



**Dr. B. B. Hegde First Grade College  
Kundapura - 576 201, Udupi Dist.**

**Accredited by NAAC and Affiliated to Mangalore University**

## **INTERNAL QUALITY ASSURANCE CELL (IQAC)**

### **INSTITUTIONAL STRATEGIC / PERSPECTIVE PLAN & DEPLOYMENT [2022-2027]**





# Dr. B. B. Hegde First Grade College, Kundapura

A Unit of Coondapur Education Society (R.), Kundapura

Accredited by NAAC and Affiliated to Mangalore University

Vishalakshi B. Hegde Campus, Sangam, Kundapura, Udupi Dist. – 576201, D. K. District, Karnataka

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## INTERNAL QUALITY ASSURANCE CELL (IQAC)

Institutional Strategic / Perspective Plan & Deployment

(2022 - 2027)

### Preface

“Ensuring quality higher education to the socio-economically disadvantaged sections of the society”

For any institution, strategic planning plays a vital role in realizing its Vision and Mission. It is a continuous and dynamic process that focuses on achieving institutional goals amidst the challenges of a competitive world. The **Institutional Strategic / Perspective Planning and Deployment Document (ISPPD)** is developed through a comprehensive analysis of existing challenges and emerging opportunities. It envisions the direction in which the institution must move to accomplish its defined objectives. This document serves as a roadmap and provides navigational markers to guide the institution toward achieving its vision and strategic goals over the next five years.

The first section outlines the Vision, Mission, Core Values, and Institutional Strategic Goals — the foundational elements that shape the institution’s aspirations. These have been framed with valuable inputs from various stakeholders, including the Governing Council, Head of the Institution, IQAC Coordinator, Deans, Heads of Departments, Faculty Members, Industry Representatives, Students, Alumni, and Parents, through an Institutional SWOC Analysis. Based on a detailed examination of both internal and external environments, institutional goals have been identified across multiple domains of growth through continuous discussions and consultations with all stakeholders. Corresponding strategies and action plans have been formulated to ensure the achievement of these strategic goals.

While preparing this strategic plan and deployment document, efforts have been made to involve all stakeholders, recognizing that their participation is essential to the institution’s success. Special attention has been given to the implementation and monitoring processes by setting measurable targets aligned with the desired outcomes. This document is envisioned as a guiding framework for **Dr. B. B. Hegde First Grade College, Kundapura**, steering the institution toward its goal of becoming a center of academic excellence and a cradle for nurturing responsible citizens who contribute meaningfully to the nation With commitment to our aspirations.

**Mrs. Deepika G.**  
**Mr. Rakshith Rao**  
IQAC Coordinators

**Prof. (Dr.) K. Umesh Shetty**  
Principal

## Message

### From the Correspondent's Desk...

I am very happy to be associated with our Educational institutions. I consider education as an ennobling process of growth. Motivate the weak and address the average is the underlying principle of our institutions. We strive to empower, embolden and support the weak and the deprived in their aspirations and pursuits. Our Dr. B. B. Hegde First Grade College has emerged as a hub of academic excellence, fostering intellectual curiosity, critical thinking and leadership skills.

I am proud of the Coondapur Education Society's vision to provide quality education and empower individuals to become responsible citizens.

**Sri B.M. Sukumar Shetty**

President

Coondapur Education Society (R.), Kundapura

### Profile of the Institute :

Sl. No.	Particulars	Details												
1	Name and Address of the Institution	Dr. B. B. Hegde First Grade College, Kundapura												
2	Date and Year of Establishment	19/06/2010												
3	Name of the Management	Coondapur Education Society (R.), Kundapura												
4	Recognition	Recognized by the Government of Karnataka Recognized by the UGC MHRD, Govt. of India under 2 (f)												
5	Name of the Head of the Institution	Prof. (Dr.) K. Umesh Shetty Principal												
6	Institute's E-mail	<a href="mailto:bbhegdecollegekundapur@rediffmail.com">bbhegdecollegekundapur@rediffmail.com</a>												
7	Alternate E-mail	<a href="mailto:iqac@bbhegdecollege.com">iqac@bbhegdecollege.com</a>												
8	Institutional Website	<a href="http://www.bbhegdecollege.com">www.bbhegdecollege.com</a>												
9	Institutional Status	Affiliated to Mangalore University												
10	Institution Type	Co-education												
11	Financial Status	Self-financing												
12	Faculties	Commerce, Business Administration and Computer Applications												
13	Campus Spread Area	3607.88 square metres built area												
14	Academic Programmes offered	Under Graduate Programmes : 1. Bachelor of Commerce (B.Com. - Regular) 2. Bachelor of Commerce (B.Com. - CA, CS, CMA) 3. Bachelor of Commerce (B.Com. - Data Science) 4. Bachelor of Commerce (B.Com. - Tally Prime) 5. Bachelor of Commerce (B.Com. - SSC) 6. Bachelor of Business Administration (B.B.A. - Regular) 7. Bachelor of Business Administration (B.B.A. - Logistics & Supply Chain Management) 8. Bachelor of Computer Applications (B.C.A. - Regular) 9. Bachelor of Computer Applications (B.C.A. - Artificial Intelligence & Machine Learning) 10. Bachelor of Computer Applications (B.C.A. - Cyber Security)												
15	NAAC Accreditation Details	<table><tr><td>Cycle Of Accreditation</td><td>Year of Accreditation</td><td>CGPA</td><td>Grade</td></tr><tr><td>First</td><td>23 August 2022</td><td>2.92</td><td>B++</td></tr><tr><td>Second</td><td colspan="3">Due in 2027</td></tr></table>	Cycle Of Accreditation	Year of Accreditation	CGPA	Grade	First	23 August 2022	2.92	B++	Second	Due in 2027		
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First	23 August 2022	2.92	B++											
Second	Due in 2027													
16	Name of the IQAC Coordinator(s)	Mrs. Deepika G. Assistant Professor & HOD, English Mr. Rakshith Rao Assistant Professor in Commerce & Dean (Administration)												



## **THE INSTITUTION**

### **ESTABLISHMENT AND LEADERSHIP**

Dr. B. B. Hegde First Grade College, Kundapura, affiliated to Mangalore University, was established in the year 2010 under the aegis of Coondapur Education Society (R.) with a desire to provide quality degree education for building the future generation for a better tomorrow. With the dynamic leadership of the President of the Coondapur Education Society (R.), Sri B. M. Sukumar Shetty, and the constant support and encouragement of the Managing committee and the Governing council of the College could carve a niche for itself among the renowned institutions affiliated to Mangalore University. The College is accredited by NAAC with B++ Grade (Cycle I) during 2021-22 ; recognized by the UGC u/s 2 (f) and also has got permanent affiliation from Mangalore University.

