

**SENGAMALA THAYAAR EDUCATIONAL TRUST  
WOMEN'S COLLEGE (AUTONOMOUS)  
SUNDARAKKOTTAI, MANNARGUDI - 614016.**

**(Accredited by NAAC)/ (An ISO 9001:2015 Certified Institution)  
SUNDARAKKOTTAI, MANNARGUDI - 614016**



**“Arise Awake and Not Stop Till  
the Goal is reached”**

**STRATEGIC PLAN**

## ***HISTORY OF THE COLLEGE***

Mannargudi or Raja Mannarkoil which derives its name from the Presiding Deity of the town Sri Rajagopalaswamy is a century old Municipality in the heart of the old undivided Thanjavur District and which is now one of the important towns of Thiruvarur district.

Our College has taken the name of Sri Sengamala Thayaar, the Divine Consort of Sri Rajagopalaswamy. Though there is one Government College in Mannargudi, the need for an exclusive women's college has always been keenly felt. Swami Vivekananda said to Indian women that they should light up the lamp of knowledge and become fearless, compassionate and large hearted and acquire practical efficiency. As women prove their efficiency in various fields, including the Air Force, our founder late. Srimathi Krishnaveni, Wife of Late. Sri Vivekanandan , decided to fulfill the long felt educational need of the people of Mannargudi and its surrounding taluks.

Our Managing Trustee Dr. V. Dhivaharan as his name indicates has brought light to educate the women especially to dispel the darkness of ignorance. Dr. V. Dhivaharan whose educational ideas are firmly rooted in the traditional culture of our country is a man of eminence and an epitome of efficiency. The College was started on 27-08-1994 because of his tireless hard work.

The College has as its motto "ARISE AWAKE AND STOP NOT TILL THE GOAL IS REACHED", one of the world famous utterances of Swami Vivekananda who was born to regenerate India. The College will prove Worthy of such a noble motto. The students will prove themselves to be the strong pillars of a glorious future in India.

Education in its real sense aims not merely at the enlargement of intellectual horizons but also at imparting culture and refinement, making us conscious of our moral and social responsibilities. The College offers useful job oriented courses with the grace of the Divine Mother and it strives hard to adopt the golden words of Swami Vivekananda. "Educate our women first and leave them to themselves".

The college has been granted Autonomous status by UGC from the Academic Year 2020-2021 by the tireless hard work of the Correspondent, Principal, Faculty Members, Nonteaching staff members and students of the institution.

## **Vision**

To blossom into a Centre of Excellence in Higher Education and Research, targeting the women students of the down trodden and economically weaker section of the society, so as to enlighten, empower and make them instrumental in creating a par excellent society.

## **Mission**

- Creating an academic environment by providing modern infrastructural facilities and current advancement in Humanities, Science and Technology
- Providing not only quality education but also inculcating discipline and moral values

## **Objectives**

- ❖ To provide higher education to the women students of the rural and economically weaker sections of the society
- ❖ To provide sophisticated infrastructure facilities of teaching learning and research
- ❖ To adopt recent technological advancements and innovations in teaching learning processes through ICT so as to make them competent
- ❖ To work consistently towards achieving excellence in the teaching and learning process in the institution
- ❖ To promote knowledge through research, both in basic and applied areas of Science and Technology and to disseminate such knowledge through publications, extension activities and consultancy services
- ❖ To inculcate positive attitude, intellectual abilities, reflective personal growth, leadership qualities and to develop service oriented mind set of women in the process of teaching and learning
- ❖ To establish collaboration with advanced centers of education and research, industries, corporate through Memorandum of Understanding

- ❖ To provide value based higher education to women so as to make them socially responsible and good citizens
- ❖ Ultimately, the women students will be empowered through holistic development for nation building.

#### **INSTITUTIONAL STRATEGIC PLAN COMMITTEE**

**Dr. V. DHIVAHARAN, M.Sc., D.E.M., Ph.D., - Correspondent**

**Dr. S. AMUDHA, M.Com., M.Phil., M.B.A., Ph.D., - Principal**

**Dr. B. KAYATHIRIBAI, M.Com., M.Phil., PCP., Ph.D., - Vice Principal**

**Dr. N. UMA MAHESWARI, M.Sc., B.Ed., Ph.D., - Vice Principal**

**Dr. G. VIJAYALAKSHMI, M.B.A., Ph.D., - IQAC Coordinator**

The Advisory committee of the college deliberated on the future and development of Sengamala Thayaar Educational Trust Women's College (Autonomous), Sundarakkottai, Mannargudi. The committee strategized that the multi-dimensional growth of the institution should be envisioned, planned and an implementation plan should be devised in view of the future. It was decided that a strategic/perspective plan should be in place that should become a guiding document in the journey ahead. It was decided to constitute a committee entrusted with the responsibility of devising Strategic Plan Document in line with the vision and mission of the college. The Governing Council of the college was apprised of the decision and it ratified the decision.

