Strategic Plan 2020-23

JPM
LIGHTED TO ENLIGHTEN
Arts and Science College
Affiliated to Mahatma Gandhi University, Kottayam

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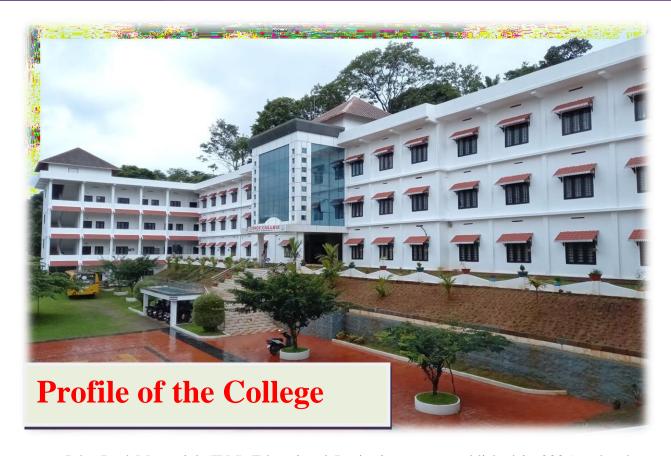
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Profile of the College

John Paul Memorial (JPM) Educational Institutions was established in 2005 under the management of St. Joseph's province of CST Fathers, Aluva. JPM campus consists of JPM college of Arts and Science, John Paul Memorial B.Ed. College and JPM Junior College. It overlooks the busy Kattappana-Kuttikkanam stretch of the Kattappana Kottayam state highway. JPM Arts and Science College was granted Minority Status by the Central Government of India on 28/06/2013 and was given the number 1230/2013/7078 in their official records. In the same year the college became the first ISO - 9001:2008 certified college in Idukki district.

At present JPM college of Arts and Science has seven UG courses and five PG courses namely B.Com (Computer Application), B.Com (Co-operation), B.Com (Finance & Taxation), BCA, BBA, BA (English Language and Literature), Bachelor of Tourism Studies, M.Sc. Computer Science, MA(English Language and Literature), M.Com (Finance) and MA Economics. MSW course was sanctioned in 2020.

OUR MOTTO: LIGHTED TO ENLIGHTEN

VISION

To be a locally relevant and globally acclaimed centre of holistic education; moulding the children of a largely marginalised region into self-reliant, responsible, morally upright, and socially committed citizens.

MISSION

1. To impart quality education to the children of the largely marginalized, tribal, and migrant families.
2. To provide comprehensive training, enabling students to live and flourish in the digital world.
3. To conduct programmmes promoting ethical values, self-esteem, responsibility, secularism, patriotism, and faith in God.
4. To accelerate inclusive education by providing higher education opportunities to the weaker sections and minority communities of the land-locked region.
5. To train and mentor students to realise and develop entrepreneurial skills, intellectual and physical capabilities with a view to promoting innovation.
6. To organise outreach programmes promoting gender sensitisation, emotional maturity, and social commitment.

SWOC Analysis

OUR STRENGTHS &WEAKNESSES

STRENGTHS OF THE COLLEGE

- Established by a Christian Monastic Community with the missionary spirit of imparting holistic education to the children of a region at the bosom of Western Ghats.
- Plastic free, litter free, green, eco-friendly and carbon neutral campus.
- An ISO 9001: 2015 certified institution.
- College is a local chapter of SWAYAM NTPL with 78% of the teachers registered for MOOC courses.
- The very placement of the college in the valley of Western Ghats which is an internationally recognized ecological hot spot with rich bio-diversity and sylvan ambience in itself has an educational value by reflecting the wisdom of sustainability and environmentalism.
- Effective Mentoring System with ideal mentor-mentee ratio and the emphasis on integrated formation of students by ensuring tutorial support.
- Registered Alumni Association, alumni interactive sessions, and regular involvement of PTA.
- Talented students who are capable of producing outstanding results in examinations.
- Minimal dropout.
- 'Cell to Excel' for high performers and Remedial Coaching for slow learners.
- Conduct of international/national conferences and workshops, and faculty development programmes.
- Very active NSS/NCC units
- Regular publication of the bilingual news journal JPM POST promoting creativity.
- The presence of United Nations Academic Impact which opens up the vistas of international fraternity to the students.
- Hostel facility for women and teachers.
- Active Woman Development Cell promoting gender sensitivity.
- Fully Automated Library & Digital Library with E-resources, N-LIST and eNotes
- College acts as a center of community development by sharing its infrastructure with local government, PSC and universities for varied purposes.
- Maintains the spirit of secularism by ensuring merit alone as the parameter for faculty appointment.
- Wi-Fi enabled campus.
- Smart classrooms, good computer lab, and optimal teacher-student ratio.
- The patronage of the people around the college, especially the tribal and migrant population.
- Scholarships for poor students form own fund.
- Active College Staff Council and IQAC.
- Consistently high percentage of results and ranks in university examinations.
- Visiting faculty from universities abroad.
- Conduct of online classes on all working days during the covid-19 pandemic period and high percentage of attendance in the classes.
- Internally developed software to manage internal evaluation.

