St Aloysius College (Autonomous)

Mangaluru – 575 003

Re-accredited by NAAC with 'A' Grade with CGPA 3.62/4
Ranked 95 in College Category – 2021 under NIRF, Ministry of Education, Government of India
Recognised as Centre for Research Capacity Building under UGC-STRIDE Scheme
Recognised under the DBT – BUILDER Scheme, Government of India
College with "STAR STATUS" conferred by DBT, Government of India
Recognised by UGC as "College with Potential for Excellence"

"Strategic Plan and Deployment Document"

Vision

Empowering youth through excellence in education to shape a better future for humankind

Mission

St Aloysius Institutions of the Mangalore Jesuit Educational Society (MJES), inspired by the person and mission of Jesus Christ and guided by the motto ''Lucet et Ardet'' commit themselves to spread the light of knowledge and wisdom, to kindle the ardour of faith that does justice by forming men and women for and with others, who are academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive and professionally dedicated so that they become a powerful force in the transformation of society.

About the College

Established in 1880, St Aloysius College (SAC) prides itself in its history of 142 years. Thousands of students who have passed through the portals of this institution have rendered outstanding service to humankind not only in India but across the globe. The College is a Govt. Aided Autonomous College affiliated to Mangalore University.

The College has imparted high quality education to all sections of society regardless of caste, colour or creed. The motto of the College, "Lucet et Ardet" which means "shine to enkindle" has inspired countless students to become 'men and women for and with others' and thus bring light and joy into the lives of people.

The Ministry of Human Resource Development (MHRD), Govt. of India, ranked the College, under the National Institute Ranking Framework (NIRF) 2021, 95 among the best colleges of the country. National Assessment and Accreditation Council (NAAC) awarded the College with a cumulative grade point average (CGPA) of 3.62 out of 4.0 in the third cycle of accreditation in March 2015.The College has been sanctioned 'DDU KAUSHAL Centre' for the years 2015-17 under the 12th Plan Scheme by the Govt. of India. The College has been recognized as the 'College with Potential for Excellence' for the second phase by UGC, awarded STAR status by DBT and Community College by UGC. Government of Karnataka has selected the College under scheme of "BiSEP" (Biotechnology Skill Enhancement Programme). The College is recognized as Centre for Research Capacity Building under UGC-STRIDE. The College attracts students from within the state and also from outside the state. The total number of students is close to 6600 in the year 2020. In the past ten years, international students also have chosen the College for their studies.

The College with its motto of **'Reaching the Unreached'** has in the past 142 years strived to take **'Education to the Masses'.** The focus in the last decade has been on:
- Sensitizing students to the needs & challenges of the weaker sections of society
- Prioritising education for the Girl Child
- Training students to be creative and innovative and competent in a competitive environment
- Cultivating a culture for an environmentally clean and green campus

The effective and efficient implementation of the strategic plan of the institution is made possible through the following:

I. Reaching the Unreached:
Promoting the cause of higher education among the economically weaker sections of society and ensuring no student is left behind due to economic reasons can been gauged by the many schemes offered to deserving students including:

- **Empowering the Marginalized:**
  The College provides preferential option for the poor by
  - Having its own admission policy. Preference is given to students from the weaker sections of the society
  - Concession in fees
  - Midday meal

- **Outreach Programmes:**
  - **Sahaya and Rural Immersion Programme:** The College conducts compulsory programmes for students. Associations such as NSS, Sahodaya, AICUF, CLC and Red Cross also conduct programmes to address the needs of the weaker sections of the society.

  - **Centre for Social Concern (CSC):** The Centre is actively engaged in working for and with the marginalized with the intention of addressing their needs and developing social awareness among students and staff. Under the UNNAT BHARATH ABHIYAN scheme, the Centre has adopted 5 villages.

  - **Centre for Environmental Concern (CEC):** The Centre addresses issues like waste management, water harvesting, renewable energy, plastic-free campus and geo tagging.

  - **Community Radio:** A unit of St Aloysius College (Autonomous) has been broadcasting programmes in **4 regional languages, 16 hours a day** to address the needs of various sections of society for the past 11 years.

- **Certificate Courses:** The College has conducted **114 c**ertificate courses in various disciplines during the past **5** years. The student community from across the nation besides the Aloysian student community has benefited immensely from these certificate courses. Some of these courses had international participants as well.

- **BVoc Programmes:** Under the scheme of **DDU Kaushal Kendra**, the College has started Bachelors degree programmes in Vocational studies. These are skill-based courses as per the **National Skills Qualifications Framework** requirements that facilitate immediate employment opportunities on completion.

II. Transparent Functioning:

The need for transparency coupled with ease of access to all stake holders prompted the College to invest in a software system to handle the academic requirements digitally like attendance, continuous assessment, examinations, feedback etc.

