

Muvattupuzha P. O., Ernakulam Dist., Kerala - 686 661 Telephones:0485 2832361, 2836300 e-mail:nirmalacollege@gmail.com, Website: www.nirmalacollege.ac.in

FOURTH CYCLE NAAC ACCREDITATION 2019

CRITERION 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

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NIRMALA COLLEGE, MUVATTUPUZHA STRATEGIC PLAN FOR 2014-2018

Nirmala College, Muvattupuzha underwent the III cycle of accreditation in February 2013. The Executive committee of the NAAC reaccredited the College on 23 March 2013 at B grade with a CGPA of 2.85 on four print scale. The next cycle of accreditation is due in March 2018.

The college, by virtue of its inherent advantages and achievements in many respects, is naturally entitled to a higher score by any standards. But it requires concerted efforts from the part of all stakeholders in mainstreaming the given facilities and services towards the ultimate goal of excellence in higher education. Therefore, an agenda is put forward for serious discussions and effective implementation.

1. Construction of Office Complex

The office is the pivotal point wherein all stakeholders converge on a daily basis. Therefore, it has to be designed in a user friendly and better looking fashion. The present office, Principal's office, Vice Principal's office and Bursar's office are set apart and the users have to tread long distance to meet their purposes. It would be convenient if they are located in a contiguous manner.

Therefore, we propose to extend the existing library building stretching upto the library block in such a way as to house the main office, and the offices of Principal, Vice Principal, Bursar, Manager, Patron, IQAC and facilities like parlor, Information Centre, Board Room, Conference Hall and three guest rooms.

2. Campus Beautification, Re-designing the Gateway and Pathways

The existing main entrance point to the campus escapes the attention of onlookers and therefore, it needs to be made more attractive and impressive. The main entrance at the road side is to be modified with a little projection to attract the viewers. When it comes near the Pharmacy College, a separate arch can be built for Nirmala College at the opposite side of the Pharmacy College gate and in the exact design as that of Pharmacy College. A statue of Nirmala Matha will be befitting in that junction.

The proposed arch to Nirmala College can be built with or without gate. The right side of the curly pathways to the college shall be made beautiful by paving outdoor tiles with boundary walls. Efforts shall be made to preserve and enhance the vegetation and gardening of the region.

3. Sufficient signboards and lighting arrangements in the campus.

As it is a sprawling campus with 53 acres of land with a number of institutions, sufficient signboards and bill boards are helpful to any visitor. It is also necessary that sufficient electriclamps are put up on the campus to facilitate roaming of the residents in the evenings.

4. Tightening security arrangements.

The NAAC peer team in 2013 identified lack of security arrangements in the campus as one of the weaknesses of the institution. This observation gains importance as it appears to be an open campus with multiple entry and exit points. Therefore, it is necessary that we arrange some more security personnel to safeguard the integrity of the campus.

5. Nirmala Academy of Management and Business Studies (NAMBS)

The college is offering a few programmes in Management and Business Studies in the self financing stream. They are Master of Human Resource Management, Master of Travel and Tourism Management, M.Com (Finance), B.Com Computer Applications, B.Com Taxation, B.Com Office Management and Secretarial Practice and Bachelor of Travel and Tourism Management. For the better co-ordination and the optimum utilization of opportunities and facilities, it is better to have a separate wing for the college which could be labelled as Nirmala Academy of Management and Business Studies (NAMBS) with a Director of its own.

6. Implementation of Management Information System

It is proposed to introduce paperless campus through MIS. The IQAC members suggested different portals for carrying out various administrative and academic functions.

7. Nirmala Civil Service Academy

The College offers coaching to Civil Service aspirants, in tie-up with the largest training firm in the country, Alternative Learning Systems (ALS), New Delhi. The coaching programme has to be strengthened, next year, under the banner 'Nirmala Civil Service Academy'.

8. Community College

The previous NAAC peer team identified lack of employment oriented add on / vocational courses as another weakness of the institution. This can be addressed by setting up a community college in the campus which can be housed in the old computer academy which is now remaining unoccupied. The community college can provide skill

oriented training to the unemployed youth of the neighbourhood in certain specified areas like computer applications, logistics, instrumentation, tailoring, plumbing, carpentry, mushroom cultivation etc. This can be managed on a self-financing mode and it can be made useful to both students and outsiders.

9. Health Centre

The lack of a regular health centre has also been identified by the NAAC peer team as one of the institutional weaknesses. Considering the fact that the nearby hospitals are two- three kilometers away, it is necessary to arrange a health centre on the campus to take care of the health problems of nearly 3500 strong campus community including that of Pharmacy College. The service of a qualified medical practitioner with facilities for first aid is therefore to be arranged on the campus. This can be set up in the old Computer Academy building. The services of the health centre can be made available to the local public on a payment basis.

10. Renovation of class rooms and Laboratories.

The previous NAAC peer team also pointed out the inadequate furnishing and upkeeping of classrooms and laboratories. Some of the classrooms are exposed to the vagaries of nature such as rain and lightning. The class rooms may get a new look if the benches and desks are given new painting. The laboratories also need to be refurnished with better look and facilities.

11. Solving the leakage problems of the Main block

The main block of the college is now 63 years old- and some parts of it are leaking. Therefore, it is of urgent importance that the main block gets a new roofing.

12. Renovation of Canteen

The functioning of the canteen evokes several complaints from the students and teachers on account of the lack of basic facilities and hygiene. This has to be rectified at any cost. Therefore, we propose to add more facilities in the canteen. Also, we propose to invite open tenders from the entrepreneurs for the running of the canteen on an annual basis, so that better accountability can be elicited.

13. Face-lifting of JeevaJyothy Boys Hostel

The Boys hostel is in a dilapidated condition. Considering the fact that more and more students are seeking residential accommodation, urgent attention is to be paid on the renovation of the JeevaJyothy Boys Hostel.

14. Renovation of Sports Hostel

It is something creditable to the institution that it has a sports hostel for football and handball, sponsored by the Kerala Sports Council. Our sports persons have

remarkable achievements in their events. But the condition of the hostel is in a bad shape. Therefore, it needs to be renovated to the extent possible.

15. New Toilet complex in the Main Block

It is often reported that adequate toilet facilities are not available for both boys and girls. Therefore, we propose to have a three storeyedtoilet complex which can be located in the south western corner of the main block and is accessible from all three flours.

