



*Beyond Frontiers*

# MAPPING THE FUTURE

25 YEARS MASTER PLAN



**ALL SAINTS' COLLEGE**

THIRUVANANTHAPURAM -695007

RE-ACCREDITED WITH A-GRADE BY NAAC

*"If you wish to fly to new heights,  
begin by setting your sights  
on a destination you can reach  
and then create a flight plan, a map,  
that will be your guide."*

*-Debbie Ford*



*25  
Years*

# **MASTER PLAN**

**ALL SAINTS' COLLEGE  
THIRUVANANTHAPURAM**



EVERYTHING  
BEGINS WITH  
*a Plan*





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***Visionaries look into the future and see things not through the lens  
of current reality, but through the lens of future possibility.***

***Kara Claypool***

The vision document **Beyond Frontiers: Mapping the Future** is a decisive statement of our overarching purpose to conceptualize a flexible framework focusing on our mission driven projects and priorities. It weaves together inspiration and seamless continuity, defines direction, lays down new paradigms of excellence and embodies the core beliefs of the institution.

The benchmarks of excellence envisioned two decades down the line hold the promise of a better tomorrow, as planning evolves into actionable insights and valuable perspectives shape our world. Excelling is a challenge, a conscious choice and the future entails prioritizing competencies and identifying new capabilities which will serve as a conduit between strategy and execution.

All Saints' has long been known for its enduring legacy, high academic standards, intellectual engagement and a curriculum in touch with emerging pedagogies. True to its founding premise and defining mission, the College remains committed to women empowerment, quality education and transmission of values. High end technology, upscaled infrastructure and efficient faculty add to the All Saints' experience. Our endeavour to uplift the socially vulnerable has crossed five decades and we believe that empowering women has a dynamic inter-generational effect.

In these changing times, when the city of Trivandrum is being fast tracked into a global hub for education, IT, tourism and healthcare, we equip our young women to push the boundaries of achievement. The institution continues to prepare critical, creative and versatile thinkers armed with a breadth of knowledge who can impact society and the world at large. Our goal as a minority institution is to face challenges head on and embrace change while holding fast to our core mission and values.

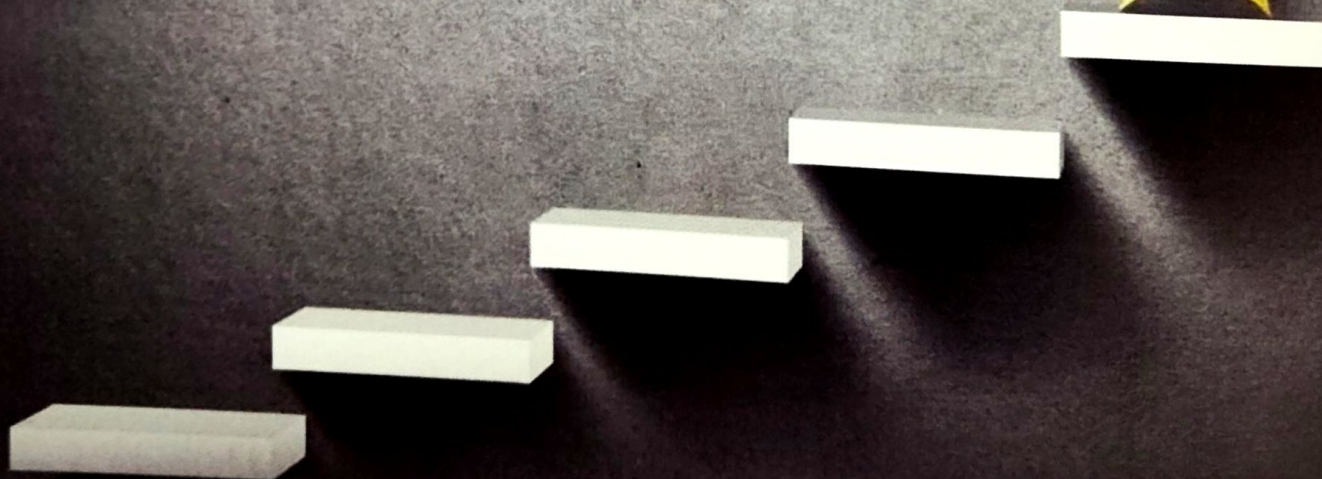
*Sr. Mary Frances*

**Sr. Mary Frances**



*Mapping the Future*

*25* Master  
*Years* Plan





## Preface

One of the four major initiatives of the Government of Kerala under the Nava Kerala Mission is Education. In this field the Government has initiated various programmes for enhancing the facilities of Arts and Science Colleges including those under the aided sector. All Saints' College, Thiruvananthapuram comes under the category of Aided Colleges in the State. Therefore, the college expects lot of support from the Government in increasing the infrastructure facilities and achieving academic excellence. Moreover, the National Education Policy, 2020 of the Government of India offers a lot of scope in having a flexible, liberal and student friendly approach in the higher education sector. Taking cue of these developments, All Saints' College, Thiruvananthapuram is planning to expand its infrastructure and academic activities by leaps and bounds in the next 25 years. In the following pages a brief account of the projects envisioned is provided.

