



KURIAKOSE ELIAS COLLEGE, MANNANAM

Re-accredited by NAAC in 2019 | Affiliated to Mahatma Gandhi University, Kottayam

STRATEGIC PLAN 2018-2035



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PREFACE

Kuriakose Elias College, from its modest beginnings as a junior college in 1960, has undergone a transformative journey, emerging as a leading institution of higher learning, distinguished by its commitment to academic rigor and excellence. Our journey has been marked by a relentless pursuit of excellence, driven by a vision to provide quality education that meets the evolving needs of our community.

Over the past six decades, we have achieved significant milestones, including our affiliation with Kerala University, which marked the beginning of our formal journey in higher education. Our upgrade to a degree-granting college in 1967 was a testament to our commitment to academic excellence and our determination to expand our educational horizons. The introduction of postgraduate programs in 1981 further solidified our reputation as a Centre for advanced learning, enabling us to offer a more diverse range of courses and cater to the growing demand for higher education. Since 1983 the College has been under the jurisdiction of Mahatma Gandhi University, Kottayam.

Today, K.E. College proudly offers 15 undergraduate, 11 postgraduate, and 4 Ph.D. programs, designed to cater to the diverse academic interests and career aspirations of our students. Our strategic plan for 2018-2025 outlines our commitment to advancing academic rigor, fostering holistic student development, and strengthening our engagement with the community. We prioritize experiential learning, recognizing its significance in preparing our students for the challenges of the real world. Our curriculum is meticulously aligned with Mahatma Gandhi University's standards, ensuring that our academic programs are both rigorous and relevant. We complement our academic offerings with a robust framework of co-curricular and extracurricular activities, nurturing the holistic growth of our students. Our modern infrastructure, including eco-friendly buildings, advanced laboratories, and a Central Computer Lab, provides a conducive environment for learning and research. Our automated library, enriched with KOHA software and extensive e-resources, supports academic and research pursuits, complemented by unique archival resources in the Chavara Archives.

Beyond academia, we distinguish ourselves through impactful initiatives like Kuriakose Elias Development Action & Service Society (KEDAS), focusing on social education, community health, cultural heritage preservation, and empowerment programs. These initiatives reflect our commitment to social responsibility and our belief in the transformative power of education.



Our commitment to student welfare is underscored by initiatives such as the Scholar Support Programme and the Walk With the Scholar Programme, tailored to support both struggling and high-achieving students. These programs provide personalized support and guidance, helping students overcome challenges and achieve their full potential. Our vibrant student community, guided by the College Union and various clubs and forums, actively participates in governance and enrichment activities across campus. These groups play a crucial role in fostering a sense of community and belonging, encouraging students to take an active part in shaping their educational experience.

As we move forward, we are guided by our vision to transform individual brilliance into collective excellence, preparing future citizens to contribute meaningfully to society. Our alumni, including eminent figures like Prof. Sabu Thomas, Former Vice Chancellor, Mahatma Gandhi University and Dr. C.V. Ananda Bose, Honorable Governor, West Bengal embody our commitment to nurturing leaders who drive societal change.

This strategic plan is a call to action for all members of the K.E College community to work together towards our shared goals, ensuring that we continue to be a leading institution of higher learning in Kerala and beyond. We have created this strategic plan as a navigational tool to steer the college towards a future of academic distinction, creative innovation, and strategic growth, ensuring that every step forward aligns with our founding principles and guiding aspirations

Dr.Sandhya.C.
IQAC Coordinator



Dr. Ison V. Vanchipurackal
PRINCIPAL
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KURIAKOSE ELIAS COLLEGE
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VISION

To become a center par excellence of learning, unique in experience, value-based approach, and committed in service for enriching and fulfilling life.

MISSION

To facilitate the comprehensive and integral development of individuals who effectively function as instruments of social changes imbued with righteousness and courage of conviction, dare to dream and strive to achieve.

MOTTO

“Thamasoma Jyothirgamaya”

CORE VALUES

Kuriakose Elias College provide the foundation for all our academic, social and spiritual activities. The values which guide us at Kuriakose Elias College are the following.

Pursuit of excellence

We value intellectual freedom, critical and creative enquiry and intellectual integrity in all over endeavors.

Faith in God

We value religious freedom and its expressions on our campus. We believe in God Jesus Christ and all our commitments and traditions are grounded in God and we cherish values that motivate our spiritual growth.

Holistic Development of Individuals

The college promotes holistic and integral development of individuals focusing on cultural diversity, mutual respect and compassion for others.

Social Responsibility

The college is mindful of the dignity of each and every individual and also deeply committed in our responsibilities to explore maximum result.



Institutional Strategic Plan Committee

Rev. Fr. Scaria Ethirett CMI (Manager)

Dr. Antony Thomas (Principal)

Fr. Joby Joseph CMI (Vice Principal)

Fr. Dr. Joseph Ozhukayil CMI (Bursar)

Dr. Mathews T Thelly (IQAC Coordinator)

Dr. Jollyamma Mathew (IQAC Assistant Coordinator)

Mr. Baby M Thomas (Office Superintendent)

Creating Vision-The Process

The Kuriakose Elias College Advisory Committee, Mannanam, regularly convenes to deliberate on the institution's advancement and development. Recognizing the need for a strategic approach, the committee decided to establish a team to create a comprehensive strategic plan outlining the college's future trajectory. This plan will serve as a guiding document, aligning with the college's vision and mission, and will include achievable goals, milestones, and supporting strategies.

Following a thorough analysis of the college's strengths and weaknesses, the committee identified key objectives for the upcoming years, categorizing them into short-term (2024) and long-term (2035) goals. The short-term goals encompass:

- Achieving academic excellence
- Fostering research and innovation
- Ensuring student success
- Promoting faculty growth
- Enhancing infrastructure and resources
- Encouraging community engagement
- Attaining higher accreditation levels

The long-term goals aspire to transform the college into a premier global education hub, facilitating cross-cultural understanding, collaboration, and innovation, and establishing it as a



centre for multidisciplinary higher education, preparing students for success in a rapidly changing world.

The strategic plan was devised through extensive consultations with stakeholders, including students, parents, alumni, faculty, staff, industry experts, and academicians, via meetings of the governing council, college council, department academic committees, alumni, students, union, and staff. The draft strategic plan (2018-2035) was presented to the Governing Council, who approved it after incorporating suggestions from the Advisory Committee, which scrutinized and ratified the plan with minor modifications.



SWOC ANALYSIS

STRENGTHS

- Renowned institution with strong legacy, state-of-the-art infrastructure, and diverse academic programs (15 UG, 11 PG, 4 research programs, NSQF certified courses)
- Experienced faculty (34 PhDs, 11 MPhils, 17 research supervisors) and efficient administrative team
- Curriculum flexibility, experiential learning, and robust feedback mechanism
- Support for students: scholarships, counseling, Divyangjan friendly campus, bridge courses, mentoring, and remedial coaching
- Collaborations and recognition: DBT Star college scheme, DST-FIST supported departments, SWAYAM-NPTEL local chapter, MoUs with renowned institutions
- Innovative initiatives: Four Star rated Institution Innovation Council, Young Innovators Programme, Entrepreneurship Development Club, Data Science Studio
- Strong student support: democratically elected students' union, clubs/cells/forums, industrial visits, study tours, nature camps
- Commitment to sustainability: eco-friendly campus, solar power, rainwater harvesting, green initiatives
- Excellence in community service: Outstanding NSS unit, recognized Blood Donor's Club, NCC Navy and Army wings
- Career development centers: Centre for Human Resource Development, Centre for Skill development, Media Hub, Language skills centre
- Strong alumni network and community engagement: Alumni Association, AWAKE, KEDAS

WEAKNESSES

- Location constraints limiting accessibility and exposure
- Restricted academic freedom and autonomy
- Brain drains: declining number of experienced faculty due to retirements and attractive alternative opportunities
- Struggle to achieve 100% PhD-qualified faculty
- Difficulty retaining self-financing stream faculty due to competing job offers
- Dependence on government funding and grants, with uncertainty and fluctuations.
- Limited flexibility in curriculum design and delivery due to strict adherence to Mahatma Gandhi University's standards



OPPORTUNITIES

- Sought after courses in Commerce, Computer Applications, Economics, English, History, Psychology, Social Work and Statistics.
- Possibility of more recognised research centres.
- Potential to tap educational schemes and policies aimed at promoting higher education in rural areas.
- Contributions from distinguished alumni, spread across the globe, through collaborations, financial support, mentorship, networking, job opportunities and scholarships.
- Scope to introduce international exchange programs and collaborations with foreign universities.
- Expansion of community-oriented programs, outreach initiatives and extension activities.
- Availability of academic and cultural institutions/organisations in the immediate vicinity, fostering effective collaborative ventures.

