# Beyond Frontiers STRATEGIC PLAN 2020-2023



**ALL SAINTS' COLLEGE** 

THIRUVANANTHAPURAM -695007 RE-ACCREDITED WITH A-GRADE BY NAAC Something good is a frontier; something better is also a frontier and something excellent is just a frontier! You can always go beyond these frontiers! And so what is excellent? Just a frontier!

Mehmet Murat ildan







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Conquering Frontiers - Departmental Strategic Plans









Sr. Mary Frances Superior General & Manager

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Message

#### Grace is the voice that calls us to change and then gives us the power to pull it off. Max Lucado

As we come together around a new vision, we are called to embrace change, grow in new directions, explore and discover new reservoirs of energy to fulfil our mission. In the words of Pauline Kezer, "Continuity gives us roots; change gives us branches, letting us stretch and grow and reach new heights".

The evolutionary landscape of higher education challenges us to embrace innovations with impact, blend with the times and derive definitive strategies to stand out among the crowd. Aspiring for excellence is not merely about writing vision and mission statements. It is about giving shape to a common vision, marking out our identity, defining our space, encountering and exploring new dimensions of the institutional future.

Our priorities lie in strategic innovation and in discerning the institution's strategic frontiers, where the boundaries of dedicated endeavour and higher purpose merge, where goals crystallize into action and vision into reality. Adding value to the institution is the imperative need of the hour which calls for a wholehearted commitment to the creation of new internal capabilities for growth and authentic channels of engagement with stakeholders. The Strategic Plan identifies strategic frontiers, provides direction and scope for new growth potential and ensures continuity of values.

When God gives us vision, He always provides provision. As we build on our achievements and accolades, standing on the shoulders of our spirit led pioneers, let us continue to redefine the horizons of possibility and reimagine our institution.

I'm deeply appreciative of the dedicated and tireless effort that has gone into the making of our Strategic Plan 2020-2023, Beyond Frontiers. Thank you for sharing your time and expertise in crafting a vision for the future.

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Sr. Mary Frances



The Strategic Plan 2020-2023 - Beyond Frontiers is a bold attempt to bridge the gap between vision and actualization. A pivotal document on our future roadmap, it restates our institutional priorities, reinforces our growth and redefines our goals and aspirations. The plan process encompassing all stakeholders asserted the need for transformational change and highlighted the exciting possibilities of significant quantifiable progress. The plan itself identifies a breadth of strategic options, adopts a clear cut framework for excellence, growth and expansion, garners new, innovative perspectives and projects a compelling and inspiring vision.

Breathing new life into our longstanding legacy of providing an enriching educational experience, we at All Saints' believe in creating our own future and increasing stakeholder satisfaction. Pushing the boundaries of excellence, enhancing student progression, realigning our research priorities, identifying creative interfaces for knowledge building and dissemination, building community by embracing diversity, inclusivity and social justice, streamlining processes and implementing a futuristic agenda - these goals resonate with our vision for the institution. Strategic innovation provides the power, the motivation and the impetus to focus on realistic opportunities to build the future.

A strong declaration of our shared commitment towards creating a vibrant learning community, the strategic plan endorses our relentless pursuit of excellence. Challenging and reconfiguring the traditional and adapting a flexible, dynamic process will ultimately transform the way our institution moves forward.

With gratitude, I commend the single minded focus and perseverance of the faculty, administrators, staff and students who collaborated effectively in the roll out of this plan. Placing our tomorrows into the hands of the Almighty, we continue to chart out new paths on the road to excellence.

Sr. Belinda Pereira. Secretary General, CCR Director, All Saint's College Trivandrum, Kerala,

Message

#### The distance between your dreams and reality is called action.

Bereira

Sr. Belinda Pereira.



Dr. Reshmi Prasad Principal, All Saint's College Trivandrum, Kerala.

Message

"A vision and strategy aren't enough. The long term key to success is execution. Each day. Every day". **Richard M. Kovacevich** 

In 2020, All Saints' College embarked on a journey to reaffirm its mission, vision and values and rewrite our destiny. Walking the path of shared vision is a call to better our own selves and articulate and build upon our strengths.

Analysis, deliberations, dialogue, collaboration and finally consensus, clarity of thought and strategic intent - our journey has been one of collective effort and transparency. Chalking out strategic directives, setting new benchmarks, defining institutional impact and embedding institutional effectiveness into each Department will in turn ensure a culture of wellness, excellence and accountability. The process initiated by my predecessor has gained momentum and our enduring commitment to raising the bar powers our mission.

We strive to leverage standards to provide our students with higher order capabilities, an equitable and inclusive academic environment with increased opportunities and foster a collaborative institutional culture. The Strategic Plan 2020-2023, a futuristic document with focused and realistic goals that align to the needs of the community is a guide to our institutional aspirations. A blueprint for success, its effective implementation will enhance our reputation as a premier institution of higher education.

My sincere gratitude to all stakeholders who engaged in the challenging strategic planning process, expending their time, energy and effort in this positive endeavour. We are deeply indebted to the Management for their profound interest, constructive and innovative interventions and unconditional support which has given us purpose and direction. Together let us work towards a better tomorrow.

Keshni

Dr. Reshmi Prasac



All Saints' College was envisioned by the late Rev. Mother Mary Louise with the approbation of His Excellency, the late Rt. Rev. Dr. V.V. Dereere, O.C.D., Bishop of Trivandrum. The college opened in the Holy Angels' Convent premises on July 6, 1964 with the late Miss Margaret P. Paulose M.A., L.T. as the first Principal of the institution with 277 students in the first year of the Pre-Degree Class. Being a Catholic college for women, its purpose was to give the students of all creeds, a liberal education, to train them in the service of God, man and country and bring peace and harmony.

On May 15, 1965, His Excellency, the late Most Rev. James R. Knox, Apostolic Internuncio to the Republic of India, laid the foundation stone of the first block of the College at Chackai which is now the permanent campus. Our college shifted to the new premises at Chackai on January 19, 1967. Holy Angels' Convent School cradled our infant college in their picturesque premises for the first three years of its existence.

The college opened on June 1, 1967 with a strength of 305 Pre-Degree students. On July 24, 1967, with the admission of 392 students, the academic year commenced with 697 students. The college further augmented its academic profile by starting Degree Courses in Chemistry, Mathematics, Zoology, English, History and Economics.

After three months of adjusting to the new place, enthusiastic attempts were made to beautify the premises and to convert the sandy track outside into a lovely garden. In addition to the refreshing sea breeze which instilled vigour and vitality into drooping hearts and minds, the plying of city service buses along the Chackai-Veli route and the shifting of the railway station became a boon for one and all.

In 1970, All Saints' College successfully completed one wing of the new Hostel in our permanent campus. The hostel opened on June 16 with 148 students. By the year 1977, All Saints' had 2080 students, 73 teachers and 24 administrative staff. Many elaborate curricular and extracurricular activities such as Cultural Week, Bible Study Circle, NSS camps, competitions and tournaments, poetry and drama reading, needlework and grand sales were chalked out. These were carried out successfully, bearing witness to the ability of the staff and students to execute novel schemes. There was progress in all the fields – academic, fine arts and sports.

Our college grew from strength to strength. B. Sc. Botany and B.Com were introduced in July 1980. Our college was still in its teens when the shift system was introduced at the Pre-Degree level. Along with the introduction of new courses, this brought about an increase in the number of students. There were 2600 students, 95 faculty and 40 administrative staff.

With the establishment of the Alliance Francaise by the French Embassy at Trivandrum, the study of spoken French was facilitated. Richard Graham, a professor from London University, who visited our

Telling Our Story

college with his wife Zita wrote "It was a great pleasure to see such a well organised and efficient college. The facilities and buildings are impressive and comparable with many good colleges in the United Kingdom."

In 1981, the foundation stone for the extension block was laid. The year 1981-1982 was one of unprecedented success in curricular and extracurricular activities. The dream of having a post graduate course in English was realized in 1982. With this, our college attained the status of a First Grade College. By the year 1983, All Saints' had completed two decades of existence at its permanent campus. A tiny seed sown here had grown into a big tree, widening the spheres of knowledge.

With God's grace and the cooperation of our management, sisters, staff and students, our college emerged as one of the leading institutions in Trivandrum with 3015 students, 118 faculty members and 64 administrative staff. All Saints' College had indeed come of age and was celebrating its 20th anniversary. In keeping with Newman's idea of a University, intellectual pursuits, moral, spiritual, scientific, cultural and physical training were encouraged with a view to providing a well-rounded and sound knowledge-based mindset.

The healthy teacher-student relationship went a long way in enabling our students to blaze a trail of success in curricular and extracurricular activities, especially in the field of Fine Arts – music and dance. To add to the enchanting atmosphere of peace and tranquility in our campus, a newly built Grotto of Our Lady of Lourdes was blessed and inaugurated in the year 1987. On June 2, 1988, the foundation stone for the non-resident student centre was laid. The next venture in the minds of the faculty was the proposal to establish a Women's Studies Cell with the financial aid extended by the UGC.

In 1989, All Saints' College proudly celebrated 25 glorious years of selfless dedication. To celebrate the Silver Jubilee memorably, a committee was formed. A comprehensive action plan was drawn up, incorporating the blueprint of various associations. The Silver Jubilee celebrations got off to a spectacular start with a High Mass and a public function with the Honourable Chief Minister Shri. E. K. Nayanar as Guest of Honour.

To effectively implement the multifaceted plans, the members of the staff invested time, effort and money. They organised a Mimics Parade by the Kala Bhavan troupe to raise funds to erect an Auditorium. Our college made an entry into the computer age with the inauguration of the Computer Room this year.

The year 1991 was memorable due to the inauguration of the new block of classrooms and the vocational training centre. B.Sc. Physics was introduced in 1993. The All Saints' Computer Centre which was granted affiliation by the Government of India began its DPCS course in the year 1994. Following the post graduate course in English, the Commerce department of All Saints' introduced M.Com in 1995 and in 1997, the Department introduced yet another B.Com degree course: Tourism and Travel Management. The same year, a beautiful greenhouse was set up on the college campus. B.A. Communicative English was introduced in 1998.

1999 was indeed a blessed year. The eagerly awaited new Auditorium was inaugurated. Even today, it is a sought after venue for many Government-sponsored and private events where student participation is required. Along with it, there were other developments such as the introduction of the M.Sc. course in Environmental Studies and the vocational course in Secretarial Practice.

The newly introduced courses gave a stimulus for career-minded students from various walks of life. A new language laboratory was also an added facility in improving the academic input of our students. The Campus Development programme in 2001 included the computerisation of the Library and providing internet facilities for the students. In the same year, the main highlight of the college was the accreditation by the National Assessment and Accreditation Council (NAAC) in July.

In the year 2007, the Campus Development Programme included an arch over the college gate, rain water harvesting facilities, provision for drinking water and installation of water coolers at different

points, renovation of the office parlour, IQAC room and guest room. Our college was re-accredited by the National Assessment and Accreditation Council in March 2008 with 'B' grade. The college was selected as a centre for the Kerala State IT Mission (KSITM) programme, "Skill Enhancement Computer Training and Women's Resource Centre in Colleges of Kerala" in January 2011.

The post graduate course in M.Sc. Environmental Sciences, which was initially a self-financing course, was regularized with the approval of the Government of Kerala. The post graduate Department of Environmental Sciences was constituted as a separate department on October 11, 2011. All Saints' College was one of the three colleges in Kerala under the Star College Scheme. This was a scheme initiated by the Department of Biotechnology (DBT) under the Ministry of Science and Technology, Government of India in the year 2012 to nurture excellence in under graduate sciences.

All Saints' College celebrated its Golden Jubilee in 2013, marking 50 years of academic excellence and service. Fifty years have passed since the dream of our foundress Mother Mary Veronica and our beloved Managers was etched in golden letters. We owe a debt of gratitude to our pioneers who have made the institution what it is today. In 2020, the UG Physics department was upgraded to a post graduate one.

The activities of the IEEE HAC Community of Practice in the college were inaugurated with a oneday international seminar on "The Role of Communities of Practice in Fostering Collaboration among Faculty, Students, Environment and Public through Multi and Interdisciplinary Research and Community Problem Solving."

All Saints' College received a grant from IEEE HAC/SIGHT on October 30, 2020 for a project utilising grassroots humanitarian technology to address the COVID-19 pandemic in the local community. The project titled "Pulse-Oxygen Saturation-Temperature Monitoring Appliance (POSTMA) was undertaken by the Department of Physics, Department of History and Political Science and NSS Unit of All Saints' College.

