



**RAJAH SERFOJI GOVERNMENT COLLEGE (AUTONOMUS),
THANJAVUR-613005**

Strategic Planning

<p align="center">Efficient Teaching Erudition procedure</p>	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Preparation of teaching plan as per OBE • Preparation of Lesson Plan based on CO & PO mapping • Conduct training based on current demand analysis • Constant assessment to measure outcomes • Use of more practical methods of teaching • Use of e- learning resources • Promote research culture & facilities • Provide mentoring and individual support • Follow a transparent feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Evaluation parameters and benchmarking
<p align="center">Effective Leadership and Participative management</p>	<ul style="list-style-type: none"> • Following reporting structure of faculties • Decentralization of the academic, administration and student related authorities & responsibilities • All the Heads of the Departments conduct faculty meetings every fortnight • Portfolio assignments • The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Management for approval & reference.
<p align="center">Constant Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • Establishment of IQAC done • Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. • All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. • Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. • Internal Audit - Regular internal audits are conducted at planned intervals to check the effectiveness of the implementation, maintenance and improvement of the QMS. • Monitoring and measurement of processes and products Continuous measurement and monitoring of the processes are done to identify

	<p>appropriate corrective action to ensure conformity of service.</p> <ul style="list-style-type: none"> • Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement. • External Audit. • Framing of Quality Policy • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Release of Annual report preparation & submission
Ensuring Effective Governance	<ul style="list-style-type: none"> • To review the smooth running of the administrative activities of the college, discussing approval of new programs. • To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies. • To approve the up gradation & maintenance of the Infrastructure of the Institute. • To review the budget allocated for different purposes and their expenditure etc. • Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc. • To review the Placement activities, Collaborations with Industry and R&D programs. • Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college. • To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular. • To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic Planning • Monitoring and Implementing the Quality Management Systems • Establishing E-Governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and effective performance appraisal system

<p>Student's Overall Development through Participation</p>	<ul style="list-style-type: none"> • The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner. • Budget framing and allotment for student development programs and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
<p>Employees Advancement & Welfare</p>	<ul style="list-style-type: none"> • Recruitment Policy development & implementation • Employees performance evaluation system • Regular Training for quality improvement • Healthy and supportive working environment & infrastructure. • Proper established Code of conduct, service rules & leave rules to be followed by all. • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations
<p>Escalating Placements</p>	<ul style="list-style-type: none"> • The Central T & P Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement. • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.
<p>Proper Discipline</p>	<ul style="list-style-type: none"> • Installed CCTV Cameras and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms.

Women/Student/Faculty Grievance	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none"> • To make women, students, faculties & staff members aware about their rights. • To help them in knowing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To help them in changing their mind setup. • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care. • The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.
Constant Growth in Research and Innovation	<ul style="list-style-type: none"> • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
Alumni Interaction and Outreached Activities	<ul style="list-style-type: none"> • Configuration of Alumni association to increase their participation • Invitation for guest lecturers/internship/placement/training/entrepreneurship • Exploring Contributions • Sponsorships/scholarships/fund generation • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni for appreciation and felicitation
Mounting Physical Infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Functional facilities for e-learning • Safety & Security management • Water facility • Hygiene, zero plastic & green campus • Recycling of water • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure up gradation • System up gradation • Medical facility • Development of sports (indoor/outdoor) facilities • Plantations

