

UNION CHRISTIAN COLLEGE ALUVA

PERSPECTIVE PLAN 2017-22



UNION CHRISTIAN COLLEGE, ALUVA

Perspective Plan for the Union Christian College 2017-2022

Development Trajectory for the Centenary and Beyond

Origin

In 1921, four young men, who graduated from the Madras Christian College, founded a college in a remote corner of the Travancore State, Alwaye (Aluva). It was founded on an ecumenical basis and was an entirely local initiative. At the time, Alwaye was by no means a Christian stronghold, but a fore lone place inhabited by the most deprived in Indian society, and the college was established in a land gifted by the Maharaja of Travancore, with the conviction that they were serving in the mission of Christ and becoming agents of his liberating mission of creating wholesome individuals capable of making great sacrifices on behalf of their fellow human beings.

Distinctive features

While strongly rooted in Christ and his mission, they unambiguously made it clear that their educational endeavor would be a secular activity undertaken as part of their efforts to shoulder “the day’s burdens among the many tasks that confront the nation at the present time”. It was their well thought out conviction that the college should depend on and must remain accountable to the state and society.

The college started as a completely residential institution to create opportunities for greater student-teacher interactions outside the class room, which the founding fathers considered essential to developing wholesome individuals. The education was more or less in the form of Gurukula system of education. They were also keen to maintain a cosmopolitan ethos by entertaining foreign scholars in the campus as co-workers, which continued till 1969, when the government refused to issue visas for such foreign nationals.

The cultural ethos of sacrificial service that the founding fathers embodied inspired many students to reach out to the Dalit population who lived around the college campus, and they along with another faculty form Britain, William Hooper, established the Alwaye Settlement with the objective of providing sustenance and education to Dalit children, especially orphans. The other two institutions that were established as part of the extension activities of the college were Christhava Mahilalayam School for the education of girl children and the Rural Medical Mission.

The most salient and unique feature of the college is its fellowship method of administration.

Originally, the day to day activities of the College was administered by a group of Christian faculty belonging to the co-operating Christian denominations, who contributed a certain percentage of their salary for the running of the College and committed themselves to serve the institution as their life-long vocation. While due to many exigencies of circumstances, especially due to the

change in the pattern of State support to the College and associated legal requirements, the original Fellowship had to be watered down in its role. It still remains as a constituent in the governance of the College with the nomenclature, Inter Church Fellowship (ICF). Today, the College is owned by the Union Christian College Association constituted by the representatives of the ICF and representatives from the four Co-operating Churches. The ICF, to a great extent, ensures faculty participation in administration, unheard of in any of the private Colleges in Kerala.

Building on these unique traditions of the college and keeping in focus the specific challenges posed by global realities, by 2021, we are committed to catapult the college to another developmental trajectory that takes into account the revolutionary changes brought about by information technology and associated knowledge explosion, redefinition of education as knowledge creation, renewed concern for global interconnectedness and global citizenship, and a development that is life affirming and sustainable.

The Challenges

The affiliating university system, inherited from the British, had helped us in the early phase of higher education in India. However, today, it has become a stifling system that prevents colleges from being distinctive, creative and innovative in meeting the demands of a rapidly changing world and knowledge society, and strive towards academic excellence. While this College has the cultural and organizational and requisite intellectual resources and capability, “autonomy”, which had been one of its dream since late 70s, eludes us. The attitude of the State to academic autonomy, the general perception of autonomy as making the college not accessible to the general population in the neighborhood, and the fear of the faculty that the College would be forced to follow the self-financing route and associated insecurities and many other factors worked against the College’s attempt to become autonomous despite repeated assurances from the administration.

One of the most important challenges that we face today is **the dramatic changes in the way one acquires knowledge through electronic resources (information technology)** and sifting through the massive “information overload”. This also calls for a redefinition of education as knowledge creation - the product of the interplay between knowledge and knowing through practice, action and interaction - and educational institutions as knowledge societies that generate, share and make available to all members of the society knowledge that may be used to improve the human condition. This demands a whole lot of changes in pedagogy, student-teacher relationship, class room behavior, infra-structural requirements, and the way we conceive the role of library, laboratory etc.

