



Vision 2022

A Journey towards Decennial Year



SAHRDAYA

COLLEGE OF ADVANCED STUDIES

PREFACE

Strategic Planning of the institution plays a vital role in successful accomplishment of the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific emphasis on accomplishing institutional goals in this highly competitive world. The basic strengths of strategic planning are its abilities to help align the organization with its environment, i.e., a set of internal and external forces that can positively or negatively affect the activities of an Institution. The Strategic Planning is formulated based on analysis of present challenges and future opportunities and it envisions the direction towards which the institution should move to achieve its set goals and objectives. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through a brain storming sessions with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals. Highest attention has been paid to spell out clearly the execution and monitoring by identifying measurable targets in line with the anticipated outcomes.

Profile of the college

Sahrdaya College of Advanced Studies or SCAS as it is commonly known as is a prestigious undertaking of Irinjalakuda Diocesan Educational Trust (IDET) managed by Syro- Malabar Catholic Diocese of Irinjalakuda. It has Mar Pauly Kannookadan, Bishop of the Diocese as its Chairman, and functions with the blessings of the Founder Chairman Mar James Pazhayattil, Premier Bishop of the Diocese of Irinjalakuda. Sahrdaya College of Advanced Studies was formally inaugurated on Saturday 31 December, 2011 by Honourable Chief Minister of Kerala Shri. Oommen Chandy. SCAS is situated on a serene and lush green locale spread over 10 acres,; 500 meters away from Kodakara- Krishnankotta State highway, 2 kms from NH 47 and Kodakara town and 3 kms from Irinjalakkuda railway station. The architecture of the campus is so designed for the students and staff to feel at home and is also congenial for academic pursuit. SCAS aims at integrated development of the youth who are trained to lead and mould the future generations. She aspires to inculcate in her students high values and flawless ethics besides imparting quality education.

Vision

To impart wisdom to excel the qualities of heart and head of the young ones and thereby become self sufficient in the spiritual, intellectual, social and human levels to be happy and holy human beings

Mission

To mould a new generation in integrity of virtues and in maturity of values and to form them in true wisdom according to their God- given talents for the good of the human beings by means of the noblest activity of study and by the most gracious quality of friendship

Motto

“Ever to Excel”

Chairman's Message

Mar Pauly Kanookadan
Bishop- Irinjalakuda Diocese,
Chairman- Irinjalakuda Diocesan Educational Trust & Sahrdaya
Group of Institutions



Irinjalakuda Diocesan Education Trust (IDET) who are the promoters of Sahrdaya College of Advanced Studies, has its objective as to provide education and adequate training to meet the challenges of the modern society by establishing higher education institutions, Professional education institutions and other teaching and training institutions. IDET is now regarded as a multi-faceted service oriented foundation envisioning education of the youth a mission. A quite number of educational institutions are there to its credit, prominent among them is Sahrdaya College of Advanced Studies, Kodakara. I am happy to see the wide Vision with which the Strategic Planning Committee has envisioned the growth path of Sahrdaya College of Advanced studies for the next 10 years with measurable goals to be achieved by the year 2022 when the college will be celebrating its Decennial year. I wish all the very best to the entire team comprising of the Executive Director, Principal, Heads of Departments, faculty members, administrative and support staff for the achievement of this great mission.

Executive Director's Message

Fr. Antu Alappadan
Executive Director
Sahrdaya College of Advanced Studies, Kodakara



Sahrdaya aims to constantly and consistently nurture our students to emerge befitting citizens of our nation. On completion of their course in the campus, we ensure that they get an awareness of God's plenty. The management and the staff are resolute to imprint the motto Ever to Excel in the children of Sahrdaya. I am sure, "Vision 2022- A journey towards the decennial year", will act as a guiding light for us in this endeavour and will help us in achieving our goal in taking Sahrdaya to the next level within the 10 year span of time.

