

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

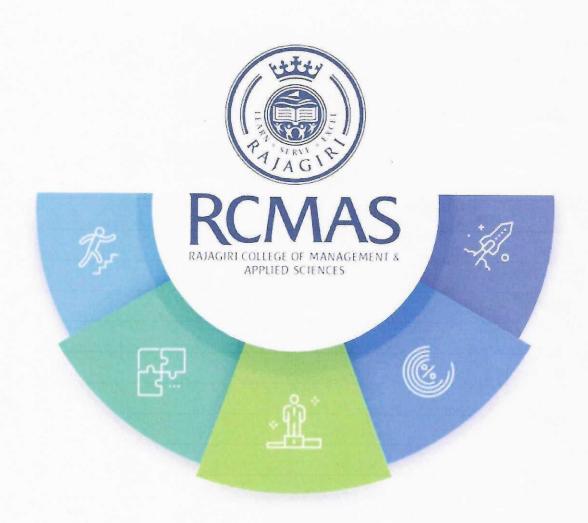
An ISO 9001: 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

6.2 Strategy Development and Deployment

6.2.1 Perspective Plan 2020-2030





STRATEGIC PLAN

2020 - 2030

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PREFACE

Rajagiri College of Management and Applied Sciences (RCMAS) is honoured to present the Strategic Plan for the decade 2020-2030. This comprehensive roadmap has been meticulously crafted to guide the institution towards achieving unparalleled growth, innovation, and academic excellence over the next ten years. The college has also achieved ISO certification and has been recognized as a Peace League Institution of the United Nations. These accomplishments are a testament to the institution's dedication to maintaining high standards of quality and excellence.

RCMAS, affiliated with Mahatma Gandhi University, Kottayam, has a proud history of offering high-quality education through its ten undergraduate and two postgraduate programs. The College, managed by the CMI Fathers under the patronage of St. Kuriakose Elias Chavara, adheres to the CMI vision of transforming individuals into integral human beings. Guided by the motto Learn . Serve . Excel, RCMAS aims for the holistic development of young minds, fostering intellectual competence, spiritual maturity, and social responsibility. With a rich history and a steadfast commitment to excellence, RCMAS is poised to meet the evolving needs of its students and the broader community. The Strategic Plan 2020-2030 is a reflection of the college's vision and mission, providing a clear and actionable framework for the future.

Strategically located near major industrial and technological hubs in Kakkanad, Ernakulam, the 85-acre campus of RCMAS provides an ideal environment for academic and personal growth. The campus, with its state-of-the-art facilities and balanced ecosystem, enhances the educational experience. The College offers various Undergraduate and Postgraduate Programmes. The College's commitment to academic excellence is reflected in its wide range of add-on programs and certification courses. These programs are designed to enhance students' employability and ensure they are well-prepared to meet the demands of the modern workforce. The Career Guidance and Placement Cell ensures that students

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receive comprehensive support in achieving their career aspirations, with top-tier companies like EY ,KPMG, SAP, Maxval and many more offering regular placement opportunities.

The strategic plan outlines key initiatives to further elevate academic standards, infrastructure, and community engagement. It is also a culmination of collaborative efforts, extensive consultations, and rigorous analysis by the Management , Teaching fraternity and a dedicated committee of experts across the college community.

The strategic plan also emphasizes the college's efforts in fostering holistic development through various clubs and cells. These initiatives aim to create a vibrant and inclusive community that encourages student engagement and personal growth. The well-organized administrative setup, comprising the Governing Body, Staff Council, Parent-Teacher Association, and Alumni Association, supports decentralized decision-making and extension activities.

The Institution's ongoing efforts in accreditation, faculty development, and strategic planning underscore its commitment to creating an engaging and academically rigorous environment. Through collaborative efforts and a shared vision, RCMAS will continue to uphold its legacy of excellence and make significant contributions to the field of higher education ahead.

Rev.Fr.Benny Nalkara CMI Provincial Rev.Fr.Ajeesh Puthussery CMI Principal





1. INTRODUCTION

Rajagiri College of Management and Applied Sciences (RCMAS), affiliated to Mahatma Gandhi University, Kottayam, offering ten undergraduate programmes and two postgraduate programmes under the self-financing stream, was established in 2005. The College is managed by CMI fathers under the blessings of its founder patron St. Kuriakose Elias Chavara.