CHALLENGES

- Rising operational costs and budget constraints impacting day-to-day college operations.
- Examination scheduling delays and inefficiencies affecting academic calendars.
- Inadequate funding for academic programs, research initiatives, and infrastructure development.
- Restrictions on academic and administrative autonomy limiting innovation and growth.
- Declining student enrolment and retention rates due to increasing migration and competition.
- High percentage of first-generation learners requiring additional support and resources.
- Socio-economic disadvantages hindering student progression and success.
- Difficulty in delivering standardized curriculum to diverse student body with varying abilities and motivations.
- Financial constraints limiting solar power adoption and sustainability initiatives.
- Growing student expectations and demands for modern facilities and services.
- Managing student mental health and wellbeing amidst growing concerns and pressures.



STRATEGIC PLAN 2018-2035

SHORT TERM GOALS (2024)

Strategic Goal 1-Academic Excellence

Kuriakose Elias College aims to achieve unparalleled academic excellence, providing a transformative learning experience that fosters intellectual curiosity, critical thinking, and creativity.

Sub-goal I- Relentless pursuit of academic excellence:

1. Continuing a high faculty-to-student ratio to ensure personalized attention and mentorship.
2. Develop and implement rigorous, industry-relevant curricula that meet global standards.
3. Achieve a higher student pass rate in all programs than last years.
4. Increase research output and publications by faculty members.
5. Establish partnerships with top institutions for academic collaborations and exchange programs.
6. Aspires to become a Star College under the DBT scheme, unlocking opportunities for undergraduate students to develop a robust research aptitude.

Sub-goal 2-Creation of Transformative Learning Experience

1. Implement innovative pedagogies, such as flipped classrooms, project-based learning, and experiential learning.
2. Develop a comprehensive student support system, including mentorship, counseling, and career guidance.
3. Create opportunities for students to engage in internships, apprenticeships, and industry projects.
4. Foster a culture of inclusivity, diversity, and social responsibility.
5. Develop state-of-the-art infrastructure, including smart classrooms and digital resources.
6. Modernize the facilities of the audio-visual laboratory, language laboratory, and media hub to foster effective communication, language skills, and digital literacy among students.



Sub-goal 3- Nurturing Intellectual Curiosity

1. Encourage interdisciplinary learning and collaboration.
2. Develop a culture of inquiry and exploration, promoting student-led research and projects.
3. Invite distinguished guest speakers and industry experts to share their insights.
4. Establish a think-tank or innovation lab to foster creative problem-solving.
5. Provide opportunities for students to participate in academic competitions and hackathons.

Sub-goal 4- Integrate critical thinking, creativity and problem-solving skills in academics

1. Develop assessments that evaluate critical thinking and analytical skills.
2. Encourage debate, discussion, and peer review to foster critical thinking.
3. Provide training for faculty to teach critical thinking skills.
4. Establish more student engagement in activities like Case studies, Brainstorming sessions, Reflective journaling etc.
5. Introduce more certificate and add -on programs that foster creativity, such as art, design, and innovation.
6. Encourage student-led initiatives and entrepreneurship by providing resources and support for student startups and projects.
7. Host events and exhibitions to showcase student creative work in partnership with creative industries.

Strategic Goal 2-Research and Innovation

By investing in cutting-edge infrastructure, interdisciplinary collaborations, and industry partnerships, Kuriakose Elias College aim to become a leading research and innovation hub, tackling complex challenges and shaping the future.

Sub-goal 1- Fostering a vibrant research culture

1. Establish a research council to oversee and coordinate research activities and to recognize research achievements through awards.
2. Increase the number of research publications by faculty members in reputable journals and create a research repository or database to showcase research output.
3. Enhance research infrastructure, including laboratories, equipment, and software
4. Foster industry-academia collaborations for sponsored research projects and interdisciplinary research collaborations among faculty members.
5. Encourage faculty research by supporting faculty research leave and sabbaticals, and by granting financial aids for trainings and workshops.



6. Develop a research mentorship program for undergraduate and postgraduate students.
7. Increase research funding through government grants, industry partnerships, and internal funding.

Sub-goal 2- Cultivating a spirit of innovation and entrepreneurship

1. Establish an Incubation and Technology Development Centre to support student-led startups and projects.
2. Introduce innovation-focused courses and programs, such as design thinking and entrepreneurship.
3. Foster partnerships with innovation hubs, accelerators, and industry leaders.
4. Encourage faculty and students to develop intellectual property and patents.
5. Create a makerspace or fabrication lab for prototyping and product development.
6. Host innovation events, hackathons, and competitions to stimulate creativity.
7. Establish a student-led retail outlet, featuring student-designed and produced goods, to promote creative entrepreneurship and self-expression.

Sub-goal- 3- Nurturing research aptitude among its undergraduate students

1. Develop a research-oriented curriculum, integrating research projects into undergraduate programs.
2. Establish a summer research fellowship program for undergraduate students.
3. Increase undergraduate student participation in research projects and publications.
4. Provide research training and mentorship for undergraduate students.
5. Encourage undergraduate students to present research at conferences and seminars.



Strategic Goal 3-Student Success

Kuriakose Elias College is dedicated to becoming a beacon of student success, where every individual has the support, resources, and opportunities to thrive and reach their full potential.

Sub-goal 1- Develop a holistic student support ecosystem

1. Develop a comprehensive student support system, including academic advising, mentoring, and counseling.
2. To ease travel woes, travel support should be provided for the students from distant locations, helping them navigate peak-hour traffic and ensuring a smoother commute.
3. Implement a student success tracking system to monitor progress and identify areas for improvement.
4. Provide resources for students with disabilities, including amenities for physical accessibility and assistive technologies for better academic accommodations.
5. Foster a sense of belonging through inclusive campus programs and events
6. Making education more accessible and affordable, by increasing for student scholarships and financial aid by 20%.

Sub-goal- 2- Provide a vast array of learning resources

1. Invest in modern infrastructure, including state-of-the-art classrooms, libraries, and technology.
2. Develop a digital learning platform offering online course materials: E-books, articles, research papers, and digital tutorials for enhanced accessibility and flexibility.
3. Provide access to cutting-edge research equipment and facilities and access to more research databases
4. Enhance campus amenities, including healthcare, recreation, and dining services.
5. Comprehensive training programs to build confidence, leadership, teamwork, and communication skills, empowering students to become confident, collaborative, and effective individuals."



Sub-goal- 3- Unlocking the career potential of the students

1. Personalized guidance on course selection, career paths, and academic planning, empowering students to navigate their academic journey with confidence and clarity.
2. Expand internship and job placement services, achieving a 90% placement rate.
3. Develop a network of industry partnerships for collaborative projects and research.
4. Enhance global learning experiences by 25% through student exchange programs, providing opportunities for cultural immersion, academic enrichment, and international connections.
5. Establish a career development program, including workshops, mentorship, and networking.
6. Encourage student entrepreneurship through incubators, funding, and mentorship.