The strategic planning committee interacted with the decision makers regarding the modus operandi in devising the strategic plan. Inputs were collected from students, parents, alumni, faculty, staff, industry and academicians. The views and insights of experts in the Boards of Students, academic council and governing council were collated. Inputs were also gathered through meetings of college council, faculty meetings, department council meetings, alumni meetings and from students' union. Based on the deliberations and inputs, a draft Strategic Plan was devised and submitted to the Advisory Committee. The advisory committee studied the draft document, proposed suggestions, and enhancements and approved the Strategic Plan with necessary modifications for implementation.

**SWOC ANALYSIS FOR SENGAMALA THAYAAR EDUCATIONAL TRUST  
WOMEN'S COLLEGE(AUTONOMOUS),SUNDARAKKOTTAI,MANNARGUDI.**

**Institutional Strength**

- The Institution has completed 28 years of dedicated service in the field of higher education
- The institution is accredited by NAAC and has secured 3.45/4.00 CGPA
- Institution is ISO9001:2015 certified and has forged 28 MoUs with industries
- UGC and NAAC recognized the institution as 'Mentor' institution to mentor the non accredited institutions
- Uninterrupted power supply is ensured through 125kv generators and 20kw solar power plant
- Library has 59253 books, and 191 journals and magazines, N-LIST/INFLIBNET with shodhganga and shodhsindhu is available
- NPTEL SWAYAM Online Certification programmes are offered to Students and faculty
- Institution has an alumni strength of about 20202 graduates
- Institution operates 43 buses
- Value added diploma/certificate programmes are offered to students to face the global challenges
- Martial arts training are provided to students
- ERP has been implemented in the institution
- Centralized Research Center

**Institutional Weakness**

- Since the institution is located in rural environment it is difficult to attract students from urban and other states
- Teacher from other states generally do not prefer this institution for their employment because of the remote location
- Most of the students hail from rural schools, and their medium of instruction is local language, Tamil
- Since the institution is a self-financed one there is no government scholarships (BC & MBC) other than SC and ST Scholarships, for students who undergo the undergraduate Programmes
- Opportunity for attending refresher and orientation programmes organized by the Universities (Human Resource Development Centers) is very limited

