METAS ADVENTIST COLLEGES

2022-2023

OVERVIEW

Name of the Unit : Metas Adventist College

Address : Athwalines, Surat, Gujarat

Phone Number : 0261 7160209

Name of Unit Head : Dr.SrikakolliEliah

Email of Unit Head : principalcollege@metasofsda.in

Administrative Structure of the Unit : Sub Committee Members (Full Name with Designation with Photo – preferably in uniform or formal dress)

Metas Adventist College

Administrative Structure

	Name	Responsibility	Designation
1	Dr. Srikakolli Eliah	President & CEO	Chair
2	Dr. Mohan Rao	Exec. VPAA	Secretary
3	Mr. Agnew Jacob	Exec. VPFA	Member
4	Dr. Anil Kumar	Exec. VPHA	Member
5	Mrs. Jaya Eliah	VPAA Schools	Member
6	Mr. Manoj Kumar	Director, Corporate, Legal	Member
7	Mr. Subhakar Prasad	Assoc. VPSA	Member
8	Mr. Syam Prasad	Assoc. VPAA	Member
9	Mr. Khirod Dalapati	Assoc. VP Placement	Member
10	Mr. John Daniel	Assoc. VP-PRO	Member
11	Mr. Nageshwar Rao	Assoc. FA	Member
12	Mr. Kishore Babu	Registrar	Member
13	Mr. Ravi Kumar	Principal, Metas School	Member
14	Mrs. Nimmy Syam	Principal, Nursing	Member
15	Mrs. Poorinima Jasmine	Vice Principal-Nursing	Member
16	Mr. Lynnel Kisku	HR-Manager	Member
17	Mrs. Namratha	Librarian	Member

18	Mr. Prashant	Purchasing	Member
19	Mr. Probhir	Accountant	Member
20	Mr. Kiran Eliah	Assoc. Managers HR	Member
21	Mrs. Anit Balaji	Girls Warden-	Member
22	Mr. Akhok	Boys Warden	Member
23	Mrs. Ranjitha. B	Senior Faculty	Member

STATISTICAL DATA

STUDENT DATA – COLLEGE- 2022-23

Study Program (MBA, BBA, B.COM, GNM	I Year	II Year	III Year	IV Year
No. of Male Students	02	174	182	--
No. of Female Student	42	152	129	--
Total Enrollment	44	326	311	--

	2019-20	2020-21	2021-22	2022-23
Enrollment	971	1008	1025	681

ACADEMIC PERFORMANCE AT UNIVERSITY EXAMINATIONS (2022-23):

COURSES	ENROLLMENT (FIRST YEAR)	UNIVERSITY OVERALL PASSING PERCENTAGE
MBA	37	86.49%
BBA	194	93.81%
BCOM	34	94.12%
GENERAL NURSING	36	90%

EMPLOYEE DATA 2022-23

	ADVENTIST	NON-ADVENTIST
No. of Male Employees	26	03
No. of Female Employees	10	06
Total Employees	36	09

	ADVENTIST	NON- ADVENTIST
Administrative Workforce	08	--
Teaching Workforce	13	09
Support Staff	15	--
Total Employees	36	09

		ADVENTIST	NON-ADVENTIST
Total Employees 2022-23	Administrative	08	--
	Teaching	22	--
	Support	14	--
No. of Employees Recruited (2022-23)	Administrative	--	--
	Teaching	--	02
	Support	--	--
No. of Employees Resigned (2022-23)	Administrative	--	--
	Teaching	02	01
	Support	--	
Total No. of Current Employees		45	

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Total Employees	59	60	58	52	48	45

ACHIEVEMENTS OF STUDENTS– Academic/Co-Curricular/Extra-Curricular/Sports (If any):

CO-CURRICULAR

SL NO	NAME	EVENT	ACHIEVEMENT	LEVEL
1	Ronak Lunia	B-PLAN COMP (IIM-INDORE)	3RD POSITION	INTER-COLLEGE COMPETITION (NATIONAL LEVEL)
2	Rishi Patel			
3	Nabh Shah			
4	Richard Morakhiya			
5	Janardan Panchal			
6	Aditya Salunke	"PITCH ME" AN ADMAD SHOW	1ST PRIZE	INTRA COLLEGE
7	Hemin Gandhi			
8	Jash Kiri			
9	Harsh Mehta			
10	Tarshil Gilitwala	"PITCH ME" AN ADMAD SHOW	2ND PRIZE	INTRA COLLEGE
11	Amisha Bafna			
12	Tarun Gupta			
13	Kushh Patel			
14	Ubed Kothari			
15	Ronak Lunia			
16	Suhani Chandalia	"PITCH ME" AN ADMAD SHOW	3RD PRIZE	INTRA COLLEGE
17	Priyanka Rathi			
18	Khushi Didwani			
19	Deepak Jain			
20	Pooja Rajpurohit			
21	Fenil Bambharoliy			

