



SRI BHUVANENDRA COLLEGE

KARKALA- 574104

PERSPECTIVE PLAN

2016-2021

Submitted for approval of
SRI BHUVANENDRA COLLEGE TRUST
SRI BHUVANENDRA COLLEGE GOVERNING COUNCIL

PERSPECTIVE PLAN 2016-2021

ABOUT THE INSTITUTION:

Sri Bhuvanendra College, Karkala, is an Arts, Science and Commerce college founded in 1960 and affiliated to the Mangalore University. The management of the College is vested in Sri Bhuvanendra College Trust, a registered body nominated by the Academy of General Education, Manipal. It was founded by late Dr. T. M. A. Pai - the wizard of Manipal, the visionary whose farsightedness, transformed a barren tiny village into a productive international mega town with its thrust on health care, and elimination of ignorance and poverty. The monumental phenomenon testifies the spirit of dynamism in all institutions founded by Dr. T.M.A. Pai including Sri Bhuvanendra College. The set goal of the College is to frame, organize and to execute a specific methodology for providing quality education under the umbrella of Sri Bhuvanendra College Trust. The day to day administration is carried out by Sri Bhuvanendra College Governing Council. Principal of the College is also the secretary of both Sri Bhuvanendra College Trust and Sri Bhuvanendra college Governing Council. Sri Bhuvanendra College is housed in a campus of Srinivas Ashrama established by Paduthirupathi Sri Venkatramana Swamy Temple, Karkala. Old Sanskrit College which was imparting Sanskrit education from 1918 could not get students enough by 1950s due to the introduction of secular education based post independence. Thus, old building of the Sanskrit College of Srinivas Ashrama provided basic infrastructure for the founding of Sri Bhuvanendra College in 1960. Srinivas Ashrama continues to offer shelter and basic Vedic education to a few boys.

The College campus placed at a distance from the town is providing pristine and calm environment for students. It is recognized as College with Potential for Excellence (CPE) by UGC. Presently the College is accredited at 'B' with 2.80 rating in the third cycle of NAAC accreditation.

Under the name of Sri B. Manjunatha Pai Memorial Post Graduate Centre, the College is offering Post-graduate course in Commerce with an affiliation from Mangalore University.

The College is committed to providing students with an environment to flourish and fulfil their goals. It recognises the importance of diversity of understanding

individual ways of learning and how they can complement each other to deliver quality results.

VISION OF THE COLLEGE

To make Sri Bhuvanendra College, Karkala a centre of excellence creating graduates and post-graduates to be the worthy citizens of India imbued with knowledge, skills and values-ethical, social, secular and spiritual-enabling them to lead an ideal and successful life with high integrity of character and being compassionate and beneficial to the poor and downtrodden.

MISSION OF THE COLLEGE:

1. To make quality the hallmark in teaching, evaluation and research through the combination of self-evaluation and external evaluation.
2. To provide the students life-skills along with academics through various add-on courses, clubs and association activities.
3. To impart value-education through bringing awareness regarding democratic and secular principles, constitution of India, human rights, bio-mass protection, conservation of energy and participation in community welfare projects.
4. To promote the sense of duty, discipline and service through ancillary organizations such as N.C.C., N.S.S. Rovers and Rangers, Youth Red Cross, Sports and Games, etc.
5. To promote mutual understanding, tolerance, compassion and positive outlook through co-education.
6. To cultivate a sense of responsibility in students and staff through specific academic programmes or projects.
7. To undertake quality-related research studies, consultancy and training programmes.
8. To take higher education to masses through extension activities and through ensuring community participation.
9. To undertake joint ventures in the field of generating patents through fundamental research and research in the field of education.
10. To facilitate employment through campus recruitment and also in liaison with corporate and Service sector employers.
11. To collaborate with other stakeholders of higher education for quality evaluation, promotion and sustenance.

CORE VALUES :

- Strive for Excellence

- Competence and skills with ethics
- Citizenship
- Integrity of Character
- Responsibility
- Compassion for fellow Humans
- Serve the Society

INTRODUCTION TO PERSPECTIVE PLAN

SWOT ANALYSIS:

A SWOT analysis is a most famous and most recent approach in the world of management. The word SWOT is an acronym for strengths, weaknesses, opportunities, and threats. The SWOT analysis is an evaluation of the organization in terms of its internal strengths and weaknesses as well as external opportunities and threats. This analysis is based on a logic that one can maximize strengths and opportunities and simultaneously minimize weaknesses and threats. SWOT analysis has become a standard tool used in strategic educational planning. It remains as a useful tool in placing the potential of the institution itself as well as environmental review. The basic SWOT assumption that a critical internal and external reality test should encourage managers to form appropriate strategies to achieve their organizational goals. Management experts suggest that if the SWOT analysis is done correctly, then it seems that the effort to choose and determine an effective strategy will produce results as desired.