### **Institutional Opportunity**

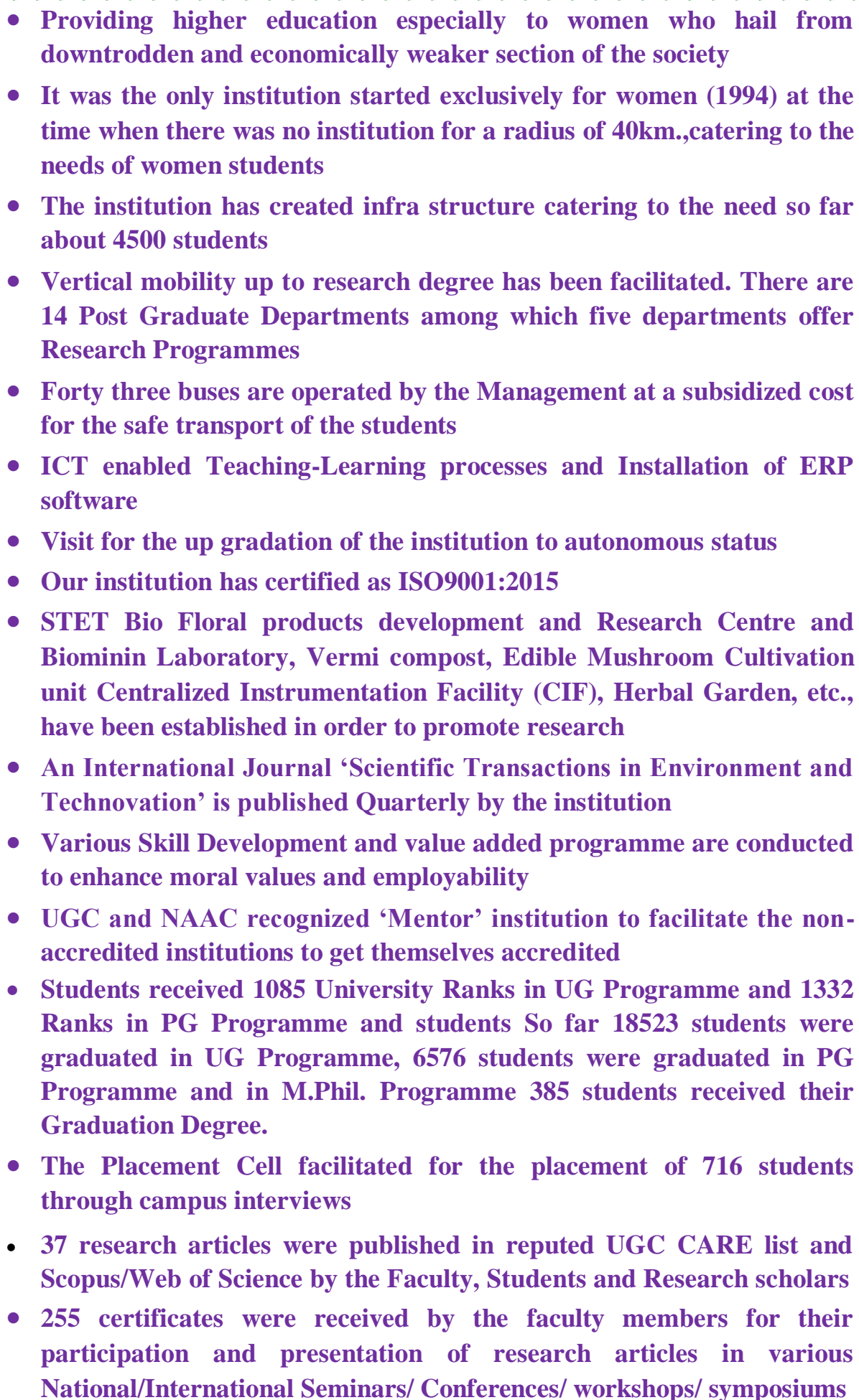
- Institution has the opportunity to serve for higher education of the women students who hail from economically and socially weaker section of the society
- Students have the opportunity for vertical mobility for higher education up to research degree
- Portal of higher education exclusively for women students in the rural environment
- Social responsibility of the students is groomed through outreach programmes by roping in with the local communities
- Students are given opportunities to organized and anchor various activities while groom the leadership qualities
- Students have the opportunity to develop competitiveness and self-confidence to face the global challenges
- Placement opportunities

