SELF STUDY REPORT

FOR

4th CYCLE OF ACCREDITATION

NIRMALAGIRI COLLEGE

NIRMALAGIRI COLLEGE NIRMALAGIRI P. O.
670701
www.nirmalagiricollege.ac.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Nirmalagiri College was established by the Archdiocese of Thalassery in 1964 to cater to the higher educational requirements of North Malabar Region of Kerala. The socio-economic and educational backwardness of the natives impelled the management to start this college.

A visionary management, **56** dedicated and competent full-time teachers, a team of efficient non-teaching staff and **1350** promising students are the core strength of the college.

At present, there are 11 UG programmes, 4 PG programmes and 2 research centres in the college. IRISH, an offshoot of the College, provides facility for research in three disciplines. Life Science Academy, an academic extension of the College, is one of the best coaching centres in life science.

Informatics Centre, IGNOU Study Centre, Computer Centre, and Civil Service Coaching Centre are other facilities available in the campus. *Keraleeyam*, Historical Museum, Botanical Garden, Herbarium and Zoological Museum are other highlights of the college.

The College completed three cycles of accreditation with 'B++' , 'A 'grade with 3.15 CGPA and 'A' grade with **3.30 CGPA** in the respective cycles. The college was also ranked among the top 200 institutions in the country by NIRF during the last 5 consecutive years.

The College was also awarded the Mentor Status under **PARAMARSH** scheme of UGC.

The College was granted funds under various schemes such as **RUSA, DBT- STAR, DST- FIST, UGC and KSCSTE.-SARD**

Nurturing and Empowering for Social Transformation **(NEST)** and Women Empowerment **(WE),** the two best practices along with green campus, hunger free campus, *Nirmal Sparsh*, *Snehaveedu* and Yoga and Meditation Classes make the College distinctive and unique.

From the time of its inception, the College was guided by the noble ideals envisioned in the vision and mission of the college.

Vision

Integrated development of human personality with emphasis on intellectual, spiritual, moral and physical growth, inspired by teachings of Jesus Christ.

Mission

To impart education to all irrespective of caste, creed and gender.

In keeping with the vision and mission, the college aims at moulding youngsters who are intellectually mature, socially committed, morally upright and spiritually inspired.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- A **visionary management**, well-defined **policies** and consistent emphasis on a healthy learning environment guide the academic process of the College.
- The College has a highly qualified and experienced faculty with a diverse range of specializations and research interests. More than **55%** of the **teachers are research degree** holders. The pool of resourceful teachers is motivated to bring the best out of the students.
- A qualified, well-trained and efficient team of non-teaching staff helps the college to carry out the academic and administrative duties and responsibilities.
- **Decentralised administration** ensures the smooth and efficient functioning of the College through various committees.
- The College is situated on the Thalassery-Mysore State Highway in a rural area making it easily accessible to all. The College is conveniently located with the nearest airport (Kannur International) just 13 km away and the nearest railway station (Thalassery) within 17 km.
- The College provides students with numerous opportunities to benefit from scholarships, seminars and activities that improve their career prospects. College offers **14 certificate courses** that enrich the students' learning experience and broaden their areas of interest.
- The College is supported financially by **DBT, DST, UGC, KSCSTE and RUSA**.
- It has a **registered alumni** association fostering relationships between former students and their alma mater which is dynamic.
- The College utilizes renewable energy sources such as **solar panels** and biogas.
- The College offers programmes like **Walk with a Scholar** and Additional Skill Acquisition Programme to support top performers.
- The College has free Wi-Fi connectivity with a speed of 200 Mbps and state-of-the-art laboratories equipped to pursue research. Besides, the good collection of books in the library is unparallel among the aided colleges under Kannur University.
- The campus has all the necessary amenities to excel in sports and games.
- **Women empowerment** is one of the priorities of the College and thus female students are offered driving and tailoring lessons, soft skill training and self-defence classes to make them self-reliant.
- Students are provided with opportunities for community engagement through *Snehasparsham*-**Palliative Care**, **NEST,** Blood Donation Drive and *Patheyam.*
- Management Information System (**MIS**) consolidates the information from various departments which is then analysed and used to make informed decisions.
- The departments of Chemistry and Physics provide research programs that lead to PhD degrees.
- Institute for Research in Social Sciences and Humanities (**IRISH**), a collaborative research wing, promotes inter-disciplinary and multi-disciplinary research in social sciences and humanities.
- The College has a clean campus with an efficient waste segregation and management system.

In short, Nirmalagiri College has diverse opportunities for the holistic development of the students.

Institutional Weakness

- We have no freedom to start New Generation Programmes on our own as the College is not autonomous.
- Limited facility for students to do part-time jobs while learning as our College is located in a rural area without industrial firms in the neighbourhood.
- Delay in getting sanction from the government to fill the vacancies of permanent staff.
- Due to the rigidity of rules, sanction is not accorded to start new research centres in the college. Hence, our teachers, who are research supervisors, have to opt other institutions as research centres.

Institutional Opportunity

Nirmalagiri College is one of the reputed institutions in Kerala, with immense opportunities for the student community.

- In the course of its journey, the College has become a leading educational centre in North Kerala. The campus has enough facilities to start new courses and accommodate a greater number of students.
- The locale of the College is also an impetus to its progressive growth. The College is situated in a **prime location** near Kannur International Airport, which provides the College a huge opportunity to grow by starting advanced courses.
- The College has several faculty who have proved their eminence in the field of research. Their expertise can be utilized to develop an **interdisciplinary research centre** in the campus which will also motivate students to pursue research even at the graduate level.
- The introduction of more **New Generation Courses** can also provide students with a fresh learning experience and enhanced opportunities.
- Various National and International Collaborations and MoUs of the College with other reputed institutions and industries can ensure skill-based learning opportunities to the student community. It will pave way for the professional development of the teaching community.
- Nirmalagiri College is also bestowed with sound research and advanced library facilities. Hence, the College can facilitate National and International Collaborative researches and student exchange programmes. Since the College has prominent research centres recognized by Kannur University, more research scholars can also be enrolled here.
- The College can serve as a centre for promoting scientific temper and scientific aptitude through outreach programmes in nearby schools and institutions of higher learning.
- The college can further promote enrollment in **MOOCs and COURSERA** courses to prepare students to be updated in their subject domain and also for securing better jobs.
- As the College is highly concerned about the future of the students, it can do much in the upcoming years by providing more opportunities for placement.

Institutional Challenge

- Attracting students from other states and countries.
- Enhancing competency and employability of outgoing students.
- Training and developing sports persons of international stature.

- Attaining the target of providing placement to at least 30% of the outgoing students.
- Establishing incubation centre and start up programmes.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College implemented CBCSS and OBE with well-defined POs, PSOs and COs in line with the NEP-2020. Teachers are also involved in curriculum formulation and enrichment on the basis of the feedback collected from stakeholders.

- **M.Sc. Zoology** and **14 certificate courses** started during the assessment period.
- **375 students** completed **145 MOOCs** during the period.
- Academic calendar, teaching plan and POs, PSOs and COs are communicated in time.
- Induction programme, entry-level tests, bridge courses and ICT enabled classes with E-resources are offered.
- Test papers, seminars, assignments and viva are conducted for continuous evaluation. **Mentoring, Tutorial,** WWS**, Buddy** and **Peer Group** learning are provided as academic companionship.
- Participation in programmes like study tours, industrial visits, budget discussions, invited lectures and webinars/seminars enrich the curriculum delivery
- **Heritage museum,** *Keraleeyam,* medicinal garden and **zoological museum** serve as additional knowledge resources.
- The curriculum inseparably incorporates **cross-cutting issues** like gender, environment, sustainable development, **IPR** and human values.
- Patriotism, social commitment and environmental consciousness are aroused through clubs and associations.
- Proactive student engagement in social activities inculcates values, ethics and social responsibilities.
- An array of programmes such as street plays and different social service activities are implemented for generating socio-ethical human values.
- The quintessential programmes of Nirmalagiri like **NEST, WE**, **hunger-free campus,** *Snehasparsham* and social interventions of NSS and NCC help in moulding socially responsible youngsters.
- Seminars and workshops are organised to sensitise students on gender equity and social justice and to treat the third gender on par with others.
- Various committees function for the protection of women's rights. For the prevention of harassment against women a committee functions (Women Harassment Prevention Committee)
- To enhance the job market competency of the students, different soft skill training and certificate programmes are offered.
- To promote sustainable development projects and programmes like **Plastic-Free Campus**, *Bhoomitrasena*, organic farming, **rainwater harvesting,** bamboo and mango orchard and green and clean campus are initiated. These are envisaged for better ecology-academic interaction.

Teaching-learning and Evaluation

The College follows an effective ICT-assisted teaching, learning and evaluation process that ensures the achievement of desired outcomes helping the students to succeed in a highly competitive and technologically advanced world.

- The admission process is carried out through the online **Centralised Allotment Process** regulated by Kannur University.

- The College, with a successful history of 59 years as a learning centre, has an average **student enrolment ratio of 99.44%.** Under the reserved categories, 96.72% of seats are filled.

- High demand ratio of the programmes offered indicates that the College is a desirable destination for knowledge seekers in North Kerala.

- All sanctioned posts are filled with full-time teachers to maintain an average **student-teacher ratio** of **23:1**.

- The **teachers** who have been working here for the last 5 years are well qualified among whom **96.94% have NET or Ph.D**.

- The College follows a **student-centric approach** incorporating ICT tools which include a digital and **RFID-enabled automated library**, Wi-Fi-enabled campus, digital herbarium, question paper bank, N-LIST subscription and tablets for student access.

- Members of the faculty enrich their knowledge and skills regarding ICT-based teaching modes through various courses.

- Academic and non-academic goals are attained by providing students with additional **e-learning resources** such as **COURSERA** and conducting **online cultural fests**.

- Mechanism of internal assessment is made transparent by relying on an impartial examination system and centrally monitored computerized attendance system which enables the students to verify their attendance online with their username and password. Students are also encouraged to submit their assignments online.

- Grievance redressal system is made translucent, time-bound and competent by following a hierarchical system and allowing students to access complaint boxes (both offline and online) and real-time feedback systems.

- Attainment of Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) are evaluated by adopting various strategies and they are posted on the college website and also communicated to the students through department notice boards and induction programmes.

- Results are analysed at the Department and College level, steps are taken to improve performance and

consequently an **average pass percentage** of **80.5** has been attained during the last five years.

Research, Innovations and Extension

The College offers a conducive environment for research, knowledge dissemination and extension activities and inculcates a research culture among students.

- The College has facilities for **research in 5 disciplines**: Physics, Chemistry, Economics, Malayalam and History.
- **13** of our faculty members served as **research guides** during the past five years. 6 faculty from other institutions are registered as research guides in our research centres.
- At present there are **40 research scholars** pursuing their PhD under our faculty members and at our research centres and **24 students have been awarded PhD.**
- The faculty members have brought Rs.**2,33,58,080/-** through research-related funding to the College during the last five years.
- Over the last five years the faculty members have published **107 research articles** in reputed journals and the top-rated publication was in a journal with 9.221 impact factor.
- 35 books/book chapters have also been published by faculty members.
- There are **7 faculty members with an h-index of 10** and above and two with h-index of >15 and three with >750 citations.
- Many publications have a direct impact on society such as 'utility of nano-materials in preparing sensors for nano-molar scale detection of neuro-transmitters' and **'erecting a new family of a gondwanan relic subterranean fish'**.
- Many of the research publications are collaborative efforts with scientists from external institutes and there are 28 external research linkages.
- More than **100 seminars/workshops** were organised in the College during the last five years
- The College has **13 MoUs** and **41 formal collaborations** with other Institutions/Agencies
- **140 extension activities** have been carried out.
- Some of the extension activities are:
  - Providing internet connection in the tribal colony.
  - *Snehaveedu* (A Home for the Homeless).
  - Free and special language tuition.
  - Beach cleaning.
  - Blood donation camps.
  - Participation in rebuilding programmes during the deluge and landslides.
- Recognition for extension activities:
  - **Best NSS Programme Officer Award** at University and **State levels.**
  - **Best NSS Unit Award** at University and **State levels**.
  - **Best Female NSS Volunteer Award** at **University level**.

Infrastructure and Learning Resources

The College provides good infrastructural facilities for academic, co-curricular and extracurricular activities which include adequate number of classrooms, furniture and fixtures, laboratories, library, staff rooms, seminar halls, auditorium, playgrounds and botanical garden.

- **41.62% of the total expenditure** has been utilized for **infrastructure augmentation** and **58.38%** is utilized for **infrastructure maintenance** during the assessment period.
- The **campus is spread over 40 acres** of land having a total **built-up area of 18673 Sq.Mts.** with 151.24 Sq.Ft per student.
- The College infrastructure is also made available for various public exams and serves as the valuation centre for the examinations of the affiliated university.
- The College infrastructure caters to the teaching-learning needs of **11 UG programs, 4 PG programs and 2 research centres**. Institute for Research in Social sciences and Humanities (IRISH), a recognized research centre of Kannur University, is also situated here.
- The infrastructure facilities of the College include:
  - 41 Wi-Fi-enabled classrooms.
  - 2 smart classrooms.
  - Research labs in Chemistry, Physics and Zoology.
  - 12 science laboratories.
  - 2 computer labs and an Informatics Centre.
  - Auditorium with a seating capacity of 1200.
  - 3 seminar halls.
  - Adequate physical security (30 CCTV cameras).
- The IT facilities of the College include:
  - Out of 145 computers, 112 are set apart for students with a student-computer ratio of 11.87.
  - 30 printers/scanners and 3 photocopiers.
  - 25 LCD projectors.
  - Wi-Fi enabled campus with 2 Wi-Fi hubs for students.
  - 3 internet connections.
  - QR coding of trees in the campus.
  - Digital herbarium.

- The College has RFID-enabled, automated College library with a collection of 54,291 books. The library facilities include:
  - Digital library.
  - Access to e-journals through INFLIBNET and N-LIST.
  - Access to e-magzines through Magzter.
- The College sports and fitness infrastructure include:
  - 400 M track.
  - Volleyball and basketball court.
  - Ball badminton court.
  - Hockey field.
  - Table tennis boards.
  - Gymnasium.
- Other facilities include:
  - Canteen.
  - Hostel for boys and girls.
  - Co-operative Store.
  - Counselling center.

