



SREE NARAYANA COLLEGE KANNUR

ACCREDITED BY NAAC WITH 'A' GRADE (AFFILIATED TO KANNUR UNIVERSITY)

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CRITERIA 6

6.2: Faculty Empowerment Strategies

6.2.1 Strategic Plan

SREE NARAYANA COLLEGE KANNUR
STRATEGIC PLAN FOR 10 YEARS
(COMMENCING FROM 1ST JUNE 2018 TO 31ST MAY 2028)

About the College

Sree Narayana College Kannur was established in the year 1960 with the vision "Enlightenment through Education: Strengthen through Organisation." The college functions based on this motto propounded by the great visionary spiritual and social reformer, Sree Narayana Guru. For a large number of students from poor and backward communities, Sree Narayana College, Kannur has been a solace and boon in supporting their educational needs for over six decades. Majority of students in this college are able to pursue their studies by getting freeships and scholarships from government and non-government agencies. The college has 13 UG departments, 6 PG departments and 4 research centers with 20 research guides. College has produced 49 PhDs and, presently, 44 scholars are pursuing PhD. The research departments are collaborating with local industries for research internship and placement. Recognising that holistic education is the *mantra* for shaping the individuality and personality of the youth, the college gives equal importance to academics, sports, cultural activities and all other possible extra-curricular activities.

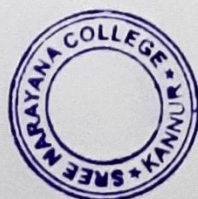
Vision Mission of the College:

Vision: Enlightenment Through Education, Strength Through Organization.

Mission: To attain the noble notion of equality based on human dignity and thus practice the ideal "Enlightenment through Education", of the great sage, seer and philosopher, Sree Narayana Guru, on, whose name the college is founded.

To continuously involve in the process of removing the disparities based on race, religion and caste through greater participation of the minorities and the backward communities in the mainstream of formal education as propounded by Sree Narayana Guru.

Broad objectives of the College: To act as the nucleus center for higher education in the north Kerala region and thus share the efforts of the State towards removing the social, economic and cultural backwardness of the home district.



To remove the social inequalities among people and to uplift the economically and socially downtrodden, by providing them the facility of higher education.

To transform the students into knowledgeable, competent, socially committed and honest citizens of the motherland by inculcating the spirit of scientific temper and analytical thinking which enable them to take up the challenges of life.

To provide competitive and quality education and to inspire scholastic and aesthetic talents of the students for empowering them to seek gainful employment.

To realize and honour human values, justice and universal brotherhood and thus provide value-based education for the mental advancement of the students.

To provide a healthy and peaceful atmosphere for the maximum output in the fields of learning, teaching, research and extension.

STRATEGIC PLAN 2018-28

As a continuation of the strategic Plan of 2016-21, a plan for the ensuing 10 years has been prepared on the basis of detailed discussion among the different stakeholders. The plan envisages the long-term goals and objectives to be achieved during the plan period and activities to be undertaken and resources to be mobilized and allocated for achievement of these goals for academic excellence.

Strategic Goals

1. Student Support
2. Faculty Empowerment
3. Research and Consultancy
5. Skill Development
6. Infrastructure Augmentation and Renovation
7. Women Empowerment
8. Community Outreach
9. Green and sustainable development initiatives
10. Quality And Value Based Education



STUDENT SUPPORT

Student support in higher education plays a critical role in promoting academic success, personal development, and overall well-being. Institutions provide a wide range of services and resources aimed at helping students navigate challenges and make the most of their educational experience.

Short-term Deliverables (within Three Years)

- Workshops and Study Skills Programs: Colleges will offer workshops on time management, exam preparation, and other study skills.
- Mentorship Programs: Mentorship programs by Faculty to help students to focus on their academic and personal development.
- Student centric methods to improve the quality of teaching learning process.
- Training programs for the students in extracurricular activities sports, games and arts and literature.
- Capacity enhancement programmes with career counseling section to perform better in

Competitive examinations.

- Scholarships and Grants: Enhance the number of scholarships and freeships.
- Counseling Services: free counseling services to address mental health issues such as anxiety, depression, stress.

Mid-term Deliverables (within Five years)

- Career Counselling Centers: Career counseling centre will help students for resume writing, job searching and interview preparation
- Internships and Job Placement Programs: Colleges will create partnerships with businesses organizations and industries to help students.
- Renovation of college girl hostel.
- Infrastructure augmentation in sports and games



- Indoor stadium work completion.
- Alumni engagements to support the students in campus placement.

Goal Accomplishments (within 10 Years)

- Work completion of renovated college hostel, seminar hall and auditorium
- Fitness centers, and outdoor recreational programs to help students to manage stress.
- Incubation centres to support the start ups from students.

FACULTY EMPOWERMENT

Sree Narayana College Kannur believes that Empowering faculty is crucial for creating a vibrant academic environment, enhancing teaching quality, promoting research, and fostering institutional development.

