



Institutional Development Plan

SAHRDAYA GOAL10

Journey from 2022-2032

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 Kannoorkadan, 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 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. The institution aspires to inculcate in students high values and flawless ethics besides imparting quality education.

VISION

To impart knowledge to excel in one's personal and professional life thereby become self sufficient in the spiritual, intellectual and social levels to be contented and refined human being

MISSION

To mould a new generation that upholds integrity, maturity and righteousness in every thought, deed and shape up their God-given talents for the good of humanity through friendship, education and commitment.

MOTTO

Ever to Excel.

Chairman's message



The Institution continues to perform exceedingly well, in imparting outcome based education. Holistic empowerment of students is accelerated by the mentoring initiatives spearheaded by staff members. Social commitment of the Institution is reflected in the innumerable ventures which are participatory in nature. The rich legacy inspires resourcefulness. Blessings to the Sahrdaya fraternity to incessantly pursue quality and distinctiveness!

Manager's Message



Sahrdaya College of Advanced Studies has put in decade of service in the field of education. SCAS has been igniting young minds to become sparks from the college into the real world. The management and the staff of the college nurture curiosity through curricular and co curricular activities during the teaching-learning process; thus not just giving knowledge

input but also lighting fire in this minds to excel and making them thinking individuals. SCAS beckons such individuals and together we strive to make a difference.

Executive Director's Message



Sahrdaya strives to excel in curricular and extra-curricular activities since its inception. As we celebrate our Decennial Year in 2022, we stand as the beacon for enlightening younger minds who pursue their long-cherished placement opportunities. Sahrdaya, in all these years has proved its unparalleled position among surrounding aided and unaided colleges, as a centre for achieving nationally and internationally valid professional courses. Students participate and excel in our value-added programs oriented for the overall transformation of an individual. Tutoring alone is not what matters, but ‘making oneself’ equipped in accordance with time and age and involving oneself in life careers with all potentialities is what makes one a better person. Our institution is not mere brick and mortar but more like a mother’s womb, that pertains ‘growth and nurturing. Let SAHRDAYA give birth to professionally excellent individuals in all spheres of life.

STRATEGIC PLANNING COMMITTEE

1. Dr. Fr. Pauly Kanookadan, Bishop Irinjalakuda Diocese and Chairman-IDET
2. Dr. Fr. Joy Paliakkara, Manager, Sahrdaya group of Institutions
3. Dr. Fr. Devis Chenginiyadan, Exe. Director, Sahrdaya College of Advanced Studies
4. Fr. Anto Vattoly, Finance Officer, Sahrdaya College of Advanced Studies

5. Dr. Mathew Paul Ukken, Principal, Sahrdaya College of Advanced studies
6. Dr. Rani M J, Vice- Principal, Sahrdaya College of Advanced studies
7. Dr. Joy K L, Vice- Principal, Sahrdaya College of Advanced studies
8. Prof. V J Thomas, Head of the Department, P G Department of Commerce

INSTITUTIONAL BASIC INFORMATION

Name of the Institution	Sahrdaya College of Advanced Studies			
Address	P B No 18, Puliparakunnu, Kodakara, Thrissur 680684, Kerala			
Head of the Institution	Dr. Mathew Paul Ukken			
Contact Details	Email: info@sahrd ayacas.ac.in	Cell No.: 9497233713	Office: 0480 2713713	
CollegeWebsite	www.sahrd ayacas.ac.in		AISHECode:C-44890	
Name of the IQAC Coordinator	Dr. Karuna K	Email:iqac@sahrd ayacas.ac.in	CellNo.:9847886965	
NAAC Accreditation	1 st Cycle:2022	Grade A	Score	3.04
Date and Year of establishment	14-06-2012			
Status of Institution	Self-Financing			
Affiliating University	University of Calicut			
Type of the Institution	Co-education, Regular			
Details of UGC Recognition	Recognized under 2f of UGC			

INTRODUCTION

It is with great pleasure that we are celebrating the decennial year of Sahrdaya College of Advanced Studies which was incepted in 2012 with 5 UG programme. Within the span of 10 years the college has grown leaps and bounds with 17 Under Graduate and 6 Post Graduate Courses including the newly sanctioned B.Sc IT, B A Graphics and Animation and MSW and 15 National as well as International Professional Programmes making Sahrdaya the **First institution to offer Professional Programmes in a Campus environment in Kerala.**

JOURNEY OF SAHRDAYA FROM 2012-2021

1. Biggest Self financing college in Thrissur

With 17 Undergraduate and 6 Post graduate programmes offered by the University of Calicut, we were able to grow into one of the biggest self financing colleges in Thrissur with more than 2400 students and 150 plus teaching and non teaching staff.