- Fleet of college buses for the travel of students and staff.

WEAKNESSES OF THE COLLEGE

- Since the region is largely underdeveloped and marginalised, majority of students are academically, financialy, and emotionally not up to the usual standard of performance at the entry level.
- Lack of financial support and aid from Government and UGC.
- Comparatively higher rate of faculty turnover.
- Shortage of funds for infrastructural augmentation and modernisation.
- No hostel facility for boys.
- No sports hostel.
- No research departments.
- Low demand for BTTM, MA Economics, and M.Sc. Computer Science.
- Universities in Kerala denies permanent affiliation to all self-financed colleges.
- SC/ST grant and scholarships/freeships from Govt. and other agencies are not available to students admitted under Management Quota in self-financed colleges. It makes studies in self-financed colleges unaffordable to tribal students.
- Lack of foreign students and collaboration foreign universities.
- Limited industry-institute linkages.
- Lack of consultancy services.
- Lack of academic flexibility and limited role in redesigning curriculum.
- Discontinuance of studies due to financial and social hindrances is not uncommon among students.
- The affiliating university does not adhere to its own academic calendar resulting in lagging of exams and courses.
- College has no academic autonomy.
- Majority of the teachers does not have doctoral degrees and research experience.
- The region is ecologically sensitive and, therefore, construction and development works are not usually permitted.
- Frequent occurance of natural calamities such as flood, land slide, heavy rain, storms, etc and consequent loss of working days.
- Inadequate public transport facilities for students from remote hill areas.
- All classrooms are not made smart.
- Lack of an indoor stadium.
- The administrative office is not fully automated.
- No Govt. grant or allowances for NCC cadets and caretaker.

OPPORTUNITIES

- Provision of educational opportunities to the children of the tribal and marginalised families would exert in visible impact on the social systems in the region.
- Opportunity to uplift the marginalised population of the region.
- Majority of the students are women. Hence, the development and transformation of the region could be accelarated through women empowerment programmes.
- The college adopted a tribal village of 'Kovilmala' and an MOU executed with the King, enabling the students of the college to organise community development and outreach programmes at the village.
- Availability of sufficient land for future expansion of the college.
- College can be elevated as a Tribal Research Centre.
- Scope for starting innovative courses catering to the unique requirements of the tribal and migrant population of the region.
- Convert all classrooms into smart and train students in handling sessions and conferences with ICT tools.
- Start sports hostel for boys and girls and offer physical education programmes.
- Popularise the tourism destinations in the region and explore the potential of tourism studies.
- To make the campus a halting place for the tourists and provide better exposure to the tourism students of the college through tourist-student interaction during the layover.
- To offer disaster management programmes and establish a disaster management research centre.
- Opportunity for student/faculty exchange with other Universities/Institutions.
- More e-content development by teachers.
- Introduction of more career-oriented Diploma/Certification Programme
- International collaboration may be fostered to attract foreign students and resource sharing.
- Entrepreneurial activities can be fostered through collaboration with Kerala Start Up Mission.
- More invited lectures and international conferences can be conducted.
- Opportunity for institutional tie-up and industry linkages for strengthening the teaching-learning process.
- Research activities of the faculty could be improved by providing various supportive mechanisms.
- To organise national/international job fair on the campus. The college can present candidates suitable for first-line management and operations.
- To establish a career training and UPSC examination coaching centre on the campus.
- To establish a yoga centre and health club in the college.
- To establish a full-fledged coaching centre for National Eligibility Test of UGC.
- To commence an IELTS training and foreign language study centre on the campus.