All Saints' College has taken a quantum leap in terms of reinventing itself to be prepared for the next great tectonic shift in education. On September 16, 2020, the Kerala Start Up Mission sanctioned the establishment of an Innovation and Entrepreneurship Development Cell (IEDC) in our college. The centre develops institutional mechanisms to foster techno-entrepreneurs and promotes a culture of innovation and entrepreneurship.

The Management is firm in its resolve that irrespective of having different life chances, all students shall have equal access to the best and most contemporary teaching-learning techniques and experiential avenues. This has led to reinventing classrooms with ICT facilities, outreach programmes being incorporated into the curriculum and providing students with the opportunities to interact with and compete against the best young minds in the country.

The mentorship programme 'Kalpana' was launched in our college on May 2, 2020 by the NGO VigyanShaala International, a non-profit organisation working to close the access and attainability gap in STEM (Science, Technology, Engineering and Mathematics) fields. Through guided mentoring, it encourages young women to explore the broader opportunities in STEM careers by equipping them with the requisite tools.

The institution is recognised as a member of the National Entrepreneurship Development Mission by Mahatma Gandhi National Council of Rural Education, Department of Higher Education, Government of India and has its own Rural Entrepreneurship Development Cell (REDC). It also has a Social Entrepreneurship, Swachhta & Rural Engagement Cell (SES REC) with ten groups working in areas of Sanitation and Hygiene, Waste Management, Water Management, Energy Conservation and Greenery in the college campus and the community/ adopted villages.

There has been an exponential growth in the quality and volume of national and international conferences that the college has hosted. Every year, our students are placed as interns in various organisations.



Infrastructure augmentation in a phased manner has seen the college gaining the benefits of improved laboratory systems and computer networks. The library has increased its already enviable collection of online and offline resources. All this has translated into academic benefits for the stakeholders.

The college campus has seen a massive facelift and has evolved as a protean space that lends itself to become whatever the student needs it to be. The eco-friendly campus, the meticulously maintained lawns, gardens and walkways and the vast open spaces which now have places to sit around and discuss or just connect, combine to provide a perfect and pleasant atmosphere conducive to growth and nourishment. The institution recognizes the need for such a peer support system and quietly provides the same. The beautiful Grottos of Our Lady, St. Joseph and St. Francis of Assissi are quiet, serene sanctuaries for prayer and reflection. The modernization drive includes solar power installations, Wi-Fi connectivity and improved infrastructural facilities for teaching and learning.

The active mentorship process has drawn in the alumni too who strive to give back to the institution. A burgeoning alumni system is becoming a strength the college can rely on. Environment conservation which is an essential part of our DNA has come to include immediate community engagement too. Through regularly scheduled awareness campaigns and collaborations with local self-governance institutions, we have ensured that the education we impart flows beyond boundaries and has real-time applications.

The college has two research centres affiliated to the University of Kerala and a number of its faculty members are registered as research guides. The current phase of education is essentially symbiotic. We have ensured greater accountability and connect through digitizing our systems of communication with our stakeholders. At the same time, there is a deep channel of personal connect that we have maintained over the decades. This is the USP of the college.

We ensure a 24x7 reach through a very vocal presence not only in the conventional channels of communication but also by harnessing the power of social media. This has helped many students form connections that have enhanced the quality of the education we provide. The institution places great emphasis on vocational training as a means to attaining financial security for our students. We have designed several supplementary courses that provide additional skills in various disciplines. As part of this, we have been carrying out collaborative ventures with reputed institutions to provide training for our students.

The current period is a crucial one for the institution as it marks the culmination of decades of groundwork. It is from here on that we start seeing the results of the vision of a transformative educational experience that takes into account the vital factor of community outreach. This is why we have the mechanisms in place to instantly change tracks and adopt online modes of instruction. Our adaptability has helped us ensure our students do not suffer in the aftermath of the pandemic.

Every moment in the past becomes consequential to moments in the future. Standing poised as we are, ready to take off, it feels that from the moment of our inception, every minute, every year, every decade of our existence, we have been working towards handing over a secure, enlightened, sustainable world to our students. Not merely to draw benefits from. But also, to protect and preserve. To keep the torch burning.

#### THE COLLEGE CREST



#### THE CREST

The Crest is symbolic of the values that the institution has sought to instil in its stakeholders and the impact that it wishes to make on the world.

#### THE ROSE

The Rose stands for spiritual strength and perseverance. It is also a symbol of endurance amidst hardships. The dignity of the rose as it stands tall among thorns is also what the college inspires its students to emulate.

#### THE LILY

The Lily finds its place on the crest as a reminder to be humble, to serve with compassion and devotion. It is also an exhortation to rejuvenate and thus constantly look for ways to improve oneself.

#### THE PALM FRONDS

The Palm Fronds stand for the victory of all the Saints and their never-ending glory. They are aspirational for the spirit of peace and tranquility.

#### THE CANDLE

The Candle is symbolic of enlightenment and wisdom. The spark of brilliance that we send forth illumines the world and inspires creativity and commitment.

#### THE BACKGROUND

The Lapis Lazuli background stands for honour, integrity and inherent strength. These are the qualities that we encourage through our core values.

#### THE SHIELD

These symbols are housed in a shield that stands for readiness and action. The shield is symbolic of our willingness to strive unconditionally and relentlessly for what is right and good.

#### THE MOTTO

Duc Lux Benigna (Lead Kindly Light), taken from Cardinal Newman's ardent paean to God, represents the spirit of selflessness and sacrifice. The words inspire all those who pass through our halls to come forth with no ego or prejudice and answer a higher calling that recognises no limits or boundaries. We ask to serve with pure joy and to be beacons of hope and progress where it is most wanted.

# College Culture

All Saints' College, a Catholic institution of higher learning founded by the Congregation of the Carmelite Religious (CCR), is a community of scholarship and service, anchored by a belief in the inherent dignity of each individual.

Through its curriculum of arts and sciences, All Saints' College provides education of the highest calibre that fosters critical thinking, free inquiry and the exchange of ideas.

All Saints' College educates each graduate so that she thinks, acts and leads others toward the creation of a just and compassionate world.

#### A Tradition of Academic Excellence

Education at All Saints' College is synonymous with critical thinking, evaluating society's challenges and bringing intelligence, practicality and ethics to problem- solving. Students undertake a programme of studies, which encourages scholarship, critical analysis and creative thinking. Mastery of the specialised knowledge required by today's professions provides the tools to lead productive careers and to shape the world beyond the classroom.

The institution seeks to provide a quality higher education that equips alumni for thoughtful reflection throughout their lives, for useful careers, for citizenship, service and leadership in the Church and in the world.

The faculty, inspired by a passion for teaching, collaborates with the management to create a student-centric environment which promotes academic challenge and rigorous inquiry, physical well-being and emotional growth, personal responsibility, cooperative learning and authentic community.

#### The Call to Lead and Serve

Education for action and service is woven into the core of academics and co-curricular programmes. Students are educated on issues of social justice and how to use their talents and gifts to enact change. The values-oriented education that comes from conversations about faith and ethics shapes today's students into tomorrow's leaders — ethical decision-makers, committed individuals and pro-active respondents capable of addressing society's challenges.

#### **A Holistic Learning Environment**

All Saints' is committed to developing the moral, spiritual, intellectual and social competencies of its students as well as fostering the determination to bring these competencies to bear on matters of social justice.Our Commitment to Inclusivity

At All Saints' College, we believe in the inherent dignity of each person and are committed to nurturing and valuing a culture where differences are openly shared and affirmed. All Saints' aims to empower each of its members to challenge and support one another, working together to address inequities and contribute to a better world.

Higher education at All Saints' College offers a unique path: delivering academic excellence, preparing students to become leaders and exploring today's professional responsibilities while incorporating personal responsibility for social justice.

# THE PROCESS

A strategic plan is a route map that an institution charts towards the realisation of its foundational goals, core values and ethos. It is also a means to bring to fruition, immediate and emergent initiatives that are crucial to meeting the demands that the fast- changing, contemporary world makes on its stakeholders. A strategic plan suggests forethought and preparedness. It foregrounds the challenges and takes stock of existing resources and future requirements. It is a commitment of the highest order as far as an institution is concerned.

All Saints' College, Thiruvananthapuram was heading towards the preparation for the 4th cycle of NAAC Accreditation scheduled to be carried out in the year 2021. The IQAC of the college was analysing the peer team Report of the 3rd cycle of NAAC Accreditation and measures to continue acting on the recommendations were on the way. The IQAC shared the steps to be implemented to the Manager, Superior General, Rev. Mother Mary Frances who offered full support for any action to be taken to improve the NAAC grade.

As a former student, lecturer and Principal of this institution, Rev. Mother Mary Frances is very deeply interested in this college and has been the driving force behind the strides the college has taken in academic and social arenas. She has been motivating the faculty in their pursuit of excellence in Higher Education and encouraging the students to understand the limitlessness of their possibilities. Rev. Mother's Motto is "Education is simply the soul of a society as it passes from one generation to another". Her policy is "Delegate the right work to the right person and give freedom in executing the assigned work". She took the initiative to provide the college with expert guidance.

To supplement the efforts of the college, Rev. Mother Mary Frances invited Rev. Dr. Fr. Thomas C. Mathew, the Chancellor of CHRIST (Deemed to be University), Bangalore who is a luminary in the field of Higher Education and a member of distinguished boards such as the International Federation of Catholic Universities and the court of Pondicherry Universities to give the faculty of All Saints' College a motivational talk on ways to improve the NAAC grade. Rev. Dr. Father Thomas C. Mathew's talk was an eye-opener for the faculty. Subsequently, Rev. Mother Mary Frances organised a "Workshop on Strategic



Planning" in collaboration with the Centre for Education Beyond Curriculum (CEDBEC) at CHRIST (Deemed to be University) Bangalore from December 8-11, 2019 for all the Heads of the Departments as well as one administrative staff.

The workshop on strategic planning was inaugurated by Dr. Anil Joseph Pinto, Registrar CHRIST (Deemed to be University) Bangalore, who delivered a talk on "Transforming Institutions". Dr. John Joseph Kennedy, Member, Board of Management & Academic Council, CHRIST (Deemed to be University) introduced the "Three Box Solution" approach to raise institutional standards. The Three Box Solution was first introduced by Sri. Vijay Govinda Rajan who is one of the world's leading experts on Strategy & Innovation. Based on this Three Box Solution the faculty members were asked to frame a strategic plan for all the Departments and the Institution as a whole after receiving inputs from several eminent resource persons in the field of Higher Education. A talk on assessment of Graduate Attributes was given by Mr. Tony Sam George, Dean Humanities & Social Science, CHRIST (Deemed to be University). Dr. Vinay .M, Assistant Prof., Department of Computer Science briefed the faculty on implementing technology in classrooms.

Fr. Liji Thomas, Assistant Professor in Psychology, School of Social Science, CHRIST University & Director SWO introduced the concept of "Let us Dream" a non-profit community improvement organisation founded by him. The Management was very keen to introduce "Let us Dream" in All Saints' College as well, to improve the college -community connect. Dr. Asok Immauvel .V, Associate Professor, Computer Science, School of Sciences, CHRIST (Deemed to be University), demonstrated the real time usage of LMS and ERP. Mr. Manoj T. Thomas unfolded the need for IT Infrastructure improvement and services and the need for IT policy. Dr. Guydeuk Yeon, Director of Innovation Centre, CHRIST University Bangalore enlightened the faculty on the need for good team work. Finally, Dr. Jyothi Kumar, Dean-CHRIST University, Bannerghatta Road Campus who has a Doctoral Degree in the area of strategy and organisational sustainability and is a Fellow and member of the Academic Council Board of Management, CHRIST (Deemed to be University), instructed the faculty on how to draw up a formal strategic plan for the institution. The faculty gained valuable inputs from the four-day workshop. The Manager, Rev. Mother Mary Frances called a staff meeting on returning to All Saints' and briefed the staff about the need for a strategic plan from 2020-2023. All the heads of the departments were given the responsibility to frame the strategic plan of their respective 14 departments and a core committee was formed for overall supervision and rectification. The strategic plans of all the departments were framed within the scheduled time and scrutinized by the core committee after which the same were sent to Dr. Jyothi Kumar for further fine tuning.

After the whole process, Rev. Mother Mary Frances invited Dr. Jyothi Kumar for a one-day workshop to envisage the vision and mission of the institution through interaction with the faculty. Thereafter, the vision and mission statements were finalized. Eventually the final chart of the strategic plan of the institution was framed and submitted to the Manager, Rev. Mother Mary Frances for concurrence.

# TOUSINESS Tous and the second second

#### SCOPE

Our three-year Strategic Plan is a broad-reaching, grassroots planning effort that sets out a framework of priorities for the institution, its teaching and administrative departments. The entire college community has been consulted during the drafting of the plan and will be a vital partner in its implementation. The planning process entailed accentuating our strengths and affirming our commitment to excellence in policy and programming, while also identifying areas for improvement, growth and sustainable partnerships.

