



YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	NIRMALA COLLEGE
• Name of the Head of the institution	Dr. Thomas K V
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	04852836300
• Mobile no	8921967170
• Registered e-mail	nirmalacollege@gmail.com
• Alternate e-mail	principal@nirmalacollege.ac.in
• Address	Kizhakkekara , Muvattupuzha
• City/Town	Ernakulam
• State/UT	Kerala
• Pin Code	686661
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural
• Financial Status	Grants-in aid

• Name of the Affiliating University	Mahatma Gandhi University, Kottayam, Kerala
• Name of the IQAC Coordinator	Dr. Sony Kuriakose
• Phone No.	04852832361
• Alternate phone No.	8113980672
• Mobile	8113980672
• IQAC e-mail address	iqac@nirmalacollege.ac.in
• Alternate Email address	sony@nirmalacollege.ac.in
3.Website address (Web link of the AQAR (Previous Academic Year)	https://nirmalacollege.ac.in/uploads/2023/11/aqar2021-22.pdf
4.Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://nirmalacollege.ac.in/content/uploads/2024/10/Design-Calendar-22-23-09-12-2022-Print-All-pages.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 4	A++	3.73	2021 (Reassessment)	08/04/2021	07/04/2026
Cycle 4	B++	2.76	2018	30/11/2018	29/11/2023
Cycle 3	B	2.85	2013	01/04/2012	22/03/2018
Cycle 2	B++	2.7	2007	08/02/2007	31/03/2012
Cycle 1	Three Star	75	1999	25/09/1999	07/02/2007

6.Date of Establishment of IQAC

03/03/2004

7.Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Faculty	DST	DST-SERB	2021	3237720
8. Whether composition of IQAC as per latest NAAC guidelines		Yes		
<ul style="list-style-type: none"> Upload latest notification of formation of IQAC 		View File		
9. No. of IQAC meetings held during the year		4		
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 		Yes		
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 		No File Uploaded		
10. Whether IQAC received funding from any of the funding agency to support its activities during the year?		Yes		
<ul style="list-style-type: none"> If yes, mention the amount 		30,000		
11. Significant contributions made by IQAC during the current year (maximum five bullets)				
<p>1. In the 2023 NIRF ranking, the college secured a commendable position in the 100-150 band. 2. The institution received the Higher Education Ministers' Excellence Award for outstanding performance in NAAC Accreditation. The college received it from the Prof. Bhushan Patwardhan, Chairman, NAAC and Dr. R Bindu, Minister for Higher Education, Government of Kerala 3. The IQAC's commitment is evident through the participation of over 4,000 faculty members in various Faculty Development Programmes (FDPs) organized by the college. 4. in collaboration with the Kerala State Higher Education Council, the IQAC organized a One-Week FDP on Outcome Based Education (OBE) in the same academic year, drawing participation from over 2,000 educators across the country. These diverse programmes not only contribute to faculty development but also serve as valuable tools for career advancement, particularly in the context of Career Advancement Scheme (CAS). 5. Additionally, the IQAC took initiative</p>				

in hosting a significant event - a Two-Day NAAC Sponsored National Conference on Curriculum Designing under the New Education Policy (NEP) in 2022.

12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Sensitization of NEP among faculty members	Two Day Professional Development Programme on Mother Tongue and Reimagination of the Nation
Increase the research output of the college	9 PhDs produced during 2022-23, The number of publications and citations increased as per NIRF data, Two teachers received PhD, 4 teachers received research guideship from the university
More funded projects	The college received FIST project worth Rs. 64,00,000
Promote innovation	New patent filed by Dr. Jyothish Kuthanappillil, The IPR cell of the college has got certificate of appreciation from Ministry of Commerce & Industry, Government of India in recognition of active participation in the National Intellectual Property Awareness Mission (NIPAM), Student Innovations -Web app for KADS; E-helper Repository
Improve the IT infrastructure of the college	New Computer Lab was constructed
Improve alumini network of the college	Mega alumni meeting was conducted on 14.01.2023 and 21 departemnt level alumni meetings were also conducted.
Increase the visibility of the social extension programmes of the college	The college organised more than 100 programmes this year. The college received the best NSS unit award for the year 2022-23. award
Increase the placements of the college	Placements of the college got doubled in 2022-23.
13.Whether the AQAR was placed before statutory body?	Yes

- Name of the statutory body

Name	Date of meeting(s)
Managing Board	11/12/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	15/02/2023

15. Multidisciplinary / interdisciplinary

Aligned with the vision of NEP 2020, which advocates a holistic and multi-disciplinary education system, Nirmala College has implemented a range of innovative and flexible curricula designed to foster interdisciplinarity. This approach aims to equip students with cross-disciplinary knowledge and practical skills, enabling them to solve real-world problems effectively. The following initiatives highlight Nirmala College's commitment to promoting a multi-disciplinary educational environment:

General Initiatives Comprehensive Open Course Offerings: In line with the Choice-Based Credit System (CBCS), the college offers 13 diverse open courses, covering fields from Film Studies to Chemistry in Everyday Life, encouraging students to explore subjects outside their primary discipline.

Integrated Programmes like B.Voc in Logistics: The B.Voc in Logistics program is an exemplary model of interdisciplinarity, integrating commerce, management, and mathematics to provide students with a broad foundation applicable across various sectors.

Mandatory Human Rights and Environmental Studies: A compulsory course on Human Rights and Environment is included in the fifth semester for all undergraduate students, instilling awareness and social responsibility across disciplines.

Clidynamics in Social Science and Commerce: Many social science and commerce programs incorporate mathematics and statistics courses to equip students with forecasting and trend analysis skills, reflecting the growing need for data-driven decision-making.

Applied Psychology in Investment and Literature Courses: Recognizing the relevance of psychology in various fields, the college embeds Applied Psychology within courses like Personal Investment, Behavioral Finance, and literature-related studies, fostering a well-rounded understanding of human behavior.

Specific Departmental Initiatives A. Faculty Development through Interdisciplinary Workshops: Faculty members have actively participated in interdisciplinary workshops and

Faculty Development Programs (FDPs) under the PMMMNMTT scheme, enhancing their capability to teach across disciplines. B. Statistics Department Workshops for Skill Sharing: The Department of Statistics has organized workshops and skill-sharing programs tailored for students from other disciplines, helping them acquire statistical skills applicable in diverse academic areas. C. Interdisciplinary Events and Competitions: An IT Quiz held on January 13, 2022, encouraged knowledge-sharing and teamwork across different academic areas. D. Sky-Watch Programme: The college organized a Sky Watch Programme on January 6, 2023, providing students from multiple disciplines an opportunity to gain insights into astronomy, fostering curiosity beyond traditional curricular boundaries.

16.Academic bank of credits (ABC):

The college is affiliated to the Mahatma Gandhi University, Kottayam, Kerala. The University has not make necessary statutory changes to adopt ABC. However, the institutional processes for the proper implementation of ABC have been created. Some of the efforts of the college in this regard are given below; 1. The College is an authorized NPTEL local chapter. The students are encouraged to register in NPTEL courses. 3. IQAC has created on outline depository of free ICT tools that can be used for teaching and learning. 4. The college has provided an institutional mechanism for students to enrol in online courses.

17.Skill development:

General Skill Development Initiatives B.Voc Programme in Logistics Management: Offered under the National Skill Qualification Framework (NSQF), this program integrates logistics management with applied skills, blending theoretical and practical learning. Skill Development in Partnership with ASAP: Through the Additional Skill Acquisition Programme (ASAP), the college provides skill-oriented training, enhancing students' employability and expertise in multiple fields. Financial Literacy Programmes: The Financial Literacy Cell has initiated two skill enhancement programs focused on financial awareness and practical knowledge, equipping students with essential financial management skills. Innovation Promotion by IIC: The Institution's Innovation Council (IIC) has organized various events to cultivate innovation and idea-generation skills among students, encouraging entrepreneurial thinking and problem-solving. Specific Skill Development Initiatives 1. Nineteen Skill Development Programs Organized This Year: Throughout the year, the college has conducted 19 skill development programs, providing targeted training in high-demand areas. 2. Strategic

Partnerships with ICT Academy and CDIT: The college has signed MoUs with the ICT Academy of Kerala, CDIT, and other institutions to deliver specialized training. These partnerships have facilitated programs in Robotics Automation, Python, Microelectronics, and more, broadening students' skill sets in technical domains. 3.

Internships for Practical Exposure: A total of 354 students participated in internships, gaining hands-on experience in various industries and applying classroom learning in real-world settings.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

1, Nirmala College, Muvattupuzha, in collaboration with Mahatma Gandhi University, organized a Two Day Professional Development Programme focused on the theme "Mother Tongue and the Re-imagination of the Nation" on December 19-20, 2022. The event, facilitated by the Internal Quality Assurance Cell, aimed to address the constitutional mandate and educational policies advocating for mother tongue as the medium of instruction. 2. The college offers two under graduate programmes (BA Hindi and BA Malayalam) and two Postgraduate programmes (MA Hindi and MA Malayalam). Courses related Sanskrit are included in these programmes. 3. The college has a folklore museum maintained by the department of Malayalam. 4. International Yoga day is celebrated and the college offers a value added course in Yoga.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

The structured implementation of OBE at Nirmala College includes the following key practices: Clearly Defined Learning Outcomes: Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are clearly communicated to students during the Deepsharambh and Student Induction Programme (SIP) sessions, setting clear academic and skill-based goals. Access to Outcome-Based Resources: Each department provides an Outcome-Based Education Handbook, accessible to students on the college's Learning Management System (LMS). Additionally, learning outcomes for all programs are available on the college website, ensuring that students can easily refer to their academic goals and objectives. OBE-Based Course Plans: The college employs OBE-based course plans, which guide the teaching methodology and assessment processes, ensuring a consistent focus on outcomes throughout the curriculum. Faculty Development for OBE Implementation: A dedicated seven-day workshop was organized in May 2023 on the theme "Implementation of OBE in Higher Education Institutions (HEIs)," equipping faculty with the skills needed to effectively apply OBE principles in their teaching practices. OBE as a Focus Area in Conferences: Recognizing

the importance of continuous discourse on OBE, one of the key themes of a NAAC-sponsored conference hosted by the college was "Outcome Based Education," encouraging knowledge sharing and professional development among educators.

20.Distance education/online education:

Nirmala College is committed to expanding access to education through distance and online learning platforms, providing students with flexible learning opportunities and a variety of resources:

Customized Moodle Platform: The college has developed a customized Moodle platform, utilized by faculty members to share learning materials and conduct Continuous Internal Assessments (CIA). This platform enhances accessibility to academic resources and supports self-paced learning.

IGNOU Study Center: Nirmala College hosts an IGNOU Study Center, offering 14 programs, including 5 postgraduate programs. This center enables students to pursue higher education through a recognized open university, catering to diverse academic needs.

NPTEL Chapter: As an NPTEL chapter, the college offers students access to a range of online courses designed by premier Indian institutes, broadening their knowledge base with quality content in specialized fields.

Partnerships with Coursera and Edx: Students are encouraged to enroll in online courses on platforms like Coursera and Edx, allowing them to acquire additional skills and certifications from international universities, further supporting their academic and career growth.

Extended Profile

1.Programme

1.1	717
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Number of courses offered by the institution across all programs during the year	
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File Description	Documents
Data Template	View File

2.Student

2.1	3022
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Number of students during the year	
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File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	333
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	1114
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	145
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	145
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	102
Total number of Classrooms and Seminar halls	
4.2	580.59
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	395
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The institution adheres to a structured Curriculum Delivery Policy to achieve defined learning outcomes. Each year, an Annual Academic Strategic Planning meeting is held to finalize department and student club plans. The IQAC coordinates the preparation of the college's Academic Calendar, incorporating the University's academic schedule, department plans, internal exam timelines, and action plans for cells and clubs. This calendar is then reviewed and approved by the College Council, with modifications made as needed. A comprehensive Five-Day Two-Tier Induction Program, 'Deeksharambh,' introduces both undergraduate and postgraduate students to academic and extracurricular activities.