2. Professional Programmes with University programme

Students are able to achieve Dual Degree's or at least a platform to it within three years as they are able to pursue national level and global professional programmes like, CA, CMA Ind, CS, ACCA (UK), CMA (US), CPA (US), or complete Diploma programmes like FINTECH (US), Logistics and SCM (UK), or Certifications like CAT (ICAI, India) and IATA Aviation Management (Canada) along with regular B.Com/ BBA of University of Calicut offered by the Departments of Commerce and Management respectively, thus making Sahrdaya the first campus in Kerala to offer Professional programmes in finance and accounting along with regular degree programme, a uniqueness that belongs only to Sahrdaya.

3. "New-gen" Add- on with Science and Arts UG Programmes

We are also providing various new- gen need of the hour Add on Programmes along with Bachelors in Science and Arts like Artificial intelligence, Cyber Security, IOT, Data Science, Data Analytics, Machine Learning, Pharmaceutical Chemistry, Remote Sensing and Geographical Information System, Transactional Analysis , Counselling Skills and Client Centered Therapy, Cambridge Assessment English-Preliminary English Training, B1, B2,

C1, C2, TKT and First English Course which is also a unique feature only applicable to SCAS.

4. Cambridge English Assessment Centre.

During the academic year 2021-22, Sahrdaya was also able to garner another important milestone by becoming Cambridge English Assessment Centre, which is the first of its kind in Kerala.

We are offering Business English Certificate (BEC) and First English Course (FCE) offered by Cambridge University Press and Cambridge Assessment English both entities under Cambridge University to all the 2400 students of the college within their three years in the college which no other Arts and Science College in Kerala offers.

5. Department of Human Excellence.

Another uniqueness of SCAS is the Department of Human Excellence who impart coaching to all students in Soft skills, Employability Skills, Professional Skills, Value based living skills, Competitive exams etc.

Each student is given nearly 750 hours of such training from the first to the third year of his/her degree programme.

Moreover, we are also subscribing to 2400 copies of Hindu new papers daily to distribute to all the students of the college.

6. Partnership with National and International Bodies.

Apart from Cambridge Assessment English, we have also partnered with various National and International bodies like

1. We are the Regional Oral Coaching Centre (ROCC) of ICMAI- CAT programme
2. We are also the Satellite centre of Thrissur ICAI which entitles us to provide CMA India programme to our students
3. We are also the approved partners of International bodies like Association of Chartered Certified Account (ACCA-UK), Chartered Institute of Logistics and

Transport (CILT-UK), Institute of Management Accountants (IMA-US) and American Institute of Certified Public Accountants (AICPA-US)

7. Sahrdaya's glory reached far and wide

There are now students from all 14 districts of Kerala and also few students from other states apart from the nearly 30% NRI students especially in professional courses.

This academic year, another remarkable feature was a foreign applicant which only shows that Sahrdaya's glory has reached far and wide.

8. ISO Certificate

We are an ISO 9001:2015 Certified Institute and are moving towards NAAC accreditation by end of 2021

9. Most number of ACCA enrolments

We are also proud to be the only institution with most number of ACCA enrolments in one batch i.e. 167 during this academic year. The total number of ACCA students in our college is now 377, which shows the popularity of our B.Com finance with ACCA programme.

SWOC ANALYSIS

INSTITUTIONAL STRENGTHS

- Strong leadership
- Goodwill and Brand value in Kerala
- Introduced Industry oriented ADD ON programmes along with regular University programmes.
- Well qualified faculty pool.
- Discipline Centered Institution
- National and International Collaborations and Exposure.
- Placement Oriented training
- Promoting Rural Students Community.
- State of the Art Infrastructure.
- Well Equipped Laboratories.

- Membership in various professional bodies
- Ranks at the University Examinations
- A well-grounded sports culture with laudable achievements in the sports arena
- Social outreach/community service programmes

INSTITUTIONAL WEAKNESSES

- Low visibility outside the state
- Lack of Funded Projects.
- Minimum Number of Research Publications in Referred Journals.
- Lack of Students Involvement in Research.
- Dependency on fees as source of fund

INSTITUTIONAL OPPORTUNITIES

- Effective utilization of online resources for Teaching and Learning.
- Bridging the gap between Industry and Academia.
- Alumni Support for Placements, Consultancy and Collaborative Work.
- Growing industry and emerging market for skill development programmes
- Signing of MoU with Industry for placement support
- Tie up with Foreign Universities and Indian Universities.
- Value Added Course as per the Industry requirements.
- Promoting consultancy service
- Four year UG Programme enhances research opportunities
- Aligning with Outcome based education