Strengths:

Strengths of the institution span from physical infrastructure to students' competency, skills and attitudes as end products.

1. Sprawling Campus at Srinivasa Ashrama in the outskirts of Karkala, a mofussil town with serene atmosphere.
2. Long history starting from 1918 as a Sanskrit College transforming itself into a College offering modern higher education since 1960.
3. It is complete in terms of physical infrastructure with all amenities for learning.
4. Enlightened Management with the experience of managing an international University with a special recognition of "Institution of Eminence" status by the government of India.
5. A College with reputation as the lead Institute with the status of CPE conferred by UGC, New Delhi.

6. A well-motivated and dedicated staff.
7. A grant in aid institution imparting affordable quality education to cater the needs of all the sections of the society.
8. Adequate and reliable ICT infrastructure.
9. Promoting girl education with large number of girl students.
10. Existence of a well-structured calendar of activities.
11. Very healthy Students/ Faculty ratio (20:1).
12. Skill oriented Add-on Courses.
13. High percentage of results with many ranks every year.
14. High progression ratio with more than 30% students going for post-graduate courses.
15. Placement Cell for job training and Campus placements.
16. Well structured feedback system
17. Proctorial system (Mentor- mentee program) to provide professional socialization and personal support to facilitate success in college and beyond.
18. Numerous Cells, Committees, Clubs and associations for organising and overseeing all academic and co-curricular processes.
19. Teaching and Non – teaching Staff Development Scheme in place.
20. Numerous department level associations to conduct plethora of programs and events to enhance student engagement.
21. Sponsorship offered by old students/Old Students Association.
22. Free midday-meals to deserving poor students.
23. Scholarships, free -ships and fee concessions for poor and meritorious students.
24. Hostel facilities for outstation students.
25. Active NCC/NSS/ Rovers and Rangers Units/Youth Red Cross.
26. Very active Old students' Association.
27. Emphasis on sustainability and "green campus".
28. Several initiatives to enhance the environment within the College like green audit

Weaknesses:

Weakness includes limitations in terms of the facilities and infrastructure, resources, skills, and abilities that are a severe barrier in satisfying organizational performance. They also include the quality or ability of the teaching staff, the fragility of public trust, the incompatibility between the results of graduates and the needs of the community or business and industry and others.

1. Huge and aging infrastructure incurring high maintenance cost.

2. Away from town and lack of Public transport.
3. Decreasing number of aided staff due to government policy paralysis.
4. Difficulty in resource mobilization to pay good salary matching with UGC salary.
5. Rising cost, leading to increased fee, is discouraging parents from BPL families to seek admission for their wards.
6. Decreasing number of students seeking admission in this institution due to coming up of institutions in their neighborhood.
7. Low rate of Campus placement due to poor industry-academia relationship as this is a rural place at a distance from urban industrial hubs.
8. Low research output.
9. Poorly resourced Research and Publication Unit.
10. Weak links with international organizations.
11. Changing trend of students who are opting for technical, medical, paramedical and professional Courses.

Opportunities:

Opportunities are various environmental situations that are beneficial for an institution for its growth or diversification through identification of (1) essential trends that occur among students. (2) identification of an education service that has not received attention. (3) changes in the state of competition. (4) relationships with users or customers and so on.

1. The College introduced different Courses and combinations identifying essential trends in higher education.
2. The Campus Placement and automation of office processes have been undertaken to update and cater to the rising needs of the students.
3. Along with introducing new Courses and combinations and initiating new services, the College has been competing with new institutions which have come up with huge capital investment backed by industrialists sponsoring metropolitan and cosmopolitan outlook.
4. The College also has to draw a plan to compete with too many government Colleges in the neighborhood where education is almost free and students are supported by free laptop and other devices.
5. The College has added a National Testing Centre to help the people attempt online competitive exams.

6. The College has established a post graduate Centre to meet the needs of Commerce graduates.
7. It is essential for now to go digital and adopt a Management Information System(MIS).
8. Engaging development partners on issues.
9. Links with other institutes of better performance
10. Secure funding to establish and support training programs from external funding sources like Tata or Infosys Foundations.
11. Develop quality online programs for students.
12. Develop greater collaboration between workforce and academic departments.
13. MOUs with various professional and promotional organizations for competency and skill building, and training and placement.
14. Undertaking measures to strengthen trust between the College and also between the College and Alumni Association.
15. Securing additional alumni support.