EXTRA CURRICULAR

SL NO	NAME	EVENT	ACHIEVEMENT	LEVEL
1	Shreya Gulakiya	BEST OUT OF WASTE	1ST PLACE	INTRA COLLEGE
2	Yashvi Sudani			
3	Himanshi Dholakiya			
4	Karishma Bafna	BEST OUT OF WASTE	2ND PLACE	INTRA COLLEGE
5	Anushi Doshi			
6	Mauli Chaurasia			
7	Purab Soni	BEST OUT OF WASTE	3RD PLACE	INTRA COLLEGE
8	Khushi Jain			
9	Charvi Jian			
10	Nikita Ghosh	CANVAS PAINTING	1ST POSITION	INTRA COLLEGE
11	Mishva Paladiya	CANVAS PAINTING	2ND POSITION	INTRA COLLEGE
12	Leena Khandelia	CANVAS PAINTING	3RD POSITION	INTRA COLLEGE

SPORTS

SL NO	NAME	EVENT	ACHIEVEMENT	LEVEL
1	Bhavesh Choudry	BOX-CRICKET TOURNAMENT	Man of the Match	INTRA COLLEGE
2	Rennil Thummar		Best Batsman	
3	Arpita Kabariya		Best Bowler	
4	Rennil Thummar		Player of the Tournament	

*NOTEWORTHY ACTIVITIES IN THE COLLEGE (Cost-efficient and practical): **Such activities would be exemplary to other units and would be recommended to be implemented. Description in 300 words or more.**

ACTIVITY 1 : A Seminar on "e-FIR Awareness Programme by UMRA Police, Surat"

August 05, 2022 - **A Seminar on "e-FIR Awareness Programme by UMRA Police, Surat"** Metas Adventist College students with faculty escorts had participated in the awareness programme organized by UMRA Police on e-FIR awareness. At Agrasen Bhavan all the students gathered and occupied their seats in the hall. Around 10:30 am Home Minister Mr. Harsh Sanghavi, had arrived for the programme. Along with the home minister, Mr. Ajaykumar Tomar, Police Commissioner, Surat, and other police forces of Surat City were present for the program. Home Minister, Mr. Harsh Sanghavi appreciated the Surat Police force for how dedicatedly they are working for the citizens of Surat city. He also explained the importance of filing FIR online and how the police force is handling /solving these issues in the earliest time. Police officer has also presented a few solved cases of filing e- FIR with live examples.

ACTIVITY 2 : Make intern E-Cell IIM Calcutta Certification Program (Workshop) & B-Plan Championship Workshop (August 18-19, 2023) 67 Colleges Participated in the event.

August 18 & 19, 2023 - **IIM – Indore** - International B plan championship by Make intern was organized at IIM Indore campus. All the colleges from foreign countries and India were invited for this competition. Total of 30 + teams were participating in that competition. Metas Adventist College, Surat students also participated in this event. This competition was jointly organized by IIM Indore and Maker intern.
Out of 30 plus teams Metas Adventist College secured third position amongst them with cash prize of 10,000.

ACTIVITY 3 : WEEK OF ETHICS - Metas Adventist College is committed to spread Ethical Culture hence by Celebrating Week of Ethics on July 18-22, 2022

July 18-22, 2022 – **WEEK OF ETHICS** - Metas Adventist College is committed to spread Ethical Culture hence by Celebrating Week of Ethics. This initiative was conceptualized to engage students while making a visible mark in the student's ethical progress. The endeavor was to plan a few impactful activities that will help cascade the culture of ethical behavior in to our students. As a part of social responsibility and an extracurricular activity "Week of Ethics" was organised by the Viva city club to bring moral and ethical values into class rooms and students lifestyle by selective church chaplains, faculties and students. The club made an attempt to impart and impress in their minds, to form a better community in the future generations of this world and the world to come. The activity was organized with the different theme for each day of the week respectively.

NEW PRACTICES IMPLEMENTED BY THE COLLEGE:

Such practices would be exemplary to other units and would be recommended to be implemented.