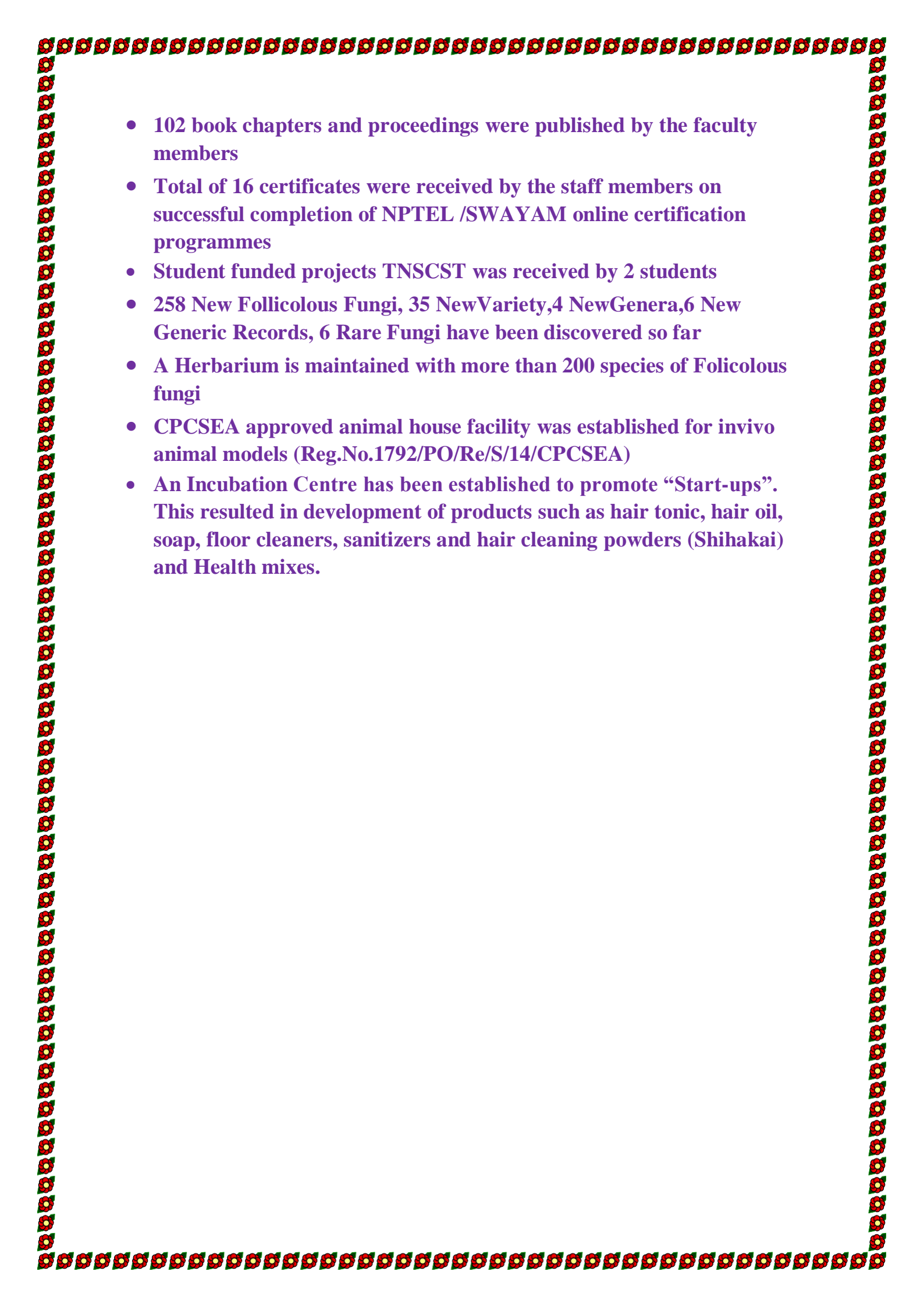
### **Institutional Challenges**

- The cope up with the economic background of the parents of the students in the collection of term fees
- Since most of the students, at the entry level, come with Tamil as the medium of instruction, getting acclimatized them with the college environment, where the medium of instruction is English
- Since the institution is in rural environment it is difficult to attract students and staff to attract and staff from other states Mobilizing finance from Government funding agencies
- Providing financial support ,free ships ,etc., to all needy students
- Pursuing the students for higher degree programmes, up to research level
- Attitude of the students for employment is not satisfactory, even when they get the placement order, they generally do not prefer to join invites while groom the leadership qualities

### **Institutional Distinctiveness**

- ‘Empowering Women Empowering the Nation ’is also the motto for institution, and work shard ‘Arise, Awake and Stop Not Till the Goal is Reached’ following the words of Swami Vivekananda

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- Providing higher education especially to women who hail from downtrodden and economically weaker section of the society
  - It was the only institution started exclusively for women (1994) at the time when there was no institution for a radius of 40km., catering to the needs of women students
  - The institution has created infra structure catering to the need so far about 4500 students
  - Vertical mobility up to research degree has been facilitated. There are 14 Post Graduate Departments among which five departments offer Research Programmes
  - Forty three buses are operated by the Management at a subsidized cost for the safe transport of the students
  - ICT enabled Teaching-Learning processes and Installation of ERP software
  - Visit for the up gradation of the institution to autonomous status
  - Our institution has certified as ISO9001:2015
  - STET Bio Floral products development and Research Centre and Biominin Laboratory, Vermi compost, Edible Mushroom Cultivation unit Centralized Instrumentation Facility (CIF), Herbal Garden, etc., have been established in order to promote research
  - An International Journal ‘Scientific Transactions in Environment and Technovation’ is published Quarterly by the institution
  - Various Skill Development and value added programme are conducted to enhance moral values and employability
  - UGC and NAAC recognized ‘Mentor’ institution to facilitate the non-accredited institutions to get themselves accredited
  - Students received 1085 University Ranks in UG Programme and 1332 Ranks in PG Programme and students So far 18523 students were graduated in UG Programme, 6576 students were graduated in PG Programme and in M.Phil. Programme 385 students received their Graduation Degree.
  - The Placement Cell facilitated for the placement of 716 students through campus interviews
  - 37 research articles were published in reputed UGC CARE list and Scopus/Web of Science by the Faculty, Students and Research scholars
  - 255 certificates were received by the faculty members for their participation and presentation of research articles in various National/International Seminars/ Conferences/ workshops/ symposiums