At the Department Level, a curriculum induction session within the Two-Tier Program includes a focus on Outcome-Based Education (OBE), clarifying curriculum goals. Faculty members develop outcome-based course plans following IQAC guidelines, ensuring alignment with learning objectives and assessment methods. Heads of Departments (HoDs) monitor course completion regularly, gathering feedback to facilitate continuous improvement and curriculum adjustments. This systematic approach ensures effective delivery and tracking of curriculum objectives across all departments.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nirmalacollege.ac.in/content/uploads/2024/10/Design-Calendar-22-23-09-12-2022-Print-All-pages.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The institution ensures strict adherence to its academic calendar to provide sufficient instructional hours and support effective course delivery and Continuous Internal Evaluation (CIE).

Semester Planning: Each semester begins with a meeting led by the

Principal with Heads of Departments and faculty to review academic calendar implementation, ensuring smooth curriculum delivery and CIE scheduling.

Internal Examination Scheduling: The Internal Examination Committee proposes assessment schedules, which are ratified by the Staff Council to align with the academic calendar.

Syllabus and CIE Timelines: The calendar includes a syllabus completion timeline to facilitate the timely scheduling of internal assessments, meeting CIE requirements.

Departmental Calendars: Each department's calendar, aligned with the institutional one, incorporates activities such as field trips and internships, scheduled to avoid disruptions to CIE.

Course Planning and Performance Tracking: Faculty prepare course plans at the semester start, including CIE dates, and submit a Teacher's Performance Record to document syllabus progress and assessment completion.

Balanced Activities: Co-curricular and extracurricular activities are integrated into the calendar without affecting the CIE process.

This structured approach enables consistent course delivery and adherence to CIE timelines, supporting both academic and holistic student development.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nirmalacollege.ac.in/content/uploads/2024/10/Design-Calander-22-23-09-12-2022-Print-All-pages.pdf

1.1.3 - Teachers of the Institution participate in B. Any 3 of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs
Design and Development of Curriculum for Add on/ certificate/ Diploma

Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

38

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

42

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

1865

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The institution integrates key cross-cutting themes—Professional Ethics, Gender, Human Values, Environment, and Sustainability—into its curriculum through several structured approaches:

1. **Inclusion in Curriculum Induction:** Following UGC guidelines, discussions on these cross-cutting themes are incorporated into each department's Curriculum Induction Programme, providing students with foundational insights.
2. **Priority Courses on Cross-Cutting Themes:** The college prioritizes University-prescribed courses focused on Gender, Environment, Human Values, Sustainability, and Professional Ethics, ensuring these themes are actively represented.
3. **Value-Added Courses:** To further students' understanding, the college offers additional courses such as Soft Skills, Pre-placement Training, and Logical Skills, embedding principles of ethics, sustainability, and interpersonal growth.
4. **Engagement Through Functional Cells and Programs:** Various functional cells organize events and schemes addressing these issues, such as sapling planting, awareness marathons, and health services under the Snehasparsham initiative. Activities include lectures on topics like human rights, plant regeneration, and cyber ethics.
5. **Observance of Important Days:** Observances such as World Environment Day, World Heritage Day, and International Yoga Day by respective departments further reinforce these themes.

Through these initiatives, the institution emphasizes professional ethics, human values, gender equality, environmental awareness, and sustainability, fostering holistic student development.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

33

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

1378

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students

A. All of the above

Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://nirmalacollege.ac.in/stakeholders-feedback-analysis-report-2022-23/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://nirmalacollege.ac.in/stakeholders-feedback-analysis-report-2022-23/

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Enrolment Number Number of students admitted during the year****2.1.1.1 - Number of students admitted during the year**

1157

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

333

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The institution evaluates student learning levels upon admission and tailors programs for advanced learners and slow learners accordingly.

Assessment of Learning Levels: Instead of multiple assessment methods, the college conducts an Online Post-Admission Test to gauge student learning levels. Additionally, students' academic history, as documented in the college ERP, informs the categorization. Following IQAC guidelines, students are grouped into advanced learners and slow learners.

Strategies for Advanced Learners

- `. Enrolment in MOOC courses and participation through the NPTEL Local Chapter
- `. Opportunities in Research Paper Presentation Competitions
- `. Engagement in Theme-Based Quizzes, Best Manager, and PowerPoint Presentation Competitions
- `. Collaborative activities with international students
- `. Skill-sharing programs to deepen specialized knowledge

Strategies for Slow Learners

- `. Peer teaching and remedial coaching to strengthen foundational understanding
- `. Academic mentoring and access to recorded lecture videos through the LMS
- `. Provision of self-learning materials for independent study
- `. Course Outcome Attainment Tests to track and support progress

File Description	Documents
Paste link for additional information	https://nirmalacollege.ac.in/mooc/
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
3022	145

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

With the adoption of Outcome-Based Education (OBE), the institution has integrated a variety of student-centered learning methods to enhance engagement beyond traditional lectures. Key approaches include:

1. **Skill Development:** Interactive sessions in the language lab to strengthen communication skills.
2. **Student-Led Activities:** Theme-based quizzes and educational publications, including newspapers and magazines, produced by students.
3. **Hands-On Learning:** Students demonstrate lab experiments, create curriculum-related short films, and develop software.
4. **Virtual and Experiential Learning:** Virtual industrial tours, press visits, and virtual lab sessions supplement traditional learning.
5. **Project-Based Learning:** Case-based teaching in social sciences, project-based learning, mini projects, and group projects foster practical understanding.
6. **Curriculum Integration:** Student club activities are aligned with the curriculum, and internships provide real-world exposure.
7. **Technology-Enhanced Learning:** Computer-assisted and software-based learning methods support subject mastery.

Students also engage in online group discussions, debates, seminars,

and presentations. Additionally, they produce video sessions accessible on the LMS. Alumni lectures, totaling 41 across various departments, further enrich students' learning with insights from real-life work experiences.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://nirmalacollege.ac.in/online-question-bank/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The institution leverages a range of digital platforms and software to enhance course delivery and student engagement.

- ˘. Google Classrooms and Moodle: Faculty extensively use Google Classroom and a customized Moodle platform, enabling real-time assessment of student progress and effective course content delivery.
- ˘. Edmodo: This educational app allows faculty to assign tasks and share e-resources with students.
- ˘. DataCamp and Online Certifications: The Statistics department collaborates with DataCamp, and many students hold certifications from prestigious universities, including Harvard and Stanford.
- ˘. Google Studio and Yahoo Finance: Faculty in Commerce and Economics utilize Google Studio for data on exchange rates, stock markets, and other financial metrics.
- ˘. Kahoot Quiz and Poll Everywhere: These tools are employed by faculty for engaging online quizzes.
- ˘. Software-Based Learning: Various specialized software, such as SPSS, Chemdraw, Firefly, Mathematica, and Minitab, enhance learning experiences across disciplines.
- ˘. Robotics Software: Used by faculty for result analysis, providing an innovative approach to student performance review.

These platforms support interactive, data-driven, and application-oriented learning across different fields.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

144

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

145

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

44

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

1027

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Transparency

The college ensures transparency in internal examination processes through an Internal Examination Peer Committee, responsible for the secure handling and coding of question papers. Examination dates are communicated via the college handbook and website. The shift to online assessments utilized Google Forms, Google Classroom, and Moodle. Students can access assignment and seminar marks through their student login, receive evaluated answer scripts within a week, and engage in discussions of model answers. Departmental notice boards display both subject-wise and consolidated internal marks through A and B forms.

Robustness

The college, along with IQAC, allows departments to diversify CIE methods to enrich internal assessments. Evaluations may include MCQ tests, Kahoot quizzes, seminars, online assignments, and book

reviews, facilitated through Google Classroom and Moodle. Students with valid absences are granted re-assessment opportunities. Year-end project evaluations incorporate internal marks based on punctuality, data quality, and timely submission, fostering accountability and diligence in academic work.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://nirmalacollege.ac.in/internal-evaluation/

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The institution has a Three-tier Grievance Redressal Mechanism with two levels at the college and an upper level at the University. A student needs to approach the upper level only if grievance is not addressed at the lower level.

Level 1: Department Level

The department level Committee is chaired by the Head of the department, department coordinator and teacher in-charge as members. The teacher in charge of the course distributes the valued answer scripts during the class hours and the students can scrutinize their answer scripts in the presence of their teachers. The students can also address their grievances concerning CIE marks if any through Grievance Redressal Application Form available on the college website. It is processed through the examiner, department coordinator and head of the department.

Level 2: College level

The grievances which are not resolved at level 1, are redressed by a college level committee with the Principal as Chairman, department Coordinator, HOD of concerned Department and a senior teacher nominated by the College council as members.

Level 3: University Level

A Committee constituted by the Vice-Chancellor as Chairman and ProVice-Chancellor, Convener - Syndicate subcommittee on Students Discipline and Welfare, Chairman- Board of Examinations as members and the Controller of Examination as member-secretary. The Students'

Grievances Portal deals with a variety of students' complaints and grievances coming up for redressal. In the portal, an online students' grievance redressal forum with tracking and follow up of the complaints is provided in compliance with the UGC's mandatory requirements.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://nirmalacollege.ac.in/online-grievances-form/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Departmental Advisory Committee (DAC) of each department has developed Programme Outcomes (POs) and Programme Specific Outcomes (PSOs) aligned with the learning objectives of the university syllabus, as well as the core values and mission of the institution. The DAC also collaborates with relevant faculty to outline Course Outcomes (COs). The Internal Quality Assurance Cell (IQAC) ensures that POs, PSOs, and COs are included in course files and prominently displayed on the college website, department notice boards, and laboratory spaces.

During departmental curriculum induction meetings, the Head of Department and class tutors explain the various programme outcomes to students. Faculty members clarify course outcomes and demonstrate how they relate to POs and PSOs, including discussing the pattern of internal examination questions in relation to COs. Each department has published a handbook detailing POs, PSOs, and COs, which is accessible to students via Google Classroom and Moodle. Additionally, a hard copy of this handbook is available on the Head of Department's table for easy reference, and COs are included in the study materials prepared by faculty.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://nirmalacollege.ac.in/nirmala-at-a-glance/programme-outcome/
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Direct Attainment: The direct attainment of POs and PSOs is evaluated through the logical mapping of cognitive levels of Course Outcomes (COs) with POs and PSOs. This process ensures that there is a clear connection between what students are expected to learn and the broader program objectives.

Indirect Attainment: Indirect attainment is assessed using feedback mechanisms such as the Course Exit Survey, Alumni Survey, and Employer Survey. Each survey employs a detailed questionnaire designed to correlate program outcomes and specific outcomes for comprehensive analysis.

- `. Course Exit Survey: This feedback is collected from students at the end of their courses to evaluate the overall program effectiveness, allowing for the identification of areas needing improvement.
- `. Alumni Survey: Feedback is gathered during alumni meetings and through outreach via email and phone, providing insights into graduates' experiences and the program's long-term impact.
- `. Employer Survey: Conducted with industries that employ our graduates, this survey examines employer expectations and requirements, helping to ensure the program remains relevant to industry needs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the

year

944

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://nirmalacollege.ac.in/content/uploads/2024/06/Annual-Report-2022-23-n.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://nirmalacollege.ac.in/wp-content/uploads/2024/10/SSS-2022-23.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

32.3

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

13

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Nirmala College, Muvattupuzha, has built a robust ecosystem promoting innovation, research, and knowledge transfer, recognized with a 3.5-star rating in the 2022 IIC Ranking. The college's Innovation and Incubation Cell (IIC) has led impactful initiatives, fostering entrepreneurship and intellectual property creation across campus.

Key Innovation and Intellectual Property Initiatives

The college organized 21 innovation and IPR-focused activities, resulting in 17 new ideas and 11 prototypes. A notable patent filed by Dr. Jyothish Kuthanapillil, titled "Novel Self-assembled Cardanol Compounds," underscores Nirmala College's dedication to pioneering research in material science.

Financial and Institutional Support

Nirmala College allocated Rs. 2,20,000 for innovation-related activities and Rs. 6,18,269 for student and faculty innovations. An MoU signed with an industrial partner, facilitated by IIC President Dr. Jijo V. J., strengthens industry-academia collaboration, enhancing practical research applications.

Technology Transfer and Student Ventures

A franchise management web application developed by BCA student Mr. Georgy Saju was successfully transferred to the Kerala Agricultural Development Society (KADS). Additionally, "E-Helper," created by B.Com student Mr. Arun C Shaji, serves as a repository for university exam question papers, addressing students' academic needs.