Principal's Message

Dr. Sr. Lissitta A. O
Principal
Sahrdaya College of Advanced Studies, Kodakara



We at Sahrdaya focus on integrated, holistic development of our students in order to attain which, we provide job oriented skills and training in personality development along with University curriculum to equip them feel at home in a competitive world they step in. Every individual in our institution is individually monitored so that their talents are adequately nurtured and their vices conscientized. Students are motivated to set their foot in the society with confidence and thrive in the diversified India's culture. I hope the Strategic planning, which was done extensively with 7 focus areas namely -Access to higher education, Student Experience, Infrastructure, Sustainability, Employee Oneness, Quality initiatives and Partnerships will even more help us in our mission of providing quality holistic education to our students thereby making them worthwhile citizens of whom their alma mater will be proud as she grows along the years.

Strategic Planning Committee

1. Dr. Fr. Pauly Kanookadan, Bishop Irinjalakuda Diocese and Chairman IDET and Sahrdaya Group of Institutions
2. Dr. Fr. Msgr. Sebastian Malliackel Manager, Sahrdaya group of Institutions
3. Fr. Anto Alappadan, Exe. Director, Sahrdaya College of Advanced Studies
4. Fr. Titus Kattuparambil, Assoc. Exe. Director, Sahrdaya College of Advanced Studies
5. Sr. Lissitta, Principal, Sahrdaya College of Advanced studies
6. Prof. V M George, Head of the Department, Department of Commerce
7. Prof. Vargheese Kalliyath, Head of the Department, Department of English

Strategic Plans

No institution can develop without long term planning and periodic additions and changes to the plan. The strategic planning committee which was constituted at the inception of the College prepared VISION 2022- the blueprint for the ten year journey forward of the college.

Vision 2022 encompasses salient areas where Sahrdaya focuses to excel as it reaches its decennial year in 2022. They are as under:

1. Access to higher education
2. Student Experience
3. Infrastructure
4. Sustainability
5. Employee Oneness
6. Quality initiatives
7. Partnerships

1. Access to Higher education

The foremost priority of Sahrdaya College of Advanced studies is access to higher education to aspiring rural youth in and around Kodakara. Sahrdaya aims to provide students with the tools needed to be successful in upper division courses with focus on general education goals like communication, critical thinking, information management, valuing global awareness.

Strategic Priorities.

In the next 10 years SCAS will improve its academic performance and student success by attaining each of the following strategic priorities:

- Improve educational attainment levels in the region by:
- Increasing the ease of higher education access;
- Assisting students in identifying life and academic goals and to plan pathways to attain goals;
- Embracing technologies and modes of delivery that can be successfully utilized by students; and
- Building on workforce partnerships and increase coordination with regional secondary education institutions to improve college readiness.

Goals to Achieve These Strategic Priorities:

- Begin 10 New UG and PG Programmes
- New Certificate/ Diploma Courses in collaboration with various institutions of repute
- All students to complete at least two certificate courses at graduation
- Increase hands on learning experience of students through internships and projects other than in curriculum making them industry ready

- Increase success in recruiting and retaining excellent faculty, in part, by examining search processes and emphasizing teaching as the primary mission of this campus.
- Facilitate effective faculty governance by maintaining and increasing communications and transparency of process throughout the institution.

2. Student Experience

SCAS aims to provide a rich, memorable, distinctive transformative educational experience through a variety of curricular and co-curricular and extra-curricular activities that will empower students to succeed in college and in life. Student success is the ultimate measure of higher education. So Sahrdaya will continue to put students and their success first. To promote student experience and success, Sahrdaya will provide a wide variety of innovative academic programs, serve as an entry point for higher education, provide a pleasant and safer academic and work environment, provide innovative and effective support services, promote cultural awareness, celebrate diversity and inclusion.

Strategic Priorities.

In the next 10 years SCAS will improve the experience of its students and enhance opportunities for their success by attaining each of the following strategic priorities:

- Provide programmes, activities, facilities that foster all students' sense of belonging and personal connection to Sahrdaya.
- Cultivate a student-centered learning environment promoting and supporting academic excellence Professional and personal development.
- Provide an increasing number of opportunities for students to meaningfully engage with the public affairs mission.