○ Rainwater harvesting.

Student Support and Progression

The College follows a student-friendly and futuristic approach aiming at preparing its students for meeting global expectations and demands. Various support measures are undertaken by the College to ensure a conducive learning environment that facilitates the progression of every student. The major student support initiatives include a proactive scholarship facilitating system, a variety of capacity building and skill enhancement programmes, a transparent grievance redressal system, ample facilities for sports and cultural activities, career guidance, counselling and placement support. The College has an active alumni association which is registered and dynamic that plays an important role by organising various programmes aimed at student support and progression.

Important among them are:

- More than **78% of students** benefitted from **scholarships** and **freeships** provided by Government, nongovernment agencies and College-funded endowments.
- During the assessment period, **80 capacity-building programmes** were organised on Soft Skills, Language and Communication Skills, Life Skills and ICT/Computing Skills aimed at preparing them to meet the challenges of the job market.
- More than **71% of the students benefitted** through **50 career guidance and counselling** programmes organised by different agencies.
- **747 students attended MOOCs** under the *'Nirmalagiri College on COURSERA'* programme which helped them to update and upskill.
- **58.79%** of the passed-out **students progressed** to higher studies or secured placement.
- **112 students qualified** in various international/national/state-level **competitive examinations**.
- Students won **201 medals in sports** and **39 medals in cultural activities** at the University/State/National level.
- Students participated in **208 sports and cultural programmes** organized by the College or other institutions.
- Grievances received from students were resolved without delay by various statutory committees such as Anti-ragging Committee, Women Harassment Prevention Committee and Grievance Redressal Committee through a transparent mechanism employing offline and online modes.
- The alumni association has played and continues to play a vibrant role in improving the academic environment of the College by synchronizing its activities for the benefit of the students and community at large in the form of financial assistance for social extension activities, infrastructure development, organizing seminars and competitions and instituting endowments for meritorious students.

Governance, Leadership and Management

- Nirmalagiri College is governed by the Archdiocese of Thalassery. The day-to-day affairs, policies, administrative setup, appointment and service rules and procedures are overseen by the management using different mechanisms:
    ○ The Governing Body- formulates policies.

- The Principal- the executive head of the College.
- College Council- reviews internal matters of the College.
- IQAC- works towards sustained improvement in the quality of College activities.
- Committees and Cells- organise academic, co-curricular and extracurricular activities.
- Grievance Redressal system - handles grievances of all in the College.
- The recruitments and promotions are done as per the guidelines of UGC, Kannur University and the Government of Kerala.
- The strategic/ perspective/development plan is deployed via:
  - Class Tutors and Head of the Departments.
  - Various Committees, Clubs and Associations.
- Welfare measures of the College are:
  - Insurance schemes, maternity/paternity leave, provident fund, statutory and contributory pension schemes and casual and duty leaves as per government norms.
  - Free Wi-Fi, hostel/lodging facility, marked parking spaces, gymnasium, co-operative society, facilities for advance research.
- Performance appraisal system for teaching and non-teaching staff:
  - Feedback system.
  - Self-appraisal reports.
  - Staff meetings.
- Mobilization and optimal utilization of resources and fund:
  - Fund utilization/allocation is monitored via the financial management system.
  - Funds are provided by UGC, DST, DBT, RUSA, KSCSTE, PTA and Alumni.
- Financial audits:
  - Internal audit is done within the College as well as hiring the services of a chartered accountant.
  - External audits are conducted by the Deputy Director of Collegiate Education and the Accountant General.
- IQAC organises various training programmes/seminars on research methodology, **NEP, Outcome Based Education, IPR** and NAAC accreditation.
- IQAC:
  - Has a well-defined **plan of action** and prepares **academic calendar**.
  - **Reviews** performance through Academic and Administrative Audit, Feedback Analysis, Annual Self-appraisal of teachers.
  - **Ensures incremental changes** for e-governance, office automation, online teaching, ICT-enabled teaching and learning, MIS and soft skills.

- IQAC institutionalised quality assurance practices through:

  - **Blended mode** of teaching-learning.
  - Academic retreat.
  - Best practices: **NEST & WE.**
  - Monitoring five mentee Colleges under **PARAMARSH** scheme.

Institutional Values and Best Practices

Nirmalagiri College, as encapsulated in its mission, is committed to providing an inclusive educational environment irrespective of caste, creed and gender.

- The College **promotes gender equity** and sensitizes students on its importance through seminars, workshops and gender-oriented studies which are a part of the curriculum.
- **National and international days**, events and festivals are **celebrated** to foster a democratic spirit, honour national heroes and commemorate our rich heritage.
- **Solar** and biogas **plants** are installed on the campus as alternate sources of energy along with LED bulbs and power-efficient equipment, as part of its energy conservation measures.
- The College boasts of a **plastic-free campus** and has implemented a waste management system with the help of local government bodies.
- **Water conservation measures** such as rainwater harvesting, open well and bore well recharge have also been implemented.
- **Regular green** and **energy audits** are conducted with the assistance of government agencies.
- The provision of ramps, wheelchair and separate washroom for the differently abled make it a **disabled-friendly campus**.
- As part of its mission to provide an **inclusive environment**, the College promotes different cultures and traditions and promotes cultural, regional, linguistic and communal diversity.
- Various initiatives are also taken to sensitize the students and the faculty to constitutional obligations.
- **Best Practice 1: NEST (Nurturing and Empowering for Social Transformation):** In order to codify the extension activities of the College, the tribal colony in Peruva is adopted and given academic assistance through various initiatives like Bibliophilia, Speakzy School, E-Teach, life skills and career guidance training. The College also arranged a free internet facility in the colony during the lockdown.
- **Best Practice 2: WE (Women Empowerment):** The practice addresses the issues faced by women and empowers and inspires female students to stand up for their rights through numerous programmes like *Naari Udaan, Dheera, Nirmal Sparsh,* Dress Bank, legal and sex education classes and soft skill training.
- **Institutional Distinctiveness: Prabudh, Pratibadh, Prasobidh:** The College envisions the students' integrated development, accentuating their intellectual, spiritual, moral and physical growth.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NIRMALAGIRI COLLEGE
Address	Nirmalagiri College Nirmalagiri P. O.
City	Kuthuparamba
State	Kerala
Pin	670701
Website	www.nirmalagiricollege.ac.in

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal	Ousephachan K V	0490-2361247	9447480815	-	nirmalagiricollege@gmail.com
IQAC / CIQA coordinator	Sabu Sebastian	91-6282983122	9447470245	-	iqac@nirmalagiricollege.ac.in

Status of the Institution	
Institution Status	Government and Grant-in-aid

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	Yes Minority Certificate.pdf
If Yes, Specify minority status	
Religious	Christian
Linguistic	
Any Other	

Establishment Details

State	University name	Document
Kerala	Kannur University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC	31-03-1998	View Document
12B of UGC	31-03-2004	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	**Recognition/Approval details Institution/Department programme**	**Day,Month and year(dd-mm-yyyy)**	**Validity in months**	**Remarks**
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	National Institutional Ranking Framework
Date of recognition	15-07-2022

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Nirmalagiri College Nirmalagiri P. O.	Semi-urban	40	18673

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BSc,Botany	36	Higher Secondary	English + Malayalam	37	37
UG	BSc,Chemistry	36	Higher Secondary	English + Malayalam	38	36
UG	BCom,Commerce	36	Higher Secondary	English + Malayalam	36	36
UG	BA,Economics	36	Higher Secondary	English + Malayalam	51	51
UG	BA,English	36	Higher Secondary	English + Malayalam	43	42
UG	BA,History	36	Higher Secondary	English + Malayalam	38	38
UG	BSc,Home Science	36	Higher Secondary	English + Malayalam	36	35
UG	BA,Malayalam	36	Higher Secondary	English + Malayalam	38	36
UG	BSc,Mathematics	36	Higher Secondary	English + Malayalam	40	38
UG	BSc,Physics	36	Higher Secondary	English + Malayalam	34	34
UG	BSc,Zoology	36	Higher Secondary	English + Malayalam	38	36

PG	MSc,Chemistry	24	Under Graduation	English + Malayalam	12	12
PG	MA,Economics	24	Under Graduation	English + Malayalam	15	14
PG	MSc,Physics	24	Under Graduation	English + Malayalam	13	13
PG	MSc,Zoology	24	Under Graduation	English + Malayalam	13	13
Doctoral (Ph.D)	PhD or DPhil,Chemistry	36	Post Graduation	English + Malayalam	1	1
Doctoral (Ph.D)	PhD or DPhil,Physics	36	Post Graduation	English + Malayalam	7	7
Doctoral (Ph.D)	PhD or DPhil,Irish	36	Post Graduation	English + Malayalam	0	0
Doctoral (Ph.D)	PhD or DPhil,Irish	36	Post Graduation	English + Malayalam	0	0
Doctoral (Ph.D)	PhD or DPhil,Irish	36	Post Graduation	English + Malayalam	2	2

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				7				39
Recruited	0	0	0	0	4	3	0	7	22	17	0	39
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				0				0				21
Recruited	0	0	0	0	0	0	0	0	3	18	0	21
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				12
Recruited	8	4	0	12
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				3
Recruited	2	1	0	3
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	4	3	0	11	11	0	29
M.Phil.	0	0	0	0	0	0	1	1	0	2
PG	0	0	0	0	0	0	8	7	0	15
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	2	2	0	4
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	1	15	0	16
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	84	0	0	0	84
	Female	326	2	0	0	328
	Others	0	0	0	0	0
PG	Male	8	0	0	0	8
	Female	41	0	0	0	41
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	10	0	0	0	10
	Female	14	0	0	0	14
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	9	12	10	11
	Female	33	36	36	38
	Others	0	0	0	0
ST	Male	2	1	4	7
	Female	16	11	14	12
	Others	0	0	0	0
OBC	Male	38	31	21	29
	Female	162	165	173	147
	Others	0	0	0	0
General	Male	71	59	67	51
	Female	147	167	142	156
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		478	482	467	451

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The vision of NEP is imbibed well by Nirmalagiri College in all its aspects. We have developed a pedagogical method within the chosen discipline based on syllabus in the initial stages and that eventually leads to an application-oriented understanding in the interdisciplinary/multidisciplinary areas. Interdisciplinary approach is maintained in the curriculum, teaching-learning, research activities and certificate courses. Curriculum • Within the curriculum, interdisciplinary approach is ensured in all UG/PG programmes. Common course in English includes subjects like gender studies, environmental studies and cultural pluralism. • Papers like bio-

statistics and quantum statistics are included in the curriculum of science programmes. IT integration in regional languages and modern journalism are incorporated into the curriculum of BA Malayalam. • Bachelor programmes were designed with a broad vision of interdisciplinary and multi disciplinary aspects by the integration of various subjects. BSc programme in Chemistry is closely linked to Physics and Mathematics, BSc Home Science is linked to Chemistry and Zoology and BA Economics to Commerce and Statistics. • In Generic Elective course, students can select subjects which are totally different from their main subjects. • PG curriculum incorporates advanced topics in interdisciplinary subjects along with the basic concepts. Curriculum of MSc Chemistry includes topics from Biotechnology, Nanoscience and Quantum Physics. Organic farming and Biotechnology are included in the PG Economics curriculum. Certificate Courses • Interdisciplinary certificate courses are designed so as to harmonise the links between disciplines into a coordinated one. In the context of analytical skill development, a combination of disciplines such as Chemistry, Physics, Zoology and Botany come together to understand the specific analytical techniques available at the interdisciplinary research lab. • 14 courses are designed with the essence of interdisciplinary and multidisciplinary aspects. Analytical Chemistry, Nanoscience and Technology, Sports Physiology, Data Analysis and Interpretation, Environmental Studies and Modern Methods of Instrumental Analysis are typical examples of courses offered by the college for UG, PG students and research scholars. Research • The multidisciplinary project and DBT Star status of Botany, Chemistry, Physics and Zoology departments are examples of the multidisciplinary knowledge sharing in the college. Integrated research in Nano Technology is a collaborative area of focus between Chemistry and Physics departments. The research activities in the college are multidimensional and address issues related to energy, health and social issues. • In the recent scenario there is a pressing demand for advanced energy materials. Our research centre has developed super capacitors based on perovskites and spinals. • Considering the demand for oxygen during the pandemic period we have developed binary/ternary oxide composites used as highly

	effective catalysts for water splitting and Oxygen Evolution Reaction (OER). • Electrochemical sensors are developed for biological molecular detection with sensitivity at ppm level. • Nano materials synthesised with green chemical methods and used for dye degradation of environmentally toxic organic dyes from industrial effluents. • Feasibility studies on electrical vehicle development and fuel economy is a collaborative research initiated by Economics and Physics. • Economic aspects of organic group farming which studies the social benefits of organic farming is a collaborative venture between Botany and Economics departments.
2. Academic bank of credits (ABC):	Students are no longer simple learners, but are co-creators of knowledge in a self-paced, self-directed and interest-based learning ecosystem. For Nirmalagiri college, ABC is a concept that is aligned with its student friendly learning principles and in due course of time we will develop the modalities of making the ABC workable. The prominent steps that we have taken towards implementing ABC in our institution are listed below: • College Academic Council conducted a meeting on 15th September 2021 to discuss the importance of implementing ABC and made a proposal to Kannur University regarding the willingness to implement ABC. • Nirmalagiri College has registered for ABC from 2022 batch of students as per the guidelines given by Kannur University. • We have conducted awareness classes for the registered students to make them understand the opportunities and flexibility that can be availed with ABC. • With this initiative, the college will provide a broader flexible platform for students to choose their area of interest among various courses across all streams available here and add points to their ABC. This academic environment paves the background for the ABC implementation as a credit-based, highly flexible and student-centric academic service mechanism facilitating the students to become academic account holders. • In this regard, we look forward to signing MOUs with prestigious national and international institutions that would lead to seamless student mobility between Higher Education Institutions (HEIs). The discussions are in pipeline. In due course, we intend to improve our technological and infrastructural facilities that support the successful implementation of the ABC

