



# SANATANA DHARMA COLLEGE

## ALAPPUZHA

Affiliated to the University of Kerala  
Reaccredited by NAAC with A+ grade



CRITERION: 6

### **Governance, Leadership and Management**

6.2.1

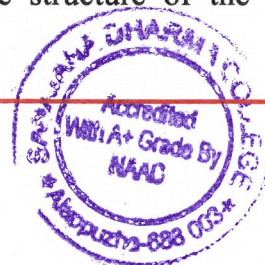
- **Strategic Plan Document**
- **SWOC**



### SWOC

#### STRENGTHS

- **Establishment and Heritage:** The inception of the College dates back to the pre-independence era of 1946 when it emerged as a full-fledged Degree college. Since its establishment, the Institution has upheld a rich legacy of imparting high-calibre education to the socio-economically and educationally underprivileged populace of Alappuzha and its surrounding environs. The founding principles of the College were deeply rooted in the noble mission of societal upliftment and enlightenment through the education of youth across a spectrum of disciplines including science, technology, arts, languages, commerce, culture, and values. Embedded within the ethos of the institution are the timeless ideals encapsulated in the motto "Satyam," "Shivam," and "Sundaram," which remain steadfastly upheld by the Management, faculty, students, and all other stakeholders.
- **Accessibility:** Situated along NH 47, merely four kilometres south of Alleppey Town, the College boasts a conveniently accessible location. Moreover, the proposed bypass route commences just ahead of the College, enhancing accessibility further. The Alappuzha Railway station, positioned approximately 3 kilometre's away, provides easy access for commuters. Notably, all bus services, including long-distance super-fast/express routes, feature a designated stop directly in front of the College.
- **Campus Area and Facilities:** Nestled within a sprawling 46-acre expanse, the College offers ample green spaces and open areas, fostering an ideal academic environment conducive to holistic student development. The library is equipped with subscriptions to INFLIBNET and other digital and e-resources, facilitating comprehensive academic research. Serving as a Nodal Centre for the MHRD's Virtual Lab programme, the College collaborates with Amrita Vishwavidyalaya on content development. Additionally, inclusion in the NMEICT Programme of the Government of India underscores the College's commitment to technological advancement. Ensuring self-sufficiency, the College operates its water supply system alongside an overhead tank and pumping station. Uninterrupted power supply is guaranteed through a 125 kv generator backup. A state-of-the-art language lab, equipped with the latest software, facilitates English language proficiency among students. Broadband internet connectivity and LAN access are available across various key areas including the College Office, Computer Centre, UGC Network Resource Centre, and all academic departments. Furthermore, the Information Centre of the University of Kerala and P. G. Library are situated on land allocated by the Management within the college campus. Notably, the fee structure of the





# SANATANA DHARMA COLLEGE

## ALAPPUZHA

affiliated institution is designed to cater to students from diverse socio-economic backgrounds, ensuring inclusivity and accessibility.

- **Dynamic Unitary Management:** The College operates under a unitary management structure, ensuring a stable and transfer-free environment for faculty and staff. This framework enables individuals to pursue their career aspirations without the disruption of impending transfers. The management is deeply committed to supporting the college in all its developmental endeavours
- **Goodwill of the People:** With a legacy spanning sixty years, the College holds a revered position in the community of Alleppey, profoundly influencing the lives of generations of students. As the premier co-educational institution in the region, it has left an indelible mark on countless individuals from diverse backgrounds, reflected in the continuous outpouring of goodwill towards the institution.
- **Strong Basic Programs:** Offering a comprehensive array of undergraduate, postgraduate, and research programs across various disciplines, the College ensures academic excellence and choice for students. With 13 undergraduate, 9 postgraduate programs, and 6 research departments, students can pursue their academic interests with flexibility and depth.
- **Quality Faculty and Good Teacher-Student Relationship:** The College boasts a highly qualified and esteemed faculty body comprising over 100 members engaged in teaching, research, consultancy, and extension activities. With a majority holding research degrees and many recognized with international and national awards, the faculty fosters a nurturing environment conducive to learning. The ideal teacher-student ratio of 20:1 enhances the teaching-learning process, while active encouragement of research results in impactful publications and patents.
- **Democratic and Participatory Management:** Encouraging stakeholder involvement in management and administration, the College operates with transparency and inclusivity. All committees and platforms function democratically, ensuring fairness, equality, and maximum efficiency in decision-making processes.
- **Low Drop-out Rate:** Demonstrating a significantly low drop-out rate compared to similar institutions, particularly at the postgraduate level, the College attributes this success to various scholarships, endowments, and support programs. Additionally, the tutorial system and dedicated staff contribute to ensuring student completion rates.
- **Gender Parity and Women's Education:** The College is predominantly comprised of female students at both undergraduate and postgraduate levels.