Recognition and Skill Development

The Ministry of Commerce & Industry awarded the college's IPR Cell for its contributions to the National Intellectual Property Awareness Mission. Through structured programs and industry partnerships, Nirmala College fosters an innovative environment, contributing significantly to knowledge transfer and entrepreneurship.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

18

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

33

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

20

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

During the year, Nirmala College engaged in a range of extension activities aimed at fostering social awareness, environmental consciousness, and community service among students. These initiatives encouraged students to address social issues within the neighborhood community, contributing to their holistic development. Notably, the Maha Panjayath Inauguration on April 9, 2022, brought together students, local leaders, and residents to identify and address pressing concerns of the community. Such programs instilled a strong sense of social responsibility in students and enabled them to gain firsthand experience in public service.

Environmental initiatives like the Clean Muvattupuzha Campaign on April 16, 2022, and the World Environment Day Tree Plantation on June 5, 2022, sensitized students to issues of waste management, pollution, and the importance of afforestation. Volunteers actively participated in transforming their surroundings by planting trees, recycling plastic, and organizing awareness sessions, thereby promoting a greener and cleaner community.

NSS volunteers also organized awareness programs on significant social themes, including World Elder Abuse Awareness Day on June 15, 2022, and Safer Internet Day on March 27, 2023. The activities included interactive sessions, flash mobs, and street plays, highlighting the need for respect towards the elderly and safety in the digital space.

Additionally, during the Flood Relief Mission in August 2022, students participated in relief efforts amid severe floods in Kerala. They provided vital services such as food distribution, medical aid, and emergency training to displaced residents. This hands-on experience reinforced the values of empathy and preparedness among students, equipping them with skills to respond

effectively to community needs in times of crisis.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

1

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

35

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

1860

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

183

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

17

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution provides ample infrastructure and physical facilities to support a high-quality teaching-learning environment. It has 95 classrooms, 60 of which are ICT-enabled with LCDs, TVs, or smartboards, all equipped with Wi-Fi/LAN for seamless digital access. Classrooms are spacious, well-ventilated, furnished with green boards, and equipped with public address systems. Additionally, the campus features twenty seminar halls, a video conferencing hall, a digital theatre, and an A/V recording studio to facilitate various academic activities.

For practical learning, there are ten well-equipped laboratories for UG, PG, and research, including chemistry, physics, zoology, and biology labs, as well as specialized labs for molecular studies and advanced nano-science. The labs house major equipment like UV-Vis spectrophotometers, autoclaves, and microwave synthesizers, enhancing the scope of research.

The computing infrastructure includes 395 computers, four computer labs, a language lab, and a commerce lab, supported by five servers for efficient office and library management. Recently, nine classrooms and two smart classrooms with 4K interactive boards were added, along with a new language software and computer lab. A new academic block is under construction under the RUSA project, and additional car parking for teachers was recently built.

Departmental facilities include separate faculty rooms with laptops, desktops, printers, and intercoms, while examination halls are monitored with CCTV cameras, ensuring a secure assessment environment. This extensive infrastructure demonstrates the

institution's commitment to an enriched teaching-learning experience.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/fgwuoXv6Oy8?si=NCBvTq2Zrkjr Dn-B

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Sports Facilities

- The college has a sports hostel (45 beds) sponsored by Kerala Sports Council
- Specialized coach for Football and Handball
- Spacious playground for athletics and Football
- Multipurpose synthetic stadium which has the facility for playing four games, namely Volleyball, Handball, Throw-ball and Tennis
- Standard Basketball court and a Shuttle Badminton court
- Cricket ground with matting and pitches for net practice Space for indoor games like Chess, Carroms, Table tennis and Taekwondo Sporting equipment, kits and sportswear for the team members
- Fitness center (Gymnasium) for staff and students

Facilities for Cultural Activities

- Four well-equipped auditoriums out of which one is fully airconditioned
- An open-air auditorium beside the main block with a capacity of 3500
- Discussion room with an area of 70.54 sq. m
- An Audio Visual-Hall for developing artistic/ cultural talents and public speaking/ debating skills of students.
- Sound recording and video editing studio Campus Radio to foster cultural sensibility
- An air-conditioned Digital Theatre (98 seats) with modern facilities for screening films.
- The College also has a common recreation centre for the staff with an area of 70.54 sq. m where the staff members can entertain themselves.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/xSZP4sN17sM?si=HifuufpUL_BzD95d

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

72

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/2NGUUVB61ks?si=M1Y5sRuKY2B-xDYB
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

71.6496

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The library is fully automated with leading library management software solutions; LIBSOFT and KOHA which give a user-friendly interface for searching resources in the library, along with its positions and availability statuses. The library has Web - OPAC for providing remote access to its repertoire of textual resources.

ILMS Software LIBSOFT

Name of the ILMS software: LIBSOFT Nature of automation: Full Server
Version: 4.2

Year of automation: 2004 Library link:

<https://nirmaladigital.libsoft.org> Features of LIBSOFT

- Fully Flexible-Local variations possible
- Supports more than 10 lakh of Records Fully Integrated High Data
- Security Exhaustive Information Retrieval Tool Printouts in desired formats Various report generation Simple and Boolean search result Multi-user Facility Network Implementation Software
- Consistency Barcode Facility ISBN support for Book Accession

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://nirmalacollege.ac.in/library-2/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

2.43369

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

206

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The college has the practice of updating its IT facilities on a regular basis. The college has two leased internet connections, broadband and fiber optical, apart from a dedicated fiber optical connection for the office. The college provides open Wi-Fi facilities for students and teachers. All the academic and administrative blocks are connected through Optical Fibre Cable (OFC). The academic, administrative and admission process are integrated with IT to become the process more easy, efficient and transparent. The full-bodied IT infrastructure of the college comprises 395 computers connected with Wi- Fi/LAN The College has five dedicated servers for the smooth functioning of library and computer science labs (MCA & BCA) The college library is automated with LIBSOFT. Library has the subscription of e-books and e-journals via INFLIBNET and DELNET Question papers, projects and theses are availed through digital repository in the college library. Digital library with 40 computers enhances the e-learning and online

certificate programs.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nirmalacollege.ac.in/it-infrastructure-facilities/

4.3.2 - Number of Computers**395**

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****227.49132**

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The college has formulated a maintenance policy for IT infrastructure, classrooms, equipment and laboratories in 2015 and revised the same in 2017. Now the college is in the process of formulating a new maintenance policy in the context of NEP 2020. The college has its own system for the implementation of the policy. The system includes Building Committee, Planning Board, Purchase Committee, Campus Development Committee, Campus Ecological Committee and Library Advisory Committee constantly monitors and evaluates the status of the college. Maintenance of Physical Facilities: The physical facilities including Auditorium, A/C Seminar Halls, Smart classrooms, Laboratories, Classrooms and Computers etc. are for the students admitted in the college. The physical facilities are maintained and monitored by Local Manager (Bursar) appointed by Corporate Educational Agency Kothamangalam. Maintenance Classrooms and Laboratories: Classrooms with furniture, teaching aids and laboratories are maintained by the respective department staff and attendants and supervised by the respective Head of the Department. The laboratory assistants take care of their respective laboratories. Maintenance of ICT facilities: The college uses TCS (Total Campus Solution) maintained by Meshilogic, Kinfra Techno Industrial Park Kerala. The annual maintenance includes the required software installation and upgradation. The ICT Smart Class Rooms and the related systems are maintained with AMC. Maintenance of Sports and Games Facility: The sports equipment, Gymnasium, ground and various courts in the Campus are supervised and maintained by the Head of the Physical Education Department.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nirmalacollege.ac.in/uploads/2020/01/MAINTAINING1.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

676

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

162

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://nirmalacollege.ac.in/ict-platform/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

644

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

644

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

A. All of the above

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

282

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

410

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

18

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

34

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The institution actively promotes student representation and engagement in various administrative, co-curricular, and extracurricular activities through a structured student council and representation on multiple committees.

During the 2022-23 academic year, the College Union election was conducted as per the university's Rules of Election. Union executive members are selected from class representatives through a secret ballot system. The elected union includes a Chairperson, Vice Chairperson, General Secretary, two University Union Councillors, an Arts Club Secretary, and a Student Editor, ensuring a broad representation of student interests.

Student representatives play a key role in the institution's various committees, such as the Internal Quality Assurance Cell (IQAC), Internal Complaints Committee (ICC), Anti-Ragging Committee, Collegiate Student Grievance Redressal Committee (CSGRC), SC/ST Cell, Minority Cell, OBC Cell, Gender Sensitisation Cell, Canteen Committee, Anti-Narcotic Cell, Cultural Committee, and Sports Committee. Their involvement supports a diverse and inclusive environment, allowing students to actively contribute to institutional decision-making and the overall campus culture.

This inclusive approach aligns with the institution's commitment to fostering leadership skills, encouraging student participation in governance, and promoting a supportive community for both academic and extracurricular engagement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

24

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The registered Alumni Association of Nirmala College is integral to the institution's development, contributing through financial support, mentorship, and engaging programs.

A. Alumni Meetings In the 2022-23 academic year, Nirmala College strengthened alumni engagement with a Mega Alumni Meet on January 14, 2023, attended by nearly 1,000 members. Alongside this, 21 department-level meetings enabled graduates to reconnect and share experiences. These gatherings included special events like the Golden Jubilee Batch Alumni Meet for Chemistry, "OruVattomKoodi" for Commerce, and annual gatherings for Botany and Hindi departments. Through such initiatives, the college fosters close connections with alumni across diverse fields.

B. Alumni as Resource Persons Under the Alumni Connect initiative, alumni actively contributed to student growth by leading 41 events, including seminars (7), skill development sessions (5), and career guidance talks (4). Esteemed alumni also offered invited lectures (19), conducted workshops, and led sessions such as JAM coaching, entrepreneurship workshops, and buddy mentoring, creating valuable learning and networking opportunities. Additionally, programs like Merit Day and an Induction Program Lecture provided alumni platforms to celebrate academic achievements and guide new students.

This robust Alumni Connect initiative reflects Nirmala College's commitment to bridging past and present, with alumni enriching the college's academic environment and supporting student development through meaningful mentorship and practical insights.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs) A. ? 5Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The governance of Nirmala College aligns closely with its vision of achieving academic excellence with integrity and its mission of fostering integral personality development grounded in Christian ideals.

The Managing Board serves as the apex policy-making body, with the Bishop as the highest authority within the organizational structure. The Manager, who is also the President of the governing body, leads the institution with support from the Corporate Educational Secretary. The Managing Council, a statutory body under the Managing Board, ensures that all college activities reflect and support the

institution's vision and mission. In the 2022-23 academic year, the Council convened twice (one meeting online and one offline) to monitor and guide college initiatives.

The Internal Quality Assurance Cell (IQAC) prepares an annual action plan in alignment with the college's strategic objectives, which is reviewed by the Managing Council. The Manager oversees that each proposed activity directly or indirectly furthers the institution's core values. Key initiatives reflecting this commitment include enhancing digital and physical infrastructure, preparing for the National Education Policy (NEP) implementation, fostering innovation and research, and engaging in social extension activities.

This governance structure emphasizes both visionary leadership and strategic planning, ensuring that Nirmala College's operations and growth are rooted in its foundational values.

The college received the Higher Education Ministers Excellence Award in Academic Year 2022-23.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

At each level, decision-making is shared, generating goodwill and unity within the college community. This participative approach enhances motivation, as faculty and students contribute actively to implementing strategic plans set by the authorities.

Case Study: Submission of Research Projects Reflecting the college's commitment to research and development, faculty members are encouraged to independently pursue grant opportunities. For instance, Dr. Lincy Tom and Dr. Jijo V J applied for UGC Research Grant, while Dr. Radhu S and Dr. Geena George applied for CSIR Aspire Grant. Additionally, Dr. Jyothish Kuthanappillil applied for DST SERB Core Research grant. These achievements highlight the college's decentralized approach, allowing faculty to take initiative in research advancement. In addition to that an institutional proposal was also submitted for R & D development.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional strategic plan at Nirmala College is effectively deployed, focusing on enhancing student learning and aligning with the college's vision and mission. The previous strategic plan (2014-18) emphasized technological innovation and effective e-governance. Building on this, the current strategic plan (2019-22) was developed by the IQAC in consultation with the Managing Board to advance the student learning experience further.

