



ALL SAINTS' COLLEGE THIRUVANANTHAPURAM

STRATEGIC PLAN

2020-2023

HISTORY OF THE INSTITUTION

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' 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 an oasis. 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 16 June with 148 students. By the year 1977, All Saints' had 2,080 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 Française by the French Embassy at Trivandrum, the study of spoken French was facilitated. Richard Graham, a professor from London University, who visited our 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 postgraduate 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 its existence at its permanent campus. A tiny seed sown here had grown into a big tree, widening the spheres of knowledge.

By the blessings of God 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 the year 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 postgraduate course in English, the Commerce department of All Saints' introduced M.Com in the year 1995. In the year 1997, the Department introduced yet another B.Com degree course: Tourism and Travel Management.

In the same year, a beautiful greenhouse was set up on the college campus. B.A. Communicative English was introduced in the year 1998. The year 1999 was indeed a blessed one. 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, rainwater 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 postgraduate course in M.Sc. Environmental Sciences, which was initially a self-financing course, was regularized with the approval of the Government of Kerala. The postgraduate Department of Environmental Sciences was constituted as a separate department on 11 October 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 undergraduate sciences.

In the year 2013, All Saints' College celebrated its Golden Jubilee, marking 50 years of academic excellence and service. Fifty years have passed since the etching of the dream of our foundress Mother Mary Veronica and our beloved Managers in golden letters. In 2016, the college was re-accredited by NAAC with Grade A, marking the recognition of the significant efforts of the institution in generating a sustainable impact through education.

A debt of gratitude is owed to the leaders who have made the institution what it is today. In 2020, the UG Physics department was upgraded to a postgraduate one.

The activities of the IEEE HAC Community of Practice in the college were inaugurated with a one-day 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 30 October 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 2 May 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 is 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 becoming whatever the student needs it to be. The vast open spaces now have places to sit around and discuss or just connect. The institution recognises the need for such a peer support system and quietly provides the same. 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 with 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 are ensuring 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 install 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 needed.

STRATEGIC PLAN 2020-2023

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.

MISSION STATEMENT

Mould citizen-leaders for our society and inspire lifelong learning through our commitment to the transformative power of liberal education.

CORE VALUES

Ethics and Dignity
Integrity
Diversity
Accountability
Participative and Progressive

EVOLUTION OF THE STRATEGIC PLAN

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 Mother General, Manger, Rev. Mother Mary Frances and she 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 Col. 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 Head 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, followed by his talk on 'Transforming Institution'. 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. 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 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 class rooms.

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 Immauvell 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 Manger Rev. Mother Mary Frances called a staff meeting on upon returning to All Saints and briefed the staff about the need of a strategic plan from 20-23. All the heads of the departments were given the responsibilities to frame the strategic plan of their respective

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 was over, 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. After the discussion, the vision and mission statements were finalized. Eventually the final chart of the strategic plan of the institution was framed and submitted to the Manger Rev. Mother Mary Frances for concurrence.



ALL SAINTS' COLLEGE
THIRUVANANTHAPURAM

INSTITUTIONAL PLAN

ACTION PLAN 2020-21

- Faculty will be directed to attend capacity building programmes like orientation, refresher and short-term 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)
- Building intellectual capital towards the creation of a knowledge society
- 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 talk 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 department
- 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 there by create linkages.
- Faculty attending skill based course 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.
- 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
- Purchasing of 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 a greater number of e-content development in Swayam-NPTEL
- Start more add-on and certificate courses considering the changing interests of the students
- Upgrade PG Department of Physics to Research Centre



ALL SAINTS' COLLEGE
THIRUVANANTHAPURAM

Departmental Strategic Plans

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

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 Implementation	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 Communication	Add-On courses on English for Media	Add-On Course on Creative Writing

Generate content for supplementing classroom teaching	Integrating self-created material with syllabus	100% of syllabus allotted to be hosted online as downloadable content	Dr. Sr. D'Souza Pascoela Adelrich	Creating YouTube channels for all teachers. Google Classroom to be made mandatory. Teachers in-charges create classrooms for each paper and monitor material hosted. Each teacher hosts 40 minutes worth of lectures per week. Review lessons to be held as live lectures. Online assignments and valuation.	Activities from previous year to be carried over. Dynamic sites to be created for every semester. 70% of syllabus to be hosted on these sites. One introductory lecture per paper to be made mandatory. Students to host 1 online presentation per paper. Online content creation and evaluation for Add-on courses.	Activities from previous years to be carried over. Three lectures 1 Regional 1 National 1 International To be conducted through video conferencing. Ten students to be selected for being co-partners in content creation and testing
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TEACHING AND LEARNING PROCESS