Threats and Challenges:

Threats include environmental factors that are not favorable and become a barrier to progress of the College and pose a threat to the role of an educational institution itself. They also include decreased interest in new students, lack of public trust in these educational institutions etc.

1. Retirement of Grant-in-Aid staff and freezing of vacancies by the Government.
2. Fund raising to substitute government grant for regular appointment of staff.
3. Providing free education to the poor and meritorious through getting sponsorship, fellowship, scholarship and cross subsidization to compete with too many Government Colleges that have come up in the neighboring villages which had been replenishing students to our Colleges.
4. Going for Autonomy to design and offer new career oriented Courses.
5. Reorienting of vision and mission to match the criteria prescribed by accreditation and ranking agencies.
6. Branding of institution to compete at national and international level.

Having done our SWOT Analysis, we are pleased to place the Perspective Plan of Sri Bhuvanendra College for 2016-2021. This document is the culmination of post accreditation initiatives after 3rd cycle inspection process which serves to guide our planning and

decision-making for day-to-day operations, resource allocations and strategic directions. The plan is intentionally brief to promote clarity and keep our college focused on its goals, objectives and priorities.

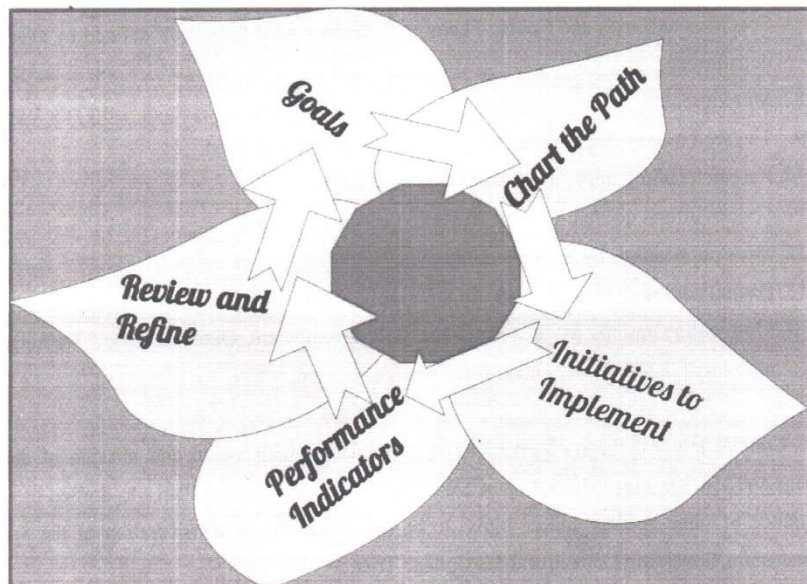
Perspective Planning Process:

The process of Long term perspective plan involved the following steps:

- Forming of a Committee
- Understanding the vision, mission and goals of the institution
- SWOT analysis
- Exit Report recommendations
- Collection of inputs from all the stakeholders
- Deliberations leading to formulation of the perspective plan
- Presenting in Governing Bodies namely Sri Bhuvanendra College Trust and Governing Council meeting for suggestions and approval
- Monitoring the progress of the perspective plan by conducting yearly audits and preparing the progress reports, AQAR, Annual reports and college magazine.



IMPLEMENTATION PATH WAY



The Process :

The planning started with the review of peer team visit and the analysis of exit report presented by the NAAC committee. The observations of committee members was meticulously listed and recommendations in Exit Report were carefully considered for strategic planning. Fortunately the college got status of 'College With Potential for Excellence' by UGC, New Delhi a rare honour considering NAAC accreditation at grade 'B'. Hence Internal Quality Assurance Cell combined the recommendations of exit report and the action plan presented for CPE proposal consideration. Then the Perspective Plan for 2016 to 2021 was drafted with the objective of securing grade 'A' in the succeeding cycle of NAAC re-accreditation due for 2021.

Exit Report observations:

1. Add-on courses to be conducted
2. Formal remedial classes need to be conducted
3. Classrooms need to be upgraded with ICT facilities
4. More teachers need to use ICT technology in teaching.

5. Teachers with UGC qualification need to be appointed against permanent vacancies.
6. Teachers should be encouraged to qualify in NET/SLET examinations.
7. All programmes should be outcome-based and Programme Outcomes, Programme Specific Outcomes and Course Learning Outcomes need to be well defined by every department.
8. More research projects and activities need to be undertaken.
9. The seed money kept for research needs to be properly utilized.
10. Research culture needs to be cultivated in students.
11. Serious efforts needed for local area socio-economic surveys.
12. More publications by teachers needed.
13. Formal consultancy mechanism for the benefit of local community be formulated.
14. More collaborations for academic and skill development, Outcome Based Training, placement, R&D services and related services needed.

