



JAMAL MOHAMED COLLEGE (Autonomous)

Accredited (3rd Cycle) with 'A' Grade by NAAC

(Affiliated to Bharathidasan University)

**No.7, RACE COURSE ROAD, KHAJANAGAR, TIRUCHIRAPPALLI - 620020.
TAMILNADU, INDIA.**

Website : www.jmc.edu

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Strategic Plan

Preamble

The document has been formulated with quality initiative inputs from the IQAC to help realize the vision and mission goals that the college has set for itself. It envisages the path for excellence and beyond excellence, outlines the blueprint of the perspectives, the efforts needed and the timeframe and modalities for achieving.

Curriculum

- To incorporate Student Centric Learning, Participative Learning, Experiential Learning and Problem Solving Methodologies, the core structure and the syllabi of the UG, PG and M. Phil programmes should be revised to introduce outcome based education (OBE).
- To expand the availability of choices to the students, Online Courses with transferable credits (at least 2 credits) should be made mandatory for all UG and PG programmes.
- The Heads of the Departments running the programmes are to be designated as the Chairpersons of the Boards of Studies for those programmes.
- In order to tune the syllabi to the current trends, the Boards of Studies for all the programmes should be convened every semester.
- To increase the competencies of the students beyond the realm of the curriculum, Value Added Courses should be taught compulsorily in all the departments and the performance of the students should be assessed.

Teaching, Learning and Evaluation

- To help the freshers get acclimatized to the college atmosphere as well as to enrich their language skills and computer knowledge, Student Induction Programmes (SIP), Bridge Courses and Computer Literacy Programmes etc. should be conducted.





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- As the role of the teacher has changed from being a provider of education to being a facilitator of education, all the faculty members should practice ICT methods and techniques for effective teaching
- As the competency and knowledge of the teacher reflects effectiveness of their teaching, all the faculty members should have completed or try to complete their doctoral programmes within a reasonable time frame.
- For effective conduct of the examinations and related processes, the Office of the Controller of Examination should be fully automated.
- To assess the relevance of the syllabi designed, the knowledge and competency of teaching of the faculty, their style of delivery, the conduct of examinations and declaration of results, a mechanism for eliciting the free and frank opinion of the students in the form of Student Satisfaction Survey (SSS) should be devised appropriately and conducted periodically by the IQAC.

Research and Extension

- There should be an exclusive policy to set the guidelines for research in the college.
- A Centre of Research should be established with a Dean of Research as the Chairperson to act as the nodal agency for streamlining all research activities in the college.
- A common instrumentation center housing sophisticated equipment to facilitate in-house research should be established.
- As all of the research is funded through tax payers money, it is reasonable to expect that research should have social relevance and lead to spin-off benefits to society. Hence avenues for interdisciplinary research oriented towards social good should be explored and supported





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- The junior faculty should be encouraged to do early-stage research by calling for viable research proposals from them and awarding them seed money after due process of selection by experts.
- To incentivise research, both the senior and junior faculty should be encouraged to apply for more minor/major research projects and publish their research articles in UGC approved journals and present their findings in international conferences / seminars in foreign universities by presenting them with cash awards for each successful publication/presentation.
- To motivate the faculty towards quality research, **Best Researcher Awards** should be instituted.
- There should be three categories of the awards, namely the **Best Senior Researcher Award**, the **Best Junior Researcher Award** and the **Best Women Researcher Award**.
- These awards should be presented for the two streams separately, namely **Arts, Humanities and Management Sciences** and **Physical, Mathematical, Computational and Life Sciences**.
- To facilitate exposure of our students to latest trends in technology and to facilitate information interchange in their chosen fields, all the departments should endeavour to organize International / National Conferences / Seminars / Workshops and invite eminent scientists/researchers to participate in them.
- An innovation and incubation center should be set up to foster the start-up ecosystem in the college and an Intellectual Property Rights and Technology Transfer Facilitation Centre should be set up to educate the staff and students on patents, copyrights and Geographic Indication (GI) tag.
- To prepare students for delivery of community service, the participation in JAMCROP- Jamal Mohamed College Community Reach out Programme should be made mandatory for all the first year undergraduates and postgraduates and credits for their performance be awarded.