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Pedagogy	Workshops on Pedagogy for a Stratified Classroom Peer evaluation	Two workshops on evolving pedagogical systems Critical analysis sessions within the department	Dr. Liji Varghese	One workshop	One workshop Initialise critical sessions	Assess the effectiveness of evaluation
Faculty improvement and capacity building	FDP Exchange programmes QIPs Faculty Exchanges	5 FDPs 4QIPs Three faculty exchange	Dr. Liji Varghese Ms. Diana V Prakash	One FDP Two QIPs One faculty exchange	One FDP One QIP One faculty exchange	Two FDPs One QIP One faculty exchange

	National and international webinars/seminars	programme 4 national and 2 international webinars/seminars	Dr. Sonya J Nair	One national seminar	One national and one international seminar	Two national and one international webinars/seminars
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RESEARCH

Course of Implementation	Focus Area	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Establish research partnership with universities in India and abroad	Collaborative research	One national and one international collaboration	Dr. Sonya J Nair	Identify institutions with common areas of research interest	Establish channels of communications, conduct feasibility studies and sign MOUs	Carry out research in a time bound manner
Develop thrust areas and research protocols	Research orientation	One Scopus/UGC approved publications per faculty and research scholar One research paper/national/international presentation per PG student	Dr. Sonya J Nair	Organize work in progress conferences, introduce rigorous mentorships-3	Stratify systems of publication for faculty and students. 3 research mentorships to be offered 4 PG level research internships 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 Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Infrastructure revival	Make the language lab operational	Optimise departmental resources	Ms. Sapna Srinivas	Conduct a feasibility study of using the language lab for training employees. Offer monthly sessions to our students. Each faculty to create a module for the lab	Take up an ELT project centred around the lab	Carry out ELT Studies by using in-house resources and expertise
Online Repository	Upload concept frameworks to MOODLE and Google Classroom	Fluid classrooms	Dr. Rajasree M S	Two training programmes for the faculty. Content creation- each faculty one module each. Classroom protocols to be instituted	Two modules to be created and hosted on SWAYAM and NPTEL	Four modules to be hosted on SWAYAM and NPTEL
Young entrepreneurs	Facilitate content and business protocols for startups	Use resources beyond the ambit of Curriculum Employment Generation	Dr. Sonya J Nair	Training Centre for Business Communication	Expand the scope as per market expectations. Garner internships for students	Placement facilitator

STUDENT SUPPORT

Focus Area	Course of Implementation	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 effectiveness of pedagogical overhaul through assessing student performance. Conduct two intra-departmental fests, one inter-collegiate fest	Optimise plan based on the findings. Implement at least two findings of a study conducted.	Review existing protocols and provide new rubrics. Examine the impact of online modules on academic performance through a five-point assessment system. Implement and monitor consequential schemes.
Student Capacity Building	Intellectual and social investment in students	Student partners	Ms. Kukku Xavier	Students to be recruited as interns in departmental projects. One PG student seminar. One creativity workshop form centre for Performing Arts and Culture	Student volunteers to assist in two departmental outreach initiatives. Students to be trained to host cultural events.	
Bridge Initiatives	Alumni participation	Self-sustaining ecosystem	Ms. Simna Stephen	Two talks by alumni	Initiate alumni mentorship schemes	Placement through alumni

SOCIAL INITIATIVES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Social Inclusion	Communicative English classes for trans-persons	Goodwill and social commitment	Dr. Sonya J Nair	Diploma course in Communicative English in association with Trans-Gender Justice Board	Diploma Course in Business English	Diploma Course in Office Communication Hospitality sector specific communication skills to be offered.
	Adult Learning	Community Outreach	Dr. Sonya J Nair	Project to assess effectiveness of graduate programs among students of coastal areas of Thiruvananthapuram (in collaboration with the department of Commerce, All Saints' College, Tvpm)	Reach out to parishes to organize classes in Spoken English and supplementary programmes for school children.	Publish studies based on the findings. Devise alternate methods of effective instruction and implement the same.

