

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)

FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA

As part of the implementation of National Education Policy-2020

CONTENT		
		Page no
1	Institutional Basic Information	
1.1.	Institutional Profile	2
1.2.	Institutional SWOC Analysis	3
2	Institutional Development Plan	
2.1	Vision	5
2.2	Mission	5
2.3	Goals and Objectives	5
2.4	Executive Summary	6
2.5	Developing Motivated and Energized Faculty	8
2.6	Teaching, Learning and Education Technology	9
2.7	Research, Development and Innovation	11
2.8	Industry-Academic Partnership	14
2.9	Institution's Placement Plan for Students	15
2.10	Achieving the Target for Accreditation	16
2.11	Incubation and Start-up	17
2.12	Alumni Engagement/ Activities plan	18
2.13	Basic Infrastructure Development plan	19
2.14	Skill Development of Non-teaching Staff	20
2.15	Any Other Initiatives for the Student's and Institutional Growth	21

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	St. Joseph Vaz College			
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College Website	www.stjosephvazcollege.in		AISHE Code: C-59784	
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NAAC Accreditation Status	1 st Cycle: -----	Grade: -----	2 nd Cycle-----	Grade:----
	3 rd Cycle-----	Grade:-----	4 th Cycle-----	Grade:----
NIRF Ranking	2020-21: -----	2019-20:-----	2018-19:-----	2017-18:
UCG Recognition	2(f)	Yes, in process	12 B	No, in process
NBA accreditation	No			
Financial Status	Government /Aided: Aided		Self-Finance: -----	
Under National Education Policy(NEP 2020), would your institute prefer to be:	i. Part of Higher-educational institution (HEIs) cluster.			

Please note that, there is no space limit. Thus, if required, you may expand any of the following sections

1.2.Institutional SWOC Analysis

Methodology:

All the stakeholders of the institution namely teaching, non-teaching staff along with the student's Class Representative and some parents after a discussion and brainstorming on various issues pertaining to the college have arrived at the following SWOC Analysis.

The following may be considered at each heading:

Strengths:

- Only Science College in Mormugao Taluka
- Centrally located
- Full Strength of Non-teaching staff
- Young and well qualified teaching staff.
- Well Equipped Physics, chemistry and Botany Laboratory.
- Botany Department – Hydrophytes/ Medicinal Lane
- Koha Software in the Library
- Each book in the Library with a barcode
- National Level magazines available
- Well equipped Computer laboratory
- Updated website
- Active on social media (Facebook, Instagram, Twitter)
- Personal attention to Students
- Green campus : A Campus surrounded by mangroves and water bodies
- Spacious outdoor sports facilities
- Power back up available
- Counselling for students and staff
- Spacious and Hygienic Canteen
- Structured Value Education System/ Mentor-Mentee

Weaknesses:

- Financial Constraints
- Collaboration with Foreign institutions

- Expansion of Infrastructure
- Better Sports facilities
- Lack of Advanced Facilities for the Differently-abled and Transgender Students
- Better student enrollment
- Minor-Major Research projects
- Alumni participation limited as it is in the beginning stage
- Few opportunities for training students to appear at competitive examinations

Opportunities:

- The need of extension of the need-based courses
- To have interdisciplinary research/programmes
- Encouraging students for competitive examination and higher studies
- Strengthen industry – institute interaction
- Scope of starting post graduate programmes and research centre
- Establishing NSS/NCC
- Organizing more activities and giving wide publicity on social media tools
- Promote research among faculty and students
- Establishing more MOUs at National and International Level
- Initiating MOOC's

Challenges:

- Acquiring more equipments
- To create a science hub
- To increase the strength of the students
- To Improve ICT technology
- Energy Conservation methods
- Strengthening Alumni/PTA because the college is recently established
- Strengthening Placement
- Managing skill development courses, co-curricular activities and personality enhancement programmes along with academic requirements has been difficult due to overall time restraints
- Construction of New premises

2. Institutional Development Plan (*for at-least next 10 years*)

2.1. Vision

“Education for Empowerment, Science and Skills”

2.2. Mission

“Promoting quality education and character formation through proactive strategies”

2.3. Goals and Objectives

GOALS:

1. Pursuit of quality and excellence in education.
2. Holistic development of personality.
3. Developing skills for employability for global trends and demands.
4. Building up of responsive and committed citizens of the nation.

OBJECTIVES:

1. Developing passionate pursuit for academic and intellectual excellence.
2. Promoting inter-personal skills and equip students to be leaders of change in the society.
3. Imparting quality education with a human face.
4. Nurturing spiritual, moral and human values so that the students live a purposeful and meaningful life.

