



St. Francis
College for Women
Begumpet, Hyderabad-500016
(Autonomous & Affiliated to Osmania University)

Institutional Development Plan

2024-2039

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Institutional Basic Information

1.1 Institutional Profile:

St. Francis College for Women is a Catholic Minority Institution founded by the Sisters of Charity of St. Bartolomea Capitanio and St. Vincenza Gerosa in 1959, for the education of women. The college derives its inspiration from the person and teachings of Jesus Christ, who is its norm, protector and guide. St. Francis College is autonomous, affiliated to Osmania University. The college was recognized under Sec. 2(f) 12B of the University Grants Commission in 1964 and conferred the Status of Autonomy through letter No.F.24-7/87 (NFC) dated 9 May, 1988.

In 2004, UGC has declared the college as College with Potential for Excellence. As a minority institution it reserves for itself its inherent and constitutional right (Art.30 [1]) with regard to management and administration. It is primarily for Catholics but in its concern for the socially and economically disadvantaged will admit students from other sections of society including students from SC/ST/BC categories to the extent possible. The College continues to serve the cause of education of women with varied academic programmes intertwined with co-curricular activities, civic and social responsibility initiatives, cultural and aesthetic promotion, physical fitness and value education. The college curriculum is based on UGC advocated Choice Based Credit System.

Fact Sheet

Founded by	: Sisters of Charity of Secunderabad Province
Established	: June 1959
Motto	: Wisdom and Peace through Love
Affiliating University:	Osmania University in 1959
UGC Recognition	: Recognized under Sec. 2 (f) and 12 (B) of UGC Act 1964
Autonomy	: 1988 (UG) 2010 (PG)
NAAC	: Accreditation with Five Stars, 1999 (1st Cycle)
UGC	: College with Potential for Excellence (2004 – 2019)
NAAC	: Reaccreditation at ‘A’ level, 2006
NAAC	: Reaccreditation 3rd Cycle with CGPA of 3.46 out of 4 (2012)
NAAC	: Reaccreditation 4th Cycle with CGPA of 3.05 out of 4 (2021)
Programmes	: UG, PG, Ph.D., PG Diploma / Diploma & Value Added Courses
No. of Departments	: Arts – 11, Science - 13 ,Commerce - 5 streams, BMS , B. Voc

1.2 INSTITUTIONAL STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

STRENGTHS

Institution nurtures excellence through the following strengths:

1. **Legacy:** Education system is bolstered by a rich 65 years Heritage.
2. **Progressive Management:** Forward thinking Leadership, E-Governance – Transparency and efficiency in Academic Admissions to value process.
3. **Futuristic Stewardship:** Governance and Leaderships focused on growth, principles of democracy and core values.
4. **Participative Management:** To leverage diverse perspective there is decentralization, delegation and bottom-up approach.
5. **Empowerment and Support:** The Institution provides a supportive environment tailored to empowering woman academically and professionally at well qualified and experienced faculty, vibrant student strength innovative curriculum, programs are designed to address specific needs and interests fostering a more relevant Holistic and impactful education.
6. **Networking Opportunities and Collaborations:** MOUs with leading National and International Institutions, linkages with Industries and Mentorship programs that connect women with successful Alumnae and provides Global advantage.
7. **Safe Learning Environment:** A focus on creating a safe and inclusive space that promotes learning without gender bias and discrimination.
8. **Aligning with Government initiatives:** Unnat Bharath Abhiyan, EK Bharat Shresht Bharath and schemes are adopted by the institution. Institution has adopted 5 Thandas under UBA.
9. **Divyangjan – Friendliness:** The campus is conducive for divyangjan students.
10. **Academic Facilities:** ICT enabled classroom, Laboratories and Research centres with State of Art facilities, well equipped Library, E-resources and Academic Discussion halls provide conducive learning environment.
11. **Green Initiatives:** Strategies and actions are adopted to reduce impact on environment and promote sustainability. These include – Energy efficiency, waste reduction, sustainable transportation, water conservation, renewable energy and sustainable sourcing.
12. **SDG:** SFC supports Sustainable Development goals and activities are conducted to support the same.