The CMI vision of education is to transform an individual into an integral human being. Guided by the motto Learn. Serve. Excel, the College envisions the holistic and integral formation of young minds into competent and sensitive adults. The College respects individual dignity, challenges unjust social structures, nurtures religious harmony and reaches out to the needy without any discrimination. The College invokes certain traits in Rajagirians, such as physical and mental well-being, intellectual competence, spiritual maturity, and moral uprightness.

The College campus takes pride in its proximity to major industrial and technological establishments such as the Info Park, Smart City, CEZ, etc and a major commercial hub in the southern part of the country. The campus is situated on a beautifully landscaped 85-acre at Kakkanad, Ernakulam, comprising all the Rajagiri Valley institutions on the banks of rivers Chitrapuzha and Kadambrayar. The campus is a balanced ecosystem with Rajeevanam (Orchards), Shalabhodyan (Butterfly Garden), Oushadodhyan (Herbal garden), numerous ponds, aviary, fish farm, etc.The architectural grandeur of the College is cast in six floors with all modern amenities to cater to the advanced learning requirements of the day.

Along with the academics, the College ensures the mental health and emotional well-being of the students. The Career Guidance and Placement Cell at the College is dedicated to ensuring that the students are given proper training and guidance with respect to their career goals. World-renowned firms like Ernst and Young, Apple Box Media, Deloitte, Cognizant, Infosys, Wipro, Federal Bank, ESAF, etc. form a part of the wide spectrum of the recruiting companies offering regular placement opportunities to the students.

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The College follows an accomplishment-based system of education that yields palpable curricular and co-curricular output. Hence, achievements on the part of students mark the stimulation of the transition we aim for, resulting in securing several university ranks every academic year.

2.ACADEMIC OVERVIEW

Rajagiri College of Management and Applied Sciences, Kakkanad, offers a comprehensive range of academic programs designed to cater to diverse student interests and industry demands.

The College provides various undergraduate and postgraduate programs, including B.Com (Bachelor of Commerce) with specializations in Finance & Taxation, Computer Applications, Logistics, and Marketing, BBA (Bachelor of Business Administration), BCA (Bachelor of Computer Applications), and BA (Bachelor of Arts) in Animation & Graphic Design and English Triple Main (Communication, Journalism, Literature). At the postgraduate level, the College offers M.Com (Master of Commerce) and MA (Master of Arts) in Graphics.

The Institution is supported by qualified teaching faculty members, ample administrative and supporting staff.

Rajagiri College fosters holistic development and student engagement through a variety of vibrant clubs and cells. Each club and cell is dedicated to fostering excellence, inclusivity, and a culture of engagement within the College community.

The well-organized administrative setup of the College comprises the Board of Management, the College Council, the Staff Council, the Student Council, Parent-Teacher Association, and Alumni Association. This structure supports decentralized policy-making and extension activities, addressing the needs of both the local community and beyond. Rajagiri College is currently on a transformative journey and is undergoing various quality audits to ensure the highest standards of academic excellence. A meticulously crafted strategic plan, aligned with the vision and mission of the College, is in place to guide the institution towards achieving its

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objectives, reflecting its commitment to providing an outstanding educational experience.

With its rich history and dedication to excellence, Rajagiri College of Management and Applied Sciences strives to meet the evolving needs of students and the broader community. The ongoing efforts in accreditation, rankings, faculty development, and strategic planning underscore the commitment of the institution in fostering an inclusive, engaging, and academically rigorous environment.

CMI Education Policy Statement

The CMI educational endeavours aim at moulding leaders who are intellectually competent, spiritually mature, morally upright, psychologically integrated, physically healthy, and socially acceptable. They champion the cause of justice, love, truth, and peace, and remain ever open to further growth. The secret of the success of the CMI educational institutions is a community of teachers who are committed to their vocation, professionally competent, morally upright, just, and humane in dealings, culturally sensitive and conforming with the true vision of education.

VISION

To become a global nest of intellectual competence, holistic integration, social commitment and future leadership

MISSION

To Nurture holistic education for attaining academic excellence and competency, fostering socially responsible citizens committed to a sustainable environment.

MOTTO

Learn . Serve . Excel

The Rajagiri College motto, *Learn*. *Serve. Excel* encapsulates its holistic educational approach. *Learn* emphasizes acquiring knowledge and skills, fostering lifelong learning, critical thinking, problem-solving, and creativity. *Serve* highlights community service, ethical responsibility, empathy, and leadership through social

outreach programs. *Excel* focuses on pursuing excellence in academics, professional life, and personal growth, encouraging high standards and continuous improvement. This integrated approach ensures students are well-rounded, academically competent, socially responsible, and driven to excel in all areas of life.

