



YSM STRATEGIC PLAN 2019-2024



Yogoda Satsanga
Mahavidyalaya

INTRODUCTION

YOGODA SATSANGA MAHAVIDYALAYA RANCHI, herein referred to as “YSM”, was founded in 1967 under the aegis of Yogoda Satsanga Society (YSS) of India/Self-Realization Fellowship (YSS-SRF) – a leading spiritual and charitable organization, founded by Sri Sri Paramahansa Yoganandaji (the author of the world-renowned spiritual classic, Autobiography of a Yogi).

The YSM run by YSS is a grant-in-aid minority institution (deficit-grant institution). This is a special status in which the government compensates for the institution's financial deficit by providing financial support for employees' salaries.

As a religious minority institution, YSM is mandated to preserve its cultural identity and religious heritage. This is achieved by sub-serving the educational interests of its community, herein called Yogodans while serving in a homogenous fellowship. The governance of YSM therefore, is chartered under the special provisions of the Indian Constitution (article 30(1)). This right enables the institution to establish and administer as per the policies framed in consonance with their organizational philosophy and laws of the land.

YSM is an “affiliated College” under Ranchi University, which means an educational institution having received privileges of the University according to the provisions of



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Jharkhand University Act, 2003 and University Statutes. The institution has been striving to fittingly and fully satisfy the higher educational aspirations of the less privileged sections of the suburban and rural belt (especially the tribal communities) of Ranchi since its inception. The college with its appreciable infrastructure, intellectual human resources, and forward-looking vision has made a mark in the higher educational scenario of Ranchi. Mahavidyalaya's motto is "Knowledge Acquisition towards Self-Actualization".

YSM is continuously evolving with a vision to instill self-discipline, containment, and perseverance for enhanced learning. With an effective and efficient supporting ecosystem, YSM is continuously contributing to the betterment of society. The path YSM has taken towards self-actualization is through knowledge acquisition. To do so, it offers undergraduate programs in different specialized subjects from various fields like Science, Arts, Commerce, and Vocational studies including spiritual knowledge. It also has a Master's program in Commerce.



1. Vision and Mission

Vision: Transform students into knowledgeable, ethical, just, and responsible citizens through holistic and right quality of education.

Mission: To instill self-discipline, containment, and perseverance for enhanced learning.

To align with its vision, Mahavidyalaya has strategically planned a detailed road map to accomplish its mission and to realize its vision. These mission parameters are to: -

- **Create a contemporary knowledge atmosphere** through training, research, and development as also, in extra/co-curricular activities. As a consequence, YSM fosters well-informed synchronous citizens seamlessly ready to make a mark in the modern world.
- **Focus on the holistic development of body, mind, and spirit.** To attain this, Mahavidyalaya has included Yoga, Meditation, and How to live precepts of the founder, Sri Sri Paramahansa Yogananda, NCC, NSS, and Sports in its teaching and learning methodology. It is also working to incorporate Indian Knowledge systems as stipulated by NEP 2020.
- **Introduce professional and personal ethics** to nourish a healthy relationship between society and the environment. The Mahavidyalaya promotes multiple programs to develop social and environmental awareness.
- **Inclusive governance.** Mahavidyalaya believes in the continuous and healthy learning of all its associated people. It stimulates teaching and non-teaching staff to participate in various academic/non-academic programs.



2. Roadmap

To realize its vision in a true sense, YSM has prepared a five-year strategic plan for 2019-2024 which is providing a map for the college to build on now and in the future. It is the result of extensive participation from the college fraternity and stakeholders in laying down the groundwork and strategies to position the college as an institution with academic excellence and social responsibility.

The challenge is to take the pivotal steps required to position the college as one of the best colleges in Ranchi, renowned for its holistic and contemporary education. In the face of the fast-moving dynamics of social, economic, and technological change, updating the college's strategic documents becomes critical. It provides an opportunity to reflect on accomplishments, review what needs to be done, and design a road map that will take the organization to the desired goal. Planning is deciding, it is conquering the future. Planning is preserving the college for future generations, providing a sense of transformation to take on changes and not fall victim to stagnation. Planning is, therefore, to avoid stagnation and induce a growth-inclined future. YSM's strategic plan has carefully taken an account of its past year's achievements and roadblocks and judiciously synthesized these, keeping the evident challenges in mind.



