



MAR IVANIOS COLLEGE

5-Years Strategic Plan

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SYSTEM OF THE INSTITUTION
NIRMAL INTEGRATED CONSULTANCY



DOCUMENT CONTROL HISTORY

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I. OBJECTIVE

Objective of this document is to collect the strategic plan of the Mar Ivanios College for its visionary growth towards its Academic, Research, Infrastructural, Financial, and Governance Vision along with its respective action plan and progress monitoring.

II. SCOPE

The scope of this document is Mar Ivanios College and its single campus situated at Bethany Hills, Mar Ivanios College Rd, Thiruvananthapuram, Kerala 695015, INDIA

III. SWOC ANALYSIS

SWOC Analysis to help 05-year strategic plan for institution Deemed to be university can be tabularized as follows:

Strength	Weakness
<ul style="list-style-type: none">- Location (Tourism hub in South India)- Established Academic, Administrative, and Research processes, by virtue of which, the institution has been ranked in top 50 Colleges of the nation- Robust Academic and Research infrastructure	<ul style="list-style-type: none">- Shortage of interdisciplinary and new-generation programs- Lack/unavailability of Integrated Degree Programs- Lack/unavailability of Dual Degree Programs
Opportunity	Challenges
<ul style="list-style-type: none">- Religious Base of Christianity, focused to Community Services, Moral Values, and Ethics in behaviour- Rich pool of active Alumni in India and abroad to help global collaborations and exposure.	<ul style="list-style-type: none">- Lack of freedom of autonomous college to introduce new programs to cater to the industrial demands and expectations of the students- Lack of freedom of autonomous college to increase/decrease sanctioned intake as per demand of students and industry



IV. THE STRATEGIC PLAN OF VISION

A. Academic Vision Plan

1. Academic Goal – 1

To integrate Community Services, Moral Values, and Ethics in Academic Curricula

- **Action Plan**

The Vision of the institution focuses on inculcating the values of truth and charity for the protection and promotion of human dignity and the preservation of biodiversity of mother planet. Rooted in the Principles of Christianity, the institution believes that the integration of Moral Values, Ethics, and Community Services to Academic Curricula would make the students ecologically conscious and better citizens of society.

The goal shall be achieved through inclusion of related courses and activities in the academic curricula of the institution.

- **Progress Metrics**

- Number of Extension and Community Services conducted by the Institution in 05 years
- Number of Students who participated in Extension and Community Services conducted by the Institution in 05 years
- Number of hours/credits assigned to Extension and Community Services and courses linked to moral and ethical values in the curricula of the Institution

2. Academic Goal – 2

To set up a 'Centre for Foreign Languages' focused on learning of English and other Foreign Languages.

- **Action Plan**

Establishing a dedicated department / centre for learning English and Foreign languages by introducing Training/Certificate/Diploma/UG/PG/Research programs in English, Syriac, French, Spanish, German, Italian, and other foreign languages to improve the language skills of students. The learning



would be supported with Language Labs and other advanced learning technologies.

- **Progress Metrics**

- Number of programs introduced in foreign languages
- Number of students enrolled in programs in foreign languages
- Student Satisfaction Metrics

3. Academic Goal – 3

To introduce new professional/job-oriented/skill-based/interdisciplinary/integrated /new-generation UG/PG/Doctorate degree programmes in various applied areas

- **Action Plan**

Applied areas like Bioinformatics, Space Science, Astro Physics, Advanced Computer Applications, Statistics and Data Analytics, Big Data Analytics, Management, Performing Arts, Yoga, Behavioural Science, Counselling Psychology, Pharmaceutical Chemistry, Forensic Science, Media Studies and Video Production, Botany with specialization in Traditional Herbs, etc. to be focused for introducing new programs at UG and PG level.

- **Progress Metrics:**

- Number of newly introduced UG/PG Degree programs in 05 years
- Number of Students enrolled in newly introduced UG/PG Degree programs in 05 years
- Program Outcome Attainment Metrics
- Student Satisfaction Metrics

4. Academic Goal – 4

To introduce new value-added short-term courses/certificate courses/diploma courses.

- **Action Plan**

As per NEP 2020, more skill development and value-added courses are to be introduced in the model of Short-Term Certification and Diploma Courses.



- **Progress Metrics:**

- Number of newly introduced Certification/Diploma Courses in 05 years
- Number of Students enrolled in newly introduced Certification/Diploma Courses in 05 years
- Student Satisfaction Metrics
- Employability Metric

5. Academic Goal – 5

To improve overall Employability of Students

- **Action Plan**

Institutionalizing the placement, career counselling, entrepreneurship related activities on the campus and improving the skills and professional potential of the students.

