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DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE and Affiliated to MG University
MoU with DePaul University, Chicago & James Cook University, Australia



DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY ANGAMALY

STRATEGIC PLAN 2021-2030

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Introduction

De Paul Institute of Science & Technology, Angamaly (DiST), approved by AICTE New Delhi and affiliated to M G University, Kottayam has made its mark in the educational landscape of higher education in Kerala since its inception in the year 2002. Over these two decades of its existence DIST has embraced a system which caters to the holistic development of its student community. The college moves forward with a definite plan and strategies for its future developments and growth. The strategic plan was prepared with an intention to achieve the desired goal of the college founding fathers.

Vision

To build up a center par excellence equipped to mould outstanding young professionals in relevant fields integrating the physical, intellectual, emotional and spiritual dimensions of their lives through focused training and person specific career counselling so that they may observe unflinching allegiance to the society.

Mission

To bring out of a human being, what is the best in him\her by imparting excellent, up-to-date training in the field of new technologies, integrating the spiritual, intellectual and human dimensions, and to face global challenges, thus preparing him\her for an enriching and fulfilling future.

Core Values

- Holistic Development
- Professional Excellence
- Physical and Mental Health
- Social Commitment
- Environmental Sustainability
- Faith in God

Introduction

De Paul Institute of Science & Technology (DiST) constituted its Strategic Plan Committee and conducted its first meeting to draft its strategic plan document for the years 2021-2030.

The discussions were based on long term growth of the Institute so as to achieve its Mission.

The Committee consisted of

1. Dr Unny C J (Principal)
2. Rev. Dr John Mangalath V C (Manager)
3. Rev. Fr. George Pottayil V C (Director)
4. Rev. Fr. Robin Chittooparambil V C (Vice Principal)
5. Rev. Fr. Lindo Puthuparambil V C (Finance Director)
6. Rev. Fr. Mathew Malieckal V C (Hostel Director)
7. Asso. Prof. Jacob Thaliyan (NAAC Coordinator)
8. Dr. Geo Baby (Director, School of Management)
9. Asso. Prof. Anosh Paul (HOD, School of Commerce)
10. Mr Thomas P P (Admin of the IT infrastructure)

Process

The committee collected suggestions from different departments regarding their future goals and plans in the departments in tune with the Mission of the College.

Based on these suggestions and considering the Vision and Mission and a SWOT analysis of college and the New Educational Policy 2020 of the Central Government, the Committee finalized the six long term goals and strategies to be followed to achieve these goals. The five goals are:

1. Degree granting autonomous college by 2030: As per the guidelines of the New Education Policy 2020 of the Central Government, the college plans to achieve the status of Degree granting autonomous college by 2030.
2. More Diversity, Equity and Inclusion: As part of its vision and mission and following the direction of the New Education Policy, the Committee decided to achieve more Diversity, Equity and Inclusion among the students and staff through better enrolment management.
3. Research and Innovation based curriculum delivery: To bring in more research and innovation oriented teaching learning process in the college by adopting effective research promotion policy.

4. **Modern Infrastructure:** To construct a new most modern building considering the current and future requirements of increase in the number of programmes and changes in the education and management technology.
5. **Skill Development:** The Committee decided to impart more skill development oriented training so as to make the students industry ready and produce more entrepreneurs through incubation in the campus.
6. **Extension of the Social Work domains of the college:** The committee decided to extend activities of the college more into the social work realm as to make the college useful to the local community.

The growth strategy of the college should be more focused on the departments, where the college enjoys a position of strength in the state namely, The School of Social Work and The School of Media Studies.

SWOT Matrix for DIST

	Strengths	Weaknesses
	<ol style="list-style-type: none"> 1. Proactive and supportive management 2. Infrastructure facilities 3. Brand De Paul 4. Competent and Committed faculty 5. Location 6. Department for professional skill development 7. Long collaboration with James Cook University, Australia and NGOs 8. Active Alumni and PTA 9. 20 years of experience of academically enriching, socially relevant, value based holistic education 	<ol style="list-style-type: none"> 1. Lack of sufficient no of existing PHD holders 2. Difficulty for changing syllabus 3. Students' preference for aided colleges 4. Lack of research funding from official agencies 5. Constraints for collaboration with industries 6. Financial Constraints due to stagnant tuition fees 7. Delays in examinations and course completion 8. Exclusive dependence on student fees 9. Inadequate entrepreneurship ventures by students

