

Strategic Plan 2018-24

Our goal statements:

Vision Statement: Fostering excellence in thinking, commitment, and engagement for holistic transformation.

Fostering Excellence

- Fostering excellence (Magis) implies the ceaseless striving to be better than the best. It also implies the emergent process that motivates all the stakeholders to achieve superior performance with active and continuous involvement in reforming the institutional practices and procedures.

Thinking

- Thinking involves discernment, enabling all the significant actors to acquire a deeper and richer understanding of reality.

Commitment

- Commitment starts with a decision driven by a purpose. The decision is to constantly reform the very system itself in order to transform all the primary stakeholders.

Engagement

We conceive of engagement as a primary tool for experiential learning that promotes self-directed behaviour and personal transformation.

Holistic transformation

- The vision statement articulates the institutional process of continuously reforming itself to facilitate the holistic transformation of our primary stakeholders. Loyola has an agile structure that enables a highly participative and decentralised mode of operations to achieve this at the individual, institutional, and societal levels.

Mission Statement: Engaged competence enhancement for grooming globally competent, socially sensitive, ecologically responsive, ethically rooted thought leaders and agents of change.

Core Values

- Quest for excellence in learning and life (Magis)
- Responsible citizenship behaviour (Service and Sustainability)
- Promoting technology and innovation (Innovation)
- Nurturing spiritual quotient (Faith)
- Inculcating robust value system (Inclusiveness and Integrity)

Goals	Strategy	Activities	Expected outcome	Person in charge	Time-frame	Status
A paradigm shift of the pedagogic frame of reference from Engaged Knowledge Building (EKB) to Engaged Competence Enhancement (ECE)	Ensuring responsiveness of the institutional processes to the emerging times	Revise the Goal statements	Re-invigorating the institution	IQAC	June-2019	Implemented
	Enhancing student competencies by promoting experiential learning through curricular, co-curricular and extracurricular activities	Align the Engagements to Five preferential domains (ECE)	Competence enhancement in tune with global changes by ensuring excellence in Research, Teaching-Learning, and Outreach	IQAC	March-2020	Implemented
	Update Curriculum catering to the global demands	Syllabus Revision	Transaction at BT levels incorporating Cognitive, Psycho-motor and Affective domains	HoDs	December-2022	Pending
	Inter-departmental collaboration	Multi-disciplinary Practices	Broadening of perspectives beyond disciplinary limits	IQAC	December-2019	Implemented
	Outcome oriented teaching learning process	Develop a comprehensive Outcome framework-mapping	Achievement of POs and PSOs	IQAC	December-2019	work in progress
Diversification of programmes	Quantitative and qualitative expansion	Starting of Self-Financed Programmes	Backward integration of PG programmes	Manager	December-2019	Not Implemented
	Quantitative and qualitative expansion	Starting UG programmes	Backward integration of PG programmes	Manager	August-2020	Application submitted to university
	Evolve diverse programmes	Design new	Upgrade to new generation programmes	Principal and Manager	August-2020	syllabus submitted to

	addressing the emerging needs of the world and of the state	integrated programmes	Increased student and staff intake			university for approval
Acquire institutional autonomy for better management and conduct of the institution	Secure autonomous status for the college by liaison with UGC and state govt	Re submission of application	Academic flexibility and financial sustainability	Principal	May-2020	Application submitted to UGC, Govt. and University
	Augmentation of infrastructure	Providing new facilities	Expansion of institution	Manager	January-2019	work in progress
Develop state-of the art infrastructure	Developing quality space for augmenting teaching learning, research and extension	Construction of New building	Meet the increase in space demands	Manager	June-2019	work in progress
		Upgradation of library infrastructure	Meet the increase in demands space and technology	Manager	December-2020	Implemented
		Psychology lab	Availability of adequate space in the wake of autonomy and programme diversity	Manager	June-2019	Implemented
Focus on Global Competencies	Augmentation of student support programmes in tune with global demands	Language enhancement through Global English Learning (GEL) certification	Preparing students for global mobility	Faculty charge LILA	December-2020	Implemented
		Restructure the Organogram	Functional and Structural integration	Principal /IQAC	December-2019	Implemented
		Facilitate more collaboration with Professional platforms,	Prepare to meet POs and PSOs	IQAC Core team	June-2021	Implemented

		integration of mentoring with OBE,	Continuous improvement in students' performance	IQAC and HoDs	March-2019	Implemented
		re-structuring of reading club to a multi-dimensional platform (LITCOF)	Increased participation of students Platforms for developing values of social sensitivity and inclusiveness Responding to contemporary issues of concern	In charge LITCOF	June-2020	Implemented
Enhancing the institute-agency interactions	Expanding networking augmenting student experience	Functional MOUs with PMI, Blue point, MHAT, NGO abroad, EY, SD, Rotaract, ESAF, Global university	More Visibility to institutions More platforms for student exposure Opportunities for bridging theory and practice Employability enhancement	LES Director/ IQAC	December-2021	Implemented
Enhanced Integration of extension with teaching learning	Expanding LES as a Multiversity platform augmenting student experience	Start certificate programme Appoint consultant	Increased thrust in value based education	LES Director/ Principal	January-2020	Implemented
	Re-alignment of LES in to the teaching learning Reaching out to more collaborators for extension activities	Poonthura, Blue point, Dept linkages like tribal, coastal, social entrepreneurship, children, family, disaster management,	Integration of extension in teaching, learning and research Facilitate PO and PSOs achievement	LES Director/ IQAC/HoDs	December-2021	Implemented
Promoting integrated stakeholder management	Strengthening participation of stakeholders Decentralised stakeholder management	Alumni, PTA, Agencies, Retired Teachers,	Active involvement of stake holders in student competence enhancement	Principal	December-2019	Implemented