2.4. Executive Summary

St. Joseph Vaz College is named after St. Joseph Vaz, the first Goan Saint who was canonised by Pope Francis on 14th January, 2015, at Galleface in Colombo, Sri Lanka. On the occasion of the canonisation of the Saint, St. Joseph Vaz Educational Society came into existence and it was registered under the Societies Registration Act, 1860 (Central Act 21 of 1860) with Registration Number: 118/GOA/2015.

St. Joseph Vaz himself was an educator par excellence who from 1655-1711 inspired many as an exemplary teacher. The apostolate of education that he undertook more than three hundred years ago is still relevant even today. His foresight of opening schools and using education for enlightening citizens as well as for proclamation of the Good News is praiseworthy. He believed that through education he could achieve the transformation and progress of individuals as well as of society.

St. Joseph Vaz Educational Society is a sister concern of the Diocesan Society of Education, the largest Educational Society running over 100 educational institutions in the State of Goa and providing quality education to the students enrolled in its institutions. Diocesan Society of Education, established in the year 1974, has been continuously striving to provide spiritual, humanizing, liberating and quality education which has become a gateway to moral, socio-cultural and economic development of persons and thereby of the nation.

St. Joseph Vaz Educational Society, having realized the need of opening an Institution of Higher Education decided to establish a Science College and named it after St. Joseph Vaz to perpetuate the memory of the first Goan Saint. The College was established in 2017 and is located at Cortalim, Goa, which is 11 Kms from the Goa International Airport and 13 Kms from the Port Town, Vasco-da-Gama. St. Joseph Vaz College is the only Science College in the entire Mormugao Taluka. The College is a composite of St. Joseph Vaz Institute of Education and both the institutions share the same premises.

The College has successfully completed three batches of the full-time three years undergraduate programme and the students have passed out with flying colours giving the College a pass percentage of 100%. Since its inception, the College strived to impart holistic education to the students and to achieve academic excellence as well as providing healthy practices through co-curricular, extra-curricular and sports activities.

The college sports teams have participated in futsal, kabaddi, tennis, tennikoit, handball,

table tennis, badminton, cross country, hockey, lawn tennis and chess in the past. The department organized intra murals in badminton, chess, carom, table tennis, sports skill video making and yoga photography competition. Also, Healthify: A lecture series on health, exercise and wellness was organized for the students of the college. Health Fiesta is an event organized for the staff of the college to promote healthy lifestyle among the staff. Two inter college events were organized by our college in association with state associations and other colleges. The events were Inter College Handball and Inter College Tennis. Our student Britto Pereira represented FC Goa in the Goa Professional league and Junior ISL.

St. Joseph Vaz College offers Honours programme in Botany and Chemistry. The educational modules of both the programmes are designed and aimed at creating and developing advanced research and providing detailed theoretical about the subject. On successful completion of the course, the students are capable of working in the areas like the Pharmaceutical industries, Chemical manufacturers, medical research, manufacturing and processing firms, forensic science department, etc.

The College is affiliated to Goa University and is recognised by the Government of Goa. The College is also registered as a Minority Educational Institution under Article 30(1) of the Indian Constitution and we are currently in the process of being recognised under Section 2(f) of the UGC Act, 1956.

Most of the permanent teaching faculty are doctoral degree holders. The College encourages the faculty to undertake research activity and to enhance their academic qualifications. The teachers are actively engaged in research and are participating as resource persons and delegates. On the other hand, the Non-Teaching staff also contributes to the welfare and growth of the Institution at large. They are the back-end support to the teaching faculty and the students.

Overall, the College strives to maintain a high academic standard at all times, empower minds and equip them with good morals and promote a holistic development of students.

2.5. Developing Motivated and Energized Faculty:

2 years:

- Two Faculty development programmes for all teachers every year.
- Training teachers with new teaching methods/ skills.
- Teachers who register for Ph.D. will be provided with facilities to do their research work in the campus.

5 years:

- Teachers involved in Skill courses/ remedial teaching will be sent for training.
- Vast opportunities for research – college will provide seed money for research work.
- Registration money to be paid for teacher to publish paper in a good journal.

10 years:

- Presentation and publications of research papers on renowned journals - A copy of the book will be given.
- Maximum number of papers published by a teacher - Award will be given.

2.6. Teaching, Learning and Education Technology:

In order to increase the learning outcomes of the students the institution has directed all the departments to adapt all measures to improve the results like taking remedial classes for slow learners and taking the help of advanced learners to assist the slow learners.