## I. National Education Policy, 2020

"Education is fundamental for achieving full human potential, developing an equitable and just society, and promoting national development. Providing universal access to quality education is the key to India's continued ascent, and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration and cultural preservation. The aim must be for India to have an education system by 2040 that is second to none, with equitable access to the highest-quality education for all learners regardless of social or economic background" (National Education Policy 2020). Higher education plays a very important role in promoting human as well as societal well-being and in developing India as envisioned in its Constitution. As India moves towards becoming a knowledge economy and society, more young Indians will aspire for higher education. Part II of the National Education Policy 2020 gives details of the reforms planned in the field of higher education. In the reforms envisioned in the Policy the aspirations of the students as well as the teachers are given due importance. In the National Education Policy 2020 lot of importance is given for the following aspects:

- recognizing, identifying, and fostering the unique capabilities of each student, by sensitizing teachers as well as parents to promote holistic development in each student.
- flexibility, so that learners have the ability to choose their learning trajectories and programmes, and thereby choose their own paths in life according to their talents and interests
- no hard separations between Arts and Sciences, between curricular and extra-curricular activities, between vocational and academic streams, etc. in order to eliminate harmful hierarchies among, and between different areas of learning;
- multidisciplinary and a holistic education
- creativity and critical thinking to encourage logical decision-making and innovation
- ethics and human and Constitutional values like empathy, respect for others, cleanliness, courtesy, democratic spirit, spirit of service, respect for public property, scientific temper, liberty, responsibility, pluralism, equality, and justice
- promoting multilingualism and the power of language in teaching and learning
- life skills such as communication, cooperation, teamwork, and resilience
- focus on regular formative assessment for learning rather than the summative assessment
- extensive use of technology in teaching and learning
- respect for diversity and respect for the local context in all curriculum
- teachers and faculty as the heart of the learning process—their recruitment, continuous professional



development, positive working environments and service conditions

- regulatory framework to ensure integrity, transparency, and resource efficiency of the educational system through audit and public disclosure while encouraging innovation and out-of-the-box ideas through autonomy, good governance, and empowerment
- outstanding research as a corequisite for outstanding education and development
- continuous review of progress based on sustained research and regular assessment

This Master Plan is prepared on the basis of the features envisaged in the National Education Policy 2020 so as to create a new system that is in tune with the aspirational goals of education in the 21st century.

## II. Introduction

All Saints' College, Thiruvananthapuram, an aided institution affiliated to the University of Kerala, Thiruvananthapuram was established in 1964. The college is managed by the Congregation of Carmelite Religious (CCR). It was founded with the main aim of extending quality education to the poor and educationally backward coastal population in Kerala, especially in the district of Thiruvananthapuram. The institution got accreditation with \*\*\* (three star) from the National Assessment and Accreditation Council (NAAC) in 2001, one of the earliest colleges to be accredited by NAAC in the State of Kerala. It was re-accredited in 2008 with 'B' grade (CGPA 3.45) and with 'A' grade by the NAAC in 2016. Our college is one of the very few in our state to apply for the fourth cycle of accreditation. The visit of the NAAC Team is scheduled for July 14 & 15, 2022. This reflects the commitment of the staff and management in providing quality education to the students and willingness to go for continuous assessment by the National agency. The college started with just Pre-degree courses in a coastal environment; by 1967 it was offering 6 UG courses. Now the college is offering 15 programmes, including 4 PG programmes. There are 2 approved Research Centres of the University of Kerala in the college. The college has very good infrastructure for providing quality education with a state-of-the art library, computation facility, modern laboratories including a modern laboratory for English and sports and game facilities. The college plans to utilize the bounty of opportunities envisaged in the Higher Education sector in the National Educational Policy, 2020 and transmit them to the students for making them more career and research oriented and committed to the betterment of the society.

With an A Grade ranking by NAAC in 2016 and still better rank in the fourth cycle, the college expects substantial funding from the UGC, RUSA, Higher Education Council of the Government of Kerala and other agencies. These funds will give an impetus to our effort to improve and strengthen the physical and academic infrastructure of the college to attain greater heights in the field of higher education in future. The college plans to attain an autonomous status in the near future so that academic reforms can be carried out swiftly. We are sure that the college will get the confidence of the Government, the University and the UGC considering our track record.