3. Measures and Revised Measures

As the year 2017 progressed with NAAC accreditation (B++), the College determined to improve its domains based on the assessment and evaluation realized during the first cycle of NAAC. Keeping these aspects in mind, YSM has proposed an integrated model of planning. YSM has considered the following measures while crafting its strategic plan:

- Integration of the entire YSM system in dynamic mode, as per cause-and-effect relationships.
- Consideration of NAAC parameters.
- Evolution of academic strategy and operations “considering accountability of what, how and who”.
- Analysis and review of the study module's outcome.
- Synchronization of Ranchi University, YSM Constitution, and YSM Plan.

As the years passed, college was in the middle of its journey, the pandemic hit the world in the year 2020. So, to sustain and minimize the loss, YSM has decided to recraft its strategic plan to deal with the situation. YSM has categorized its challenges as follows:

- Preparation for the **NAAC accreditation of YSM**, which is due in 2022.
- The **New Education Policy (NEP 2020)** was pronounced by the Government of India to add an altogether new dimension, whose full impact may be felt from the next academic year onwards, but remodeling to adapt to it seamlessly should start right away.
- **The COVID-19 pandemic imposed lockdowns** and its impact on academic/-related activities in the current academic year.



4. Reshaping the Future

The YSM roadmap for the next five years has visualized adaptations and improvements that are synchronized with the earlier year's accomplishments and future challenges. These are:

- a) Distributed and networked working style needs to be adopted. This would imply that HoDs being the direct engagement point with students, act as the fulcrum of the college governance structure. Also, Functional Heads of academic administration and general administration departments/ Committees/ Cells fulfill their assigned roles as per the laid down charter. The principal acts as a mentor, facilitator, and resource provider working in close synergy with the Secretary, G.B. Management Council, and other Committees.
- b) Resolutely create a harmonious organizational climate with collaboration, cooperation, understanding, mutual respect, compassion, and process-based functioning. These will be the key *Mantras* to overcome the formidable challenges in a climate of uncertainty. Each one of us must work on the following mind shift paradigms; from purpose rights, hierarchy to networks, controlling to trustfully empowering for outcomes with diligence monitoring, planning to experimentation, random to process-based working, and from privacy to transparency.
- c) More and more reliance on e-College. Details of activities, information, and plans will be increasingly uploaded on the website portal for automated transmission to IQAC data through UTKARSH.
- d) To establish more and more smart classrooms, increase the number of computers, and enhance effective usage of ICT-based teaching.
- e) Faculty and staff development to become regular adjuncts of the Internal Quality Assurance Cell (IQAC) through GYANODAYA (Learning and Development Cell).
- f) Initiation of 'How to Live' teachings through SANKALP (devoting up to 10 minutes of the first period of the day to these aspects) as a beginning gradually enlarging into a more structured model.
- g) Sports and cultural activities are organized and duly coordinated with the



academic calendar, with more focus on coaching and formal mentoring for talent enhancement with the purpose of entrepreneurship orientation.

- h) Facilities and systems working should be serviceable working through periodic monitoring and repair maintenance. Avoid wastage and needless expenditure.
- i) Employee Recognition Policy – Incentive Awards. To serve as a motivating factor for **achievements/ extraordinary contribution** beyond **the arena of routine role**, which had a significant impact on college specified to an employee in the following areas: -

- Teaching.
- Publication.
- Academic/general administration.
- Academic initiative.
- Quality and productivity.
- Student/parent satisfaction.
- Innovation.
- Entrepreneurship.
- Human aspect.
- Any other relevant factor.



AGENDAS FOR THE STRATEGIC PLAN 2019-2024 AND THEIR OBJECTIVES



Keeping all the adaptations and improvements in mind, YSM has decided to reshape the work environment and distributed them in five broad agendas. These **five agendas** of strategic guidelines for 2019-2024 will be objectified and implemented through their respective axes. The agenda and objectives presented in this Plan support a vision of the college as follows.