The neoliberal economic order and globalization as a cultural phenomenon resulting both from market determinism and rapid developments in information technology have thrown up significant challenges to the college. The educational and cultural ethos, the way in which one understands the role higher education, is facing a profound transformation.

a. In the context of gradual withdrawal of government from service sectors such as education, especially higher education and its **increasing privatization and commercialization**, we witness the mushrooming of a set of new generation professional colleges and universities, whose primary objective is profit. Education has ceased to be a charitable enterprise. Instead of a social good, it is being conceived as private good engaged in by private individuals; it is thought of as a good investment that students or their parents make expecting good returns. **This poses a threat to UCC's liberal arts and science tradition that is committed to producing intellectually competent, socially committed, morally upright and spiritually inspired wholesome persons.**

b. While there is a lot of tall talk about education being knowledge creation and colleges being knowledge societies, **education has become plagued by a narrow reference of shaping human resources to a high-value product in the job market, often ill-equipped to deal with the challenges of life.**

c. The neo-liberal economic policies have come full circle that today, many of its votaries such as the US and the many European nations are trying to protect their economy against global market forces. This produces **narrow nationalist jingoism and irrational hatred of minorities and expatriates**. The 'global village' created by the advancements in information technology, instead of producing global citizens, are creating ghettos and bigots.

d. **Educational financing has become a crucial concern** in the context of the growing developmental needs and decreasing share of the contribution of the state to meet the same while following ethical and transparent means to raise funds for its development.

In the backdrop of these challenges and possibilities, we would like to envision our future and embark on our mission to achieve our goals for the coming five years, which also marks the centenary of our college. Our vision and mission are based firmly on our humanistic values, our commitment to serve our nation, and our commitment to global interconnectedness and preserve the planet earth which all have its basis in our faith and practice in following Jesus Christ.

Vision

Serve the nation by facilitating and modeling wholesome and socially relevant education to actualize the values of humanism in accordance with the revelation in Jesus Christ.

Mission

The Union Christian College, extending God's love to all, is committed to providing such education that facilitates the growth of the whole person and brings out the best in him or her that they would serve our nation and humanity at large and the ecosystem as intellectually competent, morally upright and spiritually inspired persons.

Strategic Goals & Objectives

These challenges demand greater involvement of UCC in its educational vocation with the following goals and objectives as it approaches the centenary year.

Goal- 1

Faculty development: Development of a workforce/faculty highly motivated, exposed and trained in the use of electronic resources and information technology in the teaching/learning process and capable of inducting students into the task of knowledge creation with appropriate pedagogical methods.

Objectives

1. Organize Refresher Courses/ in-service educational events for the faculty on cutting edge areas of respective disciplines and pedagogical methods and recent trends etc.
2. Provide motivational talks/workshops for faculty for enhancing their involvement in the efforts for wholesome development of students.
3. Encourage Faculty to attend national and international conferences organized by reputed scientific organizations, present papers, and publish them and proceedings of such Conferences in peer reviewed journals.
4. Equip the faculty on how to apply for funding / How to write a research paper and publish in a high impact factor journal.
5. Encourage and **facilitate research and doctoral work among teachers from self-financing stream and** offer them incentives. Those who acquire Ph.D, the college will offer two increment and other small incentives for special achievements.
6. Encourage and reward **best practices** in teaching learning
7. Encourage faculty to adopt any innovative teaching strategy based on Outcome Based Education (OBE) to make it more learner-centered..
8. Encourage faculty to apply for and secure funds to do **minor and major research projects** offered by different funding agencies and scientific organizations.
9. Provide special **recognition to faculty for initiating startups (Science, computer, Electronics)**, and such other innovations in teaching and research.
10. Self-financing stream and other streams should conduct short term courses for our teachers /other teachers and charge appropriate fees, on topics such as DNA finger printing, Basics in bio-informatics, Analytical techniques in Chemistry, Ornamental fish farming, Hydroponics, Vertical gardening, Preparation of nutritional food/diabetic food products, Short courses on e-learning, Computer courses for school students, senior citizen, housewives etc.
11. Conduct invited lectures by scientists on latest topics in different fields such as lasers, nano-technology, genomics, proteomics, metabolomics, radiation applications, cyber-security, robotics in agriculture, artificial intelligence, medical diagnostics, entrepreneurship, how to have start-ups etc.
12. Encourage faculty to adopt any innovative teaching strategy based on Outcome Based Education (OBE) to make it more learner-centered which improves the student engagement.