1. Implementation of Outcome Based Education (OBE):

2 years:

- Establishing PO's, PSO's & CO's.
- CO-PO mapping process.
- Map Questions with CO's at Bloom's Taxonomy levels & Assessments.
- Define rubrics with Bloom's Taxonomy and CO.
- Track student's performance by proposing proper remedial measures.

5 years:

- Measure student's performance against CO threshold, course-wise.
- Measure student's performance against PSO threshold, semester-wise.
- Measure the attainment of each PSO through Direct/Indirect assessments.
- Compare PSO for last 3 academic years and propose remedial actions
- Courses and training to develop life skills and learning abilities.

10 years:

- Life skills will to be organized through various cells.
 - Academic skills through tutorial and other means.
 - Promote cultural skills through extracurricular activities.

2. Enhancement of Students progress:

2 years:

- Field surveys, Industrial visits and study tours will to be conducted regularly
- Periodical seminars, workshops, special lectures, group discussions
- The students would be given feedback on their performance on the learning outcomes

5 years:

- Mini projects works, periodical seminars, workshops, special lectures, group discussions
- Introduction of Hybrid teaching-learning methods.
- Improvement of ICT tools.

10 Years:

- Community based projects
- Student exchange programmes

3. Multidisciplinary teaching:

2 years:

- Collaborating with cluster groups for interdisciplinary courses.
- Students can be trained to evaluate case studies, role plays, interviews, journals, etc.
- Invite guest speakers across disciplines to discuss their roles in addressing a problem or concern in a community.

5 years:

- Coordinate seminars or group activity across majors such as public health, criminal justice, social work, and nursing or engineering, finance, architecture, and urban planning.
- Starting add-on courses for students.
- Pair students based on majors to work on collaborative projects and reflect on differing perspectives

10 years:

- Exchange programmes at national and international level.
- Add-on courses such as coding, robotics etc.

4. MOOCs and ODL:

2 years/ 5 years/ 10 years:

- Introduce SWAYAM/ MOOC's/NPTEL courses to develop the skills of the students.
- Awareness for students on ODL (IGNOU and other Correspondence courses in different universities/ institutions).
- Enrolling faculty for SWAYAM to enhance their knowledge and skills.
- Enrolling students for MOOC's to help them earn credits.
- At least one MOOC's/ SWAYAM course to be undertaken by each student in two years time and two courses in five years/ ten years time.

2.7. Research Development and Innovation:

1. Attracting research funds (State, National, International, Industry etc.):

2 years:

- Research proposal which will help *the researcher to define the contents* and to plan and execute a research project, that will attract research funds
- Hosting or startup of small projects, which will attract research funds at State and National level.
- Setting up small testing lab facilities Ex. Soil testing/ blood testing for society and local people which will serve as a small source of income
- Putting up proposal for government funded projects.

5 years:

- Getting accredited by NAAC
- Fostering innovation, entrepreneurship and employability.
- To open up new avenues for the funding of additional resources in the faculty domain.
- Encourage close working between the researchers and the live labs for identifying projects that will have maximum impact on the society.
- Encourage the departments to work closely with industry for identifying the research projects.

10 years:

- Establishment of research centre.
- Collaborating with government agencies and other institutions.
- International benchmarking in research work at college which will enable to attain the benchmarks of excellence in academic institutions

2. Improving quantity and quality of research publications:

2 years:

- Workshops and lectures by resource persons to guide teachers and students on publication and research paper writing.
- Publishing article in renowned journal with high impact factor and citation etc.
- Taking up small projects and encouraging to publish papers on this project.
- Faculty will be encouraged to increase research publications.
- Providing scholarship for teachers to publish research papers.

5 years:

- College will undertake at least one research project every year.
- Encourage inter-departmental collaboration in research and publication.
- Create globally relevant research through collaborative research projects

- Faculty should be encouraged to publish two papers for one academic year.
- Encouragement of faculty for taking minor and major research projects.

10 years:

- Department to take up two research projects every year.
- Publishing college research journal with a strong editorial team and proper marketing strategies
- Establishing Research centre.

3. Training faculty/ students for research:

2 years:

- Workshops and lectures by resource person to guide teachers and students.
- Encourage students towards research and scientific temper.
- Ensure that college would have an adequate number of faculties to pursue research.

5 years:

- To open up new avenues for the funding of additional resources in the faculty domain.
- Focus on inter-disciplinary research among the faculty members.
- Adequate training and mentorship will be provided to the faculty members and students to develop themselves as excellent researchers.

10 years:

- Three tracks of faculty viz. Academic track, Research track and Practice Track would be created to train faculty and student for research.