PRACTICE 1: ONLINE STUDENT PARENT COUNSELLING DURING COVID

: LACK OF ATTENDANCE (BELOW 75%) AND POOR PERFORMANCE IN INTERNAL EXAMINATIONS
Methodology used- Hybrid/ Blended Mode
Expected Outcome- 90%
Significance and usefulness –

1. Helps the students meet up with daily attendance requirement by University
2. Helps teachers to conduct remedial classes for students having poor performance in academics.
3. Gives Awareness to the parents for their child's attendance and academic performance status.
4. Helps to strengthen the relationship of trust and belongingness between college and parents.

PRACTICE 2: HYBRID ONLINE CLASSES

The whole class is divided into group 1 and group 2, group 1 and 2 will attend every alternative day. When group 1 is taking offline class group 2 will take online class from home of the same subject. It helps the student to have option of attending classes of their choice and also will not miss the class where attendance is counted. This practice is appreciated by most of the students and parents.

PRACTICE 3: FORMATION & IMPLEMENTATION OF DEPARTMENTAL CLUBS

At METAS, We have formed new clubs on the basis of specialisations offered at BBA/MBA level to enhance the learning abilities in students and to bridge the gap between industry exposure and class room teaching. We have introduced HR club, Marketing Club, Finance Club and Entrepreneurship Cell in order to have more student engagement and explore their field of interest.

PROJECTS:

PROJECTS IN THE NEXT 5 YEARS (2021-2025)

S.NO.	PROJECT	YEAR	PROJECT TIME	SPONSOR
1	**BOYS HOSTEL**	2024	1 Year	METAS
2	**CONIFERENCE HALL**	2023	COMPLETED	METAS
3	**GIRLS HOSTEL**	2023	6 MONTHS	METAS
4	**BUSINESS OFFICE**	2024	3 MONTHS	METAS
5	**STAFF QUATORS**	2024	1.5 YEAR	METAS
6	**PARA-MEDICAL LABS**	2024	1 YEAR	METAS

PROJECTS FOR THE CURRENT ACADEMIC YEAR: (2023-24)

S.NO.	PROJECT	YEAR	PROJECT TIME	SPONSOR
1	**MBA CLASS RENO**	2023	6 MONTHS	METAS
2				
3				
4				
5				

PROJECTS COMPLETED IN THE PREVIOUS ACADEMIC YEAR: (2020-21)

S.NO.	PROJECT	UNIT	YEAR	PROJECT TIME	SPONSOR
1	**LIFT**	COLLEGE	2021	1 YEAR	METAS
2	**RAMP**	COLLEGE	2021	6 MONTHS	METAS
3	**PHY.CH.WASHROOM**	COLLEGE	2021	3 MONTHS	METAS
4	**LANGUAGE LAB**	COLLEGE	2021	3 MONTHS	METAS
5					

FINANCIAL INDICATORS OF THE UNIT: METAS ADVENTIST COLLEGE

Particulars	March 31, 2018	March 31, 2019	March 31, 2020	Dec. 31, 2020
Total Budget	5,98,40,500	6,01,84,500	6,34,26,000	5,31,08,475
Total Revenue	5,61,25,786	5,55,68,254	5,62,77,396	2,38,45,958
Total Expense	5,64,26,974	5,77,16,214	5,77,16,214	2,99,11,608
Total Assets	12,88,55,688	12,08,38,137	11,97,70,966	11,96,44,658
Working CAPITAL %	647	550	637	1170
Liquidity %	103	75	75	80
Self-Support %	99	90	97	80

REPORT ON HOW WE CONQUERED

1. SHIFTING OF CLASSROOM LEARNING TO E-LEARNING

We prepared our teaching fraternity to adapt e-learning practices with immediate effect. Few orientation sessions and meetings were conducted on the ZOOM MEETING platform and GOOGLE MEET to train teachers with online teaching practices and evaluation methods. New curriculum was designed for teachers to conduct online classes. Teachers were also trained for conducting and managing hybrid/blended classes. Regular monitoring and feedback was done in order to make sure that both teachers and students are engaged into E-learning and On-Campus learning as per the preferences and choices of students. Students were provided E-References and study materials for all the subjects by the respective subject teachers.

2. LACK OF READINESS AND INFRASTRUCTURE FOR TEACHERS FOR E-LEARNING PRACTICES

Some teachers may thrive in this change, but the majority of the teachers will need to upgrade not only their technical skills but also their teaching resources, in most cases, it was not feasible.