The completed Strategic Plan embodies our values as the foundation of our beliefs and interactions throughout the community and in society. It clearly focuses on our mission and vision and reaffirms our commitment to providing access, diversity and social justice to our students, faculty and staff. The strategic plan will be underpinned by a more detailed implementation plan which will be approved by the College Council and overseen by a programme board chaired by the Principal.

#### VISION

Our Vision is to reach out to young women in all sections of society in the spirit of our Foundress Mother Mary Veronica to effect intellectual growth, social transformation and empowerment and in doing so, build up the individual, society and the nation.

We will work as one to bring together our staff, students and alumni, faculty and provide world-class research and education. This will be done in ways which benefit society on a local, regional, national and global scale. We will build on the institution's long-standing traditions of independent scholarship and academic freedom while fostering a culture in which innovation and collaboration play an important role.

We are committed to equality of opportunity, to engendering inclusivity and to supporting staff and student wellbeing, ensuring that the very best students and staff can flourish in our community. We believe that a diverse staff and student body strengthens our research and enhances our students' learning.

#### VISION **STATEMENT**

Provide and sustain an environment of excellence to ensure an unparalleled educational journey that is intellectually, socially and personally transformative.

#### MISSION

Our Mission is to reach out to all God's children especially girls, women and the marginalised and we strive to produce intellectually competent, morally upright, socially committed and spiritually inspired persons, to act as leaven in society and create a new world order of love and brotherhood.

All Saints' College, a CCR institution, recognises and respects the individuality of each person who forms part of the college community. This community is committed to providing an inclusive education through a variety of quality learning experiences, which enhance the development of students. Students are challenged to be innovative, creative and collaborative learners in order to achieve their full potential and embark on a journey of intellectual transformation.

Through a diverse living environment, where students interact with people who are studying different topics, who come from different walks of life and have evolving identities, intellectual transformation is deepened and conditions for social transformation are created. From these interactions, we hope that students will begin to fashion their lives by assessing their values and interests, gaining a sense of what they want to do with their gifts and talents and learning how they can best serve the world. They are empowered to meet the demands and challenges of the 21st century and to take their place as young women who will make a significant and positive difference in our world.

#### VISION **MISSION STATEMENT** MISSION Mould citizen-leaders VALUES for our society and inspire life long learning through our commitment to the transformative power of liberal education. STRATEGY **CORE VALUES Ethics and Dignity** Integrity Diversity Accountability Participative and Progressive

# **ON THE MOVE -**



#### **ACTION PLAN 2020-21**

- Faculty will be directed to attend capacity building programmes like orientation, refresher and shortterm courses
- Organise national, international workshops and seminars in collaboration with other universities, institutions and organisations
- Launch at least one faculty exchange programme with selected colleges or universities in India and abroad
- Arrange internships for PG students in sister concerns of the college and also with industry
- The website committee will be asked to provide a template to collect the relevant data for establishing the central database
- Mobilise batch-wise alumni to channelise their resources towards socially beneficial activities
- Start 'Saints Centre for Outreach, Research and Extension' (SCORE)
- Attempt to start new certificate programmes
- Arrange workshops and training programmes for women from the immediate community and other special interest groups towards capacity building and entrepreneurship initiatives
- Training for uploading notes and assignments in LMS-Moodle
- Welfare schemes to be streamlined wherein alumni and staff can sponsor one child each
- Awareness talks on various scholarships
- Start more PG courses and new generation courses.
- Work towards greater decentralisation of academic administrative processes
- Make the college reliant on solar energy for at least fifty percent of its needs.
- Purchase new software for Language Lab and arrange training programmes
- Replace fluorescent lamps with LED bulbs to save energy
- Maintain registers for recording the service history of computers and projectors in departments
- Upgradation of the Department of Environmental Sciences to Research Centre
- Signing of MoUs with NGOs, industry, academia

#### **ACTION PLAN 2021-22**

- Promote collaborative research with other scientific institutions / universities
- Encourage faculty to attend international seminars and thereby create linkages.
- Faculty attending skill-based courses should present it before their colleagues.
- Further the Faculty Exchange Programme with some selected colleges in Universities in Kerala. •
- Make the college reliant on solar energy for at least seventy-five percent of its needs.
- Arrange training programmes for e-content development in Swayam-NPTEL.
- Training for maintenance and repair of LED bulbs.  $\bullet$
- Start more Add-On /Certificate Courses to complement existing curriculum in the form of skill enhancement.
- Upgradation of the Department of Commerce as research centre
- Start more PG and self-financing courses
- Purchase smart boards

#### **ACTION PLAN 2022-23**

- Continue the above programmes
- Start more collaborative research/projects
- Initiate faculty exchange programmes with other universities outside Kerala.
- Arrange faculty empowerment programmes at the college-level through tie-ups with other universities
- Ensure more number of e-content development in Swayam-NPTEL
- Start more add-on and certificate courses considering the changing interests of the students
- Upgrade the PG Department of Physics to a Research Centre









# **CONQUERING FRONTIERS**

#### Departmental Strategic Plans

Teaching-learning and evaluation









#### **DEPARTMENT OF ENGLISH**

#### VISION

Articulate individuals who can speak for themselves and are willing to accommodate alternative viewpoints. The department envisions a world where differences are celebrated through the agency of language.

#### MISSION

To use language as a medium of constructive engagement with society and thus enable chances for its stakeholders. To make the world come alive in the imaginative and lived experiences of the students through means of traditional and digital ecospheres.

#### **OVERVIEW OF THE DEPARTMENT**

The PG Research Department of English is one of the largest departments in the college. It is a Research Centre affiliated with the University of Kerala. The Department is committed to re-imagining English studies by removing natural, social and cultural barriers to universal access. It is looking to become a valuable participant in academic and creative avenues of expression.

Courses offered: B.A. English Language & Literature

B.A. English and Communicative English

M.A. English Language & Literature

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Engage students beyond the curriculum	Add-on Courses	3 Add-on Courses and 1 QIP on language training	Ms. Nishel Prem Elias Ms. Diana V. Prakash	Certificate courses on English for Business Communica- tion	Add-On courses on English for Media	Add-On Course on Creative Writing
Generate content for supple- menting classroom teaching	Integrating self-created material with syllabus	100% of syllabus allotted to be hosted online as download- able content	Dr. Sr. D' Souza Pascoela Adelrich	Creating YouTube channels for all teachers. Google Classroom to be made mandatory.	Activities from previ- ous year to be carried over. Dynamic sites to be created for every se- mester.	Activities from previ- ous years to be carried over. Three lec- tures 1 Regional 1 National 1 Interna- tional to be con- ducted

	Teachers70% of syl- labus to be hosted on these sites.in-charge create class- rooms for each paper and monitor material hosted.Nosted on these sites.each paper and monitor material hosted.One intro- ductory lecture per paper to be made man- datory.Each teach- er hosts 40 minutes worth of lectures per week.Students to host one online per paper.Review les- sons to be held as live lectures.Online con- tent creation and evalua- tion for Add- assignments	through video con- ferencing. Ten students to be select- ed for being co-partners in content creation and testing
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#### **TEACHING AND LEARNING PROCESS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Pedagogy	Workshops on Pedagogy for a Strat- ified Class- room Peer evaluation	Two work- shops on evolving pedagogical systems Critical anal- ysis sessions within the department	Dr.Liji Varghese	One workshop	One work- shop Initialise crit- ical sessions	Assess the effectiveness of evalua- tion

Faculty im- provement and capacity building	FDP Ex- change pro- grammes	5 FDPs	Dr. Liji Var- ghese	One Faculty Develop- ment Pro- gramme	Two Faculty Develop- ment Pro- grammes	Two Faculty Develop- ment Pro- grammes
	QIPs	4 QIPs		Two QIPs	One QIP	One QIP
	Faculty Exchanges	Three facul- ty exchange programmes	Ms. Diana V Prakash	One faculty exchange	One faculty exchange	One faculty exchange
	National and international webinars/ seminars	4 nation- al and 2 international webinars / seminars	Dr. Sonya J Nair	One national seminar	One nation- al and one international seminar	Two nation- al and one international webinars/ seminars

#### RESEARCH

Course of Implemen- tation	Focus Area	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Establish re- search part- nership with Universities in India and abroad	Collabora- tive research	National and one interna- tional collab- oration	Dr. Sonya J Nair	Identify institutions with com- mon areas of research interest	Establish channels of commu- nication, conduct feasibility studies and sign MOUs	Carry out research in a time bound manner
Develop thrust areas and research protocols	Research orientation	One Sco- pus/ UGC approved publication per faculty and research scholar One re- search paper/ national/ international presenta- tion per PG student	Dr. Sonya J. Nair	Organize work in progress conferences, introduce rigorous mentor- ships-3	Stratify sys- tems of pub- lication for faculty and students. 3 research mentorships to be offered 4 PG level research in- ternships to be offered	Establish the research centre in the field of Gender and Culture Studies 2 books to be published

#### INFRASTRUCTURE AND LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Infrastruc- ture revival	Make the language lab operational	Optimise de- partmental resources	Ms. Sapna Srinivas	Conduct a feasibility study of using the language lab for training employees. Offer	Take up an ELT project centred around the lab	Carry out ELT Studies by using in-house re- sources and expertise
				monthly ses- sions to our students.		
				Each faculty to create a module for the lab		
Online Re- pository	Upload concept frameworks to MOODLE and Google Classroom	Fluid class- rooms	Dr. Rajasree M. S.	Two training programmes for the fac- ulty. Content creation- each faculty one module each.	Two mod- ules to be created and hosted on SWAYAM and NPTEL	Four mod- ules to be hosted on SWAYAM and NPTEL
				Classroom protocols to be instituted		
Young entre- preneurs	Facilitate content and business protocols for start-ups	Use resourc- es beyond the ambit of Curriculum Employment Generation	Dr. Sonya J Nair	Training Centre for Business Communica- tion	Expand the scope as per market ex- pectations. Garner in- ternships for students	Placement facilitator

#### STUDENT SUPPORT

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Investigating academic expectations	Performance Review	Focused approach to instruction	Dr. Sonya J Nair Ms. Joveeta Justin	Test effec- tiveness of pedagogical overhaul through	Optimise plan based on the find- ings.	Review ex- isting pro- tocols and provide new rubrics.

				assessing student per- formance. Conduct two intra-de- partmental fests, one inter-colle- giate fest	Implement at least two findings of a study con- ducted.	Examine the impact of online modules on academic performance through a five-point assessment system. Implement and monitor consequen- tial schemes.
Student Capacity Building	Intellectual and social investment in students	Student partners	Ms. Kukku Xavier	Students to be recruited as interns in departmen- tal projects.	Student volunteers to assist in two depart- mental	
				One PG stu- dent semi- nar.		
				One creativi- ty workshop.	outreach initiatives.	
				Form centre for Perform- ing Arts and Culture	Students to be trained to host cultural events.	
Bridge Initia- tives	Alumni participation	Self -sustain- ing ecosys- tem	Ms. Simna Stephen	Two talks by alumni	Initiate alumni mentorship schemes	Placement through alumni

#### SOCIAL INITIATIVES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Social Inclusion	Communica- tive English classes for trans-per- sons	Good will and social commitment	Dr. Sonya J Nair	Diploma course in Communica- tive English in associa- tion with	Diploma Course in Business English	Diploma Course in Office Com- munication.

			Trans-Gen- der Justice Board		Hospitality sector spe- cific com- munication skills to be offered.
Adult Learning	Community Outreach	Dr. Sonya J Nair	Project to assess ef- fectiveness of graduate programmes among students of coastal areas of Thiruva- nanthapura (in collabo- ration with the Depart- ment of Commerce, All Saints' College, Tvpm)	Reach out to parishes to organize classes in Spoken English and supple- mentary programmes for school children.	Publish stud- ies based on the findings. Devise alternate methods of effective instruction and imple- ment the same.

#### **BEST PRACTICES**

Focus Area	Course of Implementation	Targets	Faculty in-charge
Social Engagement	Outreach	Empowering society through language	Dept. of English
Research Commit- ment	Collaborations, Linkag- es, Stakeholder capac- ity building	Working towards universal goals	Dept. of English
Corporate Struc- ture of Manage- ment	Strengthening chain of command, Account- ability and inclusive- ness	Professional style of function- ing, stakeholder satisfaction, reduce work-related fatigue.	Dept. of English



### STRATEGIC PLAN



#### DEPARTMENT OF LANGUAGES: MALAYALAM, HINDI, FRENCH

#### VISION

To develop a society that appreciates the diversity of languages, leading to mutual comprehension, which will pave the way for a more accommodating world.