- **Progress Metrics**

- Number of Career Counselling, Entrepreneurship Supporting Sessions, and special trainings for employability conducted in the institution in 05 years
- Number of Students benefitted by career/entrepreneurship/employability trainings/sessions conducted in the institution in 05 years
- Employability Metrics

6. Academic Goal – 6

Creation of Talent Based Support System in the Institution

- **Action Plan**

Creation of a talent database in the institution to identify advance talents in academic, research, sports, games, fine-arts, performing-arts, culture etc. and supporting the talents with focused advice of trainers and domain experts.

- **Progress Metrics**

- Number of students receiving recognitions, prizes, and awards at Zonal/State/National/International levels
- Number of students placed under sports category.



7. Academic Goal – 7

Expansion of ‘Department of Tourism’ of the institution for enhanced global reach of tourism of Kerala.

- **Action Plan**

Thiruvananthapuram is a strategic tourism hub with International Airport, International Port, and housing/connecting many global tourist destinations including Kovalam, Varkala, Kanyakumari, etc. Tourism linked programs and start-ups would be promoted in the institution with extended alumni network and industrial collaboration globally to provide wider exposure to the students and industry and thereby strengthening the tourism industry of the state.

- **Progress Metrics**

- Number of Tourism linked Start-up activities conducted/supported by the institution in 05 years
- Number of students placed in Tourism Industry
- Number of Tourism linked Govt./Non-Govt. projects (like Tourism Policy Reviews/Updates etc.) in which teachers/students of the institution have participated.

B. Research Vision Plan

1. Research Goal – 1

To develop a “Centre of Excellence for Industrial Services”

- **Action Plan**

With the help of dedicated team of professionals, set with defined objectives of developing closer connects with industry leaders, the institution shall develop a “Centre of Excellence for Industrial Services” that would focus on providing Consultancy Services, Professional Development Programs, Professional Trainings, and Industry Connected Services to the interested parties in areas related to the institution.



- **Progress Metrics**

- Number of Collaboration MoUs signed with industries in 05 years
- Number of Professional Trainings, PDP, and other Consultancy services delivered to industries in 05 years
- Revenue generated through Professional Trainings, PDP, and other Consultancy services delivered to industries in 05 years

2. Research Goal – 2

Publishing Research Editorials/Journals of International Repute to the standard of UGC CARE I/II.

- **Action Plan**

International Journals of Research shall be published with high quality standards of research and plagiarism-free scholarly publication. Appropriate Journal Management System with integration of technology-based plug-in(s) will be used for automation of publishing workflow, quality checks, distribution, and indexing.

- **Progress Metrics**

- Number of Research Papers published in the Research Journals of the institution
- Number of Citations reported for Research Papers published in the Research Journals of the institution
- H-index of the Research Journals of the institution

3. Research Goal – 3

To introduce Post-Doctoral Research Fellowship/Programs

- **Action Plan**

The institution shall promote Post-Doctoral Research in collaboration with industries and recognize the research outcome with appropriate fellowship/degree

- **Progress Metrics**

- Number of Post-Doctorate Research Scholars enrolled
- Number of Post-Doctorate Fellowship/Degrees awarded



C. Infrastructure Vision Plan

1. Infrastructure Goal – 1

To establish a Business-Hub/Research-Park in the campus to provide professional expertise for start-up activities to students, teachers, and researchers thereby transforming ‘Ideas into Products’.

- **Action Plan**

The institution would develop an integrated setup of space and machines for brainstorming, collaborations, expert interactions, training, designing, and realizing the Products from Ideas. The setup should be supported with different labs, tools, machines, and other basic and advanced infrastructure at a central level of access. The setup should be focused on supporting the Ideas leading to start-ups, patents, and other developments.

- **Progress Metrics**

- Number of Start-ups and IPR Products registered in 05 years
- Expenditure for the Development of Business Hub/Research Park

2. Infrastructure Goal – 2

To expand the Green and Energy Efficient facilities in the Campus

- **Action Plan**

The institution would expand its initiative to be self-sufficient for electric energy and water consumption by expanding its Solar Energy Generation and Water Harvesting/Reuse Capacity. Sensor based energy saving controls and Certified Energy Efficient equipment shall be increased in the campus to save the operational electrical energy. Rainwater harvesting Capacity would be increased and Water Treatment practices would be deployed for increased reuse of water.