	<p>10. Peaceful, unpoliticised, tension free campus.</p> <p>11. Well stocked library</p> <p>12. Well-structured mentoring system</p> <p>13. Learn with nature with nature club for eco-friendly practices</p> <p>14. An on campus government recognized registered counselling center, a social work center and hostel facility for staff and students</p>	<p>10. Semi urban locality, students from poor and less educated backgrounds</p>
<p>Opportunities</p> <p>1. Competence to qualify for the autonomous status</p> <p>2. The presence of charismatic management</p> <p>3. Possibility to get UGC section 2 (f) & 12 (B)</p> <p>4. Growing industry demand for skilled students</p> <p>5. Support for innovation, entrepreneurship and start ups</p>	<p>Opportunity – Strength Strategies</p> <p>1. Increase the number of UG programmes</p> <p>2. Construct new block for new programmes</p> <p>3. Enhance the funded research in the college</p> <p>4. Increase the activities of the School of Professional Development</p> <p>5. Enhance the activities of NISP, IEDC and Incubation centre</p> <p>6. Increase the consultancy activities in the college</p>	<p>Opportunity-Weakness Strategies</p> <p>1. Increase the number of PHD holders to 75% of faculty members</p> <p>2. Generate more funding through consultancy</p> <p>3. Make use of the college infrastructure for fund generation</p> <p>4. Extend the reach of De Paul to get more industry collaboration</p> <p>5. Improve the quality of teaching learning process and increase the number of quality placements</p>

6. Young faculty members interested in research and publications	7. Focus on the corporate relations and campus placements	
<p style="text-align: center;">Threats</p> <ol style="list-style-type: none"> 1. Proliferating growth of self-financing institutions 2. Vacant seats in UG and PG programmes 3. Government regulations 4. Difficulty in getting funding from UGC and other agencies 5. Delay in University examinations and results 6. International competition 	<p style="text-align: center;">Threat - Strength Strategies</p> <ol style="list-style-type: none"> 1. Improve Brand De Paul visibility 2. Make use of the location advantage 2. More skill development and placements 3. New education policy reduces regulations 4. Research funding by management 5. Autonomy 6. Enrolment management by resorting to international and other states student admissions 7. Introduction of new programmes and value added courses 	<p style="text-align: center;">Threats-Weakness Strategies</p> <ol style="list-style-type: none"> 1. Marketing Brand De Paul 2. Enter into more internship MOUs 3. Fund generation through efficient use of resources 4. More MOUs with foreign universities for student exchange programmes 5. Introduction of new programmes and value added courses 6. Enhancement of ICT enabled teaching learning processes

Strategies and short term initiatives to achieve the Long Term Goals

The Congregation of Vincentian Fathers in their Education Policy Statement emphasises the objective that the students should attain high levels of personal competence, conscience, compassion and commitment. Hence, the strategies adopted to achieve the strategic goals of DiST combines this vision together with the Mission of the College and its strengths and weaknesses. For achieving each of the strategic goals set, the committee has decided upon certain strategic initiatives.

Strategic Goal 1

To become a degree granting Autonomous College by 2030. As per the New Education Policy of the central government, more academic and administrative autonomy will be given to higher education institutions and for this purpose the policy wants to establish more degree granting autonomous colleges by 2030. With this shift in policy, the achievement of this goal becomes possible for DiST.

Key Risks: The policy implementation by the state government with sufficient legal changes and the amount of investment involved.

Strategic Initiative 1. Focus on the Schools where DiST enjoys a comparative position of strength in the State. Two Schools in DiST, namely, School of Media Studies and School of Social Work are more visible among the students as compared to other colleges offering the programmes. Hence, the college wants to follow a growth strategy by giving more thrust to these Schools by starting more UG and PG programmes, certified courses, add on programmes and activities in these Schools. The School of Social work with a ten-year collaboration with James Cook University, Australia is the preferred destination of the Social work students of the state. More investments will be made in these departments initially with which visibility of other departments can also be raised leading to more enrolments in the college.

Strategic initiative 2. Start more programmes considering the demand by the different stakeholders to take the number of programmes to ten each at the UG and PG levels from the present eight each. This requires feedback from all stakeholders at the department level, detailed discussions at different levels and final decision at the top management level. There should be approval from the Government and University authorities for the same. This is to be achieved by 2030.

Strategic initiative 3. Provide more freedom to the students to think and involve in innovative creative activities in their respective disciplines. This is to be achieved in 2021-22 after detailed discussions with the students and staff.

Strategic initiative 4. Conduct more Seminars, Workshops, Film festivals, Short film competitions, etc. This is to be a regular feature every year in all departments.

Strategic initiative 5. Conduct a satisfaction survey of students, parents, and staff, and take the required steps to improve the 'we feeling' and word-of-mouth publicity. To be completed in 2021-22.

Strategic initiative 6. Increase the collaborations and tie ups with more foreign universities. Waiting for the pandemic to be over for finding out new collaborations.

Strategic initiative 7. Increase the activities of De Paul Extension Services (DES) by entering into more MOUs with nearby panchayats and by undertaking more government projects. This will help to bring more students to do their field works in DES and will give live labs to our students. Ten MOUs to be completed in the academic year 2021-22.

Strategic Goal 2.