III. Environment Friendly Campus:

The College has been in the forefront for energy conservation and for converting the campus in to a Green and Clean Eco-friendly environment. Restoring the species of Al-Vana, waste management systems including new Vermicompost bins have been initiated. Swatch Bharat rank to the College is a testimony of this great achievement. Besides, the College has 'Centre for Environmental Concern' that addresses issues like waste management, water harvesting, renewable energy, plastic-free campus, geo tagging and much more.

IV. Online Mode of Education:

St Aloysius College was a pioneer in this belt of the country to start with online classes besides offering several webinars, workshops, seminars and certificate courses for the benefit of the student community and society. Staff and students benefitted immensely from the online LMS portal introduced by the College.

V. Social Outreach:

Giving back to the society is what makes Aloysian education different form the rest. Post Graduate students are encouraged to attend week-long rural camps to sensitise them about the needs and challenges of rural India. All the under graduate students are part of Sahaaya – a programme which seeks to sensitize students to be socially responsible.

VI. ICT Tools

- **Hardware Infrastructure:**
  The College shall ensure that it has an adequate number of desktops and laptops for students and staff. Computers and printers shall be made available in the administrative block. Projectors and other multimedia devices will be provided in the auditorium, classrooms, seminar rooms and laboratories. The infrastructure will be complemented by computer networking devices, scanners and interactive teaching board/smart board etc.

- **Software Infrastructure:**
  The College will maintain adequate configuration servers to allow fast transmission of data to the various computers. Office automation packages for desktops and laptops like Open Office, MS Office and Antivirus will be purchased and updated regularly. The College will provide access to all standard econometrics, statistical, computational and scientific typesetting packages.

VII. Other Initiatives:

- **Policy Initiatives:** Many new policy initiatives like Innovation & IPR Policy, Internal Complaints Committee, entrepreneurship development and consultancy activities have been adopted.

- **Civil Services:** The St Aloysius Institute of Civil Services has truly added value to the College by motivating students with excellence to pursue Civil Services Examinations. Online applications for the programme have been invited for the second batch of regular (full time) and weekend programmes have attracted a large number of students from all parts of the country.

- **Listening Centre:** Counsellors have been appointed to address the psychological, academic, social and emotional needs of the students and the staff. Students may seek help from the counsellors for a variety of concerns including: surviving in college, improving relationships with family, friends, room-mates, making important decisions about one's personal life, dealing with painful feelings like loneliness, depression and other issues. Absolute confidentiality will be maintained regarding counselling services. Students will have to meet their respective counsellors on a regular basis.

- **Job Fair:** The Placement Cell of the College organized a mega job fair in the campus in January, 2020. Thousands of students in Mangalore and neighbouring districts were benefitted from more than 40 top notch companies.

- **Endowment Lectures:** Several endowment lectures have been organised by the College benefitting the vast sections of society.

- **New Programmes:** The College has grown by leaps and bounds since the last NAAC accreditation and the following programmes have been introduced to cater to the growing needs of the students for both vocational and conventional programmes:
  - B Voc programmes in Pharmaceutical Chemistry, Retail Management, Food Processing and Engineering in the year 2015-2016
  - B Sc Economics, Statistics and Mathematics in 2016
  - B Com with ACCA in the year 2017-2018
  - BBA with CIMA in the year 2017-2018
  - MSc in Food Science Nutrition and Dietetics in the year 2018-2019
  - B Voc in Animation and Multimedia in the year 2018-2019
  - M Com in Finance and Analytics in the year 2018-2019
  - B Com with Industry Integrated in the year 2019-2020
  - B Sc with Food and Nutrition as one of the combinations is expected to begin in the year 2021-2022
  - B Voc in Renewable Energy Management and B. Voc in Software Development is also expected to commence in the Academic Year 2021-2022
  - B Sc in Visual Communication from the year 2021-2022

The College has embarked on this ambitious plan where teaching, learning, publication, research, consultancy, entrepreneurship, creativity, innovation and extension/social out-reach programmes co-exist.

Perspective Plan of St Aloysius College (Autonomous) Mangaluru, Karnataka

2022-2027

St Aloysius College established in the year 1880 by the Jesuit fathers is a household name in Mangaluru District of Karnataka State. It is a Christian minority Co Educational Institute managed by Mangalore Jesuit Educational Society (MJES) with an outlook of Inclusivity, Affordability and Accountability, catering to all sections of the society and especially the marginalised. The College is named after the Patron Saint St Aloysius Gonzaga, who was born in an Aristocrat family in Italy and later went on to serve the Plague Victims before succumbing to this deadly disease at a young age. He is a role model to every young student who enters the portals of this 142-year-old institute. The College always strives for excellence in whatever it offers to the student community and society based on the principle called "Magis' meaning 'More' 'Greater' 'Higher'. As the founder of Jesuits, St Ignatius of Loyola desired, our institution is truly at the service of others for the greater glory of God and universal good.