3. STRATEGIC PLAN COMMITTEE

The establishment of a Strategic Plan Committee marked a pivotal initiative, drawing representation from diverse domains invested in the institutional landscape. The Committee's collective expertise, hailing from various facets of the institution, lent a comprehensive perspective and methodical examination of its Strengths, Weaknesses, Opportunities, and Challenges. Subsequent to several deliberations and brainstorming a meticulous compilation of the discussed points took form through the dedicated efforts of the committee members. This comprehensive report, diligently codifying the outcomes of the discourse, served as the focal point for a subsequent meeting where its findings were formally presented, constituting a foundational step in the formulation of the institution's Strategic Plan.

Strategic Plan Committee Members

- 1. Rev.Dr.Fr.Mathew Vattathara CMI Director
- 2. Rev.Fr.Ajeesh Puthussery CMI Principal
- 3. Prof.Dr.Joseph Injodey Executive Director, RBS Kakkanad, RCSS Kalamassery
- 4. Mr.Binoy Joseph Principal ,RCSS
- 5. Mr.Joby Jacob Staff Representative
- 6. Mr.Renju AC -Staff Representative
- 7. Mr.Ranjith KJ Non-Teaching Staff Representative



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4. ASSESSMENT AND PLANNING

The Strategic Plan 2020-2030 of Rajagiri College of Management and Applied Sciences (RCMAS) outlines a clear vision and direction for the institution's future, focusing on collaborative efforts to achieve its goals. This vision is built upon key pillars such as obtaining autonomy, creating an innovative academic system that meets global standards, developing a highly skilled and competent human resource pool, promoting significant research activities, and providing the necessary infrastructure. RCMAS is dedicated to engaging with industry and society, adopting a global perspective, fostering strong connections with its alumni, and nurturing entrepreneurial skills among its students.

This Plan serves as a cohesive framework, aligning all RCMAS stakeholders towards shared objectives. It aims to position the institution as a benchmark of excellence among higher education institutions in India. The Strategic Plan of RCMAS, developed for a five-year period, is the result of a thorough analysis of its Strengths, Weaknesses, Opportunities, and Challenges (SWOC) by a dynamic strategic planning team. The SWOC analysis highlighted the need for infrastructure enhancement and the integration of ICT tools that leverages the college's strengths and potential.

The institution will establish robust monitoring and assessment mechanisms to track progress towards the defined goals. Regular feedback from stakeholders, including students, faculty, alumni, and industry partners, will be integral to this process. By fostering a culture of accountability and continuous improvement, RCMAS aims to swiftly address any challenges that arise and capitalize on emerging opportunities. This proactive approach will enable the College to remain agile and responsive in an ever-evolving educational landscape, ultimately reinforcing its position as a leader in higher education.



5.SWOC ANALYSIS

STRENGTHS

 Academic Reputation: The Brand Rajagiri has a strong legacy particularly in sustaining

strong academic & moral quality.

- Accreditation and Affiliation:
 The college is affiliated with MG University, adding to its credibility.
- Experienced Faculty: The college has a pool of highly qualified and experienced faculty
- Infrastructure: Modern and well-equipped infrastructure, including state-of-the-art classrooms, libraries, and labs, providing an excellent learning environment.
- Industry Connections: Strong ties with the industry for internships, placements, and collaborative projects, which benefit the students in gaining practical exposure.
- Extracurricular Activities: A
 wide range of extracurricular
 activities and student clubs that
 foster overall personality
 development.
- Active Alumni Immersions:
 Alumni meetings and engagements strengthen stakeholder relationships and connections which are mutually beneficial.

WEAKNESSES

- Limited Course Offerings:
 Compared to autonomous institutions, the range of courses and specializations which can be offered is limited.
- Lack of Autonomy: Being affiliated with a university and lacking autonomous status makes flexibility limited creating disruptions in the academic calendar subject to interruptions by university decisions.
- Lack of Research Centres and Funded Projects: The college currently lacks robust research facilities, which can limit opportunities for faculty and students to engage in advanced research activities.
- Need for Infrastructure
 Augmentation: While the existing infrastructure is good, there is a need for further augmentation to keep up with increasing student intake and evolving educational needs.
- Lack of Residential Facilities:
 The absence of sufficient residential facilities and dedicated hostels for RCMAS students can be a significant drawback for outstation students.

