

Strategic/Perspective Plan

The institution is gradually but steadily working to deploy its Strategic/Perspective plan. This can be seen in the following aspects:

1. **Curriculum Development:** The college aims to keep abreast of the latest Delhi University curriculum requirements and supplement it with cutting-edge courses. The college has now fully implemented the LOCF-CBCS curriculum/syllabus. The College contributes actively to the constant improvement and revision of the curriculum by participating in committees instituted by the University that deliberate and suggest improvements with several of the faculty being members of these revision committees. As a deliberate attempt the College has started the St Stephen's Centre for Advanced Learning (SCAL), which has been doing excellent service on the educational front, offering short-term, Certificate-level courses for graduates from the College and outside. To cater to the huge demand and to take this best-practise across to the world, SCAL will be offering with the Ministry of External Affairs a three-month long Fellowship programme for young professionals from neighbouring countries. Details are available at <https://ststephens.edu/ylnf/>
2. **Teaching, Learning and Evaluation:** It is the College's plan to keep updating teaching, learning and evaluation to the latest, and to make it more efficient and meaningful. Towards this, the college (a) continues to encourage its faculty to acquire new teaching skills and knowledge through academic accomplishments of degrees and programs, and to train themselves in new developments through professional development courses. In this year of online study, teachers have been encouraged to familiarize themselves with and use ICT tools like LMSs, Online Meeting platforms, etc., and to develop robust multi-media, multi-platform approach (b) has worked tirelessly in this extraordinary year of the pandemic to facilitate learning among students by providing easy to use ICT tools like LMSs, Online Meeting Platforms, and related ICT tools, in order to work towards its goal of effective, adaptive and meaningful learning (c) is well on its way to making evaluation robust, transparent, time-bound and effective.
3. **Research, Innovation and Extension:** In each of these fields, the College endeavours to improve its performance: (a) Teachers are encouraged to take up research work, complete degree plans and publish. The college is working toward a seed fund to help in this regard, and to establish its own publication wing. The Centres have all got significant research related modules to train students early in research methodology (b) Innovation is encouraged in all aspects of college life, academic and extra-curricular, administrative and infrastructural, especially through its very active Incubation Centre (c) The active extra-curricular and co-curricular societies and clubs, and the Centres, provide students and teachers with platforms to engage in socially-useful activities for the benefit of society at large. Whether it is Enactus, which works on creating and facilitating application of technology for socially useful purposes, or the college Social Service League, which works for the education of underprivileged children, the College has a very large extension outreach (d) The College seeks to carry out alumni outreach to collect resources for research, innovation and extension.
4. **Infrastructure Development:** Keeping in mind the need for world class infrastructure, the college continued to improve its functioning by, among other things, (a) undertaking restoration work in its heritage building (library) (b) re-designing and re-tiling parking and access areas for optimal use of space, open and

hygienic environment, and aesthetic architecture, (c) expansion of medical facilities by increasing dispensary space and adding a four-bed sanatorium (d) continuing to develop its Guest House facility (e) adding a state-of-the-art scanning facility in the library (Zeutschel OS 12002 and AVISION Scanners) (f) providing access to millions of e-resources in the library through NLIST, DU Library System and UGC E-Shodh-Sindhu in the time of the pandemic to students and teacher (g) making Google Suite on Education and its LMS available to all for online teaching-learning (h) facilitating institutional data collection for IQAC directly through its website portals (i) in the circumstances of the pandemic, the entire admission process, including the interview of all candidates, was managed online (j) Procure resources from alumni for infrastructure augmentation and development

5. **Student Support and Progression:** The college is committed to providing student support through academic mentoring and counselling by teachers (in the well-oiled tutorial system), general counselling (provision for a professional counsellor), redress of issues in the course of the general life of college (fully implemented statutory systems like the Internal Complaints Committee and Anti-Ragging Cell), providing them adequate representation in the functioning of the college (Students' Union Society, Class Representatives, etc.), helping them develop awareness of and skills in various fields (through the activities of over 50 clubs and societies), making available career focused guidance for future (through vocation specific for a like the Civil Services Forum, Planning Forum, subject societies), and maintaining a Campus Placement Cell that helps students find internships and employment. The integration of the Alumni office with the students who pass out from the College is the latest in a series of small steps designed to enhance student-connect with the College.
6. **Governance, Leadership and Management:** The Management in college is focused on preparing the College for future challenges by enhancing its academic capacity and competence (by establishing specialized Centres for study and research and running new courses, and by teacher support), building up cutting edge infrastructure (constant repair, restoration and addition to hard and soft infrastructure like medical facility, creation of a Guest House for academic visitors or investing towards ICT competence), carrying out resource mobilization drives to augment its corpus fund (especially among the Alumni), making the administrative system efficient and responsive (through digitization, devolution of responsibilities etc.), involving as many stakeholders as possible in quality improvement initiatives (through the IQAC), and adapting to the fast-changing circumstances of the times (this year, for example, by supporting the shift to online teaching-learning in all ways possible). The Leadership of the College tries to involve as many participants and stakeholders as possible. One good example for this is the admission process where while the overall Admission policy was decided and framed keeping in mind its minority status and the guidelines of the University, the actual implementation itself is done through the Principal and hand-picked Tutors for Admission. The Governing Body of the College comprises eighteen members who are leaders in their own rights and who bring to bear their vision, experience and capabilities for the efficient manner in which policies are supported and implemented. The College seeks to consolidate its strong alumni base for all round support to the institution.
7. **Institutional Values and Best Practices:** The College continues to underline its core values of excellence and public service for its community even as it seeks to adapt to changing times. It seeks to support gender equality (Women's Study and Development Centre, other relevant statutory bodies), equality and opportunity for the underprivileged (Equal Opportunities Cell), green and sustainable campus

(Environmental Society), the differently-abled (Enabling Unit, infrastructure and technology), focus on quality (IQAC), and digitization/ICT implementation (through ICT Management System, for example a large part of the administration of the college, and the entire admission process, is online). College continues to let its value system highlighting excellence and service to feed into its best practices. Our students continue to excel in their studies gaining not only the top marks in the University but also by securing global recognition through international scholarships including the Rhodes. There is a constant endeavour to improve the academic and intellectual offerings through academic programmes. SCAL is one such effort. Yet another example is a Chair in Public Policy which was instituted in 2020 (the only College in the University of Delhi to have one). The illustrious alumni are called upon to engage with College not only in terms of its financial contribution but also, importantly in terms of its vigorous contributions towards increasing the intellectual capital in and offered by College. While all of these efforts are of an academic nature they also are a service being offered in a non-commercial mode. This is not to say that College does not engage in actual service – the Social Service League of the College established almost one hundred years ago carries out its activities in a robust manner. Blood-donation, tutoring of staff children and Pragma Chaksu which support the differently abled are examples of College actively pursuing the service to others ideal. Two years ago the College adopted a village in the far-flung Spiti valley, offering them both material help and educational support with over fifteen student volunteers going there in person and designing their curriculum, teaching the children and engaging them in creative and sporting activities. College believes that intellectual pursuit and social commitment are two sides of the same coin and strives to actively engage both.