Sub-goal- 4- Overall well-being of students through holistic support:

1. Foster a culture of well-being, including mental health initiatives like counseling, therapy and stress management. Provide mindfulness classes, yoga, and meditation sessions.
2. Develop a leadership development program and a student-driven event management team for providing hands-on experience, skill development, and leadership opportunities, shaping the next generation of professionals.
3. Increase student engagement in extracurricular activities, clubs, and community service to foster a sense of community
4. Provide opportunities for students to develop soft skills, including communication, teamwork, and problem solving
5. Celebrate student achievements and successes through recognition programs and events.



Strategic Goal 4-Faculty Growth

Our college is committed to becoming a hub for faculty growth and development, empowering educators to excel in teaching, research, and mentorship.

Sub-goal- 1 - Invest in the continuous growth and development of its faculty

1. Develop a comprehensive faculty development program, including workshops, conferences, and training sessions to enhance teaching, research, and leadership skills.
2. Increase the financial aid for faculty participation in professional development opportunities by 30%.
3. Provide resources for faculty to pursue advanced degrees or certifications.
4. Encourage faculty to develop new courses, programs, or specializations.
5. Through regular assessment and constructive feedback, faculty refine their teaching methods, fostering a culture of continuous improvement.

Sub-goal-2- Nurturing teaching excellence, empowering faculty to deliver high-quality instruction

1. Offer a range of professional development programs thereby equipping the faculty for tech- enhanced teaching
2. Develop a teaching innovation fund, supporting new pedagogies and technologies.
3. Enhance faculty involvement in student success initiatives by leveraging digital platforms for mentoring, coaching, and support
4. Provide opportunities for faculty to develop skills in inclusive pedagogy and diversity.
5. Recognize and reward teaching excellence through awards or promotions.

Sub-goal- 3- Encouraging faculty to engage in cutting-edge research, creative endeavors, and innovative projects

1. Increase faculty research output, aiming for a 25% increase in publications.
2. Establish a research mentorship program, supporting junior faculty.
3. Provide resources for faculty to pursue research grants and funding.
4. Develop a faculty writing group, supporting scholarship and publication.
5. Host research symposia, conferences, or workshops, showcasing faculty expertise.



Sub-goal-4- Reinforcing mentorship as a key driver of excellence in academic environments

1. Increase faculty involvement in student research projects or independent studies
2. Provide training for faculty on effective mentoring practices.
3. Establish a mentorship recognition program, rewarding outstanding mentors.
4. Encourage faculty to develop mentorship relationships with industry professionals and introduce students to professionals and peers in their field of interest.

Strategic Goal 5-Infrastructure and resources

Kuriakose Elias College strives to provide a state-of-the-art infrastructure and resources, creating a conducive learning environment that fosters academic excellence and innovation

Sub-goal- 1 Delivering a forefront digital infrastructure, bridging the gap between technology and education

1. Transitioning to a cloud-based infrastructure, enabling seamless scalability, enhanced flexibility, and improved accessibility
2. Develop a comprehensive cyber security plan to protect college data.
3. Increase internet bandwidth and network capacity to support growing demands.
4. Establish a digital repository for storing and sharing academic resources.
5. Develop a mobile app for students, faculty, and staff to access college services.
6. Upgrade its examination facilities with camera surveillance systems, providing a secure and transparent environment for students.

Sub-goal -2 For creating a greener tomorrow, the college should invest in eco-friendly infrastructure and cutting-edge technology.

1. Construct new buildings or renovate existing ones to meet growing needs.
2. Develop sustainable and energy-efficient buildings with green certifications.
3. Enhance accessibility and inclusivity features across campus catering to the needs of its diverse student community
4. Create outdoor learning spaces and recreational areas for providing students with a unique and immersive learning experience that seamlessly integrates with the natural environment.



5. Develop a master plan for campus landscaping and beautification.
6. Invest in the construction of a new exam hall that incorporates natural light and ventilation, fostering a tranquil atmosphere that helps students feel calm and focused.

Sub-goal- 3 Enriching its learning resources with new digital tools catering to the varied needs of students fueling their academic success.

1. Develop a comprehensive online library with e-books, journals, and databases.
2. Increase access to digital tools and software for academic and research purposes.
3. Establish a media center for audio-visual production and editing.
4. Develop a language lab for language learning and cultural immersion.
5. Create a center for academic support and tutoring services.

Sub-goal-4 Evolution of the college into an innovation nexus, fostering a culture of creativity, experimentation, and entrepreneurship

1. Establish a maker space or innovation lab for hands-on learning.
2. Develop a startup incubator or accelerator program.
3. Create a center for social entrepreneurship and community engagement.
4. Establish a research center for interdisciplinary collaboration.
5. Develop a virtual reality or augmented reality lab for immersive learning.

Strategic Goal 6-Community Engagement

Our college is committed to become a vibrant centre of community engagement, fostering meaningful partnerships, and addressing the needs of our local and global communities.

Sub-goal-1 Building bridges with the community, fostering meaningful engagement to enhance social cohesion.

1. Develop a community outreach program, engaging with local organizations and residents.
2. Establish a volunteer program for students, faculty, and staff.
3. Create a community advisory board to guide engagement efforts.
4. Host community events, such as festivals, workshops, and lectures.
5. Develop an online community platform to share news and updates.



Sub-goal-2- Fostering community ties through partnerships that enhance knowledge sharing and mutual support.

1. Establish partnerships with local businesses, organizations, and government agencies.
2. Develop a corporate partnership program for mentorship and job placement.
3. Create a community-based research program, addressing local needs.
4. Establish a center for community engagement and partnership development.
5. Develop a partnership evaluation framework to ensure mutual benefit.

Sub-goal-3- By addressing local needs, college serves as a catalyst for positive change, community development, and enhancing quality of life.

1. Conduct a community needs assessment to identify areas for engagement.
2. Develop programs addressing local issues, such as education, healthcare, and sustainability.
3. Establish a community resource center, providing access to services and support.
4. Create a scholarship program for local students.
5. Develop a community engagement database to track partnerships and initiatives.

Sub-goal-4- Strengthening global communities through cross-cultural understanding and collaboration.

1. Establish international partnerships with universities and organizations.
2. Develop a global volunteer program for students and faculty.
3. Create a center for global engagement and internationalization.
4. Host international events, conferences, and cultural festivals.
5. Develop a global community engagement database to track partnerships and initiatives.

Strategic Goal 7- Achieving higher accreditation levels

Kuriakose Elias College pursues for better accreditation, thereby demonstrating our institution's dedication to accountability, transparency, and continuous improvement, enhancing our reputation and credibility.

Sub-goal-1- Committed to excellence, the college strives for enhanced accreditation, elevating its standards and reputation

1. Achieve better re-accreditation status from recognized accrediting agencies within the next



5 years.

2. Maintain compliance with accreditation standards and criteria.
3. Achieve the esteemed DBT Star Scheme recognition.
4. Establish an accreditation steering committee to oversee the process.
5. Conduct regular self-assessments and peer reviews to ensure continuous improvement

Sub-goal-2- Ensure accountability through transparent decision-making, responsible actions, and open communication, fostering a culture of trust and integrity

1. Develop a transparent and publicly available dashboard for key performance indicators (KPIs).
2. Establish a whistleblower policy and confidential reporting mechanism.
3. Conduct regular internal audits and risk assessments.
4. Ensure a fair and transparent admission process
5. Develop a comprehensive compliance program.

Sub-goal- 3- Ensuring transparency in all its activities, decisions, and processes are conducted with openness, accountability, and integrity, fostering a culture of trust and credibility.

1. Publish an annual report highlighting achievements, challenges, and future plans.
2. Develop a user-friendly website with easy access to information.
3. Establish a freedom of information policy by making college documents, reports, and policies easily accessible to stakeholders.
4. Conduct regular meetings and open forums.
5. Develop a social media presence for updates and engagement.
6. Encourage student participation in decision-making processes through student government or representative bodies.