The College has a very effective and efficient participatory management system which is ably and generously supported by a team of dedicated and well qualified faculty, administrative staff and highly motivated students. Now the college offers 11 under graduate programmes and 4 post graduate programmes and 2 doctoral programmes. The college has a total strength of 1965 students, with 67 faculty. Among the faculty, 43 are Ph.D. holders, 9 have NET and 4 have M.Phil. There are 11 approved Ph.D. guides of the University of Kerala.

All Saints' College, Thiruvananthapuram is one of the most sought-after women's colleges in the State. The institution looks into the future with a lot of optimism, a set of achievable goals and a plan for every step. The quest for this venture has resulted in this Master Plan. In preparing this Master Plan, the possible developments, changes and growth in the field of higher education are given due weightage. The unimaginable growth of ICT, the use of Artificial Intelligence and the large number of enthusiastic



women students opting for higher education has brought about revolutionary changes in the field of higher education. The present Master Plan envisages three phases in the implementation of the projects: Short Term for five years (Phase I), Medium Term for eight years (Phase II) and Long Term for twelve years (Phase III). It keeps in mind the enormous efforts the stakeholders have to put in to achieve what is envisaged in the master plan.

While preparing the master plan the following aspects have been given due weightage:

1. The horizons of knowledge are ever expanding.
2. The students have to imbibe human, spiritual and cultural values.
3. The spirit of unity in facing challenges.
4. The ever-expanding role of women in nation building
5. Sustain empathy for the poor and lesser privileged in the society.
6. To keep our planet livable for the future generations by promoting sustainable living while keeping the campus environment and ecologically friendly.
7. Create passion for learning and specializing in niche fields.
8. To have an excellent academic ambience in the campus.
9. Help the students in achieving their goals
10. To shape the students into responsible Indian citizens

### **III. NAAC and its impact**

As mentioned, All Saints' College, Thiruvananthapuram, was one of the first few institutions in Kerala to approach NAAC for accreditation. The assessment of the NAAC teams had helped a great deal in comprehending our strengths and weaknesses. This has paved the way for a slew of developments in continuous and consistent enhancement of quality. The present Master Plan also is the result of such inputs from the NAAC visits.

The establishment of IQAC in the college aids the close monitoring of academic and extra-curricular activities. The IQAC of the college and various committees under it have helped in sensitizing the stakeholders in maintaining and striving for better quality in academics, discipline, documentation and contributing to the needs of the society. The IQAC will have a greater role in monitoring and implementing the different projects in the Master Plan.

### **IV. Infrastructure Development**

The campus of All Saints' College, Thiruvananthapuram, is situated very close to the Shangumukham Beach of the Arabian sea in Thiruvananthapuram district of the state of Kerala. The college is in the midst of lush green trees and gardens in an idyllic setting. The campus has a total area of 36 acres which is sufficient for the development envisaged in all the three Phases.

When it becomes an autonomous college, it has to increase the infrastructure taking into consideration the ambience of the surroundings and the need of the students, faculty and administrative staff. The management will approach the relevant regulatory bodies for providing the necessary approval in the I Phase itself. When it obtains the autonomy additional infrastructure will be provided by Phase II. The additional buildings and other infrastructure will be based on the new programmes and sanctioned strength of students and number of additional faculty and staff.

The college now has 1965 students on rolls. The strength is expected to increase to 2250, 3300 and 4000 respectively at the end of Phases I, II and III. The number of teaching and non-teaching staff will also grow proportionately. The increase in infrastructure will be based on these aspects.

Strength of students Year 2022	I Phase	II Phase	III Phase
1965	2250	3300	4000

In Phase I the following additional constructions are planned:

- Roof Top Solar Panels for all buildings
- Installation of Power Generators for uninterrupted power supply
- Additional rain water-harvesting structures
- Establishment of a Weather Station
- Five classrooms- with all state-of-the-art facilities
- Augmenting the facilities for differently abled and transgenders
- Modernizing the present auditorium into a state-of-the-art one with a seating capacity of 1500
- A conference hall
- Full-fledged indoor stadium with a Badminton court and Volley ball court
- One-man branch of a Bank and ATM

In Phase II Period

- Additional 15 classrooms/laboratories
- Increasing the capacity of the Computer Centre with 100 computer terminals
- Additional rooms in the hostel for accommodating 300 students
- Five rooms in the hostel for visiting parents
- 3 rooms to be set apart for Business Incubation/Start ups
- Overnight stay facility for faculty and administrative staff
- International Student Hostel to accommodate ten foreign nationals

In Phase III

- Geoinformatics Laboratory
- Cube satellite
- Water Testing Laboratory
- 8 additional classrooms
- 5 additional rooms for visiting parents
- International Student Hostel to accommodate 50 foreign students
- Establishment of a full fledged canteen
- A fully air-conditioned Seminar Hall
- Paramedic room
- Recycling facility for waste water

The college campus is already eco-friendly. Given below are some new initiatives that will be practised during the three phases:

- Vermi-composting
- Material recovery and recycling of dry waste
- Continuing with Green and Energy Audit periodically
- Water Audit
- Awareness generation on the campus plants and birds
- Organic waste treatment
- Planting fruit bearing trees for birds and animals
- Enlarging the medicinal plant garden
- Butterfly Garden
- Miyawaki Forest
- Stall for selling fish procured by the local community and fish products



The additional facilities are expected to make the life of students, faculty, administrative staff and guests in the campus more comfortable and affordable.

