



**St. Francis Institute of Management and Research
(SFIMAR)**

Minutes of IQAC Meeting

Date: 1st February 2025

Time: 10.00 am

Venue: MDP Room

The Agenda

- Strategic Plan/ Institutional Development Plan

Members Present

1. Dr Shalini Sinha
2. Dr. G. Ramesh
3. Dr. Natika Poddar
4. Dr. Smita Jesudasan
5. Prof. Sanchayita Banerjee
6. Prof. Sonali Shiralkar
7. Dr Ganga Warriar
8. Prof. Deepa Prajapati
9. Dr Sampat Pillai
10. Dr. V. Thangavel
11. Mr Prakash Lalwani
12. Mr Anthony Fernandes
13. Ms Bloswita Rodrigues
14. Ms Aditi A.
15. Mr Prince H.

Discussion and Actions

The meeting commenced with the Peace prayer. Dr Shalini Sinha, Director of SFIMAR, welcomed the members to the IQAC meeting.



Presentation of the Institutional Development Plan

The draft IDP was tabled, covering:

- Vision, Mission & Quality Policy
- SWOC Analysis
- TOWS Matrix & Strategic Priorities
- S-Curve Analysis
- Stakeholder Needs & Expectations
- Strategic Goals (1 to 5) and Action Framework
- Phase I: Achieving Empowered Autonomy
- Phase II: Preparation for Franciscan University

Decision:

The draft IDP was accepted for review. Members appreciated the systematic alignment with NEP 2020 guidelines.

SWOC & TOWS Matrix Review

Observations:

- Strengths such as Industry Connect, ICT-enabled learning, Autonomous status, NBA/NAAC accreditation were recognised.
- Weaknesses like limited research funding, student diversity, and consultancy output were noted.
- Opportunities in MOOCs, global collaborations, incubation, and multidisciplinary programs were discussed.
- Threats such as brand equity and attracting bright students were emphasised.

Decision:

The TOWS strategies were approved with minor refinements related to:

- Strengthening brand-building activities
- Increasing multi-institution collaborations
- Expanding internationalization



Finalisation of Strategic Goals & Objectives

The house discussed the five strategic goals:

Goal 1: Excellence in Academics, Research & Social Impact

– Focus on curriculum design, learning infrastructure, faculty development, research culture, OBE strengthening.

Goal 2: Holistic Development of Students, Faculty & Staff

– Strong emphasis on SSDP, FDP, MDP, internships, mentoring, and wellness initiatives.

Goal 3: Enhancing Brand Value & Sustainability

– Branding strategy, social media visibility, ISR activities, green campus initiatives.

Goal 4: Collaboration, Quality & Accreditation Excellence

– Strengthening MOUs, SAQS aspirations, ISO/NAAC/NBA/NIRF compliance.

Goal 5: Strengthening E-Governance

– Enhancing ERP, LMS, OSM, digital records, data analytics, and transparency.

Decision:

All five goals with KPIs and timelines were approved.

Implementation Roadmap – Phase I (2024–2030)

Major priorities discussed:

- Achieving Empowered Autonomous Status
- Faculty & student internationalisation
- Strengthening Research Centre
- Scaling academic programmes (BMS, Executive Education)
- Infrastructure enhancement for autonomy

Decision:

Each department must prepare its annual implementation plan aligned with IDP timelines.

Monitoring & Review Mechanisms

IQAC recommended:

- Annual IDP review
- Stakeholder feedback
- Tracking KPIs such as admissions, placements, publications, collaborations, audits.



Decision:

Review of IDP progress to be tracked annually.

Documentation & Submission

- All approved changes must be incorporated into the final IDP.
- Submission to Governing Body

Decision:

Dr Smita Jesudasan will consolidate and update the final IDP.

Any Other Matter (AOB)

- Proposal to include additional sustainability initiatives under Goal 3.
- Include academic institutions and domestic collaborations in Strategic Goal 4

Dr Smita Jesudasan proposed the vote of thanks.

Minutes Prepared by: Dr. Smita Jesudasan - IQAC Coordinator

Approved by: Dr. Shalini Sinha - Director