Short-term Deliverables (within Three Years)

- College will offer workshops, seminars, and conferences that help the faculty to update skills, assimilate innovative teaching methods, and stay tuned on research trends.
- The faculty members will apply for research grants and travel grants.
- Faculty training and development programmes.
- Curriculum Development: Faculty members are given autonomy in designing courses, syllabi, and choosing teaching materials, which allows them to tailor content based on their expertise and teaching philosophy.

Mid-term Deliverables (within Five Years)

- Financial assistance / grants to teachers for undertaking research projects
- Travel grants for teachers to participate in seminars / conferences and paper presentations



- Encouraging and supporting teachers to develop e-content / to become resources persons of online classes / seminars / conferences / workshops etc.
- Encourage teachers to complete their PhD within five years.

Goal Accomplishment (within 10 Years)

- Enhance the number of teachers with Phd.
- Teachers will be able to develop e-contents in their respective field
- Faculty are empowered when they have access to tools and training in educational technologies (e.g., Learning Management Systems, virtual labs, simulation tools) to enhance teaching effectiveness.

SKILL DEVELOPMENT

Skill enhancement among college students is crucial for their academic success, personal development, and career readiness. With this aim in mind, the institution has established various skill clubs to provide hands-on learning experiences, allowing students to acquire practical skills that extend beyond textbook knowledge. The college offers a variety of programs aimed at strengthening students' soft, physical, digital, and linguistic skills.

Short-term Deliverables (within Three Years)

- Department of Botany is engaged in diverse plant propagation techniques, including layering, cutting, grafting, and budding, enabling students to gain essential expertise in plant cultivation and propagation.
- Department of Zoology focuses on researching parasites affecting commercially important fish species such as mackerel, sweetfish, and sardine, which are vital to the fishing industry.



- The Department of Chemistry planning to conduct water quality analyses for nearby households, ensuring the safety and well-being of local residents by maintaining high drinking water standards.
- The SN Skill Club, a collaborative effort between the Department of English and the Alumni Association, aims to enhance the English diagnostic skills of Kannur Engineering College students.

Mid-term Deliverables (within Five years)

- In line with the vision of the four-year UG programme, the department of English decided to conduct a skill enhancement programme for its students, in collaboration with ASAP an undertaking by the Higher Education department of the Kerala Government.
- The Department of Commerce has developed a program on taxation, with a special emphasis on the Goods and Services Tax (GST), specifically designed for Kudumbasree workers.

Goal Accomplishments (Within 10 Years)

- Sree Narayana College Kannur plans to establish a skill education centre named, **SN SKILL PARK** at its campus, with the financial support from RUSA. As a part of the 'digital extension Courses and Initiatives' the proposed Skill Park will begin various postgraduate diploma programmes and short term courses in Artificial Intelligence (AI), Data Sciences and Analytics, Machine Learning and related training programmes which would facilitate the empowerment of students and also the youth from the weaker sections of the immediate outside community to find employment and engage in future research in these areas of study.



RESEARCH AND CONSULTANCY

Short-term Deliverables (within Three Years)

- More seminars / conferences / workshops on research methodology in different areas
- Encouraging teachers and PG Students to register for PhD programme
- Ensuring the quality of projects of students and motivating them to undertake more research projects.

Mid-term deliveries (within Five years)

- Upgrading all PG Departments into a Research Centres.
- Increasing the number of research guides in the college.
- Increasing the number of publications by teachers.

Goal Accomplishments (Within 10 Years)

- The separate research block with a common instrumentation facility centre (CIFC) will be extensively used by research scholars from all the departments, and faculty members. As per the recommendation from National Education Policy govt. of Kerala has proposed the launch of four year degree programme in the year 2024-25. In four year programme the college plans to offer research oriented curriculum for the award of UG honours with research. The facility currently available in the college is inadequate for accommodating UG students to do their project work. Thus SN College Kannur is in need of a separate research block in the ground floor of the proposed building. The research block will have the facility to install common instrumentation/equipments to do interdisciplinary research in the area of physics, chemistry, botany, zoology and microbiology.

INFRASTRUCTURE AUGMENTATION AND RENOVATION

Sree Narayana College Kannur is established in the year 1960. The major renovation of the college is done by the fund from management, parent teachers association and alumni of the



college. The college has submitted a Proposal to RUSA for the complete renovation of existing infrastructure of the College and administrative block for the overall development of the college. The renovation work includes replacement of asbestos sheet roofing of the buildings, replacement of the cement flooring with vitrified tiles. Renovation also includes the electrification and plumbing work of the entire college. Renovation works is also needed in the college women's hostel to ensure the safety and security of the hostel inmates. The budget detail is given in the second part of the estimate budget.

Short-term Deliverables (within Three Years)

- Upgrade the flooring from cement to vitrified tiles
- Renovation of electrical and plumbing connection
- Renovation of Ladies hostel Kitchen, Toilets, Reading rooms
- Renovation of Toilets for Divyangjans community

Mid-term Deliverables (within Five years)

- Upgradation of facilities in College seminar hall
- College auditorium renovation with acoustic sound proofing
- Extension of College library facilities with reading room building.
- Construction of toilets for Girls, Boys, Divyangjans.
- Construction of College Indoor stadium
- Establishment of Rain water harvesting unit with the support from Kerala Govt. MLA fund.