	system in our institution. As an initial step, we have registered all the students in ABC from 2022 batch. The credit system, as envisaged by NEP will come into effect in our college as early as possible. • The students are recommended to attend relevant certificate courses from Swayam and Coursera in keeping with the policy of NEP. Coursera is one of the basic platforms for the knowledge seekers to acquire additional skill and knowledge in different areas of interest. Majority of the registered participants have completed the course successfully.
3. Skill development:	• The institution has a systematic approach towards skill development and guidance for placement. • A full time placement and career counseling cell in coordination with different departments is dedicatedly involved in designing value added courses, certificate courses, coaching classes, workshops and seminars. • The contents were designed with prime focus in developing the skill based courses centred on the industrial and academic needs. The college organises various programmes for the development of life skills, for enriched social living and matured civic consciousness. Life skills • In alignment with the National Skills Qualification Framework (NSQF) policy, the college has taken initiative in organising soft skill development and vocational education programmes. • It spans over different levels of knowledge, skills and aptitude. The learning outcome is constantly monitored and modifications are incorporated or new programmes are introduced in accordance with the demands of the job market. Examples of these initiatives to strengthen life skills are listed below: (1) Different types of training in driving, tailoring, embroidery work and fabric painting organized by women cell and department of Home Science. (2) Walk With a Scholar (WWS) for advanced learners (3) Institution has a skill development programme supported by the Government of Kerala, ASAP (Additional Skill Acquisition Programme). ASAP Kerala is an undertaking by the Higher Education Department of Kerala Government that focuses on training students to improve their employability. (4) Training in fine arts, net banking, for applying for PAN and Income Tax Return (ITR) filing (5) In order to facilitate skill enrichment various clubs are started by the institution such as Yoga club, cultural club, debate club, Quiz

	club, and Tourism club. (6) We invite veterans in industry and academics for the vocational training. (7) In alignment with Pradhan Manthri Kaushal Vikas Yojana (PMKVY) we have started different certificate courses in skill development in association with NSDC. Certificate courses are also conducted by different departments/committees for skill formation outside the normal curriculum. Selected certificate programmes of this nature are listed below: (a) Certificate Course in Mushroom cultivation (b) Certificate Course in Food Processing (c) Certificate Course on Financial Markets (d) Certificate Course in Soft skills (e) Modern Methods of Instrumental Analysis (f) Certificate Course in Analytical Chemistry (g) Certificate Course in First aid (h) Strategized Target Excellence Programme for Enrichment of Communication and Soft Skills and Value Based Education. Our institution strongly believes in value based education rooted in Indian culture and we have made it an integral part of our teaching. We aim at creating a learning environment that enhances students' social commitment along with academic achievements. • We celebrate Science Day and Cultural Day with a keynote address from scientists, religious leaders, philanthropists and constitutional experts. • Curriculum has Malayalam/Hindi/English literature with lessons that highlight values of humanity, social responsibility and patriotism. • In campus we have displayed inspirational and motivational quotes as part of imparting value-based education.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	• From the very inception of the college, steps were taken to integrate Indian tradition, culture and language in the knowledge and skill imparting process. • The college offers a unique learning experience rooted in Indian cultural values for each student irrespective of their gender, caste, religion, financial status or region. • The college takes great pride in conducting workshops, club activities and brainstorming sessions that enable our students to understand the basics of Indian languages and the depth of Indian culture. • The essence of Indian languages and culture is imparted through various interactive activities wherein the teacher-student barrier is diffused and the whole campus experiences it as a learning process with Indian cultural values imprinted in their minds. • The institution takes

	initiative in the commemoration of all national days of importance. • The NSS and NCC units of the college ensure awareness among the students about their social and national commitment as responsible citizens of the country. • The vernacular language Malayalam is incorporated in all possible non-academic and academic activities. • Our country has a variety of regional and traditional cuisines native to India. It shows the cultural, historical and religious diversity and legacy. Departments conduct annual Food fest incorporating traditional cuisines of different states. Students enthusiastically participate in this. • Theory and Practical classes on Yoga are offered to the students as short-term courses. The college has a qualified yoga trainer for this. • The morning prayer in different Indian languages is aimed at commemorating our county's unity in diversity. • Training is given in Indian classical music and dance forms like Bharathanatyam, Kuchipudi, Margamkali and Thiruvathira. • Department of Malayalam is collaborating with Kerala Folklore Academy and various programmes are conducted in association with this academy. Cultural exchange, seminars and field trips are some of them. • In order to promote the use of national language Hindi, a Hindi week is celebrated and various cultural and academic programmes are organised. Quiz programmes, elocution competitions, essay writing and story writing are some of them. • Students of our college were trained in literary and cultural programmes organized in Indian languages like Hindi, Sanskrit, Kannada and Malayalam at college and university levels. • Our students were also given training in martial arts like Kalaripayattu and Taekwondo. • Our library has a good collection of books which disseminate the rich knowledge and cultural tradition of India. • Keraleeyam, an initiative of the Malayalam Department is established to remind students of their great heritage and traditions. In addition, the department of History has prepared a museum exhibiting historical artefacts.
5. Focus on Outcome based education (OBE):	• We focus on executing a quality enhanced curriculum to our students. The entire curriculum and teaching-learning process of the college is focused on Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs). These outcomes are published in the college website,

	displayed on department notice boards and made known to all aspiring students. • The programme outcomes and programme specific outcomes are communicated to the students during the induction programme and bridge course. The course outcomes are introduced to the students by respective teachers at the beginning of the course. • These outcomes are evaluated through internal and external examinations, seminars, projects, viva, assignments and participation of the students in different co-curricular activities. The programme outcomes to a great extent are reflected in the student's progression towards higher studies and placements. • Feedback system: Programme exit surveys are conducted to evaluate the attainment of curriculum objectives and suggest changes to the respective Boards of Studies. • Evaluation of attainment for Course Outcomes (COs), Programme Specific Outcomes (PSOs) and Programme Outcomes (POs): The CO atttainment and mapping between COs, PSOs and POs have been done for all the courses in various department in the college. The mapping is performed by a hybrid of direct and indirect assessment methods. The level of attainment of PSO's and PO's are measured by mapping CO's to PSO's and PO's based on mapping levels. • The level of achievement of these outcomes are monitored at the various levels by college council, IQAC, department and class PTA.
6. Distance education/online education:	• The faculty of our college, trained in LMS, easily switched over to the online platform ensuring the smooth flow of the regular teaching-learning process during Covid-19. • During the pandemic period, the college ensured almost all co-curricular and extra-curricular regular activities including fine arts festival, NCC training, and NSS programmes through online platform. • The college has initiated training programmes in online education and LMS during the academic year 2019-2020. • The college had given intensive training programmes to its faculty during May 2020 to equip them for online classes. • As a mentor institution we have imparted a general training programme for college teachers on LMS. More than 250 teachers from various colleges directly benefited from it and many more indirectly. • From June 2020 onwards each class has a Google Class Room and the college follows a blended mode of learning. • Nirmalagiri College is a recognized

centre of examination for School of Distance Education (SDE), Kannur University and IGNOU. • The faculty members of our college are actively involved in the preparation of study materials for SDE, conduct and evaluation of examination of SDE Kannur University.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	The Electoral Literacy Club was formed in Nirmalagiri College on 25 November 2022. The club's function was inaugurated with great enthusiasm and a sense of responsibility towards educating the students about the importance of voting and civic duties. The club aims to create awareness of the electoral process and encourages students to participate in the democratic processes. With the motto "Your Vote, Your Voice", the club is determined to empower students to be informed and responsible citizens. The club's initiatives include conducting workshops, debates and interactive sessions to educate students about the electoral system and its significance. Overall, the Electoral Literacy Club is a step towards a better tomorrow for the students and the nation.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	The Electoral Literacy Club (ELC) in college is an important platform for students to learn about the democratic process and participate in it. The coordinators of this club play a crucial role in ensuring its smooth functioning and success. In our college, the ELC coordinators are selected from the College Union Representatives (CURs) who are elected directly by the students. This helps to ensure that the coordinators are well acquainted with the students' needs and are representative of their opinions. The CURs, in turn, take up the responsibility of organizing and conducting various events and activities related to electoral literacy. The staff coordinator, on the other hand, is selected by the Principal from the senior faculty members. This selection process ensures that the staff coordinator has the necessary experience and knowledge to guide and support the students in their electoral literacy endeavors. The selection process of ELC coordinators in our college strikes a perfect balance

	between student representation and experienced guidance. It provides a platform for students to learn about the democratic process and to be a part of it, while also ensuring that the club runs effectively and efficiently.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	The Electoral Literacy Club has made a prototype of an Electronic Voting Machine (EVM) and the working of the EVM has been explained to school students, college students and the youth of Peruva colony (the adopted village of Nirmalagiri College). The purpose of making a prototype is to familiarize the youth and students with the process of voting and to raise awareness regarding the transparency of the election procedure. The prototype of the EVM has been set up by the ELC members in association with the Department of Physics. The working of the EVM has been explained by the students of Nirmalagiri College to voters to improve their awareness regarding the voting process. The election process in the campus helps our students to make themselves familiar with democratic processes of the nation. College student union elections provide an opportunity for students to choose their representatives, who will represent their interests and voice their concerns to the authorities. They are being trained to assess leadership, to choose between different candidates based on their abilities and to make decisions. The college follows election procedures similar to that of the Election Commission of India which again familiarises students with the larger context of electing representatives in State Legislative Assembly and Parliamentary Constituencies. The college conducts a unique "Meet the Candidate" programme where potential leaders present their Election Manifesto and display their talents, confidence and public speaking skills.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The Electoral Literacy Club of Nirmalagiri College conducted a survey to gauge the awareness of the students about the democratic process of the country. 49 second year PG, 47 first year PG, 383 third year UG, 372 second year UG and 372 first year UG students responded to the survey. The survey showed that out of the 1223 students who participated in the survey, 964 were female and 259 were male. 360 students were found to be voters, while 863 students were non-voters. In the light of the findings of the

	ELC survey report, the college has decided to encourage students to enroll as voters and to caste their franchise . The ELC of the College gave awareness classes on elections and the electoral process. A demonstration of an electronic voting machine was used to explain the electoral process to the students. The ELC of the College successfully conducted a Constitutional Awareness Campaign in Peruva Colony. Students of the college taught various topics regarding the Constitution of India including Preamble, Fundamental Rights and Duties. The campaign aimed at increasing the knowledge of the local community about the Constitution and promoting civic engagement. The classes were well received and the participants showed great enthusiasm in learning about their rights and responsibilities as citizens. The campaign was successful in creating awareness about the Constitution and the role it plays in shaping our democracy.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	As part of its mandate, the Electoral Literacy Club (ELC) in our college has been actively working to create awareness among students about the election process and its importance. The coordinators and members of the club have been conducting various events, workshops and seminars to educate students about the voting process, the significance of their vote and the need to exercise their franchise. The National Voters Service Portal is a website provided by the Election Commission of India to provide citizens with information and services related to elections. The link of this portal is given on the college website for the convenience of students. The portal provides services such as online voter registration, correction of voter details and searching for the voters name on the electoral roll. It also provides information on electoral laws, procedures and frequently asked questions. Students are encouraged to use the portal to ensure that their voter details are up to date and to make the electoral process more accessible and efficient.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1329	1301	1280	1309	1309

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 97

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
59	57	59	59	60

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
184.21	149.51	141.93	97.79	176.31

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The College follows a well-structured **Outcome Based Education (OBE)** to make the students employable, reliable, research-oriented, creative and innovative. Previous accreditation efforts and increased awareness among the stakeholders on the importance of academic delivery have made the curriculum planning, delivery and evaluation mechanism more systematic and effective. The college has implemented **Choice Based Credit & Semester System (CBCSS)** in all UG and PG programmes as per the regulations of the affiliating University.

The steps adopted by the College for effective curriculum delivery are:

- Active participation of teachers in the formulation, development and upgrading of the curriculum through **feedback, curriculum design workshops and as members of the BoS**. The University revises it periodically taking into account the suggestions from various sources.
- Introduction of **14 certificate courses** and **a new generation programme** – M. Sc. Zoology
- **College academic calendar in tune with the University calendar** is published in the college handbook and website. Significant curricular and extra-curricular activities are listed out to make sure that the content delivery is evenly spread.
- Before the commencement of each semester, the **division of syllabus** and **paper allocation** are carried out and time-bound completion of syllabus is ensured by the HoDs.
- To ensure the effective delivery of curriculum, each faculty prepares a **teaching plan** based on the **academic calendar**.
- **POs, PSOs and COs** are communicated to the students at the beginning of each semester through department notice boards, websites and class rooms.
- **Induction programme** introduces newly admitted students to the vision, mission, facilities and rules and regulations of the college.
- An **Entry Level Test** is conducted to evaluate the learning level of students and they are grouped on the basis of evaluation and further programmes such as **buddy/peer group learning** are designed to address their specific requirements.
- **Bridge Courses** are offered to fill the knowledge gap.
- Apart from **ICT enabled classes,** access to **online quizzes, videos lectures, presentations, e-resources** and **question banks** are offered to students.
- **Invited lectures and workshops** are organised at the department level.
- Internal **test papers, seminars, assignments and viva** are conducted to assess and evaluate the progress of the students.
- Preparation of students for the end semester examination is ensured through college level **model examinations**.
- **Parents, Student and Teacher Association** (PSTA) meetings are organised under the leadership of the mentors to strengthen academic bondage and interactive dynamism among students, teachers

and parents.

- **Mentoring and tutorial** systems offer academic guidance and motivation.
- Advanced learners were given challenging academic tasks and training through **Walk with a Scholar (WWS)** programme. Academically weaker students are given **remedial classes** and special coaching .
- Research aptitude is inculcated in students through **research projects**.

Participation and involvement in the following makes the teaching-learning process more dynamic, enriching and effective:

- Management fest
- Home management residential programme
- Heritage Museum and Keraleeyam
- Medicinal plant garden
- Zoological Museum
- Study tours and industry visits
- Budget discussions, stock market analysis
- Lecture series by illustrious alumni
- Herbarium
- Industry/field visits
- Computational lab

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 15

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 2.41

1.2.2.1 **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
83	61	9	4	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

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

Response:

Our college integrates different cross-cutting issues of society as an inseparable part of the curriculum.