16. Yoga Centre.

The national administration gives top priority to yoga practicing in educational institutions, now-a-days. Therefore, it is appropriate to have a Yoga Training Centre on the Campus to the benefit of students, staff and even outsiders. This can be arranged in the veranda of the ground floor of the P G block and on a payment basis.

17. Relocating the Media Centre (Network Resource Centre)

The Network Resource Centre is currently placed in an inaccessible location. It would be better if it is shifted to the free space available just opposite to the Library entrance. The number of computer systems also need to be increased.

18. Alumni Hall is to beused for Dining Purpose also

The Alumni Hall is currently given to the MG University as the Zonal office for centralized valuation. This has to be shifted to the archives section of the library by partitioning the given space. The vacated Alumni Hall is proposed to be used as a Dining Hall for the participants of academic seminars/ conferences.

19. Research Scholars Corner to be refurnished and renamed R & D Centre

The college has five research centres and more than 50 Research Scholars. Thanks to the hard efforts of Rev. Dr. George Thanathuparambil during the Golden Jubilee occasion, a specific space is allotted for them in the library block with individual compartments. But unfortunately that space remains largely underutilized now. Therefore, it needs to be utilized to the optimal level and the research culture is to be strengthened. That section can be renamed R & D (Research and Development) Centre and all research guides and scholars can be directed to occupy the given space. The names of all research scholars, irrespective of departments, need to be entered in a single attendance register for better monitoring and scrutiny.

20. Improvement of Academic Results

It is of utmost concern that the results of our academic programmes are showing a downward trend. (A summary statement of the results of the 2015-2016 is given in the appendix). Therefore, every effort is proposed to be taken to maintain the academic

standards of our programmes. Major steps proposed to be taken are: 1) augment the facilities for remedial coaching; 2) restrict that each paper be taught by single teacher rather than two or three; 3) strengthen the on-line feedback mechanism from students; 4) monthly academic progress report; and (5) model examination at the end of each semester.

21. Counselling Centre

Though the counselling system is in practice, it is inadequate. We need to make the services of a qualified professional counsellor available on all working days to iron out the mental stresses and strains of students.

22. Renaming of Conference / Seminar Halls.

The college has got a number of Conference / Seminar halls. But, they need to be properly named to differentiate each other. Therefore, it is proposed to arrange or name the conference / seminar halls as follows.

Present Position	Proposed Name
1. Audio Visual Hall	Fr. Vallamattam Hall
2. Alumni Hall	AlumniHall
3. Parlour	Council Hall
4. Committee Room (Library)	Discussion Room
5. Mar Punnakottil Hall	Mar Punnakottil Hall
6. Seminar Hall (PG Block)	Silver Jubilee Hall
7. Conference Hall(MCA Block Ground Floor)	Mini Conference Hall
8. Seminar Hall (MCA Block –I Floor)	Conference Hall
9. Room No.103 (Main Block)23. Naming of Auditoriums	Seminar Hall

The college has four auditoriums which also need to be identified by different names. Therefore the proposal is as given below.

The present position	Proposed Name
1. Msgr. Nedumkallel Auditorium (Main b	olock)Msgr. Nedumkallel Auditorium
2. Exam Hall (Library Block)	Library Auditorium
3. MCA Auditorium	Golden Jubilee Auditorium
4. Diamond Jubilee Block Auditorium	Diamond Jubilee Auditorium

24. Naming of Computer Labs.

The naming of computer laboratories is also proposed as follows.

Present position	Proposed Name
1. Main Block – III Floor	UG Computer lab

2. PG Block (BCA)
3. PG Block (Statistics)
4. Language lab
5. MCA block
BCA lab
PG Computer lab
Language lab
MCA lab

25. Naming of Building Blocks.

The college has seven major building blocks which also need to be code named as follows, to demarcate the whereabouts of each class room facility.

Present Name	Proposed name & Code	
1. Main Block	Main Block (A Block starting with AI-0I)	
2. PG Block	Mar PothanamuzhyBlock (B Block starting with	
	BI- 01)Golden jubilee and Library Block	
	Golden JubileeMemorial Library Block (C Block	
	starting with CI- 0I)	
3. MCA block	MCA Block (D Block starting with DI- 0I)	
4. Computer Academy	HRD Block (E Block starting with EI- 0I)	
5. Diamond Jubilee Block	DiamondJubilee Block (F Block starting with FI-0I)	
6. Utility Block	Utility Block (G Block starting with GI-0I)	

26. Smart Class Rooms

Though the college has sufficient physical space to accommodate all academic programmes and facilities, it is deficient in terms of the technological advancements taking place in the larger society. Prominent among them is the lack of smart classrooms. Though our teachers are increasingly depending on the use of ICT in classrooms, we don't have even a single smart class room with interactive board and related facilities. Therefore we need to have at least four smart class rooms, one in each academic block, with state of the art facilities.

27. Five more Lecture series

Though the college has already six endowment/ memorial lecture series, it is proposed to have five more lecture series on an annual basis. They are:

- 1. Foundation Day Lecture
- 2. Diamond Jubilee Memorial Lecture
- 3. Fr. John VallamattamMemorial lecture.
- 4. Msgr. Mathew Palamattam Memorial lecture
- 5. Dr. APJ Abdul Kalam Memorial Lecture
- 6. Mother Theresa Memorial Lecture

28. Monthly Lecture Series

In addition to the annual lecture series, it is proposed to have a monthly lecture series. The idea is to have an invited lecture on every first Friday at 2.45 p.m to the benefit of students, teachers and general public.

29. Alumni Lecture Series

It is proposed to have an alumni lecture series in the college. The departments are made to arrange lectures by prominent alumni of their respective departments as and when they visit home.

30. National Seminars by Departments.

Each department is directed to organise at least one national seminar in an academic year.

31. Alumni Association

Efforts are to be made to register the alumni association of the college. A mega alumni meet is proposed to be held on the second Saturday of every January.

32. Online student Feedback on the Teachers.

It is proposed to collect online feedback from the students on the performance of teachers in each semester. Remedial measures are to be suggested by the Manager/Principal to each individual teacher.

33. Internal and External Audits.

It is proposed to arrange academic audits by internal and external agencies, every year. The teachers are required to update the Teacher Performance Record on a daily basis and subject them to evaluation by the expert teams.