INSTITUTIONAL CHALLENGES

- Faculty turnover due to lack of recognition of self financing college experience
- Change in learners attitude
- Admission in PG Departments.
- Developing Industry Ready Students as per the industry requirements
- Competition in the sector with the entry of Private Universities & Foreign Universities
- Improving the teaching-learning outcomes
- Placement of students in gainful employment in large numbers

STRATEGIC GOALS-SAHRDAYA GOAL10

Sahrdaya Goal10 is the journey forward of the institution for the next 10 years where the management focuses on three thrust areas like

1. Quality education
2. Sustainable development
3. Strategic Partnerships

Goal 1- Largest Self financing College in Kerala

With Thrissur set to be the Educational Capital of Kerala, Sahrdaya is in a highly advantageous position for being the **Pioneers to provide Professional courses in a campus environment for the first time in Kerala.**

Within the next 10 years we aspire to be the **largest self financing college in Kerala with more than 30 programmes and 4000 plus students**

Goal2- Learning Resource Centre

Library is the heart and soul of any Higher education institution. To nurture and enhance the quality of education, it is necessary that we place great importance to upgrade our library.

We therefore, propose to upgrade our library to Learning Resource Centre through automation, making it more accessible to all by shifting it from the fourth floor where it is currently located to a separate building conducive to learning and research.

We also propose to go for 100% digitalisation of library and introduce Online Distance Learning by strengthening the learning resource centre.

Goal 3- Research Centres

At present there are 6 post graduate departments- M.Com,MA English, MSc General Psychology, MSc Clinical Psychology, MSc Computer Science, MSW

We plan to upgrade all Post Graduate departments to Research Centres within the next 10 years.

Goal 4- Department of Digital Excellence

In order to promote the culture of Hybrid learning, we propose to upgrade the department of computer science to Department of Digital excellence.

At present there are 4 Undergraduate programmes and 1 Postgraduate programme related to Information Technology namely-BSc Computer Science, BCA, BSc IT, BA Graphic design and Animation andMSc Computer Science.

Planning to develop a special department for IT and IT enabled and FINTECH programmes catering to all students of the college to equip them digitally to capitalise on the huge IT opportunities expected to arise in the coming future.

Goal 5- Infrastructural development

We propose to expand the campus so that we can construct a separate building for the purpose of **Sahrdaya Residential Professional Academy/ Sports Academy as well as Learning Resources Centre**. We also propose Implementing 100% Smart Class Rooms

Goal 6- Alternate Sources of Energy/ Sustainability:

We propose to shift to alternate source of energy or increase its proportion from the current thereby contributing to conservation of natural resources

We also propose to implement various projects under Sustainability like complete transformation to LED, sensor based lighting and water usage, shifting to 100% solar energy and wheeling to the grid thereby moving towards the UN Sustainable development goal 2030.

Goal 7- Quality Rankings

Within 10 years there will be 2 more cycles of NAAC Accreditation. Also, planning to appear for NIRF and SAAC Ranking. Upgrading any one or more departments into Centres of Excellence.

Goal 8- Strategic Partnerships

Within the next 10 years, we plan to establish strategic partnerships with institutes and organisations of national and international repute to provide various programmes and activities beneficial to the students like:

Integrated Degree- PG programme

We plan to introduce integrated Degree- PG programme through tie ups with esteemed foreign Universities thereby facilitating our students to complete 1 year PG programme in a foreign University after completing their 3 year UG degree.

We also plan to introduce Academic twinning programmes through which students can pursue dual degree at the same time, Career oriented courses, Internships & Placements, Start up support, Knowledge sharing so on and so forth.

Goal 9- Sahrdaya Professional Academy

We propose to develop **Sahrdaya Professional Academy** as a standalone institute to provide the Professional courses like CA, CMA IND, CS, ACCA, CMA(US), US CPA, FRM(US), CFP(US), CFA, CIMA-CGMA(US), FINTECH (US), BUSINESS ANALYTICS, LOGISTICS AND SCM(UK), IATA, CAT, CAMBRIDGE ENGLISH ASSESSMENT etc for

1. Aspiring unemployed and under employed youth

2. Unmarried graduate girls

3. Housewives

4. Students studying in other institutions

Goal 10- Sahrdaya Sports Academy

Sahrdaya is slowly creating a space for herself in the field of sports and games through Sahrdaya Sports Academy which is evident from the laurels that we have achieved in various events in the D Zone and Inter Zone competitions under the University of Calicut.

Some of our students are also participants in national teams which has also earned name and fame to our institution

We therefore propose to develop Sahrdaya Sports Academy into a standalone institution with world class facilities like adequate ground for training of various events simultaneously, fitness centre, swimming pool, Sports hostel with free hostel facilities including food and full tuition fee waiver etc thereby catering to the requirements of sports students.