- 13. Social Responsibility:** Social responsibility in students is inculcated by integrating values and practices that emphasize ethical behaviour, empathy and community engagement. Activities by NSS, Environment Clubs, Rotaract community outreach are some of the initiatives.
- 14. Swarnojwala and Vajrojwala:** Swarnojwala is an initiative taken up by the Institution to give financial assistance to 5 students. Vajrojwala is adoption and development of villages.
- 15. Employability through Placement:** Career counselling guidance and Placement Cell prepares students to effective transition from education to the Workforce. The process includes Career counselling, Resume building, Interview preparation, Skill Development, Networking opportunities, Internships, Work Experience and Job placement services. Placement services are to equip individuals with the tools and experiences needed to secure employment and succeed in the chosen fields.
- 16. Counselling Cell – Aasara:** Is a dedicated unit that provides support and guidance to the individuals on personal academic and career related issues.
- 17. SFC Wings:** The various avenues of engagements available for students are clubbed under the banner of SFC wings which are Sports, NSS, NCC, Rangers, Rotaract. It is mandatory for students to opt for anyone.
- 18. Health Centre:** Provides a range of Medical and Wellness services to support the physical and mental well-being of individuals. Conducts programs and workshops on topics like nutrition, exercise, sexual health and disease prevention to promote health lifestyles.
- 19. Water Potability Testing:** To maintain the quality of drinking water, water potability tests are conducted monthly, and the results are displayed on LED boards.
- 20. Diversity:** The student and faculty composition reflects diversity in both geographical and economic backgrounds, fostering a rich and inclusive environment.
- 21. Faculty Development programs:** Faculty development programs are designed to enhance the skills, knowledge, and effectiveness of teaching staff. These programs aim to support faculty in various aspects of their roles, including teaching, research, and service.
- 22. Faculty Enrichment:** A Faculty Enrichment Program aims to facilitate the sharing of knowledge and experiences related to a faculty member's subject expertise with other staff members.
- 23. Capacity Building programs:** A capacity-building program organized by various departments aims to enhance the professional skills and work-life balance of non-teaching

staff. This initiative helps keep them up-to-date and focused, ultimately increasing their efficiency and effectiveness.

24. Staff Welfare: College management plays a crucial role in ensuring staff welfare by creating a supportive work environment that prioritizes mental and physical health. The college management has implemented policies that offer benefits like healthcare, PPF, Gratuity, professional development opportunities, and work-life balance initiatives.

25. Aesthetic Satisfaction: Well-maintained Garden with varieties of plants and greenery provides aesthetic satisfaction.

WEAKNESS:

- **Research and Consultancy:** Consultancy to be improved
- **Industry** – Greater efforts are needed to strengthen the connection between industry and academia.
- **Start-up's:** Encourage students to launch more start-ups by mobilizing their ideas and resources.
- **Hostel :** The lack of hostel facilities, caused by space constraints, forces students to seek off-campus housing,

OPPORTUNITY:

- **Deemed University:** The college has the potential to achieve deemed university status. Steps are in progress to pursue this goal.
- Academic Flexibility
- Internationalization / Globalization – Dual degree programs
- International Student and Faculty Exchange
- Centre for Women studies
- Recognition of Research Guideship.
- Online Programs - Online programs offer flexible, accessible education or training through virtual platforms.

CHALLENGES:

- **Research Funding:** The institution funding from Government and non-government agencies is less.
- **Expansion:** Unable to meet the student demand for admission due to place constraint.
- Permissions to start new innovative programs

Institutional Development Plan

2.1 Vision:

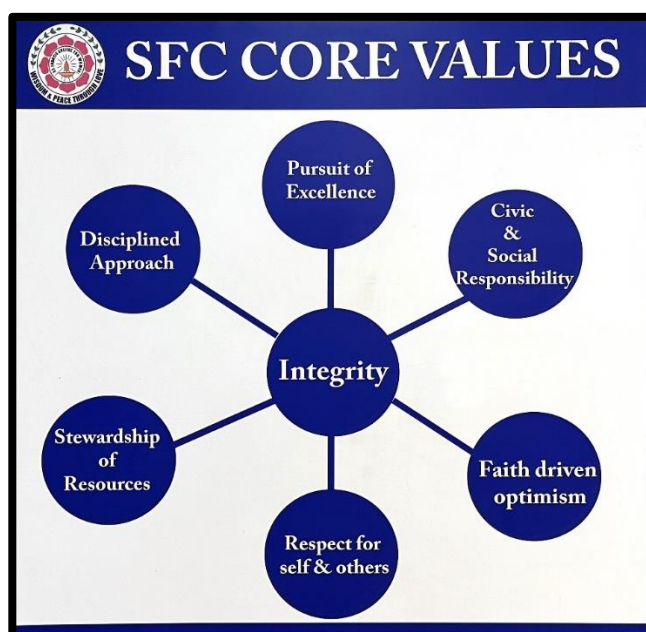
Holistic Education for empowerment of Women