Professional Ethics

- Workshops on **Intelluctual Property Rights (IPR) and Patents** enlighten students and teachers on the different aspects of academic ethics and integrity.
- Submission of Ph.D. theses after plagiarism checking
- Research ethics are strictly adhered to while submitting projects
- **A committe for the Purpose of Control and Supervision of Experiments on Animals** is functioning

Gender Sensitivity

- Our college, in association with **Women Cell,** organizes special programmes on gender equality and sensitizes students.
- **Internal Complaint Committee, Gender Justice Committee, Grievance Redressal Cell, Minority Cell, OBC Cell, Committee for SC/ST, Anti-ragging Committee and Committee for Monitoring Women in the Campus** of our college work towards social equity, justice and wellbeing.
- The '**WE'** programme of the college is specially designed to bring women on par with their male counterparts.
- Soft skill certificate programme for female students focuses on **women empowerment and employability enhancement.**

Human values

- ○ **Social and human values like equity, justice, secularism and democratic spirit,** which are essential for the holistic development of students, are included in the curriculum.

- Programmes like **green and clean campus** and activities of the **women cell** give orientation and training towards equity, leadership and commitment.
- **Patriotic spirit, social commitment and sensitivity towards environmental issues** are imparted through various clubs, associations and organisations like **NSS** and **NCC**.
- College offers **Add on** and **Certificate programmes** with special emphasis on these issues.

Environment and Sustainability

- **Environmental studies** is incorporated in most of the programmes.
- To sensitize students about environment and sustainability issues, **seminars, workshops, observation of special days, extension activities, invited lectures and field visits** are organized for students.
- **Love Plastic,** in association with SEED of Mathrubhumi **and Plastic Free Campus** programme keep our campus and surroundings environment-friendly.
- Environment club and **Bhoomitrasena** stand for the protection of Mother Earth and **ecology-academic integration.**
- **Solar power plant, organic farming, rainwater harvesting, bamboo garden, mango and exotic fruit orchard, green and energy audits and green campus** are some other initiatives unique to our college.

Hand in hand with the curriculum, the following activities inculcate values, ethics and socially responsible qualities:

- Students organize **street plays, awareness campaigns and debates under different clubs and organisations.**
- **Blood Donation Camps** are regularly organized in the campus, which make them appreciate the value of 'life' and uphold the motto 'stand for life'.
- **Each Drop Counts** and **Swatch Bharth** programmes generate awareness about maintaining **water sources clean and hygienic**.
- **Nurturing and Empowering for Social Transformation (NEST)** generates compassion for fellow beings.
- **Hunger Free Campus** programme is an expression of concern for fellow students.
- **Occasional visit to the destitute homes, orphanages and rehabilitation centres** makes them empathetic.
- Our college participated in programmes mitigating the sufferings of covid victims and people affected by disasters like floods and landslides.

The social commitment of the college is duly recognized both by the University and the State Government through university and state-level awards like **Best NSS Programme Officer** (2020-21), **Best NSS Unit** (2020-21) and **Best NSS Female Volunteer** (2021-22).

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 97.29

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 1293

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 99.44

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
478	482	467	451	448

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
483	482	473	453	448

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 86.12

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
231	229	228	219	222

2.1.2.2 **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
268	268	264	251	260

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 22.53

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 using ICT tools

Response:

The College follows a **holistic approach** to assess the learning level of students and special programs are designed to enhance their academic and extracurricular accomplishments. Each of the faculty members attends ICT-based training programs for using ICT tools effectively to enrich the learning experience and comprehension of students and the college constantly upgrades ICT tools and methodologies.

The following ICT-enabled student-centric activities are meticulously followed to enhance the learning experiences of students:

- Faculty and students are provided with **'Google Workspace for educational accounts'.**
- **Digital library** using DSpace provides access to question papers, digital herbarium, E-books, and college magazines.
- **N-LIST subscription** for students and faculty for books and journals
- **E-Reading Room** for accessing online e-resources
- **RFID**-enabled Library gate register
- **Library OPAC search facility** is available in English, Hindi, and Malayalam languages.
- **High-quality scanner** for document digitization
- Subscription to **Magzter e-journals and Magazine package**
- **Free Wi-Fi-enabled campus**
- **Web-based learning**, including Moodle and Google Classrooms.
- **Webinars** using Google meet and zoom platforms
- Hands-on training on **GPS mapping** to students.
- **Smart classrooms** and **interactive boards** for better visual experience

- '**Stellarium**' Astronomy software offers a 3D sky-watching experience.
- **Communicative English** enrichment programme.
- **Online** connectivity to **Kannur University Digital Library** provides ample facility for the reference collection.
- **Podcasts** – shared among students
- **Institutional social media channels** like YouTube and Facebook inculcate a feeling of togetherness among students and disseminate information.

ICT tools are also used to harness students' potential. Some such programmes/softwares include:

- **Python** programming
- Facilities for **C++ programming**
- '**ChemDraw**' software is used for designing molecular structures and equations
- '**Origin**' software is used for data analysis and graphing
- '**WIEN2k**' platform executes electronic structure calculations of solids.
- '**MS OFFICE**' - for data presentation and analysis.
- **PyMOL** - for protein 3D structure viewing and rendering
- **CLUSTALW** - for Multiple Sequence Alignment
- **MUSCLE** - for Multiple Sequence Alignment
- **SEAVIEW** - for sequence viewing and editing and NJ and MP tree construction
- **PhyML** - for phylogenetic tree building
- **IQTree** - for phylogenetic building/model test
- **FigTree** - for phylogenetic tree rendering
- **BLAST** – for nucleotide and amino acid sequence search
- **PDB** – 3D structural database for proteins and nucleic acids
- **Tally** – Accounting software
- **Picture This, Plant Snap, Google lens, Kerala Flora, and Tropicos.org-** for plant identification

The college follows ICT-blended student-centric practices such as experiential learning, participative learning, and problem-solving methodologies.

Experiential learning practices are followed by the college in letter and spirit.

- Research activities for scholastically gifted students through Fellowships, Internships, and training programmes.
- The Career Guidance cell arranges training programs.
- Laboratory demonstration class and Practical experiments.
- Field visits, industrial visits.

Participative Learning is another important practice of the college

- Peer Group/Buddy Group Learning facilitates collaborative teamwork and knowledge gain for both advanced and weak learners.
- Seminars, conferences, and workshops in respective disciplines.
- Departmental association activities enhance leadership and teamwork.

Problem-Solving Methodologies are part and parcel of the teaching-learning process

- Quiz club, debate club, and literary club organize competitions.

- Special coaching programmes for NET, GATE, and national-level tests.

DEPARTMENT LEVEL STUDENT-CENTRIC ACTIVITIES

Department	Activities
Botany	Medicinal plant garden, Digital Herbarium, Mushroom cultivation, Canopia of Eden, Vegetable garden, Wood museum
Chemistry	Analytica workshop, Love Plastic
Commerce	Industrial visits, Online workshops
Economics	Beach cleaning, Budget analysis
English	Spoken English classes, Literary club activities
Hindi	Hindi day celebration, Manuscripts
History	Museum, Heritage site visits, Monumental Albums, Skill development, Social awareness programme, Archives visit and lecture series
Home Science	Friday canteen, Event management
Malayalam	*Ruchikootu, Theyyam*, National seminar, Nadankalikal, Manuscripts
Mathematics	Exhibition- 'Numera 2 K19'
Physics	Skywatching camp, International Conference, Intercollegiate Physics fest
Physical Education	Yoga Classes
Zoology	Beach cleaning, Invited lectures

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
59	57	59	59	60

File Description	Document
Upload supporting document	[View Document](#)

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 96.94

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
58	56	57	57	57

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system

is time- bound and efficient

Response:

The College strictly follows the rules and regulations of Kannur University in all aspects of examination and properly addresses the grievances related to the internal assessments. With the implementation of the Choice Based Credit and Semester System (CBCSS) by the University, the Continuous Internal Assessment (CIA) has 20% weightage and the remaining 80% weightage is given to end-semester examinations.

The assessment process

- The assessment is done based on various parameters such as **subject mastery** (test papers), **comprehension skill** (assignments), **regularity** (attendance), **demonstration** (seminar) and **reflection** (viva). Course-wise and semester-wise variations in the above-mentioned parameters are specified in the syllabus. Parameters for the distribution of marks vary from course to course.
- The internal assessment is conducted in each semester by the teacher concerned.
- The external examinations are conducted by Kannur University.

Measures to ensure the transparency and efficiency of internal assessment

- The model examinations are conducted by an **examination committee in a centrally monitored manner**. Tentative examination dates are available in the **college academic calendar**.
- Evaluation of answer scripts are done in a **time-bound manner** with mark lists collected by the college examination committee and the **results are uploaded in the Management Information System (MIS)** developed and maintained by the college.
- Periodic tests are conducted by the departments adopting methods such as **MCQ tests, quizzes and descriptive tests**.
- Practical/Project assessments are carried out based on the **results of model practical examination, record book submission and regularity and quality of works**.
- Internal marks are displayed on the notice board and **Parent Student Teacher Association (PSTA) meetings** are conducted periodically to make an effective discussion on student's performance.
- A **centrally monitored computerized attendance system** is executed in the college and the students can verify their attendance online.
- **Attendance Progression Certificate** is published at the end of each semester. Attendance related grievances are considered empathetically by the **attendance committee of the college** and adequate measures are taken.
- The college provides a **chance for rectification of errors in assignments and seminars and retests** are allowed for genuine reasons.
- After student validation the internal marks are **uploaded to the Kannur University internal mark submission portal.**

Hierarchical System for Grievance Redressal

The College follows a **hierarchical system** for resolving the internal assessment-related grievances. It consists of **department committee, internal assessment grievance redressal cell at the college level** and **Kannur University grievance portal** at the apex.

- The **Department Committee** consists of the **Head and the teachers concerned**. They can grant permission to change the internal marks, reappear for tests and seminars and resubmit assignments.
- The **College Internal Assessment Grievance Redressal Cell** addresses all disputes referred by the department committee. It consists of six senior faculty members from different streams.
- **Kannur University Student Grievance Redressal c**ell is an online student grievance redressal facility as per UGC norms.
- Apart from the above-mentioned systems, students can make complaints anonymously through the **complaint boxes (both online and offline)** and each department has a **real time feedback system** to detect any glitches in relation to the internal assessment system.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

The programme and course outcomes of our College are the components **used to evaluate the knowledge and skills acquired by students upon the completion of a specific course or programme.** Teachers and students have a clear knowledge of the goals that must be attained at each level for the students to proceed further.

The Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) are adopted for all programmes offered by the College in accordance with Kannur University guidelines.

The main objectives of programme outcomes are:

- To enhance **students' talents.**
- To achieve **international standards.**
- To instil a feeling of **social responsibility.**
- To prepare students for **global programmes.**

Mode of communication of programme and course outcomes

The Program Outcomes (POs), and Course Outcomes (COs) are effectively communicated through:

- **College website** and **department notice boards.**
- **Induction programme** and **Bridge course.**
- **Interactions with alumni** to share their experiences and professional trajectories.
- **Workshops for the faculty members** to provide training on teaching methods by giving importance to POs, PSOs and COs corresponding to each module.

Multiple criteria adopted by the college to **track the attainment of the Programme Outcomes (POs)** and **Course Outcomes (COs)** are:

- **Internal and external examinations** aid teachers in identifying students' weaknesses and providing suggestions to improve their comprehension.
- **Assignments and projects** provide real experience and knowledge growth in a subject and allow students to apply what they have learned.
- **Practical experiments** provide hands-on experience and develop abilities to handle scientific equipment safely following well-defined scientific procedures.
- **Viva-voce** helps teachers to evaluate the attainment of curricular objectives and assess the student's capacity to communicate effectively and think critically.
- **Seminars/Webinars** provide a platform for students and teachers to share knowledge, present their findings and express thoughts and ideas.
- **Analysis of academic results** indicates the success of transmission of knowledge and the teaching

methodology adopted.

- **Remedial measures** ensure the scaffolding of poor performers.
- **Outstanding students** are recognized and appreciated.
- **Career guidance and placement cell** provides information about numerous higher education opportunities and job prospects on a regular basis and conducts workshops on personality development, interview skills and CV preparation.
- **Feedback system:** Programme exit surveys are conducted to evaluate the attainment of curriculum objectives and suggest changes to the respective Boards of Studies.
- **Evaluation of attainment for Course Outcomes (COs), Programme Specific Outcomes (PSOs) and Programme Outcomes (POs):** The CO atttainment and mapping between COs, PSOs and POs have been done for all the courses in various departments in the college. The mapping is performed by a hybrid of direct and indirect assessment methods. The level of attainment of PSOs and POs are measured by mapping COs to PSOs and POs based on different mapping levels.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2 Pass percentage of Students during last five years

Response: 80.5

2.6.2.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
345	361	322	371	327

2.6.2.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
421	423	424	454	422

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.45

File Description	Document
Upload database of all students on roll	[View Document](#)

Criterion 3 - 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 last five years (INR in Lakhs)*

Response: 126.13

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
2.69	7.647	3.9	55.36	56.53

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

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

Response:

The innovation initiatives in the college range from updating local knowledge to discovery-based research. The college has an administrative setup with a **Fund Mobilization Committee** and **Project Monitoring Committee** to gather funds and also to promote research and innovation activities.

Faculty-centred programmes:

- Members of faculty are motivated and provided ample opportunities for pursuing innovative research ideas. They are encouraged to apply for grants and pursue their research projects.
- Members of faculty are recipients of grants from Governmental funding agencies like the **Department of Science and Technology, the Department of Biotechnology and the Kerala State Council for Science Technology and Environment (KSCSTE).**
- Our faculty members are recipients of the **Fostering Linkages in Academic Innovation and Research (FLAIR) award** – an award instituted by the Govt. of Kerala.
- **Dr. Nygil Thomas** was the recipient of **Young Researcher Award** instituted by Amal Jyothi Engineering College, Kanjirapilly.

Student centred programmes:

- Students are also sensitized about the research problems by the faculty members and are encoraged to seek research grants.
- Students from our college have been awarded **research grants** from **KSCSTE** for carrying out their research projects.
- Our college provides **orientation on research and innovation** and students are trained on sophisticated research equipment and facilities at our research laboratories.
- Students from our college have been instrumental in setting up start-up ventures with the support of staff and authorities.

Seminars and workshops for dissemination and exchange of research ideas:

Faculty members conduct seminars and workshops for the wider research communities to bring highly cited scientists to our college and also to disseminate our research findings to the wider community. **International Conference on Advanced Nanomaterials (International level)** and **Workshop on NMR Spectroscopy (National level)** are some examples of such activities.