### **CAMPUS AND FACILITIES**

The campus, located by the side of Varahi river, spreading over 2.13 acres of land, surrounded by lush greenery gives an experience of great delight. The campus presents an excellent learning atmosphere with an imposing new building, spacious and well furnished classrooms, audio-visual hall, computer science laboratory, commerce laboratory, auditorium with a seating capacity of 1500 students, state of art library , separate recreation rooms for men and women students, modern rest rooms, canteen, free local transport, medical examination, adequate ICT facilities, adequate provision for sports and games with well-laid sports ground, water coolers, shuttle badminton court, CCTV cameras, numerous Forums and Associations for all round development of the students and above all competent and committed faculty.

### **AIM OF THE INSTITUTION**

Our aim is to mould the students into knowledgeable and responsible citizens with character and integrity. We are genuinely interested in the all round development of the students. Therefore, our mission goes beyond academic excellence. In addition to academics, our other concerns are personality development of the students, promotion of interest in art and culture among the students, enlightening the minds of the students with enduring social and human values and creating environmental awareness among them. Our intention is to develop graduates who are dynamic, caring, optimistic and humane. To quote Swami Vivekananda, "We want the education by which character is formed, strength of mind is increased, the intellect is expanded, and by which one can stand on one's own feet". We are in pursuit of the holistic approach towards education. We believe "Educating the mind without educating the heart is no education at all". - Aristotle.

### **ACADEMIC AMBIENCE**

Excellent student discipline, ingeniously crafted teaching processes and the presence of mechanisms to provide exposure to the students to wide range of learning experiences with ample scope for acquiring knowledge and skills and more importantly, an exceptional team of dedicated and committed teachers have created learner-centered inspiring academic ambience in the College.

### **VISION**

Ensuring quality higher education to the socio-economically disadvantaged sections of the society.

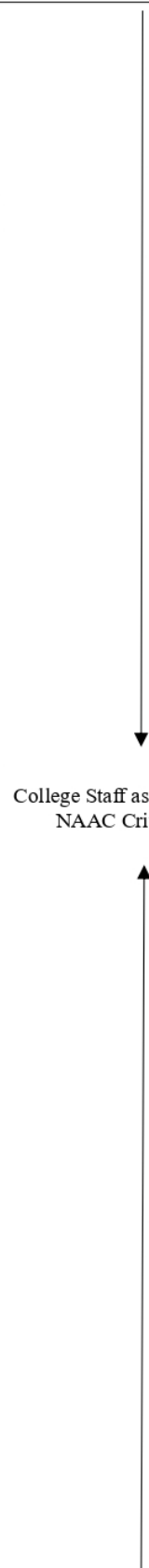
### **MISSION**

- To meet the growing demand for quality education and educate the poorest of the poor.
- To mould the students as capable, caring and sensitive youth of higher caliber.
- To motivate the students to play a prominent role in nation building with humane attitude and social concern.
- To formulate the policies for student support initiatives.
- To use the latest technology in the educational processes and practice integrated approaches in academic endeavours.
- To mould the students into knowledgeable citizens of the country with character and integrity.

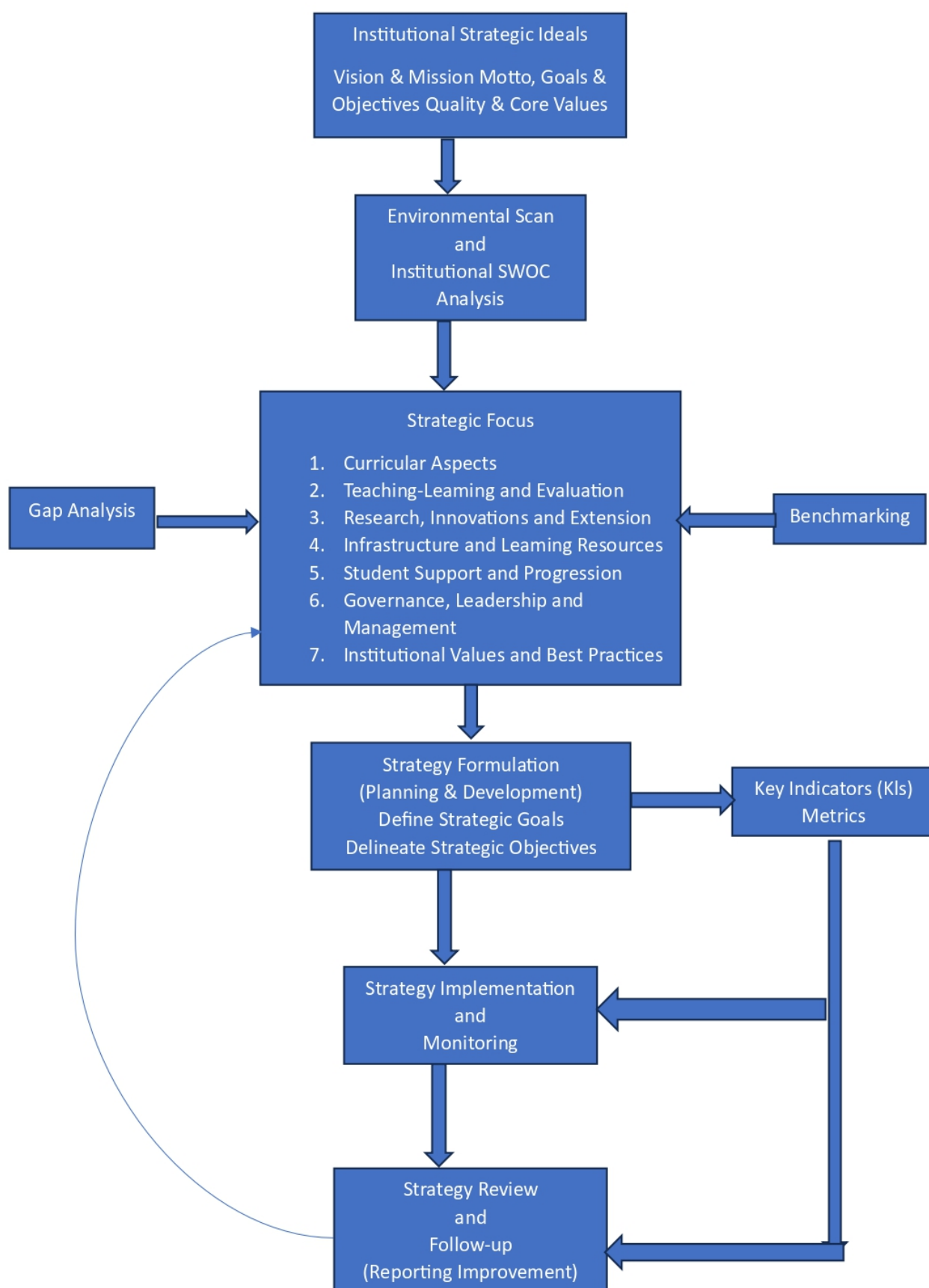
## Strategic Partners to Institutional Strategic / Perspective Plan (ISPP)