- **Progress Metrics**

- Solar Energy generated in campus
- Ratio of Solar Energy Generated in campus to Total Electrical Energy consumed in campus



- Ratio of Water Harvested to Total Water Consumption in the campus
- Ratio of Water recycled to Total Water Consumption in the campus

3. Infrastructure Goal – 3

To support eLearning and Hybrid Learning and to make the education more accessible to remote areas of the nation and globe.

- **Action Plan**

The institution would do the needful for strengthening eLearning and Hybrid Learning by augmentation of more MOOC and e-content facilities, eLibraries, eLectures, simulation based virtual laboratories, augmented reality (AR), and other eLearning content and facilities.

- **Progress Metrics**

- Expenditure on augmentation of eLearning and Hybrid Learning Facilities in 05 years
- Number of Virtual Laboratories/AR added in 05 years
- Number of MOOC Sessions and other eLectures added in 05 years

4. Infrastructure Goal – 4

To develop a 'Knowledge Village' for community in terms of a Public eResource of Scholarly Information

- **Action Plan**

The institution would develop and maintain a rich collection of digitally archived scholarly content and make it accessible in public domain. The content is expected to be helpful for improving knowledge and awareness of society and for improving the standard of education and research in the society.

- **Progress Metrics**

- Number of titles digitally archived and offered in public domain by the institution
- User Footfall on the 'Knowledge Village' platform



5. Infrastructure Goal – 5

To develop/enhance full time medical facilities in the campus

- **Action Plan**

The institution would enhance and maintain full time medical facilities including practitioner doctor(s), nurse(s), bed(s), health monitoring equipment like Blood Pressure Meter, Glucometer etc., Advanced First Aid Kits, Ambulance, Wheelchair(s) and other medical equipment etc.

- **Progress Metrics**

- Expenditure on development/enhancement/maintenance of Medical Facilities in the campus
- Number of beneficiaries of medication facilities

D. Financial Vision Plan

1. Financial Goal – 1

To increase the institutional participation in funding schemes and mobilization of funds from Govt./Non-Govt. sources for academics and research purposes.

- **Action Plan**

The institution shall establish a dedicated team to identify the funding schemes from Govt. and Non-Govt. sources for support of academic and research projects as well as infrastructure development. The team shall do the needful for meeting the requirements of the funding projects and ensure the participation of the institution as a potential candidate.

- **Progress Metrics**

- Number of projects/schemes funding the institution
- Amount of funds received



2. Financial Goal – 2

To increase the budget for intramural funding for research

- **Action Plan**

The institution shall increase the seed budget for research and start up projects of its students and teachers. The policies and processes of applying for and getting the intramural grants shall be made easier and increased number of awareness and training sessions would be conducted to allow students and teachers to get intramural funding in easier manner.

- **Progress Metrics**

- Budget allocated for intramural funding for research as a percentage of total revenue of the institution
- Number of the research and start-up projects funded by the institution internally

E. Governance Vision Plan

1. Governance Goal – 1

To promote Paperless workflow in Academic, Administrative, and Financial affairs/offices

- **Action Plan**

The goal of Paperless Workflows and Offices in the campus is to be achieved by increased coverage of custom made eGovernance Software and Systems in all academic, administrative, and financial tasks of the institution, automation of reviews and approval workflows, and system driven governance, reporting and archiving in timebound manner.

- **Progress Metrics**

- Expenditure of Automation
- Percentage of the processes automated in Administration, Academics, and Finance



2. Governance Goal – 2

To increase interdisciplinary governance by additional levels of hierarchy

- **Action Plan**

Interdisciplinary Governance would be enhanced by introducing ‘Dean’ level reporting in different departments of the institution. Departments dealing with allied subjects may be grouped into Schools/Faculties and each school/faculty would be headed by a ‘Dean’ who would be responsible for ensuring Academic and Administrative Governance in the School/Faculty. This would help addressing the governance issues of interdisciplinary studies in the institution where HODs of multiple disciplines/departments need to be involved and governance gets distributed in multiple points of ownership.

- **Progress Metrics**

- Number of newly identified Schools/Faculties
- Number of interdisciplinary programs introduced by identified Schools/Faculties

V. REFERENCES/LINKED DOCUMENTS

- Handbook of Institution
- Manual of Examinations (MOE)
- Research Policy Document of the institution
- National Education Policy 2020 (INDIA)
- The University Laws (Amendment) Bill, 2021 (Fifteenth Kerala Legislative Assembly Bill No. 54)
- The Gazette of India: Extraordinary [Part III—Sec. 4] (Referred for Roles, Responsibilities, and Authorities of Functional Bodies and core chairs.)