2.2 Mission:

Motivating students to become

Intellectually competent,
Morally Upright,
Socially Committed,
Emotionally stable,
Spiritually Inspired,
Patriotic women of India.

2.3 Core values:



2.4 Institutional Goals and Objectives

- Set and achieve high standards in education by periodically restructuring courses, catering to professional needs in a rapidly evolving and competitive society.
- Develop Creativity, innovation and habits of self-study.
- Encourage application of knowledge to contemporary issues.
- Accord priority to vocational and entrepreneurial education.

- ❁ Involve students in community service and promote social practice and care for the environment.
- ❁ Inculcate respect for all faiths and foster religious harmony.
- ❁ Encourage effective use of cybernetics and media.
- ❁ Instil human values, self-discipline, integrity, leadership qualities and promote harmonious interpersonal relationships.

2.5 Executive summary

STRATEGIC PLAN

St Francis College is a pioneer institution for women's education in the twin cities of Hyderabad and Secunderabad. Considering the ever-changing scenario of Higher Education, we understand that it is essential to identify our priorities and at the same time maintain a flexible approach that allows us to take advantage of opportunities that arise during the execution of the plan. The college stays focused on the vision to achieve Holistic Education for the Empowerment of Women and our mission is to help our students develop into intellectually competent, Morally upright, Socially committed, Emotionally stable, Spiritually inspired, Patriotic women citizens of India. We accomplish this mission by evaluating our past endeavours and by planning for the future. The Steering Committee of the strategic plan process began in July 2023 as Management, Faculty, administrators, students, and alumni came together to discuss the opportunities for the growth of the institution qualitatively.

The following areas of improvement and goals related to them have been identified for Strategic Plan for 2023-38:

2.6 Academics

Short term Goals:

- Incorporate cross-cutting issues in the UG and PG Curriculum. Emphasis on Indian Traditions, respect for diversity, equity and inclusiveness, Indian knowledge system, value-based education, research internship, constitutional, humanistic, ethical and moral values and global citizenship education.
- Program and course contents based on stakeholder's feedback, local, regional, national and global needs with emphasis on employability and entrepreneurial skills.
- Women's rights should be a compulsory component of Human Values course.

- Every paper should have some practical content aiming at skill development which will make students employable in the industry.
- To create in every paper at least one module that requires students to learn some research-based skills.
- To strengthen value education with stress on non-violence, peace, righteous conduct, truth and Constitutional values.
- To consistently review and revise the academic curriculum across all programs to ensure they remain up-to-date.
- E-content development.
- Introduce Swayam courses.

Faculty Development

- To train them to use innovative pedagogical methods.
- To create a conducive environment for them to upgrade their knowledge.
- To increase their exposure to the emerging trends in the global educational scenario.

Pedagogical changes in Teaching learning

- To increase the use of ICT tools among teachers and students.
- To encourage participative and practical learning.

Medium term Goals:

- Design Flexible course options to reach out to the aspirations of the learners.
- Wider course choice (both discipline specific and interdisciplinary courses) for students with a provision of adopting courses through MOOC for every student.
- Develop a curricular and student learning ecosystem of international standards in emerging multidisciplinary areas.
- To increase the content for skill development and employability.
- To promote the principle of gender equity
- To promote a multi-disciplinary approach with an integration of diverse disciplines.
- To incorporate interdisciplinary approaches and emerging technologies into the curriculum.
- Every department shall develop e-content for at least two of its papers.

Long term Goals:

- Design internationally-competitive curricula for structuring twinning Programmes with International Collaborators.
- To develop and offer courses on Swayam Platform
- Every department will offer at least one Swayam course as a core paper.