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- 102 book chapters and proceedings were published by the faculty members
  - Total of 16 certificates were received by the staff members on successful completion of NPTEL /SWAYAM online certification programmes
  - Student funded projects TNSCST was received by 2 students
  - 258 New Follicolous Fungi, 35 NewVariety,4 NewGenera,6 New Generic Records, 6 Rare Fungi have been discovered so far
  - A Herbarium is maintained with more than 200 species of Folicolous fungi
  - CPCSEA approved animal house facility was established for invivo animal models (Reg.No.1792/PO/Re/S/14/CPCSEA)
  - An Incubation Centre has been established to promote “Start-ups”. This resulted in development of products such as hair tonic, hair oil, soap, floor cleaners, sanitizers and hair cleaning powders (Shihakai) and Health mixes.



## What

- To become greater Autonomy and become leading Women Institution in India.

## Why

- Meet National as well as Institutional aspirations and objectives

## How

- High Quality Research
- Institutional Excellence
- Infrastructure
- Human Resource Management
- Flexible Academic Programmes

## Enablers

- Entrepreneurship
- Alumini Engagement
- Industry Engagement
- Internationalization

## Core Activities

- Developing High Quality Human Resources to Serve the Nation
- Pursuing quality and deep research that is transformational
- Nurturing excellence, integrity, creativity, diversity and academic freedom
- Incorporating compassion and commitment to the society through community engagement

## THE STRATEGIC PLAN

- ❖ Perform well in national, International Rankings, Accreditations and Certifications
- ❖ Reach higher level of excellence to be ready for higher Autonomy.
- ❖ Improving Students Diversity in the Campus by recruiting international students and Students from other States.
- ❖ Optimize Human Resource Management through merit-based recruitments, continuous developmental and enhance programs for faculty, staff and students
- ❖ Recruit, develop and retain excellent faculty
- ❖ Enriching Student Experience in the campus and effective holistic growth of the students
- ❖ Ensuring transparency and efficiency by enhancing e-governance strategies in administration and student services.
- ❖ Develop, strengthen, and implement academic programmes that are responsive to the vision and mission of STET Women's College and are systematically reviewed for sustained quality, relevance, and excellence to meet the challenges of a highly competitive and emerging national and global scenario.
- ❖ Enhance college infrastructure to accommodate increase in intake, research, library, knowledge development and transfer; contribute to an enhanced quality of life in the campus.
- ❖ Enhance sustainable, energy-efficient and eco-sensitive infrastructure and facility in tune with changing technological developments
- ❖ Improving physical resources and infrastructure, Research funding and Collaboration for research input.

S.NO	STRATEGIC PLAN	ACTIONPLAN
1	❖ Perform well in national, International Rankings, Accreditations and Certifications	❖ To be counted as one of the most highly reputed higher education Institutions in India by performing well in NIRF India Rankings, obtaining highest grade in NAAC re-accreditation ❖ To be an ISO certified institution so that quality can be ensured and services can be delivered in a reliable and secure manner to the satisfaction of the stakeholders
2	❖ Reach higher level of excellence to be ready for higher Autonomy.	❖ To obtain College of Excellence status of UGC after completing two cycles for 'College with Potential for Excellence' Status
3	❖ Improving Students Diversity in the Campus by recruiting international students and Students from other States.	❖ Admit students from other States of India every year, especially from the backward regions.
4.	❖ Optimize Human Resource Management through merit-based recruitments, continuous developmental and enhance programs for faculty, staff and students	❖ Recruit meritorious faculty with preference given to candidates with PhD and postdoctoral exposure. ❖ A career path will be aligned based on assessments of performance: teaching, research, student mentoring, sponsored research, collaboration with industry, involvement with the society, Institute service and national-level activities.
5.	Enriching Student Experience in the campus and effective holistic growth of the students	❖ Enrich Student development through pedagogical innovation, multifaceted integrated learning and student-centric training ❖ Confidence Building and Skill enhancement training programs will