5. Agendas and their Objectives

1) Teaching and learning

- Academic excellence in a knowledge-based society.
- An inclusive learning environment that wins equity and social mobility.

2) Research and Development

- A scientific and technological hub of development.
- Establishing collaborations with various academic institutions/ Universities /Industries (MoUs) and promoting exchange training programs to facilitate student mobility

3) Outreach and Life Skills

- Evolving **Department of Life Skills** for sustainability, social responsibility, promoting spirituality, Indian knowledge systems, sports, cultural activities, NCC, and NSS and ultimately upgrading these into academic/ vocational stream as per the objectives of NEP 2020.
- Faculty and staff development through GYANODAYA, SANKALP

4) Governance and Management

- Decentralization, Transparency, participative and financial accountability.
- Empowering IQAC and institutionalizing best practices
- Speedy conversion to **e-governance** through increased digitization/ERP.
- Functioning of governance model as per the organogram as illustrated.
- Upgradation of sports/ cultural activities and enhance infrastructure as an ongoing and progressive process.

5) Infrastructure

- Periodic monitoring and repair maintenance.
- Upgradation of available resources and addition as per timely need



Agenda 1- Teaching and Learning

When discussing the present and future of education, In YSM, we have taken into account the major challenges that constitute the area of education in the public welfare sector. These are; academic excellence, outcome-based vocationalized education, and good academic cum administrative infrastructure.

Target Outcomes

1. **Review** – Course plan, Results, Feedback, Analysis of previous AY, Content development.
2. **Workload Analysis**
 - a. Course plan preparation/ teaching days/ Academic norms
 - b. Add Guru Ji's How to Live aspects
 - c. Faculty allocation, needs, faculty-centric initiatives, FDPs
3. **Department Plan** – Internship/ Seminars/ Webinars/ Field Trips/ Research plan/ budget/ Developing Teaching resource repository,
4. **Department Calendar** - Monthly/ Weekly Time Table / Sharing with students
5. **Pedagogy Update** – Preparation of course plan. Offline/Online course development. Plan SANKALP/ Introduction of Certification courses focused on soft skills and employability
6. **Offline Teaching** - Define teaching methods as course plan/ ICT mix variations/ Project-based learning/experiential learning
7. **Online Teaching** – IT-enabled learning- prepare online lectures, PPTs, and videos. Uploading materials, assimilation tests, E-learning Programmes,
8. **Experiential learning- The greater emphasis on hands-on** experience for the programs offered in CVS, Science and Commerce programs (M. Com / B. Com)
9. **Monitoring Impact** – Attendance, discipline, Assimilation Quiz/ categorize weak learners/ performance of Fee Waiver students. Keep a record of missed classes /Extra classes, syllabus completion, and Prepare question bank.
10. **Student Support-** Online fee payment, Career counseling/ Student mentoring/Research-oriented facilities/ Vocational courses/ Certificate courses/ exchange programs, identification of slow and fast learners, and Teacher-parent meetings.
11. **Co and Extracurricular Activities/ Campus Life/ Career Services initiatives**
Organizing various activities with student involvement and participation,



12. **IQAC / NAAC / NEP implementation** – Strategic planning for effective documentation/provide data/records/ Curriculum updating /development
13. **Feedback** – from students session-wise/ keep a record/ facilitate IQAC feedback/Self-Appraisal Session for CCR Post record one College -UTKARSH
14. **GYANODAYA-** Publish articles/books/ attend seminars/ orientation / online course/ research projects - own and of students.

Agenda 2- Research and Development

YSM is resolute in fostering new research programs that encourage institution development and innovation practices. The Institution needs to give a fresh stimulus to research studies as the fundamental axis of its educational model, without sidestepping its commitment to social responsibility which it has historically maintained in creating solutions to social awareness. This involves linking research and teaching at all levels of education to enrich both significant functions and achieve distinction for their coverage, diversification, quality, and relevance. For this, it is necessary to promote training for young students as researchers, starting at educational levels as early as undergraduate level.