2.7 Research Innovation & Consultancy**Short term Goals:**

- Educational linkages in terms of more MoUs with premier institutions and take up collaborative research projects.
- Promote faculty members to have more major/ minor projects
- Encourage Start-up, incubation centre and create an innovation ecosystem.
- Encourage research on local issues.
- To inculcate basic research skills in students.

Midterm Goals:

- Developing e-resources by subscribing to e-journals, e-reports from reputed National, International organisations
- Consultancy to other institutions by all the departments to be encouraged.
- Number of Research guides and Research centres to be increased.

Long term Goals:

- Promote students to work on real projects for industries. Industry-Academia collaborations for Research and Consultancy.
- Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.
- International exposure to faculty through joint research collaborations with foreign universities.
- Research centre recognition for all departments to be initiated.

2.8 Digitization and ICT Integration/Infrastructure

Short term Goals:

- Utilise existing resources for evening and weekend classes for conduct of competitive exams.
- Development of digital infrastructure for offline and online mode of education
- Development and implementation of institutional- Waste management policy.
- Digital library/audio books.
- Rain water harvesting
- Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same
- Maintenance and upgradation of physical and digital infrastructure /MIS/Development online document system

Mid term Goals:

- Creation of personalized space for peer learning of students
- Hostel facility and Transport for students
- Shuttle service for students & Staff from metro to college
- Upgrading and changing systems/printers in departments and computer labs
- More Ramps /lifts for Divyanjan.
- Improving facilities for Divyanjan students

Long term Goals:

- Extended campus to start new courses and accommodate more number of students.
- Strengthening of e-learning resources /e-Content/(Online courses/diplomas)
- The use of Solar energy as a non-conventional form of energy

2.9 Student Support & Progression

Shor term Goals:

- Encourage Entrepreneurship and Start-up in Food Sector by establishing Incubation Centre.
- Promotion of self- employment
- Introduce more certificate courses to promote Entrepreneurship for start-ups.
- Awareness Programs: Leverage T-Hub's platform to conduct workshops, seminars and online courses on entrepreneurship, with a specific focus on the food sector. This can include sessions on ideation, market research, and basic business planning.
- Mental wellness: The students council should work on promoting mental health of all the students by organising lectures and activities.
- Campus Accessibility Audit and setting up washrooms for physically challenged students, more ramps,
- Assistive Technology Implementation (Braille/ Inclusive LMS system)
- Internship and Placement Support: for specially challenged students
- Focus on Skill Development Course: Enhance their employability skills.
- Curriculum Design: Develop a structured Martial Arts curriculum focusing on self-defence, situational awareness, and empowerment.
- Partnership with Martial Arts Academies: Partner with local martial arts academies and experienced instructors to design the program.
- Pilot Program: Introduce a pilot program with a small group of girl students to test the curriculum and gather feedback.
- Compulsory Course: Roll out the Martial Arts course as a compulsory certificate course of the college curriculum.
- Alumni Mentorship Programs: Launch a mentorship program where alumni mentor current students, offering guidance on career paths, skill development, and industry trends. (Already there, but strengthen it more)
- Specialized Placement Support: Establish a dedicated team within the Placement Office to focus on the placement of specially-abled students. This team can provide personalized support, including resume building, interview preparation, and connecting with inclusive employers.

- **Employer Feedback Loop:** Establish a feedback loop with employers to continuously improve the placement process.
- **Inclusive Recruitment Initiatives:** Collaborate with companies to promote inclusive hiring practices. Encourage recruiters to provide equal opportunities for specially-abled students by highlighting their skills and potential.
- **Alumni Chapters:** Establish regional and international alumni chapters to foster closer connections among alumni in different geographic locations. Each chapter can organize local events, meet-ups, and networking opportunities.

Midterm Goals:

- **Engagement with T-Hub's Mentorship Programs:** Utilize T-Hub's established mentorship programs to connect students with successful entrepreneurs in the food industry. These mentors can guide them through the early stages of their ventures.
- **Collaboration with AgHub:** Partner with AgHub at PJTSAU (Professor Jayashankar Telangana State Agricultural University) to get specialized support, including access to agricultural research and resources.
- **Collaboration with NIFTEM (National Institute of Food Technology Entrepreneurship and Management):** to offer specialized courses and certifications in food technology and entrepreneurship, with the possibility of exchange programs.
- **MoU/ Partnerships with NGOs and Tech Companies:**for providing training, resources and ongoing support for specially abled students.
- **Incorporate into College Culture:** Make self-defense and martial arts training a core part of the college culture. Introduce regular events like martial arts demonstrations, competitions, and self-defence workshops for the broader student body.