Goal 2

Wholesome development of students: Achieve wholesome development of students by linking their subjects of study to real life situations and its challenges and by facilitating life skills/soft skills, moral sensitivity and civic responsibility through add-on courses, service-learning, active involvement of teachers and students in clubs and societies, and exposure to models of alternative, sacrificial and creative living.

Objectives

1. Strengthen the existing **clubs and associations** of students to increase their number every year
2. **Strengthen the existing institutional entities** such as CSRS (Center for the Study of Religion and Society), Center of Peace Studies and Dialogue, and community extension and service learning programs of the College as a whole and each department.
3. Organize **orientation programs for the new admissions**, the second year and third year students and postgraduate students to the College and its values, rules and expectations, support systems in the campus such as BLISS, Placement cell etc. and other available support systems in the campus. Students should also be reminded of the challenges they have to encounter: drug and alcohol abuse, lurking dangers in the use of technology, especially communication technology and keeping healthy male –female relationship, developing sensitivity to fellow human beings and the earth and available support systems in the campus.
4. Organize an **Annual Leadership Training program** for all those students involved in political leadership, NCC and NSS leadership and also leadership of other Clubs and Associations.
5. Developing **short term certificate courses** as interdepartmental initiatives, linking professional bodies and organizations so that eventually they can later be plugged in to the UGC sponsored B.Voc program
6. Every year we have to excel in **producing meritorious students** in such areas as NCC, NSS, sports and games, and artistic and cultural expressions.
7. Develop a student volunteer force under the slogan and program, **“Green campus, Clean Campus”** to make them aware of various ways in which we can reduce the carbon footprint. Each year there must be a focus initiative under this campaign.
8. Few selected students at undergraduate and post graduate courses should be sent for **training/project to prestigious institutes** like IISc Bangalore, NIMHANS, BARC, TIFR, NCL, Rajiv Gandhi Centre, Trivandrum, Bio-nest, Kakkanad and other industries
9. Organize under CSRS, programs that would help them to be **ethically grounded** and also learn the ethical implications of some of the new discoveries and trends in science and technology

10. Strengthen the involvement of students in such **humanitarian activities as palliative care (Swanthanam)**
11. Encourage activities under Physical Education Department **to help students to stay fit and healthy** with such programs as Yoga. **A special program may be developed for Yoga** to cover all the students of the College stage by stage.
12. Each department must have a program by which they can link to the local marginalized communities.

Goal 3

Building up of a world class Library and the development of Electronic Learning Resources:

Build a world class library that would provide Electronic resources and facilitate e-learning and that would be a hub of knowledge creation and exchange, extension of knowledge to the community, international linkages and documentation of community resources.

Objectives

1. To construct a state-of-the-art library building with proper ambience and modern facilities by the year 2021 to cater to the needs of academic community of U. C. College and other local communities.
2. Inculcate an alternate culture by providing a gender free, handicapped friendly, study space inside the library to engage with information, people, and technology, that would be a hub of all knowledge creation and exchange, extension of Knowledge to the community and an international clientele.
3. Selectively procure and disseminate as much information resources as possible to support the information needs of the clientele of the College, i. e. students, faculty, research scholars, alumni, and local community outside the college to make them informed citizens
4. Facilitate production of learning resources in electronic format with the support of college faculty, and make them available to the users over appropriate online platforms
5. Train the library clientele consisting of first generation learners, marginalized communities, physically and visually challenged groups, and advanced learners (students, faculty, and research scholars) in using appropriate information and communication technologies to make them information literate; (Planned to conduct a minimum of 30 training sessions every year to educate information usage and information integration)
6. To develop a writing center with necessary hardware and software to assist the students, research scholars and faculty members to create scholarly documents in appropriate formats. (Planned to support students in writing their dissertations/ projects/ theses of minimum 250 students; and assist faculty members and research scholars to publish their journal articles, and research reports)

7. Preserve local and traditional knowledge by procuring manuscripts, promoting research, and selectively digitizing copy-left documents and manuscripts, and to maintain an archive to keep the records of the college and related personalities
8. Provide space and opportunities for discussions among scholars as well as laymen by conducting seminars, publication of documents, and popularize open access to information beyond time and space restrictions

Goal 4

Develop a Center for Research, Innovation and International Linkages (CRIL): Facilitate educational research and policy studies, prepare the college to take on the challenges ahead, offer courses in cutting edge areas of knowledge and education and offer educational programs for an international clientele.