Research consultancy and collaboration – for exchange of research facilities:

- The faculty have been instrumental in building a positive **research-friendly** and innovation-centric college of learning.
- Faculty members are involved in guiding students from other colleges within and outside the state for their PG dissertation projects.
- Faculty are involved in **collaborative research activities** and many research papers arise from these collaborative efforts. They publish their research findings regularly in top-tier research journals with high-impact factors.
- Our research facilities like the **PXRD, TGA, IR and UV Spectrometers** are used by researchers from outside the College.

Dissemination of Knowledge by students

- Students are involved in **organizing camps** and tutorial sessions for school children and local community members.
- **Language training** for English and Malayalam is imparted in this manner.
- **Training camps for sports and games** are also handled by our students.
- **Open house** at UG and PG laboratories for school students is a regular activity wherein school students are sensitized about the activities in scientific and research laboratories.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2 *Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

Response: 63

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
24	17	6	4	12

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1 *Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*

Response: 1.08

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
42	16	22	7	18

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.29

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
7	4	7	7	3

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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 last five years.

Response:

The faculty, students and management of the College take up extension activities, that are of relevance to the community. The activities fall into two categories: **those that create awareness among the general populace and others that are able to mitigate some general problems**

Catering to general societal problems:

- Financial and logistical co-ordination for providing **internet and telephone facilities to the scheduled tribe colony of Peruva**, Kannur District.
- **Snehaveedu:** Construction of houses for the needy
- Providing **free, special, language tuition (in addition to their regular classes) to the children of the nearby schools**.
- Activities like **beach clean-up, blood donation camps** and **collection and recycling of plastic waste** are meant for mitigating societal problems.
- These activities sensitize our students on the need of community service and the qualities they imbibe during such programmes enable them to become good citizens.
- The **rainwater harvesting unit** for maintaining the groundwater table of the region and solar-based electricity generation are methods through which the college indirectly serves the society.

Sustainable development of the society:

Sustainable development of society is also a concern and we enlighten the populace about the problems and the solutions.

- Participation of students in beach clean-up and community cleaning programmes by collecting and sending plastic for recycling.
- **Organic farming activities** and distribution of pesticide-free vegetables to public is a means to propagate good and healthy food habits while generating awareness in society on alternative farming activities.
- **Training on dietetics, nutrition, food preservation and preparation of value-added products**

for the socio-economically marginalized sections are examples of our concern for society.

- Our students also educate school children in **activity-based learning.**
- **Rallies, seminars and workshops on energy conservation and the menace of plastic** are conducted so that society gets sensitised on such problems.

Service to the society, learning by themselves and getting sensitized are the outcomes of such activities. Thus, we ensure that our students become torch-bearers of the society and also address the concerns of the society.

Community service during the hour of need:

- Students participated in **rebuilding programmes** following the **deluge** in Kerala in **2018 and 2019**.
- Our Staff and students also participated in rebuilding programmes after the **landslide** in Kanichar panchayat **in 2022.**
- Students and members of the staff were also active during the pandemic in **distributing essential cleaning materials and sanitizers to the public, procuring food and helping in the community kitchens and first-line treatment centres.**
- Our college was a **First Line Treatment Centre** during the Covid-19 pandemic.
- Organization of **blood donation** camps as a community service

These activities show that the college and students are active in helping the society.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Our college has been recognised and several awards have been conferred to our staff and students by the government, university and other bodies for social extension activities.

- Dr. Deepamol Mathew, Assistant Professor, Dept. of Malayalam was selected as the **Best NSS Programme Officer** both by the **affiliating university** and the **state government in 2022.**
- Ms. Swathi Balakrishnan, III BA History student, was also awarded the **"Best Female NSS Volunteer"** award by the University.
- Ms. Malavika AP, was awarded the **Health and Hygiene silver medal**, a selection made among the **NCC** cadets attending All India **Thal Sainik Camp**.

Our faculty members have also been awarded funds for several projects like:

Award Name	Awardee	Agency	Year of Award	Nature of Extension activity
Bhoomitrasena	Ms. Reshmi P. Thomas	Govt. of Kerala	2018, 2019, 2020, 2021, 2022	Environment and sustainable development
Paristhithikam	Nirmalagiri College	Govt. of Kerala	2021	Environment and sustainable development
Organic Vegetable Garden	Dr. Anpin Raja R.D.	Govt. of Kerala	2021	Environment conservation and sustainable development
Solar Electricity Generation Plant	Nirmalagiri College	RUSA	2020	Renewable energy generation and sustainable development
Urjakiran	Dr. Rosy Antony	Govt. of Kerala	2017	Energy conservation and sustainable development – capacity building

Plastic free campus	*Dr. Rosy Antony*	*Govt. of Kerala (KSCSTE)*	*2017*	*Environment conservation and sustainable development*
Wetland Day	*Dr. Rosy Antony*	*Govt. of Kerala (KSCSTE)*	*2017*	*Capacity building for sustainable development*
Science Day	*Nirmalagiri College*	*Govt. of Kerala (KSCSTE)*	*2019*	*Capacity building for sustainable development*
International Coastal Clean-up Programme	*Nirmalagiri College*	*National Centre for Coastal Research, Ministry of Earth Sciences, Govt. of India*	*2019*	*Community development and sustainable development*
Walk with a Scholar Programme	*Nirmalagiri College*	*Govt. of Kerala*	*2017-2019*	*Capacity building for society – Meritorious student training*
Additional Skill Acquisition Programme (ASAP)	*Nirmalagiri College*	*Govt. of Kerala*	*2017-2019*	*Capacity building for society – Skill enhancement*

Above projects are awarded for creating awareness on environment and science, undertaking community development programmes and training students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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 organised in collaboration with industry, community and NGOs) during the last five years

Response: 75

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., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
30	25	11	9	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 404

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

The college has ample facilities for academic activities which include adequate number of well-furnished classrooms, furniture and fixtures, laboratories, library, faculty rooms, seminar halls and botanical garden.

Department-wise labs and facilities available for academic activities

Facilities available	Specifications / details
Physics	
Characterization Lab	• X-ray diffractometer • UV-Vis spectrophotometer • SMU • Telescope (Flextube – 250P) • pH meter • Mechanical Stirrer
Chemical Synthesis Lab	• Three furnaces (upto 1000 ℃) • One oven (upto 400℃) • Eight magnetic stirrers, one each of electronic balance • Ultrasonic cleaner • Centrifuge
Photo Luminescence	• Agilent-Cary Eclipse Fluorescence Spectrophotometer
FTIR	• Agilent-Cary 630 with ATR
Spin Coater	• Spektrospin

Computer Lab	• Four computers available for students to conduct computer lab experiments and sessions
Botany	
Department Labs	• UV-Vis Spectrophotometer • Microtome • Microscopes
Digitised Herbarium	• More than 1100 specimens
Medicinal Plant Garden	• Collection of about 75 plants
Tissue Culture Lab	• Facility for plant tissue culture • Laminar air flow (horizontal) • Cooling centrifuge • Normal centrifuge • Autoclave
Microbiology & Biochemistry Lab	• Laminar air flow (vertical) • Incubator • Stereo zoom microscopes with camera • Binocular microscope with camera • Water bath • Electrophoresis • Benchtop PCR • pH meter • Double distillation unit
Museum	• More than 500 specimens
Computer Lab	• Four computers available for students to conduct computer lab experiments and sessions

Zoology

Museum	• More than 1200 specimens covering all taxa of animals
Molecular Biology & Microbiology Research Lab	• PCR (Bio-Rad T 100) • Electrophoresis (AGE) • Cooling high speed centrifuge • Non-cooling high speed centrifuge • Micropipettes • Magnetic stirrers • pH meter • Nepheloturbidity meter • UV-vis spectrophotometer • Double Distillation Unit • Binocular research microscope • Laminar air flow chamber • BOD Incubator, Hot air oven • Autoclave • Water bath & Dry bath • Transilluminator (UV) • Incubator • Environment biology sampling kit

Chemistry

UG & PG Laboratories	
Advanced Research Lab	• Electro chemistry workstation • Impedance analyser • Ion chromatograph

	- Rotating disc electrode - TGA-DSC - Magnetic stirrer - Microwave oven - Shaker - Air oven - pH meter - Colorimeter - Heating mantle - Electronic balance - Ultrapure water (MilliQ)
Home Science	
Textile Lab	Tailoring machines, cutting tables
Food and Nutrition Lab	Kitchen equipment, biochemical items and shelves
Healthy Healing Hub	- Fat monitoring machine - BP apparatus - Height-weight measuring equipment - Game zone - Handicraft items - Reading corner
Malayalam	
Keraleeyam	Cultural Museum
History	
Historical Museum	Repository of historical remnants

Common facilities available for academic activities

- Mini Conference Hall
- Computer Labs
- Conference Hall

- Seminar Hall
- Multi-Purpose Hall
- Informatics Centre
- E-Classrooms

The college provides students with infrastructural facilities for co-curricular and extra-curricular activities, such as an auditorium, counselling centre, and playgrounds, funded by UGC, PTA, Alumni and the College Management.

Facilities for extra-curricular activities available in the college:

Item	Funding
400 meter track	College
Basketball court (outdoor)	College
Volleyball court	College
Multi-gym	UGC
Ball badminton court	College
Hockey field	College
Badminton court (outdoor)	College
Handball court	College
Sparsh counselling centre /students welfare centre	PTA
Medical room	College
Open air auditorium (in the backyard)	College
'Aalthara' and Balcony (in the front yard)	College
Table Tennis boards (2)	Physics Alumni (1) UGC (1)

Other Facilities:

- Pavilion at the main Stadium
- Students Co-operative Store
- Canteen
- Rainwater harvesting system
- Borewell recharging
- Poly house
- Bio-gas plant
- Incinerator

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 41.46

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
86.92	98.3	6.79	27.06	91.8

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

The **College Library** building was expanded and **renovated in 2021** in order to provide better facilities and services to teachers and students. The important sections in the library are general stack, reference section, reading room, discussion room and e-reading room.

- **Collection:** The College Library has a collection of **54,291 books**. It subscribes to 65 journals, magazines and newspapers. Besides, the library provides access to a number of online resources including e-books, journals and magazines.
- **Arrangement:** The books are classified and arranged in the stack according to the **21st edition of Dewey Decimal Classification System** with a customized version for Indian languages. The library follows an open access system which allows any user to enter the stack and go through the collection.
- **Library Automation:** The Library is automated using the open-source Integrated Library Management Software **Koha version 21.05.16.000**. All books and member identity cards are barcoded. Barcode technology is used for the issue and return of books.

- **Online Public Access Catalogue (OPAC):** Users can search for books and other documents using OPAC through http://catalogue.nirmalagiricollege.ac.in/. Bibliographic details are available in English, Hindi and Malayalam. Links to important online resources such as N-LISTof INFLIBNET, National Digital Library of India, Open Access Journals and books and Digital Repositories also are provided along with the OPAC.

- **Radio Frequency Identification (RFID)** Technology Enabled Gate Register: RFID Technology is used to record the log in details of the users. RFID chips are affixed on the identity tags of all teachers and students. Their log in and log out details are automatically recorded while they enter and exit the library.

- **Digital Library:** The Digital Library is created using DSpace. Digital herbarium, university question papers of previous years, college magazines, e-books and Ph.D. theses of the faculty can be accessed using this facility.

- **Digitization:** The library has a high quality scanner for digitizing the documents. The digitized documents are added to the Digital Library Collection.
- **Subscription to N-List:** All teachers and students have N-LIST account. Special training is given to all during the library orientation programme for effectively using the N-LIST e-resources.
- **Access to E-Magazines:** The College subscribes to Magzter, which provides access to more than 7500 online magazines, journals, newspapers and e-books in many languages including English, Hindi and Malayalam. An e-reading room has been arranged in the library with 15 tablets for using this facility.

- **Internet and Wi-Fi:** The Library has an independent internet connection with a bandwidth of 150 Mbps. Wi-Fi facility is provided in the reading room and discussion room.
- **Library Orientation Programme:** Users are trained to avail the above facilities through this.

- **Other Facilities and Services:** The library has its own binding unit to restore damaged books. Facilities such as spiral binding, scanning, RFID enabled identity card printing, thermal lamination and colour printing are also available in the library.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

Nirmalagiri College realises the importance of IT facilities in higher education and takes multiple measures to upgrade the infrastructure adequate for this. The college has a well-defined and goal-oriented IT policy. The policy aims at providing uninterrupted IT services to all stakeholders to perform their respective jobs in a competitive manner. This has made high impact on the growth of the college in various domains, particularly for advanced level teaching-learning process and research.

Management Information System (MIS) developed by our own faculty and alumnus is integrated with the college website. It indexes the information of the students that include their academic progression, socio-economic status and extracurricular activities. This helps the tutors to provide personalized care, attention and guidance to the students. It assists the teachers in preparing lesson plans and maintaining CE records.

IT infrastructure of the College includes

- **Twenty ICT-enabled classrooms** and two smart classrooms in the college make the teaching-learning process interactive, imaginative and efficient.
- **Two computer labs with 35 computers** each and Informatics Centre with 25 computers accessible to students
- ICT-enabled departments
- **Wi-Fi enabled campus** (including auditorium, library and classrooms) with high-speed internet facility for seamless and uninterrupted connectivity.
- Fully automated library
- Learning management system available through the college website provides e-contents (audio, video and pdf study materials).
- Secure Wi-Fi access implemented using BSNL and a local cable network with three lines (one to the library and two lines to academic buildings) with more than 150 Mbps speed, capable of providing IT services to almost 1500 users in the campus. This helps the students to access various sources to collect information without interruption.
- A server with a storage capacity of 2 TB of data
- Webmail account for all members including students with unlimited storage
- College website modified with detailed information about department level activities, faculty profile and curriculum planning
- Upgraded College library to meet the requirements of the students in the post-Covid scenario.
- The College is completely computer savvy and has **145 computers**
- **Library equipped with 15 tablets** having internet connection
- RFID tracking system for hassle-free accessibility of the library
- A **computational lab with 4 workstation computers** providing full access to the research scholars
- A **high-end software (WIEN-2K) for molecular modelling and Density Functional Theory (DFT)** calculations funded by DST-FIST.
- **Digitised herbarium** with more than 1100 specimens
- **QR coding of trees** in the college campus provides, facility to scan the QR code present in the label of each plant, through smart phones
- Campus surveillance through CCTV cameras continuously monitored by the security wing
- ICT enabled administrative office
- IT oriented trainings to faculty and administrative staff

- Online attendance entry system through College ERP software
- Dedicated computer labs in Botany and Physics departments

     The proper functioning of all these ICT facilities is guaranteed by an AMC with locally accessible firm (CISOFT Technologies, Kolayad, Kannur).