### Think Tanks behind the formulation of Institutional Strategic / Perspective Plan:

Governing Board of Management	IQAC Core Members	Criterion-wise Committee
<b>Sri B. M. Sukumar Shetty</b> President  <b>Sri Seetharama Nackathaya</b> Member  <b>Sri Narayana Nayak</b> Member  <b>Dr. A. Anantharama Shetty</b> Member  <b>Sri H. Sudhakar Shetty</b> Member  <b>Dr. H. S. Shetty</b> Member  <b>Sri A. Karunakara Hegde</b> Member  <b>Sri K. C. Rajesh</b> Member  <b>Sri Sampath Shetty</b> Member  <b>Sri Sharath Shetty U.</b> Member  <b>Mrs. Vasanthi M. Shetty</b> Member  <b>Prof. (Dr.) K. Umesh Shetty</b> Member - Secretary  <b>Dr. Chethan Shetty K.</b> Staff Representative	<b>Prof. (Dr.) K. Umesh Shetty</b> Principal  <b>Mrs. Deepika G.</b> IQAC Co-ordinator  <b>Mr. Rakshith Rao</b> Student Welfare Officer  <b>Associate Members</b> <b>Mr. Satish Shetty</b> Head, Criterion I <b>Mrs. Veena V. Bhat</b> Head, Criterion II <b>Mrs. Nanda Rai</b> Head, Criterion III <b>Mr. Mahesh Naik</b> Head, Criterion IV <b>Mr. Rajesh Shetty</b> Head, Criterion V <b>Mr. Rakshith Rao</b> Head, Criterion VI <b>Mrs. Avitha M. Correa</b> Head, Criterion VII <b>Dr. Chethan Shetty K.</b> Vice Principal <b>Ms. Gayathri Shet</b> Administrative Staff <b>Mr. Manjunath Kulala</b> Web Administrator  <b>Advisory Members</b> <b>Sri B.M Sukumar Shetty, President,</b> CES (R.) – Managment Representative  <b>Sri Seetharama Nackathaya, Secretary,</b> CES (R.) – Managment Representative  <b>Dr. M. Dinesh Hegde, Retd. Prinicipal,</b> Kundapura – Educationalist  <b>Sri K. Chandrashekar, M.D.,</b> Kalpatharu Industries, Kundapura – Industry Representative  <b>The President, Alumni Association</b> Alumni Representative  <b>The President, PTA –</b> Parent Representative  <b>Secretary, Student Welfare Council</b> (SWC) – Student Representative  <b>Convener, Students' Quality Assurance.</b> Cell (SQAC) - Student Representative	<div style="text-align: center;">  <p>College Staff as Members of IQAC through NAAC Criterion-wise Committee</p> </div>

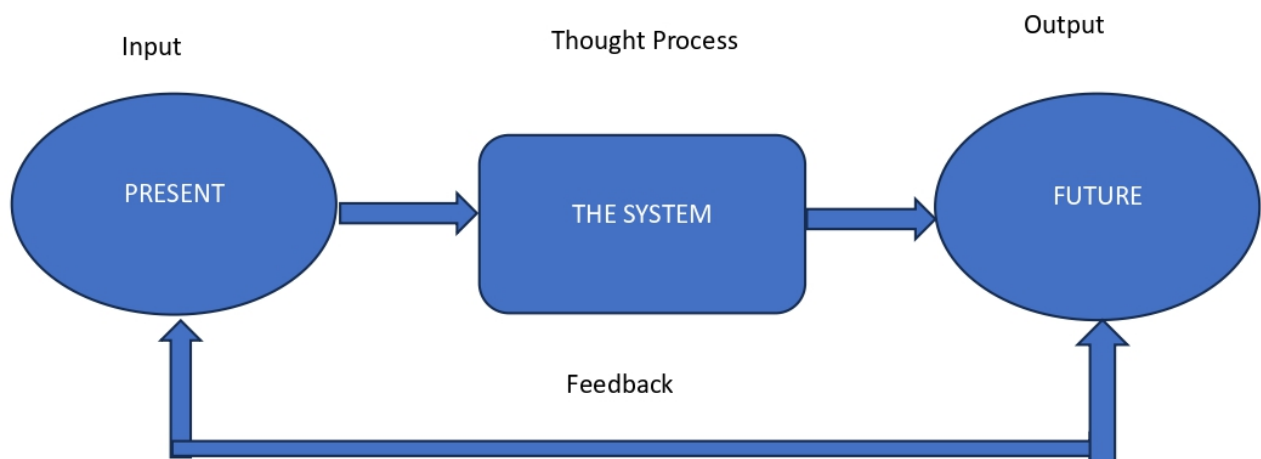
### Strategic / Perspective Planning Model



### Strategic Planning Cycle



### Flow Line of Strategic Planning Thought Process





## **Guiding Principles of Strategic / Perspective Plan 2022-27:**

On Institutional introspection of the Post I Cycle NAAC accreditation, while preparing the present Strategic / Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the College has considered following as the guiding principles towards its formulation :

1. NAAC - The Observer of Quality Benchmarking in Higher Education
2. NAAC Peer Team's Observations and Recommendations for quality enhancement of the Institution during first cycle of accreditation (2022)
3. Vision, Mission, Motto and Strategic Ideals of the Institution
4. Quality Policy of the Institution
5. Institutional SWOC Analysis
6. The feedback obtained from various stakeholders of the College
7. Societal expectations from the College
8. Core Values of NAAC
9. Contributing to National Development
  - i. Fostering Global Competencies among Students
  - ii. Inculcating a Value System in Students
  - iii. Promoting the Use of Technology
  - iv. Eliciting Quest for Excellence
10. Recommendations of IQAC

## **Institutional SWOC Analysis :**

SWOC Analysis is an acronym for institution's Strengths, Weaknesses, Opportunities and Challenges. Completing a SWOC Analysis provides insight into areas of focus during the strategic planning process.

### **1. Institutional Strength**

- The College has committed and far-sighted Management body.
- The College campus is situated in a serene and pollution free area and gender friendly environment for students and faculty members.
- Experienced and dedicated teaching faculty members.
- The institution is equipped with state of the art infrastructure facilities with spacious classrooms, vast playground, ICT enabled classrooms, full-fledged labs and library with advanced e-learning resources.
- The student friendly approach has attracted students from Udupi district and outside districts whereby the number of students over a short span of time has increased considerably which denotes quality of the institution.
- Selfless determination to provide quality education at an affordable cost to all sections of the society and the fee concession policy of the institution has benefitted more number of students to get quality education and excel in sports and cultural activities.
- Adoption of socio-economically deprived students by philanthropists.
- The institution is offering - Integrated coaching programs for All India Level/State Level Civil Service and Banking Service examinations, Professional courses like Chartered Accountancy(CA), CMA, Company Secretary(CS), Post Graduate Common Entrance Test (PGCET) and Soft Skills training.
- Free and nutritious mid-day meal for socio-economically poor students.
- Above 95% University examination results, ranks, gold medals, good record in sports and cultural activities.
- Mentorship system for continuous monitoring of students' progress.
- Transparency in the admission process with due weightage to merit, Government reservation policy and fees structure.

