

NIRMALA
COLLEGE

NIRMALA COLLEGE MUVATTUPUZHA



STRATEGIC PLAN

2014-2018

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 point 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 electric lamps 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 up-keeping 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 storeyed toilet complex which can be located in the south western corner of the main block and is accessible from all three floors.

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 be used 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)	Seminar Hall

23. Naming of Auditoriums

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 block)	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)	BCA lab
3. PG Block (Statistics)	PG Computer lab
4. Language lab	Language lab
5. MCA block	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- 0I)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 identify 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 Shredding 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



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