Target Outcomes

1. **Skill Development-** Ensure that students have the skills for innovation, entrepreneurship, and attention to social and economic needs.
2. **Promoting impact- Increase** scientific productivity by establishing criteria and promoting its visibility and impact.
3. **Research Collaborations** - Promote connections between research and teaching by establishing collaborations with various academic institutions/ Universities and industries. Promoting exchange training programs to facilitate student mobility. Signing Memorandum of Understanding (MoUs) with various research institutions, Industries, and Universities.
4. **Creation of a Centre of Excellence:** To align teaching and learning with industry expectations, a new Centre of Excellence in Science will be established. Especially in chemistry, YSM is planning to set up a simulation laboratory, such a facility not only help our students but also will greatly benefit all students studying in other colleges.
5. **New classrooms and resource room:** (down the multipurpose hall)



6. **Promoting Research Talent**-Identify potential research talent at an early stage, based on skills in quantitative and qualitative methods
7. **Experienced faculty absorption**- Promote Ph.D. and postdoctoral absorption as faculty to promote Research and Development.
8. **Resource management**- Increase resources for research, both budgetary and self-generated, simplifying administrative and financial processes and making them more flexible and easier to attain and use by researchers.
9. **Fetching Projects**- Apply for major/ minor and sponsored projects from UGC and other funding agencies.
10. **Promoting Scientific communications** –
 - a. Identifying and inviting resource persons, the conduct of workshops/ seminars/ webinars.
 - b. Promote Faculties to publish research papers/Books/chapters in UGC enlisted and other referred journals.
 - c. Providing financial help for attending international seminars with prior budgeting for the same.

Agenda 3- Outreach and Life Skills

One of the main commitments of YSM, a charitable institution, is to contribute to the social and economic development of regions and nations. Outreach provides insight into the needs of the environment and, therefore, influences the training of quality citizens and professionals. In other words, targeted outreach to society and production sectors is an indispensable requirement to achieve academic quality. Economic development in contemporary society is supported more and more by the pairing of technology and knowledge. Thus, YSM needs to have a much more proactive strategy for collaborating with the social and economic environment becomes necessary.



Target Outcomes

1. **Conscious Environment-** Improve and expand strategic programs for the college and its surrounding environment development. E.g., Van Mahotsav, YSM has also installed Solar panel to meet its energy demands.
2. **Life Skills.** These would have:
 - ✓ Yogoda Students Cultural Circle
 - ✓ College Cultural Convener's
 - ✓ Yogoda Students Sports Circle
 - ✓ Yogoda *Jeevan Shailey* and Yoga Circle
 - ✓ Yogoda NSS Coordination Committee
 - ✓ NCC
3. **Cultural Activities-** Strengthen committees linked to culture and arts to promote masterful artistic and cultural expressions within the college. E.g., PEHCHAN
4. **Sports-** Position the college sports wing as a hub of development that has multiplying effects like identifying and developing lateral skills among students. NCC, Badminton, Basket Ball, Karate
5. **Social Services-** Reinforce social service by revitalizing the college's values of solidarity and social responsibility concerning vulnerable and socio-economically disadvantaged groups. E.g., NSS is actively involved wing of YSM in the social sector.
6. **Emergency Outreach -Determined** to healthily take odds, YSM has planned emergency funds to meet the demands during thin of time.
7. **Personal and Professional Ethics-** Develop a college code of ethics that incorporates values such as respect, tolerance, and equity, and that does not tolerate discrimination, ragging, or bullying, among others.
8. **Strengthening Alumni Association-** Establishment of a web-based alumni platform, seeking strength from alumni relationships
9. **To Enhance Competitiveness and Employability-** Introduction of certificate courses, Vocational training courses, and facilitation of research-oriented Industry exposure.
10. **Strengthening Parent-Teacher Relationship-** Empowering the parent engagement in students' development, conducting regular parent-teacher meetings.



Agenda 4- Governance/ E-Governance/Management

Any academic institution faces complex Internal and external challenges with respect to institutional management and governance. The first has to do with institutional expansion, resources management, and budgetary constraints. The second is related to new settings for institutional growth, demands for accountability, and availability of public and private resources. These situations place management and governance processes at the center of institutional decision-making. The current challenges of YSM in this area are: strengthening governability and governance; ensuring financial sustainability; streamlining the institutional planning and foresight, and the last is to bring structured quality and flexibility in the college governances and administration.

