



SHRIMATI INDIRA GANDHI COLLEGE

(Affiliated to Bharathidasan University)
Nationally Accredited at 'A' Grade (3rd Cycle) by NAAC | An ISO 9001 : 2015 Certified Institution
Tiruchirappalli - 620 002

Strategic Deployment Plan (2017-2022)

To achieve institutional goals, it is imperative to conduct a thorough analysis of existing challenges and upcoming opportunities. Strategic planning entails defining precise, measurable, time-bound objectives, crafting detailed action plans with technology integration, ensuring alignment with the mission, allocating resources for strategic initiatives, implementing quality assurance mechanisms, prioritizing student-centric approaches, planning for long-term goals, conducting SWOC analysis, and periodic reviews.

The Strategic Deployment Plan (2017-2022) delineates a comprehensive strategy for attaining institutional goals. It encompasses strategic planning with well-defined objectives, technology integration, resource allocation, and quality assurance. Stakeholder guidance, including management, faculty, staff, and others, is pivotal for sustaining growth.

The 7-pillar growth framework, along with a focus on fostering a positive work environment, contributes to achieving both long-term and short-term goals. Regular reviews and a proactive plan ensure continuous progress towards the defined objectives.

Vision:

To be the #1 Arts, Science, Commerce and Management Institute for women, in India.

Mission:

To enable the students to acquire an integrated personality.

To provide opportunities for Higher Education to Girls.

To promote the empowerment of Women through Education, Employment, and Economic Independence.

Values:

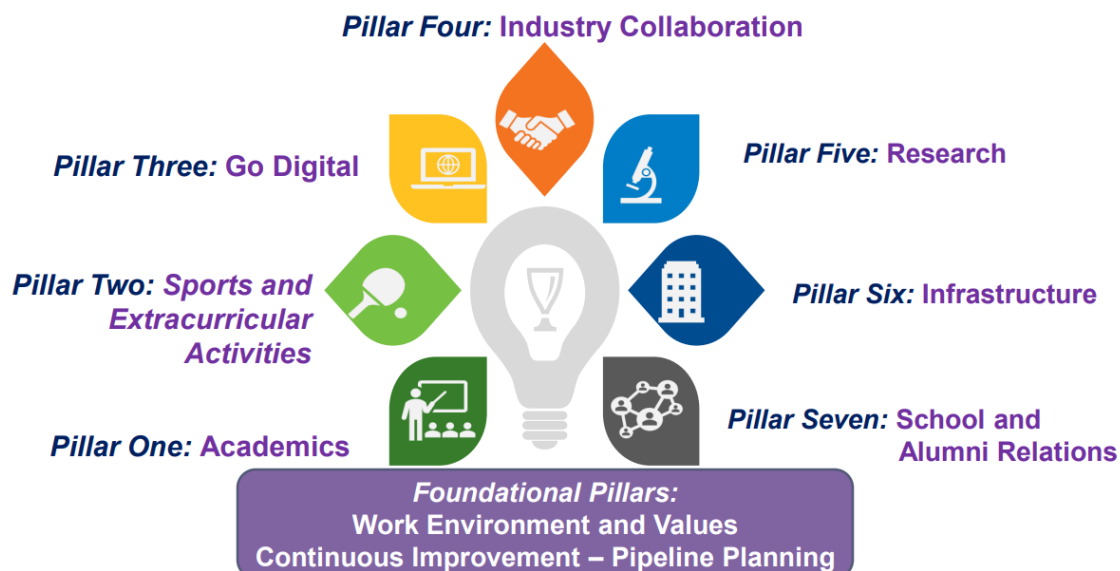
- Mutual Respect & Team Work
- Integrity
- Passion
- Continuous Learning with Quality
- Student focus



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7 Pillars Growth Framework



Academics:

Enhancing academic excellence involves incorporating ICT-enabled technologies and smart classrooms, motivating staff members to enhance their qualifications, organizing Faculty Development Programs (FDPs), implementing student-centric approaches, and fostering collaborations, research initiatives, and Memorandums of Understanding (MoUs).

Sports and Extracurricular Activities:

To enhance academic activities, foster valuable skills, provide leadership opportunities, encourage teamwork, develop time management, and boost self-confidence, the management promotes sports and extracurricular activities. This includes organizing various tournaments and providing scholarships.

Go Digital:

Embracing digital technologies across the college enhances efficiency, accessibility, and the overall learning experience. The institution ensures a safe and paperless digital platform through digital campus management, e-library resources, smart classrooms with interactive flat panels (IF panels), e-communication among management, staff, and students and cybersecurity measures.

Industrial Collaboration:

Internship programs, collaborative research initiatives, industry insights through guest lectures and workshops by professionals, industry collaborations for placements, HR conclaves, and placement drives tailor students to fit industrial needs.