Sub-goal-4-Embracing a growth mindset, so that the college is dedicated to relentless self-improvement

1. Develop a comprehensive quality assurance program.
2. Establish a culture of continuous improvement and excellence through regular self-



assessment and evaluation

3. Conduct regular surveys and feedback sessions with stakeholders.
4. Develop a professional development program for faculty and staff.
5. Implement a data-driven decision-making framework, celebrating successes and learning from failures

Sub-goal-5- Strive to maintain its reputation and credibility by upholding the highest standards of academic integrity, ethical conduct, and transparency

1. Develop a comprehensive branding and marketing strategy.
2. Establish a reputation management committee for showcasing achievements and success stories
3. Conduct regular reputation audits and risk assessments.
4. Develop strategic partnerships with reputable organizations.
5. Host high-profile events and conferences to showcase expertise.
6. Provide support services for students' success
7. Celebrate alumni achievements and maintain relationships

**REVIEW PROGRESS - BALANCE SCORE CARD****Strategic Goal 1-Academic Excellence**

Kuriakose Elias College aims to achieve unparalleled academic excellence, providing a transformative learning experience that fosters intellectual curiosity, critical thinking, and creativity.

Sub-Goal	Strategies	Status	Timeline
Sub-goal -1 Relentless pursuit of academic excellence	1. Continuing a high faculty-to-student ratio to ensure personalized attention and mentorship.	Faculty-student ratio is 1: 14.8	2023
	2. Develop and implement rigorous, industry-relevant curricula that meet global standards.	Feedback from various stakeholders was collected and analyzed, highlighting the need for an industry-based curriculum. This feedback has been communicated to the affiliating university through the Board of Studies. Subsequently, a new curriculum that emphasizes industry-relevant experiential learning will be implemented from the academic year 2024-25.	2024
	3. Achieve a higher student pass rate in all programs than last years.	Pass rates have exhibited a consistent trend over the past five years. To improve these rates, measures will be introduced to enhance mentoring, provide remedial coaching, and supply additional study materials.	2026
	4. Increase research output and publications by faculty members.	Over the past five years, faculty members have published their research findings in 59 UGC CARE-listed journals and 103 books or book chapters, as well as in national and international conference proceedings. In 2022, the Research and Development Cell was established to implement strategies aimed at boosting the college's research output.	2030
	5. Establish partnerships with top institutions for academic collaborations and exchange programs.	29 active MoUs/collaborations with institutions/organisations /industries	2023



	6. Aspires to become a Star College under the DBT scheme, unlocking opportunities for undergraduate students to engage in cutting-edge research and develop a robust research aptitude."	The college applied for the DBT STAR Scheme and was granted approval on May 9, 2023.	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal-2 Creation of Transformative Learning Experience	1. Implement innovative pedagogies, such as flipped classrooms, project-based learning, and experiential learning.	Innovative teaching methods, including project-based and experiential learning, have been implemented. However, there is a need to explore additional approaches. Therefore, faculty members will provide further training to enhance their skills.	2025
	2. Develop a comprehensive student support system, including mentorship, counseling, and career guidance.	The college has implemented a robust mentoring system, along with counseling and career guidance programs. Additionally, a Centre for Human Resource Development has been established to strengthen the student support systems.	2024
	3. Create opportunities for students to engage in internships, apprenticeships, and industry projects.	The college is diligently working to offer students a range of internships, apprenticeships, and industry projects. Efforts are being made to broaden these opportunities.	2025
	4. Foster a culture of inclusivity, diversity, and social responsibility.	Cultural events and food festivals, Accessibility initiatives for differently abled students, Diversity- themed movie shows and discussions, Environmental sustainability initiatives, Charity fundraisers and drives, creates a socially responsible and inclusive environment	2018
	5. Develop state-of-the-art infrastructure, including smart classrooms and digital resources.	The classrooms have been renovated and equipped with digital technologies. The library has been updated with modern amenities. Efforts are underway to further enhance the facilities with state-of-the-art features.	2025



	6. Upgrade and modernize the facilities of the audio-visual laboratory, language laboratory, and media hub to foster effective communication, language skills, and digital literacy among students.	Upgraded the following infrastructure facilities <ul style="list-style-type: none"> • Career Cell, • Library, • Stairs in auditorium, • Reprographic Centre, • PG Chemistry Smart Classroom, • KEDAS Office and • Extension Centre of English Department, • Conference Hall, • K.E. Media Hub 	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal-3 Nurturing Intellectual Curiosity	1. Encourage interdisciplinary learning and collaboration.	Interdisciplinary learning is adopted through complimentary courses in and open courses. Regular seminars and workshops featuring speakers from diverse disciplines were conducted. More student participation in competitions and hackathons addressing complex, interdisciplinary challenges	2024
	2. Develop a culture of inquiry and exploration, promoting student-led research and projects.	Student engagement is encouraged in research, projects, and dissertations by offering robust support systems, including access to research laboratories, academic journals, and other resources.	2025
	3. Invite distinguished guest speakers and industry experts to share their insights.	A diverse array of guest speakers, industry experts, and alumni provide our students with valuable insights on topics such as their field of study, personal development, and career opportunities. The college plans to expand these interactions to further enhance student employability.	2024
	4. Establish a think-tank or innovation lab to foster creative problem-solving.	The college has designated a dedicated space for innovative activities and secured funding of Rs.4,49,572 to support these initiatives. Students have also been recognized for their innovative ideas. Ongoing efforts are focused on advancing product/process development.	2026



	5. Provide opportunities for students to participate in academic competitions and hackathons.	Students are actively encouraged to participate in academic competitions and hackathons, as demonstrated by the awards and recognitions they have received from various organizations.	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal-4 Integrate critical thinking and problem-solving skills	1. Develop assessments that evaluate critical thinking and analytical skills.	Faculty members are provided with training programme to develop assessment methods and integrate into the curriculum	2023
	2. Encourage debate, discussion, and peer review to foster critical thinking.	Students are encouraged to effectively facilitate debates, discussions, and peer reviews to enhance the academic environment	2024
	3. Provide training for faculty to teach critical thinking skills.	Faculty members are encouraged and supported to attend workshops and seminars on critical thinking, enabling them to incorporate these strategies into the curriculum.	2023
	4. Establish more student engagement in activities like Case studies, Brainstorming sessions, Reflective journaling etc.	The college emphasizes student-centered methods in the teaching and learning process. To effectively integrate participative learning strategies into the curriculum, it is essential to focus on sensitizing students to these approaches.	2025
	5. Introduce more certificate and add -on programs that foster creativity, such as art, design, and innovation.	51 certificate/add on/value added/NSQF courses are offered to students during the last five years. Over the past five years, Effective measures are being planned to align these courses with fostering creativity and innovation.	2025
	6. Encourage student-led initiatives and entrepreneurship by providing resources and support for student startups and projects.	Students are encouraged to participate in idea pitching competitions and provides resources to support students to come with the idea for startups and projects	2030



2026

7. Host events and exhibitions to showcase student creative work in partnership with creative industries.

The college has previously hosted exhibitions of creative works and provided a platform for sales. To further enhance this, increased collaboration with creative industries is needed.

Strategic Goal 2-Research and Innovation

By investing in cutting-edge infrastructure, interdisciplinary collaborations, and industry partnerships, Kuriakose Elias College aim to become a leading research and innovation hub, tackling complex challenges and shaping the future.