Considering all these observations in coordination with vision and mission of the College and also against the backdrop of SWOT analysis, a Perspective Plan was drafted by a committee of stake holders under IQAC to be submitted for the consideration of the Sri Bhuvanendra Governing Council and SB College Trust.

The planning process was comprehensive, collaborative, informed by all constituencies of the College and designed to support the effective advancement of our strategic priorities and fulfilment of the vision and mission of the College.

A planning framework was created with synthesized stakeholder input and identified key themes for both incremental and transformative initiatives.

A timeline for accomplishing every goal has been set to implement the plan. The process also includes a redesign of the college website retaining its essence and meaning.

Implementation:

The Perspective Plan comprising the goals, objectives, activities and timelines was reviewed and approved by the Governing Council on 03.08.2016 and SBC Trust on 3.11.2016. Work to achieve the strategic goals is well underway and periodic progress reports will be synthesized with AQAR and submitted to the statutory bodies of the institution.

Cyclical Review:

In addition, the college has decided to have a five-year cycle for reviewing this plan, refining it as needed, and developing the next iteration to take effect in 2021- 2022.

ACTION PLAN PROPOSED POST-ACCREDITATION INITIATIVES

Perspective Plan 2016 –2021 identifies the following broad targets as per the suggestions given by NAAC peer team during 3rd cycle of accreditation and institutional goals in tune with the vision of the college.

A. Curricular Plan-

1. Having got unexpected grade in 3rd cycle of NAAC accreditation, the College shall think of going for autonomous status only after next cycle of accreditation.
2. Measures like publicity, yearly visit to various P.U. Colleges and special programs on career guidance shall be planned to attract talented students to seek admission in this College.
3. College shall take yearly feedback from all stakeholders on every programme offered and also on the functioning of the College.

B. Infrastructure up gradation –

1. At least 75% classrooms shall have ICT facilities by 2021.
2. There shall be at least 3 Seminar Halls with all facilities
3. The old sheet roofing shall be replaced with new sheets
4. Multipurpose Language lab shall be established to facilitate scientific understanding of languages and enhance linguistic competence of students. It shall also help to introduce Maths Practicals as per New CBCS syllabus.
5. Whole Campus including Hostels shall be secured with CC Cameras and watchmen.
6. All efforts shall be made for making the Campus Green by tree plantation, bio-diversity audit, energy conservation methods and scientific disposal of waste.
7. At least one project of rain water harvesting shall be taken up before next NAAC visit for re-accreditation.
8. Girl students shall have sanitary pad vending machines and incinerator for disposal of pads at ladies room and ladies hostel.
9. An expert shall be consulted regarding renovation of pond supplying water to College and regarding building a check dam to ensure storage of water in the pond during summer.

10. Extension of computer lab as and when needed.
11. Establishment of a studio for training students on audio and video media.
Using it for preparing E-content by the teachers and documentation and preserving of local Arts, folklore and geo-specific rare things of the locality, interview with experts in all walks of life invited to the College.
12. Laying of Wooden floor in the Indoor stadium with the help of government and also donors.
13. Alumni Association be requested for initiating a herbal garden on the campus.
14. The Heritage building where the College started functioning shall be considered for curation as a monument/Heritage Building.
15. Establishment of a centre for Online competitive examinations with the permission of National Testing Agency.
16. As the institution has a long history of its own, all matters pertaining to land, building, license, permissions, taxes, electricity and water connection shall be reviewed and audited to ensure that every thing shall be legal and transparent.
17. Going for Ranking and other types of assessment and accreditation processes after next NAAC accreditation.
18. Identifying needs of the society and trying to help young entrepreneurs with requisite expertise and amenities. This shall be tried by establishing an integrated entrepreneurship development centre or incubation centre.

C. Teaching and Learning -

1. All Departments shall impart Outcomes Based Education by defining Programme Outcomes, Programme Specific Outcomes (PSO) and Course Learning Outcomes.
2. Every Department Shall prepare blow-up syllabus and offer at least one add-on Course before next NAAC accreditation.
3. All teachers shall use ICT by 2021.
4. All teachers shall be trained in using ICT in teaching and be encouraged to develop E- content and enrich the curriculum for self learning and blended learning.
5. Immediate proposal shall be sent to the Karnataka Government for the appointment of UGC qualified teachers against the aided Subjects/Courses.