BEST PRACTICES

Focus Area	Course of Implementation	Targets	Faculty in-charge
Social Engagement	Outreach	Empowering society through language	Dept. of English
Research Commitment	Collaborations, Linkages, Stakeholder capacity building	Working towards universal goals	Dept. of English
Corporate Structure of Management	Strengthening chain of command, Accountability and inclusiveness	Professional style of functioning, stakeholder satisfaction, reduce work-related fatigue.	Dept. of English

DEPARTMENT OF HISTORY & POLITICAL SCIENCE

VISION

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 Implementation	Targets	Person In Charge	2020-21	2021-22	2022-23
Curriculum Enrichment	Skill Enrichment	1 Certificate Course	Dr. Parvathy Menon	Life skills training in association with CMD, Tvpm	Continue the course	Continue the course
To create interest and develop skills in local history writing	Research Orientation Programme	1 outcome based training programme	Dr. Vijaya Kumari K.	Talk on research methodology in history Visit to KCHR	Hands on training in research and academic writing	10 paper presentations by students at seminars and conferences

					in history	
Supplementing the University curriculum	Certificate course	2 training programmes 1 exhibition	Dr. Lekha Rani M.L.	Epigraphy	Paleography	Exhibition of manuscripts in association with Archives Department

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person In Charge	2020-21	2021-22	2022-23
e-content development	Technology embedded education	1 QIP 6 modules of self-generated content	Dr. Parvathy Menon	In-house workshop on e-content generation. 1 Assignment to be hosted on MOODLE	1 module to be developed 1 Assignment and 1 Quiz	2 modules to be developed · 2 Assignments and 1 Quiz on MOODLE to be continued ·

Inclusive education	Addressing the issues of differently abled students	2 talks 1 vocational programme 1 skill enhancement programme	Dr. Lekha Rani M L	1 workshop for identifying latent skills 1 motivational talk	Training programme for self-employment	Income generation through ensuring local sales outlets for their products
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RESEARCH INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Research	Publication in CARE List Journals	8 publications within 3 years	Dr. Vidya Nair	4 publications	At least 2 UGC CARE list publication per faculty	At least 2 international publication per faculty
Promoting Universal Goals	Through clubs promoting : Human 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 Women's Commission 1 lecture in collaboration with Legal Services Authority respectively	seminar on Legal awareness
	Gandhian Thought	1 workshop 1 seminar	Dr. Lekha Rani M.L.	Observance of days of national importance	Workshop on Self-Employment	Seminar in association with Gandhi an studies cell,University of Kerala
	Electoral literacy	2 awareness classes 1 training				

			Dr. Vidya Nair	Awareness program on universal Adult franchise	Hands on training on the use of electronic voting machines	Community awareness programme
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LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Adaptive Learning Resources	Supplementary course materials	25% of total class content	Dr Vijaya Kumari K.	Module wise introduction of content	Subject-wise introduction of content	ERUDITE lectures and similar talks as introductions
	Expansion of heritage museum	50% increase in artefacts	Dr Parvathy Menon	10% of increase in the number of artefacts	20% of Increase in the number of artefacts	20% increase in the number of artefacts
	Visit to places of historical and archeological relevance	1 visit per year and preparation of tour reports	Dr Lekha Rani. ML	Hampi (Heritage site), Karnataka	Badami Caves, Karnataka	Mahabalipuram, Tamil Nadu

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Career Guidance	Civil Service Orientation in association with ALS IAS Academy	3 Lectures	Dr. Parvathy Menon	Orientati on classes	Invitin g external experts	Motivatio nal talk by Civil servants
Academi c Support	Pragya Book Pooling System	30 Books per year	Dr Lekha Rani M L	10 books from each batch	10 books from each batch	10 books from each batch
Broadeni ng student knowled ge base	Extracurricul ar modes of knowledge dissemination	News on constitutiona l affairs, women empowerment, civic responsibilities, trivia	Dr. Vijayakum ari K.	Display boards	Electro nic Display	Program me to be continued

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Quality assurance	Internal Academic Audit	Quarterly review of departmental progression and SAP	Dr Lekha Rani M.L.	Depart mental meetin gs on a monthl y basis, Quarte rly review of SAP	Course of action to be charted as per performan ce in the reviews	Course of action to be charted as per performan ce in the reviews

