



## INSTITUTIONAL PERSPECTIVE PLAN 2024-2034

As we embark upon the journey towards the next decade, St. Xavier's College Burdwan reaffirms its commitment to excellence in higher education. Rooted in the rich Jesuit tradition, our institution stands as a beacon of knowledge and character formation within the University of Burdwan. Over the past decade, we have witnessed remarkable growth and transformation, laying a strong foundation for future endeavours.

The Institutional Perspective Plan 2024-2034 sets forth our ambitious aspirations to further elevate our standing as a premier educational institution. Focused on nurturing academic excellence, fostering innovative research, and promoting values-driven education, we aim to empower our students to become leaders and change-makers in their respective fields. Embracing the principles of Jesuit education, we are dedicated to fostering intellectual inquiry, ethical leadership, and societal responsibility among our student community.

With the guidance of experienced faculty and the support of our stakeholders, we envision a future where St. Xavier's College Burdwan continues to evolve into a center of academic distinction and social impact. This Perspective Plan serves as a roadmap, outlining strategic initiatives and developmental goals that will shape our collective journey over the next decade. Together, we aspire to achieve greater heights and make enduring contributions to the academic landscape and beyond.

This Perspective Plan is not just a blueprint for growth, but a testament to our unwavering dedication to shaping a future where St. Xavier's College Burdwan continues to inspire, educate, and lead with integrity and purpose.



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## **A. INFRASTRUCTURE DEVELOPMENT AND RESOURCE MOBILIZATION**

### **Short-Term Action Plan**

- Implement e-governance for streamlined administrative processes.
- Upgrade all the existing classrooms to smart classrooms.
- Begin the process of making the campus fully Wi-Fi enabled.
- To increase and develop sports and recreational facilities

### **Long-Term Action Plan:**

- Construct additional academic buildings or floors for departmental expansion.
- Develop modern library facilities with air-conditioning.
- Build hostels for both girls and boys to accommodate more students.
- Acquire additional property for expanding infrastructure.

## **B. CURRICULAR ASPECTS, TEACHING-LEARNING AND EVALUATION**

### **Short-term Action Plan**

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

- Conduct a review of current undergraduate departments to identify feasible options for opening new Post Graduate (PG) departments.
- Initiate the process for applying for research facility grants in subjects like English and other PG departments.

#### **2. MOOC Courses on Swayam:**

- Launch awareness campaigns among students and faculty about the benefits of MOOCs.
- Facilitate sign-ups and provide logistical support for participation in relevant courses.

#### **3. Add-On Courses:**

- Form a committee to assess industry demands and student interest for new add-on courses.
- Pilot at least two new courses aimed at enhancing employability skills.



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4. **Teaching-Learning and Evaluation:**
  - Implement a phased introduction of Learning Management System (LMS) for all departments.
  - Develop and pilot new evaluation methods that emphasize objectivity and flexibility.
5. **Student & Faculty Exchange:**
  - Increase the number of exchange programs with MOU-signed colleges by 20%.
  - Facilitate information sessions and promote participation among eligible students and faculty.
6. **Internship Program:**
  - Draft a policy making internships mandatory for all students.
  - Collaborate with local businesses and organizations to create internship opportunities.
7. **Skill-Based and Lifelong Learning Programs:**
  - Schedule at least three skill-based workshops or seminars per semester.
  - Establish a community outreach initiative to promote lifelong learning among students and neighborhood residents.

### Long-term Action Plan

1. **Curricular Expansion:**
  - Successfully launch at least two new PG departments based on initial feasibility studies.
  - Strengthen existing departments with updated infrastructure and faculty development.
2. **Research Facilities:**
  - Secure funding and establish research facilities in subjects identified (e.g., English and others).
  - Encourage faculty and students to actively engage in research activities.
3. **MOOC Integration:**
  - Integrate MOOCs into the curriculum as elective credits or additional certification opportunities.
  - Establish partnerships with renowned platforms beyond Swayam to diversify course offerings.
4. **Employability Skills Development:**
  - Expand add-on courses portfolio based on feedback and industry trends.
  - Formulate partnerships with industry leaders for curriculum advisory and internship placements.
5. **Enhanced Teaching-Learning Strategies:**
  - Fully implement LMS across all departments, enhancing virtual learning environments.
  - Regularly update and refine evaluation methods to align with academic standards and student feedback.



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6. **Global Engagement:**
  - Aim to establish exchange programs with international universities, focusing on diverse cultural and academic exchanges.
  - Promote faculty and student participation in international conferences and research collaborations.
7. **Community and Lifelong Learning Initiatives:**
  - Establish a dedicated center or unit for lifelong learning and community outreach.
  - Launch joint programs with local community colleges and adult education centers.

### Monitoring and Evaluation

- **Metrics:** Develop key performance indicators (KPIs) for each initiative (e.g., number of new PG departments opened, percentage of faculty/students enrolled in MOOCs, internship placement rates).
- **Feedback Mechanism:** Implement regular feedback loops from students, faculty, and stakeholders to assess the effectiveness of programs and make necessary adjustments.
- **Review Cycles:** Conduct bi-annual or annual reviews of the action plan to track progress against goals and adjust strategies as needed.

