IDEAL COLLEGE FOR ADVANCED STUDIES

(Affiliated to University of Calicut)

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Run by Ideal Trust

INSTITUTIONAL PERSPECTIVE PLAN 2020-2030

1. Academic Development Plan

Long-Term Goals

o Initiate more undergraduate and postgraduate programs to meet the evolving educational demands.

o Establish dedicated research centres in various departments to foster innovation and advanced studies.

o Participate actively in NIRF to improve the institution's ranking and visibility.

o Upgrade the computer lab with high-tech computers and implement digital solutions in the library.

o Establish MoUs with prestigious national and international institutions for academic collaborations and faculty/student exchange programs.

o Encourage faculty and students to acquire international and national research fellowships to enhance research output and reputation.

  o Implement strategies to enhance the institution's perception at the national level to attract students from across the country and abroad.

Mid-Term Goals

o Increase academic and action research, aiming for high-quality publications that contribute significantly to the academic community.

o Introduce more vocational and skill-oriented courses to meet local and industry-specific needs, enhancing employability.

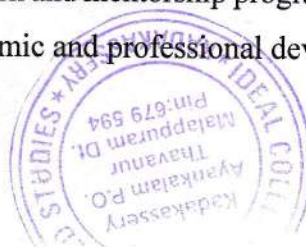o Implement the CUFYUG program to enhance the quality and scope of education.

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- Strengthen linkages with industries for internships, on-the-job training, and project work.

- Conduct community enrichment programs and increase community engagement activities.

Short-Term Goals

- Implement outcome-based education methodology and clearly define Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) for all programs.

- Adopt experiential learning, participative learning, and problem-solving methodologies to enhance student engagement and learning outcomes.

- Publish comprehensive Learning Materials and Digital Resources

- Expand the library's collection of titles, e-books, and journals, and extend library working hours.

- Organize national seminars, workshops, and conferences to foster academic growth and professional development.

- Conduct workshops on AI in education for faculty and students to promote digital literacy and innovation.

- Strengthen the student support system by providing additional resources and support for slow learners.

- Encourage faculty and students to participate in national and international conferences and increase research publications.

- Develop advanced data analytics capabilities for academic and administrative purposes.

- Ensure professionalism through diverse Faculty Development Programs (FDPs) and encourage faculty to pursue advanced degrees and certifications.

- Develop a robust alumni network and mentorship programs to leverage the experience and support of alumni in academic and professional development.

2. NEP 2020 Implementation

- Conduct regular FDPs to familiarize faculty with the structure, objectives, and teaching methodologies required for four-year undergraduate programs.

- Organize orientation workshops for both faculty and students to explain the benefits and framework of the four-year undergraduate programs.

- Transform the SWAYAM Local Chapter into a comprehensive center offering a wide range of online courses and FDPs.

- Encourage faculty to develop and deliver online courses and participate in FDPs to ensure continuous professional development.

- Establish a dedicated center focusing on Indian knowledge systems, including traditional arts, sciences, literature, and philosophy.

- Integrate courses on Indian knowledge systems into the broader curriculum, promoting awareness and understanding of India's rich heritage.

- Improving Research Facilities

- Form a dedicated committee to oversee the implementation of these initiatives.

- Conduct regular reviews and audits to assess the progress of each initiative and make necessary adjustments.

- Establish a robust feedback mechanism to gather input from students, faculty, and other stakeholders.

3. E-learning Environment

Long-Term Goals

- Ensure campus-wide high-speed internet connectivity to support extensive online learning and research activities.

- Develop an extensive digital library with a wide range of e-books, journals, research papers, and multimedia learning resources accessible to all students and faculty.

- Implement advanced online mentoring programs to provide personalized academic and career guidance to students.

- Develop a wide range of online assessment tools and methodologies to accurately evaluate student performance and learning outcomes.

- Utilize advanced analytics to gain insights into student learning patterns, performance, and engagement, using this data to continuously improve the e-learning environment.

- Ensure all digital content and e-learning platforms are accessible to students with disabilities, promoting an inclusive learning environment.

Short-Term Goals

- Establish a dedicated technical support team to assist faculty with any technical issues related to the e-learning platform.

- Provide training on online teaching methodologies, including student-centric approaches, experiential learning, and blended teaching strategies.

- Begin expanding the digital library resources to include essential e-books, journals, and academic resources.

- Continuously upgrade the Learning Management System (LMS) to incorporate the latest features and integrations, ensuring it remains user-friendly and effective.

- Create and curate engaging digital content for all courses, incorporating multimedia elements like videos, quizzes, and simulations.

- Conduct online orientation programs for students to familiarize them with the e-learning platform and resources available.

- Develop and implement online quizzes, assignments, and exams to evaluate student performance.

- Establish a system for continuous feedback from students on their online learning experiences to make necessary improvements.

4. Infrastructure Development

Short-Term Goals

- Modernize the cafeteria to enhance dining facilities for students and staff.