Goal Accomplishments (Within 10 Years)

- Administrative Renovation with digital facility



- Replacement of existing asbestos roof of Main block
- Construction of separate research block with a common instrumentation facility centre (CIFC)
- Construction of skill education centre named, SN SKILL PARK

WOMEN EMPOWERMENT

Short-term Deliverables (within Three Years)

- Scholarships for girl students
- Strengthening the activities of Women Development Cell
- More facilities in ladies room
- More toilets and washrooms for ladies
- More representation to girls in different committees and forums
- Self-defense training programmes

Mid-term Deliverables (within Five Years)

- Counselling facilities for girl students
- Special coaching and training camps for girls in sports and games

Goal Accomplishments (within 10 Years)

- Construction of new Girls Hostel
- Women entrepreneurship development cell
- Women student facility centre
- Increased participation of girls in sports, games arts and other cultural programmes



COMMUNITY OUTREACH

Short-term Deliverables (within Three Years)

- 'Urja Kiran', an initiative under the Energy Management Centre – Kerala (EMC) aimed at providing services to facilitate Energy Conservation
- Awareness Campaign. Adhering to the objective laid out by EMC, the college is planning to conduct awareness programmes to the general public and also equipped them to develop new sources of energy.
- Blood Donation.
- Contribution to chief Minister's Relief fund.
- Regular donations of food to underprivileged patients at the District General Hospital, Kannur.

Mid-term Deliverables (within Five Years)

- College will conduct awareness classes on energy conservation to Residents of three panchayats of Kannur District.
- Hands-on training in manufacturing LED bulbs, thus ensuring public participation.

Goal Accomplishments (within 10 Years)

- The Botany department will supply medicinal plants to local villagers and Kudumbashree workers, empowering them with traditional healthcare resources.
- Essential services to farmers by conducting soil testing, enabling them to enhance their agricultural practices through scientific guidance.

GREEN AND SUSTAINABLE DEVELOPMENT INITIATIVES

Short-term Deliverables (within Three Years)

- Environmental awareness programme
- Campaigning for plastic free world



- Tree-planting campaign
- Restricted entry of vehicles to the campus
- Campaigning for re-usable energy

Mid-term Deliverables (within Five Years)

- Observation of green protocol
- Waste management programmes
- Promoting agriculture inside and outside the campus

Goal Accomplishment (within 10 Years)

- Energy audit
- Green audit
- Campus Miyawaki forestry
- Establishment of rain harvesting unit.
- Organic farming
- Upgradation of the output of the present solar energy unit

QUALITY AND VALUE BASED EDUCATION

Value education in Sree Narayana College Kannur is deeply rooted in its vision and mission. **Vision:** Enlightenment Through Education, Strength Through Organization. **Mission:** To attain the noble notion of equality based on human dignity and thus practice the ideal "Enlightenment through Education". The core value emphasizes equality, human dignity, and social justice, which forms the foundation of value-based education in these institutions.

CONCLUSION:

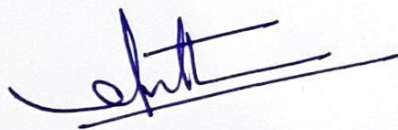
Even with the rise of technology and AI based technological revolution in education and all spheres of human life, the basic human communication ability is irreplaceable. A large number of today's students of Kerala are deficient not just in interpersonal oral communication, but very poor in writing in grammatically correct standard English too. Similarly soft skills, a better emotional quotient and the notion of a sound mind in a sound body can all be enhanced or



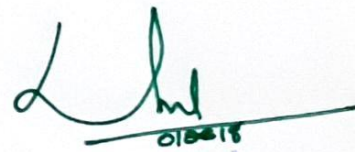
taken care of with the programmes listed under this category. Entrepreneurial skills are of prime importance. In the earlier section, in a detailed manner the need for such training has already been given. The outcome would definitely be positive as experts in certain domain knowledge and interaction with industry leaders can motivate student start-up ventures.

The Strategic Plan for 2018-28 is the result of comprehensive and thoughtful discussions with the management, staff, students, and other stakeholders. It is designed to achieve academic excellence and deliver quality education by pursuing a range of activities, programs, and projects outlined in the plan. Key objectives include enhancing student support, empowering faculty, creating a digital campus, advancing research, promoting skill development, supporting women's empowerment, implementing green initiatives, and providing value-based, high-quality education. The success of these goals depends on the wholehearted cooperation and dedicated efforts of all stakeholders.

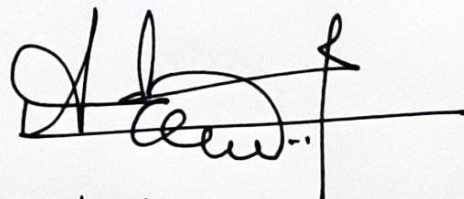
To ensure the effective implementation of this plan and to meet its objectives, we must work diligently, continuously assess our progress, and move forward together. In doing so, we can contribute to making Sree Narayana College Knnur an exemplary autonomous academic institution in Kerala.



Dr. Anima P K
IQAE coordinator



PRINCIPAL
SREE NARAYANA COLLEGE
KANNUR



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