		Community, Jesuit organisations	Enhancing satisfaction of stakeholders			
Establish a concrete mechanism for assessing institutional and student achievements	Develop an achievement-oriented feed forward mechanism	OBE mapping	Better Clarity on outcomes and their achievement among teachers and students	IQAC	March-2020	Implemented
		Co-curricular engagements mapping	Clarity on Effectiveness of Institutional systems and practices	HoDs	June-2021	Work in progress
		Development of Software	Unbiased system for achievement assessment	IQAC	June-2023	To be done
		Develop Loyola Model of Outcome Mapping	Promoting better achievement levels	HoDs	June-2021	Work in progress
Promotion of Institutional advocacy and visibility	Securing more representations in university statutory bodies	More Participation of teachers in academic council, Board of studies, Board of exams, and curriculum design,	Active engagements in decision making related to curriculum design, delivery and assessment	Principal	December-2024	Ongoing
		Ensuring students representation in university union	More Visibility to institution	Student council	June-2020	Ongoing
Benchmarking of quality initiatives of HEIs	Promoting excellence and sharing expertise through institutional contribution -ISR	IQAC workshop, OBE workshops offered	Contributing to ISR activities	IQAC	December-2019	Implemented

Enhance support systems for health and wellness	Holistic development of stakeholders Integral development	gym development, YOGA, Sports facilities, input sessions on healthy eating, lifestyle,	Integral development of stakeholders	Principal	June-2019	Implemented
Promoting innovation and social entrepreneurship	Contribute to national development expand LIFE positively to all possible directions, to equip our students with competencies suited to enhance their credentials	EDIC, NAVAM, Business plan Elevated Atlantis, social Entrepreneurship workshops	Capacity building in entrepreneurship and innovation Provide an innovation ecosystem	HoDs	December-2019	Ongoing
Strengthen research and publication	Innovation in knowledge creation and dissemination	Online Journal, research projects	Better systems for knowledge dissemination Contributing to public policy	Editor Journal	December-2021	Ongoing
Address the concerns of Climate change by enhancing green sustainable initiatives	Move towards reducing ecological footprint	Strengthen Rainwater harvesting	Preservation of water	Manager	December-2021	Implemented
		Bee hive, and Bhoomitra sena	Developing sustainability consciousness	In charge Biodiversity Club	December-2021	Ongoing
		Use of LED lights and energy efficient fans	Reduction in carbon footprint	Vice principal	June-2021	Implemented
		Restricted entry for vehicles on the campus	Reduction in carbon footprint	Vice principal	December-2022	Not Implemented
Integration of cutting-edge technology in the institutional process	Proactive adoption to technology	Website upgradation	Increased visibility	Librarian	December-2021	Ongoing
		College management software	Automation of procedures	Vice principal	December-2021	Ongoing

		OBE software	Automation of procedures	IQAC	December-2023	Pending
		Moodle and Online teaching-learning tools	Adaptation to pandemic needs	Faculty charge Moodle	June-2019	Implemented
		N computing	Reduce and refuse energy and materials	Vice principal	June-2021	Implemented
Transform Library into a technology integrated knowledge hub	Upgradation of library	Digital Library	Expanded access to knowledge resource	Librarian	December-2021	Implemented
		Remote access	Better access	Librarian	June-2021	Implemented
		Increase in band width	Technology augmentation	Vice principal	December-2020	Implemented
		Infrastructure	Meet the space needs	Vice principal	March-2021	Implemented
Enhance student diversity and inclusion	Facilitate multi-culturalism through better public relations	Seat enhancement	Meeting needs of autonomy	Principal	March-2020	Ongoing
		More number of SC, ST and OBC, inter-state, Women, Transgender, disabled in the student profile	Increased Diversity in student profile	Principal	March-2020	Ongoing
Enhance the opportunities for academic and career progression	Strengthen Twinning and exchange programmes	Strengthen Networking	Progression to achievements like Full bright, Erasmus mundus, IIT, TISS	Principal	June-2021	Ongoing
	Strengthen the activities of student platforms	Establish more collaboration with international and national institutions	Benchmarking with global standards More student and faculty exchange programmes	Principal and Manager	December-2024	Ongoing

		Skill development activities	Better employability	Faculty in charge	June-2020	Ongoing
Institutionalise the Quality Enhancement systems and practices	Make IQAC as central actor in the quality sustenance and enhancement processes	Increase man power in IQAC	Effective and time bound quality enhancement	Manager	June 2019	Implemented
		Include HoDs in IQAC core committee	Improve co-ordination	Principal	June 2020	Ongoing
		HoDs as functional co-ordinators of preferential domains	More involvement from teachers Better accompaniment with students	Principal	June 2020	Implemented
		Redesign the induction programme	Communication of institutional paradigms and frameworks	IQAC	June 2019	Implemented
		Revise organogram	Integration of functional and structural domains	IQAC	December 2019	Implemented