#### MISSION

To contextualise the globe through studying a regional, national or international language. To use multifaceted instructional techniques to help the students benefit from professional and aesthetic orientations.

#### **OVERVIEW OF THE DEPARTMENT**

The Department of Malayalam, French, Hindi offers additional language courses to all the undergraduate programmes in the institution. The Department of Malayalam guides research scholars in aspects of Malayalam literature. Cumulatively the department promotes these languages as well as enables students to channelise their creative abilities. The department looks to teach students to speak with fluency, proficiency and discretion.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Creativity	Organise in -house as well as collaborative initiatives	2 Add-on Courses	Dr. C. Uday- akala	Add-on course on script writ- ing in collab- oration with Chalachithra academy	Certificate course on T ranslation in collabo- ration with Bhasha Institute	Courses to be contin- ued
Canonical writers and legacies	Arrange a manuscript library	50 manu- script im- pressions	Dr. Vijayala- tha	20 books	20 books	10 books

#### **TEACHING - LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Communica- tion skills	Club activi- ties Interactive sessions with Literary Figures	Topical activities on a monthly basis and to mark special occasions. 3 experts in each lan- guage to be invited	Dr. Vijayala- tha	Observing Reading Day Parliament of Languag- es	Observing Reading Day Parliament of Languag- es	Observing Reading Day Parliament of Languag- es

Promotion Screen of Indige- clippings of nous performing art arts and folklore	3 sessions	Dr. C. Uday- akala	Chakyarkoo- thu	Nangyarkoo- thu	Thullal
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#### **RESEARCH, INNOVATIONS AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Research and knowledge enhance- ment	Publica- tions/ Books	12 in plan period	Dr. C. Uday- akala	2 Publica- tions and 2 books	2 Publica- tions and 2 books	2 Publica- tions and 2 books
	Organising Seminars and Submission of project proposals	1-Interna- tional Sem- inar 2- National Seminars and 1 –Project proposal	Dr. C. Uday- akala	1-Intern ational Seminar on "Tharatha mya Padanam"	1-National Seminar on "Aadhunika Kavithayum Samakaa- likaprasak- thi" Submitting proposal to Kendra Sahithya Academy for Research funding	1-National Seminar on "Kadhayude Maarunna Mukham"

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Online Learning Resources	Uploading study ma- terials in MOODLE	3 modules	Smt. Sunitha L. F	1 module in Malayalam, 1 module in Hindi, 1 module in French	1 module in Malayalam, 1 module in Hindi, 1 module in French	1 module in Malayalam, 1 module in Hindi, 1 module in French

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Performance based incen- tives	Instituting Scholarships for high performing and finan- cially dis- advantaged students	3 students	Dr. C. Uday- akala	1 student from 1st year for two years	1 student from 1st year	1 student from 1st year
Academic support to deserving students	Enhanc- ing Pragya Book Bank Scheme	50 books per year	Dr. Sheeba	25 Mala- yalam, 15 Hindi and 10 French books	25 Mala- yalam, 15 Hindi and 10 French books	25 Mala- yalam, 15 Hindi and 10 French books
Media pre- sentation skills	Organising training workshops	3	Ms. Synthia Stephen	Print and Online Me- dia	Presentation for Audio	Presentation for Video

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Social Out- reach	Voice based knowledge repository for visually challenged	3	Dr. C. Uday- akala	School level-High school	Higher Sec- ondary level	College level
Professional and Creative Engagement	Training Pro- gramme for Malayalam and Hindi Typing. Club Ac- tivities to be carried out under the club "Mazhithan- du" 1 Literary fest "Sargot- savam" per year	<ul> <li>3</li> <li>1 Inter departmental</li> <li>Competition</li> <li>per year</li> <li>1 Inter-collegiate poetry</li> <li>fest per year</li> <li>1 Inter-departmental</li> <li>fest per year</li> </ul>	Dr. C. Uday- akala	1 Pro- gramme -Malayalam Typing for Support Staff Compe- titions on Script Writing and Recitation Inter-colle- giate ONV Memorial Poetry fest	1 Pro- gramme - Malayalam Typing for students Compe- titions on Script writing and Recitation Inter-colle- giate ONV Memorial Poetry Fest	1 Pro- gramme -Hindi Typing for students Compe- titions on Script writing and Recitation Inter-colle- giate ONV Memorial Poetry Fest

Inter de-	Inter-de-	Inter-depart
partmental	partmental	mental Liter-
Literary fest	Literary fest	ary fest





#### DEPARTMENT OF HISTORY & POLITICAL SCIENCE

#### VISION

To create historically, socially and politically conscious individuals who are capable of making unbiased and informed policy decisions in positions of leadership.

#### MISSION

Assure a contemporaneous education that is rooted in historical and political knowledge through a pedagogy that fuses accounts, experiences and narratives across ages.

#### **OVERVIEW OF THE DEPARTMENT**

Established in 1967, the department offers a graduate programme in History and has as its complementary subjects, Political Science and Economics. In turn, it offers complementary courses for graduate programmes in English Language and Literature and Economics. With a sanctioned faculty strength of four, the Department is a proactive voice in social, academic and research circles.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Curriculum Enrichment	Skill Enrich- ment	1 Certificate Course	Dr. Parvathy Menon	Life skills training in association with CMD, Tvpm	Continue the course	Certificate Course in Entrepre- neurship and Self Em- ployment
To create interest and devel- op skills in local history writing	Research Orientation Programme	1 outcome based train- ing pro- gramme	Dr. Vijaya Kumari K.	Talk on research methodolo- gy in History Visit to KCHR	Hands on training in research and academic writing in History	10 paper presenta- tions by students at seminars and confer- ences
Supple- menting the University curriculum	Certificate course	2 training programmes 1 exhibition	Dr. Lekha Rani M. L.	Epigraphy	Paleography	Exhibition of manuscripts in associ- ation with Archives Department

#### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
e-content develop- ment	Technology embedded education	1 QIP	Dr. Parvathy Menon	In-house workshop on e-content generation.	1 module to be devel- oped	2 modules to be devel- oped.

		6 modules of self-gen- erated content		1 Assign- ment to be hosted on MOODLE	1 Assign- ment and 1 Quiz	2 Assign- ments and 1 Quiz on MOODLE to be contin- ued
Inclusive education	Addressing the issues of differently abled stu- dents	2 talks 1 vocational programme 1 skill en- hancement programme	Dr. Lekha Rani M. L	1 workshop for identi- fying latent skills 1 motiva- tional talk	Training programme for self-em- ployment	Income generation through en- suring local sales outlets for their products

#### **RESEARCH INNOVATIONS AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Research	Publication in CARE List Journals	8 publica- tions within 3 years	Dr. Vidya Nair	4 publica- tions	At least 2 UGC CARE list publi- cations per faculty	At least 2 international publications per faculty
Promoting Universal Goals	Through clubs - pro- moting Hu- man Rights	2 awareness classes, 1 seminar	Dr. Parvathy Menon	2 Awareness classes for women in the rural and coastal areas	1 lecture in association with Wom- en's Com- mission 1 lecture in collabora- tion with Le- gal Services Authority	Seminar on Legal aware- ness
	Gandhian Thought	1 workshop 1 seminar	Dr. Lekha Rani M.L.	Observance of days of national im- portance	Workshop on Self-Employ- ment	Seminar in association with Gand- hian Studies cell, Univer- sity of Kerala
	Electoral literacy	2 awareness classes 1 training	Dr. Vidya Nair	Awareness programme on Universal Adult franchise	Hands on training on the use of Electronic Voting Ma- chines	Community awareness programme

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Adaptive Learning Resources	Supplemen- tary course materials	25% of total class content	Dr. Vijaya Kumari K.	Module wise introduction of content	Subject- wise intro- duction of content	ERUDITE lectures and similar talks as introduc- tions
	Expansion of heritage museum	50% in- crease in artefacts	Dr. Parvathy Menon	10% of increase in the number of artefacts	20% of In- crease in the number of artefacts	20% in- crease in the number of artefacts
	Visit to places of his- torical and archeologi- cal relevance	l visit per year and preparation of tour re- ports	Dr. Lekha Rani. M. L	Hampi (Her- itage site), Karnataka	Badami Caves, Kar- nataka	Mahabalipu- ram, Tamil Nadu

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Career Guid- ance	Civil Service Orientation in associ- ation with ALS IAS Academy	3 Lectures	Dr. Parvathy Menon	Orientation classes	Inviting external experts	Motivational talk by Civil servants
Academic Support	Pragya Book Pooling Sys- tem	30 Books per year	Dr. Lekha Rani M. L	10 books from each batch	10 books from each batch	10 books from each batch
Broaden- ing student knowledge base	Extracurricu- lar modes of knowledge dissemina- tion	News on constitution- al affairs, women empower- ment, civic responsibili- ties, trivia	Dr. Vijayaku- mari K.	Display boards	Electronic Display	Programme to be contin- ued

#### GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Quality as- surance	Internal Aca- demic Audit	Quarterly re- view of de- partmental progression and SAP	Dr. Lekha Rani M. L.	Departmen- tal meating on a month- ly basis. Quarterly review of SAP	Course of action to be charted as per perfor- mance in the reviews	Course of action to be charted as per perfor- mance in the reviews

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Promotion of National Values	National Integration Programme	3 activities in the plan period	Dr. VijayaKu- mari K.	Inter-depart- mental cul- tural compe- titions	Inter-depart- mental and Inter-colle- giate cultur- al competi- tions	National Seminar on Constitu- tional values
Social Out- reach	Discussion of alternate and local histories	2 Talks and 1 play for schools	Dr. Lekha Rani M. L	Talk on of "Role of Ayyankali in Kerala's So- cial Renais- sance"	Talk on "Vak- kom Abdul Khadar – Freedom Fighter"	Dramatic represen- tation of Forgotten Heroes of the Freedom Struggle in Kerala for school stu- dents



#### **DEPARTMENT OF ECONOMICS**

#### VISION

To create research oriented, socially committed future policy makers for the holistic development of our nation.

#### MISSION

To stimulate and enhance the academic interest of the students by providing quality education in Economics.

#### OVERVIEW OF THE DEPARTMENT

The department offers undergraduate programmes in Economics. The sanctioned strength of faculty of the department is three. The department offers complementary courses in Foundations of Economic Theory, Money and Banking, Public Finance and Trade and Indian Economy since Independence. Human Resources Management is the Open Course offered by the department.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Enhance employabil- ity of stu- dents	Add-On and Certificate Courses	3	Smt. Jiji Vijayan	Add-On course in Soft Skills develop- ment SWAYAM Courses	Add-On Course in Personal- ity devel- opment and Public Speaking	Certificate Course in Entrepre- neurship and Self Em- ployment
Improve mathemat- ical and quantitative skills of stu- dents	Hands on training Practical Classes and workshops	3	Smt. Sunitha L. F	A workshop on Quantita- tive Tech- niques in Economics	A national seminar on recent trends and practices in Economics	Hands on training in Econometric Modelling and forecast- ing

#### **TEACHING - LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Academic excellence	Organising extracurricu- lar activities –Quiz club, Debate club etc.	4	Smt. Sunitha L. F.	Mock Parliament and Poster making com- petition	Inter de- partmental Debate com- petition	Essay writing competition
Awareness on state of finance	Pre and post discussion of Union and state bud- gets	3	Smt. Asha K. Francis	Current year budget dis- cussion	Pre and post budget analysis	Budget dis- cussion

Felicitation of students	Encourage- ment to rank holders ,top performers and high	3	Smt. Jiji Vijayan	Felicitation	Felicitation	Felicitation
	achievers					

#### **RESEARCH, INNOVATIONS AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Improve the research potential, quality and aptitude	Invited lec- tures	3	Smt. Asha K. Francis	Invited lecture on Research Methodol- ogy	Top on eth- ics in Social Science Researches	Orientation on Research writing and preparation of Research Report
Research Projects	Apply for research projects	3	Smt. Sunitha L. F	Commence one Research Project	Research collabora- tion among Faculty and students	Apply for a major research project
Training in Research Software	Workshops and Classes by experts	5	Smt. Jiji Vijayan	Classes on SPSS, Eviews	Introduction to STATA software Creation of links with CDS and GIFT	Introducing R and Gretl National Col- laboration in Research Publications
Research Publications	Publication in peer reviewed journals and collaborative research	3	Smt. Jiji Vijayan	Minimum three pub- lications in UGC ap- proved CARE List journals	To be contin- ued	To be contin- ued

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Study mate- rials	Uploading study ma- terials in the student portal of the college website	10	Smt. Sunitha L. F	Uploading study mate- rials	To be contin- ued	To be contin- ued

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Book Bank Initiative	Pooling of books by students	30	Smt. Jiji Vijayan	Practice to be contin- ued	Continue	Continue
Women on Wings Initia- tive	Self-em- ployment and income generation programme	3	Smt. Sunitha L. F	Training in self-em- ployment and income generation ventures	MoU with Livewire	Collabora- tion with Panikar Foundations for impart- ing training
Student en- trepreneur- ship	Entrepre- neurship De- velopment Cell	1	Smt. Asha K. Francis	MoU with professional agencies	Practice to be contin- ued	Practice to be contin- ued
Informed students	Setting up of newspa- per reading corner and updated bul- letin boards	3	Smt. Sunitha L. F	Revamping the exist- ing bulletin board	Practice to be contin- ued	Practice to be contin- ued

#### GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Academic Audit by	Fixing of Responsibil-	3	Smt. Jiji Vijayan	Teacher log book	Documenta- tion of Feed-	Review of Progress
IQAC	ity and Ac- countability				back from students	

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Literacy Mis- sion Activi- ties	Extended to the vicinity of college	3	Smt. Jiji Vijayan	One school to be adopt- ed	Extending the pro- gramme	Extending the pro- gramme to

					to more schools	marginalized sections of the society
Alumni Meetings	Registered alumni asso- ciation	3	Smt. Sunitha L.F	Motiva- tional talks and sharing of success stories by alumni	Orientation classes by retired fac- ulty	Alumni-Cul- tural Fest
Digital Lit- eracy pro- grammes	Computer classes	3	Smt. Asha K. Francis	Diploma in Computer Application	Celebration of digital Lit- eracy week	Extending digital lit- eracy pro- gramme to the vicinity of the col- lege



#### **DEPARTMENT OF COMMERCE**

#### VISION

Develop a Centre of Excellence in Commerce education, training & research, to create dynamic young women academically proficient and financially independent.