The formulation process was inclusive, with the plan presented to the college council and refined based on feedback from council members. Key achievements during 2021-22 reflect the effective implementation of this strategic plan:

- A collaboration with Ramanujan College, University of Delhi, under the PMMMNMTT scheme, enhancing faculty development and student engagement.
- The production of 15 PhDs, demonstrating a strong research culture.
- 68 top positions achieved in university exams, highlighting academic excellence.
- The Best NSS Unit award, showcasing the college's commitment to social service and community involvement.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Nirmala College has a structured organizational hierarchy aligned with university statutes and relevant regulations, ensuring efficient governance and quality management. At the helm, the Managing Board serves as the primary policy-making body, providing a strategic framework for infrastructural growth and quality enhancement in teaching and learning. It oversees strategic initiatives, ensuring they align with institutional goals.

The Managing Council, operating under the Corporate Educational Agency of Kothamangalam, is a statutory body responsible for governing the college's functioning. At the executive level, the Principal manages the day-to-day operations, implementing decisions of the managing body in compliance with government and regulatory guidelines.

Supporting the executive leadership, the College Council plays a vital role in implementing strategic plans and making key administrative decisions. The Internal Quality Assurance Cell (IQAC) connects management, faculty, and students, setting quality policies and processes to enhance institutional standards.

Various Committees and Cells such as the Planning Board, Purchase Committee, Building Committee, Anti-Ragging Committee, Grievance Redressal Cell, Ethics Committee, and Women Empowerment Cell, among others, work collaboratively to address specialized areas. These entities foster a safe, inclusive, and productive environment, ensuring comprehensive support across academic and administrative functions.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Financial Support Schemes

Nirmala College has established various welfare schemes to enhance the financial well-being of its employees. The Staff Co-operative Society assists staff in meeting their financial needs by offering a range of financial products and services at affordable interest rates. Interest-free loans are available upon request, and financial support is provided for medical emergencies, ensuring staff health and well-being are prioritized.

Infrastructure and Facilities

To support employees in their professional lives, Nirmala College offers essential facilities. All staff benefit from free Wi-Fi access on campus and domain email addresses for seamless communication. The institution provides free accommodation in the College Guest House for staff needing housing. Additionally, ATM facilities from SBI and SIB are conveniently located on campus, along with kiosk and canteen services at subsidized rates.

Health and Wellness Initiatives

Recognizing the importance of health, Nirmala College offers numerous initiatives for staff wellness. A fitness center is available for physical fitness, and a recreation room allows for relaxation and leisure activities. In cases of medical emergencies, staff can access special casual leave, particularly for serious health issues like cancer treatment.

Community Building and Recognition

Nirmala College fosters a sense of community through various engagement activities, such as an annual tour program and community lunches for staff and their families. Retirement parties are held to honor dedicated service, and discussion rooms are provided for collaborative efforts among staff, promoting a supportive work environment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

55

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

4

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

70

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Nirmala College implements a comprehensive Performance Appraisal System for teaching and non-teaching staff to ensure accountability and professional growth.

Teacher Performance Record (TPR)

Each academic year, teachers receive a Teacher Performance Record (TPR) to document daily activities related to course planning, assignment completion, student mentoring, and leave taken. This record is monitored by department heads and the principal, and evaluated by the management during the annual academic audit, ensuring effectiveness in teaching practices.

Student Feedback Mechanism

The Internal Quality Assurance Cell (IQAC) oversees a feedback mechanism that allows students to evaluate their teachers online each semester. This feedback is crucial for assessing teaching quality and facilitating improvements.

Performance Based Appraisal System (PBAS)

At the end of the academic year, all teachers submit a Performance Based Appraisal System (PBAS) proforma. The committee, led by the college manager, evaluates performances through departmental visits, assessing teachers in groups and individually. This process recommends corrective measures and has evolved to include a broader range of evaluation criteria.

Annual Objective Assessment

Heads of departments compile Annual Objective Assessment Reports, confidentially evaluating academic performance while highlighting strengths and weaknesses. For non-teaching staff, the management employs a similar appraisal system developed by the IQAC. Additionally, the Academic Review Committee, constituted by the Managing Board, meets annually to assess teaching performance, fostering personalized interactions between faculty and management for continuous improvement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The reliability and integrity of financial management at Nirmala College are ensured through a robust Finance wing led by the Head Accountant and the Bursar. Internal Audit

An internal audit is conducted annually by the management team, focusing on both management and government funds. This audit is supervised by the Superintendent of the college and the Bursar, ensuring thorough oversight of financial activities.

External Audit

The college also undergoes external audits conducted by Chartered Accountants, the Deputy Director of Collegiate Education, and the Accountant General's office. These audits provide an additional layer of scrutiny and assurance regarding financial management practices.

UGC Fund Audits

Specific to grants received from the University Grants Commission (UGC), external audits are performed on all funds allocated for Minor Research Projects, National Seminars, IQAC initiatives, and General Development Assistance for both undergraduate and postgraduate programs. Chartered accountants verify these grants, and utilization certificates are submitted to the UGC for verification and scrutiny.

Rectification Process

The college is committed to addressing any audit findings promptly. The accounts department initiates remedial actions based on audit results, and an explanatory note detailing these actions is submitted to the principal and Bursar. This proactive approach helps maintain transparency and accountability in financial management, reinforcing the institution's integrity.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

30.35350

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The primary sources of funding for the college include the following.

- **Central Government Funds:** These include grants from the UGC, NAAC, RUSA, ICSSR, DST-FIST, DBT-STAR, and specific funds for B.Voc programs and scholarships, encompassing both major and minor projects.
- **State Government Funds:** The college receives financial support through grants-in-aid for salaries, as well as funds for the NSS and ASAP initiatives from the KSCSTE and KSHEC.
- **Non-Government Funds:** Additional funding comes from endowment awards, contributions from departments and associations, student fees from self-financing courses, and PTA funds. Philanthropic contributions and financial assistance from management further bolster resources.
- **Community Contributions:** Support also comes from alumni, teachers, and contributions designated for specific initiatives, such as the fund from ALS IAS, New Delhi, allocated to the Nirmala Civil Service Academy.
- **Rental Income:** The college generates revenue by renting its premises to external organizations for conducting competitive exams and for ATM services from SIB and SBI.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The Internal Quality Assurance Cell (IQAC) at Nirmala College has been instrumental in strengthening and institutionalizing quality assurance across various domains. A two-day Professional Development Programme was organized to sensitize faculty on the New Education Policy (NEP), emphasizing the importance of the mother tongue and the nation's reimagination. The IQAC's commitment to research enhancement is evident, with the college producing nine PhDs in 2022-23 and recording increased publications and citations, as recognized in the NIRF data. Furthermore, four faculty members received research guideship, and two earned PhDs, while Dr. Jyothish Kuthanappillil filed a new patent. The IPR cell received national recognition for its participation in the National Intellectual Property Awareness Mission.

In terms of student innovation, projects like the KADS web app and E-helper Repository have been promoted. The IQAC also achieved remarkable success in placements, doubling them in 2022-23. Recognized for quality, the college was ranked within the 100-150 NIRF band and received the Higher Education Minister's Excellence Award for NAAC performance. The IQAC organized Faculty Development Programmes (FDPs) for over 4,000 educators, including a significant one-week FDP on Outcome Based Education in collaboration with the Kerala State Higher Education Council. A NAAC-sponsored conference on NEP curriculum design further showcased IQAC's dedication to institutional quality advancement and faculty development.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations

and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC at Nirmala College, alongside the management, actively evaluates the performance of non-teaching staff, ensuring their contributions align with institutional goals. Regular internal audits, including Green and Gender audits, are conducted to promote sustainability and inclusivity on campus. Since 2018, the institution has systematically collected student feedback on overall institutional performance, allowing for continuous improvement.

To maintain academic integrity, the IQAC oversees the internal examination process, establishing a transparent system for evaluation and timely uploading of marks to the university portal. Furthermore, IQAC performs a semester-wise result analysis across departments to identify strengths and areas for improvement. A ten-point scale questionnaire is utilized to gather student evaluations of teacher performance, providing valuable insights into the teaching-learning experience. The IQAC has also instituted a comprehensive 360-degree feedback mechanism that assesses curriculum effectiveness and the college environment, incorporating input from students, faculty, and stakeholders. Through these initiatives, the IQAC ensures quality assurance in academic and administrative functions, fostering a culture of accountability and continuous enhancement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://nirmalacollege.ac.in/content/uploads/2024/06/Annual-Report-2022-23-n.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

At the institutional level, the Internal Complaints Committee (ICC) and the Gender Sensitisation Cell play a pivotal role in advancing gender equity through various initiatives and programs. This academic year, gender sensitisation programs were primarily conducted online, with the ICC actively updating information on the UGC Saksham portal. Alongside the annual awareness programs, the ICC and the Women's Cell collaborated on four gender equity-focused programs.

Key programs included seminars on cyber security, gender equality, gender justice and equality, and legal awareness related to gender issues. Additionally, awareness sessions on cervical cancer and HPV vaccination, self-defense training, and a gender sensitisation workshop were conducted. A medical camp specifically for women was also held to address health and wellness concerns.

The Women's Cell conducted the annual gender audit to assess the impact and reach of these initiatives. To support these programs, the campus offers facilities including CCTV surveillance for a fully protected environment, over 10 common rooms, specialized restrooms, fitness and sick rooms.

File Description	Documents
Annual gender sensitization action plan	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.1-add.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2022/11/7.1.1.docx

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Throughout the campus, color-coded bins are strategically placed at key locations to facilitate the proper collection and segregation of various waste types. To manage biodegradable waste efficiently, dedicated vermicomposting units process garden trimmings and vegetable waste from the canteen and hostel mess. Additionally, food waste is supplied to local poultry and pig farms, while other organic waste fuels the campus's biogas plant.

Aligned with the green protocol, the college minimizes paper usage by leveraging digital solutions for information sharing and documentation. The campus strictly prohibits single-use plastics, and students actively participate in recycling efforts by repurposing plastic bottles as garden planters. A plastic shredding unit further processes plastic waste, which is then repurposed for campus road paving projects

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the **A. Any 4 or all of the above**

**following 1.Green audit 2. Energy audit
3.Environment audit 4.Clean and green
campus recognitions/awards 5. Beyond the
campus environmental promotional activities**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Nirmala College, Muvattupuzha fosters an inclusive environment

embracing all forms of diversity, ensuring accessibility in resources, infrastructure, curriculum delivery, teaching-learning materials, and assessment. Highlights of initiatives undertaken in the 2022-23 academic year include:

- Kerala Piravi Celebration on 01.11.2022, commemorating the formation of Kerala state.
- Fly Beyond the Borders program on 04.08.2022, encouraging intercultural understanding and global awareness.
- Hiroshima Nagasaki Remembrance Program on 09.08.2022, promoting peace and reflecting on history.
- World Hindi Day Celebration on 10.01.2023, celebrating linguistic diversity and the global relevance of Hindi.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Nirmala College actively sensitizes its employees and students to constitutional obligations through a variety of initiatives. Institution-wide campaigns and information boards raise awareness, while various clubs and cells organize programs to nurture responsible citizenship. Key initiatives from the 2022-23 academic year include:

- Invited Lectures on Human Rights, emphasizing individual freedoms and justice.
- World Water Day Celebration, promoting environmental responsibility.
- National Integration Camps, fostering unity and understanding.
- National Milk Day Celebration, highlighting nutrition and the dairy industry's role.
- Seminars on Fundamental Rights and Duties, reinforcing civic responsibility.
- International Day for the Elimination of Violence Against Women, advocating for safety and equality.
- Dear Education Program, supporting educational awareness and access.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.9-add.pdf
Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.9-add.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff **A. All of the above**

4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Throughout the 2022-23 academic year, Nirmala College organized various events, lectures, and programs to commemorate significant observances, primarily through online platforms. Noteworthy initiatives included:

- **World Environment Day, hosted by the Department of Zoology and Department of Management Studies, promoting environmental awareness.**
- **World Tourism Day and National Tourism Day, organized by the**

Department of Tourism, highlighting tourism's role in cultural exchange and economic growth.