- Co-curricular and extracurricular activities for the all-round development of the students.
- CSR funds have been secured from banks and other charitable institutions in the form of computers, midday meal funds, drinking water coolers, sponsorship for sports events and library books.
- The College has signed several MoUs with Corporates/HEIs/ Career consultancies.
- Drop out ratio of the students is very less.

## **2. Institutional Weakness**

- Not yet secured any financial grant from State Government or UGC.
- Majority of the students are first generation learners of socio-economically backward sections with low esteem and English language fluency and hence find facile to communicate in Kundagannada-vernacular dialect- the language of the region.
- Due to University affiliation-compulsions, the institution is unable to decide its own curriculum, course fee and can't start new courses.

## **3. Institutional Opportunity**

- The institution can embrace ICT to the brim in teaching, learning and evaluation.
- Institution is eager to sign MoUs with Higher Education Institutions, HR training institutes, NGO's, corporate enterprises etc.
- The College wants to use the Massive Open Online Courses (MOOC) for both the faculty members and students.
- Strengthen the systems of e-governance to reach out to all the stakeholders- Parents, Students and Donors etc.
- The College is interested to establish Academy for Kundagannada Adyhyana Kendra.
- The Institution will strengthen the Alumni Association for mobilising resources- financial, social and physical.

## **4. Institutional Challenge**

- To compete with well-established institutions, Autonomous colleges, Deemed to be Universities which have more labour market oriented courses, and hence become difficult for the University affiliated institutions to introduce new courses.
- The presence of Govt. First Grade Colleges of the districts, charging low fees has become a challenge to increase the course fees of the institution.
- Retention of the meritorious faculty members if the counterparts offer attractive pay scales.
- Balancing between educational excellence and serving the socio-economically poor sections, becomes difficult during the situations like corona pandemic.
- Obtaining salary grant in aid from the Government of Karnataka and UGC.
- Facilitating doctoral research/minor research programmes for the faculty members.
- Improving the level of employability skills of the rural students.

## **Recommendations of NAAC Accreditation Peer Team Report 2022 :**

- A short, medium and long term plan in line with NEP 2020 needs to be formulated to provide clarity & focus in the approach of the institution towards future growth.
- IQAC & its activities need to be strengthened & streamlined and actively be an institutional guide for quality enhancement.
- Faculty quality & cadre ratio has to be improved through various faculty development strategies & activities like sabbaticals for Ph.D., internship, etc. with a rationalised pay scale through a graded modularity linked with performance of faculty.
- In consultation with experts from industry & academia, start new interdisciplinary UG programmes and job-oriented PG programmes.
- Strengthen the placement & student activities centre to leverage on the student talent to provide graduates with better career opportunities.
- Infrastructure - ICT facilities, Library, Labs have to be upgraded and put into full use for better learning outcomes
- Create a mechanism for online learning leading to degree or certificate under the new UGC SWAYAM Regulations framework for both faculty or students respectively.
- Additional sporting facilities like well-maintained playground, fitness centre and new facilities for transport, hostel arrangements, solar power generation & rain water harvesting facilities, etc.
- Improve the entire operational activities of the college using basic ERP to streamline activities to increase productivity and also provide one desktop in each department for the same and gradually increase the number.

## **Aims and Objectives of Strategic / Perspective Plan :**

The Institution constantly emphasizes on meeting the requirements of the Higher Education with a focus on social concern. In this regard, the Institution is fully committed and conducts activities. The Institution has a perspective plan based on the feedback of the stakeholders, suggestions from the Governing Council and review mechanism adopted in the institution for functional accomplishments.

### **The strategic plan of the institution laid emphasis on the following:**

- To impart quality education to the rural and economically-weaker students.
- To provide the platform to the students to exhibit their talents and creativity.
- To make the students creative and research oriented.
- To raise the standard of the students to global level and make them employable.
- To provide education not only to acquire knowledge but also to inculcate a sound philosophy for a holistic living.
- To encourage self-evaluation, personality development and guide the students to strive towards perfection and competence.
- To develop and provide good technological infrastructure and intellectually inspiring environment for learning and thereby ensuring the students to get self-motivated to uphold the moral and ethical values.
- To facilitate excellent teaching and learning environment with its focus on continuing education.

The College IQAC plans the activities at the beginning of the academic year. A meeting chaired by the Principal wherein the plans of the departments are discussed threadbare with the Heads of the department. In consultation with the Mangalore University calendar of events, the IQAC consolidates the institutional calendar of events. The IQAC keeps a strict vigil to see through the implementation of the events according to the planned calendar.

### **Time-Range for achieving planned goals :**

Significant efforts will be made to materialize the plans taking into account its viability, time-range consideration and its priority. The planned goals will be achieved through :

- i. Long Term Strategies
- ii. Medium Term Strategies
- iii. Short Term Strategies

### **Expected Strategic Outcomes :**

The aims and objectives identified have been to bring four 'Hs' together in an integrated manner viz.,

1. Hand (to develop Skills and commit to larger service)
2. Head (to gain advanced Knowledge with clear thinking)
3. Heart (to inculcate Human Values and Ethics)
4. Health (to lead a better living)

### **Assessment of Strategic Outcomes:**

The Internal Quality Assurance Cell (IQAC) periodically reviews the documents like Institutional Planning Documents, Strategic Ideals of the Institution and such other aspects of prominence. It facilitates the determination of continued relevance with strategic plans to ascertain progress and gauge success as well to identify any residual matters that should be carried over into the novel strategic plan.



## **Broad Areas of Strategic Focus / Perspective Plan :**

With the brain storming on the vision, mission, quality policy, core holder's expectations and SWOC Analysis, the broad areas of strategic focus can be established under the values, following :

1. Administration
2. Academics
3. Infrastructure
4. Institutional Social Responsibility (ISR)

## **Specific Areas of Strategic Focus / Perspective Plan :**

By taking into consideration above stated aspects, the specific areas of strategic focus centres around the following seven criterion of NAAC. All the initiatives for quality enhancement of the Institution are in tune with these seven criterions ensuring all-round development of the institution.