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 11.87

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 112

File Description	Document
Upload supporting document	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 58.54

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
97.29	51.21	135.14	70.73	84.51

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 78.74

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
926	1049	1108	952	1105

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2 *Capacity building and skills enhancement initiatives taken by the institution include the following*

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 65.87

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
900	900	1100	400	1000

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 57.78

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
195	260	260	290	250

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
433	424	425	463	427

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 52.09

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
63	16	21	11	1

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
94	38	44	28	11

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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 last five years

Response: 193

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at*

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
49	41	34	37	32

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 32.4

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
31	27	36	33	35

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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

Response:

The College has a **registered alumni association** that is proactively engaged in various support services aimed at the overall development of the institution. The association, with its elected body of executive comprising of the President, the Secretary and the Treasurer meets periodically to discuss and chalk out programmes that contribute to the quality of academic experience of students at the college and foster their relationship with the alma mater. In addition to this, every department has a separate alumni wing which organises meetings either online or offline helping to maintain a robust relationship with the institution.

Various support programmes are undertaken by the association which include:

Student Support and Extended Mentoring Programmes

Illustrious alumni serving in prestigious organizations at various positions visit the college or interact online to motivate the students through various mentoring activities such as:

- Career guidance sessions organized at the College and department levels
- Serving as extended mentors to the students by giving expert advice and support for pursuing higher education and a successful career
- Instituting endowments for meritorious students

Social Extension Programmes

The alumni association of the College extends their boundless support for various social extension activities undertaken by the college.

- The financial support of **Rs. 1,60,000/-** was given by the association for implementing a highspeed internet connection for the people of **Peruva Tribal Colony**, a village adopted by the College. Apart from making the benefits of digital revolution accessible to the marginalized sections of the society, the project could also ensure uninterrupted delivery of online classes to the students of the area during Covid-19 pandemic.
- The members of the association took part in **relief and cleaning operations** following various natural calamities such as flood and landslides that occurred in the region. A financial assistance of **Rs. 2,00,000/-** was given to one of the alumni members who lost his home in a landslide at Poolakkutty.
- A financial assistance of **Rs. 60,000/-** was contributed for the **Snehaveedu** project undertaken by the NSS.
- Alumni members are actively involved in various awareness and guidance programmes conducted in the colony.

Infrastructure Development

The alumni association of the college has generously contributed to the improvement of IT infrastructure in the college. It is a matter of great pride that the **Management Information System (MIS)** used by the College at present has been developed by alumni cum faculty Sri. Georgekutty P. Kuriakose. The software worth around **Rs. 10,00,000/-** with its tailor-made utilities has helped the institution to streamline its functioning by organising the relevant data.

Funding for Seminars and Competitions

A number of seminars and competitions were organized with the financial support of the alumni association. Among them, the **National Colloquium on Gender Inclusivity in India** and **Brain Battle**, the All Kerala Quiz Competition are a few worth mentioning.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)	

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

Nirmalagiri College is governed by the Archdiocese of Thalassery. Founded in the year 1964, guided by the vision of the then bishop Mar Sebastian Valloppilly, the college was established to cater to the cause of academic and societal upliftment of every person of the social strata, imparting education to all irrespective of caste, creed and gender and to the lesser privileged. The vision of the college "Integrated development of human personality with emphasis on intellectual, spiritual, moral and physical growth, inspired by the teachings of Jesus Christ", ensures the pursuit of excellence and holistic development of all associated with the college.

The everyday affairs of the college are monitored and assessed by various bodies instituted:

Governing Body	The apex body for policymaking Headed by the Manager of the college, it comprises ○ The Principal ○ IQAC coordinator ○ Selected members from different walks of life
College Council	Highest academic body of the college Oversees the functioning of the college Takes important decisions and reviews various activities of the college to uphold the interests of all stakeholders Headed by the Principal, it includes ○ Heads of the Departments ○ Elected representatives ○ Members delegated from the administrative staff
IQAC	Leads the way for framing futuristic ideas Assures quality in every aspect of the activities of the college With regular feedback from all stakeholders, takes progressive steps towards the holistic development of all associated with the college.

The Bursar	Representative of the management on campus, takes charge of the infrastructural requirements.
Other bodies/ organizations/ associations	• Activities are overseen/undertaken by the PTA, Alumni Association, student bodies and clubs, the duties of which are delegated/initiated by the Principal. • **College Student Union**: a democratically elected body carrying out various activities for students.

- The steps taken for the holistic development of students by the above bodies include:
- Working in tandem with various organizational bodies, committees, cells and clubs to achieve set goals
- Streamlining activities towards excellence adopting educational practices/strategies for long-term developmental programmes

Participation of Teachers in Decision Making Bodies of the College

Participation in faculty development programmes, conferences, seminars and workshops to hone their skills motivates them to take up responsibilities like heading various committees/statutory bodies and performing administrative responsibilities.

The College allows functional autonomy at various academic/administrative levels by decentralizing activities and duties resorting to participative operational ways. Apart from those mentioned above, other important committees/organizations contributing towards this are:

- The Mentoring Committee
- Career Guidance and Placement Cell
- NCC and NSS
- The Fine Arts and Sports Committees
- The Research Committee
- Women Cell

Case Study:

- Assessment of the academic calibre of a student via regular class tests.
- Mentors analyze the results and academically weak students are given proper guidance.
- The fine arts and sports committees contribute towards the extra-curricular/co-curricular activities.
- In support of this, the placement cell initiates vocational training sessions.
- The College management, the PTA and the Alumni offer financial support, resource sharing and consultations to empower.
- Students to become self-reliant individuals.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

In order to ensure the effective and efficient functioning of the College a participatory policy is adhered to. Accordingly, the departments and committees are given autonomy in their functioning. This ensures a prompt response to the needs of the College community as it defines the roles and duties of each individual in different capacities. The assignment of definitive roles results in improved functioning and performance of the college.

The functioning of the College is overseen by the management with the cooperation of:

Governing Body	Formulates the major policies
Principal	Executive head of the institution, helms the running of the day-to-day affairs of the college. In the Principal's absence, the Vice Principal carries out the duties of the Principal.
College Council	Internal matters of the college are reviewed by the council and decisions are made based on the council's suggestions.
Internal Quality Assurance Cell (IQAC)	Monitors the sustained improvement in the quality of various realms of the academic and administrative activities of the college
Committees and Cells	Academic, co-curricular and extracurricular activities in the college are conducted and organized by the respective committees and cells headed by faculty members with the representatives of the administrative staff and students included.
Grievance Redressal system	Grievances raised by members of the college community are addressed at various levels: the tutor, HoD and the Principal. In cases where special attention is required, the Anti-ragging committee, the Anti-sexual Harassment Cell and the Disciplinary committee are designated to address the issues.
Recruitment, Promotion and Service Rules	The recruitments and promotions take place as per the guidelines laid down by the UGC, Kannur University and the Government of Kerala. Employees abide by the Kerala Service Rules issued by the Government of Kerala and rules put down by Kannur University.

The tutors and heads of departments

- Maintain constant contact with the parents for the holistic development of the students.
- Suggestions and concerns shared are addressed during the parent-student-teacher meetings, leading to closer monitoring of the students.
- Students' strengths, talents and potentials are identified and nurtured, guiding them towards higher education or a suitable career.

Various Committees, clubs and organizations:

- The mentoring, sports and arts committees, the quiz and debate clubs, placement cell, the NCC and NSS work unitedly to provide opportunities and facilities to the students to further their goals.
- Programmes are designed to give basic training to prepare students for higher studies and enhance their career prospects.

The students also use their proficiency in fine arts and sports to pursue their higher studies or obtain a job. Every year steps are taken to modify this inclusive programme, based on the needs of students and to ensure maximum beneficiaries. The outcomes of these coordinated programmes are reviewed on a regular basis and modifications are made to suit the students' needs.

The administrative staff, students, parents and the alumni too play important roles in designing and implementing the activities of the College.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2 Implementation of e-governance in areas of operation

    1. Administration
    2. Finance and Accounts
    3. Student Admission and Support
    4. Examination

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

6.3 Faculty Empowerment Strategies

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

Response:

The College provides various kinds of facilities and benefits to the staff. **Regular workshops and training sessions** are either provided or promoted by the College to ensure that the staff remain updated in different domains of their work and interest. Welfare programmes offered for the well-being of the staff are:

- Insurance schemes

- Maternity/Paternity leave
- Provident fund
- Statutory and Contributory pension schemes
- Casual and duty leaves
- Salary advance for teachers on contract

These are as per the government norms.

Measures initiated by the college for the welfare of the staff are:

- Rest room
- Canteen
- Free Wi-Fi facility on campus
- Hostel/lodging facility
- Marked parking spaces.
- Gymnasium to maintain physical fitness
- Co-operative society
- Free use of college facilities to advance research activities
- Playgrounds for exercise and recreational use

The conduct of the **staff performance appraisal system** is overseen by the Principal of the College. **Feedback** is taken primarily from students. Using an online system the students participate in a **Teacher Evaluation** process, which is based on criteria like teacher availability, ability to motivate the student, classroom management, punctuality, regularity and effective completion of the syllabus, subject knowledge and fairness in the internal assessment. **Informal feedback** obtained from parents and alumni is also taken into account. The Principal analyses the feedback obtained for each staff member and intimates each person personally. In discussion with the staff member, measures to be taken for betterment are decided upon. This helps the staff member to work on enhancing his/her strengths and to address shortcomings.

Each teacher prepares **a self-appraisal report** periodically, which includes statements on:

- Courses the teacher engages and administrative or social roles that he/she takes up
- Details of the conferences, workshops, symposia attended or work presented at
- Research activities including papers presented or published
- Invitational talks delivered and activities where the teacher acted as a resource person

The performance appraisal is the basic document used for promotions of the faculty member. This also works as a document used by the authorities of the College to help the faculty member with self-assessment.

Another platform used for appraisal is the **staff meetings** where,

- Common activities of the staff are reviewed and assessed
- Corrective measures required are planned collectively
- Creative criticism is encouraged as such introspective measures lead the way towards excellence in any activity that is undertaken by the staff as a unit.

The performance of the department in academic domains is evaluated in the **internal academic audit** conducted under the aegis of the IQAC. An external audit is also followed by this, with senior faculty members familiar with the accreditation system being invited as resource persons. The performance assessment is carried out based on criteria as specified by NAAC.

- The reports are initially submitted to the Principal
- In discussion with the departments, necessary actions are initiated to improve upon the shortcomings found.
- Stakeholders of the college give feedbacks to improve the functioning of the administrative sections, thereby enabling them to provide good service to everyone associated with them.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 30.27

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
52	11	3	14	9

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 17.02

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
11	29	10	8	6

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
15	16	15	19	17

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

A financial management system exists in the college which monitors the mobilization and utilization of resources and funds from the government, management and other organizations.

- Committees for research, fund mobilization and utilization work to provide assistance for applying for projects and for the easy handling of funds.
- The **PTA and alumni** provide funds to the college for various needs, which is monitored at the behest of the Principal.
- Funds from the **UGC, DST, DBT, KSCSTE and RUSA** are handled by the teachers in charge, who monitor and/or handle the utilization and spending of these funds obtained via various forms of scrutiny and screening.

The College also has a mechanism for internal and external audits to ensure transparency in the financial management of the college.

- An **initial internal checking of the accounts** is done by the superintendent and the head accountant of the College. Apart from cross-checking of the prices/bills and the items procured, the proper entry of details of purchases made into the stock register is also verified.
- This is followed by the **internal audit conducted by a chartered accountant,** whose services are availed by the College. Such internal audits using the services of an external agency is also performed periodically. Here emphasis is given to financial auditing alone. Verification of all

financial transactions are made thoroughly.

- For individual projects or projects sanctioned to the College by the University Grants Commission or governmental bodies like the Department of Science and Technology, Department of Biotechnology, Kerala State Council for Science and Technology and Environment on completion of the project/time period, the completion report, along with all relevant documents are submitted to a Chartered Accountant for the auditing process to be completed.
- In each of these situations, errors are corrected, documents are verified and only then the final audited certificate is issued to the project investigator or head of the project or College.
- The final accounts are then settled with the authorities of the bodies providing the financial assistance on obtaining these certificates and statements of account.

This procedure is completed in a stipulated period of time ascertaining that any modifications required are made. The audit reports are studied and on confirmation from the agency, the accounts are submitted to the authorities approved as per the government norms.

- The **external audits** are conducted by the **Deputy Director of Collegiate Education (DCE)** and the **Accountant General (AG)**.
- The annual audits conducted by the Deputy DCE verify the financial documents submitted with regard to the utilization of public funds. Clarifications required are given by the administrative office, following which the final accounts are settled.
- The audit from the AG's office is conducted periodically to verify the accounts of funds sanctioned by the government. This exercise is conducted to ensure that any suggestions given or ratifications required in the handling of accounts are further incorporated into the financial management system of the College in future.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Quality Assurance Initiatives

IQAC, through its catalytic involvement has successfully evolved a system for quality assurance.

- Upgrading the curriculum delivery and assessment procedure in tune with **POs, PSOs, and COs. NEP, OBE and IPR** are brought into the comprehensive educational framework.

- Prepares the **academic calendar** which makes it easy to follow the teaching plan
- Addresses the gaps between industry and academics through certificate courses.
- M.Sc. Zoology and **14 certificate courses** were started during the period. **375 students benefited through MOOC**
- A **blended learning mode** syncing technology assisted teaching with traditional teaching methodology has been practised.
- The learning outcomes are quantitatively assessed through outcome mapping and reviewed periodically through **academic audits, both internal and external and feedback** from students, teachers, alumni and employers.
- **Curriculum enrichment** workshops were held to train the faculty on **OBE** and revised curriculum
- Performance of the teachers is scrutinised by IQAC as a mandatory pre-requisite for the promotion and placement of teachers. **Teacher evaluation** is conducted periodically.
- **Professional Development Programmes** are organized on placement and promotion, mentoring, online teaching, ICT-enabled teaching, soft skills, teaching tools, MIS, Research Methodology, NEP, OBE, IPR and NAAC accreditation.

