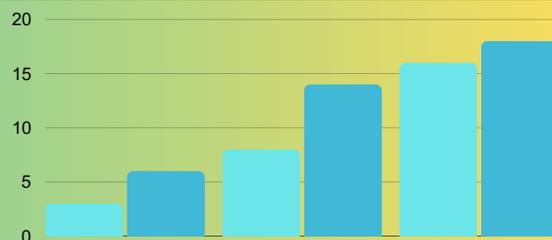




# St. JOSEPH'S

COLLEGE OF PHARMACY  
INTERNAL QUALITY ASSURANCE CELL



## SJCP

# STRATEGIC PLAN 2024 - 2031

St. Joseph's College of Pharmacy  
Dharmagiri College Campus, Cherthala-688 524, Kerala, India



## **SJCP- STRATEGIC PLAN 2024-2031**

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## **1. Vision , Mission & Core Values**

### **I. Vision**

Inspired by Jesus Christ the Divine Healer, Medical Sisters of St. Joseph (MSJ) is deeply committed to mould quality professionals with character and competence to touch the humanity with a compassionate heart and bring about wholeness.

### **II. Mission**

As catholic health care providers deep rooted in gospel values, MSJ Educational mission aims at striving to continue the healing mission of Jesus Christ through creating committed, compassionate, skillful and integrated professionals who are responsible to build up a healthy family, society and nation.

### **III. Our Core Values**

SJCP: S- Service J- Justice C- Compassion P- Proficiency

### **IV. Our Motto**

Love Serves

## **2. Pursuit of Excellence**

### **Core Values**

Service, Justice, Compassion and Proficiency in all walks of life is our motto

.

### **Commitment to the Society**

Society stands as a significant stakeholder in every higher education institution. The College Management endeavors to embrace and integrate social values into the various activities and events organized by the college's different departments, associations, clubs, and cells. This commitment ensures the development of students into socially responsible individuals.

### **Care to the Environment**

The management takes every possible step to cultivate and foster environmental awareness among all staff and students of the college. Various initiatives are implemented to cultivate and instill this environmental consciousness through a range of programs and events organized by different departments, associations, clubs, cells, etc.

### **Ethics & Integrity**

The management, alongside the staff and students, prioritizes ethical conduct and integrity in all their endeavours. Ethical and moral principles are carefully considered in formulating policies, establishing procedures and plans, and implementing various strategies within the college. All academic, co-curricular, and extracurricular activities conducted by the college's staff are carried out with ethical integrity.

### **3. SWOC Analysis**

#### **Strengths**

##### **Management**

- Collaborative/Inclusive/Decentralized approach.
- Interactive, Innovative and supportive College management.
- Effectively functioning College IQAC
- Strategic planning and timely execution.
- Efficient staff recruitment and appraisal policies and policy making strategies.
- Timely appraisal of performance of departments and staff .
- Timely acceptance and support of proposal from departments/ cells/ clubs/ committees.
- Assurance of Inter & Intra Department co-operation with college management.

##### **Staff**

- Highly qualified , talented and skilled work force.
- Increasing number of doctoral degrees among teaching faculties.
- Increasing number of paper publications, presentations, book publications, patents etc.
- Increasing number of FDPs attended by teaching staff.
- Improving number of funded projects/Research grants undertaken by teaching faculty.
- Innovation and creativity among teaching faculty highlighted while designing outreach/extension activities, club activities etc.
- Attitude of empathy towards students.
- Supportive non-teaching staff in all activities organized by departments/ cells/ clubs/ committees.

##### **Students**

- Improved academic performance as the years pass by.
- Co-operative, Innovative, Supportive and Vibrant Student folk involved in club activities, associations, cells and other committees of the college.
- Active involvement in union activities and other cultural activities of the College
- Whole hearted student co-operation in the organization and conduct of industrial visits, study tours, recreation tours etc.
- Presence of students from different parts of India ensuring a vibrant diversity among student folk.

## **Alumni**

- Prominent alumni from all departments and their frequent involvement and moral support in development activities of the College.
- Proud Alumni presence among faculty members of the College.
- Financial support from alumni in the form of endowment prizes, assistance to infrastructural development etc.
- Assistance from alumni while arranging industrial visits.
- Frequent alumni-get together in the college premises enhancing their co-operation.

## **Infrastructure & Basic amenities**

- Well-furnished classrooms, departments, office rooms, labs, library
- All classrooms having projectors that enhances ICT enabled teaching- learning process
- Wi-Fi facility in the campus
- Language Lab
- Seminar hall, Auditorium, Board room, Prayer hall
- Computer Lab and facilities
- Cafeteria
- Hostel
- Butterfly garden
- Parking facilities
- Ramp facility,
- Provision for wheelchair and first-aid facilities
- Conveyance facilities
- Health Club and Gymnasium
- Students' store
- Ladies' rest room
- Washrooms in all departments, office room, girls rest room

## **Academics**

- Application of ICT enabled Teaching- Learning methodology to maximum extent.
- Execution of special programs for advance learners.
- Student Support Program (SSP) for slow learners, ASAP (Additional Skill Acquisition Programme), Certificate Courses, Add-on Courses etc.