Sub-Goal	Strategies	Progress	Timeline
Sub-goal -1 Fostering a vibrant research culture	1. Establish a research council to oversee and coordinate research activities and to recognize research achievements through awards.	A Research and Development Cell was established in 2022, and faculty members have published their research in numerous UGC CARE-listed journals. However, the R&D Cell should place greater emphasis on creating a research environment that supports both students and staff.	2028
	2. Increase the number of research publications by faculty members in reputable journals and create a research repository or database to showcase research output.	The college plans to allocate sufficient resources to both students and staff to enhance and support high-quality research output	2030
	3. Enhance research infrastructure, including laboratories, equipment, and software.	The funds approved under the DBT Star College Scheme will ensure the development of adequate infrastructure to enhance the learning environment for UG students.	2026
	4. Foster industry-academia collaborations for sponsored research projects and interdisciplinary research collaborations among faculty members.	The college actively encourages faculty members to pursue research collaborations.	2026
	5. Encourage faculty research by supporting faculty research leave and sabbaticals, and by granting financial aids for trainings and workshops.	The college offers leave to faculty members to complete their research work and provides financial support for attending seminars and workshops.	2023



	6. Develop a research mentorship program for undergraduate and postgraduate students.	The Research and Development Cell, along with various departments, organizes research methodology workshops and seminars to raise students' awareness of research. However, greater emphasis should be placed on developing research mentorship programs for both undergraduate and postgraduate students	2030
	7. Increase research funding through government grants, industry partnerships, and internal funding.	Teachers are encouraged and informed about how to apply for and secure research funding from various agencies.	2030
Sub-Goal	Strategies	Status	Timeline
Sub-goal 2- Cultivating a spirit of innovation and entrepreneurship	1. Establish an Incubation and Technology Development Centre to support student-led startups and projects.	Incubation and Technology Development Centre was established with a 500sqft workspace. College has maintained top-notch performance (3.5-4 stars) in IIC rating and has scored 'Band Performer' in the ARIIA since its inception. Our College was selected as Mentor in Mentor-Mentee scheme by Ministry of Innovation Council, Government of India.	2020
	2. Introduce innovation-focused courses and programs, such as design thinking and entrepreneurship.	55 certificate/add on courses that can nurture student entrepreneurship and creativity are offered by the college	2023



	3. Foster partnerships with innovation hubs, accelerators, and industry leaders.	MoUs were established between various research institutions / industries / organisations for innovative practices. Business Innovation and Incubation Centre (BIIC), Mahatma Gandhi University, Kottayam, Kerala, K-DISC, Rubber Board, Kerala, Amal Jyothi Engineering College, Kanjirappally etc.	2023
	4. Encourage faculty and students to develop intellectual property and patents.	Training programs on intellectual property rights (IPR) and patents were conducted to motivate students and faculty members to develop their own patents.	2030
	5. Create a makerspace or fabrication lab for prototyping and product development.	The college is now poised to transform its vision into reality by establishing a cutting-edge fabrication lab, replete with advanced technology and innovative tools with the anticipated approval of the fund from PM-USHA Scheme	2025
	6. Host innovation events, hackathons, and competitions to stimulate creativity.	Workshops, skill development courses, my story-talk series by entrepreneurs and Innovators, Industry visits for problem identification, i-talk series, Hackathons, Competitions, and different fests were conducted to stimulate creativity	2023
	7. Establish a student-led retail outlet, featuring student-designed and produced goods, to promote creative entrepreneurship and self-expression	Students organized food festivals and product exhibitions in association with IEDC to promote creative entrepreneurship and self-expression.	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal 3- Nurturing research aptitude among its	1. Develop a research- oriented curriculum, integrating research projects into undergraduate programs.	The curriculum prescribed by the affiliating university integrates research projects for undergraduate students	2018



undergraduate students	2. Establish a summer research fellowship program for undergraduate students.	In the forthcoming curriculum, an internship programme after the second semester is mandatory for undergraduate students	2024
	3. Increase undergraduate student participation in research projects and publications.	The college will hold training sessions to encourage students to engage in research projects and produce publications.	2026
	4. Provide research training and mentorship for undergraduate students.	The college offers research training through workshops and seminars focused on research methodology, intellectual property rights (IPR), and entrepreneurship. Implementing a mentorship program will further enhance research-driven learning for undergraduate students.	2026
	5. Encourage undergraduate students to present research at conferences and seminars.	A Research & Development Cell initiative Scholar's Circle provides a platform for students to get a training of presentation skills.	2023

Strategic Goal 3-Student Success

Kuriakose Elias college is dedicated to becoming a beacon of student success, where every individual has the support, resources, and opportunities to thrive and reach their full potential.

Sub-Goal	Strategies	Progress	Timeline
Sub-goal-1 Develop a holistic student support ecosystem	1. Develop a comprehensive student support system, including academic advising, mentoring, and counseling.	The college has established effective student support systems. Further efforts in this area will contribute significantly to the overall development of students.	2024
	2. To ease travel woes, travel support should be provided for the students from distant locations, helping them navigate peak-hour traffic and ensuring a smoother commute.	Efforts are underway to acquire a vehicle, with the support of philanthropists, to assist students traveling from remote areas.	2025



	3. Implement a student success tracking system to monitor progress and identify areas for improvement.	A student's success can be monitored through various metrics such as academic performance and attendance. The college's continuous internal evaluation system functions as a tracking mechanism to oversee academic progress and identify areas needing improvement.	2018
	4. Provide resources for students with disabilities, including amenities for physical accessibility and assistive technologies for better academic accommodations.	The college ensures a disability-friendly environment by offering facilities such as ramps, accessible websites and software, wheel chair, disabled-friendly toilets, and signposts.	2018
	5. Foster a sense of belonging through inclusive campus programs and events.	Programs and events were held to promote a sense of inclusivity on campus	2018
	6. Making education more accessible and affordable, by increasing for student scholarships and financial aid by 20%.	Efforts are underway to expand student scholarships and financial aid	2026
Sub-Goal	Strategies	Status	Timeline
Sub-goal-2 Provide a vast array of learning resources	1. Invest in modern Infrastructure, including state-of-the-art classrooms, libraries, and technology.	Investments have been made in the renovation and modernization of classrooms, the library, and technology upgrades. Additional infrastructure improvements are underway.	2023
	2. Develop a digital learning platform offering online course materials: E-books, articles, research papers, and digital tutorials for enhanced accessibility and flexibility.	College provides an ERP LMS system for offering online course materials.	2023
	3. Provide access to cutting-edge research equipment and facilities and access to more research databases	The college provides sufficient equipment for research, and this will be enhanced by funds received through the DBT Star College Scheme. Online research databases are accessible through INFED website available through the affiliated university library and	2024



		INFLIBNET.	
	4. Enhance campus amenities, including healthcare, recreation, and dining services.	The college cultivates a positive campus environment through its clean and comfortable dining space “Cafeteria”, It also promotes student recreational activities and provides information regarding health and hygiene through seminars and training sessions	2024
	5. Comprehensive training programs to build confidence, leadership, teamwork, and communication skills, empowering students to become confident, collaborative, and effective individuals."	Life skill training programs build confidence, enhance communication skills, and empower students in various aspects of their personal and professional lives."	2024
Sub-Goal	Strategies	Status	Timeline
Sub-goal-3 Unlocking the career potential of the students	1. Personalized guidance on course selection, career paths, and academic planning, empowering students to navigate their academic journey with confidence and clarity.	An active career cell provides adequate guidance for students to choose a career of their choice. To strengthen the activities, a Centre for Human Resource Development was established in 2023	2024
	2. Expand internship and job placement services, achieving a 90% placement rate.	In the forthcoming curriculum internship is mandatory after the second semester for all students. This initiative along with the placement services can achieve a higher placement rate	2026
	3. Develop a network of industry partnerships for collaborative projects and research.	The college has national and international collaborations with various research institutions and organizations. Attempts are being underway to provide a strong industry-academia collaboration	2028
	4. Enhance global learning experiences by 25% through student exchange programs, providing opportunities for cultural immersion, academic enrichment, and international connections.	The international exposure through student exchange programmes provides academic and cultural enrichment. The college is looking forward for this type of programmes which	2030