1. Curricular Aspects
2. Teaching-Learning and Evaluation
3. Research, Innovations and Extension
4. Infrastructure and Learning Resources
5. Student Support and Progression
6. Governance, Leadership and Management
7. Institutional Values and Best Practices

### **1. Curricular Aspects :**

- 1.1 Ensure effective curriculum delivery through a well-planned, systematic, and properly documented process.
- 1.2 Implement effective academic planning, preparation, and strict adherence to the Academic Calendar, including the conduct of Continuous Internal Evaluation (CIE).
- 1.3 Develop structured teaching plans aligned with the requirements of Outcome-Based Education (OBE).
- 1.4 Encourage faculty participation in curriculum development and assessment activities of the affiliating University and representation in academic bodies.
- 1.5 Adopt and effectively implement the Choice Based Credit System (CBCS) and elective courses across all disciplines.
- 1.6 Enable academic flexibility by introducing Add-on and Certificate Courses focusing on employability, skill development, and Value-Added Courses that impart transferable, generic, and life skills.
- 1.7 Facilitate curriculum enrichment and competency enhancement by integrating cross-cutting issues related to Excellence, Professional Ethics, Gender Sensitization, Human Values, Promotion of Heritage, Environmental Awareness, and Sustainability.
- 1.8 Supplement curriculum delivery with advanced insights through invited special lectures and expert talks by professionals from relevant domains.
- 1.9 Encourage and empower experiential learning through project work, field work, internships, and industry-based learning.
- 1.10 Ensure that curriculum delivery addresses local, regional, national, and global expectations.
- 1.11 Strengthen existing academic programmes in alignment with current and emerging needs of the education system.



- 1.12 Expand academic horizons by offering coaching for professional and competitive examinations alongside regular academic programmes.
- 1.13 Develop a fair and structured feedback mechanism to obtain feedback on curriculum from the stakeholders; enable its scientific and systematic analysis, timely follow-up actions and effectively communicate the same to the Authorities / Bodies concerned.

## **2. Teaching-Learning and Evaluation :**

- 2.1 Ensure a well-defined, systematic, transparent, and merit-based admission process with strict compliance to the reservation policy and other statutory norms.
- 2.2 Attract and extend institutional facilities to students from other States and Countries, promoting diversity and inclusiveness.
- 2.3 Strengthen mechanisms to assess students' learning levels after admission and organize special programmes for advanced learners and slow learners.
- 2.4 Define and implement policies to address the diverse academic needs of students.
- 2.5 Develop an effective mechanism to monitor students' attendance and regularity.
- 2.6 Infuse student-centric teaching methods such as experiential learning, participative learning, and problem-solving methodologies to enhance learning outcomes.
- 2.7 Improve infrastructural and academic facilities for differently-abled students on the campus.
- 2.8 Provide adequate infrastructure to enable teachers to extensively use ICT-enabled tools for effective teaching learning processes.
- 2.9 Promote blended learning methodologies through technology-enabled teaching such as YouTube lectures, social media platforms, MOOCs through SWAYAM/NPTEL, PowerPoint presentations, and other digital tools.
- 2.10 Encourage the development and use of e-learning resources.
- 2.11 Strengthen the teaching-learning process by implementing a comprehensive mentoring system and providing personal support to ensure a stress-free learning environment.
- 2.12 Enhance the teaching-learning process by fostering innovation and creativity among faculty and students.
- 2.13 Introduce necessary reforms in the Continuous Internal Evaluation (CIE) system at the institutional level to ensure fairness and effectiveness.
- 2.14 Appoint well-qualified and experienced teachers against all sanctioned posts through a rigorous selection process involving interviews and demonstration lectures, as per prescribed norms, followed by faculty development programmes.
- 2.15 Ensure that the internal assessment mechanism is transparent, robust, and effective in terms of frequency, diversity, and evaluation methods.
- 2.16 Strengthen mechanisms for addressing examination-related grievances in a transparent, time-bound, and efficient manner.
- 2.17 Attract, retain, and encourage full-time faculty members with Ph.D. qualifications.

- 2.18 Retain competent faculty and strive to ensure long-term association and continued service to the institution.
- 2.19 Ensure that Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) for all programmes offered by the institution are clearly stated, displayed on the website, communicated to faculty and students, and widely disseminated.
- 2.20 Strengthen monitoring of the teaching–learning process by continuously evaluating student learning outcomes.
- 2.21 Work towards continuous improvement of the annual pass percentage of students across all disciplines.
- 2.22 Periodically assess student satisfaction with the teaching–learning process through a well-defined, structured feedback mechanism and initiate appropriate follow-up actions.

### **3. Research, Innovations and Extension :**

- 3.1 Promote interest and strengthen a research culture among faculty members.
- 3.2 Strengthen the functioning of the Research and Development Centres (Special Study Centres) to identify thrust areas of research and to promote and inculcate a strong research culture among students and faculty.
- 3.3 Provide exposure to students in various research areas, enabling them to handle research projects independently.
- 3.4 Cater to the basic academic infrastructure requirements such as laboratories, ICT facilities, library resources, INFLIBNET, and other research support systems to facilitate quality research activities.
- 3.5 Make continuous efforts to obtain research grants from funding agencies such as UGC, ICSSR, NAAC, and other recognized bodies.
- 3.6 Encourage faculty members to apply for and submit proposals for research grants from UGC, University, Minor and Major Research Projects.
- 3.7 Encourage and motivate faculty members to pursue doctoral programmes.
- 3.8 Devise incentive plans for teachers who receive State, National, and International recognition and awards.
- 3.9 Continue organizing workshops, seminars, and training programmes on research proposal preparation and submission under various UGC schemes.
- 3.10 Encourage and support faculty members in organizing seminars, conferences, and workshops for interaction between intellectuals.
- 3.11 Encourage and motivate teachers to publish research papers and articles in UGC-recognized and peer-reviewed journals.
- 3.12 Encourage and support initiatives of faculty members towards contributing books and book chapters published by national and international publishers and presenting papers in national and international conferences.
- 3.13 Continue to appreciate and recognize teachers for their successful completion of research projects, research degree programmes, and research publications.
- 3.14 Encourage faculty members to undertake research activities at reputed institutions, research centers, and universities at District, University, State, and National levels.
- 3.15 Continue to depute faculty members for research seminars, workshops, training programmes, and conferences.

- 3.16 Plan, encourage, and support the creation of an ecosystem for innovations through various initiatives for academic and research excellence.
- 3.17 Plan and sensitize students through the conduct of workshops, seminars, and special lectures on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship, and Industry–Academia Innovative Practices.
- 3.18 Strategically plan collaborations and linkages for Faculty Exchange, Student Exchange, Internship, Field Trips, On-the-job Training, and Research.
- 3.19 Develop appropriate plans to establish collaborations through Memoranda of Understanding (MoUs) with national and international institutions, universities, industries, corporate houses, and research organizations.
- 3.20 Plan to promote linkages and collaborations with other Higher Education Institutions (HEIs), industries, Non-Governmental Organizations (NGOs), and Government Organizations (GOs).
- 3.21 As an initiative under Institutional Social Responsibility (ISR), effectively plan and strengthen social outreach activities to establish strong connectivity with the neighboring community, sensitize students to social issues, promote holistic development, and create a positive societal impact.
- 3.22 Expose students to various cross-cutting issues to support their holistic development.
- 3.23 Continue to strengthen and support the initiatives and activities of the NSS Units of the College.
- 3.24 Plan to further strengthen extension and outreach programmes through institutional units such as NSS, NCC, Red Cross, and YRC, sensitizing students on issues of national importance and organizing activities in collaboration with industry, community organizations, and NGOs.
- 3.25 Continue to innovate need-based extension activities and community-oriented outreach programmes organized by various departments and associations, ensuring active involvement of both staff and students.
- 3.26 Continue to undertake awareness and community outreach programmes focusing on health, hygiene, personal and environmental sanitation, personal safety, cleanliness drives, energy and environmental conservation campaigns, tree plantation, construction of basic amenities, and related activities in the adopted village.