#### MISSION

Top-notch professional training for young women to be self-reliant, to excel in entrepreneurial ventures, to boost leadership quality and skills to meet the challenges of changing scenarios and to be useful to society by serving the needy and poor.

#### **OVERVIEW OF THE DEPARTMENT**

The Commerce Department at the Pre-degree level started in 1977.

**Courses offered:** B.Com Finance and B.Com TTM M. Com Finance

Sanctioned strength of faculty: 8+1

Student strength:

Sanctioned Strength: B.Com Finance - 50 plus marginal increase, B. COM TTM - 40 plus marginal increase

M. Com: Sanctioned strength - 15 plus marginal increase

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Seminars/ Workshops	Identify areas of con- temporary interest	3	Ms. San- geetha S. Ms. Lissy Bennet Sr. Carvalho Faustina Cicila	1 National Seminar	1 Workshop	1 National Seminar
Curriculum Supple- ments	Add-on Courses	3	Dr.Srilekha Nair Dr.Srilekha Nair Sr. Carvalho Faustina Cicila	1 Add-on Course	1 Add-on Course	1 Add-on Course
Expand the role of the Department	Introduce- more cours- es	PG-1 UG-1			PG-1	UG-1

The B.Com Degree course was introduced in 1980. The Department was upgraded as a post graduate department in the year 1995. The B.Com (Travel and Tourism) Course was introduced in 2014.

#### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Online Courses	Encour- age online Courses	9 courses	Ms. San- geetha S. Ms. Lissy Bennet Sr. Carvalho Faustina Cicila	3 courses	3 courses	3 courses

#### **RESEARCH, INNOVATIONS AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Community Develop- ment	Extension activities in the coastal area	1	Ms. Lissy Bennet	Providing classes on the basic concepts of Accounting and Man- agement in near by schools	Providing classes on the basic concepts of Accounting and Man- agement in nearby schools.	Providing classes on the basic concepts of Accounting and Man- agement innearby schools.
Research Centre	Applying to become a research Centre	Establish a Research Centre	Dr. Reshmi R. Prasad			Research Centre and convene a Doctoral Colloquium
Paper publi- cation	Paper pub- lications by faculty	12	Dr.Reshmi R. Prasad Sr. Carvalho Faustina Cicila Ms. Lissy Bennet Ms San- geetha S	4	4	4

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Digital liter- acy and en- hancement support	Dedicated space for industry col- laborations and related activities.	Commerce Lab	Sr. Carvalho Faustina Cicila	Secure space, establish computer systems and associated software	Enable video conferencing facilities	Transform the lab into an idea hub

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Placement	Help stu- dents estab- lish industry contact	Talks by eminent entrepre- neurs.	Ms. San- geetha S. Ms. Lissy Bennet	Talk on Ca- reer Guid- ance	Talk on Ca- reer Guid- ance	Talk on Ca- reer Guid- ance
GOVERNAN	CE, LEADERS	HIP AND MA	NAGEMENT			
Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Account- ability and	Academic evaluation-	Introduce internal and		Internal and External	Internal and External	Internal and External

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Placement	Help stu- dents estab- lish industry contact	Talks by eminent entrepre- neurs.	Ms. San- geetha S. Ms. Lissy Bennet	Talk on Ca- reer Guid- ance	Talk on Ca- reer Guid- ance	Talk on Ca- reer Guid- ance
GOVERNAN	CE, LEADERS	HIP AND MA	NAGEMENT			
Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Equity in Education	Pragya-Book Bank Initia- tive	Ensure equal access to educational resources	Sr. Carvalho Faustina Cicila	Source and supply text- books	Provide ac- cess to other learning resources	Help stu- dents access books for competitive exams
Consultancy services	Use knowl- edge of tax- ation laws to generate revenue	Extend services to faculty	Ms. Lissy Bennet	Filing of Income tax returns of teachers	Filing of income tax returns of supportive staff	Filing of In- come Tax re- turn for the college and surrounding areas by training PG students

## VISION

To create individuals capable of intelligent analysis with a penchant for accuracy and integrity in research and a talent for using problem-solving skills for social good.

#### MISSION

Help students appreciate the elegance of Mathematics and the practical implications of the discipline such as logical thinking, reasoning and mathematical modelling. To train them in the latest developments in the subject by redefining the traditional boundaries of classrooms.

#### OVERVIEW

The Department offers a graduate programme in Mathematics with complementary courses in Statistics and Physics and in turn, offers complementary courses for graduate courses in Physics and Chemistry. Apart from ambits of curricular instructions, the Department is committed to providing a fillip to students by facilitating cutting edge supplementary courses.

#### CURRICULAR ASPECTS

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Knowledge Enhance- ment	Workshop on "SAGE- MATH"	Once in two years	Ms. Sebina Mathew .C	Workshop	Impact Anal- ysis	Upgraded version of the work- shop
Hands-on Training	Establish- ment of Data Analy- sis Club	3 activities in the plan period	Dr. Sumi A R	Data Collec- tion	Application of data analysis and conclusion	Submission of the proj- ect
Skill En- hancement	By signing MoU with Livewire for add-on course	1 add-on course each year	Ms. Shirly Joseph	Add-on course on Skill En- hancement for Semester V students	Continue	Continue
	By signing MoU with Network Systems	1 add-on course each year	Ms. Renjini Raveendran P	Add-on machine learning for Semester III students	Continue	Continue
	Signing MoU with Exter- nal Agency	3 add-on courses in plan period	Ms. Shirly Joseph	Artificial intelligence for S4 stu- dents	Continue	Continue

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#### **DEPARTMENT OF MATHEMATICS**

#### **TEACHING- LEARNING**

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Online knowledge repository	Digitization of course material and online evalu- ation	50% of class content and assignment	Ms. Renjini Raveendran P	10% of class content and assignment	20% of class content and assignment	20% of class content and assignment
Assignments	Online sub- mission	100%	Ms.Sebina Mathew	20%	40%	40%
Student Capacity Building	Online Certificate courses in SWAYAM portal	45 students	Ms. Shirly Joseph	10 students	15 students	20 students

#### RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Faculty Capacity Building	Two teach- ers regis- tered for Ph.D	100% Ph.D holders by 2025	Ms. Renjini Raveendran P Ms. Sebina Mathew C			
	Participation in Seminars	4 Seminars in the plan period	Dr. Sumi A.R.	1 seminar on Graph Theory	1 seminar on Analysis 1 seminar on Math- ematical Modelling	1 seminar on Data Structure
	Staff level training on SPSS in col- laboration	1 Workshop in the plan period	Dr Sumi A. R	Conduct Workshop	Mentor members of the data analysis club	Activity to be contin- ued
Outreach programme	Selected students to take classes in the near- by schools	20 hours annually	Ms. Sebina Mathew C	Second year students	Continue	Continue

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Career Guid- ance	Competitive examination coaching	1 per year	Ms. Renjini Raveendran P	20 students	20 students	20 students
	Motivational talks and interactive sessions promoting awareness of opportu- nities and careers in the subject.	3 sessions in the plan period	Ms. Shirly Joseph	Talk on higher educational opportuni- ties in Math- ematics by an expert for Semester II students	Maths Fest	Motivation- al visit to institutional eminence – Centre for Mathemati- cal Sciences, Trivandrum

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Cross- dis- ciplinary instruction	Computa- tional Math- ematics for Physics, Chemistry and Life Science stu- dents	3 talks on Computa- tional Math- ematics in the plan period	Ms. Shirly Joseph	Talk on Bio- informatics and Com- putational Biology	Talk on Com- putational Physics	Talk on Com- putational Chemistry
Applied Learning	Immersive learning techniques	1 learning technique per year	Ms. Shirly Joseph	Fibonacci, fractals in nature	Golden ratio	Mathemat- ical Struc- tures in nature

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Faculty in Charge	2020-2021	2021-2022	2022-2023
Student- Centric Initiatives	Introduc- tion and propagation of learn- er-centric, experiential instructional techniques	1 project in the plan period	Dr. Sumi A. R	Training in Statistical Methodol- ogy Identifi- cation of problem requiring data analysis within the institution	Data col- lection and analysis	Presentation and pub- lication of solution in the form of a project







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#### Dr. Reshmi R Prasa Co-Patron Principal,

All Saints' College Thiruvananthapuran

#### Dr. Anjana P S Mobile: 94956280

Convenor Head of the Dept of Physics All Saints' College Thirus ananthapuram

#### Dr. Veena Suresh Bahu (Mobile: 9895248304)

Dept of Physics All Saints' College Thiravananthapuram

#### inter of Education

#### Govt. of India Pandit Madan Mohan Malaviya National Mission on Teachers a

#### Saints' College.

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#### CERTIFICATE PROGRAM FOR STUDENTS (UG & PG Students, Research Scholars )

Successful completion certificate will be provided: Based on Attendance, Online Quizzes & Assignment Attendance & Feedback is compulsory



#### **DEPARTMENT OF PHYSICS**

#### VISION

To mould young women with scientific bent of mind and spirit of inquiry who can contribute to the betterment of society through coherent and progressive thoughts.