34. Promotion of Research Culture.

Higher Education Institutions are expected to be knowledge hubs, in the modern era. Therefore, it is essential that the institution should produce new knowledge and disseminate it to the society at large. This can be possible, only by teachers engaging themselves with research activities. Nearly half of the existing faculty are Ph.D. holders. The rest of the faculty also needs to be motivated to do Ph.D. The Ph.D. holders are to be motivated to take up research projects. Though there are five research centres in the college, the number of research guides from the college is inadequate. Therefore, all eligible Ph.D. holding teachers are to be motivated to take up research guideships. Two more P G departments (Zoology and English) are eligible to the elevated status of Research Centres. The application of Zoology department in this regard, is under

process. The activities of the Research Advisory Committee need to be strengthened in that direction.

35. Prospects of New Research Guides

A few more teachers are entitled to be elevated to the status of research guides. The Research Advisory Committee takes care to enthuse them to acquire required qualifications and get accredited as research guides. They are:

Sl. No.	Department	Name	
1.	Hindi	Dr. Juliya Emmanuel	
2.	Hindi	Dr. Sreeja G.R.	
3.	Hindi	Dr. Neerada Maria Kurian	
4.	Malayalam	Dr. (Sr.) Biji M.P	
5.	Chemistry	Dr. JyothishKuthanapillil	
6.	Commerce	Dr. Raju V.P	
7.	Commerce	Dr. Suby Baby	

36. Folklore and Heritage Museum

It is proposed to have a Folklore and heritage museum in the campus exhibiting the historical artifacts and antiques. The collection of objects can be made possible with the co-operation of students, teachers and general public. The initiative of the college union is merited in this regard. The museum is proposed to be housed in the library block.

37. Nirmala Stars Programme

It is proposed to launch the "Nirmala Stars Programme" in the college to inspire and promote the talented and gifted students. The Heads of the Departments and Tutors concerned will inidentify two best students (in terms of their academic performance, conduct and character) from each class and nominate them to the scheme. The selected students will be given special care and training in developing their personality and career.

38. Monthly Academic Progress Report

It is also proposed to evolve a system by which each teacher will prepare a lesson plan for each month and report its extent of completion to the Principal through the Head of the Department. This system is expected to ensure the fulfillment of teacher's obligation to the students in an effective and time bound manner.

39. Faculty Chamber in the Library

Though there is a very spacious reading hall in the library, there is no exclusive room for teachers to do serious reading and thinking. Therefore, it is suggested to have a faculty chamber in the library with a well-furnished and air-conditioned ambience.

40. Rainwater Recharging Unit

Water conservation is the need of the hour. The college has got huge buildings. The rain water collected from the rooftops can be routed to the regular water sources through the filtering unit, so that the water absorption capacity of the pond can be increased. This system will send a strong message to the students and general public on the need to preserve the gifts of nature.

41. Organic Farm

The purpose of education today is to inculcate among the young minds the spirit of living in harmony with the nature. Therefore, it is essential that the students should develop a passion for leading a natural life. Therefore, It is thought fit to have an organic farm in the campus in which the students themselves will cultivate vegetables required for their use. The practices will definitely help students regain the traditional bondage man had with the agricultural activity.

42. Api-Culture Unit

We propose to set up api-culture units in different parts of the campus so that the students can get to know the method of honey production and make a living out of it.

43. Mushroom Cultivation and Training Centre

A mushroom cultivation unit and training centre can be set up in the campus through which we can train the students and general public on how to cultivate mushroom and distribute seeds.

44. AcquaCulture Unit

We can have a pond in the campus in which fish can be grown. The students can feed the fish by the food waste they generate. It can also be seen as an income generating scheme.

45. Effective Waste Management Schemes

One of the grave challenges that our society faces today is that of waste management. Our campus should be a model for processing the waste at source itself. Therefore, Nirmala College campus should have effective waste management schemes, through which we can generate sufficient bio-gas required for cooking purpose in the canteen and hostels.

46. Plastic Shedding Unit

Though we have a plastic shredding unit in the campus, we need to broad base its

activities. The students should be oriented to minimise the usage of plastic materials and

to deposit their plastic materials in designated places, if at all they use plastic products.

The collected plastic materials should be shredded periodically and used for productive

purposes.

47. Zero hour

It is good to have a general awareness programme to the entire college community

through the public address system. The practice is that one student, representing a

department or club introduces a contemporarily relevant topic/concept, by taking five

minutes at 11.40 am on every day. This system will enable the students to learn

something beyond their regular syllabus.

48. Nirmala Radio Broadcasting Service

It is also suggested to have a Nirmala Radio Broadcasting Service on a daily

basis. Through the public address system, one or two Radio Jokeys will air news and

entertainment programmes to the campus community for about 10 minutes during the

noon interval.

49. Conclusion

The College, with the diversity of academic programmes and quality oriented

services delivered during the last 63 years, has the potential of becoming a centre of

excellence with autonomous status. This can be made possible only with the sincere and

committed service of all stakeholders including management, teachers, students, alumni,

parents and the general public.

Place: Muvattupuzha

Date: 13 May 2014

Dr.Suby Baby

IQAC Coordinator

Dr. Vincent Joseph

Principal

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Nirmala College

Muvattupuzha P. O., Ernakulam Dist., Kerala - 686 661
Telephones:0485 2832361, 2836300, 2834689
Fax:0485 2836300
e-mail:nirmalacollege@gmail.com
Websites: www.nirmalacollege.ac.in, www.nirmalaalumni.org



INTERNAL QUALITY ASSURANCE CELL NIRMALA COLLEGE, MUVATTUPUZHA

IQAC Academic Strategic Plan 2019-22

IQAC Strategic Plan Team 2019-2022

Rev. Dr. George T M

Higher Education Secretary

Dr. James Mathew

Principal

Dr. J Georgie Neernal

Vice Principal

Prof. Saji Joseph

Vice Principal

Dr. James N

Rev. Fr. Francis Kannadan

Bursar

Dr. Sony Kuriakose

IQAC Coordinator

Dr. T M Jacob

NIRF Coordinator

Dr. Nibu Thomson

NAAC Coordinator

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1.Introduction

Established in 1953, Nirmala College, Muvattupuzha is a first grade college affiliated to Mahatma Gandhi University, Kottayam. It is a Minority Christian institution governed and managed by the Corporate Educational Agency, Syrian Catholic Diocese of Kothamangalam.

