



**RAMAIAH**  
College of Arts, Science &  
Commerce

**M S Ramalah College of Arts, Science and Commerce**  
Re-accredited 'A' by NAAC, Permanently Affiliated to Bengaluru Central University,  
Approved by Government of Karnataka, Approved by AICTE, New Delhi,  
Recognized by UGC under 2F & 12B of UGC act 1956

### **Action Taken on Strategic plan and Deployment Document**

The first part of the Strategic Plan and Deployment Document addresses the vision, mission which the institute sees along with core values of Gokula Education Foundation, institutional long term & short term goals. These plans are derived based on valuable inputs from various stake holders (management, leadership, Heads of Department, faculty, staff, industry, students, alumni and parents). After analysing the views of internal and external stake holders, the institutional goals were set up in all possible growth domains through continuous discussion with Heads of Department and faculty members. The strategies with action plans were decided to achieve institutional strategic goals which was approved by Board of Governors in its meeting held on 27/4/2018

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for MSRCASC to achieve its goal to become an institution of Academic Excellence and providing professionals, scientists and managers to the society.

A perspective plan was conceived for 5 years starting from 2018 to 2023 with various parameters in consideration. The main thrust areas were

- Teaching learning process
- Student support and progression
- Enhancing research

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Performance indicators target was set at different levels for the period between 2018 and 2023 as

- Level 1 – 2018 to 2020
- Level 2 – 2020 to 2021
- Level 3 – 2021 to 2023

Here is the detailed report of Action Taken on Strategic Plan and Deployment Document on each of the parameters, on which the target was set and the achievement of the target.

Parameters	Target Key Performance Indicator	Level 1 1-2 years 2018-20	Level 2 2-3 years 2020-21	Level 3 3-5 years 2021-23
Pass percentage	100%	80%	90%	100%
ICT Adoption by faculties	100%	60%	75%	100%
ICT adoption by students	100%	60%	80%	100%
Alumni Registration and Management	80%	40%	60%	80%
Student support and progression	100%	70%	85%	100%
ICT enabled classrooms	100%	60%	80%	100%
LMS	100%	60%	80%	100%
MIS	100%	75%	90%	100%
Admission automation	100%	80%	90	100%
Exam automation	100%	60%	80%	100%
Cashless campus	100%	80%	100%	100%
Placement support	100%	80%	90%	100%
Student mentoring support	100%	100%	100%	100%
Inclusive support	100%	100%	100%	100%
Library automation	100%	100%	100%	100%
No. of Certificate courses	60	20	40	60
Ph.D Percentage	100%	50%	80%	100%
Research Percentage	80%	40%	60%	80%
Publication percentage	80%	40%	60%	80%
No. of Books published per year	30	10	20	30
No. of Patents per year	5	0	2	5
Revenue generating consultancy	40%	0	20%	40%

## I Teaching learning process

- To enhance students' skill set and employability opportunities, the college is providing certificate/ value added/ add on courses across disciplines. Every department is advised to offer one such course in a semester. Total number of such courses by the end of the assessment period stood at 42. Number of courses in the academic year 2019-20 was 14 and 11 courses in the academic year 2020-21. Students are also encouraged to take up the courses through ERP as well, as it is now made mandatory for every student to enrol in at least one certificate course in the area of his/ her interest.
- The college is constantly encouraging its faculty to adopt innovative teaching pedagogy along with chalk and talk. ICT enabled teaching and learning was on priority while preparing strategic plan. Due to good infrastructure provided by the management, the teachers are able to adopt ICT in regular teaching. Dedicated ERP is another feather in the cap for the college in getting 100% ICT and LMS enabled classrooms by the end of the academic year 2018-19.
- The IQAC has conducted several orientations for teachers and students on use of ERP and LMS for online teaching and learning, assessment, assignment, attendance. With the implementation of ICT and owing to the pandemic, admission automation, exam automation, library automation, LMS, MIS, cashless campus (transfer of fees directly to bank account) and Alumni registration process have been simplified.
- Evaluation is the chief component of the teaching-learning process and the pass percentage of students stood at 70% before 2018. The target of pass percentage was set at 80% for level 1 and it was easily achieved because of the Continuous Internal Evaluation process adopted by the institution. The students' results and performance were continually monitored and slow learners were identified. Remedial classes for slow learners were conducted and the teachers gave them extra coaching to perform better in their examinations. Performers are also given

advanced coaching thus encouraging them to score Centum marks and University ranks. We are close to attaining the 90% pass percentage set as target for 2020 to 2021 with increased effort from both teachers and stakeholders

## **II Student support and progression**

- The college has signed a Memorandum of Understanding with Almathines which manages the alumni portal of the college. It has helped in registering many graduates from the first batch which graduated in 1997. We are close to the target of achieving 60% registrations in 2021.
- Placement cell is aiding students to get industry ready with pre placement training, orientation and mock interviews. The placement cell organises placement drives inviting leading companies to recruit students. The placement percentage of students is steadily increasing every year and the target set for 2021 at 90% is nearly achieved. Another good sign is that good number of students are opting for higher education in India and abroad.
- Mentor- Mentee and Personal counselling was given to all the students by their mentors. The mentor mentee system has helped to provide inclusive support and has aided students' performance not only academically but in their holistic development as well. The mentors keep a close watch on their mentees in the areas such as academics, participation in extra and co-curricular activities and keep their parents informed about their ward's strengths and weaknesses.

### III Enhancing research

- To provide better Research culture in the college the management is encouraging the faculty to get Ph.D degrees by 2023. More than 50% of the faculty are PhD holders by the end of 2021. Every support necessary is being given to the faculty in varied areas of research. The faculty are encouraged to publish books and research papers with seed money policy and publication incentive policy by the management. The college has published 2 patents in the last year.
- Bioconassociated program, popularly known as QCA is one of the famous programs offered by the college with 100% placement from the two batches.
- The college has few funded projects from KSCST, Biocon, RHP Netherlands are some of the associations through which the college has received revenue.

The process of implementation of all the discussed parameters is reported to the governing body in the meetings conducted regularly the governing body reviews the progress and suggest measures for improvement. This Action taken report is submitted to Governing Body meeting held on 13/9/2021. Governing body also recommended to revise the Strategic Plan and Deployment Document for the period 2021-25

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