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- Update computer labs with high-tech computers and the latest software to enhance the learning experience.

- Upgrade classrooms, and other facilities to provide a better learning environment.

- Digitalize library resources to provide easy access to e-books, journals, and online databases.

- Develop infrastructure to support students with special needs, including ramps, and accessible restrooms.

- Re-arrange the departments into respective blocks and sections

- More washroom and restroom facilities for students.

- Renovation and upgrading of gardens, nurseries and allied green facilities.

Long-Term Goals

- Establish high-performance computing resources to support advanced research and data analysis.

- Continuously upgrade classrooms with the latest technology to support evolving teaching methods.

- Develop and implement a comprehensive sustainability plan for the campus, including energy-efficient solutions and recycling programs.

- Set up a dedicated research department to encourage and facilitate faculty and student research projects.

- Improve research facilities and provide necessary resources to support high-quality research.

- Subscribe to more books, journals, and online databases to enhance the academic resources available to students and faculty.

- Purchase of land to expand and develop the campus area.

- Build a new canteen to accommodate more students.

- Build an Indoor Stadium

5. Research and Innovation Plan

Long-Term Goals

- Foster a culture of research excellence by providing a dedicated space and resources for research activities.

- Hire research faculty and support staff and provide funding and resources for research projects.

- Increase the number of publications in national and international journals.

- Provide incentives and support for publishing research.Organize workshops on research methodologies and publication processes.

- Acquire international research grants and fellowships.

- Increase the number of research guides and produce more Ph.Ds so as to acquire better ranking under NIRF.
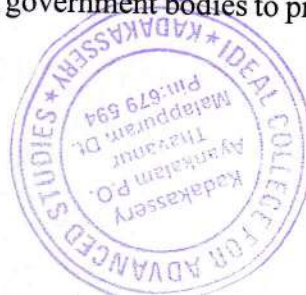
Short-Term Goals

- Provide platforms for knowledge sharing and collaboration.

- Augment faculty publications in creditable journals listed in the UGC Care List/ SCOPUS journals thereby getting better position under NIRF.

- Enhance the research skills and employability of students.

- Build a strong publication record and enhance academic reputation.

- Conduct more research awareness and research opportunity programmes.

- Organise more research seminars, workshops, and colloquiums in collaboration and funding with various agency.

6. Community Service and Outreach

Long-Term Goals

- Collaborate with local NGOs and government bodies to provide resources and support Marginalized Communities

- Link community service with academic learning and professional development.

- Foster collaboration with local self-government bodies for community outreach programs.

Short-Term Goals

Undertake extension activities for the elderly, sick and disabled communities

- Organise a minimum of two extension / outreach programmes by each department every year.

- Promote sustainable waste management practices in the local community.

- Ensure active participation of all departments in community service.

- Centralize the coordination and implementation of community service initiatives.

- Continuously improve programs based on community needs and feedback.

7. Sustainable Development Goals (SDGs)

Long-Term Goals

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

- Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

- Implement campus-wide sustainability initiatives such as energy conservation, waste reduction, and sustainable transportation.

- Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

- Ensure equal access to education and opportunities for all students, regardless of background.

Short-Term Goals

- Promote awareness about energy conservation among students and staff.

- Implement a comprehensive waste management program, including recycling and composting.

- Promote sustainable procurement practices within the institution.

- Educate the campus community about responsible consumption.

- Foster a campus culture of respect, tolerance, and inclusivity.

8. Student Support

Long-Term Goals

- Ensure all students have access to the resources they need to succeed academically.

- Develop a comprehensive career services program that includes resume writing, interview preparation, and job search strategies.

- Create a diverse and inclusive campus where all students feel valued and respected.

- Provide financial assistance to students in need and reward academic excellence.

- Establish student organizations and support groups for underrepresented communities.

Short-Term Goals

- Create multiple channels for students to provide feedback on services and facilities.

- Conduct regular surveys to assess student satisfaction and areas for improvement.

- Establish a student advisory board to collaborate with administration on key issues.

- Expansion of Extracurricular and Co-curricular Activitie

- Regularly update and refine support programs to meet evolving student needs.

9. Human Resource Development: Goals and Objectives

Long-Term Goals

- Ensure continuous professional growth and skill enhancement of faculty and staff.

- Develop and implement a comprehensive professional development program.

- Offer regular workshops, seminars, and certifications in emerging fields and pedagogical techniques.

- Encourage faculty and staff to pursue higher education and advanced degrees.

- Link performance evaluations to career advancement opportunities and rewards

- Implement regular performance reviews and feedback sessions.

- Create a supportive work environment that values and respects work-life balance.

Short-Term Goals

- Ensure new employees are effectively integrated into the institution.

- Develop training programs to address identified gaps.

- Encourage employees to take part in continuous learning and professional development.

- Develop a comprehensive onboarding program that covers institutional policies, culture, and expectations.

- Assign mentors or buddies to new hires to facilitate their transition.

- Conduct regular check-ins during the first year of employment.