Target Outcomes

1. **Decentralization and Participation** -Analyse the college decentralization processes. This will contribute to more efficient decision-making under subsidiarity and sustainability principles. The Governance tree as illustrated below to be fully realised as a best practice.
2. **Augmentation of Governance and Leadership**-Development of governance which is self-managed and trust based. E-governance with increasing digitization for prompt and transparent policies and decision-making is to be strived for. All major information and policy documents are to be gradually posted on the website/common information portal. Multimode communication/ sharing of teaching material with students through SMS, WA groups/ Telegram/ Facebook, website and notice board to be further enhanced. Digitization of office functioning and records to be progressed further. Domain e-mail coverage, currently provided to faculty/staff should reach the students as well. Laptops should be provided to all faculty to enable hybrid/ blended mode teaching as per NEP 2020 goals.
3. **Outcome-Based Budget**-Link the college budget to the priorities established in the Strategic Plan and strengthen planning areas to accelerate the processes and maximize the use of resources.
4. **Empowering Faculty Support System**- Incorporating 360-degree appraisal for staff, facilitating training courses for staff, and establishing of support system during thin of times.
5. **Empowering IQAC** - Strengthen Department updating and preparation of the NAAC Folder and also sharing of the contents with IQAC. These will also be made available to IQAC teams for audit and improvements. PTR of points of NAAC 2017 will be got completed at the department as also, as IQAC and Academic Council levels, and progress shared during monthly IQAC meetings.



Agenda 5- Infrastructure

Augmenting physical infrastructure and services to foster quality education is a crucial element of the learning environment. There is strong evidence that high-quality infrastructure facilitates better instruction, improves student outcomes, reduces dropout rates, conducive teaching-learning environment among other benefits. In every plan, YSM will make sure to scale up its infrastructure and facilitate the students with the best facilities available at the time.

Target Outcomes

- 1. Physical infrastructure-** Strengthen physical infrastructure and services to foster a conducive environment for education. The following development is planned to improve the physical infrastructure of YSM 5 classrooms and an auditorium will provide improved facilities for teaching-learning activities and to organize big cultural/co-curricular activities (multi-purpose hall). Additionally, another four classrooms will be constructed with the help of external fund support from Rashtriya Uchchar Shiksha Abhiyan. The upgradation of the playground, the construction of campus roads, the construction of Basketball and Badminton courts, and three Cricket pitches.
- 2. Library-** The college library should be further developed into a fully automated knowledge center a) Creation of an incubation center in the library. b) Reactivation of e-learning centres and language labs should be ensured
- 3. Vocational Studies-** Encouraging Centre for Vocational Studies (CVS) to enhance its curriculum by increasing the portion of analytics, machine and deep learning, robotics, advanced cloud computing, cyber security, and advanced management techniques, which will help in value addition from the job and skill creation point of view.
- 4. Strengthening Alumni Association-** Development of an alumni-based web system, connecting through LinkedIn and social media platforms.
- 5. Implementation of NEP 2020-** Focusing on the implementation of NEP parameters, the 12th class may become part of the degree course. Till such time it comes about the existing arrangement will continue.
- 6. Upgradation of College Website:** Details of activities, information and plans will be increasingly uploaded on the website portal for automated transmission to IQAC data through UTKARSH



STRATEGIC INDICATORS AND OUTCOMES

Effective accountability depends largely on the design and implementation of substantive indicators in strategic plan documents. This provides insight into the advances and/or backtracking objected goals. The following section presents a list of indicators and outcomes aligned with the objectives of each agenda. In some cases, indicators represent continuity from previous plans, while others incorporate new and the needs of the college with a vision that covers 2018 to 2023. An IQAC Committee follows the timely evaluation of the indicators, to systematically monitor their development and make necessary adjustments for the better achievement of college goals.