Long term Goals:

- **Setting up a Food Technology incubation centre:** with state of art kitchen facilities in the institution.
- **Leadership in Inclusion**
- **The institution should become the hub for hosting conferences, workshops, and research initiatives on accessibility and inclusiveness.**
- **Program Expansion:** Expand the Martial Arts program to include advanced courses for students who wish to continue their training beyond the compulsory level. May offer certifications for various proficiency levels, encouraging long-term engagement.

- Global Placement Opportunities: Strengthen partnerships with multinational companies to provide students with global placement opportunities.

2.10 Governance, Leadership & Management

Short term Goals:

- To establish an IDP.
- To educate lab staff on basic first aid skills.
- To have a physical space for the Centre for International Studies like the American Corner.
- To work on NEP aligned U.G and P.G education system
- To initiate more student exchange and faculty exchange programmes with foreign institutions.

Midterm Goals:

- To become deemed to be University.
- To introduce 4-year graduation programs with exit options
- To build an inclusive educational system to facilitate admission of more students with disabilities and adopt teaching and learning methods accordingly
- To offer more P.G and PhD programs.
- Strengthen alumni relations and explore new revenue streams.
- To have an exclusive centre for Women's Studies and Human Rights.
- Optimum utilisation of resources to be continuously monitored and expansion of additional waste management centres apart from Shubram will promote development

Long term Goals:

- To attain NIRF ranking within top 25 colleges in India by making all departments into research centres to offer PhD program.
- To provide hostel facility for Faculty & students.
- Complete major infrastructure projects and evaluate the impact on campus life and operations.

2.11. Institutional Values & Social Responsibilities:

Short term Goals:

- Community Engagement-Create zero waste events/ camps in the neighbourhood (local resident areas) and adopted villages.
- Waste and Water management -Establish campus gardens, promote organic food
- Awareness and Education- Encourage students and faculty to develop innovative sustainable solutions
- Create green spaces, parks, and gardens to mitigate the urban heat island effect.
- Processing towards net zero -Sustainable Procurement: Adopt sustainable procurement practices, choosing eco-friendly products and services
- Green audit Initiatives- Integrate sustainability into the curriculum, conduct workshops
- Collaborations with Industry and NGO's- Industry partners in Hyderabad for collaboration on green initiatives and sustainability with 5 companies
E.g.: IT and ITES Companies
- NGOs in Hyderabad for collaboration on green initiatives and sustainability:
- MOU's with NGO's like Telangana State Renewable Energy Development Corporation (TSREDCO)
- As a participating institution, the College will undertake awareness programs on various aspects like, literacy drive, health awareness, e-literacy workshop for Panchayat officials, dissemination of Central and State Government programs focused towards sustainable development.
- To make an effective contribution in the welfare of a village community.

Midterm Goals:

- Sustainable transportation for students to commute from metro to college in EV vans self-financed.
- Implement recycling of water for watering green space.
- Install more solar panels, wind turbines to generate electricity and become self-sufficient.
- To partner with Industries in Hyderabad for collaboration on green initiatives and sustainability with 10 companies. E.g.: Sustainable Product and Service Providers, E-Waste recyclers like Ecoreco, Attero, and Earth Sense
- To sign MOU's: with NGOs like The Climate Reality Project India- Hyderabad Chapter, The Indian Green Building Council (IGBC) - Hyderabad Chapter for new initiatives.

Long term Goals:

- Create zero waste events/ camps in the adopted villages and evaluate the previous events contribution.
- Encourage students and faculty to develop innovative sustainable solutions.
- Implement recycling of water for watering green space
- Recycling, reusing reducing wastage so as to have an efficient waste management.
- Industry partners in Hyderabad for collaboration on green initiatives and sustainability. With 15 companies. E.g.: Energy Efficiency and Sustainability Consultants: - KPMG- EY.
- To sign Mou's with NGOs like WWF India - Hyderabad Office, Hyderabad Urban Development Authority (HUDA) - Environment Wing for conducting activities.



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