### **Extra-curricular**

- Participation and Achievement in University Arts Festivals
- Organization and conduct of Union and Arts Club Inauguration, Arts festivals etc.
- Observance of health days and days of national importance
- Conduct of various programs that cater to the cross cutting issues in the society and that highlight national integrity.

### **Co-curricular**

- Existence of different clubs/ cells/associations etc. that cater to statutory provisions, eco-consciousness and cross cutting issues etc. faced by community in general.
- Organization and conduct of workshops/ exhibitions/ symposiums/ outreach and extension activities etc.
- Conduct of industrial visits, study tours, recreation tours etc.
- Conduct of practical training sessions, expert lectures, invited talks etc.
- Memorandum of Undertakings and Linkages signed with different firms.

### **Eco-consciousness**

- College location in a serene and natural environment
- Organization and conduct of eco-friendly programs and activities
- Observance of days of environmental importance
- Organic farming of vegetables.

### **Ethical concern and humanitarian approach**

- Conduct of various activities catering to the requirements of the needy class in the community including the age-old, physically, mentally and economically challenged, physically ailing, etc.
- Initiatives from different clubs for conducting various programs addressing the cross cutting issues, gender equality issues etc. of the community

### **Finance**

- Various grants from Government (Local and State) agencies, Management etc.
- Financial Assistance for encouraging research activities among teaching staff of the College.

### **Technology**

- Usage of ICT enabled teaching techniques in all classes.
- Full time Wi-Fi in the whole College.
- Application of Enterprise Resource Planning Software (ERP).
- Implementation and usage of Google Classroom.
- Desktop computers and Laptops in departments, IQAC and Office.

### **Student benefitting programs**

- Arrangement of orientation and induction for fresh students in UG and PG
- Execution of individual mentoring practices
- Functioning of a counselling cell in the college with a part-time counsellor facility
- Conduct of Soft Skill training
- Organization and conduct of placement drives and orientation classes
- Encouraging Participation in various clubs/ cells/ associations in college
- Conducting one day training sessions in various subject oriented instruments.

### **Weaknesses**

- Lack of flexibility in syllabus revision as the college is affiliated to a University.
- Delay in university exam results makes it difficult to have a proper control over student performance in academics aspects.
- Poor socio-economic background of many students and the poor educational background of the parents hinder vertical progression of students and on a whole affects their attitude and outcome in their studies.

### **Opportunities**

- Proximity to Kochi, which is the hub of most of the multinational firms in the country. adds to the placement opportunities of students.
- Upcoming Bio-Technology park is also expected to create more opportunities for career prospects of students.
- Soft Skill Training programs organized by the college enhances the global competency of the students.
- Through the placement drive initiatives and other orientations and trainings arranged.
- by placement cell of the college offers opportunities for career enhancement of students.
- Entrepreneurship Club (IIC/IEDC) activities in the College provides opportunities for discovering and developing their and motivates them to come up with innovative ideas and also explore possible start-up venues in Pharma sector.

## Challenges

- Educational , socio-economic and cultural background of majority of students setting limitations on their career and higher educational prospects.
- Drop-out rate among students because of the lack of seriousness to academic and career progress
- Lack of motivation among majority students to excel in their academics and career because of their low level goals and aims
- Difficulty in channelizing the potential of students into academic excellence because of the undue influence of latest gadgets

## 4. Core Competencies & Highlights of the College

### Management aspects

- Decentralised, Participative management.
- Wholehearted support in conduct of Academic , Co- Curricular, Extracurricular and developmental activities of college.
- Support in research activities and accreditation processes of the College.
- Ensuring the application of core values in all aspects of College.
- Attempt to apply the concept of ‘E-Governance’.
- Academic, Co- Curricular, Extra-curricular development aspects.
- Improving number of doctoral degrees among teachers.
- Excellent Teacher-Student relationship.

### Academic, Co- Curricular, Extra-curricular development aspects

- Improving number of doctoral degrees among teachers.
- Excellent Teacher-Student relationship.
- Efficient Teaching methodologies applied by teachers.
- Whole hearted co-operation of staff and students in club/ association/cell/committee activities.
- Conduct of Industrial visits, Workshops, Expert lectures, Invited talks and discussions, Exhibitions, Symposiums, Colloquiums, Debate sessions, Conferences, Seminars, Certificate courses, Training and orientation sessions etc. enriching the experiential learning platform of students.

### Technological aspects

- 100% ICT enabled classrooms.
- 100% Wi-Fi connectivity in the whole College.
- Application of ‘Cash-less’ campus concept to a maximum possible extent.
- Utilization of ICT enabled teaching- learning methodologies.
- Application of Audio-Visual Aids in teaching-learning process.
- Conduct of Webinars.
- Development and updated use of ERP Software and Google Clsroom.

**Environmental Aspects**

- Campus location in a serene and natural environment that augments the ecoconsciousness of staff and students of the college.
- Organic farming performed by management, staff and students of the college.
- Eco-friendly activities promoted by Nature Club of the college.