The college was ranked on the 91st position in the NIRF rankings 2017 by the MHRD, Government of India. In addition, the college was bestowed with the prestigious 'Star College' status by the DBT, government of India, in recognition of the advancements made by the college in the field of science education, with a handsome financial grant. All Science departments of the college are supported by the DST FIST scheme. The college has received funds and grants from funding agencies like UGC, ICSSR, DST, DBT, KSCSTE, KSBB etc.

The college was shortlisted in the **National level Swachhta Ranking in 2017 and 2019** for inspection. The initiatives of the college got reflected in the **Swachh Campus Report of MHRD in 2019**.

The college is located on a hill top at the doorstep of **High Ranges in the Western Ghats**. The campus adorned by lush greenery and splendid array of edifices has about **53 acres** of land with state of art facilities for a constructive learning experience. Around 1.175 acres of land is set apart for the greening efforts like **botanical garden**, **herbal garden**, **spices garden**, **biodiversity garden**, **vegetable garden**, **mushroom house** etc.

The infrastructural facilities include 51 ICT enabled class rooms, 20 seminar halls, digital theatre, video conferencing hall, 10 well equipped laboratories, Nano Science Research Lab, language lab, 3 computer labs, digital library, etc. The college library has 80052 books as of now.

The college offers **17 UG** and **14** PG programmes in addition to 11 UG and 4 PG programmes offered by the IGNOU Study Centre on campus. Further, the college offers **Ph.D. programmes in Seven disciplines**. Till now **55 Ph.Ds.** have been awarded and **63 students** have been pursuing their doctoral studies currently. Out of 64 permanent faculty, 36 are Ph.D. holders.

Vision

Though it is a Christian minority institution, the college was founded to cater to the educational needs of the region without any discrimination against other social segments. The college seeks to serve certain important social ideals. These include the inculcation of spiritual and moral values in students and imparting training in socially productive sectors intended to mould them socially responsible citizens. The specific vision of the college is 'Academic excellence with integrity of character".

The institution endeavours to help the youth to grow up competent, responsible and mature individuals with strength of character, moral uprightness and courage of conviction, imbued with qualities of the head and the heart.

The values which guide us at Nirmala College are: Faith in God, Integrity of Character; Social Commitment and Pursuit of Excellence. The college believes that the integral development of an individual is attained through academic excellence and professional competence, personal, interpersonal and societal skills. The college continues its service to the nation with a firm determination that any student who enters the portals of the college shall never fail in practical life.

Mission

The mission of the college is "Integral development of human personality based on Christian ideals". The motto of the college is "Fear of God is the beginning of wisdom". The College upholds the principle "knowledge without character is dangerous; head without heart is worthless". With this outlook, the institution is committed to accomplish the following objectives:

- Enable students to pursue knowledge with an insatiable thirst, discipline them to harness their energy for creative purposes, make them physically and mentally fit and competent for a career and equip them to be self-supportive in life.
- 2. Foster feelings of love, compassion and tolerance towards all and enable them to fight against all social evils. Encourage healthy interaction so that they place the common good of a larger community above their personal interests.

- 3. Induce patriotic fervour and an unflinching pride in the national heritage and inculcate qualities of enlightened leadership, so that they become responsible citizens and good leaders of tomorrow.
- 4. Encourage art, music, dramatics and other forms of creativity inherent in students, make them honour the dignity of labour and encourage service activities and extension programmes.
- 5. Promote healthy staff-student relationship and instil in them love and respect towards their parents, elders, people of authority and everyone worthy of respect.

The institution is committed to do maximum justice to its declared objectives through all its curricular and co-curricular activities.

2. SWOC Analysis

Institutional Strength

- Started in 1953, Nirmala College is one of the oldest institutions in the central part of the state and the goodwill acquired by the college over the years is a permanent strength.
- The college has a well efficient and visionary management.
- The college offers career and job oriented new generation courses like MTTM, MHRM, MCA, B.Voc etc.
- The institution has a very vibrant and academically oriented faculty and quality students. The college has been bagging University Ranks on a continuous basis. The enrolment ratio is above 95%.
- The college has Seven research centres and 55 students have acquired their PhDs till date. Currently 63 doctoral students are on the roll.
- The science departments are DST-FIST supported and the college has DBT STAR status.
- The college has Nano Science Research Lab, language lab, digital theatre 4 computer labs and video conferencing facility.
- The college supports machine and software based learning. The student computer ratio is less than seven.
- The college has a full automated management information system called "Total Campus Solutions".
- The students extensively make use of the services offered by the Nirmala E-learning Centre. A good number of students get enrolled in MOOC courses offered by EdX, Stanford Online, NPTEL, etc.

- Nirmala Civil Service Academy and Nirmala Centre for Competitive Studies NCCS) help the students to achieve their professional dreams. In addition to this, job oriented add-on courses and certificate courses are also offered.
- The college has an android app 'CamPulse' to disseminate information to the student community instantaneously.
- The college has institutional subscription to plagiarism software WhiteSmoke.
- The college has provided digital infrastructure for differently-abled students.
- The alumni of the college serve in various capacities as judges, academics, journalists, civil servants, writers, activists, political leaders and social workers.
- Two blocks of the college now completely depend on solar power for the energy requirements.
- The college also takes part in Unnat Bharath Abhiyan programme of MHRD.
- The college constantly engage in community linkage programmes through Nirmala Hastham.

Institutional Weakness

- The college often lose working days due to natural calamities. Such losses are compensated by taking extra classes on holidays.
- Since the college is an affiliated college, it lacks freedom in the design of the curriculum.
- Though it is an aided institution, the amount granted by the government is insufficient.
- Another weakness is the delayed sanctioning of permanent teaching positions by the government.
- The faculty are yet to provide consultancy services and earn consultancy income.
- The college faces difficulty in getting new programmes in aided stream due to government policies.
- The ICT capabilities of non-teaching staff are not the best.
- The college doesn't have a Multi-purpose Indoor Sports Complex.
- The socio-economic backwardness of the students affects their learning.

Institutional Opportunity

- More equipped Electronic Media Production Centre (EMPC) can be created to expand the functions of E-learning centre.
- Autonomous college status can be obtained.
- Entrepreneurial activities can be fostered through collaborations with Kerala Start Up Mission The college expects higher enrolment in MOOC courses in the coming years.
- Certificate courses shall be upgraded into diploma courses
- The research output shall be enhanced through more research projects and publications.
- The college shall initiate foreign collaborations through international student & faculty exchange programmes.