- World Heritage Day, led by the Department of Tourism, fostering appreciation for global heritage preservation.
- World Ozone Day, conducted by the Department of Physics, emphasizing the importance of ozone layer protection.
- Reading Day, celebrated by the Departments of Malayalam and Hindi, encouraging a love for reading.
- World Entrepreneurship Day, hosted by the Institution Innovation Council, supporting entrepreneurial spirit.
- GST Day, organized by the Department of Commerce, focusing on tax education.
- Global Parents Day, celebrated by the Department of Commerce SF, recognizing parental roles in education.
- International Yoga Day, organized by the Department of Computer Science, promoting wellness and mindfulness.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Student Learning Andragogy

1. Aims and Objectives Nirmala College, committed to the "Pursuit of Excellence," promotes academic innovations by encouraging:

- **Learner-Centric Approaches:** Inspiring faculty to focus on student-centered teaching.
- **ICT-Based Integration:** Using technology-enhanced tools for an integrated learning experience.
- **Experiential & Collaborative Learning:** Implementing problem-solving and participative strategies in curriculum transactions.
- **Blended Learning Promotion:** Advancing digital and in-person learning integration among students.

2. The Context In alignment with UGC guidelines (2016-19) emphasizing a shift from "teacher-teaching" to "learner-learning," Nirmala College fosters an environment where students independently achieve curriculum learning outcomes. Faculty facilitate this process by guiding students in problem-solving and fostering self-responsibility in learning.

3. The Practice Through collaborative efforts by the Management, College Council, and IQAC, the college has implemented various learner-centric practices to enhance student engagement and knowledge acquisition:

- **Theme-Based Quizzes:** Departments like Malayalam and Hindi conduct quizzes centered on relevant themes, promoting in-depth exploration.
- **Resonance Campus Newspaper:** Led by Communicative English students, this publication hones journalism and editorial skills.
- **Short Film Production:** Integrated into the curriculum, film-making projects encourage creativity and technical proficiency in storytelling.
- **Nirmala Darshan (Campus TV):** This hands-on TV initiative provides students with experience in video production, screen presence, and communication skills.
- **Press Visits:** A core aspect of language programs, press visits enable students to experience media operations firsthand.
- **Campus Radio Station:** Fosters inclusivity and provides broadcasting experience.
- **Theatre Workshops & Heritage Exhibitions:** Enhance learning through cultural engagement and practical application of language and history studies.

File Description	Documents
Best practices in the Institutional website	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/best-practice.pdf
Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/best-practice.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

In the past two years, Nirmala College has emerged as a prominent Faculty Development Centre, reaching over 4,000 educators through various Faculty Development Programs (FDPs). Key achievements include:

- Interdisciplinary Refreshment Courses under the PMMMNMTT scheme, with nearly 1,000 participants.
- A Seven-Day FDP on Outcome-Based Education, drawing over 2,000 educators nationwide.
- A Two-Day NAAC-Sponsored National Conference on curriculum design aligned with the New Education Policy (NEP).
- A Professional Development Program on "Mother Tongue and the Re-imagination of the Nation" in collaboration with Mahatma Gandhi University, featuring insights on the mother tongue's role in education.

Looking ahead, the Department of Physics will host a Two-Week Refresher Course in Physics under the PMMMNMTT scheme, further expanding the college's outreach and commitment to educational excellence. Through these comprehensive programs, Nirmala Learning Hub continues to advance the academic landscape, contributing to faculty development and career growth in alignment with the Career Advancement Scheme (CAS).

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The institution adheres to a structured Curriculum Delivery Policy to achieve defined learning outcomes. Each year, an Annual Academic Strategic Planning meeting is held to finalize department and student club plans. The IQAC coordinates the preparation of the college's Academic Calendar, incorporating the University's academic schedule, department plans, internal exam timelines, and action plans for cells and clubs. This calendar is then reviewed and approved by the College Council, with modifications made as needed. A comprehensive Five-Day Two-Tier Induction Program, 'Deeksharambh,' introduces both undergraduate and postgraduate students to academic and extracurricular activities.

At the Department Level, a curriculum induction session within the Two-Tier Program includes a focus on Outcome-Based Education (OBE), clarifying curriculum goals. Faculty members develop outcome-based course plans following IQAC guidelines, ensuring alignment with learning objectives and assessment methods. Heads of Departments (HoDs) monitor course completion regularly, gathering feedback to facilitate continuous improvement and curriculum adjustments. This systematic approach ensures effective delivery and tracking of curriculum objectives across all departments.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nirmalacollege.ac.in/content/uploads/2024/10/Design-Calendar-22-23-09-12-2022-Print-All-pages.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The institution ensures strict adherence to its academic calendar to provide sufficient instructional hours and support effective

course delivery and Continuous Internal Evaluation (CIE).

Semester Planning: Each semester begins with a meeting led by the Principal with Heads of Departments and faculty to review academic calendar implementation, ensuring smooth curriculum delivery and CIE scheduling.

Internal Examination Scheduling: The Internal Examination Committee proposes assessment schedules, which are ratified by the Staff Council to align with the academic calendar.

Syllabus and CIE Timelines: The calendar includes a syllabus completion timeline to facilitate the timely scheduling of internal assessments, meeting CIE requirements.

Departmental Calendars: Each department's calendar, aligned with the institutional one, incorporates activities such as field trips and internships, scheduled to avoid disruptions to CIE.

Course Planning and Performance Tracking: Faculty prepare course plans at the semester start, including CIE dates, and submit a Teacher's Performance Record to document syllabus progress and assessment completion.

Balanced Activities: Co-curricular and extracurricular activities are integrated into the calendar without affecting the CIE process.

This structured approach enables consistent course delivery and adherence to CIE timelines, supporting both academic and holistic student development.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nirmalacollege.ac.in/content/uploads/2024/10/Design-Calander-22-23-09-12-2022-Print-All-pages.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.

B. Any 3 of the above

Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

38

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

42

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

1865

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The institution integrates key cross-cutting themes—Professional Ethics, Gender, Human Values, Environment, and Sustainability—into its curriculum through several structured approaches:

1. **Inclusion in Curriculum Induction:** Following UGC guidelines, discussions on these cross-cutting themes are incorporated into each department's Curriculum Induction Programme, providing students with foundational insights.
2. **Priority Courses on Cross-Cutting Themes:** The college prioritizes University-prescribed courses focused on Gender, Environment, Human Values, Sustainability, and Professional Ethics, ensuring these themes are actively represented.
3. **Value-Added Courses:** To further students' understanding, the college offers additional courses such as Soft Skills, Pre-placement Training, and Logical Skills, embedding principles of ethics, sustainability, and interpersonal growth.
4. **Engagement Through Functional Cells and Programs:** Various functional cells organize events and schemes addressing these issues, such as sapling planting, awareness marathons, and health services under the Snehasparsham initiative. Activities include lectures on topics like human rights, plant regeneration, and cyber ethics.
5. **Observance of Important Days:** Observances such as World

Environment Day, World Heritage Day, and International Yoga Day by respective departments further reinforce these themes.

Through these initiatives, the institution emphasizes professional ethics, human values, gender equality, environmental awareness, and sustainability, fostering holistic student development.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

33

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

1378

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://nirmalacollege.ac.in/stakeholders-feedback-analysis-report-2022-23/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://nirmalacollege.ac.in/stakeholders-feedback-analysis-report-2022-23/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

1157	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File
2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats))	
2.1.2.1 - Number of actual students admitted from the reserved categories during the year	
333	
File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File
2.2 - Catering to Student Diversity	
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners	
<p>The institution evaluates student learning levels upon admission and tailors programs for advanced learners and slow learners accordingly.</p> <p>Assessment of Learning Levels: Instead of multiple assessment methods, the college conducts an Online Post-Admission Test to gauge student learning levels. Additionally, students' academic history, as documented in the college ERP, informs the categorization. Following IQAC guidelines, students are grouped into advanced learners and slow learners.</p> <p>Strategies for Advanced Learners</p> <ul style="list-style-type: none"> ˘. Enrolment in MOOC courses and participation through the NPTEL Local Chapter ˘. Opportunities in Research Paper Presentation Competitions ˘. Engagement in Theme-Based Quizzes, Best Manager, and PowerPoint Presentation Competitions ˘. Collaborative activities with international students ˘. Skill-sharing programs to deepen specialized knowledge 	

Strategies for Slow Learners

- `. Peer teaching and remedial coaching to strengthen foundational understanding
- `. Academic mentoring and access to recorded lecture videos through the LMS
- `. Provision of self-learning materials for independent study
- `. Course Outcome Attainment Tests to track and support progress

File Description	Documents
Paste link for additional information	https://nirmalacollege.ac.in/mooc/
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
3022	145

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

With the adoption of Outcome-Based Education (OBE), the institution has integrated a variety of student-centered learning methods to enhance engagement beyond traditional lectures. Key approaches include:

1. **Skill Development:** Interactive sessions in the language lab to strengthen communication skills.
2. **Student-Led Activities:** Theme-based quizzes and educational publications, including newspapers and magazines, produced by students.
3. **Hands-On Learning:** Students demonstrate lab experiments, create curriculum-related short films, and develop software.
4. **Virtual and Experiential Learning:** Virtual industrial tours, press visits, and virtual lab sessions supplement

traditional learning.

5. **Project-Based Learning:** Case-based teaching in social sciences, project-based learning, mini projects, and group projects foster practical understanding.
6. **Curriculum Integration:** Student club activities are aligned with the curriculum, and internships provide real-world exposure.
7. **Technology-Enhanced Learning:** Computer-assisted and software-based learning methods support subject mastery.

Students also engage in online group discussions, debates, seminars, and presentations. Additionally, they produce video sessions accessible on the LMS. Alumni lectures, totaling 41 across various departments, further enrich students' learning with insights from real-life work experiences.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://nirmalacollege.ac.in/online-question-bank/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The institution leverages a range of digital platforms and software to enhance course delivery and student engagement.

- ˘. **Google Classrooms and Moodle:** Faculty extensively use Google Classroom and a customized Moodle platform, enabling real-time assessment of student progress and effective course content delivery.
- ˘. **Edmodo:** This educational app allows faculty to assign tasks and share e-resources with students.
- ˘. **DataCamp and Online Certifications:** The Statistics department collaborates with DataCamp, and many students hold certifications from prestigious universities, including Harvard and Stanford.
- ˘. **Google Studio and Yahoo Finance:** Faculty in Commerce and Economics utilize Google Studio for data on exchange rates, stock markets, and other financial metrics.
- ˘. **Kahoot Quiz and Poll Everywhere:** These tools are employed by faculty for engaging online quizzes.
- ˘. **Software-Based Learning:** Various specialized software, such

as SPSS, Chemdraw, Firefly, Mathematica, and Minitab, enhance learning experiences across disciplines.

- Robotics Software: Used by faculty for result analysis, providing an innovative approach to student performance review.

These platforms support interactive, data-driven, and application-oriented learning across different fields.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

144

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

145

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

44

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

1027

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Transparency

The college ensures transparency in internal examination processes through an Internal Examination Peer Committee, responsible for the secure handling and coding of question papers. Examination dates are communicated via the college handbook and website. The shift to online assessments utilized Google Forms, Google Classroom, and Moodle. Students can access assignment and seminar marks through their student login, receive evaluated answer scripts within a week, and engage in discussions of model answers. Departmental notice boards display both subject-wise and consolidated internal marks through A and B forms.

Robustness

The college, along with IQAC, allows departments to diversify CIE methods to enrich internal assessments. Evaluations may include MCQ tests, Kahoot quizzes, seminars, online assignments, and book reviews, facilitated through Google Classroom and Moodle. Students with valid absences are granted re-assessment opportunities. Year-end project evaluations incorporate internal marks based on punctuality, data quality, and timely submission, fostering accountability and diligence in academic work.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://nirmalacollege.ac.in/internal-evaluation/

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The institution has a Three-tier Grievance Redressal Mechanism with two levels at the college and an upper level at the University. A student needs to approach the upper level only if grievance is not addressed at the lower level.

Level 1: Department Level

The department level Committee is chaired by the Head of the department, department coordinator and teacher in-charge as members. The teacher in charge of the course distributes the valued answer scripts during the class hours and the students can scrutinize their answer scripts in the presence of their

teachers. The students can also address their grievances concerning CIE marks if any through Grievance Redressal Application Form available on the college website. It is processed through the examiner, department coordinator and head of the department.

Level 2: College level

The grievances which are not resolved at level 1, are redressed by a college level committee with the Principal as Chairman, department Coordinator, HOD of concerned Department and a senior teacher nominated by the College council as members.