Goals to Achieve These Strategic Priorities:

- Student exchange for academic and research promotion
- MOUs and collaboration with National and international institutions and agencies for academics, research and extension
- Training and financial support for students to participate in International events competitions
- Promote discipline oriented training programmes and placement drives
- Strengthen Clubs and Forums for co -curricular and extra -curricular initiatives

3. Infrastructure

With sustainability and accessibility in mind, Sahrdaya aims to provide facilities and information services that enhance teaching, learning, service and operations. Creating a positive, educating, comfortable, environment for students, staff and faculty is a priority for Sahrdaya. The campus infrastructure includes, facilities, technology, campus accessibility, personal safety and sustainability – all are important in reaching the overall infrastructure goals.

Strategic Priorities:

In the next 10 years Sahrdaya will need to respond to changing conditions, new developments, emerging technology and changing culture on campus. SCAS must continue to assess the situations, identify gaps

and opportunities in infrastructure and respond with due diligence to the ever changing environment. Success to this end will be measured by attaining each of the following strategic priorities:

- Continue to upgrade infrastructure adequate to enhance the teaching learning process through required number of class rooms, learning resource centres, ICT facilities, various laboratories, access to information, transportation facilities, space for physical and mental development of the students as well as the faculty members
- Continue to improve the safety of the campus community through facility and auxiliary systems improvements, while also seeking out new information and opportunities to further enhance existing security and safety measures.
- Continue to work to ensure facilities meet and exceed current and future needs.
- Ensure information technology is innovative, accessible, secure and useful.
- Continue to install educated, environmentally responsible practices into all campus community activities, keeping sustainability practices in mind in all decisions.

Goals to Achieve These Strategic Priorities:

- Increase the number of ICT enabled classrooms
- Fully Wi-Fi enabled campus
- Enhance sustainability practices across campus by switching to alternate sources of energy wherever possible
- Increase accessibility to staff and students from various locations by introducing more buses and bus routes
- Provision for Repographic centres, Canteen, Snack bar
- Development of Central Auditorium and Sports Arena
- Provision for Sports ground and fitness centre
- Increase the security inside campus by installing closed circuit cameras

4. Sustainability

Sustainability overarches all of our strategic priorities and is critical to ensuring our future success, but it encompasses so much more than a concern for the environment. Our holistic approach to sustainability is deeply rooted in social justice and takes into account economic, cultural, social, and personal wellbeing as well. Sahrdaya's Strategic Plan for Sustainability commits our campus community to playing a major role in "sustaining human wellbeing and the natural environment."

Strategic Priorities

In the next 10 years Sahrdaya is committed to five areas of focus

- **Leadership** – we will provide vision and strategies for shifts to sustainable practices
- **Waste** – we will be mindful of all we use, decrease what we waste and initiate practices that avoid the waste stream altogether.
- **Energy** – we will honour what we use from the earth and become even more energy efficient.
- **Transportation** – we will support and encourage sustainable options and transportation systems.
- **Communication and Engagement** – we will communicate openly to engage the campuses and wider community to create a culture shift and change norms.

Goals to achieve the strategic priorities:

- Green and eco-friendly Campus
- Conducting Green and Energy Audit
- Green Policy for eco consciousness
- Gradually Shifting to Solar energy
- Installation of water recycling plant
- Installation of Biogas plant
- Rain water harvesting

5. Employee Oneness

Sahrdaya believes that its employees happiness is the key to organisational success. When employees appreciate how their individual work helps to advance goals they support and find meaningful, they will likely be more engaged, more motivated, and more likely to perform at a high level. In order to increase this feeling of employee belongingness, Sahrdaya plans to initiate various welfare and developmental programmes for its teaching, non-teaching and support staff.