St Aloysius became an Autonomous Institute in the year 2007 and in the year 2018, the college has applied for the status of Deemed to be University. During these years, the College has excelled in all domains of education. The awards conferred and the grants received from various government and non-government sources is a testimony to this. The alumni of the Institute spread across the world, most of them holding responsible positions in Government and Private Organisations, have kept their alma mater in high esteem and they too wish that the Institute should 'grow further to give further' to the society at large.

The College is spread in 2 sprawling campuses measuring to approximately 30 acres and has further space for expansion in the city. The Research work carried out by the staff and research scholars in the laboratories of the College is promising and the College is known for research work in the field of Biotechnology, Nanotechnology, Cultural Studies and IT Solutions.

Vision and Mission of the College

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themselves to spread the light of knowledge and wisdom, to kindle the ardour of faith that does justice by **forming men and women for and with others**, who are academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive and professionally dedicated so that they become a powerful force in the transformation of society.

Aims and Objectives of the College

In keeping with the tradition of the Society of Jesus which runs this institution and the needs of the time, the College aims at the integral formation of its students helping them to become men and women for and with others: through striving for excellence in learning, creative and practical thinking and co-operative leadership, with a stress on both academic and human excellence, inspired by genuine religious and moral values, and with practical awareness of the prevailing social conditions and demonstrate a commitment to the cause of justice.

Thus, an Aloysian

- lives a commitment to justice
- acts with a strong self-esteem
- thinks critically and creatively
- communicates effectively
- exercises power appropriately
- cultivates a positive sense of direction
- evokes hope

This inspires us to present below the perspective plan of the College, based on the 7 criteria of NAAC Accreditation procedure and guidelines for the upcoming 5 years.

Perspective Plan of the College

Criterion 1: Curricular Aspects

The College intends to establish schools of excellence in the chosen disciplines of study and programmes in the near future. The present system is faculty system. The planned schools include School of Physical, Chemical and Life Sciences, School of Commerce and Management, School of Languages, School of Information Technology, School of Humanities, School of Sustainable Developmental Studies etc.

As the college attains the Deemed to be University Status or similar, it would introduce single major system, integrated programmes and twining programmes which shall benefit the student community.

The College has implemented the National Education Policy (NEP) into the curriculum of all the programmes. All the courses of a particular programme will be designed according to the regulations prescribed in the NEP.

Increase the number of Certificate and Value-added courses which will add value to a programme to which a student is enrolled. Staff will be encouraged to add course content in various governmental and private online platforms that will increase the skill component of the teachers and bring more visibility to the Institution.

Introduction of new programmes or additional batches to the programmes in demand is a constant process that will be decided and approved through the administrative bodies of the Institution and various academic bodies set up under Autonomous System. Skill based courses and programmes to be added to the faculty curriculum to equip the students with the skills required.

More integrated/embedded Programmes will be started in the future at the UG level. Starting of B.Com and BBA integrated with Legal Studies at the Undergraduate levels is another possibility in the near future. PG programmes in the subjects which are relevant and trending shall be started in the immediate next academic year. All Postgraduate departments have designed courses in Research Methodology and Ethics in consultation with their respective Boards of Study.

As per the regulations of the UGC, The Learning Outcome Based Curriculum Framework, LOCF will be adopted from 2020-21 in all the Board of Studies while evolving new syllabi and curricula. Integrating MOOCs Courses (Coursera/edX/Swayam) in the curriculum by making mandatory, at least 2 MOOC Courses of one credit each before promoting to the final year.

The department of Human Resources has created a comprehensive questionnaire to be administered to students soon after their admission and effective mapping has been done of students of the first year undergraduate and postgraduate students. On the basis of the findings, appropriate groups will be made and extensive training will be given to prepare them for various national and globally recognized competitive examinations. This shall be a continuous process in the years to come.

Faculty promotions are guided by the career advancement scheme of the College where Academic Performance Index (API) is followed.

Criterion 2: Teaching-Learning and Evaluation

Establish more Functional MoUs with other institutions and organizations both in India and abroad. The possible activities include teacher/student exchange programmes, member of professional, academic and administrative bodies, research collaboration, consultancy, exchange of innovative and new ideas in the field of emerging technologies etc.

The Examination Section under the supervision of Controller of Examination and Registrar would like introduce online and objective type of examinations at the Post Graduate (PG) level. Complete ERP solution for the conduct of examination and publication of result to be procured and staff training to be given.