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Promotion of National Values	National Integration Programme	3 activities in the plan period	Dr. Vijaya Kumari K.	Inter-departmental cultural competitions	Inter-departmental and Inter-collegiate cultural competitions	National Seminar on Constitutional values
Social Outreach	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 Social Renaissance"	Talk on "Vakkom Abdul Khadar – Freedom Fighter"	Dramatic representation of Forgotten Heroes of the Freedom Struggle in Kerala for school students

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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Enhance employability of students	Add-On and Certificate Courses	3	Smt. Jiji Vijayan	Add-On course in Soft Skills development SWAYAM Courses	Add-On Course in Personality development and Public Speaking	Certificate Course in Entrepreneurship and Self Employment

Improve mathematical and quantitative skills of students	Hands on training Practical Classes and workshops	3	Smt. Sunitha L. F	A workshop on Quantitative Techniques in Economics	A national seminar on recent trends and practices in Economics	Hands on training in Econometric Modeling and forecasting
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TEACHING, LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Academic excellence	Organising extracurricular activities –Quiz club, Debate club etc.	4	Smt. Sunitha L .F.	Mock Parliament and Poster making competition	Inter departmental Debate competition	Essay writing competition
Awareness on state of finance	Pre and post discussion of Union and state budgets	3	Smt. Asha K Francis	Current year budget discussion	Pre and post budget analysis	Budget discussion
Felicitation of students	Encouragement to rank holders ,top performers and high achievers	3	Smt. Jiji Vijayan	Felicitation	Felicitation	Felicitation

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Improve the research potential, quality and aptitude	Invited lectures	3	Smt. Asha K Francis	Invited lecture on Research Methodology	Talk on ethics in social science researches	Orientati on on Research Writing and preparati on of Research Report
Research Projects	Apply for research projects	3	Smt. Sunitha L F	Commence ment of at least one Research Project	Research collaboration among Faculty and students	Apply for a major research project
Training in Research Software	Worksho ps and Classes by experts	5	Smt. Jiji Vijayan	Classes on SPSS, Eviews	Introduction to STATA software Creation of links with CDS and GIFT	Introduc ing R and Gretl National Collabora tion in Research Publicatio ns
Research Publications	Publicatio n in peer reviewed journals and collabora tive research	3	Smt. Jiji Vijayan	Minimum three publication s in UGC approved CARE List journals	To be continued	To be continue d

LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Study materials	Uploading study materials in the student portal of college website	10	Smt. Sunitha L F	Uploading study materials	To be continued	To be continued

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Book Bank Initiative	Pooling of books by students	30	Smt. Jiji Vijayan	Practice to be continued	Continued	Continued
Women on Wings Initiative	Self-employment and income generation programme	3	Smt Sunitha L F	Training in self-employment and income generation ventures	MoU with Livewire	Collaboration with Panikar Foundations for imparting training
Student entrepreneurship	Entrepreneurship Development Cell	1	Smt. Asha K Francis	MoU with professional agencies		
Informed students	Setting up of newspaper reading corner and updated bulletin boards	3	Smt Sunitha L F	Revamping of the existing bulletin board	Practice to be continued	Practice to be continued

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Academic Audit by IQAC	Fixing of Responsibility and Accountability	3	Smt. Jiji Vijayan	Teacher log book	Documentation of Feedback from students	Review of Progress

VALUES AND BEST PRACTICES OF THE DEPARTMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Literacy Mission Activities	Extended to the vicinity of college	3	Smt. Jiji Vijayan	One school to be adopted	Extending the program to more schools	Extending the program to marginalized sections of the society
Alumni Meetings	Registered alumni association	3	Smt. Sunitha L.F	Motivational talks and sharing of success stories by alumni	Orientation classes by retired faculty	Alumni-Cultural Fest
Digital Literacy programmes	Computer classes	3	Smt. Asha K Francis	Diploma in Computer Application	Celebration of digital literacy week	Extending digital literacy program to vicinity of the college

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.