CHALLENGES

- To include all children of the largely marginalised region in to the network of higher education in the country.
- To make the studies on the campus affordable to the tribal and migrant families in the region.
- Funding for infrastructure development, innovation, and research.
- Retention of faculty for long is a challenge for the college.
- Students hailing from poor families are at the mercy of debt schemes, very few scholarships are available to them.
- Students are very often required to support their families and, therefore, retaining them and avoiding drop out is a challenge for the college.
- To elevate PG departments as research centres.
- Moulding students to cope with the requirements of the digital world.
- Imparting soft skill in students enabling them to meet the challenges of the globalised market.
- Keeping schedules in the midst of frequent disasters is a challenge for us.
- Attract national and international employers to the campus is also a challenge.
- Regular conduct of online classes in the wake of poor connectivity in the region.
- Execution of development projects without hampering environment.
- Disposal of plastic waste and e-waste
- Raising fund to install solar systems capable to generate sufficient power for use in the campus is a challenge for us.

Academic strategic plan of the college 2020-23

I. Curricular Aspects

- More job oriented certificate courses.
- Improve the average number of students enrolled in Add-on/Certificate programs.
- Starting new postgraduate diploma courses.
- Efforts to improve the pass percentage which is now only 80%.
- Conduct of online internal examinations.

II. Teaching, Learning and Evaluation

- There should be at least one international seminar in an academic year.
- Greater number of research publications in indexed / UGC approved Journals is

also expected.

- Special programmes for advanced learners and slow learners

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Inauguration of the activities of IPR Cell.
- More collaborations and linkages for student/faculty exchanges.

IV. Infrastructure and Learning Resources

- New Auditorium with a seating capacity of 1,000
- New Library block to be built for which the foundation stone has already been laid and which is expected to be completed by 2022.
- Rooftop solar panel system by 2021.
- Maintenance of the college building (painting).
- Renovation of the college office
- Implementation of Rain water harvesting system
- Subscription to more e-journals

V. Student Support and Progression

- NET coaching for postgraduate students.
- Efforts to increase placement percentage.
- Evaluation on the progress of students with regard to their language and optional.
- Strengthening the activities of the Alumni association.
- The activities of oversees chapters of alumni units should be properly recorded.

VI. Governance, Management and Leadership

- Conduct of academic and administrative audit every year
- Giving training to faculty on innovative methods of teaching.
- Training programmes for non-teaching faculty.
- Strengthening the activities of various IQAC committees.
- Digitalisation of old important documents.
- Establish a new platform for faculty to air their problems and suggestions.

VII. Institutional Values and Best Practices

- Conduct of green audit every two years.
- Establishment of Student Quality Assurance Cell.
- E-content development by students.
- Conduct of Energy audit every two years.
- Making the Campus Disabled friendly.

DEPARTMENT OF COMMERCE

I. Curricular Aspects

- Induction Programmes
- Project orientation
- Orientation in Financial literacy
- Make field projects mandatory for all students.
- Starting of Diploma Courses in Logistics and communicative English
- Group Discussions
- Peer Teaching

II. Teaching, Learning and Evaluation

- There should be 3 national seminars.
- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Greater use of ICT Methods
- Many of the faculty attended FDP/Orientation programmes

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Conduct at least one national seminar on Intellectual Property Rights
- Conduct at least one national seminar on Research

IV. Infrastructure and Learning Resources

- Purchase of new books
- Subscription to new journals

V. Student Support and Progression

- Strengthening NET coaching for postgraduate students.
- Career Prospect Talk by an Expert

- It is targeted to enhance the student progression in degree programmes.
- Conduct at least one Alumni meet per year

VII. Institutional Values and Best Practices

- Department generates co-curricular and extracurricular activities for the overall development of the students
- Observes World Environment Day every year
- Teachers update their knowledge through seminars and workshops
- Punctuality in academic programmes.
- Conduct at least one programme on Gender Equity and professional ethics

DEPARTMENT OF MANAGEMENT STUDIES

I. Curricular Aspects

- Induction Programmes
- Project orientation
- Make field projects mandatory for all students.
- Starting of Diploma Courses in Data Analysis

II. Teaching, Learning and Evaluation

- There should be 3 national seminars.
- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Greater use of ICT Methods
- Many of the faculty attended FDP/Orientation programmes

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Conduct a Series of Seminars
- Conduct at least one national seminar on Research

V. Student Support and Progression

- Carreer Prospect Talk by an Expert
- Interactive Sessions with Alumni
- Conduct at least one Alumni meet per year

VII. Institutional Values and Best Practices

- Punctual in academic programmes.