Level 3: University Level

A Committee constituted by the Vice-Chancellor as Chairman and ProVice-Chancellor, Convener - Syndicate subcommittee on Students Discipline and Welfare, Chairman- Board of Examinations as members and the Controller of Examination as member-secretary. The Students' Grievances Portal deals with a variety of students' complaints and grievances coming up for redressal. In the portal, an online students' grievance redressal forum with tracking and follow up of the complaints is provided in compliance with the UGC's mandatory requirements.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://nirmalacollege.ac.in/online-grievances-form/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Departmental Advisory Committee (DAC) of each department has developed Programme Outcomes (POs) and Programme Specific Outcomes (PSOs) aligned with the learning objectives of the university syllabus, as well as the core values and mission of the institution. The DAC also collaborates with relevant faculty to outline Course Outcomes (COs). The Internal Quality Assurance Cell (IQAC) ensures that POs, PSOs, and COs are included in course files and prominently displayed on the college website, department notice boards, and laboratory spaces.

During departmental curriculum induction meetings, the Head of Department and class tutors explain the various programme outcomes to students. Faculty members clarify course outcomes and demonstrate how they relate to POs and PSOs, including discussing the pattern of internal examination questions in relation to COs. Each department has published a handbook detailing POs, PSOs, and COs, which is accessible to students via Google Classroom and Moodle. Additionally, a hard copy of this handbook is available on the Head of Department's table for easy reference, and COs are included in the study materials prepared by faculty.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://nirmalacollege.ac.in/nirmala-at-a-glance/programme-outcome/
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Direct Attainment: The direct attainment of POs and PSOs is evaluated through the logical mapping of cognitive levels of Course Outcomes (COs) with POs and PSOs. This process ensures that there is a clear connection between what students are expected to learn and the broader program objectives.

Indirect Attainment: Indirect attainment is assessed using feedback mechanisms such as the Course Exit Survey, Alumni Survey, and Employer Survey. Each survey employs a detailed questionnaire designed to correlate program outcomes and specific outcomes for comprehensive analysis.

- ~. **Course Exit Survey:** This feedback is collected from students at the end of their courses to evaluate the overall program effectiveness, allowing for the identification of areas needing improvement.
- ~. **Alumni Survey:** Feedback is gathered during alumni meetings and through outreach via email and phone, providing insights into graduates' experiences and the program's long-term impact.
- ~. **Employer Survey:** Conducted with industries that employ our graduates, this survey examines employer expectations and requirements, helping to ensure the program remains

relevant to industry needs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

944

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://nirmalacollege.ac.in/content/uploads/2024/06/Annual-Report-2022-23-n.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://nirmalacollege.ac.in/wp-content/uploads/2024/10/SSS-2022-23.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

32.3

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

13

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Nirmala College, Muvattupuzha, has built a robust ecosystem promoting innovation, research, and knowledge transfer,

recognized with a 3.5-star rating in the 2022 IIC Ranking. The college's Innovation and Incubation Cell (IIC) has led impactful initiatives, fostering entrepreneurship and intellectual property creation across campus.

Key Innovation and Intellectual Property Initiatives

The college organized 21 innovation and IPR-focused activities, resulting in 17 new ideas and 11 prototypes. A notable patent filed by Dr. Jyothish Kuthanapillil, titled "Novel Self-assembled Cardanol Compounds," underscores Nirmala College's dedication to pioneering research in material science.

Financial and Institutional Support

Nirmala College allocated Rs. 2,20,000 for innovation-related activities and Rs. 6,18,269 for student and faculty innovations. An MoU signed with an industrial partner, facilitated by IIC President Dr. Jijo V. J., strengthens industry-academia collaboration, enhancing practical research applications.

Technology Transfer and Student Ventures

A franchise management web application developed by BCA student Mr. Georgy Saju was successfully transferred to the Kerala Agricultural Development Society (KADS). Additionally, "E-Helper," created by B.Com student Mr. Arun C Shaji, serves as a repository for university exam question papers, addressing students' academic needs.

Recognition and Skill Development

The Ministry of Commerce & Industry awarded the college's IPR Cell for its contributions to the National Intellectual Property Awareness Mission. Through structured programs and industry partnerships, Nirmala College fosters an innovative environment, contributing significantly to knowledge transfer and entrepreneurship.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year**3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year**

18

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards**3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year**

33

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

20

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

21

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

During the year, Nirmala College engaged in a range of extension activities aimed at fostering social awareness, environmental consciousness, and community service among students. These initiatives encouraged students to address social issues within the neighborhood community, contributing to their holistic development. Notably, the Maha Panjayath Inauguration on April 9, 2022, brought together students, local leaders, and residents to identify and address pressing concerns of the community. Such programs instilled a strong sense of social responsibility in students and enabled them to gain firsthand experience in public service.

Environmental initiatives like the Clean Muvattupuzha Campaign on April 16, 2022, and the World Environment Day Tree Plantation on June 5, 2022, sensitized students to issues of waste management, pollution, and the importance of afforestation. Volunteers actively participated in transforming their surroundings by planting trees, recycling plastic, and organizing awareness sessions, thereby promoting a greener and cleaner community.

NSS volunteers also organized awareness programs on significant social themes, including World Elder Abuse Awareness Day on June 15, 2022, and Safer Internet Day on March 27, 2023. The activities included interactive sessions, flash mobs, and street plays, highlighting the need for respect towards the elderly and safety in the digital space.

Additionally, during the Flood Relief Mission in August 2022, students participated in relief efforts amid severe floods in Kerala. They provided vital services such as food distribution, medical aid, and emergency training to displaced residents. This hands-on experience reinforced the values of empathy and preparedness among students, equipping them with skills to respond effectively to community needs in times of crisis.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

1

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

35	
File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File
3.4.4 - Number of students participating in extension activities at 3.4.3. above during year	
3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year	
1860	
File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File
3.5 - Collaboration	
3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year	
3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year	
183	
File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year**3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year**

17

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution provides ample infrastructure and physical facilities to support a high-quality teaching-learning environment. It has 95 classrooms, 60 of which are ICT-enabled with LCDs, TVs, or smartboards, all equipped with Wi-Fi/LAN for seamless digital access. Classrooms are spacious, well-ventilated, furnished with green boards, and equipped with public address systems. Additionally, the campus features twenty seminar halls, a video conferencing hall, a digital theatre, and an A/V recording studio to facilitate various academic activities.

For practical learning, there are ten well-equipped laboratories for UG, PG, and research, including chemistry, physics, zoology, and biology labs, as well as specialized labs for molecular studies and advanced nano-science. The labs house major equipment like UV-Vis spectrophotometers, autoclaves, and microwave synthesizers, enhancing the scope of research.

The computing infrastructure includes 395 computers, four computer labs, a language lab, and a commerce lab, supported by five servers for efficient office and library management. Recently, nine classrooms and two smart classrooms with 4K

interactive boards were added, along with a new language software and computer lab. A new academic block is under construction under the RUSA project, and additional car parking for teachers was recently built.

Departmental facilities include separate faculty rooms with laptops, desktops, printers, and intercoms, while examination halls are monitored with CCTV cameras, ensuring a secure assessment environment. This extensive infrastructure demonstrates the institution's commitment to an enriched teaching-learning experience.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/fgwuoXv6Oy8?si=NCBvTq2ZrkjrDn-B

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Sports Facilities

- The college has a sports hostel (45 beds) sponsored by Kerala Sports Council
- Specialized coach for Football and Handball
- Spacious playground for athletics and Football
- Multipurpose synthetic stadium which has the facility for playing four games, namely Volleyball, Handball, Throw-ball and Tennis
- Standard Basketball court and a Shuttle Badminton court
- Cricket ground with matting and pitches for net practice
- Space for indoor games like Chess, Carroms, Table tennis and Taekwondo
- Sporting equipment, kits and sportswear for the team members
- Fitness center (Gymnasium) for staff and students

Facilities for Cultural Activities

- Four well-equipped auditoriums out of which one is fully airconditioned
- An open-air auditorium beside the main block with a capacity of 3500
- Discussion room with an area of 70.54 sq. m

- An Audio Visual-Hall for developing artistic/ cultural talents and public speaking/ debating skills of students.
- Sound recording and video editing studio Campus Radio to foster cultural sensibility
- An air-conditioned Digital Theatre (98 seats) with modern facilities for screening films.
- The College also has a common recreation centre for the staff with an area of 70.54 sq. m where the staff members can entertain themselves.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/xSZP4sN17sM?si=HifuufpUL_BzD95d

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

72

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/2NGUUVB61ks?si=M1Y5sRuKY2B-xDYB
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

71.6496

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The library is fully automated with leading library management software solutions; LIBSOFT and KOHA which give a user-friendly interface for searching resources in the library, along with its positions and availability statuses. The library has Web - OPAC for providing remote access to its repertoire of textual resources.

ILMS Software LIBSOFT

Name of the ILMS software: LIBSOFT Nature of automation: Full Server Version: 4.2

Year of automation: 2004 Library link:

<https://nirmaladigital.libsoft.org> Features of LIBSOFT

- Fully Flexible-Local variations possible
- Supports more than 10 lakh of Records Fully Integrated High Data
- Security Exhaustive Information Retrieval Tool Printouts in desired formats Various report generation Simple and Boolean search result Multi-user Facility Network Implementation Software
- Consistency Barcode Facility ISBN support for Book Accession

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://nirmalacollege.ac.in/library-2/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above								
<table border="1"> <thead> <tr> <th data-bbox="102 400 547 465">File Description</th> <th data-bbox="547 400 1437 465">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 465 547 566">Upload any additional information</td> <td data-bbox="547 465 1437 566" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="102 566 547 745">Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)</td> <td data-bbox="547 566 1437 745" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	Upload any additional information	View File	Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File			
File Description	Documents								
Upload any additional information	View File								
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File								
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)									
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)									
2.43369									
<table border="1"> <thead> <tr> <th data-bbox="102 1061 547 1126">File Description</th> <th data-bbox="547 1061 1437 1126">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 1126 547 1193">Any additional information</td> <td data-bbox="547 1126 1437 1193" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 1193 547 1261">Audited statements of accounts</td> <td data-bbox="547 1193 1437 1261" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="102 1261 547 1440">Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)</td> <td data-bbox="547 1261 1437 1440" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	Any additional information	No File Uploaded	Audited statements of accounts	View File	Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File	
File Description	Documents								
Any additional information	No File Uploaded								
Audited statements of accounts	View File								
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File								
4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)									
4.2.4.1 - Number of teachers and students using library per day over last one year									
206									
<table border="1"> <thead> <tr> <th data-bbox="102 1711 547 1776">File Description</th> <th data-bbox="547 1711 1437 1776">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 1776 547 1843">Any additional information</td> <td data-bbox="547 1776 1437 1843" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 1843 547 1944">Details of library usage by teachers and students</td> <td data-bbox="547 1843 1437 1944" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	Any additional information	No File Uploaded	Details of library usage by teachers and students	View File			
File Description	Documents								
Any additional information	No File Uploaded								
Details of library usage by teachers and students	View File								
4.3 - IT Infrastructure									

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The college has the practice of updating its IT facilities on a regular basis. The college has two leased internet connections, broadband and fiber optical, apart from a dedicated fiber optical connection for the office. The college provides open Wi-Fi facilities for students and teachers. All the academic and administrative blocks are connected through Optical Fibre Cable (OFC). The academic, administrative and admission process are integrated with IT to become the process more easy, efficient and transparent. The full-bodied IT infrastructure of the college comprises 395 computers connected with Wi-Fi/LAN. The College has five dedicated servers for the smooth functioning of library and computer science labs (MCA & BCA). The college library is automated with LIBSOFT. Library has the subscription of e-books and e-journals via INFLIBNET and DELNET. Question papers, projects and theses are availed through digital repository in the college library. Digital library with 40 computers enhances the e-learning and online certificate programs.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nirmalacollege.ac.in/it-infrastructure-facilities/

4.3.2 - Number of Computers

395

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

227.49132

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The college has formulated a maintenance policy for IT infrastructure, classrooms, equipment and laboratories in 2015 and revised the same in 2017. Now the college is in the process of formulating a new maintenance policy in the context of NEP 2020. The college has its own system for the implementation of the policy. The system includes Building Committee, Planning Board, Purchase Committee, Campus Development Committee, Campus Ecological Committee and Library Advisory Committee constantly monitors and evaluates the status of the college. Maintenance of Physical Facilities: The physical facilities including Auditorium, A/C Seminar Halls, Smart classrooms, Laboratories, Classrooms and Computers etc. are for the students admitted in the college. The physical facilities are maintained and monitored by Local Manager (Bursar) appointed by Corporate Educational Agency Kothamangalam. Maintenance Classrooms and Laboratories: Classrooms with furniture, teaching aids and laboratories are

maintained by the respective department staff and attendants and supervised by the respective Head of the Department. The laboratory assistants take care of their respective laboratories. Maintenance of ICT facilities: The college uses TCS (Total Campus Solution) maintained by Meshilogic, Kinfra Techno Industrial Park Kerala. The annual maintenance includes the required software installation and upgradation. The ICT Smart Class Rooms and the related systems are maintained with AMC. Maintenance of Sports and Games Facility: The sports equipment, Gymnasium, ground and various courts in the Campus are supervised and maintained by the Head of the Physical Education Department.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nirmalacollege.ac.in/uploads/2020/01/MAINTAINING1.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

676

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the

institution / non- government agencies during the year

162

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://nirmalacollege.ac.in/ict-platform/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

644

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

644

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

<p>5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees</p>	<p>A. All of the above</p>
--	-----------------------------------

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

282

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

410

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

18

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

34

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The institution actively promotes student representation and engagement in various administrative, co-curricular, and extracurricular activities through a structured student council and representation on multiple committees.