#### **4. Infrastructure and Learning Resources :**

- 4.1 Continue to promote and further strengthen sports and cultural activities by providing adequate facilities for indoor and outdoor games, gymnasium, and cultural activities.
- 4.2 Make appropriate budgetary provisions for infrastructure augmentation and maintenance of campus facilities.
- 4.3 Continue subscriptions to existing e-resources and periodically consider the addition of new resources as required.
- 4.4 Continue the purchase of books, e-books, and subscriptions to journals and e-journals, and assess further requirements from time to time.
- 4.5 Strengthen the Library through enhanced automation and digitization.
- 4.6 Enhance Library resources by increasing holdings, upgrading software, and promoting user-friendly and comprehensive library services.

- 4.7 Continue and reinforce the collection and preservation of rare books, manuscripts, special reports, and other knowledge resources for library enrichment.
- 4.8 Strengthen remote access facilities to library e-resources.
- 4.9 Empower the Library by enhancing daily utilization of library services by faculty members and students.
- 4.10 Ensure an adequate number of computers wherever required, in line with the prescribed student–computer ratio.
- 4.11 Provide an adequate number of computers with high-speed internet and Wi-Fi connectivity in laboratories, library, and academic departments.
- 4.12 Upgrade, expand, and provide ICT facilities in an increased number of classrooms.
- 4.13 Enhance campus-wide internet connectivity, Wi-Fi coverage, LAN, and bandwidth facilities.
- 4.14 Establish and maintain well-defined systems and procedures for the optimal utilization and maintenance of physical, academic, and support facilities such as laboratories, library, sports complex, classrooms, and computing resources.
- 4.15 Equip selected classrooms with smart boards and ensure all classrooms are provided with overhead-mounted projectors and LCD screens.
- 4.16 Upgrade classrooms through refurbishing, flooring improvements, and general modernization to enhance the learning environment.
- 4.17 Upgrade the Ladies' Common Room with improved facilities and amenities.
- 4.18 Upgrade the Office of the Internal Quality Assurance Cell (IQAC) with enhanced infrastructure and digital facilities.
- 4.19 Continue to provide safe and pure drinking water facilities across the campus.
- 4.20 Upgrade the Administrative Office with updated and efficient software systems.
- 4.21 Upgrade and facilitate the College Canteen with improved amenities.
- 4.22 Continue periodic upkeep, modernization, and upgradation of laboratories and equipment.
- 4.23 Enhance and upgrade sports facilities to promote physical fitness and sports excellence.
- 4.24 Ensure the effective implementation of the Safety and Security Management System (SSMS) on the campus.
- 4.25 Foster continuous improvement and advancement of infrastructure and learning resources.
- 4.26 Ensure optimum utilization of available infrastructure and learning resources.
- 4.27 Develop additional infrastructure and learning resources as and when required.
- 4.28 Continue systematic and regular maintenance of infrastructure and learning resources.

## **5. Student Support and Progression :**

- 5.1 Organize a wide range of student support programmes and initiatives to promote academic, personal, and professional development.
- 5.2 Ensure planned and adequate budget allocation for student support activities and development programmes.



- 5.3 Continue effective dissemination and display of information related to Government scholarships and financial assistance schemes.
- 5.4 Continue to support students through scholarships, freeships, and financial aid provided by the Institution and Non-Governmental agencies.
- 5.5 Strengthen capability-building and skill enhancement initiatives such as soft skills training, language and communication skills, life skills including yoga, physical fitness, health and hygiene, and ICT/computing skills to enhance student employability.
- 5.6 Empower students through skill development and employability enhancement programmes to make them industry-ready.
- 5.7 Enable provisions to facilitate vertical mobility of students from one level of education to higher levels or towards gainful employment.
- 5.8 Strengthen Industry-Institute interaction by inviting industry experts for workshops, seminars, and conferences; encouraging industry-based projects; and enhancing industry linkages through MoUs.
- 5.9 Strengthen guidance and coaching for competitive examinations and provide career counseling to enable student success.
- 5.10 Develop a transparent, efficient, and timely mechanism for redressal of student grievances through appropriate committees.
- 5.11 Strengthen the functioning of statutory cells and committees to ensure effective student support and welfare.
- 5.12 Ensure strict implementation of guidelines issued by statutory and regulatory bodies.
- 5.13 Create institution-wide awareness and undertake initiatives promoting policies of zero tolerance towards discrimination, harassment, and misconduct.
- 5.14 Strengthen mechanisms for submission and redressal of student grievances through online and offline modes.
- 5.15 Activate initiatives to invite reputed companies to the campus and continue placement drives in collaboration with industries and organizations to enhance student placement opportunities.
- 5.16 Continue to systematically track and monitor students progressing to higher education.
- 5.17 Encourage students to appear for national and international level examinations such as PG CET, JAM, CLAT, GATE, KMAT, GMAT, CAT, GRE, TOEFL, NET, SLET, Civil Services, TOEFL, CA, CMA and State Government examinations.
- 5.18 Motivate and encourage students to enroll in MOOCs through SWAYAM, NPTEL, and other self-learning platforms to broaden their learning scope.
- 5.19 Continue to facilitate and strengthen student representation and participation in administrative, co-curricular, and extracurricular activities through Students' Council and representation on various institutional bodies, as per established policies and norms.
- 5.20 Continue to promote, encourage, and support sports and cultural events and competitions to provide students opportunities to showcase their talents and potential.
- 5.21 Encourage and support students to participate in University, State, National, and International level sports and cultural events.