# SANATANA DHARMA COLLEGE

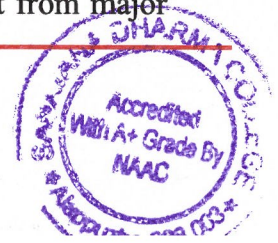
## ALAPPUZHA

with initiatives such as the Women's Studies Cell promoting gender justice and parity. Offering day-care facilities on campus further supports women's education and work-life balance for staff and students.

- **Illustrious Alumni:** Counting numerous eminent figures among its alumni, including statesmen, bureaucrats, industrialists, and cultural luminaries, the College takes pride in its distinguished graduates. Organized under the SDCAA, alumni chapters facilitate department-level activities and foster a strong sense of community among graduates.

### WEAKNESS

- **Alumni Engagement:** The College takes pride in owning robust and prestigious alumni that can provide immense networking opportunities and financial support. However, such benefits are still underexplored despite frequent initiatives, presenting an opportunity further for enhanced resource mobilization and network support.
- **Outdated Infrastructure:** Established in 1946, the basic infrastructure of the college is under the process of modernisation. However the time span required for the same is a source of significant short term concern.
- **Limited Tie-ups and Collaborations:** There is time constraint on faculty and students due to tight academic schedules stipulated at the university level that creates a major hindrance in collaborative projects and research initiatives. Thus managing limited time effectively for faculty and students to balance academic, administrative and research responsibilities is presenting an opportunity for expansion in this area.
- **Financial Constraints:** The College encounters financial challenges, with escalating recurring expenditures posing a significant concern. Efforts to identify additional financial resources are ongoing but require further development.
- **Underutilized Consultancy Potential:** The College has yet to fully leverage its expertise for consultancy services, particularly in generating revenue through paid services.
- **Affiliation System Limitations:** The College contends with the limitations of the affiliating system, including rigid syllabi, challenges in launching new programs, inconvenient examination schedules, and delays in result publication, which directly impact its operations.
- **Limited Industry Support:** Situated in a predominantly agriculture-fishery based semi-rural area, the College experiences insufficient support from major





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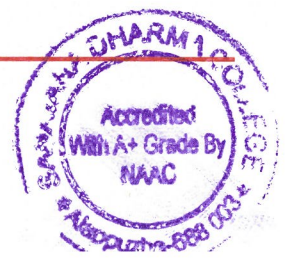
## ALAPPUZHA

industries. However, there is potential to capitalize on proximity to the industrial hub of Kochi in the near future.

- **Limitations in Adoption of Technological Tools:** While progress is being made, student support initiatives in the form of online remedial and extra teaching and resource sharing is encountering a limited scope due to lack of network facilities especially among the students coming from remote areas of upper and lower kuttanad regions.
- **Challenges with First-Generation Learners:** A significant portion of students hail from low socio-economic backgrounds and are first-generation learners, often lacking parental support. Many of them who have to go for part time jobs to support their education are facing problems in balancing their academic and professional roles due to rigid university norms with regard to minimum attendance requirement and exam modalities leading to their discontinuation of studies. While the College has established effective student support systems, addressing such unique issues still remains an additional challenge.
- **Difficulty in Long-Term Planning:** Though the College has a long term vision with regard to institutional development planning and program implementation, it is partially hindered by the policy constraints from government bodies and regulatory agencies, hindering its growth trajectory.

