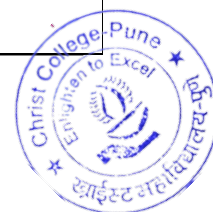


External Recognition	Benchmarking external awards and rankings. Partnerships with industry & associations Participation in conferences, competitions, and research initiatives that can lead to external recognition. Branding through social media leveraging recognition	HOD and CDM	2 years
Alumni Involvement	Maintaining relations Mentorship programs Active involvement of Alumni in lectures/workshops, Fests	Alumni Committee	2 years

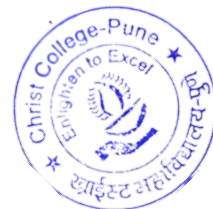


Strategic Plan Dashboard for Management Monitoring

	Objectives	Measure	Good	Satisfactory	Not Satisfactory	Remarks
Financial	Create sustainable funding	% Revenue share from non-fee funding				
		Budget Usage				
		Debt burden				
		Operational Surplus				
Customer	Enhance Student Diversity – National	Number of Non- - Maharashtrian Students in each department				
	Enhance Enrolment of International Students	Number of international students in each department				
	Enhance Student Satisfaction	Satisfaction Scores				
	Placement and industry relationship	Average CTC				
		Number of incubated firms / Startups				
		Corporate satisfaction				
	Relationship	Endowment contribution				
		Alumni Relations – Meetings participation				
	Internal Customer Satisfaction	Faculty Retention Ratio				
		Faculty and staff satisfaction score				
	Impact on society	Number of outreach programs				
		Number of beneficiaries				
		Funding from agencies				
		Impact study scores				
		Number of research publications				



Learning & Growth	Enhance Research and Development	Quality rank of Journals				
		Doctoral Students				
		Number of funded research projects				
		Number of consultancy projects.				



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