Review Mechanism

IQAC monitors and reviews the quality initiatives of the college

- Annual **'academic retreat'**, assessing the progress in academic accomplishments like student progression, academic mobility and placement is organised. Meritorious students were also recognised as a part of it.
- **Feedbacks** from different stakeholders are collected and analyzed
- The progress in the attainment of academic objectives and the gaps are assessed.
- **Administrative audit** reviews performances of the administrative staff and upkeeping of office procedures
- Administrative and supporting staff are sent for external training and refresher courses on e-governance, office automation and soft skills.

Incremental Improvement

IQAC observes developments in the educational vistas and functions as a nucleus bringing in adaptations within the teaching learning and assessment process. Some notable increments documented are:

- Implementation of **PARAMARSH** scheme in five mentee colleges, of which two are accredited by NAAC.
- Maintaining student and staff **data base**
- **Planning and documenting** carricular, co-carricular and extra carricular activities
- Participating in **NIRF and AISHE**
- Facilitating **scholarships and freeships for 79 %** of the students
- Addition of the **research guides in multidisciplinary** areas
- **24 Ph.Ds** were **awarded**
- **107 publications** in reputed journals
- **13 MoUs** and **41 collaborations**
- Total **funding of Rs. 2,33,58,080** through DBT star, SARD, DST-FIST and RUSA
- **40 Research scholars**
- New computer lab with **additional 35 computers**

- **1867 sq ft Space** and intake **enhancemen**t in the library
- **E-reading** facility
- **RFID- enabled gate register**
- **40 % classrooms** are **ICT enabled**
- **Free Wi-Fi** on the campus
- **New academic block** nearing completion
- Installation of **30 kWh solar power plant**

IQAC has initiated quality enhancing programmes like **NEST** and **WE** in order to arouse civic consciousness and broaden human values. Green and energy audit and special projects for the optimum use of the non-renewable natural resources and energy, with a concern for sustainable development, are other focus areas.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality initiatives with other institution(s)/ membership of international networks**
3. **Participation in NIRF**
4. **any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

The College is sensitive towards the pressing issues related to gender and we believe that social transformation is possible only through the active participation of all genders. The college has a well-defined **gender policy** assuring equal opportunities for all regardless of their gender identities. Accordingly, various **gender sensitisation programmes** are conducted among students through different clubs, NSS and NCC. To familiarise them with the ostracization faced by the transgender community, students are given an opportunity to converse with transgender activists. The syllabus of Common English, Malayalam and Hindi also addresses gender-related issues and students are also encouraged to do their projects on the subject.

As an institution where the enrolled number of female students exceeds eighty percent of the total strength, the college is committed to providing an education that keeps the female students on par with their male counterparts by providing them equal opportunities. The following activities are conducted in this regard:

- Seminars and workshops in association with Kudumbasree district mission, Kannur and Women and Child Department, Government of Kerala.
- Classes on **sex education and legal awareness**.
- Flash mobs and rallies organised by students to make the public aware of the atrocities committed against women.
- An active **Women Empowerment Committee, Gender Justice Committee and Committee for Monitoring the Safety of Women**.
- Special facilities for women like a **Fitness Centre** and a common room equipped with a sanitary pad vending machine and incinerator.

Celebration of National and International Days of Importance

Nirmalagiri College is committed to a **comprehensive education policy** that ensures the holistic development of its students. Programmes are held to celebrate national and international days, events and festivals to foster a democratic spirit, honour national heroes and commemorate our rich heritage.

- **Independence Day and Republic Day:** The college celebrates these days with flag hoisting followed by a parade by NCC cadets. Competitions are also held under the aegis of the history department.
- **Gandhi Jayanti**: The day is celebrated by proclaiming solidarity with Gandhiji's message of a clean India and an exclusive cleaning drive.
- Every year **Teachers' Day** is celebrated with students giving a tribute to teachers for their hard work and commitment. Retired teachers are also honoured during the day.
- **National Unity Day** is celebrated by conducting various programmes such as a unity run, debate competition, and a presentation on Sardar Vallabhai Patel.

- *Kargil Vijay Diwas* **and** *Pulwama* **Day:** Both wings of NCC commemorate the brave soldiers who sacrificed their lives during these days.
- **World Environment Day and Wetlands Day:** The college celebrates environment-related days in concurrence with its policy of green protocol. Students and faculty participate by planting trees.
- **International Yoga Day:** Yoga Day is celebrated on June 21st by college NCC units. Common asana sessions, training and awareness programmes are organised as part of the celebration.
- **Onam, Christmas and Holi :** College celebrates these on a grand scale celebrating inter-faith harmony on the campus.

In addition to these, the college also observes 21 important days

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2 The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	[View Document](#)

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance

and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Niramalagiri College, in line with the vision of its founding patron, has incorporated into its constitutional ethos, the democratic values of cultural, regional, linguistic and communal harmony and aims to inculcate these in its stakeholders. Admissions are done through a single window system with seats reserved for disadvantaged communities and sports achievers, as well as an extra seat for aspiring students from Lakshadweep islands.

Efforts for Providing an Inclusive Environment

Cultural and Regional Inclusiveness

- College **celebrates festivals of cultural and regional importance** like Onam, Christmas, Raksha Bandhan and Holi.
- **Ethnic food fest** provides an opportunity to taste and learn about different traditional cuisines.
- **Ethnic day** is observed to celebrate the diverse cultures that are part of our nation.
- Performance of traditional art forms like *Theyyam* and *Chavittu Natakam* helps to preserve these art forms.
- **Field trips to** *Adivasi ooru* are arranged to introduce students to various folk customs and traditions.
- **International Yoga Day** is observed to bring people together through the practice of Yoga.

Linguistic Diversity and Communal Harmony

- Observance of *Malayala Bhasha Dhinam*, **International Mother Language Day** and *Vayana Dhinam*
- Observance of **Hindi Day** with a week-long celebration involving contests for students and interactive sessions with prominent personalities
- Observance of the **National Unity Day** emphasizing the significance of national unity
- Festivals like Onam, Christmas and Holi are celebrated to foster communal harmony

Socio-Economic Inclusivity

- **Hunger Free Campus** and free food coupons to needy students
- *Snehasparsham***:** Students are given extensive training in palliative care and their services are being rendered to hospitals and homes.
- *Patheyam:* Free mid-day meals for destitute people in and around Kuthuparamba
- Visiting the welfare home for the elderly in Thokkilangadi and providing them with homemade food
- Scholarship Committee provides help to financially struggling students to secure government scholarships and also seeks aid from external sources.
- The inclusive environment provided by College hostels creates strong bonds transcending the boundaries of religion and region.

Sensitization of Students and Employees to Constitutional Obligations

The mission of the College is moulded out of the founding principles of our constitution and accordingly, it strives to enable its stakeholders to play a vital role in nation-building. Various initiatives taken by the college to sensitize the students and the faculty to constitutional obligations are:

- **Induction programme** for new students promotes responsible citizenship by fulfilling the obligations demanded by the constitution.
- **Electoral Literacy Club** familiarises them with the electoral process.
- **Campus elections** held every year give students first-hand experience of the election process.
- **Elections to PTA, College Council and Staff Co-operative Society** are held through democratic means.
- The teachers play a key role in the smooth conduct of elections to Panchayat, State and Central legislatures as Presiding and Polling officers. Students also partake as volunteers in these elections.
- The syllabus of many programmes consists of courses related to the Indian Constitution.
- Preamble of the constitution is displayed on all department notice boards.
- Independence Day and Republic Day are celebrated invoking patriotic feelings.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

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

Response:

Best Practice 1

NEST (Nurturing and Empowering for Social Transformation)

Objectives of the Practice

- To nurture students' innovative skills with teaching and enable the student community to imbibe the values of social responsibility as envisaged in the core values, vision and mission of the college.
- To offer the village community better opportunities for academic learning through educational visits and exposure activities.

The Context

Although NSS, NCC and the extension programmes of various departments involve engagement with diverse rural communities, the outcomes of these endeavours are never documented or evaluated. The

Village Adoption Programme rectifies these issues as one village is taken as the focal point. The location of the Peruva colony, 12 km away from the College, made it a desirable choice for the execution of the project. The colony is home to a large population of tribals. The College also has students from Peruva which is an added incentive.

The Practice:

The Village Adoption Programme is a self-funded initiative that was born out of the goodwill of the college community with a desire to help others. Each instructor, alumni, and student makes a financial contribution, helping the programme run without any other financial assistance.

The Activities

- **Reading for a better life: Bibliophilia,** a mini library is set up in the village with more than five hundred books to develop a reading habit among the tribal people. The books were collected by the students.
- **Speakizy School:** Spoken English training classes are arranged for the tribal children by the English Department.
- **Entrepreneurship Empowerment:** Villagers are trained to be self-employed through the marketing of food products made in the village.
- **Life Skills and Career Guidance:** To inspire the village students to pursue higher studies, many classes are organised and motivational and self-help books are circulated. Career guidance seminars and orientation for PSC/UPSC/RRB examinations are also conducted in accordance with this.
- **Technological Infusion and Connectivity:** To ensure uninterrupted learning, internet facilities are arranged in collaboration with BSNL.
- **E-Teach:** To give special attention and academic assistance to ninth and tenth-standard students, a teacher was assigned for each subject and classes were taken online.
- **Nirmal Sparsh:** The service of the college counselling centre is extended to the village.
- Mission **Chaturangam** is a long-term chess coaching programme offered to students.
- **Constitutional Awareness Programme** conducted for students in Peruva

Evidence of Success

- 11 villagers joined government services in the last five years.
- There is a noticable decrease in the drop-out rate.
- 4 villagers have become self-employed.
- Number of members attending our motivational classes and coaching rose from 17 to 49.
- One of the students from the village grew up to be a motivational speaker and conducted classes in our college.

Problems Encountered and Resources Required

- The organising of initial meetings and classes proved to be difficult since the students were not interested.
- The poor connectivity in the area disrupted the teaching-learning process during the pandemic.
- The busy academic schedule made it difficult for teachers and students to conduct programmes and research in the village.

Best Practice - 2

WE (**Women Empowerment**) is a planned effort for uplifting the socio-economic status of women through empowerment

Objectives

- To enhance the capacities of women to resist oppression and discrimination.
- To impart skills in female students to help them find better job opportunities.
- To inspire women and girls to stand up for their rights.
- The holistic development of women.

The context

Only a constant effort can empower women to face the gender specific issues they face. The girls from socially marginalized groups are lagging behind and need persistent guidance and support. In Nirmalagiri College, majority of students (around 70%) belong to backward castes and minority communities. Of the admitted students, 70 percent are girls who deserve special intervention for upward social mobility. The College takes up the pleasant task of empowering them for a better future.

The Practice

The objectives of WE are realised through a three-tier system.

The Activities

Level I – Foundation – identification of potentials, hurdles and efforts required to overcome them through different means. Some of them are:

- Socio-Economic Survey
- Identifying the talents and potential
- Talent pool (Questionnaire based)
- Identifying the struggles and hurdles
- Counselling and mentoring
- Career guidance

Level II – Take-off - A set of programmes designed to empower and enrich the inborn talents

- **Nirmal Sparsh -** psychological counselling to addresses various psycho-social issues.
- **Naari Udaan -** classes including driving and tailoring to make them self-reliant, confident to face the challenges for the job market entry.
- **Dheera -** classes for first-aid, fire and safety, self-defence, martial arts, fitness, yoga, zumba, legal awareness and sex education.
- **Swabhiman -** Classes on fashion designing, beautician, tailoring, embroidery, ornaments making and glass painting.
- **NSS and NCC -** trigger the spirit of patriotism and nation building
- **Entrepreneurial skill formation -**Friday canteen and consultancy services for self-employment.

Level III – On their own wings - a stage in which they find out the inner core and lead a life with self-esteem and self-respect

- Financial independence
- Entrepreneur
- Leaders in many walks of life
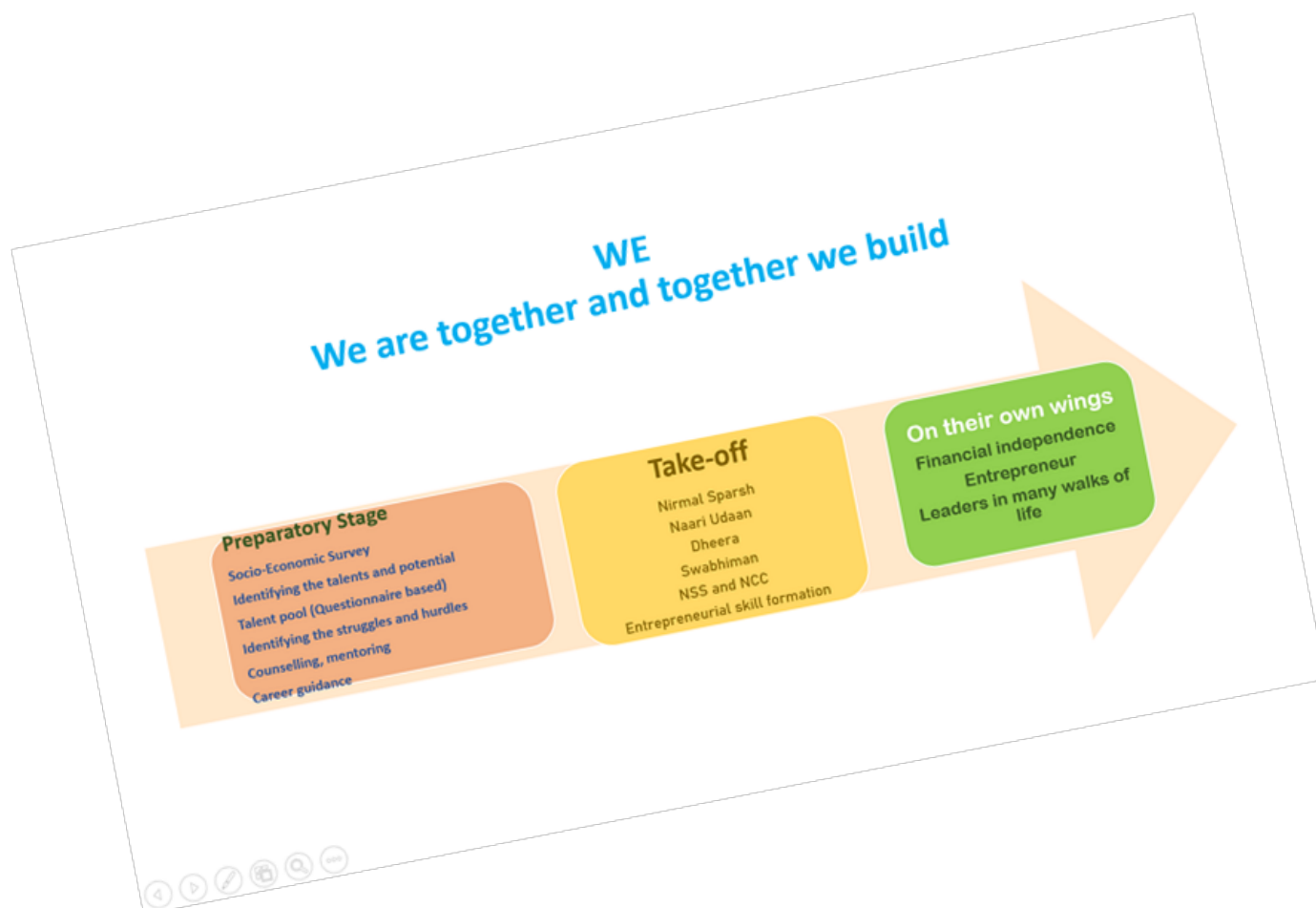
Evidence of success

- More than 250 female students secured driving licences.
- 93 female students are trained in tailoring.
- More than 350 female students received self-defence and fitness training
- Consistent increase in the number of girls getting placed through campus placement.
- Improvement in psychological and emotional stability of the female students
- Participation of more female students in cultural and sports activities and inclusion in state level and national level teams

Problems Encountered and Resources Required

- Breaking the culturally constructed inhibitions and preconceived notions of the youngsters proved to be difficult to break
- Social orthodoxy is a big challenge for the aspiring girls

- Tight work schedules and online classes during the pandemic limited the space for interaction with a large number of students and affected resource mobilisation.