Institutional Challenge

- · Less number of working days on account of natural calamities.
- Fund mobilisation for the development of the institution is difficult.
- Delayed faculty fixation in newly granted programmes reduces the number of permanent faculty members.
- Delay in sanctioning of administrative posts by the government is another hurdle.
- Career concerns, peer-pressure and parental pressure influences academic performance of the students.
- Inadequacy of time to offer and run new certificate programmes.
- Higher studies aspirations of students reduce the number of inhouse placements.
- The full potential of Alumni is yet to be tapped.
- CBCS system increased the administrative workload of the teachers which will eventually affect the quality of teaching.
- The students coming from rural areas lack proper communication skills.

3. CRITERIA WISE STRATEGIC GOALS

I. Strategic Goals - Curricular Aspects

- a. 100% student enrolment in certificate courses.
- b. More job oriented certificate courses.

- c. Beginning new postgraduate diploma courses.
- d. Applications will be given for MSc Botany and MSc Physics.
- e. Inclusion of financial literacy in the curriculum delivery.
- f. Beginning of B.Voc programme in data science.
- g. The current pass percentage is 84%. It should be enhanced to 90% or above 90% in UG programmes.
- h. Make the pass percentage 95% in PG programmes.
- i. Increase the student internship programmes.
- j. Make the field projects mandatory for all students.
- k. Mandatory inclusion of project based learning in the curriculum delivery.
- I. Conduct of online internal examinations.

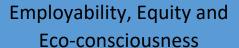
Figure 1: Projected Enrolment in Certificate Courses

2019	2020	2021	2022
16.67%	40%	75%	100%

Figure 2: Expected New Courses

2020	2021	2022
B.Voc Course in Data	MSc Botany	MSc Physics
Science		

Figure 3: Major Thrust in Curriculum Delivery



II. Strategic Goals – Teaching, Learning and Evaluation

a. The percentage of PhD holders to the full time faculty members is 31%. The percentage should be above 50% by 2022.

- b. The percentage of PhD holders to permanent teachers is above 50%. It should reach 75% by 2022.
- c. At least 75% of the PhD holders should become recognised research guides of the university.
- d. At least 100 Scopus indexed research papers per year.
- e. There should be one international seminar in an academic year.
- f. The visibility of the college should be increased at the national level to get enrolment from other states.
- g. Programme outcome attainment of PG and PG programmes (New Syllabus).

Figure 4: Projected PhD holders to Full Time Teacher Ratio

2019	2020	2021	2022
31%	40%	45%	50%

III. Strategic Goals - Research, Innovation and Extension

- a. Specific thrust on deriving at least two Scopus indexed research papers from PhD holders.
- b. More number of publications in edited books is also expected.
- c. Formulate Nirmala Research Group (NRG) to discuss and prepare project proposals for transdisciplinary issues.
- d. Elaborate the activities of Institution Innovation Council of MHRD.
- e. Providing seed money for students to start new ventures.
- f. More number of research guides.
- g. Enhance the facilities of research scholars by providing them with modern analytical data analysis packages.
- h. Starting a student journal for publishing the quality research works of postgraduate students.
- i. Expansion of the activities of IPR Cell.
- j. More collaborations and linkages for student/faculty exchanges.
- k. Activities under EBSB.
- I. Coaching centre for IELTS and TEOFL.

IV. Strategic Goals – Infrastructure and Learning Centre

- a. New Auditorium with 1,000 numbers seating capacity with the help of RUSA.
- b. New academic block for self-financing courses.
- c. Swimming Pool.
- d. Multi-purpose Indoor stadium
- e. Complete implementation of KOHA.
- f. RFID system in the library.
- g. More equipped E-learning centre.
- h. Rooftop solar panel system by 2022.
- i. Maintenance of sports hostel.

v. Strategic Goals – Student Support

- a. Coaching centre for IELTS and TEOFL.
- b. Strengthening UGC/CSIR coaching for postgraduate students.
- c. Strengthening the placement activity in the campus to attain a minimum placement percentage 50%.
- d. The current student progression percentage is 30%. It is targeted to enhance the same to 50% in degree programmes. The number of students pursuing programmes at top institutes of eminence should be increased,
- e. More number of students from the college should get enrolled in IIMs and IITs.
- f. The activities of oversees chapters of alumni units should be properly recorded.
- g. Continue the alumni lecture series.

vi. Strategic Goals – Governance, Management and Leadership

- a. Getting ISO certification by 2022.
- b. Conduct of academic and administrative audit every year.
- c. Giving training to faculty on innovative methods of teaching.
- d. Training programmes for non-teaching faculty.
- e. Strengthening the activities of various IQAC committees.
- f. Digitalisation old important documents.
- g. Adding more modules in the MIS system.
- h. Improve the quality of different audit practices in the college.

- i. Begin a new platform for faculty to share their expertise among other faculty members.
- j. Organising a NAAC sponsored national seminar on ICT enabled teaching in 2019-20.

vII. Strategic Goals – Best Practices

- a. More activities of green corps.
- b. Conduct of green audit every two years.
- c. Establishment of Student Quality Assurance Cell.
- d. E-content development by students.
- e. More activities under the umbrella of Nirmala Hastham.
- f. Sustaining the activities initiated under Swachh Nirmala.
- g. Nirmala Darshan- External Mentoring Sessions by Principal, Vice Principal, Heads of departments, etc.
- h. Promotion of organic farming and support forward linkage initiatives.

4. Conclusion

The college, by virtue of its inherent advantages and achievements in many respects, is naturally entitled to a higher score by any standards. But it requires concerted efforts from the part of all stakeholders in mainstreaming the given facilities and services towards the ultimate goal of excellence in higher education. The College, with the diversity of academic programmes and quality oriented services delivered during the last 66 years, has the potential of becoming a centre of excellence with autonomous status. This can be made possible only with the sincere and committed service of all stakeholders including management, teachers, students, alumni, parents and the general public.