		facilitates a global level learning	
	5. Establish a career development program, including workshops, mentorship, and networking.	The college is committed to offering career development programs through workshops, mentoring, and collaborative efforts.	2025
	6. Encourage student entrepreneurship through incubators, funding, and mentorship.	An active IEDC, IIC, YIP and ED club fosters the entrepreneurship initiatives of students. This can be achieved through funding and mentorship. These clubs provide adequate facilities for effective product development	2027
Sub-Goal	Strategies	Status	Timeline
Sub-goal-4- Overall well-being of students through holistic support	1. Foster a culture of well-being, including mental health initiatives like counseling, therapy and stress management. Provide mindfulness classes, yoga, and meditation sessions.	Institution offers Counseling therapy, stress management, courses and yoga sessions under the supervision of the Department of Psychology. Effective strategies need to be implemented for active mental health	2024
	2. Develop a leadership development program and a student-driven event management team for providing hands-on experience, skill development, and leadership opportunities, shaping the next generation of professionals.	Skill development programs and training are effectively conducted at the college, but additional efforts are needed to further enhance these initiatives for future generations.	2026
	3. Increase student engagement in extracurricular activities, clubs, and community service to foster a sense of community.	Student involvement in extracurricular activities fosters a community-oriented mindset, which can help them address challenges they encounter in their lives.	2023
	4. Provide opportunities for students to develop soft skills, including communication, teamwork, and problem-solving.	Soft skills training is provided at the college to support the holistic development of students.	2025



2018

5. Celebrate student achievements and successes through recognition programs and events.

The college annually held Merit Day to celebrate and honor the academic achievements and successes of students with enthusiasm.

Strategic Goal 4-Faculty Growth

Our college is committed to becoming a hub for faculty growth and development, empowering educators to excel in teaching, research, and mentorship.

Sub-Goal	Strategies	Status	Timeline
Sub-goal-1 Invest in the continuous growth and development of its faculty	1. Develop a comprehensive faculty development program, including workshops, conferences, and training sessions to enhance teaching, research, and leadership skills.	IQAC regularly organized FDP programs for both teaching and non-teaching staff to cultivate an enriched research and academic environment.	2025
	2. Increase the financial aid for faculty participation in professional development opportunities by 30%.	The institution encourages and provides financial aid to faculty members for participation in seminars/workshops.	2023
	3. Provide resources for faculty to pursue advanced degrees or certifications.	The provision of resources will encourage faculty members to pursue their advanced studies which will facilitate the academic environment on campus	2028
	4. Encourage faculty to develop new courses, programs, or specializations.	Faculty members are encouraged to design certificate and diploma courses to enrich the curriculum. The new curriculum introduced for the academic year 2024-25 offers the opportunity to develop our own signature courses.	2020
	5. Through regular assessment and constructive feedback, faculty refine their teaching methods, fostering a culture of continuous improvement.	The continuous internal evaluation system on campus provides a platform for regular assessment and feedback	2018
Sub-Goal	Strategies	Status	Timeline
Sub-goal-2- Nurturing teaching excellence, empowering faculty to deliver	1. Offer a range of professional development programs thereby equipping the faculty for tech-enhanced teaching	The IQAC of the college offers faculty development programs focused on educational technologies and tools. Additionally, it provides	2024



high-quality instruction		self-paced learning resources to help faculty enhance their teaching skills.	
	2. Develop a teaching innovation fund, supporting new pedagogies and technologies.	This fund will be established using the PM USHA grant, which is anticipated to be approved during the academic year 2024-25.	2030
	3. Enhance faculty involvement in student success initiatives by leveraging digital platforms for mentoring, coaching, and support	The college uses the ERP system EMBASE Prosuit to track student progress and attendance. Additionally, online platforms are employed to strengthen the learning and development of students through effective mentoring and support	2024
	4. Provide opportunities for faculty to develop skills in inclusive pedagogy and diversity.	The college frequently provides training programs to enhance the teaching skills of its faculty members. However, there is a need for additional programs focused on applying AI in curriculum planning and delivery.	2025
	5. Recognize and reward teaching excellence through awards or promotions.	The college acknowledges and celebrates the achievements of faculty members during the annual Merit Day, an event conducted with enthusiasm.	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal-3 Encouraging faculty to engage in cutting-edge research, creative endeavors, and innovative projects	1. Increase faculty research output, aiming for a 25% increase in publications.	The Research and Development Cell of the college established in 2022 is actively working to raise awareness and motivate faculty members to publish their research findings.	2026
	2. Establish a research mentorship program, supporting junior faculty.	The college is in the process of establishing a research mentorship program designed to support junior faculty members.	2025
	3. Provide resources for faculty to pursue research grants and funding.	The Research and Development Cell of the college is actively focused on providing resources to help faculty	2025



		pursue research grants and funding.	
	4. Develop a faculty writing group, supporting scholarship and publication.	The Research and Development Cell of the college oversees this initiative, which aims to foster collaboration among faculty members by providing the resources and encouragement needed to improve their research writing and boost their publication output.	2026
	5. Host research symposia, conferences, or workshops, showcasing faculty expertise.	The college consistently organizes regional, national, and international research symposia, conferences, and workshops to showcase faculty expertise. However, there is a need for more programs in this area.	2025
Sub-Goal	Strategies	Status	Timeline
Sub-goal-4- Reinforcing mentorship as a key driver of excellence in academic environments	1. Increase faculty involvement in student research projects or independent studies	Efforts are underway to enhance mentorship programs, ensuring that faculty and students receive strong support and guidance to achieve their academic and professional goals.	2025
	2. Provide training for faculty on effective mentoring practices.	The college aims to equip faculty members with the skills and strategies necessary to be effective mentors, ultimately enhancing the overall mentoring experience for students.	2024
	3. Establish a mentorship recognition program, rewarding outstanding mentors.	The college traditionally recognizes faculty members for their research achievements during the annual Merit Day.	2023
	4. Encourage faculty to develop mentorship relationships with industry professionals and introduce students to professionals and peers in their field of interest.	The college collaborates with research institutions like the Rajiv Gandhi Centre for Biotechnology in Trivandrum, Kerala, as well as industries such as Abtec in Kottayam, Kerala, and incubation centers like the Business Innovation and	2024



		Incubation Centre at Mahatma Gandhi University, Kottayam. We facilitate regular visits to these centers, introducing students to professionals and peers in their fields of interest to enhance their career development and networking opportunities.	
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Strategic Goal 5-Infrastructure and resources

Kuriakose Elias College strives to provide a state-of-the-art infrastructure and resources, creating a conducive learning environment that fosters academic excellence and innovation

Sub-Goal	Strategies	Status	Timeline
Sub-goal- 1 Delivering a forefront digital infrastructure, bridging the gap between technology and education	1. Transitioning to a cloud-based infrastructure, enabling seamless scalability, enhanced flexibility, and improved accessibility	The college has successfully transitioned to a cloud-based infrastructure. Initial assessments were conducted, and the necessary technologies and training have been implemented to ensure a smooth transition.	2023
	2. Develop a comprehensive cybersecurity plan to protect college data.	In accordance with the cybersecurity plan, the college has implemented a firewall to monitor and control incoming and outgoing network traffic based on security protocols. Strict access controls have been established to ensure that only authorized personnel can access sensitive information. Additionally, training has been provided to faculty and staff on recognizing phishing attacks and practicing safe online behaviors	2024
	3. Increase internet bandwidth and network capacity to support growing demands.	The college has upgraded its Internet lease line connectivity to 100 Mbps and added two additional 60 Mbps broadband connections.	2024