MEDIUM-TERM GOALS

1. Autonomous Status

- ❖ We plan to upgrade ourselves into an Autonomous institution with in the next 5 years.
- ❖ This will help us in achieving our goal of providing industry-oriented curriculum which will help more learners to attain a future ready qualification

2. NAAC/ NIRF/KIRF/ NBA/ AICTE Accreditations

- ❖ We aspire to attain A++ grading in the NAAC accreditation in the second cycle of assessment.
- ❖ We also plan to be featured in the top 20 colleges in the NIRF ranking
- ❖ With in the next 5 years, we plan to go for AICTE approval and also NBA accreditation

3. Residential Campus

- ❖ We propose to have our own independent hostel for girls and boys that will help us in efficiently managing the residential programme offered by Sahrdaya Professional Academy
- ❖ Having an independent hostel will also help us meet the requirements of the Sports hostel provided for the students under the Sahrdaya Sports Academy.

4. Construction of New Building for Learning Resource Center

- ❖ We propose to construct new building with more space for collaborative learning and thereby shifting the library from its present location.
- ❖ This will enable more facilities for research thereby enhancing the overall quality

5. Widening the scope of Cambridge Assessment Centre

- ❖ We also aspire to widen the scope of Cambridge assessment Centre by extending the programme to our sister institutions like the SCET, SIMS, and St. James Pharmacy College.
- ❖ We also plan to extend our facility to the twelve Higher secondary schools under our diocese

- ❖ Moreover, the programme can also be rolled out to the interested youth under our diocese to enhance their communication skills thereby increasing their scope of employability.
- ❖ Planning to offer APTIS certification by British Council to aspiring candidates from within and outside the institution.
- ❖ This will help the institution in overall income generation also.

6. Deen Dayal Upadhyay Kaushal Kendra

- ❖ We plan to capitalise our strength in skill development to provide skill development programmes to our own students as well as to learners in the community
- ❖ In order to achieve this end we plan to introduce DDUKK thereby giving an added edge and visibility to the institution as a Center for skill development

7. Student and faculty Diversity

8. We plan to enhance the student and faculty diversity by attracting students and faculty from various parts of the country in the first phase and also from outside the country in the second phase. The student diversity is planned to be enhanced to 15% by 2027 and 25% by 2032.

Short- term goals

1. Introduction of New programmes

- ❖ As per the National education policy merge BEd programme with suitable courses
- ❖ As the student enrolment for the existing Science and language programmes are comparatively less; modify them to Double Main/ New generation programmes like
- ❖ BSc Mathematics may be shifted to Data Analytics & Econometrics
- ❖ BSc Physics to Applied Physics
- ❖ BSc Chemistry to Industrial Chemistry
- ❖ BA Malayalam to Malayalam & Sociology

2. Free Competitive exams coaching

- ❖ In order to enhance the employability skill of our students, we are planning to introduce SSC, Bank, Insurance, RBI competitive exam coaching free of cost for all the students from 7 pm to 9 pm at night
- ❖ All Post graduate students will be provided coaching to appear for Civil service Prelims examination through Civil Service Corner
- ❖ Also, all PG students will be provided coaching for NTA- NET examination including Part 1 common paper and Part 2 Subject oriented paper.

- ❖ All science students will be provided coaching for JAM

3. Strengthening the student faculty ratio

- ❖ In order to create a strong academic environment, it is pertinent that we create a strong bond between the faculty and students.
- ❖ The current mentor mentee ratio is 1: 24 which we plan to improve to 1:15 thereby creating a strong student faculty ratio conducive to holistic development of the learner.

4. Improve the research culture

As a measure of improving the research culture, the institution is planning to provide financial assistance to faculty members in the form of SEED money to promote them in undertaking research and publications.

All departments shall have at least 25% PhD holders among its total faculty strength.

5. Strengthen the Start-up Eco System

- ❖ Through various platforms like Entrepreneurship Development Club, Institution Innovation Cell, Unnath Bharath Abhiyan etc we plan to strengthen the start-up eco system thereby creating opportunities for entrepreneurship development amongst students.

6. Creating Business Simulation and Data Analytics Lab

- ❖ We propose to create a business simulation and data analytics lab with the AI powered software where students can experiment with various management strategies on a given business scenario through real time data processing
- ❖ This manifests in entrepreneurial spirit, creative and critical thinking and analytical rigor in solving day to day management problems
- ❖ The lab can also augment the implementation of new age technology courses like data analytics, RPA, Blockchain etc suitable for courses which integrates finance and technology

CONCLUSION

As we move forward in our journey towards excellence, we envision an institution that stands par with other national and international institutes contributing our share to nation building through a zealous group of dedicated and industrious citizens whom we plan to nurture and mould as Sahrdayans- who is kind behaves in a gentle, caring, and helpful way towards other people. Sahrdaya Soar high!