Objectives

1. By 2022, develop a **center for research and instrumentation** which will coordinate all research activities of various departments and can provide course work and interdepartmental consultation
2. This center can organize national **international seminars and conferences** annually or quarterly on cutting edge areas and also in areas that are extremely needed for our society.
3. An **international journal** can be published in collaboration with our international partners.
4. Since research equipment procured through the support of UGC, RUSA and other funding agencies cannot be housed in the respective departmental spaces and the only alternative is to develop an Instrumentation Center/Technology Centre where all these instruments can be kept which also would facilitate interdepartmental collaborations and research.
5. The Center should **establish an Incubation Center** with the help of Central government where research and innovation and entrepreneurship/start up initiatives can be promoted at the same time. Encourage college students to take up start-ups and incubate in the center
6. The center over a period of time should develop more and more industry/community linkages and be able to extent more and more **consultancy services** to industry, and the community and local self-governing institutions
7. The center also should initiate **innovative educational programs** at the cutting edge areas of science and technology, which cannot be started as part of the main stream aided program
8. Establish and promote more and more international partnership and **provide them a facility/an International House**, to stay and pursue their studies and research work, thus making an international exchange of students and scholars possible.

Goal 5

Enhance student services and Residential Life with in the campus: Restore residential life to attract talents from beyond the state and India, develop world citizens, and achieve wholesome development of students with maximum opportunity for teacher-student interaction transcending narrow barriers of caste, creed and nationality.

Objectives

1. **Career Guidance and Placement cell** of the College should be beefed up
2. Placement opportunities should be extended to existing students and those who have completed their studies
3. **BLISS, the institution that offer Counselling Service**, besides extending personalized Counselling service to people within the College, should organize programs focusing on the mental health of people- students, parents and staff of the College.
4. Though women students have ample residential facility, men students do not have sufficient boarding facilities. By 2022, the **Residential facilities for men** should be enhanced so that an equal number of students can stay inside the College campus.
5. **Add on courses** can be offered during the evenings
6. **Canteen should be modernized and its services should be enhanced** so that in addition to good food, it will also be a place for interaction of students and faculty and among themselves; It should be a place where serious discussion will take place on vital issues, academic and otherwise.
7. Anti-narcotic activities using a platform involving teachers and students called **VIMUKTI**

Goal 6

Teaching-learning activities should be made more **student-centric and community centric**

Objective

1. **Lesson plan** for each day and each semester should be worked by teachers
2. Identify students with special needs or slow learners in their studies and reach out to them with tutorial and remedial measures; special tests can be provided to identify such students.
3. Before the beginning of semester classes necessary bridging courses are to be designed and offered to slow learners to bring them into a common platform for comfortable learning experience.
4. **Identify gifted students and offer them challenging educational experiences** that their maximum potential can be developed for his/her own satisfaction and the good of society.
5. Impart **Mentoring skills** to the faculty; each teacher should be assigned the responsibility of mentoring a group of students and follow them up during the period of

their academic studies in the College sensitive not only to the academic aspects but also students' Psycho-social needs.

6. Develop best practices by which academic activities can be turned into research activities to solve problems encountered in a specific community; **turn learning into a discovery and a joy.**
7. Help students to acquire additional knowledge by themselves through **e-learning facilities.**
8. Encourage faculty to adopt any innovative teaching strategy based on Outcome Based Education (OBE) to make it more learner-centered which improves the student engagement.
9. **Creatively extend ones knowledge to the community** in solving some of its vexing issues through service-learning activities.
10. Revenue generation by taking up **consultancy services** to local industries, Local self-governing institutions, and government schemes.
11. Every year, each department should prepare and plan for an **academic auditing by the Advisory Committee/or an expert committee appointed by the management** for each department. They should evaluate the functioning of each department and suggest remedial measures to be taken.
12. Monitor **the annual performance and comprehensive performance appraisal of every faculty** to update the API score which will avoid all possible confusion in future.
13. **Student-appraisal of teachers** should be shared with the peer group and strategy should be worked out to improve teaching-learning.
14. **SSS of immediately graduated students should be conducted every year** to learn of developing trends, areas of student's frustration and the needed course correction
15. **SSS of a random sample** will also be **conducted as a** trial run of what would happen at the time of NAAC peer team visit.