#### **V. Curricular Revisions and New Academic Programmes**

ICT has complemented, enriched and transformed the field of education as never before. When we think of new programmes in colleges they should be able to meet the demands of the research and job market not only at the national level but also at the international level. Unlike earlier years, the curriculum is modified at short intervals considering the fast developments that are taking place around us. Extensive and intensive discussions will take place with stakeholders before curricular revisions take place. Online and offline workshops are conducted by the University before finalizing the changes and transferring them to the affiliated colleges. Once the college becomes autonomous this responsibility will be that of the college. The services of both national and international academic experts, industry experts and researchers will be utilized in such exercises. An independent and competent Board of Studies has to be constituted for each programme/subject. Choice based credit system will continue to be in vogue offering students a wide choice of subjects. The college will accept new ideas and concepts that will be beneficial to the students wholeheartedly.

In the coming years the college will introduce innovations in teaching practices by offering training programmes for our own teachers and teachers of other institutions. The college will continue with the practice of encouraging peer learning, discussions, seminars and field visits.

The curriculum will be designed in such a way that the students are employable after the completion of a programme. Sufficient training will be given to the faculty to handle the newly designed and introduced programmes. Under the Finishing School of the college special training in soft skills including English communication and computation skills will be given to the students

All Saints' College, Trivandrum is well known for maintaining diversity and giving opportunities for various sections, including the marginalized, in society. The college is committed to uphold the high values in society and inculcate the same in the students and faculty.

While moving to the autonomous mode the college will make the evaluation system more transparent and student friendly. The management and faculty will try to have a totally fair, systematic and effective evaluation of students. The Controller of Examination, when appointed, will publish the examination manual and calendar at the beginning of each semester in the website of the college. The evaluation will be, as far as possible, computer-based with minimum manual intervention when it switches over to the autonomous status in the second phase. On an experimental basis, the examination model in which students can carry text books with them to the examination hall will be tried.

Each programme in the college will have a project component and internship component. Students will have the choice of studying a foreign language (French/German/Japanese), in addition to English, during the course of their study in the autonomous set up. Add on courses will be provided to enhance the employability of students.

The college has plans to have links with premier institutions like Indian Space Research Organization, Indian Institute of Space Science Technology, Digital University of Kerala, Brahmos Missile Research Centre, and various software giants in Technopark- which are situated in the vicinity of the college. With the permission of the Regulatory Bodies the college will try to give training by experts outside the state/ country to the students. Wide publicity about the college, the programmes offered and the facilities available will be made outside the country in Phase I itself. Every effort will be made to attract women students from foreign countries, especially South-East Asian countries to the college.

The college is sensitive to the demands of the job market, research and national needs. Hence offering diversified programmes become the responsibility of autonomous colleges. The college proposes to

introduce programmes like M.Sc. Planetary Science, M.Sc. Artificial Intelligence and Robotics, M.Com. (Tourism Studies) and such programmes that may become the need of the day. Existing faculty will be encouraged to specialize in such fields.

All Saints' College, Thiruvananthapuram is prepared to design and introduce under graduate and post graduate programmes in Arts and Science when it becomes autonomous. It is not practical to foresee the demand of many subjects 15 years from now. The college will not hesitate to do away with non-demanding subjects and introduce subjects that are in tune with the times.

#### **New Academic Programmes and New electives: Phase I**

Course planned for PHASE I	Social relevance	Contribution to national development	Employability, needs and demand
B.Sc. Industrial Fish and Fisheries	The wards of fisherman community in the neighbourhood of the college will be immensely benefitted	Will help in the establishment of fish hatcheries and export-based fish processing units that will add to the national income	Will increase the employability of students who complete the programme.
B.A in Feminism and Social Justice	To help the marginalized women in our society	Sensitization of women will bring revolutionary changes in our society and this in turn will contribute to the national income	NGO's, Print and Electronic media
New Electives Planned 1. Geoinformatics for M.Sc. Environmental Sciences 2. Remote Sensing for M.Sc. Physics 3. Women Health and Human Rights 4. Limnology 5. Marine Conservation			