- 5.22 Provide effective and efficient support systems and services to meet the diverse needs of the student community through financial assistance, infrastructure, facilities, and student welfare services.
- 5.23 Continue to provide educational support and assistance to underprivileged and economically disadvantaged students.
- 5.24 Strengthen and promote value-based education to inculcate social responsibility, ethical values, and good citizenship among students.
- 5.25 Ensure timely, accurate, and effective dissemination of information through appropriate channels and communication mechanisms.
- 5.26 Regularly update the Institute's website to facilitate effective communication and wider dissemination of information to stakeholders.
- 5.27 Make sustained efforts to strengthen alumni engagement with the institution by encouraging registration and active participation, thereby enhancing the functionality of the Alumni Association.
- 5.28 Create and maintain a database of prominent and notable alumni by facilitating regular interactions and networking to promote alumni involvement in institutional development.
- 5.29 Leverage alumni support for guest lectures, internships, placements, and mentoring through active alumni networking.
- 5.30 Explore and encourage alumni contributions in the form of financial assistance, sponsorships, scholarships, and other support for deserving and needy students.
- 5.31 Continue to appreciate and acknowledge the valuable contributions of alumni—both financial and non-financial—to the growth and development of the institution, thereby fostering long-term engagement and goodwill among the alma mater.

## **6. Governance, Leadership and Management :**

- 6.1 Ensure that the Vision, Mission, and Strategic Objectives of the Institution are clearly defined and effectively communicated to all stakeholders through appropriate channels.
- 6.2 Ensure that institutional governance is aligned with and reflective of the Vision and Mission in all academic, administrative, and developmental initiatives.
- 6.3 Encourage collaborative functioning between management and employees to collectively work towards institutional progress and excellence.
- 6.4 Foster decentralization and participative management in institutional practices through effective leadership and shared decision-making mechanisms.
- 6.5 Ensure appropriate and effective delegation of authority and responsibility, along with clearly defined accountability mechanisms.
- 6.6 Ensure clear definition and communication of roles, responsibilities, and duties at all levels of the institution.

- 6.7 Develop the Institutional Strategic / Perspective Plan for the period 2022–2027 through the IQAC and ensure its effective deployment.
- 6.8 Continue to ensure the effective and efficient functioning of institutional bodies as reflected through well-defined policies, administrative structures, appointment procedures, service rules, and standard operating procedures.
- 6.9 Ensure clarity of authority, responsibility, and accountability at different levels through a well-structured organizational chart.
- 6.10 Promote effective implementation of e-governance in key operational areas such as Planning and Development, Administration, Finance and Accounts, Student Admission and Support, and Examination processes.
- 6.11 Develop and implement a comprehensive Recruitment Policy to ensure timely filling of vacancies with qualified faculty and staff.
- 6.12 Orient newly appointed faculty and staff to the institutional work culture and professional environment through structured induction programmes led by the Principal.
- 6.13 Continue to ensure staff welfare measures for teaching and non-teaching staff through appropriate policy formulation and effective implementation.
- 6.14 Encourage faculty members by providing financial support to attend conferences, workshops, and professional bodies' membership programmes.
- 6.15 Continue to organize professional development and administrative training programmes for teaching and non-teaching staff.
- 6.16 Encourage faculty participation in professional development initiatives such as Orientation / Induction Programmes, Refresher Courses, Faculty Development Programmes (FDPs), and Short-Term Courses to enhance professional competencies.
- 6.17 Promote participation of faculty members in online courses offered by reputed universities and institutions to enhance professional exposure and development.
- 6.18 Promote faculty exchange programmes to broaden professional experience, academic exposure, and networking opportunities.
- 6.19 Continue to provide adequate work facilities, infrastructure, and a conducive working environment for faculty and staff.
- 6.20 Develop team-building initiatives and foster healthy interpersonal relationships among faculty and staff.
- 6.21 Periodically organize awareness programmes and health camps focusing on health-related issues for the benefit of faculty and staff.

- 6.22 Regularly convene monthly staff meetings to ensure effective planning, review, and deployment of institutional activities.
- 6.23 Promote an integrated framework for academic and administrative activities to ensure efficiency and coordination.
- 6.24 Develop and implement an appropriate Performance Appraisal System for teaching and non-teaching staff and conduct periodic evaluations accordingly.
- 6.25 Maintain effective internal control systems, compliance monitoring mechanisms, periodic internal audits, and timely statutory audits of accounts.
- 6.26 Continue to explore funding opportunities and grants from Non-Governmental Bodies, individuals, and philanthropists for institutional development and enhancement.
- 6.27 Anticipate income and expenditure well in advance to ensure timely implementation of institutional activities.
- 6.28 Continue to evolve and implement growth-oriented annual budgetary allocations in alignment with institutional priorities.
- 6.29 Develop and strengthen institutional strategies for effective mobilization of funds and optimal utilization of resources, including efficient surplus fund management.
- 6.30 Continue to strengthen the functioning of the Internal Quality Assurance Cell (IQAC) and enhance its effectiveness through continuous innovation.
- 6.31 Frame a comprehensive Quality Policy; document, publish, and communicate it to all stakeholders.
- 6.32 Establish quality benchmarks and parameters and ensure institutional compliance with the same.
- 6.33 Ensure that the IQAC plays a significant role in institutionalizing quality assurance strategies and processes.
- 6.34 Ensure periodic review of teaching–learning processes, operational structures, methodologies, and learning outcomes at regular intervals through IQAC, and document incremental improvements achieved in various activities.
- 6.35 Institutionalize a continuous mechanism for periodic review, monitoring, and direction to ensure quality assurance, sustenance, and continuous improvement.
- 6.36 Initiate semester-end dry runs to ensure that quality benchmarks are duly complied with and adhered to.
- 6.37 Conduct Annual Academic and Administrative Audits (AAA) and recommend appropriate corrective measures based on audit findings.
- 6.38 Strategically prepare for forthcoming NAAC cycles of Assessment and Accreditation.
- 6.39 Ensure timely preparation and submission of the Annual Quality Assurance Report (AQAR) of the Institution through the IQAC.

- 6.40 Initiate and implement adequate quality initiatives through IQAC to promote and sustain a quality culture within the Institution.
- 6.41 Plan and undertake collaborative quality initiatives with other institutions.
- 6.42 Encourage and facilitate participation in NIRF and other recognized national and international quality ranking frameworks.
- 6.43 Enable the IQAC to document incremental improvements in academic and administrative domains achieved through post-accreditation quality initiatives.
- 6.44 Continue to prepare and submit the Annual Report of the Institution by following a systematic, structured, and transparent reporting mechanism.

## **7. Institutional Values and Best Practices :**

- 7.1 Enhance measures and initiatives promoting gender equity and sensitization and ensure the provision of adequate and appropriate facilities.
- 7.2 Organize regular gender equity promotion and sensitization programmes on the campus.
- 7.3 Develop facilities for alternative sources of energy and implement measures for effective energy conservation.
- 7.4 Ensure the use of LED bulbs and energy-efficient equipment to promote environmental consciousness and sustainability.
- 7.5 Strengthen environmental awareness programmes across the campus.
- 7.6 Develop and strengthen institutional facilities for effective management of biodegradable and non-biodegradable waste.
- 7.7 Plan and develop water conservation facilities and implement appropriate measures for sustainable water management on the campus.
- 7.8 Promote and strengthen rainwater harvesting initiatives within the campus.
- 7.9 Ensure regular maintenance of water bodies and distribution systems on the campus.
- 7.10 Develop and implement green initiatives to promote an eco-friendly campus environment.
- 7.11 Undertake appropriate initiatives and measures to ensure a clean, green, safe, and sustainable campus environment.
- 7.12 Encourage the Institution to undertake periodic quality audits related to environment and energy conservation.
- 7.13 Promote and encourage environmental protection and sustainability initiatives beyond the campus through outreach and community engagement activities.