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OPPORTUNITIES

CHALLENGES

- Expansion of Programs: There is potential to introduce new programmes and specializations in emerging fields to attract a wider range of students.
- Research Opportunities:
 Increasing focus on developing research facilities can enhance the institution's academic profile and attract research grants.
- International Collaboration:
 Establishing partnerships with international universities for student exchange programs and collaborative research can increase global exposure.
- Online and Hybrid Learning:
 Expanding online and hybrid learning platforms can attract a more diverse student body and adapt to changing educational trends.
- Proximity to Industrial hub: The proximity to smart city, Infopark/IT Hub can be utilized for student internships and consulting services.

- Technological Advancements:

 Keeping up with rapid
 technological advancements in
 education and ensuring that the
 faculty and students are
 well-equipped can be
 demanding.
- Regulatory Changes: Changes in educational policies and regulations can impact the institution's operations and strategic planning.
- A system of sustainability:
 Integrating sustainable practices
 across campus operations,
 curricula and community
 engagement can lead to a
 healthier environment, enhanced
 educational outcomes and
 improved institutional reputation
 is a challenge.
- Competition from Autonomous
 Institutions: New private
 universities and colleges
 becoming autonomous brings
 intense competition to the college
 because of its affiliated status.

6.STRATEGIC PLAN 2020-2030

Based on the SWOC analysis, the Committee has meticulously crafted a strategic plan outlining 15 Goals. These goals serve as a compass, guiding the College towards a more robust and dynamic future.

SUBGOAL	DESCRIPTION	
Short Term Goals 2021-2023		
Subgoal 1.1: Seal Academic Divides	 Implement mentorship programs Offer supplementary academic support like tutoring and workshops to enhance learning experience and performance. 	
Subgoal 1.2: Enhance Practical Learning	 Integrate more practical and industry-oriented projects into the curriculum, and organize regular industry visits and guest lectures by professionals. 	
Subgoal 1.3: Incubation Centre	 A platform to develop and test innovative ideas, where students gain hands-on experience in business development, project management, and entrepreneurial skills. 	
Subgoal 2.1: Introduce Counseling centre Career Cell	 Strengthen mental health counseling services Provide comprehensive career guidance and academic advice 	
Subgoal 2.2: Foster Extracurricular Activities	 Support and promote student clubs and organizations, and organize various campus 	
	Short Term Goals 20 Subgoal 1.1: Seal Academic Divides Subgoal 1.2: Enhance Practical Learning Subgoal 1.3: Incubation Centre Subgoal 2.1: Introduce Counseling centre Career Cell Subgoal 2.2: Foster Extracurricular	

		events to provide leadership development opportunities.
Goal 3: Strengthen Faculty Development	Subgoal 3.1: Continuous Professional Development	 Organize regular workshops and seminars on the latest teaching methodologies Encourage attendance at National and International Conferences.
	Subgoal 3.2: Higher Qualifications and Certifications	 Provide incentives for faculty to pursue higher qualifications and support them in obtaining professional certifications relevant to their fields.

Goal 4: Improve Infrastructure	Subgoal 4.1: Expand Indoor Facilities	 Expand and upgrade class rooms, library, seminar hall and recreational areas. Provide signage and route maps
	Subgoal 4.2: Expand Outdoor Facilities	 Implement the development of a sports complex, an open-air auditorium Upgrade transportation and parking facilities.
		Create a biodiversity register
CHANAGEMENT & SO	Subgoal 4.3:	ICT Integration: Implement advanced ICT tools to

	Enhance Digital Infrastructure	enhance teaching, learning, and administrative processes. Invest in advanced digital tools and technologies to support hybrid and online learning models.
Goal 5: Enhance Alumni Engagement	Subgoal 5.1: Strengthen Alumni Network	Launch initiatives such as reunions and online platforms to connect alumni and develop an alumni mentorship program for current students.
	Subgoal 5.2: Leverage Alumni Expertise	 Involve alumni and utilize their connections to facilitate internships, placements, and guest lectures.
		 Organize a mega alumni reunion to facilitate engagement and revamp connectivity.
Goal 6: Establish Robust Quality Assurance	Subgoal 6.1: Continuous Monitoring and Improvement	Implement regular feedback systems from students, faculty, and stakeholders to monitor and improve academic and administrative processes.
	Subgoal 6.2: Participation in excellence awards/Certification Process/Accreditations	Inorder to ensure highest standards of performance the institution must ensure participation in awards, Certifications and Accreditations.