Research:

Research, vital for knowledge generation and skill development, increases institutional reputation, fund generation, and career opportunities for students. The management encourages collaborations, publications, patent filing, and research funding.

Infrastructure:

Infrastructure development includes constructing new meeting halls, seminar halls, library, training and placement rooms, finance, and administration blocks. Renovation of laboratories, cafeteria and hostel kitchen, provision for indoor games, introduction of smart classrooms with IFB panels, green initiatives, CCTV installation, and RO water facility are undertaken.

School and Alumni Relations:

Building strong ties with the students community and alumnae through engagement programs, community outreach, webinars and training by prominent alumnae contributes to placement and progression in higher education. The Alumnae Association aids employability, offering expertise, scholarships, and mentorship.

The institution operates based on policies approved by the governing council. Under the Principal's leadership, Heads of Departments plan, initiate, and manage effective departmental functioning, striving for excellence in the seven pillars of the growth framework. The Principal, Vice Principals, and Heads of Departments collaborate synergistically to achieve the institution's vision. Specific committees cover admission, college calendar, annual reports, extension activities, work environment, internal and university exams, advertising and branding, research and innovation, entrepreneurship, student grievances, library advisories, accreditation and approvals, website management, and environment management. Various teams, clubs and cells work hand in hand for the institution's effective and efficient functioning.

A special IT committee is formed to address all ICT needs of the institution. An administrative officer oversees infrastructure and maintenance, including the hostel, with support staff appointed to handle various maintenance tasks. The placement and training division caters to students' career development and employment needs. Administrative affairs related to

affiliation, university matters, scholarships, student attendance, and staff management are handled by the administrative office.

Academic Administration:

The Principal guides the Heads of Departments in effectively managing their departments according to university regulations and the strategic and tactical plans drafted by the CEO for the institution's growth. Policies and procedures guide staff members in their daily functioning and decision-making, covering operational management, delegation of duties, vested authorities, and responsibilities for record-keeping. Continuous performance analysis corrects deviations and produces desirable results. The seven-pillar growth framework assesses each proposed plan of action, keeping the vision and mission in mind. Teamwork and decentralization aid in goal accomplishment.

The academic audit committee monitors departmental functioning and reports to the IQAC for further assessment and action. The library committee ensures the availability of adequate books, journals and magazines for students and faculty. The staff selection committee recruits well-trained and experienced resources. The IQAC serves as a pivot for all other bodies, maintaining quality in each aspect. The exam committee plans and executes the smooth conduct of exams. Special committees, each with specific policies and procedures, carry out specific administrative functions. The IPR cell, IIC, and research periodical committees collaborate with the research advisory committee to promote research-oriented activities. Student Affairs are managed by 10 different committees covering Alumni, Parents, Sports, Fine Arts, Scholarships, Training and Placement, Counselling, IIC, anti-ragging committee and Grievance Redressal. Most committees, including IQAC, have a coordinator, management representative, faculty members and student members for a participative and decentralized approach to management.

Renovation of hostel kitchen								
Purchase of kitchen equipments for easy cooking								
Conversion of Saraswathy block II floor to classrooms for college								
Indoor courts for practise								
New Finance & Accounts wing								
New Administration wing								
New Training & Placement Wing								
Remodeled office rooms								
Remodeled healthcare room								
Yoga & Gym room								
ATM within campus								
Facilities for physically challenged								
MPLS - Multiprotocol label switching								
Remote access to library software								
Asset Management System for ICT equipments								
Remodeled M.C.A lab with expanded server rooms								
Construction of Chanakya Hall for M.B.A								
QUALITY INITIATIVES								
Apply for ISO Certification								
Apply to NIRF								
Starting of IIC								
Starting of IPR Cell								
MoUs and Collaborations								
R.O Water system								
Remodeled website for more visibility								
Social media accounts for branding and publicity								
Special initiatives for advertising and branding								
Change in headships to bring in more innovation and effectiveness								
More number of clubs and committees to manage extra-curricular and co-curricular activities in a centralized manner								

Bringing expertise from industry									
Govt & CSR Initiatives									
Placement for students									
Domain based training for upskilling students									
Environment, Energy and Green audit									
GOVERNANCE									
Automation of Payroll, fees payments									
Online Admission									
Online fees payments through bank									
Biometric attendance									
CCTV Surveillance									
Issue of printed TC									
e-Payments									
Periodic meetings for strategic planning									
Use of WhatsApp, Group mail, and Google Drive for sharing information and submitting data									

Conclusion:

This strategic deployment plan for the years 2017-2022 is grounded in our institutional values, focusing on academic excellence, holistic development, and a commitment to continuous improvement. The collaboration of all stakeholders will pave the way for entering the next phase successfully.