Dr. Sony Kuriakose IQAC Co-ordinator

Rev. Fr. Francis Kannadan Bursar

Dr. James Mathew Principal



Nirmala College

Muvattupuzha P. O., Ernakulam Dist., Kerala - 686 661
Telephones:0485 2832361, 2836300, 2834689
Fax:0485 2836300
e-mail:nirmalacollege@gmail.com
Websites: www.nirmalacollege.ac.in, www.nirmalaalumni.org





Muvattupuzha P. O., Ernakulam Dist., Kerala - 686 661 Telephones:0485 2832361, 2836300 e-mail:nirmalacollege@gmail.com, Website: www.nirmalacollege.ac.in

FOURTH CYCLE NAAC ACCREDITATION 2019

CRITERION 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

ERP Documents

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL



AGREEMENT

Agreement executed on Dec, 2015 between MeshiLogic Software Consultants, Kinfra Techno Industrial Park, Kakkancheri, Calicut University P.O., Kerala (hereinafter referred to as 'MeshiLogic') and The Principal, Nirmala College, Muvattupuzha, Ernakulam, Kerala on behalf of Nirmala College, Muvattupuzha, Ernakulam, Kerala (hereinafter referred to as 'The Client').

Whereas MeshiLogic has quoted for supply, implementation and maintenance of 'Online TCS' ERP Solution for automation of academic and administration management of the Client, a software developed by MeshiLogic, as per Quotation submitted by MeshiLogic to the Client Quotation No QO/TCS/0230 Dated21-11-2014 which shall form part of this agreement as if incorporated herein.

'AND WHEREAS the Principal, Nirmala College, Muvattupuzha has been pleased to accept the offer as per the Purchase Order No 109/15 Dated: 04/02/2015 which shall form part of this agreement as if incorporated herein in respect of the articles mentioned therein'.

NOW THESE PRESENTS WITNESS AS FOLLOWS

1. Authorization

The Client has engaged MeshiLogic for the specific purpose of supply, implementation and maintenance of 'Online TCS' ERP Software for automation of academic and administration management of Nirmala College, Muvattupuzha (hereinafter referred to as 'Software Project') to be installed on the Client's account of the Internet Service



Provider's (ISP) computer (hereinafter referred to as 'Hosting Service"). The Client's hereby authorizes MeshiLogic to access this account, and authorizes the Hosting Service to provide MeshiLogic and build with full access to the client's account and any other programs needed for the Software Project that are included as part of the Client's proposal agreement.

2. Modules and Features of the Online TCS ERP Software

Meshilogic will install 'Online TCS' software in the clients hosting space with following modules and features :

ACADEMIC MANAGEMENT

- Institution, Streams, Courses, Class, Batch & Academic Year Settings
- Academic Calendar
- Classes and Semesters settings to set up start date and end date of each programmes or semesters, Attendance blocking facility for individual classes till specified dates
- Setting up admission quota for different categories like General, Management and Community Quota with option to categorise students accordingly..

Student Management

- Student details entry at the time of admission with option for mandatory fields
- Parent Master along with student details entry
- Upload student photo
- Search for student details with admn. no, name etc
- Student Roll No generation with option for different sort orders
- Generate/entry identification nos. like University reg no based on admn.no.
- Promotion of students
- Shifting of students to different courses
- View/change status of students like active, TC issued etc.
- > TC Issue
- Import student data using excel formats
- > ID Card Priniting



Faculty Details

- Faculty / Staff Grades
- Staff access to concerned classes
- Paper settings for teaching faculty
- > HOD & Class Tutors
- Staff Job Positions

Customized Certificates

- Transfer certificates, Course & Conduct Certificates
- Other customized certificates upon request

Reports

- Student details report having option to set columns dynamically
- Nominal Rolls & Categorized Nominal Rolls
- Student wise Record (Profiles)
- Address Slips
- Promotions List
- > TC Register
- Teacher/ Staff Profile
- > Hours Engaged report
- More than 30 reports with various details in Academics

2 ATTENDANCE

- Various types of attendance entries
- Attendance entry from teacher login for paperwise class attendance entry
- Attendance entry from Admin/HOD/Tutor login for special occasions with option to update paperwise class attendance entry
- Absentees only entry option
- Student wise attendance entry for selected months
- Block attendance entry for a class till specified date
- Attendance calculation based on college calendar working days or calendar days
- Setting regular class on holidays and vice versa
- Duty Leave entry for students involvement in official activities



Reports

- Studentwise daily and monthly reports
- Studentwise attendance percentage for a given period
- Attendance shortage list/ irregular student list
- Consolidated paperwise attendance register
- Unmarked staff list / Unmarked hours

3 TIME TABLE

- Day and Period Settings
- Semester wise day periods
- Subjects grouping for Time Table
- Manual Time Table Entry
- Holiday Adjustment
- General Time Table
- Work Adjustment for staff on leave with attendance entry option for the adjusted staff in their portals
- > Reports

4 PORTALS

- Portals for teachers, students and parents
- Add new users and user settings
- Set user privileges

Faculty / Staff

- Attendance Entry, Faculty Dashboard
- Internal Exam Mark Entry
- Attendance and other Reports
- Work Adjustment request and acceptance
- Syllabus, Question paper & Assignments upload
- Staff Profile entry with details



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5	EXAMINATION
	Subjects and Subject components settings
	Grouping of subjects to facilitate common subject for different courses
	Papers taught in a class with grouping facility for timetable arrangements
	Internal mark components and mark distribution
	Internal mark calculation for different components
	Paper assessment settings
	Grades in the examination with setting options
	Examination Conducting and Hall Arrangements
	Examination type & Room type settings
	> External and Internal examinations
	Private candidates in external examinations
	> Examination schedules
	Resource room allocation and resource room details
	Seat allotment for examinations with dynamic options
	Exam Hall view
	 External examination attendance entry
	Reports
	> Student wise Internal Mark list
	Paper wise internal marks
	 Consolidated Internal Marks Form A & Form B (MG University)
	Internal and External Examination Attendance
	Internal Exam Grades



PLACEMENT MANAGEMENT

Placement is the most crucial activity of all institutions. This module helps to handle all these activities easily. Placement determines the reputation and ranking of the institution. The institution has tremendous responsibility in terms of good placement for their students. The placement module very efficiently handles everything and reduces the pressure of institutions.