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- To motivate the participation in extension activities for social causes, suitable credits should be awarded to the students taking part in NCC and NSS and in all the other extension activities clubs of the college.

Infrastructure and Learning Resources

It will be the endeavour of the college to provide, within the available resources, the best of infrastructure and resources to facilitate learning. Towards this

- An IT policy for the establishment, usage, maintenance and upgradation of all IT related facilities should be drafted.
- All the classrooms/seminar halls should be provided with ICT facilities
- The entire campus should be provided with high end seamless internet connectivity
- The laboratory facilities should be upgraded periodically with the addition of newer equipment to make learning more interesting.
- Ample provision of computers for students use alone should be made so as to maintain the student to computer ratio of 3:1.
- The college library should be fully automated and the digital section should be expanded for accessing e-content.
- Subscriptions to databases such as PROQUEST, DELNET, NLIST-INFLIBNET should be made by the library and onsite/remote login access provided to the faculty, students and research scholars.
- The staff should be encouraged to develop e-content modules and the facilities in the existing audio-visual center for preparing the same should be enhanced.

Student Support

- To help the students from the weaker sections of the society to pursue their educational aspirations, the college should identify and tap all available resources (governmental/non-





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governmental/alumni/well-wishers/philanthropists) and provide them with financial support.

- Capacity development and skill enhancement programmes, guidance for competitive exams, counseling for physical and emotional well being and placement services should be provided to the students through proper initiatives.
- A support system should be put in place to provide a barrier free and inclusive environment for the physically challenged students.
- A Grievance Redressal Policy should be formulated and a Grievances Redressal Committee should be constituted to address the gender and other discrimination grievances of the students.
- To ensure safety and security of the staff and students, in particular women, 24 x 7 surveillance should be provided both in the college and hostel premises through installation of CCTV cameras at vantage locations.
- For the security of women students in the hostels, regulation of the entry and exit through biometric systems should be installed.

Governance, Leadership and Management

- The organizational structure of the college should be well conceived and designed to achieve decentralization and participative management of the faculty, to ensure effective governance and realization of its vision and mission.
- The functions of all institutional bodies like the College Management Committee, Principal, Governing Body, Academic Council, Office of the Controller of Examination, Office of the Registrar of Attendance, Aided and Self-Finance Offices etc. should be clearly delineated for smooth administration.
- Automation of all the processes of academic and administration such as admission, student support, teaching plan, assignments, examination, attendance, accounts, salary





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disbursement and fees collection etc. should be effected by the incorporation of a full-fledged ERP system.

- A Staff Welfare Policy with provision of interest free loans, contributory provident fund (CPF) for management staff, conduct of medical camps, health insurance, health care center, option for festival advance, paid maternity leave, day care center, provision of air-conditioned staff rooms and recreation facilities should be formulated
- Provisions for financial support to the faculty members for attending conferences / seminars / workshops should be made.
- Professional development and administrative training programmes for the teaching and non-teaching staff should be conducted by the IQAC to provide professional enrichment.
- The teaching faculty should be encouraged to attend orientation/refresher/faculty development programmes conducted by other institutions of repute.
- To monitor the quality of education provided, academic audits related to the curriculum, infrastructural facilities, quality of teaching-learning, student support systems etc. academic and administrative audits should be conducted regularly by the IQAC.
- To ensure transparency and accountability, internal and external financial audits are to be conducted every year with a certified Chartered Accountant and Joint Director of Collegiate Education.
- To have a meaningful assessment of our performance, the college should participate in various national ranking frameworks such as NIRF, AISHE, ARIIA etc.

Institutional Values and Best Practices

To promote the core values of the college, namely inclusivity, gender equity, integrity, social responsiveness, moral uprightness, environment consciousness





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- A Center for Human Excellence should be established to offer moral education to all the students of the college.
- A compulsory course on Gender Studies is to be offered to all the UG students of the college.
- Amenities like Day Care Centre, Counseling Center, Paid Maternity Leave and other infrastructure facilities should be provided to ensure a good teaching and learning environment for women students and staff members.
- A well-defined waste management policy should be formulated to ensure safe disposal of e-waste, solid and liquid wastes and biomedical wastes.
- Measures should be taken to tap non-conventional energy resources available in the college premises.
- Provision should be made for carrying out Green Audit, Energy Audit and Environment Audits annually by competent authorities.




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