File Description	Document
Any other relevant information	[View Document](#)
Best practices as hosted on the Institutional website	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Prabudh, Pratibadh, Prasobidh

The crest of Nirmalagiri College bears an inscription from the *Brihadaranyaka Upanishad*, **"Thamasoma Jyothirgamaya",** and the college activities are centred around this dictum directed to lead our students to the light of knowledge. The college envisions the students' integrated development, emphasising their **intellectual, spiritual, moral and physical growth**.

Bolstering Intellectual Talents

With 11 graduate and 4 postgraduate programmes and facility for research in 5 disciplines, the College is dedicated to promoting academic excellence with state-of-the-art facilities and devoted faculty members.

- Meritorious students from each department are given special attention through programmes like WWS, ASAP and Buddy Groups. Additional support to poor performers is given through remedial coaching.
- Expert training is given to talented students in arts sharpening their skills for the university fine arts festivals
- **Heritage Centre and Museum:** *Keraleeyam,* an initiative of the Malayalam Department, reminds students of their great heritage and traditions. In addition, History Department also has a museum showcasing historical artefacts.
- **Star Gazing Camps:** With the help of a Dobsonian telescope, Physics Department offers space enthusiasts an opportunity for star gazing and night sky watching. The camp is open to both the students and the public.
- The College has a fully **automated library** with more than 50,000 books, print and online journals, magazines and newspapers. It also has an E-reading room, *Biblio E!*, with more than 7500 additional resources.
- **Webinars, Workshops and Conferences** offer students opportunities to express their ideas and to converse with eminent personalities.

- **MIS,** developed by our own alumnus and former faculty, incorporates learning management providing digital access to learning materials. MIS also offers students an assessment of their academic performance assisting them in formulating their future goals.
- **Collaborations** with other educational institutions pave way for deeper learning with faculty exchange programmes and collaborative research.

Developing Spiritual Integrity and Emotional Maturity

Embodying the characteristic call of a Catholic to go and teach by following the footsteps of Jesus Christ, the College caters to the spiritual and emotional well-being of the students through an inclusive education that embraces differences, fosters religious tolerance and inculcates compassion for fellow beings and for universal brotherhood.

- **Yoga and Meditation:** Taking heed of the benefits Yoga offers to both the mind and the body, Yoga classes are organised by the Physical Education Department to help students focus more on their studies. Under the aegis of NSS, meditation training is also offered to students. Online Yoga classes conducted during the pandemic benefited them a great deal in alleviating stress and boosting their confidence.
- **Nirmal Sparsh:** the counselling facility, started in collaboration with Hrudayaram, offers potential solutions to problems that cause emotional turmoil ensuring optimal mental health in students.
- **Value education** is imparted to students of all streams developing moral and ethical values.
- Major religious festivals like Onam, Holi, Eid and Christmas are celebrated with great pomp and pleasure, acknowledging the religious diversity that exists on the College campus.

Moulding Righteous Individuals

Students go through community engagement activities making them empathetic to the society around them which in turn help them to become upstanding citizens.

- **Snehasparsham-Palliative Care:** The project endeavours to inculcate the spirit of compassion among students. Interested students are given the necessary training and their services are utilized by palliative services for hospitals and homes every Thursday.
- **Hunger-Free Campus:** Free food coupons are provided to economically backward students. The college also provides financial assistance to needy students through the **Students Aid Fund Scheme**. *Patheyam,* an initiative of NSS and NCC, offers free mid-day meals for destitute people in and around Kuthuparamba.
- The College organizes a **Blood Donation Drive** every year with more than 150 people participating in it.
- Alumni association is also involved in the college's altruistic programmes. Along with the students and faculty, they also contribute when emergency medical care is required for economically weaker students.
- **Disaster Relief Measures**: Students were at the forefront in organising relief measures for Kerala Flood victims, cleaning homes, distributing food and visiting relief camps. The Covid-19 pandemic also brought out their humanitarian side as they made sanitisers, provided study materials and conducted online tuition classes for school children. The College was also used as a quarantine facility for the patients.
- **Lab to Land**: The venture aims to use research activities for the betterment of the common public and thus College has developed a low-cost security system and an AI-based satellite receiver

station.

- **Nurturing Environmental Consciousness**: The students are sensitized to environmental issues through regular orientation classes and they partake in various activities organised by **Bhoomithra Sena**. Saplings are planted as part of environment day and students are encouraged to adopt a tree. **Nirmal Jaivik Kheti,** an undertaking of NSS, promotes organic farming. In addition, the Botany Department's new venture **Canopia of Eden** is underway and the project proposes an orchard of exotic trees.
- **Swachh Bharat**: The college supports Prime Minister's Clean India Mission through cleaning drives, organised by NCC, NSS and Zoology department. Every year, Muzhappilangad and Dharmadom beaches are cleaned and waste is disposed of at *Ila* Waste Management Unit.
- **Snehaveedu**: Under the scheme, new homes are built for the hapless with the money collected by NSS volunteers.

Aarogyapaadam

- Emphasising the importance of the **Fit India** Movement, the college has organised diverse activities to promote a physically active lifestyle. A **Wellness Club,** in association with Physical Education Department, has been initiated to inspire healthy habits.
- The College has an extensive playground and a **multi-gym and open gym**
- Classes on **Yoga and Zumba** are also provided by trainers proficient in the field.
- Students are offered specialised coaches for different sporting events.
- The two units of NCC, one for boys and the other for girls, with their regular activities help build physical endurance and team spirit.

Born out of the desire of a migrant community for educational institutions, Nirmalagiri College continues to retain the vision of its founding patron radiating the light of knowledge and wisdom. Keeping in pace with the changing times, college endeavours to prepare students for a better tomorrow.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

- Two major milestones highlighting the academic excellence of the College:
    - **DST-FIST** funding;
    - **DBT-STAR** status.
- **ICAM** - **International Conference on Advanced Materials** - Indicates the academic height of the College.
- **Documentary** - A videographic documentation of the history of the College since its inception.

  Link *https://www.youtube.com/watch?v=m1hwGQa72lA&t=2s*

- **MIS** – **Management Information System** - Developed by our own faculty and alumnus.
- **Mentor College** under **PARAMARSH** scheme.
- **ARAVAM** – An online fine arts festival during pandemic, the first of its kind in Kannur University.

  Link *http://youtu.be/LWdfUllOfo4?list=PLEb0C0jjGrtqs79eTgZ_LDMA4f8WNl6CD*

Concluding Remarks :

Since its establishment in 1964, Nirmalagiri College has always strived for the holistic development of its students introducing fresh initiatives to keep up with the challenges of an ever-evolving, technology-driven world. After its third accreditation, the college has implemented **Outcome Based Education in line with the ideals of the New Education Policy (NEP)**. This has resulted in a marked improvement in the result statistics and coupled with the inclusive academic environment the college offers, it has become one of the most sought-after higher education institutions in North Malabar.

With the steady increase in the number of research guides, PhDs, and high-impact factor publications, the college has carved out a place for itself in the research field which is further validated by the research funds offered by different government agencies. The college's **87th and 93rd rankings in the NIRF in 2018 and 2019** as well as its mentor status under the **PARAMARSH scheme** are further testament to its success.

The college's strong commitment to social responsibility has been demonstrated through various initiatives, such as **NEST** where a tribal colony is adopted and given assistance for integrated development. Additionally, several programmes to empower women have been undertaken including workshops and training sessions on entrepreneurship and skill development. To promote the use of alternate sources of energy and reduce carbon footprint, **a solar power plant of 30 kWh** is installed and excess energy generated is fed to the **KSEB grid** through wheeling. Relief and rehabilitation efforts during the Kerala Floods and Covid-19 pandemic provided students with a unique opportunity for community engagement further demonstrating the college's dedication to making a meaningful and lasting impact on society.

From its humble beginnings, the college has surged forward to greater heights, buoyed by the unwavering support of all stakeholders. With its commitment to excellence and dedication to providing quality education,

Nirmalagiri College continues to be a beacon of hope for aspiring students in the region.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	**Number of Add on /Certificate/Value added programs offered during the last five years** Answer before DVV Verification : Answer After DVV Verification :15 Remark : DVV input as per attached supporting certificates of courses in metrics 1.2.2
1.2.2	**Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years** 1.2.2.1. **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years** Answer before DVV Verification:

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
838	619	91	41	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
83	61	9	4	0

2.1.2	**Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)** 2.1.2.1. *Number of actual students admitted from the reserved categories year - wise during the last five years* Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
260	256	258	244	250

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
231	229	228	219	222

2.1.2.2. **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**
Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
268	268	264	251	260

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
268	268	264	251	260

Remark : Revised values as per supporting data attached

2.4.1	**Percentage of full-time teachers against sanctioned posts during the last five years** 2.4.1.1. **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:** Answer before DVV Verification: 	2021-22	2020-21	2019-20	2018-19	2017-18
59	57	59	59	60 | Answer After DVV Verification : | 2021-22	2020-21	2019-20	2018-19	2017-18
59	57	59	59	60	
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3.1.1	*Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)* 3.1.1.1. **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)** Answer before DVV Verification: 	2021-22	2020-21	2019-20	2018-19	2017-18
3.496	7.64750	3.90	133.158288	85.384028 | Answer After DVV Verification : | 2021-22	2020-21	2019-20	2018-19	2017-18
2.69	7.647	3.9	55.36	56.53	
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3.2.2	*Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years* 3.2.2.1. **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years** Answer before DVV Verification: | 2021-22	2020-21	2019-20	2018-19	2017-18	

36	33	8	9	14

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
24	17	6	4	12

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

3.3.1.1. **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
43	17	22	7	18

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
42	16	22	7	18

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

3.3.2.1. **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
8	5	8	8	6

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
7	4	7	7	3

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 organised in collaboration with industry, community and NGOs) during the last five years

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., year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
54	41	19	20	7

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
30	25	11	9	0

3.5.1	**Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.**

Answer before DVV Verification : 465
Answer After DVV Verification :404

4.1.2	**Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)**

4.1.2.1. Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)
Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
88.12	98.30	6.79	27.06	91.80

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
86.92	98.3	6.79	27.06	91.8

4.3.2	**Student – Computer ratio (Data for the latest completed academic year)**

4.3.2.1. Number of computers available for students usage during the latest completed academic year:
Answer before DVV Verification : 112
Answer after DVV Verification: 112

4.4.1	**Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)**

4.4.1.1. Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)
Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
96.09	51.21	135.14	70.73	84.51

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
97.29	51.21	135.14	70.73	84.51

5.1.1	**Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years**

5.1.1.1. Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
926	1049	1108	952	1105

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
926	1049	1108	952	1105

5.1.2	*Capacity building and skills enhancement initiatives taken by the institution include the following*

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Answer before DVV Verification : A. All of the above
Answer After DVV Verification: A. All of the above

5.1.3	**Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years**

5.1.3.1. **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
926	983	1190	498	1077

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
900	900	1100	400	1000

5.2.1	**Percentage of placement of outgoing students and students progressing to higher education**

during the last five years

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
198	263	268	295	253

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
195	260	260	290	250

5.2.1.2. Number of outgoing students year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18

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 last five years** 5.3.1.1. *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years* Answer before DVV Verification: | 2021-22	2020-21	2019-20	2018-19	2017-18 | |---|---|---|---|---| | 49 | 42 | 49 | 51 | 49 | Answer After DVV Verification : | 2021-22 | 2020-21 | 2019-20 | 2018-19 | 2017-18 | |---|---|---|---|---| | 49 | 41 | 34 | 37 | 32 |

5.3.2	**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)** 5.3.2.1. **Number of sports and cultural programs in which students of the Institution participated year wise during last five years** Answer before DVV Verification: | 2021-22 | 2020-21 | 2019-20 | 2018-19 | 2017-18 | |---|---|---|---|---| | 44 | 34 | 45 | 42 | 43 | Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
31	27	36	33	35

6.3.2 **Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**

6.3.2.1. **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
53	11	3	14	9

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
52	11	3	14	9

6.3.3 **Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

6.3.3.1. **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
81	101	54	9	44

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
11	29	10	8	6

6.3.3.2. **Number of non-teaching staff year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
15	16	15	19	17

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
15	16	15	19	17

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Remark : DVV input as per data template considering 1. Programs duration less that as stipulated by UGC/AICTE (A week and more days) will not be considered 2. One teacher attending multiple programs in a year will be counted once

2.Extended Profile Deviations

Extended Profile Deviations
No Deviations