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

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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Seminars/ Workshops	Identify areas of contemporary interest	3	Ms. Sangeetha S. Ms. Lissy Bennet Sr. Carvalho Faustina Cicila	1 National Seminar	1 Workshop	1 National Seminar

Curriculum Supplements	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 courses	PG-1 UG-1			PG-1	UG-1

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Online Courses	Encourage online Courses	9	Ms. Sangeetha S. Ms. Lissy Bennet Sr. Carvalho Faustina Cicila	3	3	3

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Community Development	Extension activities in the coastal area	1	Ms. Lissy Bennet	Providing classes on the basic concepts of Accounting	Providing classes on the basic concepts of Accounting and Management	Providing classes on the basic concepts of Accounting and Management in nearby schools.

				and Management in nearby 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 publication	Paper publications by faculty	12	Dr. Reshmi R. Prasad Sr. Carvalho Faustina Cicila Ms. Lissy Bennet Ms Sangeetha S	4	4	4

LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Digital literacy and enhancement support	Dedicated space for industry collaborations 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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Placement	Help students establish industry contact	Talks by eminent entrepreneurs.	Ms. Sangeetha S Ms. Lissy Bennet	Talk on Career Guidance	Talk on Career Guidance	Talk on Career Guidance

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Accountability and performance improvement	Academic evaluation and auditing	Introduce internal and external auditing		Internal and External Audit	Internal and External Audit	Internal and External Audit

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Equity in Education	Pragya-Book Bank Initiative	Ensure equal access to educational resources	Sr. Carvalho Faustina Cicila	Source and supply textbook	Provide access to other learning resources	Help students access books for competitive exams
Consultancy services	Use knowledge of taxation laws to generate revenue	Extend services to faculty	Ms. Lissy Bennet	Filing of Income tax returns of teachers	Filing of income tax returns of supportiv e staff	Filing of Income Tax return for the college and surrounding areas by training PG students

DEPARTMENT OF MATHEMATICS

VISION

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 modeling. 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 Implementation	Targets	Faculty in Charge	2020-21	2021-22	2022-23
Knowledge Enhancement	Workshop on "SAGEMATH"	Once in two years	Ms. Sebina Mathew C	Workshop	Impact Analysis	Upgraded version of the workshop
Hands-on Training	Establishment of Data Analysis Club	3 activities in the plan period	Dr. Sumi A R	Data Collection	Application of data analysis and conclusion	Submission of the project
Skill Enhancement	By signing MoU with Livewire for add-on course	1 add-on course each year	Ms. Shirley Joseph	Add-on course on Skill Enhancement 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 External Agency	3 add-on courses in plan period	Ms. Shirley Joseph	Artificial intelligence for S4 students	Continue	Continue

TEACHING- LEARNING

Focus Area	Course of Implementation	Targets	Faculty in Charge	2020-21	2021-22	2022-23
Online knowledge repository	Digitization of course material and online evaluation	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 submission	100%	Ms. Sebina Mathew	20%	40%	40%
Student Capacity Building	Online Certificate courses in SWAYAM portal	45 students	Ms. Shirley Joseph	10 students	15 students	20 students

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Faculty in Charge	2020-21	2021-22	2022-23
Faculty Capacity Building	Two teachers registered for Ph. D	100% Ph.D holders by 2025	Ms. Renjini Raveendran P Ms. Sebina Mathew C			
	Online Certificate Courses	3 Certificate Courses in the plan period	Ms. Shirley Joseph	1 Certificate Course on Python	1 Certificate Course on Number Theory	1 Certificate course on Graph Theory

	Participation in Seminars	4 Seminars in the plan period	Dr. Sumi AR	1 seminar on Graph Theory	1 seminar on Analysis 1 seminar on Mathematical Modeling	1 seminar on Data Structure
	Staff level training on SPSS in collaboration	1 Workshop in the plan period	Dr Sumi A R	Conduct Workshop	Mentor members of the data analysis club	Activity to be continued
Outreach programme	Selected students to take classes in the nearby schools	20 hours annually	Ms. Sebina Mathew C	Second year students	Continue	Continue

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Faculty in Charge	2020-21	2021-22	2022-23
Career Guidance	Competitive examination coaching	1 per year	Ms. Renjini Raveendran P	20 students	20 students	20 students
	Motivational talks and interactive sessions promoting awareness of opportunities and careers in the subject.	3 sessions in the plan period	Ms. Shirley Joseph	Talk on higher educational opportunities in Mathematics by an expert for Semester II students	Maths Fest	Motivational visit to institutional eminence – Centre for Mathematical Sciences, Trivandrum

LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in charge	2020-21	2021-22	2022-23
Cross-disciplinary instruction	Computational Mathematics for Physics, Chemistry and Life Science students	3 talks on Computational Mathematics in the plan period	Ms. Shirley Joseph	Talk on Bioinformatics and Computational Biology	Talk on Computational Physics	Talk on Computational Chemistry
Applied Learning	Immersive learning techniques	1 learning technique per year	Ms. Shirley Joseph	Fibonacci, fractals in nature	Golden ratio	Mathematical Structures in nature