- Data of shortlisted students to excel file based on Search Criteria
- Manage Create Placement Cell and Members
- Track and Manage Placement process of each Job Posting individually
- Authenticate and activate the student profiles
- Manage Company Profiles (Add/ delete/ modify)
- Manage Job Postings (Add/ publish / delete)
- Send Notifications to students
- Create shortlist of students as per HR Manager(s) Job Request
- Email shortlisted students details with/without resume to HR Manager
- Export student profile (Flexibility to Hide/Unhide students already placed)
- Time & Role Based Secured Access to Students

FEE MANAGEMENT

- > Fee demanding facility by Accrual system
- Fee chart settings, installment handling
- Individual and group fee demanding facilities
- Class wise, student wise and item wise demand register.
- Daily fee collection register
- Class wise, student wise and item wise consolidated collection register.
- DCB Statement (Demand Collection Balance report) Class wise, student wise, and item wise
- Receipt printing Defaulters register,.



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8	STAFF PERFORMANCE EVALUATION
	> Evaluation keys
	> Evaluation item settings
	> Evaluation attributes under each items
	> Evaluation details
	Fixed remarks
	Reports
9	FINANCIAL ACCOUNTS (in Double Entry System)
	> Financial Year/Period Specification
	Ledger keeping and Reporting
	> Journal Voucher Entry
	Cash Receipt/Payment Voucher
	➤ Bank Receipt/Payment Voucher
	➤ Debit Note/Credit Note /Voucher .
	➤ Bank Reconciliation entry
	Receivable and Payable Account, Receipt and Payment
	> Item wise and consolidated register
	> Access Privilege and Security at the highest level
	Year End Process and Year Close
	Trial Balance, Income & Expenditure
	Balance Sheet, Schedule of Balance Sheet
10	PD ACCOUNT
	➤ PD Account Cash Receipts and payment
	➤ Item wise & Consolidated PD Cash Register
	> PD Account Management

3. Completion Date

MeshiLogic and the Client agree to work together to complete the Software Project in a timely manner. MeshiLogic agrees to work expeditiously to complete the Software Project on confirmation received from the client through a purchase order.

On receiving the Purchase Order Meshilogic will install the software in the clients web hosting space within one week and the implementation of the software will be completed within 2 months of installation. Training for the concerned staff of the client



will be completed within the implementation period. Meshilogic will not be responsible in delayed implementation of the software due to delay in getting data from the client or client not providing necessary arrangements for training of its staff and/or non availability of its staff for training.

4. Data Entry

College has to arrange staff for data entry. If soft copy of data is available, we shall convert the data programmatically into the system avoiding data entry in most cases if data available in Excel File.

5. Project Delivery

The final Software will be published on the Client's hosting service after which the final, outstanding payment becomes due. The Client understands that MeshiLogic will provide hosting services as part this Software project which will be free for the first year and can be renewed after one year at prevailing rates. If the client wishes to host the software in its own hosting space, owned or shared, the Client authorizes the hosting service to allow MeshiLogic full access to the Client's account via FTP (File Transfer Protocol). The Client will be solely responsible for any and all domain registration/renewal and hosting service charges.



6. Payment Schedule

Payment for services shall be made in accordance with the conditions of MeshiLogic's Package. Price of Rs.2,88,000.00 plus tax @5%. The Client agrees to make an advance payment of 50% of the said amount. Final payment will be due as soon as the software project has been implemented in the client's institution. (i.e on completion of installation, implementation, training to the concerned staff and completion of user acceptance test).

7. License Ownership

On completion of the project and full payment the client will get the license to use the software on perpetual basis. The client acquires the ownership of the software excluding the ownership of source code of the software.

8. Software Support and AMC

The deployed software will be provided with a 1 year warranty period. Warranty starts next day of the acceptance testing on customized module completed by users in the application. During the warranty period if the deployed software is not performing in accordance with functional requirements it will be rectified without any additional cost. Any major enhancements or changes will not be part of the warranty and will be managed through the change management process. Additional requirements or customization works are subject to charge extra.



On completion of one year free support system can be maintained with (Annual Maintenance Contract) for one year with approximately 18% of the total project cost in which Meshilogic will install updates and minor changes without additional charges.

AMC shall not be applicable if the client opted for subscription based rating.

- a) Free Support period will start from the date of completion of data upload and training to the concerned staff.
- b) AMC is calculated on a calendar year basis and payable annually. Meshilogic will invoice them on the 1st day of the month of commencement of AMC and should receive payment by 31st of that month for the relevant year.
- c) AMC for a part year will be calculated proportionately based on the number of days left in the year.
- d) Charges for hosting space are not part of AMC
- e) Customization requirements are not part of AMC or Free Support
- f) Repairs due to network and/or problems related to third party softwares (other than 'Online TCS' software provided by Meshilogic) are not part of AMC or Free Maintenance support during first year.
- g) AMC or Free support will not cover any damages due to unauthorized repairs of the software or attempted repair of the software carried out by the client.
- h) Total customization charges for a year is calculated based on the customization invoice raised in the year and also the percentage of completion of each customization work till year end.
- Total customization charges in the previous year will be added to project cost calculation in the succeeding year only providing one-year free support, and thereafter, AMC shall be calculated based on the new project cost.
- j) The maintenance charge (AMC) percentage may be revised annually according to market and currency value.
- Service Taxes applicable from time to time will be extra on AMC charges mentioned above



This Agreement

This agreement constitutes the sole agreement between MeshiLogic and the Client regarding this Web site Project. Any additional work not specified or any other amendment or any modification to this contract must be authorized by a written request signed by both parties.

The undersigned hereby agrees to the terms, conditions and stipulations of this agreement on behalf of the business of the concerned parties.

This Agreement constitutes the entire understanding of the parties. Any changes or modifications thereto must be in writing and signed by both parties.