Goal 7

Maintenance and Development of Infrastructure: Restore our heritage sites such as the Cutcherry Malika, gifted to us by the then Maharaja of Travancore (which remains a monument under the Archaeological Survey of India) the College Chapel, Chacko Hostel, Varkey Memorial Hall (VMA Hall) etc. and provide a facelift to the class rooms and other physical amenities in the campus.

Objectives

1. Repair and Maintenance of the **Catchery Malika (court house)**, which is an archaeological monument under the Archaeological Survey of India, with their financial assistance.
2. **Repair and maintain some of our heritage buildings** such as College Chapel, Varkey Memorial Assembly Hall (VMA Hall), the College chapel, and Chacko Hostel

3. Minimum **one smart class room in each department, a few smart seminar rooms** with different carrying capacities.
4. Modernize class rooms as much as possible with ICT enabled class rooms
5. **Complete the construction of a Men's Hostel** which also houses a Sports Hostel for men that finally accommodate 200 men students by 2022.
6. **An Incubation Center** supported by the Central government Start up/incubation promotion programs by 2022
7. **A center for Research and Instrumentation** by 2022. (It can also be named as technology Center)
8. **An international House** by 2022
9. Facelift for the whole campus under the mission, **"Green Campus, Clean Campus"** with the College maintaining and sharpening its natural ecosystem to make it look beautiful, abide by Green Protocol and remain a resource-efficient and low carbon campus.
10. **Upgradation of sport facilities** and invite world class sport persons to motivate students.

Goal 8

A fully functioning Development office: Make the Development Office fully functional to act as nodal center for the integrated management of relationships to increase understanding and support among key constituents, including alumni and friends, industry, foundations and other funding sources, international partners, policy makers in government, the media, members of the community and other entities to further the strategic objectives of the college in integrating, transmitting and applying knowledge. It also has the responsibility of coordinating the various constituencies of the college and of facilitating the envisioning of its goals and priorities in keeping with its distinctive traditions and values.

Objectives

1. Develop a **comprehensive alumni data base** and interactive website by 2019 November (Alumni Reunion Day)
2. Announce the detailed proposal for the **Centenary Celebrations** of the College
3. **Open Alumni chapters** in different parts of the country and abroad
4. Appoint a **Development officer** who would work under the guidance of the Manager of the College
5. Plan for a **mammoth gathering of alumni** associated with the Centenary Celebrations towards the middle of 2021
6. **Establish contacts with Corporate entities** to secure their CSR funds for the completing the proposed projects associated with the centenary.
7. **Extent corporate partnerships to enlarge industry linkages** for research, startups and consultancy
8. **Establish relationships** with the Higher education Department of the Government of Kerala, Kerala Council for Higher Education, UGC, RUSA and other national and

international educational agencies for increasing the Endowments, creative academic partnerships, greater international linkages

9. Creating awareness among the alumni and other benefactors of the possibility of **bequeathing their property to the College as a way of supporting the educational endeavor** of UCC and also the students who seek to benefit from the College at a time when the state increasingly with draws from its social responsibilities, especially in the field of higher education.
10. **Raise funds to maintain a development office as a key supporting structure** for the future development of the College


Evaluation

1. An academic auditing and evaluation done by the Advisory group for each Department
2. Submission of AQAR by each department and an IQAC initiated internal evaluation every year
3. Evaluation by an expert team appointed by the Governing Board of the College
4. NAAC led evaluation

Conclusion

Union Christian College will be celebrating its centenary in 2021. The goals and objectives are geared to centenary and beyond; but the focus is on the centenary. It is believed that the momentum created associated with this mobilization will help the College to take off to another stage of developmental trajectory. Fundamental to this is the commitment of faculty and their determination. This is to facilitate active engagement of each department to develop their own departmental perspective plans that would creatively address the concerns and programs envisaged in this Perspective Plan for the College. Though 'Autonomy' for the College is not specifically stated in the goals or objectives, it is our conviction that a genuine effort to implement these actions will prepare the ground for the college to become an autonomous entity or a Center of Excellence or a deemed to be University.

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