6. Teachers appointed by the management shall be encouraged to clear NET/SLET examinations and register for Ph. D.
7. Remedial Classes shall be held in all subjects.
8. Students shall be provided with opportunities to interact with academic experts frequently.
9. Mentoring shall be strengthened making Cumulative Record more comprehensive defining every criterion for assessment scientifically.
10. Every student's aptitude shall be identified in the first year degree programme and s/he shall be nurtured accordingly to help him/her realize full potential.
11. All efforts shall be made to increase the number of Rank holders and all-round achievers.

D Promotion of Research, Innovation and Extension Activities and Best Practices -

1. To have a well-defined institutional Research Policy
2. To strengthen research cell
3. To organise conferences and seminars to promote research.
4. To encourage staff to attend conferences and seminars
5. To encourage staff and students to write research papers and presentations
6. To encourage and support faculty to write research proposals for engaging in collaborative research projects
7. To support and provide facilities and welfare to the staff resources fostering quality research
8. To involve students for writing collaborative research articles
9. To publish papers in UGC listed journals/high impact journals
10. To apply for Minor Research Projects from UGC
11. To seek funds from non-government agencies to conduct seminars in the contemporary fields of study

Innovation -

1. Identifying and developing society/ industry relevant curriculum with research orientation offered by affiliating University and nurturing global competencies through the use of effective pedagogy, technological advancements and judicious methods of evaluation.

2. Collaborations and MOUs with various organisations to develop relevant knowledge, attitude and skills with multidisciplinary competencies for enhancing employment and entrepreneurship through industry-institution interaction and experiential learning.
3. Encouraging students to take up projects and internships for job training during their studies.

Extension Activities -

1. Organising intercollegiate competitions and festivals for promoting camaraderie among students and also identifying Talents and cultivating of organisational skills in students.
2. Joining hands with government and NGOs in spreading awareness on various issues and facilitating schemes of the government for the progress of society through campus to community initiative.
3. Initiating various Students' Clubs to connect with communities such as farmers, bankers, accountants etc.
4. Establishing mechanism to connect Academia with different occupations/fields of life and Organising programs for consultation and also convergence of minds.
5. Strengthening of NSS, NCC, Rovers and Rangers, Youth Red Cross and such organisations for extension activities.

E. Skill Development Initiatives -

1. Developing skill lab concepts
2. Collaboration with organisations like ICT Academy to train students in various life skills.
3. Initiating Add-on Courses for skill development.
4. MOUs with local enterprises and industries and Professional Organisations for short term internship as also training sessions on various soft skills, software and also on effective personality and professional ethics.

F. Sports and Games -

1. Initiatives to ensure optimum utilisation of sports infrastructure which are underutilised at present.
2. Organising coaching camps for school and College students of the vicinity.
3. Arranging intercollegiate, interschool sports matches and tournaments.

4. Encouraging community to participate and utilise sports facilities of the College as an initiative to build trust between the college and the community.

G. Student support Initiatives -

1. Strengthening of student support system by making proctorial system more targeted and effective.
2. Helping poor students with more sponsorship, scholarship, free ship, mid-day meal etc.
3. Aarranging for jobfairs and placement drives.

H. Character Building Initiatives -

1. Moral and Spiritual Camp
2. Celebration of days of National importance
3. Commemorative Lectures
4. Propagating and practising social justice by admitting socially and economically disadvantaged sections of the society
5. Imparting the values of diversity, social commitment, national integration, environmental consciousness and encourage life-long learning

J. "Green Campus- Clean Campus" Initiatives -

1. Remodeling of campus in terms of sustainability, usage of energy and water and recycling of materials after Green Audit.
2. Gradual Replacement of traditional/ exhaustible sources of energy with Renewable sources such as Solar water heater, solar panels etc
3. To install and use less energy consumption equipment like LED bulbs, solar panels etc.
4. To enhance green carpet through gardening
5. To maintain hygienic and clean environment
6. To install rain water harvesting system.
7. To have MoUs with skilled organisations for regular maintenance to create a sustainable environmental friendly college.

K. 'Grow great with your Almamater' Initiative-

Ensure participation of Alumni in the growth of the institution

1. Membership drive for Alumni Association

2. To place efforts in connecting to Alumni and seek their support for admission, Job training, placements, internships, motivating students through guest lectures, academic events like Bhuvanotsav etc.
3. Establishing chapters of Alumni Association in different parts of India and abroad.
4. Request for fellowship for teachers going for higher education and research, sponsorship, scholarship and incentives for students.


Secretary
Sri Bhuvanendra College Trust
KARKALA - 574 104