- Department generates co-curricular and extracurricular activities for the overall development of the students
- Conduct at least one programme for environmental sustainability and professional ethics
- Teachers update their knowledge through seminars and workshops

DEPARTMENT OF COMPUTER SCIENCE

I. Curricular Aspects

- Use of more ICT enabled Teaching Methods.
- Improve the learning skill of students by providing bridge courses
- Make the projects mandatory for all final year students.
- Make the seminars mandatory for all PG and Final year UG Students.
- Induction Programs for all first year students.
- Hardware Workshop for all students
- National Level IT Fest

II. Teaching, Learning and Evaluation

- There should be 3 national seminars.
- Greater number of research publications in indexed / UGC approved Journals is also expected.
- At least 2 of the faculties should attend International/national level programmes
- There should be at least one add-on course.
- Every faculty must become a resource person for at least one programme.

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Conduct at least one national seminar on Research
- Encouraging final year PG Students to attain UGC Net.
- Encouraging final year PG Students to publish research papers.

V.   Student Support and Progression

- Career and capacity development programmes by Experts.
- Conduct at least one Alumni meet per year
- Ensure 20 % placements in an academic year.
- Provides Remedial Class to slow learners.
- Cell to Excel for advanced leaners.

- Mentoring facility for all students.
- Provides question bank for all students.
- Entry Level Test for all first year students.
- Bridge Couse for all first year students.

VII. Institutional Values and Best Practices

- Department generates co-curricular and extracurricular activities for the overall development of the students
- Teachers update their knowledge through seminars and workshops
- Conduct certificate programs for students.
- Aim at Stars –program to help PG students to attain university ranks.
- Provides college level support for conducting online classes.
- Program to encourage PG students to publish research papers.

DEPARTMENT OF ENGLISH

I. Curricular Aspects

- Induction Programmes
- Use more experimental learning Techniques like role play, Quiz, Debate etc.
- Ensure the participation and paper presentation by PG students.
- NET Orientation

II. Teaching, Learning and Evaluation

- There should be 3 national seminars.
- Greater use of research publications in indexed / UGC approved Journals is also expected.
- Greater use of ICT Methods
- Atleast3 of the faculties should attend FDP/Orientation programmes in an academic year

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Conduct at least one national seminar on Professional Ethics

IV. Infrastructure and Learning Resources

- Purchase of new books
- Subscription to new journals

V.   Student Support and Progression

- Conduct at least Two Alumni meet per year
- Career Development Programmes

- 40 % of students go for higher education

VII. Institutional Values and Best Practices

- Conduct at least one seminar on professional ethics
- Teachers update their knowledge through seminars and workshops
- Conduct Gender equity programmes

DEPARTMENT OF TOURISM STUDIES

I. Curricular Aspects

- Introduction of student centric teaching methods
- Project orientation
- Starting of Diploma in Computerized Accounting (DCA)

II. Teaching, Learning and Evaluation

- There should be one national seminar in an academic year.
- Greater use of ICT Methods
- At least one faculty should attend FDP/Orientation/refresher programmes in an academic year

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is expected

V. Student Support and Progression

- Career Development programmes
- Conduct at least one Alumni meet per year

VII. Institutional Values and Best Practices

- Conduct at least one programme on environmental sustainability and professional ethics
- Teachers update their knowledge through seminars and workshops

DEPARTMENT OF

ECONOMICS

I. Curricular Aspects

- Introduction of outreach programmes
- Discussion of Union and state budgets
- Project orientation

II. Teaching, Learning and Evaluation

- There should be atleast1 national seminar in an academic year.
- Greater number of research publications in indexed / UGC approved Journals is also expected.
- Greater use of ICT Methods
- At least one faculty should attend FDP/Orientation programmes

III. Research, Innovation and Extension

- Greater number of research publications in indexed / UGC approved Journals is also expected.

IV. Infrastructure and Learning Resources

- Subscription to E-journals
- Subscription to Economics Times

V.   Student Support and Progression

- Career Prospect Talk by an Expert
- Conduct at least one Alumni meeting per year

VII. Institutional Values and Best Practices

- Punctual in academic programmes.
- Teachers update their knowledge through seminars and workshops