Bring in more Diversity, Equity and Inclusion: As part of the vision and mission of the college and following the direction of the New Education Policy, the Committee decided to achieve more Diversity, Equity and Inclusion through better enrolment management.

Strategic initiative 1. Distribute the scholarships given by the college among more of SC/ST students and other marginalized sections so that they can make use of the facilities in the college without the fear of paying fees. To be started in the academic year 2022-23.

Strategic initiative 2. Take the admission promotion initiatives to other states of India so that the college has true representation of students from all the states of the country. To be started and continued from academic year 2022-23 onwards.

Strategic initiative 3. Take an initiative to bring admissions from other countries by offering scholarships, especially, to students from less developed countries of Asia and Africa. To begin in 2023-24 and to be continued in the following years making use of the relationships and connections Vincentian Fathers working in those countries have.

Strategic initiative 4. Recruit foreign faculty as guest faculty. To start with, online classes initially and to make arrangements with Universities having tie ups with DiST in the years to come.

Key risks: Government and University policies regarding intake of foreign students

Goal 3. Research and Innovation based curriculum delivery:

To bring in more research and innovation oriented teaching learning process in the college, research activities in the college should be increased and consultancy should be started in all the departments so as to increase the visibility of the college.

Strategic initiative 1. To increase the number of Ph. D holders in the college to at least 50 percent of the total faculty by 2025 and to 75 percent by 2030. The college will give additional increments in salary for achieving Ph. D degree. To be started in 2021-22.

Strategic initiative 2. Extend monetary and other recognitions for research activities and publication of papers in high impact factor journals as per the research promotion policy of the college. To be started in 2021-22.

Strategic initiative 3. Start consultancy in all the departments offering financial benefits to the faculty involved as per the consultancy policy of the college. This will greatly enhance the visibility of the college and will help to have more collaborations with the industry. To be started in 2021-22.

Strategic initiative 4. Motivate students to publish papers based on their projects in high impact journals with technical support from faculty.

Strategic initiative 5. Improve the quality of the journal published by the college so as to bring it in UGC care list. To be achieved by 2023-24.

Strategic initiative 6. Take steps to enhance the utilization of the laboratory and library resources of the college by the staff and students. Teachers should provide assignments that cannot be completed without the use of reference books, journals, or magazines, forcing pupils to use the library. To be started in 2021-22 and to be continued.

Key risk factors: Availability of funds to expand the resources as fees of all self-financing colleges are being decided by the government authorities.

Goal 4. Modern Infrastructure: To construct a new most modern building considering the current and future requirements of the college and changes in the education and management technology.

Strategic initiative 1. To purchase the adjacent land facing the highway and to construct a new building with due consideration for latest facilities in higher education institutions and future growth plans. To be completed by the end of 2023-24.

Strategic initiative 2. Improve the IT infrastructure of the college by expanding the bandwidth and by introducing most modern technology. To be completed by 2023-24 and to be continued with advancements in the technology.

Key risks: Financial resources of the college is limited as fee collection from the students is the only source of income. New sources of income should be explored for achieving this goal.

Strategic Goal 5. Skill Development: The Committee decided to impart more skill development oriented training so as to make the students industry ready and produce more entrepreneurs through emphasis on programmes for developing innovation and entrepreneurship.

Strategic initiative 1. Encourage the students and faculty to participate in the AICTE and central government programmes like AICTE Training and Learning Academy (ATAL), National Innovation and Start up Policy (NISIP), etc. To be started in 2021-22.

Strategic initiative 2. Collaborate with the state start up mission and start Innovation and Entrepreneurship Development Cell (IEDC) and incubation centre in the college. To be started in 2021-22.

Strategic initiative 3. Collaborate with Additional Skill Acquisition Programme (ASAP) of the state government to impart more soft skills to the students.

Strategic initiative 4. Give intensive communication and soft skill training to all the students making use of the School of Professional Development of the college. To be started in 2021-22.

Strategic initiative 5. Intensify the activities of the placement cell so as to improve the quality and number of placements from the college. To be started in 2021-22 and to be continued in the years to come.

Key risk factor: Availability of time as the syllabus is to be completed in time as per University academic calendar.

Strategic Goal 6. Extension of the Social Work domains of the college: The committee decided to extend activities of the college more into the social work realm as to make the college useful to the local community.

Strategic initiative 1. Adopting schools in the neighbourhood for sharing knowledge and skills. To be started in 2022-23 and to be expanded in the ensuing years.

Strategic initiative 2. Undertaking non-academic, philanthropic extension activities in the institutions for the aged, sick and the disabled. To be started in 2022-23.

Strategic initiative 3. Commence programmes for the welfare of the local community and women. To be started in 2022-23 and to be continued.



Run by Vincenta Saltes
DR. UNNY C J
PRINCIPAL
DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY
ANGAMALY SOUTH - 683 573, KERALA