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Student-Centric Initiatives	Introduction and propagation of learner-centric, experiential instructional techniques	1 project in the plan period	Dr. Sumi A R	Training in Statistical Methodology Identification of problem requiring data analysis within the institution	Data collection and analysis	Presentation and publication of solution in the form of a project
Community Outreach	Use SPSS software to analyze problems of the locality and find solutions	1 project in the plan period	Dr. Sumi AR Ms. Shirley Joseph Ms. Sebina Mathew C Ms. Renjini Raveendran P	Collection of data using questionnaires and interaction.	Completion of the project and reach conclusion	Resolution and publication of the project

DEPARTMENT OF PHYSICS

VISION

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 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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Curriculum Enrichment	Design curriculum tailored to improve specific skill sets and knowledge competency through collaborations with accredited agencies	1) 3 Add-on Courses 2) Diploma Courses	Dr. Anjana PS Dr. Veena Suresh Babu	Certificate Course in MS Excel	1) Add-on Course on Web Design- 2) Diploma Course in Computer Application-	Add-on Course on Data Analytics - Dr. Anjana P S Diploma Course in Computer Application (contd.)-

FACULTY EMPOWERMENT STRATEGIES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
To build faculty capacity	Conduct in-house courses towards QIP	Three Capacity building programmes 2 National 1 International	Dr. Veena Suresh Babu Dr. Anjana P.S	1 In-house QIP Initiative Capacity building programmes	1 National	1 International

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23

Technology integrated learning and evaluation	Introduce E-learning Resources	Assignments and quizzes through LMS for each class. Video conferencing	Dr. Veena Suresh Babu	Ten Assignments and ten quizzes Using 'Google classroom' Video conferencing with students for teaching using Google Meet	Assignments and quizzes Using 'Kahoot' Video conferencing with students for teaching using Google Meet	Assignments and quizzes Using 'Kahoot' Video conferencing with students for teaching using Google Meet
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RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
1. Establish a research centre	Apply for a PG Course Apply for Research Centre	1)1 P.G Course 2)Setting up Research Labs * Materials Science lab-Crystal Growth Dielectric Ceramics and Glasses *Space Physics lab 2) Establish a Research Centre	Dr. Anjana P.S Dr. Deepa M Dr. Veena Suresh Babu Dr. Anjana P S	1. Apply For Govt. Aided P .G Course 2. Establish: Materials Science lab- Dr. Deepa M	Space Physics lab	Establish a Research Centre

2. Knowledge Upgradation	Subscribe to 3 UGC Approved Journals	3 Journals	Dr.Caroline Beena Mendez	Indian Journal of Pure and Applied Physics	Journal of Material Science Research India-Dt. Anjana P S	Journal of Solar and Terrestrial Physics-Dr. Veena Suresh Babu
3. Establish Linkages and Collaborations	Approach research institutes of national repute	Linkages-3 Collaborations -1	Dr.Anjana P S	To collaborate with Christ University, Bangalore	Collaboration with Institute of Physics, Bhubaneswar, NIIST, Titanium	Linkage with VSSC, IRS, Hyderabad IIST-Dr. Veena Suresh Babu
4. Promoting Women in STEM [Science Technology Engineering Mathematics]	Establish Vigyan Shaala Chapter in collaboration with VigyanShaala International, Cambridge, UK	Two hands-on workshops Establish STEM Lab in collaboration with VigyanShaala and Homi Bhabha Centre for Science Education [HBCSE]	Dr. Caroline Beena Mendez Dr. Anjana P S Dr. Veena Suresh Babu	One hands-on workshop- Vidyut	One hands-on workshop- Magnetism	Establish STEM Lab in collaboration with VigyanShaala and Homi Bhabha Centre for Science Education [HBCSE]

LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Technology integrated Learning	Introduce E-learning Resources	E-Content development in LMS E-Content development through SWAYAM and NPTEL	Dr. Anjana P.S Dr.Veena Suresh Babu	1) Organise training programme for e-content development in LMS and Develop 1 e-content 2) Organise training programme for E-content development in SWAYAM and NPTEL 1 module to be prepared	2 modules to be presented through these platforms 1 module to be offered on Fundamentals of Electrodynamics	3 modules to be presented through these platforms 1 module to be offered on One Dimensional Quantum Mechanical Problems