Effective Industry-Academia Collaborations through MOUs is a backbone of any Institution. The MOU's signed with KCCI-Mangalore, K-Tech Karnataka to promote entrepreneurship and start-ups among students. The Incubation Centre that has been set up in the Institution will be strengthened to meet these requirements through the local entrepreneurs.

Introducing staggering time table/ shift system for optimum use of time and infrastructure for select high-in-demand programmes with large number of batches. There is a possibility of having 3 shifts viz Morning Shift, Day Shift and Evening Shift. A tie up with St Aloysius Evening College shall be made for the Evening Shift. This will also cater the needs of Unemployed/Marginal section of the Society.

Criterion 3: Research, Innovations and Extension

Include national and international editors for the research journals published by the College. This will strengthen the journals to be in the UGC Care List, which in turn will motivate the Researchers from all over the place to consider our journals for publication and reference. The Publishing house of St Aloysius College (Autonomous), Magaluru, "St Aloysius Prakashana" has been established to publish Research Journal and other important books.

Encourage interdisciplinary research including collaborative research among staff, researchers and students in the College by promoting them to apply for National and International level projects

The instrumentation centre of the College will be strengthened to do the complete characterisation of all possible samples and materials prepared by researchers of the College and researchers in and around the place.

The College will enthuse the staff to engage in active research with the research policy updated from time to time. This will help the staff to meet the eligibility required to be the Research Guides.

The college would like to create MOUs with various governmental organisations and also to collaborate with the network of NGOs and citizen groups to engage actively in the civil society.

Criterion 4: Infrastructure and Learning Resources

Increase the number of residential programmes especially honours programme. 10 acres of Campus at Nehru Nagar, Someshwara, Mangalore is proposed to cater these programmes, making it into a state-of-the-art campus with all amenities. There is also a plan to start integrated programmes leading to a PhD degree

In view of College applying for a deemed to be university status, it is proposed to have a 7 storied administrative block in the parking area of the campus to house all the administrative

offices, along with central library, Spacious auditorium, and parking floors for 2 and 4 wheelers

Sports Centre shall be set up for both indoor and outdoor activities in the College. Each centre shall have a professional coach and required infrastructure in different places of the Campus. It is desired that all the students to be given swimming skills through the Olympic size in-house swimming pool

Criterion 5: Student Support and Progression

Improve the success rate at UGC-NET/SLET, CSIR examinations among staff and students, by introducing peer learning of the staff and also compulsorily conducting NET classes for all PG programmes

Establish a Centre for Art and Culture by the introduction of a new "Ranga Adhyayana Kendra" which will train students for theatre studies. The "Ranga Adhyayana Kendra" already established in the college to strengthen art and culture in the College by training the students for theatre studies will be expanded.

The college plans to have pool campus, job fairs, placement trainings to the staff and students to up skill themselves to meet the challenges of new times. The placement activities of the college will be strengthened.

Provision has been made to train undergraduate students keen on pursuing KPSC/UPSC examinations to enrol to the Evening Batches of SAICS- St Aloysius Institute of Civil Services. Weekend Batch shall be another option

Criterion 6: Governance, Leadership and Management

The College shall upgrade the implementation of the E-governance for ensuring secure and transparent procedure in admission, online attendance system, subject allocation of faculty, Examination duty allotment, Internal assessment mark entry system, payment of fee, generation of marks /grade cards, results and statistics related to attainment levels of students. Online admissions will help the institution to attract students from all over the country and overseas.

It is desired to organize workshop for all the Principals and IQAC Coordinators of the various Colleges of the state/ southern region on quality parameters.

Criterion 7: Institutional Values and Best Practices

Establish tie up with more NGOs - The Centre for Environmental Concern (CEC), Centre for Social Concern (CSC), Centre for Civic Concern (CCC) have been actively planning and executing several webinars, physical activities to put in place systems concerned with social issues, in consultation with companies, local bodies and NGOs.

College is setting up systems and infrastructure to convert the entire campus into a "Zero Waste" site. It would be impossible to achieve this without educating the young minds. In

this regard, Awareness programmes, Invited Talks, Street plays, Public Lectures and similar activities to be organised.

The Management has come out with a new plan of action to space the Museum, Archives and the SACCA/Alumni Association Office in the proximity to the College Chapel so that all the sites of tourist attraction are in the vicinity. Al Vana comprising of Urban Forest – Miyawaki, is another place of interest to the visitors.

Promotion of theatre activities will be taken to higher level by engaging full time theatre artists and professional directors to train the staff and students constantly producing and directing plays and perform the same in the college and outside. The "Ranga Adhyayana Kendra" of the college will strive in achieving this.