By implementing this structured action plan, the institution can effectively work towards its goals of enhancing academic excellence, promoting research culture, and preparing students for successful careers and lifelong learning.

## C. RESEARCH DEVELOPMENT AND COLLABORATION

### Short-Term Action Plan

1. **Establish Research Programmes:**
  - Identify key areas of research for each Postgraduate programme.
  - Formulate research guidelines and frameworks for faculty and students.
2. **Initiate Networking and Collaboration:**
  - Reach out to institutions, companies, and organizations within India and abroad.
  - Establish formal collaboration agreements for research and internship programmes.
3. **Organize Seminars, Symposia, and Workshops:**
  - Plan and execute at least one national seminar/symposium within the first 6 months.
  - Organize research workshops focusing on methodology and publication strategies.
4. **Promote Research Project Applications:**
  - Educate faculty and students about major and minor research project opportunities.
  - Assist in preparing and submitting proposals to funding agencies.



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5. **Apply for UGC Grants (2(f) and 12(B)):**
  - Compile necessary documentation and apply for UGC recognition and grants.
  - Ensure compliance with all UGC guidelines and requirements.
6. **Encourage Research Publication:**
  - Launch initiatives to motivate faculty and students to publish in UGC care journals.
  - Explore the feasibility of establishing an in-house research journal.
7. **Faculty Development:**
  - Identify faculty members without Ph.D. degrees and facilitate enrollment in Ph.D. programmes.
  - Provide support for ongoing faculty research through grants and resources.

### Long-Term Action Plan

1. **Enhance Research Programmes:**
  - Expand research areas and programmes across all PG disciplines.
  - Introduce interdisciplinary research initiatives.
2. **Strengthen Global Collaborations:**
  - Consolidate existing international partnerships and explore new collaborations.
  - Foster joint research projects and exchange programmes.
3. **Establish Research Excellence:**
  - Aim for publication in high-impact journals indexed by major databases.
4. **Sustain Funding Streams:**
  - Diversify funding sources beyond government grants (industry partnerships, alumni donations, etc.).
  - Optimize grant application processes to secure competitive funding.
5. **Promote Research Culture:**
  - Integrate research activities into the curriculum and academic calendar.
  - Recognize and reward outstanding research contributions by faculty and students.
6. **Publish Own Research Journals:**
  - Establish and maintain a peer-reviewed research journal showcasing college research.
  - Ensure adherence to publication ethics and standards.
7. **Faculty Empowerment:**
  - Provide continuous professional development opportunities.
  - Encourage participation in national and international conferences and workshops.

### Implementation Strategy

1. **Leadership and Support:**
  - Appoint a dedicated research coordinator or committee to oversee implementation.
  - Allocate sufficient budget and resources for research activities.



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2. **Monitoring and Evaluation:**
  - Set measurable targets and milestones for each action plan component.
  - Regularly review progress and adjust strategies as needed.
3. **Community Engagement:**
  - Foster a culture of collaboration and knowledge sharing among faculty, students, and external partners.
  - Solicit feedback and ideas from stakeholders to enhance research initiatives.
4. **Documentation and Reporting:**
  - Maintain comprehensive records of research outputs, collaborations, and funding achievements.
  - Prepare annual reports for stakeholders and accreditation bodies.

By systematically implementing these short-term and long-term strategies, the institution can effectively enhance its research capabilities, foster collaborations, and contribute significantly to academic and societal advancement.

#### **D. STUDENT SUPPORT AND EXTENSION PROGRAMME**

##### **Short-Term Action Plan**

1. **Increase Frequency of Co-curricular Activities:**
  - Identify key activities (sports, cultural events, seminars) and create a calendar for regular implementation.
  - Form committees or task forces to plan and execute these activities.
2. **Establish Student Progression Database:**
  - Implement a system to track academic, co-curricular, and personal development milestones of students.
  - Train staff on data collection methods and privacy guidelines.
3. **Enhance Internship Opportunities and Placement Drives:**
  - Collaborate with local businesses, industries, and alumni networks to secure more internship opportunities.
  - Organize workshops on resume building, interview skills, and networking for students.
4. **Regular Mentoring Sessions for Competitive Exams and Career Guidance:**
  - Schedule regular mentoring sessions with faculty, alumni, and industry experts.
  - Provide resources and mock tests for competitive exams.
5. **Engage Alumni and Strengthen Alumni Activities:**
  - Conduct alumni meets, webinars, and networking events to reconnect alumni with the institution.
  - Establish an online platform for alumni to share job opportunities and mentorship.
6. **Revitalize the Students' Council:**
  - Review and revise the constitution and structure of the students' council.