In witness where of Sri Abdul Razak P, Manager, MeshiLogic Software Consultants, Kinfra Techno Industrial Park, Kakkancheri, Calicut University P.O., on behalf of MeshiLogic and Rev.Dr. Vincent Joseph Principal, Nirmala College, Muvattupuzha, Kerala on behalf of the Client

Signed, sealed and delivered by Sri Abdul Razak P, Manager, MeshiLogic

In the presence of witnesses

1. Jaseen P.P St.

2. FProz Khan np But

Signed, sealed and delivered by Rev.Dr. Vincent Joseph, Principal, Nirmala College, Muvattupuzha, Kerala

In the presence of witnesses

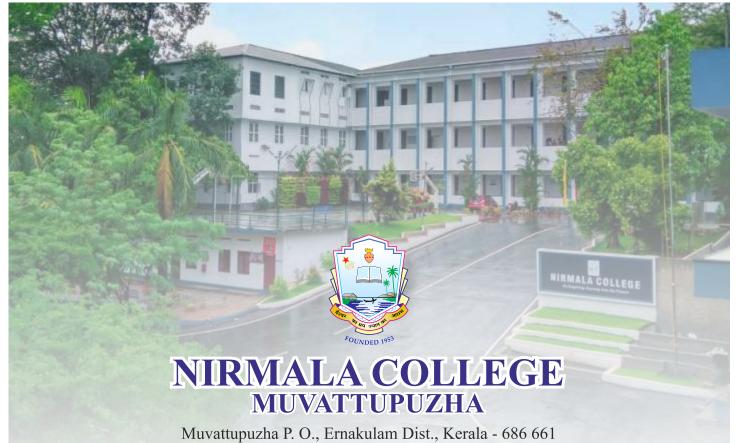
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2. Jose Karipunnel Vice primapil July

PRINCIPAL NIRMALA COLLEGE MUVATTUPUZHA





Muvattupuzha P. O., Ernakulam Dist., Kerala - 686 661 Telephones:0485 2832361, 2836300 e-mail:nirmalacollege@gmail.com, Website: www.nirmalacollege.ac.in

FOURTH CYCLE NAAC ACCREDITATION 2019

CRITERION 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Installation Certificate and Bill

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

INSTALLATION CERTIFICATE

Name Of the Organisation	Nirmala College, Muvattupuzha			
Address	Muvattupuzha, Ernakulam Dist. Kerala 686661			
Telephone Number	0485 283 2361			
E-mail	nirmalacollege@gmail.com			
Software Details	College Office Automation Software (Online TCS) 1. Academic Administration 2. Attendance 3. Time Table 4. Staff ports 5. Examination 6. Placement Management Module 7. Fee Management 8. Staff Performance Evaluation 9. Financial Accounting 10. Portals: Students & Parents 11. PD Account			
Installation done by	Sirajudheen			
Installation Date	16/02/2015			

This is to certify that Meshilogic, KINFRA- Techno Industrial Park, Calicut University (P.O) Kerala -673635 has installed the above mentioned software in our organisation.

Name and Signature of Authority

: Fr. Jose tulperandal, Bursen



Stamp

Comments

WORK ORDER

Ref no: 109/15

Date: 4.2.2015.

From

The Principal Nirmala College Muvattupuzha, Eranakulam Dist.

To M/s Meshilogic Software Consultant KINFRA Techno Industrial park Posts. Calicut University- 673 635

Dear Sir:

This has reference to your quotation No: QO/TCS/0230 Dated 21/11/2014 We are pleased to place the purchase order as detailed below:

Description	Amount (RS
College Office Online Automation (Online TCS)	
Modules:	The Speed
1. Academic Administration	83,000.00
2. Attendance	22,000.00
3.Time Table	20,000.00
4. Staff Ports	7,000.00
5. Examination	35,000.00
6.Placement Management Module	15,000.00
7. Fee Management	22,000.00
8. Staff Performance Evaluation	10,000.00
9. Financial Accounting	20,000.00
10. Portals: Student & Parent	14,000.00
11. PD Account	40,000.00
(Two lakh eighty eight thousand Rupees only)	288,000.00

Kindly acknowledge receipt of the order and confirm your acceptance.

Principal PRINCIPAL

NIRMALA COLLEGE MUVATTUPUZHA

MeshiLogic

Kinfra-Techno Industrial Park*
Kakkanchery, Calicut University-P.O., Kerala-673635

THE KERALA VALUE ADDED TAX RULES 2005

FORM NO. 8B

(For Customers When Input Tax Credit is not Required)

[See Rule 58(10)]

(CASH/CREDIT)
RETAIL INVOICE

TIN: 32100628004

CST: 32100628004C

SSI Reg. No : SSI No 320513833

To

Nirmala college ,moovattupuzha

Invoice No: 11

Invoice Date: 10/12/2016

Terms of Delivery:

Purchase Order No & Dt.

TIN No:

Phone: 0485-2832361-

Mobile: --

Fax:

e-mail

No 1	Comm. Code	Commodity Item 3	Tax Rate 4	Unit Price	Qty Nos 5	Gross Value 7	Cash Discount 8	Net Value 9	Tax Amount 10	Cess 11	Grand Total (9+10+11)
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Supply of College office automation Software (online TCS)

5.00 288000.00

288000.00

0.00

288000.00 14400.000 0.00

302400.00

Total:

288000.00

0.00

288000.00 14400.00(0.00

302400.00

Grand Total:

302400.00

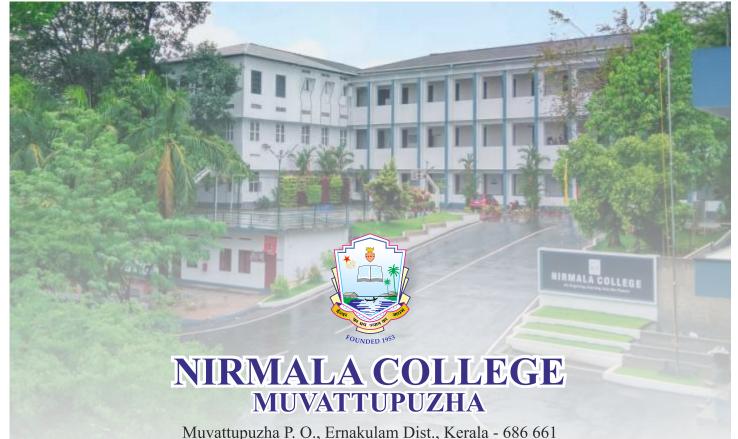
Grand Total in Words: THREE LAKH TWO THOUSAND FOUR HUNDRED only

E&OE

DECLARATION

Certified that all the particulars shown in the above tax invoice are true and correct in all respects and the goods on which the tax charged and collected are in accordance with the provisions of the KVAT Act, 2003 and the rules reade there under. It is also certified that my/our registration under KVAT Act, 2003 is not subject to any suspension/cancellation and it is valid as on the date of this Bill.





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FOURTH CYCLE NAAC ACCREDITATION 2019

CRITERION 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Screenshots of various portals of TCS

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