During the 2022-23 academic year, the College Union election was conducted as per the university's Rules of Election. Union executive members are selected from class representatives through a secret ballot system. The elected union includes a Chairperson, Vice Chairperson, General Secretary, two University Union Councillors, an Arts Club Secretary, and a Student Editor, ensuring a broad representation of student interests.

Student representatives play a key role in the institution's various committees, such as the Internal Quality Assurance Cell (IQAC), Internal Complaints Committee (ICC), Anti-Ragging Committee, Collegiate Student Grievance Redressal Committee (CSGRC), SC/ST Cell, Minority Cell, OBC Cell, Gender Sensitisation Cell, Canteen Committee, Anti-Narcotic Cell, Cultural Committee, and Sports Committee. Their involvement supports a diverse and inclusive environment, allowing students to actively contribute to institutional decision-making and the overall campus culture.

This inclusive approach aligns with the institution's commitment to fostering leadership skills, encouraging student participation in governance, and promoting a supportive community for both academic and extracurricular engagement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

24

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The registered Alumni Association of Nirmala College is integral to the institution's development, contributing through financial support, mentorship, and engaging programs.

A. Alumni Meetings In the 2022-23 academic year, Nirmala College strengthened alumni engagement with a Mega Alumni Meet on January 14, 2023, attended by nearly 1,000 members. Alongside this, 21 department-level meetings enabled graduates to reconnect and share experiences. These gatherings included special events like the Golden Jubilee Batch Alumni Meet for Chemistry, "OruVattomKoodi" for Commerce, and annual gatherings for Botany and Hindi departments. Through such initiatives, the college fosters close connections with alumni across diverse fields.

B. Alumni as Resource Persons Under the Alumni Connect initiative, alumni actively contributed to student growth by leading 41 events, including seminars (7), skill development sessions (5), and career guidance talks (4). Esteemed alumni also offered invited lectures (19), conducted workshops, and led sessions such as JAM coaching, entrepreneurship workshops, and buddy mentoring, creating valuable learning and networking opportunities. Additionally, programs like Merit Day and an Induction Program Lecture provided alumni platforms to celebrate academic achievements and guide new students.

This robust Alumni Connect initiative reflects Nirmala College's commitment to bridging past and present, with alumni enriching the college's academic environment and supporting student development through meaningful mentorship and practical insights.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs) A. ? 5Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The governance of Nirmala College aligns closely with its vision of achieving academic excellence with integrity and its mission of fostering integral personality development grounded in Christian ideals.

The Managing Board serves as the apex policy-making body, with the Bishop as the highest authority within the organizational structure. The Manager, who is also the President of the governing body, leads the institution with support from the Corporate Educational Secretary. The Managing Council, a

statutory body under the Managing Board, ensures that all college activities reflect and support the institution's vision and mission. In the 2022-23 academic year, the Council convened twice (one meeting online and one offline) to monitor and guide college initiatives.

The Internal Quality Assurance Cell (IQAC) prepares an annual action plan in alignment with the college's strategic objectives, which is reviewed by the Managing Council. The Manager oversees that each proposed activity directly or indirectly furthers the institution's core values. Key initiatives reflecting this commitment include enhancing digital and physical infrastructure, preparing for the National Education Policy (NEP) implementation, fostering innovation and research, and engaging in social extension activities.

This governance structure emphasizes both visionary leadership and strategic planning, ensuring that Nirmala College's operations and growth are rooted in its foundational values.

The college received the Higher Education Ministers Excellence Award in Academic Year 2022-23.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

At each level, decision-making is shared, generating goodwill and unity within the college community. This participative approach enhances motivation, as faculty and students contribute actively to implementing strategic plans set by the authorities.

Case Study: Submission of Research Projects Reflecting the college's commitment to research and development, faculty members are encouraged to independently pursue grant opportunities. For instance, Dr. Lincy Tom and Dr. Jijo V J applied for UGC Research Grant, while Dr. Radhu S and Dr. Geena George applied for CSIR Aspire Grant. Additionally, Dr. Jyothish Kuthanappillil applied for DST SERB Core Research grant. These achievements highlight the college's decentralized approach, allowing faculty to take

initiative in research advancement. In addition to that an institutional proposal was also submitted for R & D development.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional strategic plan at Nirmala College is effectively deployed, focusing on enhancing student learning and aligning with the college's vision and mission. The previous strategic plan (2014-18) emphasized technological innovation and effective e-governance. Building on this, the current strategic plan (2019-22) was developed by the IQAC in consultation with the Managing Board to advance the student learning experience further.

The formulation process was inclusive, with the plan presented to the college council and refined based on feedback from council members. Key achievements during 2021-22 reflect the effective implementation of this strategic plan:

- A collaboration with Ramanujan College, University of Delhi, under the PMMMNMTT scheme, enhancing faculty development and student engagement.
- The production of 15 PhDs, demonstrating a strong research culture.
- 68 top positions achieved in university exams, highlighting academic excellence.
- The Best NSS Unit award, showcasing the college's commitment to social service and community involvement.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Nirmala College has a structured organizational hierarchy aligned with university statutes and relevant regulations, ensuring efficient governance and quality management. At the helm, the Managing Board serves as the primary policy-making body, providing a strategic framework for infrastructural growth and quality enhancement in teaching and learning. It oversees strategic initiatives, ensuring they align with institutional goals.

The Managing Council, operating under the Corporate Educational Agency of Kothamangalam, is a statutory body responsible for governing the college's functioning. At the executive level, the Principal manages the day-to-day operations, implementing decisions of the managing body in compliance with government and regulatory guidelines.

Supporting the executive leadership, the College Council plays a vital role in implementing strategic plans and making key administrative decisions. The Internal Quality Assurance Cell (IQAC) connects management, faculty, and students, setting quality policies and processes to enhance institutional standards.

Various Committees and Cells such as the Planning Board, Purchase Committee, Building Committee, Anti-Ragging Committee, Grievance Redressal Cell, Ethics Committee, and Women Empowerment Cell, among others, work collaboratively to address specialized areas. These entities foster a safe, inclusive, and productive environment, ensuring comprehensive support across academic and administrative functions.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance

A. All of the above

and Accounts Student Admission and Support Examination

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Financial Support Schemes

Nirmala College has established various welfare schemes to enhance the financial well-being of its employees. The Staff Co-operative Society assists staff in meeting their financial needs by offering a range of financial products and services at affordable interest rates. Interest-free loans are available upon request, and financial support is provided for medical emergencies, ensuring staff health and well-being are prioritized.

Infrastructure and Facilities

To support employees in their professional lives, Nirmala College offers essential facilities. All staff benefit from free Wi-Fi access on campus and domain email addresses for seamless communication. The institution provides free accommodation in the College Guest House for staff needing housing. Additionally, ATM facilities from SBI and SIB are conveniently located on campus, along with kiosk and canteen services at subsidized rates.

Health and Wellness Initiatives

Recognizing the importance of health, Nirmala College offers numerous initiatives for staff wellness. A fitness center is available for physical fitness, and a recreation room allows for relaxation and leisure activities. In cases of medical emergencies, staff can access special casual leave, particularly

for serious health issues like cancer treatment.

Community Building and Recognition

Nirmala College fosters a sense of community through various engagement activities, such as an annual tour program and community lunches for staff and their families. Retirement parties are held to honor dedicated service, and discussion rooms are provided for collaborative efforts among staff, promoting a supportive work environment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

55

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

4

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

70

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Nirmala College implements a comprehensive Performance Appraisal System for teaching and non-teaching staff to ensure accountability and professional growth.

Teacher Performance Record (TPR)

Each academic year, teachers receive a Teacher Performance Record (TPR) to document daily activities related to course planning, assignment completion, student mentoring, and leave taken. This record is monitored by department heads and the principal, and evaluated by the management during the annual academic audit, ensuring effectiveness in teaching practices.

Student Feedback Mechanism

The Internal Quality Assurance Cell (IQAC) oversees a feedback mechanism that allows students to evaluate their teachers online each semester. This feedback is crucial for assessing teaching quality and facilitating improvements.

Performance Based Appraisal System (PBAS)

At the end of the academic year, all teachers submit a Performance Based Appraisal System (PBAS) proforma. The committee, led by the college manager, evaluates performances through departmental visits, assessing teachers in groups and individually. This process recommends corrective measures and has evolved to include a broader range of evaluation criteria.

Annual Objective Assessment

Heads of departments compile Annual Objective Assessment Reports, confidentially evaluating academic performance while highlighting strengths and weaknesses. For non-teaching staff, the management employs a similar appraisal system developed by the IQAC. Additionally, the Academic Review Committee, constituted by the Managing Board, meets annually to assess teaching performance, fostering personalized interactions between faculty and management for continuous improvement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various

internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The reliability and integrity of financial management at Nirmala College are ensured through a robust Finance wing led by the Head Accountant and the Bursar. Internal Audit

An internal audit is conducted annually by the management team, focusing on both management and government funds. This audit is supervised by the Superintendent of the college and the Bursar, ensuring thorough oversight of financial activities.

External Audit

The college also undergoes external audits conducted by Chartered Accountants, the Deputy Director of Collegiate Education, and the Accountant General's office. These audits provide an additional layer of scrutiny and assurance regarding financial management practices.

UGC Fund Audits

Specific to grants received from the University Grants Commission (UGC), external audits are performed on all funds allocated for Minor Research Projects, National Seminars, IQAC initiatives, and General Development Assistance for both undergraduate and postgraduate programs. Chartered accountants verify these grants, and utilization certificates are submitted to the UGC for verification and scrutiny.

Rectification Process

The college is committed to addressing any audit findings promptly. The accounts department initiates remedial actions based on audit results, and an explanatory note detailing these actions is submitted to the principal and Bursar. This proactive approach helps maintain transparency and accountability in financial management, reinforcing the institution's integrity.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

30.35350

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The primary sources of funding for the college include the following.

- **Central Government Funds:** These include grants from the UGC, NAAC, RUSA, ICSSR, DST-FIST, DBT-STAR, and specific funds for B.Voc programs and scholarships, encompassing both major and minor projects.
- **State Government Funds:** The college receives financial support through grants-in-aid for salaries, as well as funds for the NSS and ASAP initiatives from the KSCSTE and KSHEC.
- **Non-Government Funds:** Additional funding comes from endowment awards, contributions from departments and associations, student fees from self-financing courses, and PTA funds. Philanthropic contributions and financial assistance from management further bolster resources.
- **Community Contributions:** Support also comes from alumni, teachers, and contributions designated for specific initiatives, such as the fund from ALS IAS, New Delhi, allocated to the Nirmala Civil Service Academy.
- **Rental Income:** The college generates revenue by renting its premises to external organizations for conducting

competitive exams and for ATM services from SIB and SBI.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The Internal Quality Assurance Cell (IQAC) at Nirmala College has been instrumental in strengthening and institutionalizing quality assurance across various domains. A two-day Professional Development Programme was organized to sensitize faculty on the New Education Policy (NEP), emphasizing the importance of the mother tongue and the nation's reimagination. The IQAC's commitment to research enhancement is evident, with the college producing nine PhDs in 2022-23 and recording increased publications and citations, as recognized in the NIRF data. Furthermore, four faculty members received research guideship, and two earned PhDs, while Dr. Jyothish Kuthanappillil filed a new patent. The IPR cell received national recognition for its participation in the National Intellectual Property Awareness Mission.