- 7.14 Strengthen institutional resources and initiatives to promote a disabled-friendly and barrier-free environment.
- 7.15 Continue to strengthen institutional efforts and initiatives to provide an inclusive environment that promotes tolerance, harmony, and respect for cultural, regional, linguistic, communal, socio-economic, and other diversities.
- 7.16 Educate and sensitize stakeholders about the core values of the Institution through appropriate display, communication, and dissemination mechanisms.
- 7.17 Develop and implement a prescribed Code of Conduct for students, teachers, administrators, and staff, and organize periodic awareness programmes to ensure adherence.
- 7.18 Constitute a dedicated committee to monitor compliance with and adherence to the Code of Conduct.
- 7.19 Periodically organize professional ethics and code of conduct awareness programmes for students, teachers, administrators, and staff to foster ethical behavior and institutional discipline.
- 7.20 Plan and offer a structured course on Human Values and Professional Ethics to promote ethical awareness and moral responsibility.
- 7.21 Continue to plan and organize activities aimed at increasing awareness of national identity and symbols, constitutional values, Fundamental Duties, Rights and Responsibilities of Indian citizens, and other constitutional obligations.
- 7.22 Continue to meaningfully celebrate and organize national and international commemorative days, events, and festivals on campus to promote secularism and enhance understanding of cultural ethos, traditions, and values.
- 7.23 Maintain complete transparency in financial, academic, administrative, and auxiliary functions of the Institution.
- 7.24 Continue to develop, initiate, and effectively implement healthy and best practices across all functional areas of the Institution.
- 7.25 Strategically strengthen the performance of the Institution in areas distinctive to its vision, priorities, and thrust areas.
- 7.26 Continuously monitor and review best practices to ensure alignment with and achievement of the Institution's vision, mission, and strategic objectives.



## Strategy Implementation and Monitoring :

On seeking approval for the Institute's Strategic / Perspective Plan by the Governing Board of Management, necessary processes will be initiated for timely implementation and periodic review of its progress / deployment. Strategy

### Implementation responsibilities at the Institutional Level :

Sl. No.	Strategic Responsibilities	Executor
1	Institutional Governance and Administration	Governing Council, Principal
2	Quality Assurance	IQAC Team
3	Assessment and Accreditation	Principal, IQAC, Steering Committee
4	Admissions and Renewals	Principal and Admission Committee
5	Academic Planning, Monitoring and Assessment	Principal, IQAC, Deans, Heads of the Departments
6	Teaching-Learning and Evaluation	Principal, IQAC, Deans, Heads of the Departments, Academic Class Mentors and Faculty
7	Examination	Principal, Examination Committee
8	Statutory Compliance	Principal, IQAC, Conveners of respective Statutory Cells, Administrative Staff concerned
9	Information Dissemination, Website Updates and Documentation	Principal, IQAC, Web Administrator, Documentation Committee
10	Students' Welfare, Support and Development	Principal, Student Welfare Officers, Academic Class Mentors
11	Staff Welfare, Support and Development	Principal, IQAC, Staff Welfare Association
12	Co-Curricular (CC) and Extra-Curricular (EC) Activities	Principal, Student Welfare Mentors and Conveners of CC / EC Associations & Clubs
13	Career Guidance, Training and Placement	Principal, Training & Placement Co-ordinator and Academic Class Mentors
14	Research and Development	Principal, Conveners of R&D Centres
15	Infrastructure Upkeep and Estate Management	Principal, Dean(Administration), Campus Supervisor
16	Linkages / Exchange / Collaborations	Principal, IQAC, Conveners of the Committee
17	Library	Principal, Librarian, Library ~ Advisory Committee

### Monitoring of Strategic Plan:

With a firm belief in the principle of **dispersed leadership**, the institution delegates several responsibilities to various departments and committees. The monitoring of the Strategic Plan is carried out under the leadership of the **Principal**, with the active involvement of Training & Placement Mentors, Academic Class Mentors, Conveners of R&D Centres, the Estate Management Committee, IQAC, Committee Conveners, and the Librarian along with the Library Advisory Committee.

Committees are constituted whenever required to effectively carry out planned activities. Although responsibilities are decentralized, all actions related to the execution of the Strategic Plan are undertaken in a formal and systematic manner. The overall monitoring is conducted by the **Internal Quality Assurance Cell (IQAC)** under the guidance of the Principal and with the approval of the **Governing Council**.

Important decisions are deliberated and finalized in appropriate forums such as **IQAC Meetings** and **Staff Meetings**, while decisions involving substantial financial implications are placed before the **Governing Council** for approval.

Benchmarking of quality standards, continuous monitoring, and evaluation of goal attainment are the core responsibilities of the IQAC. Accordingly, the implementation of the Strategic Plan is reviewed periodically. The

IQAC prepares detailed **Progress Reports / Action Taken Reports (ATR)** and presents them during IQAC and **Governing Council Meetings**.

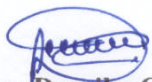
Based on a thorough analysis of outcomes reflected in these reports, the advisory members recommend corrective measures, suggest refinements in processes, and advise on appropriate deployment of resources. All such reports and recommendations are forwarded to the Management through the Principal for further action.

## Conclusion

The discussion and approval of the **Institutional Strategic / Perspective Plan and Deployment (ISPPD)** by the **Governing Council** represent a significant step towards achieving the Institute's envisioned goals. While the formulation of a Strategic Plan alone does not guarantee success, it provides a structured and guiding framework developed through participative brainstorming involving all stakeholders.

Effective implementation of strategies through teamwork, commitment, and positive spirit leads to long-term success and sustainability. The process is dynamic in nature and requires continuous improvement by incorporating lessons learned during implementation. In this regard, the IQAC plays a vital role in ensuring quality and effectiveness throughout the process.

Concisely, while considerable progress has been made, the institution recognizes that there is much more to be accomplished and remains continuously committed to achieving higher standards of excellence.



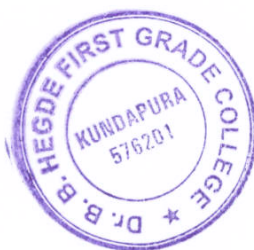
Mrs. Deepika G.

Mr. Rakshith Rao

IQAC Coordinators

I.Q.A.C. Co-ordinator

Dr. B. B. Hegde First Grade College  
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Prof. (Dr.) K. Umesh Shetty

Principal

**Principal**  
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