Goal 7: Promote Sustainability Initiatives	Subgoal 7.1: Incorporate Sustainability in the Curriculum	 Integrate sustainability topics and practices into academic programs and offer specific add- on courses on environmental awareness and sustainability.
	Subgoal 7.2: Implement Sustainable Campus Practices	 Reduce the campus carbon footprint through energy-efficient practices and Promote recycling and waste management programs. Implement water and energy conservation processes.
	Medium Term Goals	2024-2027
Goal 8: Promote Research Output	Subgoal 8.1: Increase Research Publications	 Encourage faculty and students to publish their work in high-impact journals and offer training on research methodologies and writing skills.
Goal 9:Enhance Academic Quality with Industry Standards	Subgoal 9.1: Update Curriculum	 Introduce new Programmes aligned with current industry trends and regularly review existing curricula to maintain relevance and rigor.
	Subgoal 9.2: Strengthen Industry Connections by	 Form alliances with leading companies and organizations to enhance

	developing strategic Partnerships	internship and placement opportunities for students.
Goal 10: Attain Autonomy	Subgoal 10.1: Prepare the college for achieving autonomous status in functioning	Ensure that all necessary criteria and standards are met to attain autonomous status.
	Long Term Goals 20	28 -2030
Goal 11: Refine Academic Quality	Subgoal 11.1: Enhance Student and Faculty Exchange	 Increase the number of exchange opportunities and provide excellence scholarships for International study and Research.
	Subgoal 11.2: Improve Student-Teacher Ratio	 Incorporating qualified faculty members to ensure more personalized attention and effective learning.
Goal 12: Refine Infrastructure	Strategic Goal 12.1: Enhance Outdoor Facilities	 Construction of six storeyed Academic Block as part of the SILVER JUBILEE MEMORIAL of the College Residential Facilities: Establish hostels and residential facilities exclusively for RCMAS students and staff.
	Strategic Goal 12.2: IT Infrastructure	Deployment of AI Labs & Tools in addition with Smart classes.

Goal 13: Expand Research Output	Subgoal 13.1: Establish Research Centers	 Create dedicated research centers focused on key areas of study and provide funding and resources for research initiatives. Publish a care listed Research Journal
Goal 14: Increase Global Exposure	Subgoal 14.1: Expand International Collaborations	 Partner with more International Universities and Companies for exchange programmes and promote joint projects with Foreign Institutions. Twinning Programme with International Institutions
Goal 15: Deemed-to-be University Status	Subgoal 15.1: Start new departments	 New age programmes with flexibility for curriculum development.
	Subgoal 15.2: Start Off-campus centres	 Off-Campus Centres can serve as test beds for new programmes before they are implemented in the main campus.
	Subgoal 15.3 Improve NIRF Ranking	 The College becomes part of the 'Rajagiri Vidyapeedam University' along with the sister Institutions



7.CONCLUSION

Rajagiri College of Management and Applied Sciences (RCMAS) in Kakkanad, Ernakulam, is a prestigious institution known for its robust academic reputation, experienced faculty, and state-of-the-art infrastructure. These strengths have positioned RCMAS as a leading College in the region, offering students a comprehensive educational experience that combines academic rigor with practical, industry-relevant skills.

One of the core strengths of RCMAS is its distinguished faculty. The College boasts a team of experienced and highly qualified educators who bring a wealth of knowledge and industry experience to the classroom. This expertise is critical in providing students with a solid theoretical foundation and practical insights, preparing them for the complexities of the professional world. Moreover, the commitment of the faculty to continuous learning and research ensures that the curriculum remains current and aligned with industry trends.

The modern infrastructure at RCMAS further enhances the learning experience. Equipped with advanced classrooms, well-stocked libraries, and cutting-edge laboratories, the College provides an environment conducive to both academic and extracurricular pursuits. The integration of technology in classrooms and access to digital resources supports a contemporary learning experience, fostering innovation and creativity among students.

RCMAS also benefits from strong industry connections, facilitating internships, workshops, and placement opportunities that give students a competitive edge in the job market. These collaborations ensure that the programs offered are in line with industry demands, making graduates from RCMAS highly sought after. Additionally, the vibrant extracurricular scene at the College offers students a chance to develop soft skills, leadership qualities, and a well-rounded personality, contributing to their overall personal and professional growth.

However, it is crucial for RCMAS to maintain quality amidst growth, keeping pace with technological advancements and navigating economic and regulatory changes effectively. Strategic planning and continuous improvement in these areas will enable RCMAS to sustain its status as a premier institution. By addressing these challenges and capitalizing on the opportunities, RCMAS can continue to provide high-quality education and adapt to the evolving educational landscape, ensuring that it remains a beacon of excellence in the years to come.



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MILESTONES 2020 - 2030



Rajagiri Valley. P. O., Kakkanad - 682 039