**Financial Aspects**

- Financial Assistance to encourage research activities of teaching staff and students.
- Existence of clubs and programs of unique and varied nature.
- Existence of various Clubs to promote all possible cultural forms of our State and our nation at large.
- Activities that nurture human values in the minds of youth.
- Effective functioning of various cells in conducting health awareness campaigns and programs.

## 5. Strategic Goals of the College: Vision 2031

### **To target “Autonomous Status”**

- To emerge as a ‘Pharmacy campus’ ensuring 100% usage of technology blended teaching-learning process.
- Conduct and management of office affairs and financial transactions. purely on online mode, etc. to the maximum possible extent.
- To emerge as a ‘**Campus with Eco-Consciousness**’ with the eco-consciousness reflected in all activities designed and executed by the college.
- To develop **highly automated college library.**
- To ensure **100% staff- student participation in Research and development activities.**
- Promotion of Research and development activities among staff and students.
- Ensuring doctoral degrees among all teaching staff.
- Increase in the number of book / journal publications among teaching staff of the College.
- Ensuring maximum student and staff participation in workshops/conferences/ seminars organized by external agencies.

### **Encouraging student research projects and proposals**

- Ensuring 100% Post Graduate students to do Paper presentations and publications with the support of teachers at least once during their course tenure.

### **To make staff and students of the college as globally competent**

- Arranging maximum possible number of international workshops/ conferences/ seminars.
- Ensuring Soft Skill Training for students.
- Coaching for GPAT/ TOEFL etc.
- **Empowering student entrepreneurs** and supporting start-up ventures.
- **Fulfilling the placement requirements of students.**
- Arranging maximum possible Placement drives/ orientation / coaching classes etc.
- Setting up of incubation centres and finishing schools in the campus.
- Ensuring maximum number of MOUs and Linkages with industries and higher educational institutions with academic excellence.

**Uplift the clubs of unique nature** (Nature club, radio club, Charity club etc. ) to a greater level.

- **Addressing cross cutting issues**, gender equality issues, other social issues etc. of the community to the maximum possible extent through clubs/ associations/ cells/ committees of the College.

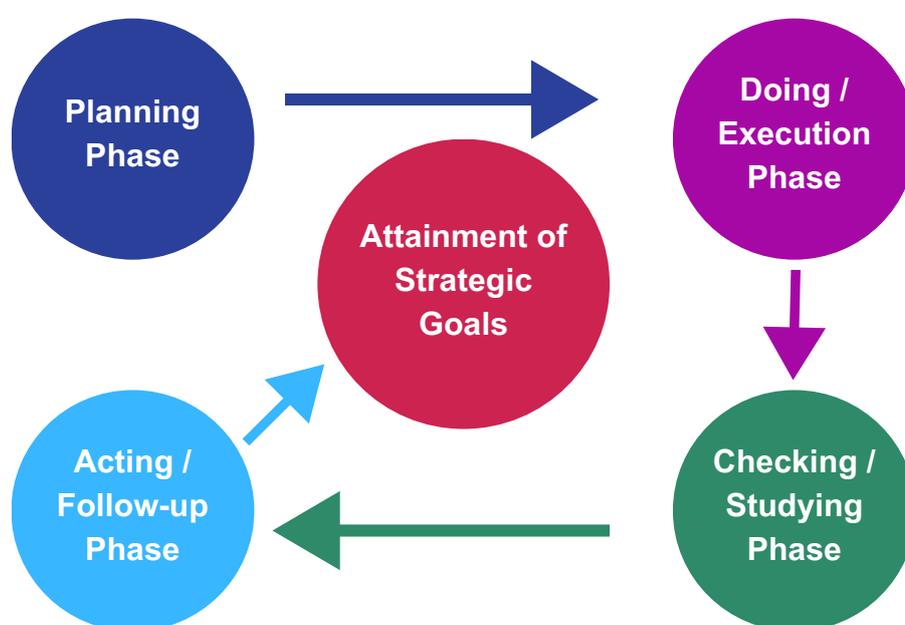
- **Developing and implementing numerous additional vocational/ certificate courses**
- **Developing Research and Development Centres**
- **Development of campus premises by taking possible measures**
- To ensure setting up of an ATM of any Nationalized bank in the college premises for meeting urgent financial emergencies of the staff and students.
- **Giving vocational training to maximum possible students on different courses**

## 6. Towards Strategic Goals of the College: Vision 2031

### **Modus operandi**

#### **Application of concept of PDSA/ PDCA Cycle/ Deming Cycle**

The college plans to implement the PDSA/PDCA cycle concept of Dr. William Edward Deming, the eminent Quality Guru, to achieve its current strategic goals. This concept consists of four stages It comprises of four stages:



**Planning phase** - By Governing body and IQAC on a periodic basis following NAAC/NIRF parameters.

**Doing/Execution phase**- Through the College office, different departments, student clubs,cells/ associations/ committees.

**Checking/Studying phase**- By duly deputed co-ordinators of IQAC, departments etc. after applying NAAC/NIRF parameters.

**Acting/ Follow up phase** : Preparation and Submission of Report to Governing body by duly deputed co-ordinators of IQAC, departments etc. and the Governing body taking adequate actions for improvement if any variations are found.