Agenda	Parameters	Status
Teaching and Learning	Review	Active
	Workload Analysis	Done
	Course Plan	Active
	Departmental Calendar	Active
	Experiential and Participative Learning	Active
	Pedagogy Update/ICT-enabled Teaching Learning	Active
	Offline Teaching	Active
	Online Teaching	Active
	Monitor Impact	Active
	Remedial Classes	Active
	Student Mentorship Program	Active
	Discipline-Specific Add-on Courses	Initiated
	Identification and Facilitation of Fast Learners	Initiated
	Co-Curricular and Extra-Curricular Activities	Active
	IQAC / NAAC / NEP Work	Active
Feedback on Teaching-Learning	Active	
GYANODAYA	Active	
Research and Development	Skill Development	Active
	Promoting Impact	Active



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	Research Collaborations	Active
	Promoting Research Talent	Active
	Experienced faculty absorption	Active
	Resource management	Active
	Fetching Projects-	Active
	Promoting Scientific Communications	Active
Outreach and Life-Skills	Conscious Environment	Active
	Sports	Active
	Cultural Activities	Active
	Social Services	Active
	Personal and Professional Ethics	Active
Governance/e-Governance and Management	Decentralization	Done
	Management Matrix for Administration and Finance Authorisations	Done
	Outcome-Based Budget	Active
	IQAC and NAAC Improvements	Active
Infrastructure	Physical Structure	Active
	Library	Active
	Vocational Studies	Active
	Implementation of NEP 2020	Active
	Upgradation of College Website/ERP	Active



6. Achievements and Roadblocks

- When the whole world was going through lockdown and disturbed academic/non-academic performances, YSM *Parivar* determinedly remained focused on its objectives and maintained the high spirit of our students. YSM has adopted online teaching, learning, and evaluation in a big way. IT Cell has provided a Web-based ERP/e-college that will enable the recording and overseeing of academic also, as administrative activities in an automated manner. This is a major initiative towards e-governance, moving towards NEP compliance.
- Program/Outcome-based budgeting will be implemented has now fully evolved, facilitating the conscious allocation of resources for academics, operational, and capital purposes.
- Finance and management matrices, clearly defining financial and administrative authorizations have added to the clarity in governance structures.
- The role and charter of various committees being shared herewith will bring focus and accountability for better efficiency in the College operations.
- Admission portal activation and its full development will ease the delays of the earlier manual system. Similarly, the examination fee counter is also automated through Ranchi University.
- Issue of TC and migration certificate has also gone online.
- A dedicated Campus manager is appointed to provide responsive support; the same is the case for IT support through the IT Cell. Faculty and Staff can raise their issues/support/requests through an online ticket-generating facility called SAMADHAAN. This will avoid needless personal interactions.
- Faculty/ Staff Learning and Development Cell; GYANODAYA has been set up as an adjunct to the college Academic Council.
- In the e-college, each faculty has been allocated one dedicated page, where they are expected to upload all their academic, co-curricular, extracurricular, and other assignments details to provide automated data for IQAC, self-evaluation, and oversight of HOD and Principal.
- Progressing pending cases of promotion, probation, pension fixation, past arrears, and career-related with Ranchi University and the Government.



- Automation of library (RFID), Online UPS, and creation of Digi hut (Bank extension counter/ATM) have been set up. The starting of the student bus service is a project being worked on. New administrative blocks and more classroom construction under the RUSA grant are also being actively progressed.
- Multipurpose auditorium with large classrooms, add greater value to the Campus infrastructure. The upgradation of the playground, the construction of campus roads, the construction of Basketball and Badminton courts, and three Cricket pitches were completed as per strategic plan.

CONCLUSION

The YSM plan for the coming academic year and beyond takes into account the delays in ongoing and proposed major infrastructural upgrades of classrooms and other faculty/staff facilities due to COVID-19. To prepare for NAAC 2022-23 despite the fluidity prevailing and at the same time adopting to NEP, which may again get enforced sooner than expected. The concept enunciated above and its translation into a department and operations plan of action will be the key to our success. We are sanguine that our amazing Yogoda team of YSM will maximize the opportunity in the ongoing adversity to achieve all its goals. This will happen, as we are always under the protection and energizing umbrella of the blessings of our founding father, Guru Divine Sri Sri Paramahansa Yogananda.

