



**St Berchmans College**  
Founded 1911

**STRATEGIC PLAN DOCUMENT  
2012-22**



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St. Berchmans College is a prestigious educational institution with a rich history and a strong commitment to academic excellence, holistic development, and social responsibility. The college's vision is to be a leading center of learning that nurtures intellectual curiosity, promotes ethical values, and prepares students to be responsible global citizens.

At the heart of St. Berchmans College's vision is a dedication to providing a transformative educational experience that goes beyond mere academic instruction. The college aims to create an inclusive and vibrant learning community that fosters intellectual growth, critical thinking, and a deep passion for knowledge. By embracing a student-centric approach, the institution aims to empower individuals to become lifelong learners and leaders in their respective fields.

Central to the college's vision is the belief in holistic development. St. Berchmans College recognizes the importance of nurturing not only the intellect but also the physical, emotional, and spiritual well-being of its students. The college aims to create a supportive and nurturing environment that encourages personal growth, character development, and the acquisition of essential life skills.

The vision of St. Berchmans College extends beyond the boundaries of the campus. The institution seeks to instill in its students a strong sense of social responsibility and a commitment to serving the community. The college envisions its graduates as agents of positive change, actively engaging in social issues and contributing to the betterment of society. By promoting values such as compassion, empathy, and social justice, St. Berchmans College aims to create socially conscious individuals who make a meaningful impact in their communities.

In pursuit of its vision, St. Berchmans College emphasizes academic excellence. The institution is dedicated to maintaining the highest standards of teaching, research, and scholarship across various disciplines. By fostering a culture of

academic rigor and intellectual inquiry, the college aims to equip students with the knowledge, skills, and analytical abilities necessary to excel in their chosen fields. The institution also places a strong emphasis on interdisciplinary learning, encouraging students to explore diverse areas of study and develop a broad understanding of the world.

Furthermore, St. Berchmans College envisions itself as a center of innovation and creativity. The institution encourages an entrepreneurial mindset and strives to cultivate an environment that fosters innovation, critical thinking, and problem-solving skills. By nurturing creativity and providing opportunities for experiential learning, the college aims to prepare students to thrive in an ever-changing global landscape.

The college's vision is also deeply rooted in its commitment to fostering global perspectives and cultural diversity. St. Berchmans College seeks to create an inclusive and multicultural environment that celebrates diversity and promotes intercultural understanding. By offering international exchange programs, cultural events, and exposure to different worldviews, the institution aims to broaden students' horizons and prepare them to engage with global challenges and opportunities.

To achieve its vision, St. Berchmans College recognizes the importance of collaboration and partnerships. The institution actively seeks collaborations with industry, academia, and other stakeholders to enhance the quality of education and provide meaningful opportunities for students. By forging strong alliances and networks, the college aims to create a platform for knowledge exchange, research collaborations, and professional development.

In conclusion, the vision of St. Berchmans College encompasses academic excellence, holistic development, social responsibility, innovation, and global perspectives. Through its commitment to these core principles, the institution strives to create an environment that empowers students to become intellectually

curious, compassionate, and socially conscious individuals who make a positive impact on society. By nurturing a love for learning, promoting ethical values, and embracing diversity, St. Berchmans College aims to shape the leaders and change-makers of tomorrow

### **VISION**

To be internationally recognized as a premier institution for learning and research

### **MISSION**

True to the vision of Christian charity, this College is committed to inspiring its students to attain nobility through compassion, strength of character, and dedication to the service of their fellow human beings, and achievement of excellence in all walks of life.

### Strength

- The leadership and governance are democratic, growth-oriented and value driven.
- Participative Management Based on decentralization, delegation and bottom-up planning.
- Academic and related activities are guided by well-defined policies.
- Highly qualified and committed faculty
- Transparency and efficiency in academic and administrative processes is enabled through e-governance
- Excellent student support system to provide academic and non-academic support to students.
- Calm and peaceful academic environment
- All the PG departments are research departments
- Specialized research laboratories with sophisticated instruments
- Very good student teacher relationships
- Vibrant alumni associations with national and international chapters.
- Alumni sponsored Scholarships
- Separate value education dept. with own curriculum to offer add on courses in value education.
- Alumni interaction through guest talks and invited talks
- Compulsory Social Awareness Programme, internship and finishing School
- Industry interface programme
- Proactive mentoring cell and peer mentoring wing .
- High rate of success in NET and GATE and in other competitive examinations
- Increasing number of campus placement
- Handful of extension activities to develop socially committed citizens.
- Separate hostels for boys and girls.

