

Strengths, Weaknesses, Opportunities and Challenges (SWOC)

Strengths

- Being a religious minority college committed to Christian nurture of students the institution is founded on the human values of love and service and seeks to extend this mission.
- Belonging to an ecumenical tradition encompassing several denominations of the Christian faith the college is networked with national and international organizations such as the All India Association for Christian Higher Education (AIACHE), the Student Christian Movement of India (SCMI), the United Board for Christian Higher Education in Asia (UBCHEA) and Colleges and Universities under the Anglican Communion (CUAC).
- The institution situated in a premier South Kolkata area enjoys locational advantages which enable the students and staff to commute conveniently by bus, tram, auto and metro. The proximity of the institution to municipal parks makes it easier for it to conduct its annual sports and other activities there.
- An apolitical Students' Union organizes cultural and other co-curricular activities and ensures peace and stability on the campus.
- Autonomous Governing Body can work expediently to resolve crises and take the institution forward.
- The cooperation of dedicated staff members ensures smooth functioning of the institution. The Faculty members particularly come forward spontaneously to shoulder many responsibilities related to the furtherance of vision and the wellbeing of the institution.
- Democratic and participatory governance ensures cordial relationships among the stakeholders and a healthy work culture on the campus.
- A passion for innovation and improvement inspires all stakeholders equally enabling the institution to grow and evolve rapidly in directions collectively determined.
- Computer proficient office staff who can accomplish the transition to digitalization efficiently.
- The institution has a strong Alumnae Association which shares its vision and partners it in its academic, co-curricular and social work initiatives.
- Its Hostel is a strength accommodating students from distant areas and enabling them to enjoy a hospitable stay and sound education at affordable rates.
- Its infrastructure comprising 22 classrooms, 1 chapel/conference room, 1 auditorium, 2 audio-visual rooms, 1 virtual classroom, 1 computer centre, library, offices, staffrooms and hostel is an asset.
- Its developed ICT facilities are a major strength.

Weaknesses

- The shortage of space is one of the main weaknesses of the institution.
- The congested urban sprawl in which it is situated prohibits growth in its present campus.
- The lack of space thwarts the introduction of a greater number of academic programmes and physical facilities.
- This is one of the reasons why NCC could not be introduced.
- The absence of grounds inhibits a sporting culture on the campus.
- Less than the required number of substantive teaching posts prompts the college to appoint Part-time and Guest faculty the members of which are migrant in nature leading to instability in the academic atmosphere and work in the concerned departments.
- Protracted engagement with the state govt over fixation of posts and promotion of teaching and non-teaching staff leads to a dissipation of energy and deviation of focus which could otherwise have been harnessed for positive ends.
- The gradual abolition of posts of the hostel staff with their superannuation threatens to place a financial burden on the institution which has to manage the facility out of its own resources.
- Block A being a very old building is termite-infested and needs frequent repairs and treatment.
- The approach lane leading to the college is usually littered and is an eyesore, its unhygienic condition not at all a salubrious environment for students and staff and despite the best efforts of the institution this problem could not be resolved till date.

Opportunities

- Situated in the heart of the metropolis the institution enjoys the locational advantage of attracting better students. In the last 5 years both the demographic and academic profiles of students have improved.
- Since it is in a premier location with several colleges in the vicinity the institution has the option of reaching out to these for convenient academic collaboration such as Faculty Exchange Programmes and Inter-College Students' Seminars, among other ventures.
- With its proximity to cultural hubs such as Nandan and Academy of Fine Arts, the cultural wings of consulates such as the British Council, American Center, Gorky Sadan, Goethe Institute and Alliance Francaise along with institutions of national note such as the National Library the college is advantageously poised to use its locational links for the benefit of its students.

- The staff members with their various connections possess the potential to provide many opportunities for academic and other collaborations and partnerships from which the institution may stand to gain.
- Situated close to the Netaji Research Bureau the institution enjoys the option of introducing a UGC funded project on Netaji Subhas Chandra Bose through academic collaboration with the former. In fact, such an idea has been mooted and the possibilities are being explored.
- Since the Journalism & Mass Communication Course in the General Stream introduced in 2017 is attracting students and generally doing well the college can seek to introduce the Honours Course in the subject, as well.
- Following this example the institution may introduce other professional courses under the University of Calcutta in the coming sessions.

Challenges

- The problem of space constraint is creatively addressed by making use of every available bit of space. A GIS Laboratory, for instance was created out of a large classroom; a refuse heap at the back of one of the buildings was transformed into a strip of garden; a hitherto unused space was turned into a recreational area for students; the Canteen is housed in the space under one of the flights of stairs; a passage linking two buildings doubles up as a Herbal Garden; the Computer Lab accommodates FOSS and GIS training in addition to Computer classes.
- The lack of grounds for games and sports has been addressed through a MoU with St. John's Diocesan Girls' Higher Secondary School close by for the occasional use of its extensive playing fields. Annual applications to a nearby municipal park for the use of its grounds, too has to some extent eased this constraint. Karate classes and a gymnasium are further measures to offset this lack.
- Financial constraints come in the way of development as catering to a middle-class pool of students the income of the college (by way of fees) is necessarily low. This however is aggressively addressed through fund mobilization as in procurement of government and other grants.
- The institution is contemplating an expansion in college timings so as to imaginatively overcome the physical limitations of the campus and introduce other academic programmes in different time-frames.
- Another challenge before the institution is the poor socio-economic status of many of the students who find it difficult to complete the course because of financial constraints. The college addresses this challenge through the numerous free studentships that it provides as also the various government scholarships administered by it.

- First generation learners often hailing from impoverished backgrounds find it difficult to cope with the syllabus. The college does its utmost to facilitate socio-economic amelioration as well as educational succour to these students by arranging financial endowments and remedial classes so that they may achieve the basic academic standard required of them.