4. Preparing faculties for 4th year research programme:

2 years:

- Motivate by inviting resource persons to give talks and basic training on relevant research methodologies.
- Professional development activities that will be most effective in helping faculty to reflect on research.
- Creative and Multidisciplinary fields to generate better ideas.
- Faculty should attend seminars on a regular basis and present their work.

5 years:

- Minor research projects like soil analysis, mushroom cultivation, grafting etc could be undertaken.
- Collaborative research to understand overall development which will generate better outcome and thus help the society.

10 years:

- Encourage paper writing in journals.
- Start a departmental journal to encourage paper writing.
- Establishing research centres which will encourage faculties to take up research projects.

5. Developing environment conducive for research:

2 years:

- Encourage students to take up small projects.
- Have weekly seminars on the progress of their research work.
- Give the students topics and they should read up and make presentations. This will upsurge the students writing skills.
- Organise seminars and send them for paper presentations in seminars/workshops.

5 years:

- Small research grants could be given to the aspiring researchers.
- Scholarship or Fellowship could be initiated.
- Learning environment conducive for the growth will lead to better practical knowledge along with theoretical.
- Providing seed money to faculty registering for Ph.D. and publishing research papers in renowned journals.

10 years:

- Develop the best research team in the particular field of subject/area.
- New instrumentation facilities should be given to faculties as well as students, hands on training should be provided.
- MOUs could be signed with the state or foreign college/universities.
- Faculties and students should be encouraged to join state or national organisations.

2.8. Industry-Academic Partnership:

2 Years:

- Signing Memorandum of Understanding with local industries.
- Inviting industry experts in various college committees.
- Taking students for field trips to these industries.
- Getting industry experts for guest lectures.
- Setting up of environmental friendly equipments.
- Organizing seminars and workshops related to recent trends in science and technology.

5 Years:

- Signing Memorandum of Understanding with multinational companies.
- Taking students for field trips to the local industries and multinational companies.
- Setting up internships for students at local industries and multinational companies for hands on training.
- Start add on courses so as to provide skilled labour to the industries.

10 years:

- Encouraging teachers to take up research work for industries.
- Collaborating with industries to set up incubation centre.
- Enhancing job placements in industries by organizing on campus interviews.

2.9. Institution's Placement Plan for Students:

2 years:

- Having an active placement cell in college.
- Provide students with career guidance sessions.
- Induce student with well-developed communication skills.
- Train students to write a perfect resume and how to change it time to time with respect the industry they are planning to apply.
- Making student aware of what all the documents needed for a job and helping them with best of our abilities to create those documents.
- Introducing job opportunities to student by making them aware about vacancies or placement ads by posting them on college notice board or college website.
- Conducting sessions on aptitude skill test and providing them with the books to help them prepare.
- Training student to answer the interview in a best possible way.

5 years:

- Collaborating with small industries near and around the college and conducting session with them to enlighten student with all the opportunities they can have in the particular industry.
- Providing internship to student with collaboration with the industries which will act as training and add to their resume.
- Collaborating with employers to provide needy student with part time job or work from home opportunities with a certificate at the end of the term which will add to their resume.

10 years:

- Inviting different companies to the college to conduct sessions and recruit our student as their employees via personal interview.
- Placement of students in different companies tied-up at National and International level.

2.10. Achieving the Target for Accreditation:

The NAAC has been set up to facilitate the volunteering institutions to assess their performance vis-a-vis set parameters through introspection and a process that provides space for participation of the institution.

2 years:

- IQAC to be actively involved
- NAAC Accreditation - 1st cycle, after 2(f) Recognition under UGC Act, 1956.
- Applying for the recognition under 12B of the UGC Act, 1956.
- Applying for NIRF ranking, India Today ranking, The Week and Education World ranking.
- Up gradation of the Seven Criteria for NAAC Accreditation.

5 years:

- Preparation of AQAR's academic year wise.
- Preparation for 2nd cycle of NAAC (Re-accreditation).
- Target for improving the quality of all seven criteria.
- Applying for NIRF ranking, India Today ranking, The Week and Education World ranking.

10 years:

- Preparation of AQAR's academic year wise.
- Preparation for 3rd and cycle of NAAC. (Re-accreditation).
- Target for improving the quality of all seven criteria.
- Additional activities and courses as per the plan.
- Applying for NIRF ranking, India Today ranking, The Week and Education World ranking.

2.11. Incubation and Start-up:

2 years:

- Creating awareness with the students and staff.
- Conducting various workshops and talks related to innovations and startups.
- Startup small innovative projects provide mentoring and arrange for funding.