		<p>be organized to create leadership, teamwork and communication skill among the students</p> <ul style="list-style-type: none"> <li>❖ Enhancement of student's co-curricular and extracurricular activities.</li> <li>❖ Students will be exposed to social realities, experiences and extension activities to obtain service learning.</li> <li>❖ Students will be exposed to innovation, entrepreneurship, start-ups.</li> <li>❖ Placement of students will be fine-tuned to meet the aspirations of the students and expectations of employers. The target is to ensure that 100% students take up placements/venture start-ups or pursue higher education.</li> </ul>
6.	Ensuring transparency and efficiency by enhancing e-governance strategies in administration and student services.	<ul style="list-style-type: none"> <li>❖ Implement e-governance in Administration, Admission, Finance and accounts, Evaluation system, and teacher-student activities.</li> <li>❖ Implement e-governance in documentation and accreditation process.</li> </ul>
		<ul style="list-style-type: none"> <li>❖ Implement automation of infrastructure maintenance and troubleshooting.</li> <li>❖ Implementation of e-Filing through online portals</li> </ul>
7.	Develop, strengthen, and implement academic programmes that are responsive to the vision and mission of STET Women's College and are systematically reviewed for sustained quality, relevance, and excellence to meet the challenges of a highly competitive and emerging national and global scenario.	<ul style="list-style-type: none"> <li>❖ Conduct a needs assessment/feasibility study to identify new critical academic programs and modify curriculum to the changing world.</li> <li>❖ Identify and implement programs and value added courses for skill development, entrepreneurship and employability. Institution will be offering number of value-added courses. Hence, at the</li> </ul>

		<p>time of admission, students can choose from a wide variety of courses.</p> <p>Train and implement the paradigm of Outcome Based Education (OBE) in curriculum and syllabus.</p> <ul style="list-style-type: none"> <li>❖ Promote and increase the students and faculty participation to acquire certificates by taking on line courses on recent advances in technology, like MOOC, and NPTEL etc.</li> <li>❖ In order to enable students to meet their changing objectives, introduce flexibility in the curriculum through a wide choice of electives and multi-disciplinary diversification.</li> </ul>
8.	<p>Enhance college infrastructure to accommodate increase in intake, research, library, knowledge development and transfer; contribute to an enhanced quality of life in the campus.</p>	<ul style="list-style-type: none"> <li>❖ Completion of a well-furnished central Library Complex with all state-of-the-art facilities.</li> <li>❖ Completion of a Central Computer Lab for online examinations and career placement training</li> <li>❖ Enhancement of internet connection bandwidth and Wi-Fi to support the 4G and future communication technologies</li> <li>❖ All classrooms of the institutions will be converted ICT-enabled by equipping with modern devices.</li> </ul>
9.	<p>Enhance sustainable, energy-efficient and eco-sensitive infrastructure and facility in tune with changing technological developments</p>	<ul style="list-style-type: none"> <li>❖ Plans to augment the waste water treatment towards zero discharge and install biogas plants for waste disposal</li> <li>❖ Energy conservation measures being implemented include increasing the efficiency of</li> </ul>

		<p>appliances and the use of renewable energy sources.</p> <ul style="list-style-type: none"> <li>❖ Enhance the renewable energy sources by deploying Solar panels on all the buildings and become self-reliant.</li> </ul>
<p>10.</p>	<p>Improving physical resources and infrastructure, Research funding and Collaboration for research input.</p>	<ul style="list-style-type: none"> <li>❖ Construct a research-focused Central library</li> <li>❖ Enhance seed money for research</li> <li>❖ Furnish a central instrumentation lab with modern research equipments.</li> <li>❖ Ensure publication of research articles in Scopus-indexed Journals. The h-index of the institution has to be increased.</li> <li>❖ The number of PhDs awarded/produced in the institution has to be increased every year.</li> <li>❖ All faculties with Ph.D. who meet university stipulations will have obtained Ph.D. guide-ship within 6 months after becoming eligible.</li> <li>❖ Consultancy initiatives including training and infrastructure will be strengthened.</li> <li>❖ Enhance internal funding for Research from benefactors, alumni and industry collaborated projects.</li> <li>❖ Increase Research Funding from government, UGC, DBT, DST, SERB etc.</li> <li>❖ Collaboration of each research group in each department with industry / research institution.</li> </ul>