STUDENT SUPPORT PROGRAMME

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
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 Mendez	5 hours of classes including induction [I B. Sc.] Webinar on Ensuring Ethical values 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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
To encourage energy consciousness and conservation 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 fabrication for 50 students in collaboration with Energy Management Cell, Govt. of Kerala	Dr. Anjana P S Dr. Anjana P S Dr. Anjaana P S Dr. Veena Babu Suresh	Talk on energy management for the students including local community *Webinar on “Art of Energy balancing” Dr. Gautam Krishnadas (Alumni, University of Edinburgh. Founder D Time analytics Ltd. , London) *Workshop on LED fabrication for 2nd Year Physics, Mathematics and Chemistry (50 students)	Talk on LED and Applications [Prakash] by Dr.Vijay Venugopalan Marie –Curie Fellow, University of Cambridge. Training students in the Karikkakom school	Talk for the public Enable students to train the general public

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Demand side management of energy	Conducting survey on energy consumption	One Talk and 2 surveys to develop strategies for minimal consumption of energy	Dr. Veena Suresh Babu Dr. Anjana P S	Talk on demand side management of energy by Dr. Gautam Krishnadas (Alumni, University of Edinburgh. Founder D Time analytics Ltd. , London) Residential energy consumer survey	Industrial or commercial energy consumer survey	Developing strategies to involve consumers in the energy system operation

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	Cours e of Imple ment ation	Targets	Person in- charge	2020-21	2021-22	2022- 23
Knowledge enhancement	Introd uce new cours es	3 certifica te courses	Dr. Siji V L Dr. Beenaku mari K S Dr. Sunita Kurur	Certificate course in Diploma in Computer application recognized by the government for third semester Certificate course in 'Introduction to Software for Chemistry' for first semester	Continue the course Continue the course Add-On course in Analytical Technique s in Chemistry	Contin ue the course Contin ue the course Contin ue the course

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Introduce new teaching techniques	Develop e-content based on the syllabus and deliver online	Develop course material on five topics	Dr. Sunita Kurur Dr. Sindhu Yesodharan Dr. Beenakumari K S Dr. Siji V L	e-content on Chemistry of Nano materials	e-content on Instrumental Methods (AAS, FES, TG & DTA) e-content on Biomolecules e-content on Water Pollution	e-content on colloids
Encourage self-directed learning	Register students for other online 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 Development programmes	Provide training programmes	Four training programmes	Dr. Sunita Kurur	Training teachers for e-content development and LMS	Registration in one online certificate course	Registration in two online certificate courses

	Participation in training programmes outside institution	Seminar/workshop/refresher course/short term participation	Dr. Beenakumari KS	Participation for one refresher course, six seminars/workshops, two short term courses	Participation for six seminars/workshops, two short term courses	Participation for six seminars/workshops, two short term courses
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RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Improve research outputs	Publish papers in peer-reviewed journals	Six Publications	Dr. Beenakumari KS	One paper publications	Two paper publications	Three paper publications
	Present papers in Seminars	Nine paper presentations by students/faculty	Dr. Siji V L	Three paper presentations	Three paper presentations	Three paper presentations
	Faculty-student projects	30 Projects	Dr. Sunita Kurur	10 Projects	10 Projects	10 Projects
	Apply for external funded projects	One Minor project	Dr. Siji V L	Apply for one minor project	Initiate work on the project	Continue the project
	Apply for guideship	One teacher guideship	Dr. Sindhu Yesodharan	Obtain the criteria for application of guideship	Apply for guideship	Obtain guideship
Progress in research scholar's intake and award of PhDs	Registration of research scholars by teachers and award PhD	Two student registrations One award of student PhD	Dr. Siji V L	Award PhD to one student	One student registration	One student registration

LEARNING RESOURCES AND INFRASTRUCTURE

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Develop a digital Library	Get a collection of e-books and soft copies of texts and videos of lectures.	Collect books 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 collection	Upgrade the collection
Upgrade existing lab facilities	Plans for lab maintenance	Renovation of lab and purchase more equipment	Dr. Sindhu Yesodharan	Lab renovation, order for one potentiometer, three electric bunsen, 24 gas bunsen burners	One conductometer, 24 bunsen burners	One potentiometer and one conductometer