#### MISSION

- Comprehensive and distinctive education with experimental, mathematical and computational skills
- Ignite and nurture enthusiasm, interests and passion in Physics •
- Achieve national and international prominence in strategic research areas
- Enhance services to the community, local and at large

#### AN OVERVIEW OF THE DEPARTMENT OF PHYSICS

#### **Courses offered**

**B.Sc.** Physics Complementary Courses for Mathematics and Chemistry Open Course – Astronomy and Astrophysics Sanctioned strength of Faculty – 5 Student Strength-75

#### Facilities

Well-equipped B. Sc. Physics Laboratory

A full-fledged Materials Science Research Lab for doing B. Sc., M. Sc., M. Phil projects and Ph. D. research work

The Department has set its plans and activities to transform the students into independent thinkers and prepare them for the challenges in the future through skill based courses on par with the existing curriculum.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Curriculum Enrichment	Design curriculum tailored to improve specific skill	1) 3 Add- on Courses	Dr. Anjana P. S	Certificate Course in MS Excel	1)Add-on Course on Web Design	Add-on Course on Data Ana- lytics - Dr. Anjana P. S
	sets and knowledge competen- cy through collabora- tions with accredited agencies	2) Diploma Courses	Dr. Veena Suresh Babu		2)Diploma Course in Computer Application	Diploma Course in Computer Application (contd.)-

#### FACULTY EMPOWERMENT STRATEGIES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
To build fac- ulty capacity	Conduct in-house courses towards QIP	Three Capacity building pro- grammes 2 National 1 - Interna- tional	Dr. Veena Suresh Babu Dr.Anjana P.S	1 In-house QIP Initiative Capacity building pro- grammes	1 National	1 Interna- tional

#### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Technology integrated learning and evaluation	Introduce E-learning Resources	Assignments and quizzes through LMS for each class.	Dr. Veena Suresh Babu	Ten Assign- ments and ten quizzes using Goo- gle Class- room	Assignments and quizzes Using'Ka- hoot'	Assignments and quizzes Using'Ka- hoot'
		Video con- ferencing		Video con ferencing with stu- dents for teaching using Google Meet	Video con- ferencing with stu- dents for teaching using Google Meet	Video con- ferencing with stu- dents for teaching using Google Meet

#### **RESEARCH, INNOVATIONS AND EXTENSION**

Focus Area	Course of Implementa- tion	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Establish a research centre	Apply for a PG Course Apply for Research Centre	1 P.G Course	Dr. Anjana P.S	Apply For Govt. Aided P .G Course	Space Physics lab	Establish a Research Centre

						1
		Setting up	Dr. Deepa M	Establish:		
		Research		Materials		
		Labs		Science lab-		
				Dr. Deepa M		
		* Materi-				
		als Science				
		lab-Crystal				
		Growth				
		Dielectric				
		Ceramics				
		and Glasses				
		*Space Phys-	Dr. Veena			
		ics lab	Suresh Babu			
		Establish a	Dr. Anjana			
		Research	P. S.			
		Centre				
Knowledge	Subscribe to	3 Journals	Dr.Caroline	Indian Jour-	Journal of	Journal of
Upgradation	3 UGC	5 50011015	Beena Men-	nal of Pure	Material	Solar and
opgradation	Approved		dez	and Applied	Science	Terrestrial
	Journals		ucz	Physics	Research	Physics-
	Journals			1 1195105	India-Dr.	Dr. Veena
					Anjana P S	Suresh Babu
					Alijalia P S	Sulesii babu
Establish	Approach	Linkages- 3	Dr.Anjana	To col-	Collabora-	Linkage with
Linkages and	research	Collabora-	P. S	laborate	tion with	VSSC, IRS,
Collabora-	institutes	tions -1		with Christ	Institute	Hyderabad
tions	of national	10115 -1		University,	of Physics,	IIST- Dr. Vee-
	repute			Bangalore	Bhubanesh-	na Suresh
	-			_	war, NIIST,	
					Titanium	Babu
Promoting	Establish	<b>-</b>		One hands-	One hands-	Establish
Promoting Women	Vigyan Shaa-	Two hands-	Dr. Caroline	on work-	on work-	STEM Lab
in STEM	la Chapter in	on work-	Beena Men-	shop-Vidyut		in collabo-
	collab-	shops	dez	silop-viuyut	shop-	ration with
[Science	oration	Establish	Dr. Anjana		Magnetism	
Technology		STEM Lab	P. S			VigyanShaa- la and Homi
Engineering Mathemat-	with Vigyan Shaala In-	in collabo-	Dr. Veena			Bhabha
		ration with	Suresh Babu			
ics]	ternational,	VigyanShaa-	Sulesii Babu			Centre for
	Cambridge,	la and Homi				Science
	UK	Bhabha				Education
		Centre for				[HBCSE]
		Science				
		Education				
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#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Technology integrated Learning	Introduce E-learning Resources	E-Content develop- ment in LMS E-Content devel- opment through SWAYAM and NPTEL	Dr. Anjana P. S. Dr. Veena Suresh Babu	Organise training pro- gramme for e-content develop- ment in LMS and Develop 1 e-content Organise training programme for E-con- tent devel- opment in SWAYAM and NPTEL 1 module to be prepared	2 mod- ules to be presented through these plat- forms 1 module to be offered on Fundamen- tals of Elec- trodynamics	3 mod- ules to be presented through these plat- forms. 1 module to be offered on One Di- mensional Quantum Mechanical Problems

#### STUDENT SUPPORT PROGRAMME

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Ensure student progression and career support Value based Education	Coaching classes for JAM Ethics and value Education	Provide total 20 hours of coaching Organise webinars and talks	Dr. Veena Suresh Babu Dr.Caroline Beena Men- dez	5 hours of classes including induction [I B. Sc.] Webinar on Ensuring Ethical val- ues through Science Education	5 hours of foundational concepts [II B. Sc.] One day workshop- Dr. Anjana P. S	10 hours of classes [III B. Sc.] One day workshop- Dr. Anjana P. S

#### **BEST PRACTICES**

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
To encour- age energy conscious- ness and conserva- tion among students and the local community	Arrange awareness talks in the college and the nearby areas.	5 awareness talks- one for the public and two for the students Workshop on LED fab- rication for 50 students in collabo- ration with Energy Man- agement Cell, Govt. of Kerala	Dr. Anjana P. S Dr. Anjana P. S Dr. Anjana P. S Dr. Veena Babu Suresh	Talk on en- ergy man- agement for the students including local com- munity Webinar on "Art of Energy balancing" Dr. Gautam Krishnadas (Alumni, University of Edinburgh. Founder D Time Ana- lytics Ltd. , London) Workshop on LED fab- rication for 2nd	Talk on LED and Ap- plications [Prakash] by Dr.Vijay Venugopal- an Marie – Curie Fellow, University of Cambridge. Training stu- dents in the Karikkakom school	Talk for the public Enable students to train the general public
				Year Phys- ics, Mathe- matics and Chemistry (50 stu- dents)		

Demand	Conducting	One Talk	Dr. Veena	Talk on	Industrial	Developing
side man-	survey on	and 2 sur-	Suresh Babu	demand side	or commer-	strategies
agement of	energy con-	veys		manage-	cial energy	to involve
energy	sumption	to develop	Dr. Anjana	ment	consumer	consumers
		strategies	P. S	of energy by	survey	in the ener-
		for minimal		Dr. Gautam		gy system
		consump-		Krishnadas		operation
		tion		(Alumni,		
		of energy		University of		
				Edinburgh.		
				Founder D		
				Time Ana-		
				lytics Ltd.,		
				London)		
				Residen-		
				tial energy		
				consumer		
				survey		







# **STRATEGIC PLAN** Department of Ghemistry









#### **DEPARTMENT OF CHEMISTRY**

#### VISION

Rational and creative individuals, oriented towards scientific thought processes and a commitment towards improving social conditions

#### MISSION

Open up vistas of knowledge and thereby encourage higher learning in Chemistry as well as teach practical implications of the discipline in a day-to-day milieu

#### **OVERVIEW OF THE DEPARTMENT**

The Department of Chemistry offers a Bachelor's Degree Programme in Chemistry with Mathematics and Physics as complementary subjects. It offers complementary courses for the Departments of Physics, Botany and Zoology. It has a faculty strength of 7 of which 2 are approved Research Guides under the University of Kerala.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Knowledge enhance- ment	Introduce new courses	3 certificate courses	Dr. Siji V L Dr. Beenaku- mari K. S Dr. Sunita Kurur	Certificate course in Diploma in Computer application recognized by the gov- ernment for third semes- ter Certificate course in 'In- troduction to Software for Chemis- try' for first semester	Continue the course	course
					Add-On course in Analytical Techniques	Continue the course
					in Chemistry	

#### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Introduce new teach- ing tech- niques	Develop e-content based on the syllabus and deliver online	Develop course ma- terial on five topics	Dr. Sunita Kurur Dr. Sindhu Yesodharan Dr.Beenaku- mari K. S Dr. Siji V. L	e-content on Chemistry of Nanomate- rials	e-content on Instrumental Methods (AAS, FES, TG & DTA) e-content on Biomole- cules e-content on Water Pollution	e-content on colloids
Encourage self-directed learning	Register students for other on- line MOOC courses	Register at least 70% of the students	Dr. Sindhu Yesodharan	Register 20% of students	Register 40% of students	Register 70% of students
Faculty De- velopment programmes	Provide training pro- grammes	Four training programmes	Dr. Sunita Kurur	Training teachers for e-content develop- ment and LMS	Registration in one on- line certifi- cate course	Registration in two on- line certifi- cate courses
	Participation in training programmes outside the institution	Seminar/ workshop/ refresher course/ short term participation	Dr. Beenaku- mari K. S	Participa- tion for one refresher course, six seminars/ workshops, two short term courses	Participation for six sem- inars/work- shops, two short term courses	Participation for six sem- inars/work- shops, two short term courses

#### RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Improve research outputs	Publish papers in peer-re- viewed journals	Six Publica- tions	Dr. Beenaku- mari K.S	One paper publication	Two paper publications	Two paper publications

	Present papers in Seminars	Nine paper presenta- tions by students/ faculty	Dr. Siji V L	Three paper presenta- tions	Three paper presenta- tions	Three paper presenta- tions
	Faculty- stu- dent proj- ects	30 Projects	Dr. Sunita Kurur	10 Projects	10 Projects	10 Projects
	Apply for external funded proj- ects	One Minor project	Dr. Siji V. L	Apply for one minor project	Initiate work on the proj- ect	Continue the project
	Apply for guideship	One teacher guideship	Dr. Sindhu Yesodharan	Obtain the criteria for application of guideship	Apply for guideship	Obtain guide ship
Progress in research scholars intake and award of PhDs	Enhancing research ca- pacity of the department by encourag- ing research scholar intake.	Two student registrations One award of student PhD	Dr. Siji V. L	Award PhD to one stu- dent	One student registration	One student registration

#### LEARNING RESOURCES AND INFRASTRUCTURE

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Develop a digital Library	Get a col- lection of e-books and soft copies of texts and videos of lectures	Collect books of Organic, Inorganic and Physical Chemistry and relevant videos	Dr. Sunita Kurur	Prepare a list of books and notes and initiate collection	Maintain and upgrade the collec- tion	Upgrade the collection
Upgrade existing lab facilities	Plans for lab mainte- nance	Renovation of lab and purchase more equip- ment	Dr. Sindhu Yesodharan	Lab renova- tion, order for one poten- tiometer, three elec- tric bunsen, 24 gas bun- sen burners	One conduc- tometer, 24 bunsen burners	One potenti- ometer and one conduc- tometer

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Industrial visits	Arrange for Institutional and factory visits	Three Facto- ry visits Three visits to research institutes	Dr. Sunita Kurur	One Factory / research institute visit	One Factory / research institute visit	One Factory / research institute visit
Creative de- velopment	Organize creative activities	Three chem- istry exhibi- tions	Dr. Beenaku- mari K. S	One chem- istry exhibi- tion	One chem- istry exhibi- tion	One chem- istry exhibi- tion
Exposure to cutting edge areas in the discipline	Organize Seminars/ workshops and talks by experts	Three sem- inars/work- shops Three talks	Dr. Siji V. L	One semi- nar/work- shop One talk	One semi- nar/work- shop One talk	One semi- nar/work- shop One talk
	Student internships	Send 6 students for summer internships	Dr. Sindhu Yesodharan	2 student internships	2 student internships	2 student internships
Counselling	Arrange for talks by counsellors	Three talks	Dr. Sindhu Yesodharan	One lecture	One lecture	One lecture
Career guid- ance	Organize Orientation programme for stu- dents for awareness of higher education and job prospects	Three pro- grammes	Dr. Siji V. L	One pro- gramme	One pro- gramme	One pro- gramme

#### Laboratory Take accounts of laboratory materials purchased Place order for materials to be purchased chased place order for materials br. S

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
		Organica		Organize student pre- sentations, conduct quiz competi- tions		
Extension activity	Extension activity activities activities activities activities activities	Organise activities for developing scientific temper among stu- dents	Dr. Beenaku- mari K. S	Visit VSSC for witness- ing Rocket launch and the space museum	Continue Activities	Continue Activities
				Organise awareness programmes by students in a nearby school		
Attracting students to the Science stream	Data col- lection and evaluation	Research by students	Dr. Anupri- ya S	Selection of team of stu- dents from the first year and collec- tion of data	Analyse data and evolve a solution	Implemen- tation of the solution

#### GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Conduct Academic audit	Prepare aca- demic audit plan each month	Analysis and audit of teaching plan of fac- ulty mem- bers by HOD	Dr. Sunita Kurur	Review of academic audit	Review of academic audit	Review of academic audit

	Purchase	Purchase	Purchase
. Sunita	and audit of	and audit of	and audit of
rur	laboratory	laboratory	laboratory
	materials	materials	materials



#### **Department of Botany**



#### VISION

To promote an ecologically responsible and green conscious society that is committed to ethical life practices and invested in making the planet bio-secure and beautiful for the future.

#### MISSION

Enable students to have an in-depth knowledge of the Botanical Sciences and thereby inspire a spirit of scientific enquiry that can be translated into high end research as well as generate vocational pathways for sustained livelihood options.