#### **New Academic Programmes: Phase II**

M.Sc. Robotics and Artificial Intelligence	Robots and AI are increasingly playing pivotal roles for the welfare of human beings in every walk of life. Robots may replace human beings in strenuous and dangerous jobs. AI and Robots will become part of our life in the near future.	Robots will be employed everywhere and AI will become part of every gadget that we use.	Immense job opportunities in the application of AI and designing of Robots in India and foreign countries
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B.Sc. in Marine Sciences and Geoinformatics	Kerala has a coastline which is > 500 km long. There is no institution offering such a programme in this part of the country	The programme will help the candidates to contribute to the national income through Geoinformatics, once they complete it.	Government Departments related to ports and fisheries and organizations working for the welfare of coastal population
B.Sc. in Marine Sciences and Geoinformatics	Kerala has a coastline which is > 500 km long. There is no institution offering such a programme in this part of the country	The programme will help the candidates to contribute to the national income through Geoinformatics, once they complete it.	Government Departments related to ports and fisheries and organizations working for the welfare of coastal population
M.Sc. Space and Planetary Sciences	Space and planetary sciences are emerging branches of Science. They will help us to know more about the cosmos and also use them for communication and several areas of human needs.	The achievements of India are known to everyone. Similarly, there is a need for finding resources from other planetary bodies also.	The demand for experts in this field is growing day by day.

### New Academic Programmes: Phase III

Community College	The college is situated in a coastal area where women would like to pursue short-time courses to enhance their lifestyle and get into employment at the earliest.	The certificate courses will help the students to get employment quickly	Employment in nearby Industrial estate and entrepreneurship
Designing and launching of Cube Satellite	With help from ISRO	Recognition for the college and M.Sc. Space Physics and Planetary Science students	Employment in ISRO, IISST, and private agencies in India and abroad

### **\*\*COMMUNITY COLLEGE IN ALL SAINTS' COLLEGE, THIRUVANANTHAPURAM**

"It is estimated that by about 2025, India will have 25% of the world's total workforce. In order to harness the full demographic dividend, India needs an educational system which is of high quality, affordable, flexible and relevant to the individuals, economy and to the society as a whole."- Scheme of Community Colleges for Universities and Colleges, UGC Report.

Keeping the above observation in mind All Saints' College Thiruvananthapuram is planning for a Community College in the same campus in Phase III.

General The Community College will offer a wide range of courses to students in order to help their skill enhancement and prepare them for a university study later. They will provide students with affordable post-secondary education and prepare them for future endeavours of life. As the name suggests, the

college will cater to the local needs and will be open to women. Many students in India wait for such an opportunity. The college will help job-seekers get their first entry-level job by teaching them necessary skills in different fields. It will provide the students flexibility of learning and help them in coping with everything at their own pace without any pressure. It will also provide the students the opportunity to discover new things about themselves and find out what is best. The college will preserve and promote the cultural heritage of the region, (art, craft, handicraft, music, architecture etc.) through appropriately designed curriculum with proper assurance of employment including self-employment and entrepreneurship development. Everyone demands trained professionals in order to carry out work. Community colleges play a big role in developing technical and vocational skills for students. As the community college will be smaller than traditional colleges the students get more personalized attention.

While selecting the host institution for the Community College UGC will give preference to Autonomous Colleges; hence our college which expects to get autonomy in the second phase, would like to start a Community College in the third phase. Moreover, UGC prefers such colleges which have proximity to the local industry partners, address local job requirements and/or youth aspirations of the region for starting Community Colleges. These factors are favourable in the case of our college. In order to make education relevant and to create an 'industry fit' skilled workforce, the Community College will be in constant dialogue with the industry.

**Objectives-** The main objectives for the proposal to start the community college are :

- (a) to make higher education relevant to the learner and the community
- (b) to provide skill-based education to those students who are actually interested in getting into a job at the earliest
- (c) to provide employable and certifiable skills to Senior Secondary School pass-outs
- (d) to provide for up-gradation and certification of traditional / acquired skills of the learners irrespective of their age
- (e) to provide opportunities for community-based life-long learning by offering courses of general interest to the community for personal development and interest
- (f) to provide an opportunity for vertical mobility to move to higher education in future
- (g) to provide entrepreneurial orientation along with required skill training for self-employment and entrepreneurship development

**Infrastructure** - The earmarked buildings and premises, library and laboratories existing in All Saints' College will be made available in the formative years. New infrastructure will be created in subsequent years for face-to-face delivery of skills and hands-on practice

**Eligibility For Admission and others** - The minimum educational qualification for admission to the Community College will be class 12 pass or equivalent from any recognized board or university.

**Faculty-** Would typically consist of existing faculty with the college and a pool of guest / visiting / part-time faculty taken from either the industry NSDC approved training partners for imparting skills. There will be a mix of permanent / part-time / guest / visiting and adjunct faculties in the Community College.