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### Long-Term Action Plan

- 1. Institutionalize Co-curricular Activities:**
  - Integrate co-curricular activities into the academic calendar with dedicated credits or recognition.
  - Build facilities and infrastructure to support diverse activities.
- 2. Expand and Utilize Student Progression Database:**
  - Use data insights for strategic planning and improving academic outcomes.
- 3. Establish a Robust Internship and Placement Ecosystem:**
  - Develop partnerships with multinational corporations and international organizations for global internship opportunities.
  - Create a career services center to offer personalized career counseling and alumni networking.
- 4. Sustain Mentoring Programs and Career Guidance Initiatives:**
  - Offer lifelong learning opportunities through alumni mentorship networks.
- 5. Empower Alumni Engagement and Contribution:**
  - Establish an alumni endowment fund and scholarships for current students.
  - Create pathways for alumni to become guest lecturers, industry advisors, or trustees.
- 6. Empower the Students' Council and Foster Student Leadership:**
  - Allocate a budget for student initiatives and projects proposed by the council.
  - Encourage cross-campus collaborations and student-led community outreach programs.

### Implementation Strategy:

- **Resource Allocation:** Secure funding through grants, partnerships, and alumni donations.
- **Stakeholder Engagement:** Involve faculty, staff, students, alumni, and industry partners in planning and execution.
- **Monitoring and Evaluation:** Regularly assess the impact of initiatives through surveys, feedback sessions, and data analysis.
- **Adaptability:** Remain flexible to adapt strategies based on evolving student needs, market trends, and institutional goals.
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By following these short-term and long-term action plans, the institution can effectively enhance student development, alumni engagement, and overall institutional effectiveness.



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## E. QUALITY AWARENESS AND ENHANCEMENT

### Long-Term Plans

#### 1. Autonomous Status of the College

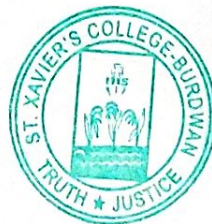
- **Objective:** Achieve autonomous status to enhance academic flexibility and institutional governance.
- **Action Steps:**
  - Conduct a feasibility study on the requirements for autonomous status.
  - Develop a roadmap and timeline for application submission.
  - Implement necessary changes in governance and curriculum as per autonomy norms.

#### 2. Continuous Enhancement of Standards

- **Objective:** Sustain and improve national rankings and awards to reflect ongoing quality improvements.
- **Action Steps:**
  - Regularly update infrastructure and facilities based on feedback and advancements.
  - Foster a culture of research and innovation among faculty and students.
  - Effectively implement and improve best practices.
  - Publish annual quality improvement reports and engage stakeholders.

#### 3. Strengthening IQAC Effectiveness

- **Objective:** Ensure effective monitoring and enhancement of academic activities as per UGC guidelines.
- **Action Steps:**
  - Review and revise IQAC composition to align with UGC recommendations.
  - Conduct regular meetings to assess academic performance and compliance.
  - Implement feedback mechanisms for continuous improvement.
  - Integrate IQAC findings into institutional planning and resource allocation.



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#### 4. Extension Program Enhancement

- **Objective:** Strengthen community engagement and student development through extension activities.
- **Action Steps:**
  - Expand partnerships with NGOs for collaborative projects and community service.
  - Enhance programs like AICUF, NSS, and X-EVE through diversified activities.
  - Introduce new initiatives to address current social and community needs.
  - Evaluate impact through feedback from participants and stakeholders.

#### 5. Green Initiatives

- **Objective:** Promote sustainability and environmental awareness within the campus community.
- **Action Steps:**
  - Develop a comprehensive campus sustainability plan with measurable targets.
  - Integrate environmental education into the curriculum and extracurricular activities.
  - Organize regular awareness campaigns and workshops on environmental issues.

### Short-Term Plans

#### 1. Autonomous Status Preparation

- Initiate a task force to study autonomous status requirements.
- Conduct faculty workshops on curriculum restructuring.
- Begin drafting policies and procedures for autonomous governance.

#### 2. Immediate Quality Enhancement

- Upgrade library resources and laboratory equipment.
- Launch a faculty development program focused on innovative teaching methods.
- Implement a student feedback system for course evaluations.

#### 3. IQAC Restructuring

- Review and update IQAC composition according to UGC guidelines.
- Schedule quarterly meetings for academic assessment and planning.
- Establish a digital platform for IQAC documentation and reporting.



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#### **4. Extension Program Revitalization**

- Conduct a needs assessment survey among students for program alignment.
- Host a series of community outreach events in collaboration with local NGOs.
- Form student committees to oversee program logistics and participant engagement.

#### **5. Green Campus Initiatives**

- Launch a campus beautification project with student and staff involvement.
- Introduce composting bins and promote sustainable practices in cafeteria operations.
- Organize a campus-wide 'Green Week' with seminars and competitions on environmental topics.

By aligning these plans with the outlined objectives, the college can ensure a systematic approach towards quality enhancement, sustainability, and community engagement. Regular monitoring and evaluation will be essential to track progress and make adjustments as needed.



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