In terms of student innovation, projects like the KADS web app and E-helper Repository have been promoted. The IQAC also achieved remarkable success in placements, doubling them in 2022-23. Recognized for quality, the college was ranked within the 100-150 NIRF band and received the Higher Education Minister's Excellence Award for NAAC performance. The IQAC organized Faculty Development Programmes (FDPs) for over 4,000 educators, including a significant one-week FDP on Outcome Based Education in collaboration with the Kerala State Higher Education Council. A NAAC-sponsored conference on NEP curriculum design further showcased IQAC's dedication to institutional quality advancement and faculty development.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC at Nirmala College, alongside the management, actively evaluates the performance of non-teaching staff, ensuring their contributions align with institutional goals. Regular internal audits, including Green and Gender audits, are conducted to promote sustainability and inclusivity on campus. Since 2018, the institution has systematically collected student feedback on overall institutional performance, allowing for continuous improvement.

To maintain academic integrity, the IQAC oversees the internal examination process, establishing a transparent system for evaluation and timely uploading of marks to the university portal. Furthermore, IQAC performs a semester-wise result analysis across departments to identify strengths and areas for improvement. A ten-point scale questionnaire is utilized to gather student evaluations of teacher performance, providing valuable insights into the teaching-learning experience. The IQAC has also instituted a comprehensive 360-degree feedback mechanism that assesses curriculum effectiveness and the college environment, incorporating input from students, faculty, and stakeholders. Through these initiatives, the IQAC ensures quality assurance in academic and administrative functions, fostering a culture of accountability and continuous enhancement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for

A. All of the above

**improvements Collaborative quality initiatives with other institution(s)
Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	https://nirmalacollege.ac.in/content/uploads/2024/06/Annual-Report-2022-23-n.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

At the institutional level, the Internal Complaints Committee (ICC) and the Gender Sensitisation Cell play a pivotal role in advancing gender equity through various initiatives and programs. This academic year, gender sensitisation programs were primarily conducted online, with the ICC actively updating information on the UGC Saksham portal. Alongside the annual awareness programs, the ICC and the Women's Cell collaborated on four gender equity-focused programs.

Key programs included seminars on cyber security, gender equality, gender justice and equality, and legal awareness related to gender issues. Additionally, awareness sessions on cervical cancer and HPV vaccination, self-defense training, and a gender sensitisation workshop were conducted. A medical camp specifically for women was also held to address health and wellness concerns.

The Women's Cell conducted the annual gender audit to assess the impact and reach of these initiatives. To support these programs, the campus offers facilities including CCTV surveillance for a

fully protected environment, over 10 common rooms, specialized restrooms, fitness and sick rooms.

File Description	Documents
Annual gender sensitization action plan	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.1-add.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2022/11/7.1.1.docx

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Throughout the campus, color-coded bins are strategically placed at key locations to facilitate the proper collection and segregation of various waste types. To manage biodegradable waste efficiently, dedicated vermicomposting units process garden trimmings and vegetable waste from the canteen and hostel mess. Additionally, food waste is supplied to local poultry and pig farms, while other organic waste fuels the campus's biogas plant.

Aligned with the green protocol, the college minimizes paper usage by leveraging digital solutions for information sharing and documentation. The campus strictly prohibits single-use plastics, and students actively participate in recycling efforts by repurposing plastic bottles as garden planters. A plastic shredding unit further processes plastic waste, which is then

repurposed for campus road paving projects

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	A. Any 4 or all of the above										
<table border="1"> <thead> <tr> <th data-bbox="102 441 537 506">File Description</th> <th data-bbox="547 441 1436 506">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 506 537 647">Reports on environment and energy audits submitted by the auditing agency</td> <td data-bbox="547 506 1436 647">View File</td> </tr> <tr> <td data-bbox="102 647 537 748">Certification by the auditing agency</td> <td data-bbox="547 647 1436 748">View File</td> </tr> <tr> <td data-bbox="102 748 537 851">Certificates of the awards received</td> <td data-bbox="547 748 1436 851">View File</td> </tr> <tr> <td data-bbox="102 851 537 916">Any other relevant information</td> <td data-bbox="547 851 1436 916">View File</td> </tr> </tbody> </table>	File Description	Documents	Reports on environment and energy audits submitted by the auditing agency	View File	Certification by the auditing agency	View File	Certificates of the awards received	View File	Any other relevant information	View File	A. Any 4 or all of the above
File Description	Documents										
Reports on environment and energy audits submitted by the auditing agency	View File										
Certification by the auditing agency	View File										
Certificates of the awards received	View File										
Any other relevant information	View File										
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	A. Any 4 or all of the above										
<table border="1"> <thead> <tr> <th data-bbox="102 1476 537 1541">File Description</th> <th data-bbox="547 1476 1436 1541">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 1541 537 1641">Geo tagged photographs / videos of the facilities</td> <td data-bbox="547 1541 1436 1641">View File</td> </tr> <tr> <td data-bbox="102 1641 537 1783">Policy documents and information brochures on the support to be provided</td> <td data-bbox="547 1641 1436 1783">View File</td> </tr> <tr> <td data-bbox="102 1783 537 1924">Details of the Software procured for providing the assistance</td> <td data-bbox="547 1783 1436 1924">View File</td> </tr> <tr> <td data-bbox="102 1924 537 1989">Any other relevant information</td> <td data-bbox="547 1924 1436 1989">View File</td> </tr> </tbody> </table>	File Description	Documents	Geo tagged photographs / videos of the facilities	View File	Policy documents and information brochures on the support to be provided	View File	Details of the Software procured for providing the assistance	View File	Any other relevant information	View File	A. Any 4 or all of the above
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Geo tagged photographs / videos of the facilities	View File										
Policy documents and information brochures on the support to be provided	View File										
Details of the Software procured for providing the assistance	View File										
Any other relevant information	View File										
7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e.,											

tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Nirmala College, Muvattupuzha fosters an inclusive environment embracing all forms of diversity, ensuring accessibility in resources, infrastructure, curriculum delivery, teaching-learning materials, and assessment. Highlights of initiatives undertaken in the 2022-23 academic year include:

- Kerala Piravi Celebration on 01.11.2022, commemorating the formation of Kerala state.
- Fly Beyond the Borders program on 04.08.2022, encouraging intercultural understanding and global awareness.
- Hiroshima Nagasaki Remembrance Program on 09.08.2022, promoting peace and reflecting on history.
- World Hindi Day Celebration on 10.01.2023, celebrating linguistic diversity and the global relevance of Hindi.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Nirmala College actively sensitizes its employees and students to constitutional obligations through a variety of initiatives. Institution-wide campaigns and information boards raise awareness, while various clubs and cells organize programs to nurture responsible citizenship. Key initiatives from the 2022-23 academic year include:

- Invited Lectures on Human Rights, emphasizing individual freedoms and justice.
- World Water Day Celebration, promoting environmental responsibility.
- National Integration Camps, fostering unity and understanding.
- National Milk Day Celebration, highlighting nutrition and the dairy industry's role.
- Seminars on Fundamental Rights and Duties, reinforcing civic responsibility.

- **International Day for the Elimination of Violence Against Women, advocating for safety and equality.**
- **Dear Education Program, supporting educational awareness and access.**

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.9-add.pdf
Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/7.1.9-add.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Throughout the 2022-23 academic year, Nirmala College organized various events, lectures, and programs to commemorate significant observances, primarily through online platforms. Noteworthy

initiatives included:

- World Environment Day, hosted by the Department of Zoology and Department of Management Studies, promoting environmental awareness.
- World Tourism Day and National Tourism Day, organized by the Department of Tourism, highlighting tourism's role in cultural exchange and economic growth.
- World Heritage Day, led by the Department of Tourism, fostering appreciation for global heritage preservation.
- World Ozone Day, conducted by the Department of Physics, emphasizing the importance of ozone layer protection.
- Reading Day, celebrated by the Departments of Malayalam and Hindi, encouraging a love for reading.
- World Entrepreneurship Day, hosted by the Institution Innovation Council, supporting entrepreneurial spirit.
- GST Day, organized by the Department of Commerce, focusing on tax education.
- Global Parents Day, celebrated by the Department of Commerce SF, recognizing parental roles in education.
- International Yoga Day, organized by the Department of Computer Science, promoting wellness and mindfulness.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Student Learning Andragogy

1. Aims and Objectives Nirmala College, committed to the "Pursuit of Excellence," promotes academic innovations by encouraging:

- **Learner-Centric Approaches:** Inspiring faculty to focus on student-centered teaching.
- **ICT-Based Integration:** Using technology-enhanced tools for

an integrated learning experience.

- **Experiential & Collaborative Learning:** Implementing problem-solving and participative strategies in curriculum transactions.
- **Blended Learning Promotion:** Advancing digital and in-person learning integration among students.

2. The Context In alignment with UGC guidelines (2016-19) emphasizing a shift from "teacher-teaching" to "learner-learning," Nirmala College fosters an environment where students independently achieve curriculum learning outcomes. Faculty facilitate this process by guiding students in problem-solving and fostering self-responsibility in learning.

3. The Practice Through collaborative efforts by the Management, College Council, and IQAC, the college has implemented various learner-centric practices to enhance student engagement and knowledge acquisition:

- **Theme-Based Quizzes:** Departments like Malayalam and Hindi conduct quizzes centered on relevant themes, promoting in-depth exploration.
- **Resonance Campus Newspaper:** Led by Communicative English students, this publication hones journalism and editorial skills.
- **Short Film Production:** Integrated into the curriculum, film-making projects encourage creativity and technical proficiency in storytelling.
- **Nirmala Darshan (Campus TV):** This hands-on TV initiative provides students with experience in video production, screen presence, and communication skills.
- **Press Visits:** A core aspect of language programs, press visits enable students to experience media operations firsthand.
- **Campus Radio Station:** Fosters inclusivity and provides broadcasting experience.
- **Theatre Workshops & Heritage Exhibitions:** Enhance learning through cultural engagement and practical application of language and history studies.

File Description	Documents
Best practices in the Institutional website	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/best-practice.pdf
Any other relevant information	https://nirmalacollege.ac.in/wp-content/uploads/2024/10/best-practice.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

In the past two years, Nirmala College has emerged as a prominent Faculty Development Centre, reaching over 4,000 educators through various Faculty Development Programs (FDPs). Key achievements include:

- Interdisciplinary Refreshment Courses under the PMMMNMTT scheme, with nearly 1,000 participants.
- A Seven-Day FDP on Outcome-Based Education, drawing over 2,000 educators nationwide.
- A Two-Day NAAC-Sponsored National Conference on curriculum design aligned with the New Education Policy (NEP).
- A Professional Development Program on "Mother Tongue and the Re-imagination of the Nation" in collaboration with Mahatma Gandhi University, featuring insights on the mother tongue's role in education.

Looking ahead, the Department of Physics will host a Two-Week Refresher Course in Physics under the PMMMNMTT scheme, further expanding the college's outreach and commitment to educational excellence. Through these comprehensive programs, Nirmala Learning Hub continues to advance the academic landscape, contributing to faculty development and career growth in alignment with the Career Advancement Scheme (CAS).

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

There will be efforts to increase the number of publications to 50 per year.

The college shall try to collaborate with government recognized organisations to offer capacity building programmes. It is expected that such programmes will increase the placements of the college.

The college shall establish NEP cell to foster the implementation of NEP proposals at the college level.

IQAC strongly recommends that every department should submit their proposal for various rankings including India Today, Outlook, etc. As a preparatory step, IQAC plans to do Department Grading in this academic year.

The extension activities of the college will be focused on sustainable development goals

Nirmala Learning Hub is a capacity-building initiative led by the IQAC of Nirmala College, aimed at enhancing academic exposure and equipping faculty and students with essential 21st-century skills. Designed to function as an academic extension wing, it supports faculty across neighboring colleges and the state, provides resources during curricular reforms, and collaborates with esteemed institutions for student skill development.