**Fee-** As per UGC guidelines

**Assessment-** As per UGC Guidelines

**Certification-** as given in the UGC Guidelines

**Grant-in-Aid-** Expects Rs 50 lakhs/course from UGC; plans to start 4 courses in the first year and after



every four years 2 new courses will be started. Public-Private-Partnership also is envisaged on the lines of UGC regulations

Job-oriented Certificate Courses will be designed and offered during Phase I as week-end courses to enable students of the college and employed women to attend. Courses that will encourage entrepreneurship will be offered from Phase I itself.

## **VI. Faculty Development and Welfare**

History shows that the success of any educational institution depends largely on the quality of faculty. Keeping in mind this aspect the management has been recruiting well qualified and brilliant candidates as teachers. Faculty members will be encouraged to pursue Ph.D and Post-Doctoral programmes in Indian and foreign Universities as part of the efforts to expose them to research and continuous learning. It is aimed to have 40%, 60% and 80% Ph.D. degree holders as faculty at the end of the Phase I, II and III respectively. Eminent academics and experts from industries will be invited to address and share their experience with the faculty in a periodic manner.

The college always has encouraged the faculty in undergoing orientation and refresher courses offered by the UGC-HRD Centres and other academic bodies. From Phase II the college plans to conduct short-term courses/training programmes in selected subjects for teachers belonging to other institutions.

The college will take all efforts to encourage the members of the teaching faculty to present papers /participate in National and International seminars. Teachers will be encouraged and given financial support to pursue research and publish their findings in reputed journals. The college has plans to see that there is an appreciable number of publications in journals and participation in seminars and conferences at the end of each Phase (See Table). Teachers also will be motivated and encouraged to apply for research funds from UGC, DST, ISRO, DOD, ICSSR, KSCSTE etc.

Faculty members will be motivated to take up consultancy work so that the individual teacher and the institution will be financially benefitted. By the end of Phase III 10 members of the faculty are expected to take up consultancy work.

The college will organize national/ international seminars/conferences/workshops at regular intervals in all Phases.

The college proposes to sign MOU's with other institutions and industries when it becomes autonomous in the second Phase.

The college will arrange training for faculty to effectively use ICT for the benefit of students as well as the society. By the end of the II Phase itself all the class rooms will be converted to smart types.

As the college is under the aided stream, teachers are eligible under the statutory/contributory pension scheme once they attain the age of superannuation. They also are covered under Group Insurance and Health Insurance Schemes. Non-teaching staff also enjoy pension and insurance benefits similar to that of the teaching staff.

### **Faculty Profile**

<b>FACULTY PROFILE</b>	<b>PHASE I</b>	<b>PHASE II</b>	<b>PHASE III</b>
Ph.D. holders	70%	85%	100%
Approved Ph.D. Guides	30%	50%	75 %
Number of consultants	5	7	10
Faculty presenting Papers in International Seminars	5	15	25



Publication in International journals	5	10	20
Publication in UGC approved journals	30	50	100
Publication of books	2	5	10

## VII. Student services

Higher Education envisages better employment opportunities and research. This is especially true for women in our country. The college, which is exclusively for women takes every effort to see that women are empowered to get their due share in nation building. Special focus will be given to the first-generation learners who on getting employment can motivate many in their neighbourhood. Those students who are passionate about research continue their studies by joining Ph.D programmes in India and abroad. Those who would like to take up jobs see the UG/PG programmes as terminal programmes. Therefore, it is the responsibility of All Saints' College, Thiruvananthapuram to make the students capable for taking up jobs/research by the end of their study. The college website will periodically provide information on the job opportunities, and avenues for pursuing Ph.D programmes/ higher diplomas. Enhancing campus placement will be given much more focus in the coming years. Presently the college has limited linkages with organizations and recruiting agencies. This will be strengthened so that at least 50% of the enrolled students leave the campus with a decent job in their pockets.

The Career Guidance and Placement Unit of the college will take up every effort, from the very first semester of the programme itself, to sensitize on the need for entrepreneurship / a job / a research degree for better empowerment and better financial stability. Trained counsellors in the college and from outside will provide all support for the students in this regard. Special coaching will be provided to students for getting better employment.

The Army, Navy and Air force of India have opened their doors for employing women in every category. This opportunity will be made known to students so that they get into office level positions in the defence forces. Special training will be provided for students who wish to take up employment in our defence forces. This training programme will start from Phase I itself; it will be continued in the II and III phases.

Post graduate students will be sensitized and given suitable coaching for appearing for UGC-CSIR, UGC-NET, Indian Statistical Institute, various private Universities' examinations for pursuing Ph.D programmes.

The college will revamp the activities of the Alumni association from Phase II onwards and try to enlist the support of alumni for getting employment for our students in India and abroad.

Special efforts will be made by the college to have a Counselling centre in the college to help the students to overcome their emotional problems. Separate rooms will be provided from Phase II onwards for Counselling.