### OPPORTUNITIES

- **Potential for College with Potential for Excellence (CPE) Status:** The College has fulfilled most criteria for eligibility to be considered for the prestigious College with Potential for Excellence (CPE) status, presenting an opportunity for enhanced recognition and resources.
- **Utilization of Tourism Sector:** Given the increasing influx of tourists to Alleppey, renowned as the "Venice of the East," the College can introduce academic programs tailored to the needs of the tourism industry. Courses focusing on entrepreneurship, communication skills, IT, and soft skills can be developed to cater to this burgeoning sector.
- **Harnessing Alumni Expertise:** Leveraging its extensive alumni network, spanning various global industries and positions of influence, the College can harness alumni support for infrastructure development and establishing strategic partnerships and collaborations.
- **Expansion into Emerging Fields:** Opportunities exist for the College to introduce new programs in emerging fields such as management, technology, and print and visual media, aligning with contemporary demands and industry trends.





# SANATANA DHARMA COLLEGE

## ALAPPUZHA

- **Curriculum Enhancement:** Faculty expertise can be utilized to design and implement curriculum enrichment programs, addressing the rigidity of the affiliating system and ensuring relevance and dynamism in academic offerings.
- **Adoption of Innovative Teaching Methods:** Advancements in technology provide avenues for the adoption of innovative teaching methodologies, enhancing engagement and learning outcomes.
- **Attraction of High-Caliber Students:** Tailored programs designed to attract bright students can bolster the College's academic reputation and student intake.
- **Strengthening Remedial Coaching:** Investing in robust remedial programs can improve student performance in university-level examinations, enhancing academic outcomes.
- **Boosting Research Culture:** Initiatives to enhance research output, improve publication quality, and increase PhD production can cultivate a vibrant research culture within the campus.
- **Interdepartmental Collaborations:** Encouraging collaborations among departments can foster interdisciplinary research and knowledge generation, enriching academic offerings.
- **Infrastructure Enhancement:** Investments in infrastructure improvements can support academic programs and enhance student facilities, contributing to an enriched learning environment.
- **Forge Strategic Tie-Ups:** Establishing partnerships with academic institutions and industries can facilitate research collaborations, faculty and student exchanges, training programs, and placements, aligning with India's socio-economic growth trajectory.

### CHALLENGES

Sanatana Dharma College in Alappuzha, Kerala, faces several challenges, including:

- **Infrastructure Issues:** Many colleges, including Sanatana Dharma College, struggle with maintaining and upgrading their physical infrastructure. This can include out dated classrooms, laboratories, and libraries that do not meet current educational standards.
- **Funding Constraints:** Securing adequate funding for various academic and extracurricular activities, infrastructure development, and research projects is





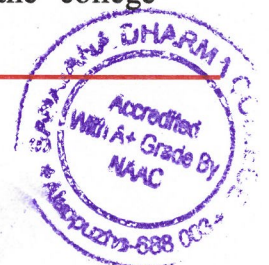
# SANATANA DHARMA COLLEGE

## ALAPPUZHA

often a significant challenge. Limited financial resources can hamper the college's ability to expand and improve.

- **Quality of Education:** Ensuring high-quality education is a constant challenge. This includes recruiting and retaining qualified faculty, updating curricula to keep pace with changing academic and industry trends, and providing adequate support for student research and development.
- **Technological Advancements:** Keeping up with rapid technological changes in the education sector is challenging. Integrating new technologies into teaching methods, administrative processes, and learning environments requires substantial investment and training.
- **Accreditation and Standards Compliance:** Meeting the standards set by accrediting bodies and maintaining those standards over time can be demanding. This includes regular assessments, compliance with regulations, and continuous improvement processes.
- **Student Support Services:** Providing comprehensive support services for students, including career counselling, mental health services, and extracurricular activities, is essential for holistic development but can be resource-intensive.
- **Competition and Reputation:** Competing with other institutions locally, nationally, and internationally to attract top students and faculty can be difficult. Maintaining and enhancing the college's reputation in such a competitive environment requires ongoing effort and strategic planning.
- **Community and Industry Engagement:** Building and maintaining strong relationships with the local community and industries is crucial for the college's growth. This involves creating meaningful partnerships, securing internships and job placements for students, and contributing to local development.
- **Environmental and Sustainability Issues:** Addressing environmental concerns and promoting sustainability on campus is becoming increasingly important. This includes managing waste, reducing the carbon footprint, and promoting eco-friendly practices.
- **Policy and Regulatory Changes:** Adapting to changes in education policies and regulations at the state and national levels can be challenging. These changes can affect funding, curricula, and administrative processes.