### Weaknesses

- Lack of funding from Government
- Lack of fund for maintaining the sophisticated equipment
- Inability to provide hostel facilities to all the students who require accommodation
- Declining demand for conventional programmes
- Decline in the number of experienced teachers

### Opportunities

- The academic autonomy give the freedom to update the curriculum periodically
- Regularly collected student feed-back can be consulted while redesigning the curriculum
- Increasing demand for skill oriented and vocational programmes

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- Induction of young faculty with international exposure helps in improving the research output and in increasing the collaborations with reputed institutions for research
- More recruiters are entering into agreements with the college for campus recruitments

### Challenges

- Limited financial resources
- Shift to renewable energy sources is costly and there is no funding for the same

Plan period 2012-2022

AREA	STRATEGIC PLAN	TARGET YEAR	NATURE OF PLAN
<b>CURRICULAR ASPECTS</b>	<ul style="list-style-type: none"> <li>• Start new programmes in Computer Science.</li> </ul>	2015	Short term
	<ul style="list-style-type: none"> <li>• Increase the number of batches of B Com and MBA considering the increased demand.</li> </ul>	2013	Short term
	<ul style="list-style-type: none"> <li>• Commence MSW programme.</li> </ul>	2013	Short term
	<ul style="list-style-type: none"> <li>• Secure autonomous status</li> </ul>	2013	Short term
	<ul style="list-style-type: none"> <li>• Enhance the number of PG programmes</li> </ul>	2015	Short term
	<ul style="list-style-type: none"> <li>• Start M Phil programme</li> </ul>	2014	Short term
	<ul style="list-style-type: none"> <li>• Introduce B Voc Programmes</li> </ul>	2015	Short term
	<ul style="list-style-type: none"> <li>• Offer certificate courses</li> </ul>	2013	Short term
<b>TEACHING LEARNING AND EVALUATION</b>	<ul style="list-style-type: none"> <li>• Organise series of programmes in connection with the centenary celebrations of the college.</li> </ul>	2021	Long term
	<ul style="list-style-type: none"> <li>• Set up a mega exhibition SAMVIT 2.0 in connection with the centenary celebrations of the college.</li> </ul>	2022	Long term

<b>RESEARCH, INNOVATIONS AND EXTENSION</b>	<ul style="list-style-type: none"> <li>• Introduce a programme to bring Nobel Laureates to the campus.</li> </ul>	2016	Medium term
	<ul style="list-style-type: none"> <li>• Arrange a facility to the students, research scholars and faculty to interact with Eminent Scientists and Researchers.</li> </ul>	2015	Long term
	<ul style="list-style-type: none"> <li>• All the department must be elevated as Research depts. ,approved by Mahatma Gandhi University</li> </ul>	2017	Medium term
	<ul style="list-style-type: none"> <li>• Set up a separate division for the promotion of interdisciplinary research.</li> </ul>	2020	Long Term
<b>INFRASTRUCTURE AND LEARNING RESOURCES</b>	<ul style="list-style-type: none"> <li>• Start a new hostel for the benefit of girls.</li> </ul>	2017	Medium term
	<ul style="list-style-type: none"> <li>• Construct a common dining hall for the students.</li> </ul>	2015	Short term
	<ul style="list-style-type: none"> <li>• Construct a new building dedicated mainly for unaided programmes.</li> </ul>	2016	Medium term
	<ul style="list-style-type: none"> <li>• Establish a separate division for publications</li> </ul>	2017	Medium term
<b>STUDENT SUPPORT AND PROGRESSION</b>	<ul style="list-style-type: none"> <li>• Introduce a scheme to provide insurance protection to students</li> </ul>	2017	Medium term
	<ul style="list-style-type: none"> <li>• Introduce schemes to give merit cum means scholarships to deserving students.</li> </ul>	2015	Short term
	<ul style="list-style-type: none"> <li>• Set up a multimedia studio to support teaching learning process.</li> </ul>	2016	Medium term

	<ul style="list-style-type: none"> <li>• Launch a scheme to provide financial support to those students, who or whose parents suffer from renal deceases.</li> <li>• Set up a training division exclusively to give professional training to those students who aspire to join the defence service after their studies .</li> </ul>	<p>2014</p> <p>2021</p>	<p>Short term</p> <p>Long term</p>
<b>GOVERNANCE, LEADERSHIP AND MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• Get CoE status</li> <li>• Get the college reaccredited by NAAC.</li> <li>• Participate in national level ranking and assessment programmes.</li> <li>• Ensure timely participation of faculty in FDPs, Refresher programmes etc</li> <li>• Organise refresher /orientation programmes for teaching and non-teaching staff</li> </ul>	<p>2020</p> <p>2022</p> <p>2018</p> <p>2015</p> <p>2013</p>	<p>Long term</p> <p>Long term</p> <p>Medium term</p> <p>Short term</p> <p>Short term</p>
<b>INSTITUTIONAL VALUES AND BEST PRACTICES</b>	<ul style="list-style-type: none"> <li>• Stage world renowned plays of Shakespeare.</li> <li>• Conduct Energy-Environment and Green audits with the help of approved agencies.</li> <li>• Adopt a village and do extension activities</li> </ul>	<p>2017</p> <p>2020</p> <p>2016</p>	<p>Medium term</p> <p>Long term</p> <p>Medium term</p>