All students are covered by medical insurance. They will be made to undergo medical check-up in the first semester of their course itself. The service of a female paramedic will be made available in the college from the second Phase, when it attains the autonomous status. The college will try to have an M.O.U with a reputed hospital to tackle emergency medical situations.

## VIII. Extension Activities

All Saints' College, Thiruvananthapuram established for the upliftment of the coastal population and marginalized section of the society has been in the fore front of social service since its inception. This is reflected in the goodwill of the people who reside close to and nearby the college. It has good links with organizations who work for the empowerment of fisher women in the neighbourhood. Students, faculty and staff of the college are always enthusiastic in organizing relief work, and participating in programmes like tree conservation, removal of plastic from the neighbourhood, cleaning of water



resources etc. When the college becomes Autonomous in the second Phase students will undertake projects related to these aspects which will fetch them additional credits. During Phase III, those in the community college will have more roles in such activities. Certificates will be issued to them once they complete such a task.

The college is committed in building a socially committed generation of students. The college plans to give training for entrepreneurship development for women in the coastal areas by sensitizing them on the need to generate more income and better their life circumstances. Special efforts will be made among women in the locality to sensitize them on the need for resisting violence, especially gender-based, at homes and public places. Online workshops and offline sessions will be held for the same. Many a time we find reluctance on the part of women from coastal and rural areas to take up leadership roles. The college will take steps to enlighten them on the opportunities available. These activities will be continued from Phase I

Activities like geriatric care, palliative care, blood donation, organ donation, relief for victims of natural calamities like floods etc. will be promoted among students so that they become more empathetic to the needy in the society. These will bring credits for students from Phase II onwards.

The college campus has already been declared as free from alcohol, tobacco and drugs. This healthy practice will continue in the coming years also.

Promoting Yoga will not be confined to the celebration of International Yoga Day only. The service of yoga experts will be made available on a continuous basis to improve the health quotient of the students. Special space will be allocated in the campus in Phase II.

#### **IX. Extracurricular and co-curricular activities**

The college is known for encouraging sports and games among students. The infrastructure for sports and games will be enhanced from Phase II itself. The college has two full time Physical Education faculty. The additional facilities envisaged in the first phase include a full fledged indoor stadium with Badminton and Volleyball courts. In the second phase courts for Basketball and Tennis will be provided. In the final phase a swimming pool is also envisaged.

The following facilities are to be added in the 3 phases:

PHASE I	PHASE II	PHASE III	OUTCOME
Volleyball Court Indoor- 1	Basketball Court Outdoor- 1	Swimming Pool (50 m Length)	Winners in State / National / International events
Badminton Court Indoor –1.	Tennis Court Indoor –1		Winners in State / National / International events
	Table Tennis 2 tables	Table Tennis 2 tables	Winners in State / National / International events

Training in Self-defence will be provided for the students as they are more vulnerable to physical attacks when they move alone.

Leasing/renting out sports facilities to other women institutions, and women employees of companies to conduct their sports meet is expected to generate additional income for the college.

Students of All Saints' College excel in many events in the Arts festivals conducted by the University and other agencies. The college gives the participants all encouragement. This practice will be continued in the coming years also.

## **X. Academic Collaboration**

The college plans to have collaborations with institutions of higher learning, industries and academic experts. MOU's will be signed with both foreign and Indian Institutions so that the students will be exposed to cutting edge research. They will also enjoy facilities for internship, joint research and dissertation projects and research publications. These collaborations will bring the college into the limelight and both faculty and students will be benefitted.

## **XI. Internships and Projects**

When it becomes an Autonomous institution, it will be mandatory for each student admitted to do an internship outside the college and a project for the completion of a programme - due number of credits will be provided.

Faculty will be encouraged to take up projects of UGC and agencies like ISRO, TISS, DST, DOD, ICAR, ICSSR, KSCSTE etc. Research related to Marine Sciences, Coastal Environment, Women Empowerment and fishermen community will be encouraged.

## **XII. Academic/Sports/ Games Programmes planned**

The college campus should bustle with activities throughout the year. Each student will have the opportunity to excel in some field be it academics, arts, sport or games. The raw individual should move out of the campus after the programme as a responsible and confident person and hold her head high. The campus will continue to promote religious and communal harmony, respect for elders, different cultures, languages and nationalities. Ample opportunities will be given to the student to bring out her talent. The National/International Conferences/Workshops/Seminars, Sports and Games Competitions, Arts competitions, Cultural events etc. that will be organized at periodical intervals in the college will give the students enough opportunities to interact with a cross section of our society and people from other nations. This will also give students a chance to become good organizers.