Addressing these challenges requires strategic planning, effective resource management, and a commitment to continuous improvement from the college administration, faculty, students, and stakeholders.

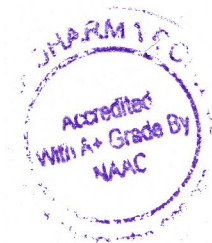




**SANATANA DHARMA COLLEGE**

**ALAPPUZHA**

**Strategic Plan and  
Deployment Document  
(2022-2025)**







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ALAPPUZHA

## Executive Summary

Sanatana Dharma College is a premier institution which provides better education in Alappuzha district, the coastal district of Kerala. The institution offers 13 UG Programmes and 9 PG Programmes. All 9 PG departments are approved research centers of University of Kerala.

Sanatana Dharma College was established in 1946 under the initiative of Sri K. Parthasarathy Iyengar and Sri V. Sundara Raja Naidu. It was an extension of the Sanatana Dharma Vidyasala established in 1905 by Rao Bahadur K. A. Krishna Iyengar and Dr S. Venkitarama Naidu under the auspices of the Alappuzha chapter of the Theosophical Society with a vision to provide quality education leading to self-empowerment.

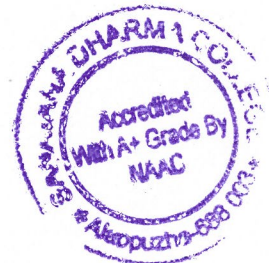
### Quality Policy:

Sanatana Dharma College is committed to create, sustain and improve the outcome based learning and make itself a place for academic excellence, with continual improvement and team work as its strengths for achieving its Vision.

### Institutional Strategic Goals

Strategic Plan 2022-2025 identifies the following broad targets:

- Improve Teaching and Learning techniques
- Change roles in Curriculum design
- Infrastructure Expansion
- Strengthen research & consultancy activities
- Faculty Development
- Improve good governance practices and e-governance initiatives
- Increase Alumni interaction
- Effective interventions towards internal discipline



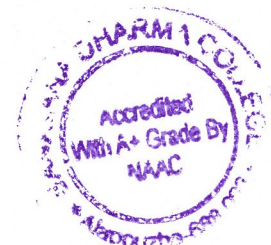


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## Strategic Plan of the Institute:

Sl. No.	Strategy	Action plan	Target Year
1	Improve Teaching and Learning techniques	Strategies to change the course delivery from chalk and board method to ICT enabled methods in all class rooms	2024
2	Change roles in Curriculum design	To introduce interdisciplinary and multidisciplinary add-on courses	2023
3	Infrastructure Expansion	Construct building to accommodate incubation center, Class rooms for accommodating novel interdisciplinary, multidisciplinary and trans disciplinary programmes. To modernize existing classroom facilities into the digital class room.	2025
4	Strengthen research & consultancy activities and Incubation center	Minimum 1 publication per faculty. Research training through assignments and field action programmes for students. Enhance industry-institute interaction to pursue consultancy. MoU's with higher education institutions and industries to facilitate faculty and student exchange programmes	2024
5	Faculty Development	Encourage faculty members to join Ph.D. programmes, faculty development programmes etc. Organise institutional level FDP periodically	2023
6	Improve good governance practices and e-governance initiatives	Improve the administrative duties to enhance transparency, accountability and inclusivity. Equip the administrative bodies to utilise ICT facilities in their functioning	2023





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ALAPPUZHA

## Implementation roles at institutional level:

Strategic Goal	Roles
Good Governance	Management Committee, Manager, Principal, HoDs, IQAC and College Council
Curricular Aspects and Teaching Learning	Principal, HoDs and all Faculty & IQAC
Infrastructure Development	Management Committee, Manager, Principal, IQAC and College Council
Human Resource Development	Management Committee, Manager, Principal
Research and Consultancy	Research and Innovation Cell, HODs and All Faculty
Effective role of Internal Quality Assurance System	IQAC
Alumni Participation/Collaboration	Alumni Association and Faculty
Internal Discipline	Principal, Anti ragging cell, Internal Complaint Committee, SC/ST & Equal Opportunity Cell, Anti narcotic cell, Student's Grievance Redressal Cell.