	4. Establish a digital repository for storing and sharing academic resources.	The college is currently in the process of establishing its own digital repository for storing and sharing academic resources. E-resources are accessible to students and faculty members through INFLIBNET and INFED , a digital repository available through the affiliating university library	2025
	5. Develop a mobile app for students, faculty, and staff to access college services.	The college use the EMBASE Prosuite app to provide access to its services. However, the system needs to be upgraded to become fully online.	2024
	6. Upgrade its examination facilities with camera surveillance systems, providing a secure and transparent environment for students.	The examination facilities in the college is upgraded with camera surveillance systems, providing a secure and transparent environment for students.	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal-2 For creating a greener tomorrow, the college should invest in eco-friendly infrastructure and cutting-edge technology.	1. Construct new buildings or renovate existing ones to meet growing needs.	Renovated class rooms, KE media Hub, Conference hall, Chavara Hall, Data Science Studio, Language Skills Centre etc. to meet the growing needs of the institution	2023
	2. Develop sustainable and energy-efficient buildings with green certifications.	The college is recognized as Haritha Institution by Haritha keralam Mission, Government of Kerala.	2023
	3. Enhance accessibility and inclusivity features across campus catering to the needs of its diverse student community	The college offers facilities that include a positive classroom environment, ramps, wheelchairs, accessible toilets, display boards, and signposts to accommodate the needs of its diverse student community.	2023



	4. Create outdoor learning spaces and recreational areas for providing students with a unique and immersive learning experience that seamlessly integrates with the natural environment.	Established a green classroom as a natural environment for outdoor learning and recreational activities.	2023
	5. Develop a master plan for campus landscaping and beautification.	The college is in the process of developing a master plan for campus landscaping and beautification. Initial assessments and consultations are underway to identify areas for improvement and to create a comprehensive strategy that enhances the campus's aesthetic appeal and functionality.	2025
	6. Invest in the construction of a new examination hall that incorporates natural light and ventilation, fostering a tranquil atmosphere that helps students feel calm and focused	A new examination hall, named Chavara Hall, has been constructed with adequate ventilation and lighting to provide calm and focused environment	2023
Sub-Goal	Strategies	Status	Timeline
Sub-goal- 3 Enriching its learning resources with new digital tools catering to the varied needs of students fueling their academic success.	1. Develop a comprehensive online library with e-books, journals, and databases.	Initial efforts are in progress, concentrating on selecting suitable resources and structuring the digital platform.	2025
	2. Increase access to digital tools and software for academic and research purposes.	Access to digital resources has been enhanced by providing access to INFED, a digital platform available through the affiliated university library for academic and research purposes. However, further additions are still needed.	2024
	3. Establish a media center for audio-visual production and editing.	The KE Media Hub has been renovated and equipped with facilities for audio-visual production and editing.	2023
	4. Develop a language lab for language learning and cultural immersion.	A language lab has been developed with the necessary software for language learning and cultural immersion.	2023
	5. Create a center for academic support and tutoring services.	Developed a Centre for Human Resource Development to support	2023



Sub-Goal	Strategies	Status	Timeline
Sub-goal- 4 Evolution of the college into an innovation nexus, fostering a culture of creativity, experimentation, and entrepreneurship	1. Establish a makerspace or innovation lab for hands-on learning.	academic and tutoring purpose The college is now poised to transform its vision into reality by establishing a innovation lab, with the anticipated approval of the fund from PM-USHA Scheme	2024
	2. Develop a startup incubator or accelerator program.	Initial steps have been taken to establish a startup incubator, with potential for further expansion pending the anticipated approval of funding from the PM-USHA Scheme.	2025
	3. Create a center for social entrepreneurship and community engagement.	A tailoring unit for women has been established on campus as a step toward developing a center for social entrepreneurship and community engagement.	2023
	4. Establish a research center for interdisciplinary collaboration.	A research block has been constructed during the planning period to support the establishment of a research center for interdisciplinary collaboration.	2025
	5. Develop a virtual reality or augmented reality lab for immersive learning.	Planning is in progress for the proposed virtual reality or augmented reality lab aimed at immersive learning.	2027

Strategic Goal 6-Community Engagement

Our college is committed to become a vibrant centre of community engagement, fostering meaningful partnerships, and addressing the needs of our local and global communities.

Sub-Goal	Strategies	Status	Timeline
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<p>Sub-goal- 1 Building bridges with the community, fostering meaningful engagement to enhance social cohesion.</p>	1. Develop a community outreach program, engaging with local organizations and residents.	The college has an active registered society, "KEDAS" (Kuriakose Elias Development Action and Service Society), focused on outreach programs that engage with local organizations and residents. Additionally, clubs and cells such as NSS and NCC are actively involved in outreach initiatives.	2018
	2. Establish a volunteer program for students, faculty, and staff.	A volunteer program was established through the KEDAS team for community services, which consists of representatives from all departments and offices, along with three NSS units and one NCC Army unit and one NCC Navy unit actively participating.	2018
	3. Create a community advisory board to guide engagement efforts.	A community advisory board was created to guide the engagement efforts by the college	2018
	4. Host community events, such as festivals, workshops, and lectures.	The college frequently organizes community-oriented events, including festivals, workshops, and lectures	2018
	5. Develop an online community platform to share news and updates.	The proposal to develop an online community platform for sharing news and updates is currently in progress.	2025
Sub-Goal	Strategies	Status	Timeline
<p>Sub-goal- 2 Fostering community ties through partnerships that enhance knowledge sharing and mutual support.</p>	1. Establish partnerships with local businesses, organizations, and government agencies.	The proposal to establish partnerships with local businesses, organizations, and government agencies is currently in progress.	2025
	2. Develop a corporate partnership program for mentorship and job placement.	Discussions are ongoing to develop a corporate partnership program focused on mentorship and job placement.	2025
	3. Create a community-based research program, addressing local needs.	The proposal to develop a community-based research program that addresses local needs is	2026



		currently in progress.	
	4. Establish a center for community engagement and partnership development.	A tailoring unit for women has been established on campus. However, further efforts are needed to create a center for community engagement and partnership development.	2025
	5. Develop a partnership evaluation framework to ensure mutual benefit.	The proposal to develop a partnership evaluation framework to ensure mutual benefit is currently in progress.	2025
Sub-Goal	Strategies	Status	Timeline
Sub-goal-3 By addressing local needs, college serves as a catalyst for positive change, community development, and enhancing quality of life.	1. Conduct a community needs assessment to identify areas for engagement.	The proposal to conduct a community needs assessment to identify areas for engagement is currently in the planning stage.	2025
	2. Develop programs addressing local issues, such as education, healthcare, and sustainability.	Programs addressing local issues, such as education, healthcare, and sustainability, have been developed and implemented.	2023
	3. Establish a community resource centre, providing access to services and support.	Plans are underway for a community resource centre	2025
	4. Create a scholarship program for local students.	As part of KEDAS activities, school bags and learning materials were distributed to local students, and plans are in progress to provide scholarships to them.	2025
	5. Develop a community engagement database to track partnerships and initiatives.	The plan to develop a community engagement database for tracking partnerships and initiatives is currently in progress	2026
Sub-Goal	Strategies	Status	Timeline
Sub-goal-4 Strengthening global communities through cross-cultural	1. Establish international partnerships with universities and organizations.	The proposed strategy is currently in progress.	2026
	2. Develop a global volunteer program for students and faculty.	The proposed strategy is currently in progress.	2026



understanding and collaboration.	3. Create a center for global engagement and internationalization.	The proposed strategy is currently in progress.	2026
	4. Host international events, conferences, and cultural festivals.	The proposed strategy is currently in progress.	2026
	5. Develop a global community engagement database to track partnerships and initiatives.	The proposed strategy is currently in progress.	2026

Strategic Goal 7- Achieving higher accreditation levels

Kuriakose Elias college pursues for better accreditation, thereby demonstrating our institution's dedication to accountability, transparency, and continuous improvement, enhancing our reputation and credibility.

