

NIRMALA
COLLEGE

NIRMALA COLLEGE MUVATTUPUZHA



STRATEGIC PLAN

2019-2022

**INTERNAL QUALITY ASSURANCE CELL
NIRMALA COLLEGE, MUVATTUPUZHA**

IQAC Academic Strategic Plan 2019-22

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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:

1. 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 in-house 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.
- l. Conduct of online internal examinations.

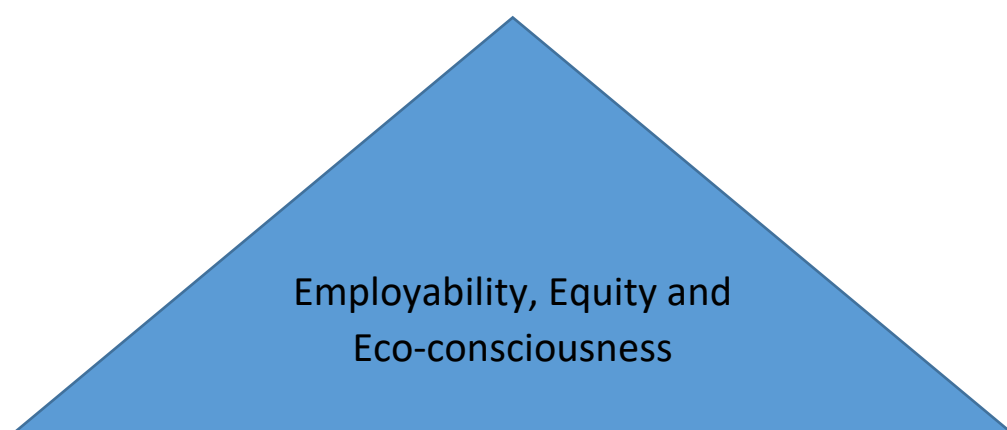
Figure 1: Projected Enrolment in Certificate Courses

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

Figure 2: Expected New Courses

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

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.
- l. 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 overseas 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.

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