We allowed our teachers to access and use college resources from home such as college allocated laptops to individual teachers can be taken away by them to their home, they can collect their teaching materials and books from library and also we made them aware about various online freely available resources to carry their online lectures from home. Few subjects like account, finance specialization, statistics were giving tough time to teachers to teach them through online platforms. Our teachers attended different webinars and faculty development programs to upgrade themselves in order to learn various techniques to teach such subjects online.

3. INTERNET CONNECTIVITY/DATA PLANS AND NETWORK AVAILABILITY

E-learning is not possible without having proper network and internet connectivity and this facility is important for both the student and the teacher.

Our teachers immediately made sure that they get the best data plan for uninterrupted online classes. In any case, if any student faced issues with network, the teacher made sure that the online teaching session is recorded and kept as a record reference for students to refer it later at their own convenience.

4. AVAILABILITY OF SMART PHONES, LAPTOPS AND DESKTOP

While a computer would be preferable for online classes, a smart phone can also serve the purpose. However, the phone could be convenient for apps, but not for completing lengthy assignments or research.

We were fortunate enough that all our students and teachers were having personal smart phones. In case, a teacher needs laptop, our college provided it to them. Almost 90% of our students also have availability of their personal desktop, laptop or tablets which made our efforts and implementation for E-learning smooth.

5. ORGANISING ACADEMIC/ CO-CURRICULAR/ EXTRA ACTIVITIES FOR STUDENTS

The primary goals of extracurricular activities focus on the individual student level, the institutional level, and the broader community level. These activities exist to complement the university's academic curriculum and to augment the student's educational experience. Extracurricular involvement allows students to link academic knowledge with practical experience, thereby leading to a better understanding of their own abilities, talents, and career goals. Students also develop skills specific to their career path and imperative for future job success. Students have opportunities to improve their leadership and interpersonal skills while also increasing their self-confidence.

At METAS, we have different clubs which are responsible for organising student centric activities which helps to build long-lasting friendships and connections, meet students from different backgrounds, and gain transferable skills such as communication, teamwork, organisation, problem solving, time management and boosts confidence. We made sure that we organise events which will go along with the prevailing situation of pandemic and will not break any government protocols.

6. UNCLEAR DIRECTIVES AND PLANS OF GOVERNMENT FOR EXAMINATION AND NEW ACADEMIC YEAR REGULATIONS

While the Indian government has done a commendable job enforcing the lockdown, worryingly little has been said to date about the government's education sector strategy. So far, all we've heard from official channels is a directive preventing colleges from hiking fees and conducting examination for final year students. The government is taking time to deliberate on a strategy. Having a clearer idea of what it plans to do could help educators and college owners around the country.

This is the only area where we are limited to take any decisions and implement any strategy on our own.

The journey to this "new normal" has just started and we know we have a long way to go. Every day, we are facing new challenges, framing strategies and finding solutions to deal with them. But we and our entire college team is all the time ready and very promising to face any challenge and overcome it fast.

SWOT ANALYSIS

	USEFUL	HARMFUL
INTERNAL ORIGIN	**STRENGTH**	**WEAKNESS**
	S1. Focus on student's growth and overall development.	W1. Less emphasis on marketing
	S2. Only institution in the city to have strict dress code.	W2. Lack of professional and developing attitude in faculty
	S3. Only institution in the city to implement sta rict attendance policy and parent teacher counselling.	W3. Lack of research activities among faculty
	S4. Strong partnership with local community and industries for practical exposure of student body.	W4. Limited number of programs offered by the College
	S5. Best infrastructure with IT support to upgrade new technology.	W5. Limited space for expansion
	S6. Proactive Student support and dedicated teaching faculty.	
	S7. Strong and active student clubs for organising community welfare activities/Cultural programs/ Sports.	
	S8. Remarkable and outstanding academic performance in university examination by students.	
	S9. An environment that facilitates positive student-faculty interaction.	
EXTERNAL ORIGIN	**OPPORTUNITIES**	**THREATS**
	O1. Increase in number of central schools.	T1. Changing trends and expectation of society towards education.
	O2. Increase demand for short term skill-based programs.	T2. Increasing competition and establishment of other universities in nearby localities.
	O3. Expansion of qualitative faculty member workforce.	T3. Negative public perception.
	O4. Signing MOU with local communities and industries	T4. Student perception on education as a cheap and low-quality option.
	O5. Designing the curriculum as per the interest and need of student community and demand.	T5. Impact and implementation of NEP 2020.
	O6. Expanding partnership and engagement opportunities communities.	T6. Availability of short-term online courses.
	O7. Expansion in terms of collaboration with National and international.	T8. Establishment of New Universities in the city of Surat
	O8. Emerging change in Technology can help us to keep updated.	