Sub-Goal	Strategies	Status	Timeline
Sub-goal- 1 Committed to excellence, the college strives for enhanced accreditation, elevating its standards and reputation	1. Achieve better re-accreditation status from recognized accrediting agencies within the next 5 years.	Strategic initiatives are being implemented to enhance academic quality, infrastructure, and overall institutional effectiveness in preparation for the accreditation process.	2023
	2. Maintain compliance with accreditation standards and criteria.	The college is focused on maintaining compliance with accreditation standards and criteria. Regular assessments and audits are conducted to ensure that all programs and practices meet the required guidelines, and faculty and staff are actively engaged in training and initiatives to uphold these standards.	2023
	3. Achieve the esteemed DBT Star Scheme recognition.	The college applied for the DBT STAR Scheme and was granted approval on May 9, 2023.	2023
	4. Establish an accreditation steering committee to oversee the process.	An accreditation steering committee was established to oversee the accreditation process in 2020. Meetings were held to outline the committee's roles and responsibilities, and members from various departments are being selected to ensure comprehensive representation and expertise.	2020
	5. Conduct regular self-assessments and peer reviews to ensure continuous improvement.	Regular self-assessments and peer reviews to ensure continuous improvement were conducted	2023



Sub-Goal	Strategies	Status	Timeline
Sub-goal-2 Ensure accountability through	1. Develop a transparent and publicly available dashboard for key performance indicators (KPIs).	Developed a transparent and publicly available dashboard for key performance indicators (KPIs)	2023
transparent decision-making, responsible actions, and open communication, fostering a culture of trust and integrity	2. Establish a whistleblower policy and confidential reporting mechanism.	Established a whistleblower policy and confidential reporting mechanism	2023
	3. Conduct regular internal audits and risk assessments.	The college conducts regular internal audits and risk assessments to evaluate its operations and pinpoint potential areas for improvement. The findings from these assessments are utilized to guide strategic decision-making and enhance overall institutional effectiveness.	2023
	4. Ensure a fair and transparent admission process	The college's admission process follows the Centralized Admission Process of the affiliated university. It is dedicated to ensuring a fair and transparent admissions process. Policies and procedures have been implemented to promote equity, and staff involved in the admissions process receive regular training. Furthermore, information regarding admission criteria and procedures is readily accessible to prospective students to ensure transparency.	2023
	5. Develop a comprehensive compliance program.	A comprehensive compliance program has been developed to establish clear guidelines and provide training for staff, fostering a culture of compliance within the institution.	2020
Sub-Goal	Strategies	Status	Timeline
Sub-goal-3 Ensuring transparency in all its activities, decisions, and processes are conducted with openness, accountability, and integrity, fostering a culture of trust and credibility.	1. Publish an annual report highlighting achievements, challenges, and future plans.	An annual report has been published that highlights achievements, challenges, and future plans	2023
	2. Develop a user-friendly website with easy access to information.	A user-friendly website has been created, providing easy access to information.	2020
	3. Establish a freedom of information policy by making college documents, reports, and policies easily accessible to stakeholders.	Established a freedom of information policy to ensure that college documents, reports, and policies are easily accessible to stakeholders.	2018
	4. Conduct regular meetings and open forums.	The college conducted regular meetings and open forums to promote communication and engagement among faculty, staff, and students.	2023



	5. Develop a social media presence for updates and engagement.	The college maintains accounts on social media platforms, including YouTube and Twitter, to provide updates and foster engagement..	2022
	6.Encourage student participation in decision-making processes through student government or representative bodies.	The college is actively promoting student participation in decision-making processes through all its statutory bodies.	2018
Sub-Goal	Strategies	Status	Timeline
Sub-goal- 4 Embracing a growth mindset, so that the college is dedicated to relentless self-improvement	1. Develop a comprehensive quality assurance program.	The college has established a comprehensive quality assurance program and provided training for faculty and staff to support its implementation.	2020
	2. Establish a culture of continuous improvement and excellence through regular self-assessment and evaluation	The college has implemented regular self-assessment and evaluation procedures that result in significant improvements in both academic and operational areas.	2020
	3. Conduct regular surveys and feedback sessions with stakeholders.	The college regularly gathers feedback on the curriculum from its stakeholders, analyzes the responses, and takes appropriate action based on the findings.	2018
	4. Develop a professional development program for faculty and staff.	The college regularly conducts professional development programs for faculty, staff, and students.	2018
	5. Implement a data-driven decision-making framework, celebrating successes and learning from failures	The college has established a data-driven decision-making framework that emphasizes celebrating successes and learning from failures. Training sessions are being organized to help staff and faculty effectively utilize this framework, fostering a culture of continuous improvement and accountability.	2018
Sub-Goal	Strategies	Status	Timeline
Sub-goal- 5 Strive to maintain its reputation and credibility by upholding the highest standards of academic integrity, ethical	1. Develop a comprehensive branding and marketing strategy.	Collaborative workshops will be held to collect input from various stakeholders, ensuring that the strategy is aligned with the college's mission and vision.	2024
	2. Establish a reputation management committee for showcasing achievements and success stories	The college is working on establishing a reputation management committee focused on highlighting achievements and success stories.	2025
	3. Conduct regular reputation audits and risk assessments.	The college plans to conduct regular reputation audits and risk assessments to assess its standing and identify potential areas of concern	2024



conduct, and transparency	4. Develop strategic partnerships with reputable organizations.	The college is in the process of developing strategic partnerships with reputable organizations.	2025
	5. Host high-profile events and conferences to showcase expertise.	The college regularly hosts high-profile events and conferences to demonstrate its expertise. However, additional efforts are required to meet global standards.	2024
	6. Provide support services for students' success	The college is actively providing support services aimed at enhancing student success. These services include mentoring, counseling, and placement assistance etc. The student feedback is used to drive improvements.	2024
	7. Celebrate alumni achievements and maintain relationships	College used to celebrate alumni achievements and maintain relationships with them through social media and alumni meets	2023



LONG TERM GOALS (2035)

Strategic Goal 1

Kuriakose Elias College envisions to become a premier global education hub, connecting students, faculty, and scholars from around the world to foster cross-cultural understanding, collaboration, and innovation.

1. Establish collaborations with top universities worldwide for student exchange programs, joint research initiatives, and faculty development.
2. Integrate global perspectives and themes into the curriculum to prepare students for an interconnected world.
3. Encourage diversity by recruiting international students, faculty, and staff, and promoting cross-cultural events and activities.
4. Leverage digital platforms and tools to facilitate global connections, online collaborations, and virtual exchange programs.
5. Offer scholarships, grants, and support for students to participate in international exchange programs, conferences, and competitions.
6. Provide training and opportunities for faculty to engage in international collaborations, conferences, and research.
7. Reinforce alumni network and connections with global leaders, entrepreneurs, and innovators.
8. Regularly assess and refine the college's global initiatives to ensure alignment with its vision and mission.

Strategic Goal 2

Our college becoming a center for multidisciplinary higher education, by facilitating interdisciplinary research, entrepreneurship, and community engagement, preparing our students to thrive in a rapidly changing world.

1. Establish research centres that combine multiple disciplines to facilitate interdisciplinary research.
2. Create incubators and accelerators for student startups and offer entrepreneurship courses, workshops, and mentorship programs to foster entrepreneurship.
3. Develop interdisciplinary courses and programs, and incorporate entrepreneurship and innovation into existing curricula.
4. Provide training and support for interdisciplinary teaching and research, and encourage



- faculty to develop entrepreneurial and innovative projects.
5. Offer resources and support for student entrepreneurs and innovators, and provide opportunities for students to engage in community service and leadership.
 6. Develop modern, flexible learning spaces that facilitate interdisciplinary collaboration, and provide access to cutting-edge technology and resources.
 7. Regular assessment and evaluation of interdisciplinary programs and initiatives, and refine and adapt strategies to ensure alignment with the college's vision and mission.