## **XIII. Research, Consultancy and Extension**

- a. All Saints' College, Thiruvananthapuram has received a good ranking by NAAC in the last three cycles and expects a good ranking in the fourth cycle also. The college has 67 teachers out of which more than 65% (43 nos) are Ph.D Degree holders. Moreover 11 teachers are approved Research Guides of the University of Kerala. Now the college plans to have better output in research and consultancy and extension. The college plans to provide additional facilities for the research guides and research scholars who are under their supervision. The facilities envisaged are given below: Better equipped research-oriented laboratories
- b. Separate sections for research scholars in the library with internet connected computers
- c. Online subscribed reputed national and international journals
- d. Extended working hours for the library and laboratories
- e. Sufficient scholar friendly furniture
- f. Suitable recognition for publication of papers in approved journals

When faculties and research scholars are recognized as experts in their respective field, there will be demand from Government and private agencies for their services. This will result in consultancy services that will bring additional income to the researcher and the college. The college will have a Consultancy Cell on the lines of those in universities. Such a cell can reach out to the society and industries.

Extension activities can be in the form of sensitizing under educated and uneducated women on their rights. This is especially true for a college situated in a coastal area where many women are reluctant to



opt for higher studies and employment. Collaborative research with electronic and print media houses will give a better reach for their findings.

#### **XIV. Strengths, Weaknesses, Opportunities and Challenges**

The NEP 2020 and approach of the Government of Kerala are encouraging and All Saints' College, Thiruvananthapuram is expecting Autonomous status in Phase II as envisaged in the Master Plan. The Strengths, Weaknesses, Opportunities and Challenges have been arrived at after detailed discussions with the stakeholders. These are given in the Table:

<b>Strengths</b>	<b>Weaknesses</b>
<ol style="list-style-type: none"> <li>1. Committed Management</li> <li>2. High speed Broad-band services (110 Mbps) with Wi-Fi</li> </ol>	<ol style="list-style-type: none"> <li>1. Many first generation learners</li> <li>2. Limited staff and students exchange programmes</li> </ol>
<ol style="list-style-type: none"> <li>3. Library, Transparent Evaluation system</li> <li>4. Meritorious and highly motivated Faculty; 65 % are Ph.D's</li> <li>5. Commitment to Values and ethos</li> <li>6. Academic collaborations with reputed institutions.</li> <li>7. Curricular and extra-curricular activities aimed at making the students responsible citizens</li> <li>8. Community oriented services.</li> <li>9. State-of-the-art infrastructure.</li> <li>10. Well maintained and beautiful campus</li> </ol>	<ol style="list-style-type: none"> <li>3. Lack of an athletic stadium and swimming pool.</li> <li>4. Absence of play centre facilities to engage the children of staff after school</li> <li>5. Non availability of Banking services</li> </ol>
<b>Opportunities</b>	<b>Challenges</b>
<ol style="list-style-type: none"> <li>1. New Educational Policy, 2020</li> <li>2. Funds from agencies like UGC, RUSA</li> <li>3. New jobs and research facilities</li> <li>4. Rapport with industries, organizations and among local communities</li> <li>5. Alumni across the nation and abroad</li> </ol>	<ol style="list-style-type: none"> <li>1. Autonomous status will add more responsibilities</li> <li>2. Continue to keep the college open for all sections of the society</li> <li>3. Mobilization of sufficient funds in time</li> <li>4. Economic, social and educational backwardness of many parents</li> </ol>

#### **XV. Campus Development**

The campus has to be developed for the projects contemplated in the Master Plan. Construction of new buildings for class rooms, laboratories, sports and games facilities is imperative for moving forward. Hopefully the present area of the campus will be sufficient. In addition to the buildings, furniture, laboratory equipment, sports equipment and computers will be needed for the expansion of activities. The funds for these are expected to be obtained from the following sources:

1. Grant from UGC and the Government of Kerala
2. RUSA
3. Contribution from management
4. Income from Fee collection
5. Research Grants
6. Consultancy

7. Revenue from rentals
8. Contribution from alumni
9. Organizing festivals
10. Fee from foreign students

#### **XVI. Autonomy for the college**

The excellent facilities in the college campus, well-qualified faculty, very good track record and consistently good ranking by NAAC have emboldened the stakeholders to go for autonomy of the college. The management and the faculty very well know that switching over to Autonomous status has many challenges- nod of the UGC, government and University authorities, unstinted support of the Management, the willingness and whole-hearted cooperation of the stakeholders, better infrastructure, willingness of administrative staff and cooperation of the society. For this elevation, more manpower and sufficient funds are very important.

The present Master Plan has been prepared after careful thought and extensive discussions at different levels. The Management and faculty hope that the UGC, Government of Kerala and other Central and State regulatory bodies would appreciate and approve the Master plan to make All Saints' College, Thiruvananthapuram an Autonomous College by Phase II.



**ALL SAINTS' COLLEGE**

**THIRUVANANTHAPURAM -695007**

**RE-ACCREDITED WITH A-GRADE BY NAAC**

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