Strategic priorities:

- **Quality of teaching:** We believe that great educators have a passion for learning and that the best faculty are life-long learners who strive to improve their teaching practice. To foster teaching excellence within SCAS, faculty need ongoing and regular opportunities for development. To fulfil its mission, Sahrdaya in collaboration with other institutional partners seeks to provide learning and support to the faculty through training, workshops, professional learning communities, and consultation. The faculty is encouraged to make academic advancement and supporting staff are encouraged to update their administrative skill.
- **Quality of life:** Employee happiness can impact substantially on an organization's performance. It can influence employee retention, absenteeism, and work performance. For the Implementation and development of the strategic plan associated with this goal Sahrdaya has taken as its mission to ensure employee satisfaction by improving their quality of life in various ways.

Goals to achieve these strategic priorities

- Conduct of Faculty Development Programmes
- Financial assistance to attend conferences/workshops/seminars
- Paid leave for attending one academic programme in a semester
- Financial incentives on attainment of relevant higher qualifications
- Paid leave not exceeding two months for completion of PhD.
- Paid vacation for two weeks during summer, all holidays including, Onam and Christmas.
- Leave to engage in extension and community work.
- Technical training to familiarize with Management Software System
- Group Insurance for non-teaching and support staff
- Medical assistance for hospitalization
- Maternity Benefits for women employees.

- Inclusion under PFAct
- Annual staff tour
- Fitness centre
- Canteen facility at subsidized rates
- ATM facility
- Day-care facility for staff children
- Celebration of festivals and National days
- Use of transportation facility at subsidised rate by staff

6. Quality initiatives

Continuous Quality Improvement is a key phrase that Sahrdaya plans to uphold as its leading light to future success, using data to uncover ways to improve our programs, services, and processes. It is based on this that we have coined our motto as “Ever to Excel” which describes the ongoing improvement process we're using to achieve and maximize our four overarching goals—being student-centered, academically excellent, engaged with the community, and institutional quality.

Strategic priority

In the next 10 years Sahrdaya plans to achieve its motto through the following 4 quality priorities namely:

- **Efficient Processes and programmes:** through effective planning of policies, procedures, committees, criteria etcetera
- **Effective assessments:** of student learning outcomes, participation in internal and external assessments, reviews, regular internal data collection
- **Initiating improvements:** through change in curriculum, pedagogy, delivery etc, introduction of new services, redesign of new offices or programmes, procedures, new or revised quality standards.

Goals to attain strategic priority

- College to apply for NAAC Accreditation
- ISO Certification
- Introduce ERP system
- Automate academic administrative process and develop metrics to assess the performance from time to time.
- Create a database to maintain the student records online.
- Create process for examination and evaluation activities with secured database.

7. Partnerships

Fostering relationships are essential to the success of all organizations. Without the strength of its relationships with the community, industry, academia, alumni and so on Sahrdaya would be far less able to fulfil its mission and to reach toward its vision. Healthy relationships are essential to the continued success of this campus and its students.

Strategic priority

Recognizing that we can't be successful alone, in order to achieve its mission of creating a world class workforce ,Sahrdaya in the next 10 years, will invest its time in cultivating strategic partnerships that will advance our work—between campuses, with donors and alumni, our higher education partners to :

- Bridge gap between University curriculum and industry requirement through International/ national level institutions collaborations
- Provide industry ready skill oriented programmes,
- Provide community oriented extension activities,
- Student- faculty exchanges for research and knowledge sharing
- Gain hands on experience through internships and projects

Goals to achieve strategic priorities

- Collaborate with reputed International/ National Institution.
- Faculty exchange programmes.
- Partnership programmes.
- Collaborate with universities/Institution of repute for research activities
- Create experiential learning opportunities by providing live industry projects
- Conduct of social activities to create strong connectivity with neighbourhood Community through various departments and committees of the college.



Sahrdaya College of Advanced Studies,
Kodakara, P.B.No.18, Thrissur (Dt),

Phone: [0480 2713713](tel:04802713713)

Mobile: [+91 9497 233 713](tel:+919497233713)

Email: info@sahrdayacas.ac.in