5 years:

- Set up of innovation and incubation centre in the campus.
- Monitoring the projects undertaken and encouraging for entrepreneurship and local employment.

10 years:

- Providing a local market and startup thereafter.
- Connecting them with other startups of the different colleges and industries.
- At least three startups to be initiated within the next five years.

2.12. Alumni Engagement/ Activities plan:

Alumni engagement is the term used to describe how institutions maintain and nurture relationships with previous graduates (or alumni) to build a strong professional network. Alumni engagement strategies should start well before students graduate. This helps to build more effective relationships and long-term networks. Alumni engagement plays an important role in terms of

2 years:

- Alumni cell in college to be more active.
- Create a group on Whatsapp eg. Josephite wherein all innovative topics are posted to make them aware of recent happenings in college. If group is already available to check if all the alumni are active.
- Designate a specific area on the college website for them. For instance, there can be an Alumni Corner where users can submit a feedback form and share/post a Magic Moment from their college years.

5 years:

- Invite and conduct talks/presentations/programs which may be relevant to them or general public.
- Alumni to organize talks/ programs with/ for students.
- Annual meetings to be held regularly.

10 years:

- Hold annual events, such as blood donation drives, etc. so that we can promote alumni engagement
- Invite and conduct talks/presentations/programs which may be relevant to them or general public.
- Alumni donations can be used to purchase assets or providing monetary assistance to the students.

2.13. Basic Infrastructure Development plan:

Infrastructure development is a strategic process that uses a healthy planning framework designed to deliver the University's strategic outcomes. Establishing and maintaining a well-developed infrastructure is very important for any institutions of higher learning. This will help in achieving and maintaining not only good human resource but also the best and commendable physical infrastructure for better education.

2 Years	5 Years	10 Years
<ul style="list-style-type: none"> • CCTV surveillance to be extended. • Better canteen facilities. • Lab facilities: More instruments to be added, fume hood in Chemistry Lab. • Sports facilities: Sports equipments to be increased and to create a Sports room. • Library facilities: To create a state of the art Library this harbours facilities such as OPAC Facility, Digital Knowledge Centre. • Improving facilities for the Differently-abled. 	<ul style="list-style-type: none"> • Seminar hall- fully equipped. • Lab facilities: Additional requirements for added courses to be fulfilled. • Medical facilities: A fully functional medical centre. • Plant Nursery/ Botanical garden to be upgraded. • Sports facilities: Futsal court and upgradation of football ground. • Installation of solar panels. 	<ul style="list-style-type: none"> • New college building: Auditorium and Theatre, Innovation room, bigger smart classrooms. • Lab facilities: upgraded labs. • Library facilities: Well upgraded Library with advanced facilities. Library shall be appropriately strengthened to have a separate section for Digital Library to facilitate the access of electronic databases. Elite E-journals and DELNET Online for the benefit of research scholars and Faculty Members involved in research. • Rain water harvesting.

2.14. Skill Development of Non-teaching Staff:

The skill development of the non-teaching staff will be focused in a holistic way. We have focused on developing their work related Soft skills and Hard skills and also Personal Life skills for their individual wellbeing.

This form of skill development training for our non-teaching staff will benefit our Institution greatly.

2 years/ 5 years:

First two/ five years we will focus on developing skills like:

Soft Skills:

- Training on Workplace ethics and code of conduct, work place civility, Grooming makeover and personal hygiene.
- Communication skills and Front desk etiquette.
- Developing Positive body language, introduction and greeting.
- Time management (being punctual and prompt to attending work).
- Leadership and management and effective delegation of work.
- Conflict management.

Hard Skills:

- Efficient filing and record keeping (keeping records in systematic manner).
- Training on use of Microsoft word, Microsoft Excel and E-mail.
- Maintaining equipments.
- Web-Development.

10 years:

Personal life skills

- Building Self esteem and Self confidence
- Assertive communication
- Stress management and Anger management.
- Decision making skills.
- Problem solving skills

2.15. Any Other Initiatives for the Student's and Institutional Growth:

2years:

- Undertaking landscaping and gardening of the entire area.
- Managing electronic and chemical waste.
- Introduce new best practices for students and staff.
- Staff and students to write articles in news papers related to subject and society.
- Social media platforms and the College website to be made more attractive.
- Having one library lecture every week for cultivating reading mindset in students.
- Announcing Best library user award for student.

5years:

- Establishment of NCC and NSS units.
- Conduction of coaching classes for Competitive Examinations.
- Conducting Skill-based Certificate, add-on courses.
- Improving Gender equity initiatives.

10years:

- Installation of smart boards.
- Sophistication of Science laboratories.
- Improved parking facilities.