#### **OVERVIEW OF THE DEPARTMENT**

The Department offers a graduate programme in Botany and complementary courses in Botany for Zoology graduates. The department places great emphasis on leading the way in nature conservation through curricular, research and social initiatives. These aims are bolstered through excellent laboratories and by offering hands-on training in horticulture and plant tissue culture as well as by maintaining the various conservatories in the campus. Faculty members are research guides affiliated to the University of Kerala and the department aims to evolve into a centre that generates research oriented dialogues on cutting edge developments in the frontier areas of plant sciences.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Skill enrich- ment	Add-On Courses	2 Add-On Courses in the plan period	Dr. Sr. Shaina T. J.	Introduce Mushroom cultivation for first year students	Programme to be con- tinued for first year students	Programme to be con- tinued for first year students
					Cut flower arrangement for second year stu- dents	Programme to be con- tinued for second year students
	Certificate Course	1 Certificate course	Dr. Nisha K. K.	Online train- ing in Orchid culture/ Tissue culture for third year students	Course to be continued for third year stu- dents	Course to be continued for third year stu- dents
	Short term training/ workshops by experts in the field concerned	3 Short term courses in the plan period	Dr. Cinthya Christopher	Terrarium Develop- ment	Botanical Illustrations	Bonsai De- velopment

#### **DEPARTMENT OF BOTANY**

Knowledge enrichment initiatives	Online courses for students	1 course for 20 students	Dr. Nisha K. K	Enrol 20 First semes- ter students	Enrol 20 first semester and	Enrol 20 first semester and
	(Swayam- NPTEL Portal)				20 third semester students	20 third semester students
	Online courses for faculty members (Swayam/ NPTEL Por- tals)	3 courses per faculty in the plan period	Dr. Cinthya Christopher	1 course in Horticulture	1 course in Environmen- tal Sciences	1 course in Biotechnol- ogy

#### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Tangible Learning	Flora analy- sis in their in situ and ex situ habitats	1 study tour per year	Dr. Cynthia Christopher	For final year Degree students (Kodaikanal and Eraviku- lam National Park, Mun- nar)	For final year Degree students (Ooty and Botanical Survey of India, Coim- batore)	For final year Degree stu- dents (Bandi- pur Wildlife Sanctuary, Mysuru)
	Field Visits	1 Field visit for Horticul- ture stu- dents	Dr. Sr. Shaina T. J.	Botanical Garden, Ku- zhippalam	Aathma- nilayam Botanical Garden, Parassala	Botanical Garden, Ku- zhippalam
	Nature Outreach Programme	1 Nature outreach programme	Dr. Nisha K. K.	Jawaharlal Nehru Trop- ical Botanic Garden and Research Institute, Palode	Mangrove Forest, Mun- roe thuruth	Algal reposi- tory Centre, Thoothuk- kudi
Local flora Identifica- tion	Exhibition	1 Exhibition /year	Dr. Cinthya Christopher	Plant Variet- ies	Medicinal Plants	Plant & Cul- ture
	Know Our plants	Daily display	Dr. Sr. Shaina T. J.	Daily display	Daily display to be contin- ued	Daily display to be contin- ued

RESEARCH,	INNOVATIONS	<b>AND EXTENSI</b>
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Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Research Projects	Submit research projects in collabora- tion with Research institutions	3 minor/ Major Research projects (subject to approval)	Dr. Cinthya Christopher	1minor/ Major Research project	1 minor/ Major Research project	1 minor/ Major Re- search proj- ect
Update knowledge on Novel Research Methods	Tie-ups with scientists, senior men- tors and oth- er experts of the field	One Publi- cation per faculty	Dr. Sr. Shaina T. J.	One Publi- cation per faculty	One Publi- cation per faculty	One Publi- cation per faculty
		Organize one Workshop/ Seminar/ Webinar per year	Dr. Cinthya Christopher	Conference on Botani- cal History and Colonial Legacies In collabora- tion with Department of English	One Work- shop on Sta- tistical data analysis	One work- shop on Phy- tochemical analysis
Research Empow- erment of students	Internship for UG stu- dents	3 intern- ships in the plan period	Dr. Sr. Shaina T. J.	1 student/ year	1 student/ year	1 student/ year
Community Engagement	Environ- mental Awareness Programme for school & college students	One Webi- nar/Semi- nar Per year	Dr. Sr. Shaina T. J.	1 Lecture on Biodiversity - Relevance and conser- vation	1 Lecture on Water con- servation in garden man- agement	1 lecture on Kitchen Com- post Man- agement
	Training for local women community for Self-Sus- tainability	One Webi- nar/Semi- nar Per year	Dr. Nisha K. K.	Mushroom cultivation	Vegetable Garden de- velopment	Programme to be contin- ued

#### ION

#### **INFRASTRUCTURE & LEARNING RESOURCES**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Enrichment of Plant Genetic Resource	Conservato- ry Develop- ment	One conser- vatory per year	Dr. Cinthya Christopher Dr. Sr. Shaina T. J.	RET plants	Aromatic and Spice plants	Orchidarium
Develop- ment of Supporting Study Re- sources	Creating Lec- ture/Video series with the support of MOODLE or LMS	20 per year	Dr. Nisha K. K.	17 Lectures 3 Practical Videos	17 Lectures 3 Practical Videos	Course mate- rial develop- ment

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Academic Support	In associ- ation with Alumni	20 books/ year	Dr. Sr. Shaina T. J.	'My Book for you' drive	Continue 'My Book for you' drive	Continue 'My Book for you' drive
		3 scholar- ships per plan period	Dr. Sr. Shaina T. J.	Introduce a scholarship programme for the three years of UG course (Rs. 1000/-)	2 Scholar- ships (Rs. 1000/- each for two stu- dents)	3 Scholar- ships for three stu- dents (Rs. 1000/-)
Academic Writing	Training/lec- ture series	1 inter departmen- tal training course on Academic Writing	Dr. Cinthya Christopher	10 hours training course designed by the Depart- ment of English	Practical Training exercises (5 sessions)	Generating 4 Publications

#### **GOVERNANCE, LEADERSHIP AND MANAGEMENT**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Skill En- hancement of Support Staff	Hands on Training	One per year	Dr. Nisha K. K.	Training for our Support Staff on Herbarium Techniques and Speci- men Prepa- ration	Training for support staff of other colleges	Continue the programme

#### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Biodiversity Register	Interactive QR code for campus flora through RFID tech- nology	Cataloguing of flora on campus	Dr. Cinthya Christopher	Trees	Medicinal plants	Ornamental plants
Biodiversity enrichment	Introduction and man- agement of new species of plants	10/year	Dr. Sr. Shaina T. J.	Medicinal plants	Aquatic plants	Review

#### OUTCOME

The strategic plan emphasises the importance of Biodiversity conservation through curricular as well as co-curricular activities, benefiting all Botany students who study various aspects of plant science including its practical applications. It promotes research culture through various existing and innovative interventions or practices to deepen the interest of students in Plant Science. Implementation of the new interventions enable the students to take up teaching at different levels, research work in research institutes and or industry, doctoral work, environment impact assessment, biodiversity studies, entrepreneurship, scientific writing. It continuously engages faculty in research — uplifting research facilities in the Research Laboratory by collaborating with Research Centres, creating quality publications and encouraging the students to publish and present research articles and update the knowledge base. It empowers students to be 'Environmental Stewards,' to be 'Practising Environmentalists' who make the world a better place to live in.




# DEPARTMENT OF ZOOLOGY STRATEGIC PLAN



# **DEPARTMENT OF ZOOLOGY**

#### VISION

To form self-aware individuals with respect for all forms of life and who practice preservation, conservation and restoration as their ethical and humanitarian responsibility so as to play a vital role in sustaining a biologically diverse planet.

#### MISSION

To creatively engage students and encourage a spirit of scientific enquiry and lifelong learning by employing synergized modes of teaching, research and service.

#### **OVERVIEW OF THE DEPARTMENT**

The Department offers a Graduate Programme in Zoology and Complementary course for Botany. In addition the Department also has an Add-On-Courses and Certificate Courses on a pan-college basis.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Additional Skill En- hancement	Signing M.O.U with Aquatic Biology & Fisheries	One Add-on- Course for the first year students	Dr. Sherly. D	Ornamental Fish Culture & Aquarium Mainte- nance	Ornamental Fish Culture & Aquarium Mainte- nance	Ornamental Fish Culture & Aquarium Mainte- nance

#### **TEACHING -LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Effective Teaching & Learning Process -Stu- dents	Upgradation of the Zoology Museum	3 samples per year	Dr. Dhana- lekshmy T.G.	3 marine fish samples	3 amphibian samples	3 reptilian samples
Technolo- gy assisted learning	Hosting knowledge testing sys- tems on LMS	1 assign- ment 9 quizzes	Divya Grace Dilip	3 online quizzes	3 online quizzes	3 online quizzes 1 assign- ment

# RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Faculty Capacity Building	Organising National / Internation- alWorkshops in collabo- ration with CMFRI, Kochi	3 workshops	Dr. D. Sherly	1 Workshop on Aquacul- ture	1 Workshop on Aquari- um Manage- ment	1 Workshop on Aqua- ponics
Students' Skill En- hancement	Hands on training in collabora- tion with Bioroot Research Laboratory	1 Certificate course for first year students	Dr. Dhana- lekshmy T.G.	1 Certificate Course in Cell Culture	1 Certificate Course in Microbiol- ogy	1 Certificate Course in Instrumen- tation
Knowledge Generation	Publications / Presenta- tions	6 publica- tions	Dr. Siny G Benjamin.	1 Publication In Indexed Journal	2 Publi- cations In Indexed Journals	3 Publi- cations In Indexed Journals

# LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Access to new age knowledge systems	Digitize the Department Library	60 e-books	Dr. Dhana- lekshmy T. G.	20	20	20

# STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Student competency augmenta- tion	Hands on training on breeding and larval rearing in collabora- tion with Department of AQB	1 training course for second year students on breeding	Dr. Sherly D	1 Training - for students-Or- namental fish breed- ing	1 Training - for students-Or- namental fish breed- ing	1 Training - for students-Or- namental fish breed- ing

		Construct and main- tain 12 breeding tanks	Ms. Divya Grace Dilip	Construct and main- tain 4 breed- ing tanks per year	Construct and main- tain 4 breed- ing tanks per year Introduce new variet- ies	Construct and main- tain 4 breed- ing tanks per year
Dis Ma me lak wi ter me Gc	saster anage- ent in col- boration ith Disas- r Manage- ent Wing, ovt. of erala	1 training course per year	Dr. Siny G. Benjamin	1 awareness programme to be organ- ised by the department in associ- ation with the Disaster Manage- ment Wing, Govt. of Ker- ala to select volunteers	1 training programme for the selected volunteers	Creation of a Student Task Force

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Operational Stock taking	Internal Audit	Quarterly reviews	Dr. Dhana- lekshmy T. G	Internal audit Reviews and discussions Examine avenues for improve- ment	Assessment of work done so far Adjusting goals ac- cordingly	Process to be repeated

### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Encourage Environmen- tal Sustain- ability	nmen- approach tain- and collab-	2 Training Courses in Aquaponics, Food Waste Manage- ment	Dr. Dhana- lekshmy T. G Dr. Sherly .D	1 Training Pro- gramme	1 Training Pro- gramme	
	ogy & Fish- eries and Sanctuary/ Museum/ Research Institutions	5 Field visits 1 informa- tion board to be set up		2 field visits Collection of print matter for display on informa- tion board	2 field visits Collection of print matter for display on informa- tion board	1 field visit Collection of print matter for display on informa- tion board
Incentivised learning	An Ever Roll- ing Trophy And Four Cash Prizes	Cash awards and prizes	Department sponsored	To be award- ed on the Annual College Day	To be award- ed on the Annual College Day	To be award- ed on the Annual College Day



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### **DEPARTMENT OF ENVIRONMENTAL SCIENCES**

#### VISION

A responsible and environmentally conscious society, constantly looking to employ advancements in knowledge towards creating a sustainable and regenerative planet.

#### MISSION

Acquire and disseminate knowledge in all areas of Environmental Sciences to generate quality manpower and undertake translational research to shape a sustainable environment and to inspire, prepare and empower students to succeed in a changing and challenging world.

#### **OVERVIEW OF THE DEPARTMENT**

The Department offers a Master's Degree in Environmental Sciences and guides Research Scholars in avant-garde areas of Environmental Sciences. It also acts as a task force for imparting Environmental Awareness among students and the public, for spreading the message of sustainable management practices and green development.

#### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
			Dr. Ayona Jayadev	Course on Sustainable Develop- ment (with WWF)		
Curriculum Enrichment	tion with mon Govern- cou mental and yea Non-govern-	1 three month course per year	Dr. Smitha Asok .V		Course on Disaster Manage- ment (with State Disas- ter Man- agement Authority)	
	mental orga- nizations		Ms. Rajani .V			Course on Environmen- tal Impact Assessment (with Uni- versity of Kerala)

### TEACHING, LEARNING AND EVALUATION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
	Experiential learning through participatory programmes and intern- ships	2 field visits per batch per year	Dr. Reshma J. K	Varkala Geological Formation, Varkala	Safety Standards of Travancore Titanium Products limited	Effluent Treatment Units of Prominent Industries like Hindu- stan Latex Ltd
Innovative Teaching Methods	Case Studies based Peda- gogy	One Case Study per semester	Dr. Ayona Jayadev	Kayamku- lam Ther- mal Power Plant and Construct- ed Forest, Kayamkulam	Vizhinjam Port (EIA)	Pokkali Rice field and Constructed Wetland at Alappuzha
	Through IIRS	1 certificate course per year	Dr. Smitha Asok .V	GIS in Water Resources Manage- ment	GIS in Coast- al Manage- ment	GIS in Forest Manage- ment
QIP for Fac- ulty	Short term courses/ Workshops/ Hands-on- Training- Pedagogy and Research Based Trainings	1 per Facul- ty per year	Ms. Rajani .V	2 Members of Faculty	1 Member of Faculty	1 Member of Faculty

# **RESEARCH INNOVATION AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Resource Mobilization for Research (Major and Minor	Seeking	4 MRP in three years	Dr. Reshma J. K	Apply 2 MRP (Subject to approval)	Apply 1 MRP and Implemen- tation of sanctioned project	Apply 1 MRP and Implemen- tation of sanctioned project
Research Projects - MRP)	Financial Aid from Competent Authorities	1 project	Dr. Smitha Asok .V	Proposal submission to ISRO - RESPOND programme	Evaluation	Implementa- tion
Research Enhance- ment		1 FIP	Ms. Rajani V.	Registration	Continue	Continue
Publication	Submitting Research Pa- pers in Sco- pus indexed Journals / UGC CARE List	4 papers per year	Dr. Ayona Jayadev	4 Papers each	4 Papers each	4 Papers each
Collab-	Seek col-	rating 1 project	Dr. Smitha Asok .V	Submitting proposals on waste man- agement strategies with TTPL	Initiation and imple- mentation	Continue the programme
Besearch labor	laborating agencies			Student Mentoring in collabo- ration with University of Calgary, Canada	Continue the programme	Continue the programme
Food Self- sufficiency	Club Activi- ties Bhoom- ithra Sena Club and Biodiversity Club Activi- ties)	1 Organic Vegetable Garden	Dr. Reshma J. K and Ms. Rajani V.	Setting up one Organic Vegetable Garden each with Tha- nal (NGO) and Kerala Agricultural University respectively	Continue the programme	Continue the programme

Civic Re- sponsibility	Club Activi- ties- Bhoom- ithra Sena Club and Biodiversity Club	2 activities	Dr. Smitha Asok and Dr. Ayona Jayadev	Solid Waste Manage- ment ac- tivities in Karikkakom Village	Marine Debris Segregation and Brand Analysis at Shanghu- mugham	Continue the programmes
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# INFRASTRUCTURE AND LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
te lea pla	Online teaching- learning platform (MOODLE)	4 online teaching modules in 3 years	Dr. Ayona Jayadev	1 module for I Semester students	1 module each for II and III Semester students	1 module for IV semester students
source Base	Video Con- ferencing	6 invited lectures in three years	Dr. Smitha Asok V.	1 lecture each for I and III Se- mester	1 lecture each for II and IV Se- mester	1 lecture each for I and II Semester students

# STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Extending Skills and Career Portfolio to other De- partments	Give stu- dents training on Portfolio Video Con- ferencing	1 skill port- folio each semester and 1 career portfolio at the end of the pro- gramme	Dr. Reshma J. K.	For students of the De- partment	Extending to students of other PG De- partments	Training UG students on portfolio preparation
Student Academic Capacity en- hancement	Student Scholastic Support Hub	2 Internal and 2 Exter- nal flipped lecture sessions per year	Dr. Ayona Jayadev	2 Internal and 2 Exter- nal flipped lecture sessions	2 Internal and 2 Exter- nal flipped lecture sessions	2 Internal and 2 Exter- nal flipped lecture sessions
Enhance industry – academia interface	To sign MoUs with Industries/ Governmen- tal agencies	3 MoUs in three years	Dr. Smitha Asok V.	1 MoU with TTPL	1 MoU with IU-CGGT	1 MoU with IIUCNRM

# GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Green Protocol	Green Audit of Institu- tion by the Department and NSS	1 audit- re- lated activity per year and Green audit at third year	Dr. Ayona Jayadev	Baseline study of green activ- ities of the institution	Energy Budgeting by external experts	External au- diting by an expert team

# VALUES AND BEST PRACTICES

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Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Social Re- sponsibility by Consul- tancy ser- vices	Quality anal- ysis of the elemental environment	2 activities per year	Ms. Rajani V.	Water Test- ing	Solid waste manage- ment	Continue the activities
Intelligent and adaptive technologies	Launching of 'Eco Thincu- bator-Incu- bating Ideas for a Green- er Tomor- row'	Phased mode of establishing a demand and supply chain for responsibly sourced and produced products	Dr. Smitha Asok .V	Raising seed money for green initia- tives	Implement- ing ideas into actions and prod- ucts	Distribution/ marketing of products

















### **DEPARTMENT OF PHYSICAL EDUCATION**

### VISION

Create an environment for excellence in health, fitness, and wellness

### MISSION

To engage in meaningful activities which promote active and healthy lifestyles among individuals

### **OVERVIEW OF THE DEPARTMENT**

Courses offered: One Open Course in Semester V

Sanctioned strength of Faculty: Two

### CURRICULAR ASPECTS

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Physical Edu- cation	Lecture Method	Theoretical concepts of Physical Edu- cation	Dr.Margrette Leena V	Talk on History of Physical Edu- cation	Theoreti- cal Part of Different Games	Techniques and Tactics of Games
Health and Fitness	Health and Fitness Edu- cation	Knowledge of Health Aspects	Dr.Divya S. R	Nutrition	Lifestyle Diseases	Health- Re- lated Fitness
Body Pos- ture	Corrective Physical Edu- cation	Corrective Exercises	Dr.Margrette Leena V	Assessment	Awareness	Correction

### **TEACHING-LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Coaching Camps	Coaching Camps for 5 games	To enhance the stu- dents' level of perfor- mance	Dr. Divya S. R.	Coaching Camps for Football, Basketball and Cricket	Coaching Camps for Handball, Athletics, Softball	Coaching Camps for Boxing, Volleyball, Football
Inspiring talks by eminent sports personalities	Invited Talks	To develop confidence and motivation	Dr. Mar- grette Leena V.	Health and Fitness	Lifestyle Diseases	Adventure Sports
General Fitness	AAPHER Test	Ability to improve general fitness among the students	Dr. Margrette Leena .V	Agility	Endurance	Cardiovascu- lar Fitness

# **RESEARCH, INNOVATIONS AND EXTENSION**

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Obesity	BMI	Conduct Body Mass Index Test	Dr.Divya S. R	Measuring height and weight of DC III students	Measuring height and weight of DC II students	Measuring height and weight of DC I students
Awareness on Nutrition and Eating Habits	Conduct- ing Survey Method and Question- naire Study	Knowledge of Health Aspects	Dr.Margrette Leena .V	Data Collection	Analysis	Preparation of Diet Plan

#### LEARNING RESOURCES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Intercolle- giate and inter- departmen- tal competi- tions	Specific Sports Training for Individual Games	Achieve Overall In- tercollegiate Champion- ship	Dr. Divya S. R	Training Camps for Athletics, Rugby, Badminton, Chess	Training camps for Football, Handball, Baseball	Training camps for Basketball, Softball, Cricket
Zumba and Aerobics	Training session	Improve confidence and overall develo- pment among students	Dr.Margrette Leena V.	One week Training Pro- gramme	5-day Workshop	Certificate Course

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Coaching Camps under different age categories of nearby schools	Coaching Camps	To enhance social upliftment	Dr.Margaret Leena V.	Summer Coaching Camp- Football	Summer Coaching Camp- Ath- letics	Summer Coaching Camp- Vol- leyball

programme career g	Tie-ups with Dr.I gym and fitness clubs	, c	coaching camp for	One Certifi- cate course in Yoga and Aerobics	Add-On Course
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# GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
First Aid Training	Training in association with Red Cross Soci- ety	To give awareness about Life Saving Skills	Dr.Margrette Leena.V	Talk on First Aid	Training on First Aid	Awareness on Sports Injuries
Introduce incentives and scholarships	To enhance career op- portunities	To attract sports students	Dr.Divya S. R	Best Sports Student	Best All Rounder in Sports	Best All Rounder in Sports

### VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Physically Challenged Students	Adapted Physical Education	To improve their present fitness level	Dr.Divya S. R	General Conditioning	Basic Skills	Skill Devel- opment



#### ALL SAINTS' COLLEGE LIBRARY – A LEARNING RESOURCE

#### VISION

To promote a knowledge enriched learning community, which is committed to support the development and empowerment of the communities we serve with integrity.

#### MISSION

To support teaching, learning and research with state-of-the-art information that, complements education, reflective thinking and development of thought using contemporary knowledge in the relevant field.

#### **OVERVIEW OF THE DEPARTMENT**

All Saints' Library has a good collection of books, periodicals, Journals, bound volumes, CDs, subscription to N-List, J-gate, Delnet, membership in the British Council, provide access to 16413 journals, 1,99,500 e-books, and an online collection of Indian Rare Manuscripts which are 200 to 350 Years old. The library preserves the back numbers of all journals & periodicals. There is a spacious veranda in the library that serves as the open space for students to conduct group discussions, combined studies, and peer teaching sessions. The peaceful atmosphere and co-ordination of the staff endear the library to all students and teachers of the college. All sections in the library are computerized with library Software "LIBSOFT." Online Public Access Catalogue is available for the retrieval of documents. The library has a user-friendly digital library with separate pages for E-journals & E-Books, E-Thesis, access to 1583 University question papers, and 320 projects of Undergraduate and Postgraduate.

### **CURRICULAR ASPECTS**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Improving User Experi- ence	Introducing different Promotional Strategies	4 activities per plan period	Librarian Publishers	Class wise orientation on Library usage (stu- dents of the first year) Developing the Library Website and Blog cre- atively	Conducting 1 Exhibition on Books in collabora- tion with DC Books	Introducing the library services through Social Networking Sites (You- Tube)

### **TEACHING, LEARNING AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Academic Writing	Library Club Conducting seminar and workshop	4 competi- tions 1 workshop 1 seminar	Librarian	Book Review Poster Mak- ing Essay Writing Letter Writ- ing	Conducting one work- shop on Academic Writing	Conducting one seminar on 'Effective use of e-re- sources'

#### LEARNING RESOURCES AND INFRASTRUCTURE

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Expansion of Digital Library	Adding e- resources	Question bank tar- geting 1000 previous years univer- sity questi ons 1 database (JSTOR) 100 e-books (Arts and Science)	Librarian	Question Bank	1 database	100 e-books
	Linking the department libraries with the main library	10 Depart- ments in the plan period	Librarian	4 Depart- ments (En- glish, Second Languages, History and Political Science and Economics)	4 Depart- ments (Phys- ics, Chemis- try, Botany, Zoology)	2 Depart- ments (En- vironmental Sciences and Commerce)

#### STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Access of digital library to students	Wi-Fi access	100% access	Librarian	40% access	40% access	20% access

### **RESEARCH INNOVATION AND EVALUATION**

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Networking	Intercollege library link- age	3 in the plan period	Librarian	1 linkage	1 linkage	1 linkage

# GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
	Quarterly Audit	9 reports in the plan period	Librarian	Uploading 3 audit re- ports in the institution website	Uploading 3 audit re- ports in the institution website	Uploading 3 audit re- ports in the institution website

# VALUES AND BEST PRACTICES

Focus Area	Course of Implemen- tation	Targets	Person in- charge	2020-2021	2021-2022	2022-2023
Voice bank for visually challenged students both inside and outside	Book Bank	12 books in the plan period	Librarian	30 books	35 books	50 books
the institu- tion	Students	60 modules	Librarian	10 modules	20 modules	30 modules
	Award for best usage of library	6 awards in the plan period	Librarian	1 PG	1 PG and 1 UG	1 PG, 1 UG and 1 Teach- ing Faculty

The first step towards getting somewhere is to decide that you are not going to stay where you are.



ALL SAINTS' COLLEGE THIRUVANANTHAPURAM -695007 RE-ACCREDITED WITH A-GRADE BY NAAC Telephone No. : 0471 - 2501153 (Office) Website : www.allsaintscollege.in | e-mail : allsaintscolegeasc@gmail.com