TOWS STRATEGY MAPPING

	USEFUL	HARMFUL
INTERNAL ORIGIN	**STRENGTH**	**WEAKNESS**
	S1. Focus on student's growth.	W1. Less emphasis on marketing
	S2. Strict dress code for students, faculty and staff.	W2. Professional and developing attitude in faculty
	S3. Parent teacher counselling	W3. Research activities among faculty
	S4. Strong partnership.	W4. Programs offered by the College
	S5. Best infrastructure with IT support	W5. Space for expansion
	S6. Metas Culture.	
	S7. Strong student activities.	
	S8. Academic Quality.	
	S9. Positive Student- Teacher coordination.	
EXTERNAL ORIGIN	**OPPORTUNITIES**	**THREATS**
	O1. Increase in number of central schools.	T1. Changing trends education.
	O2. Increase demand for short term skill-based programs.	T2. Local Competition.
	O3. Expansion of qualitative faculty member workforce.	T3. Public perception.
	O4. Signing MOU with local communities and industries	T4. Student perception on Education
	O5 National and international Collaboration.	T5. Impact and implementation of NEP 2020.
	O6. Emerging change in Technology can help us update	T6. Availability of short-term online courses.

TOWS STRATEGY MAPPING

INTERNAL FACTORS EXTERNAL FACTORS	**STRENGTHS (S)** **S1. Student's growth** **S2. Strict dress code** **S3. Counselling** **S4. Strong partnership** **S5. Infrastructure** **S6. Metas Culture** **S7. Academic Quality** **S8. Positive coordination.**	**WEAKNESSES (W)** **W1. Marketing** **W2. Faculty Attitude** **W3. Research** **W4. Limited Programs** **W5. Space for expansion**
OPPORTUNITIES (O) **O1. Central schools** **O2.Increase demand** **O3. Qualitative faculty** **O4. MOU** **05. Collaboration** **O6Technology**	**S-O STRATEGIES** **S1O3** Employment of well qualified faculty can focus on student and overall development **S5O4** MOU can build strong partnership with local industries **S6O6** Best infrastructure and IT can update with new technology **S9O5** Academic quality and national and international collaborations **S7O2** Dedicated teaching faculty to start new programmes	**W-O STRATEGIES** **W1O1** Increase market to attract new students. **W2O5** Collaboration national and international can develop research in faculty. **W3O2** Introduction of new courses in demand can increase new courses in college.
THREATS (T) **T1.Changing trends education** **T2.Local Competition** **T3.Perception on Education** **T4. NEP 2020** **T5. Short-term online courses**	**S-T STRATEGIES** **S1S2S4T2** Increase in academic activities can compete with local competition. **S7S8S9T6** Strong academical activities can attract students for regular programmes. **S4S5S6T1** MOU, best infrastructure, dedicated and qualified faculty, good IT can change expectation of society on education.	**W-T STRATEGIES** **W3T2** Collaboration with new universities for new programmes. **W2W3W4T5** As per NEP- increase in the academic programmes, increase in research activities can increase the professional attitude in the faculty.

TOWS STRATEGY MAPPING (EXAMPLE)

Internal Factors / *External Factors*	***Strengths***	***Weaknesses***
	S1 R n D *S2 Whirlpool's Culture* *S3 Quality* *S4 Marketing Strategies*	*W1 Financial Position* *W2 Global Positioning* *W3 Manufacture Facilities*
Opportunities *O1 Economic integration of Europe* *O2 Internet / e-commerce* *O3 Economic development in Asia and L. America* *O4 Innovations* *O5 Increase in disposable income* *O6 Harmonization of standards*	***SO Strategies*** *S1O3* Focus on Asian mrket and make products conforming to living patterns *S4O5* Increase marketing capabilities to the upscale market *S2O3* Get ready for the internet boom	***WO Strategies*** *W1W2O3* Cut costs and go for mergers in Asia *W2O4* Bring new products to market to get better position globally
Threats *T1 Global competition* *T2 Demand saturated* *T3 Economies of scale*	***ST Strategies*** *S2S3T2* Buy Maytag to increase market share in U.S *S1S4T1* Leverage use of RnD and marketing to compete on global fronts	***WT Strategies*** *W1T3* Shift facilities to India and China for cheap labor. *W1T2* Sell some of the facilities and units not profitable