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Industrial visits	Arrange for Institutional and factory visits	Three Factory 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 development	Organize creative activities	Three chemistry exhibitions	Dr. Beenakumari K S	One chemistry exhibition	One chemistry exhibition	One chemistry exhibition
Exposure to cutting edge areas in the discipline	Organize Seminars/ workshops and talks by experts	Three seminars/ workshops Three talks	Dr. Siji V L	One seminars /workshops One talk	One seminars/w workshops One talk	One seminars/w workshops 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 guidance	Organize Orientation programme for students for awareness of higher education and job prospects	Three programmes	Dr.Siji V L	One programme	One programme	One programme

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Conduct Academic audit	Prepare academic audit plan each month	Analyze and audit of teaching plan of faculty members by HOD	Dr. Sunita Kurur	Review of academic audit	Review of academic audit	Review of academic audit
Laboratory maintenance	Take accounts of laboratory materials purchased	Place order for materials to be purchased	Dr. Sunita Kurur	Purchase and audit of laboratory materials	Purchase and audit of laboratory materials	Purchase and audit of laboratory materials

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Extension activity	Organise Science Club activities	Organise activities for developing scientific temper among students	Dr. Beenakumar i K S	Organize Student presentations, Conduct Quiz competitions, Visit VSSC for witnessing Rocket launch and the space museum, organize awareness programmes by students in a nearby school	Continue activities	Continue activities
Attracting students to science stream	Data collection and evaluation	Research by students	Dr. Anupriya S	Selection of team of students from first years and collection of data	Analysis of data and evolve a solution	Implementation of the solution

DEPARTMENT OF BOTANY

VISION

An ecologically responsible and green conscious society that is committed to ethical life practices and invested in making the planet bio secured 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

DEPARTMENT OVERVIEW

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 through 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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Skill enrichment	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 Continued for first year students Cut flower arrangement for second year students	Programme to be continued for first year students Programme to be continued for second year students
	Certificate Course	1 Certificate course	Dr. Nisha K. K.	Online training in Orchid culture/ Tissue culture for third year students	Course to be Continued for third year students	Course to be Continued for third year students
	Short term training/ workshops by experts in the concerned field	3 Short term courses in the plan period	Dr. Cinthya Christopher	Terrarium Development	Botanical Illustrations	Bonsai Development
Knowledge enrichment initiatives	Online courses for students (Swayam-NPTEL Portal)	1 course for 20 students	Dr. Nisha K. K.	Enrol 20 First semester students	Enrol 20 first semester and 20 third semester Students	Enrol 20 first semester and 20 third semester Students
	Online courses for faculty members (Swayam/NPTEL Portals)	3 courses per faculty in the plan period	Dr. Cinthya Christopher	1 course in Horticulture	1 course in Environmental Sciences	1 course in Biotechnology

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Tangible Learning	Flora analysis in their <i>in situ</i> and <i>ex situ</i> habitats	1 study tour per year	Dr. Cynthia Christopher	For final year Degree students (Kodaikanal and Eravikulam National Park, Munnar)	For final year Degree students (Ooty and Botanical Survey of India, Coimbatore)	For final year Degree students (Bandipur Wildlife Sanctuary, Mysuru)
	Field Visits	1 Field visit for Horticulture students	Dr. Sr. Shaina	Botanical Garden, Kuzhippalam	Aathmanilayam Botanical Garden, Parassala	Botanical Garden, Kuzhippalam
	Nature Outreach Programme	1 Nature outreach programme	Dr. Nisha K.K.	Jawaharlal Nehru Tropical Botanic Garden and Research Institute, Palode	Mangrove Forest, Munroethuruth	Algal repository Centre, Thoothukudi
Local flora Identification	Exhibition Know Our plants	1 Exhibition /year Daily display	Dr. Cinthya Christopher Dr. Sr. Shaina T. J.	Plant Varieties Daily display	Medicinal Plants Daily display to be continued	Plant & Culture Daily display to be continued

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Research Projects	Submit research projects in collaboration with Research institutions	3 minor/ Major Research project (subject to approval)	Dr. Cinthya Christopher	1 minor/ Major Research project	1 minor/ Major Research project	1 minor/ Major Research project
Update knowledge on Novel Research Methods	Tie-ups with scientists, senior mentors and other experts of the field	One Publication per faculty Organize one Workshop/Seminar/Webinar per year	Dr. Sr. Shaina T. J. Dr. Cinthya Christopher	One Publication per faculty Conference on Botanical History and Colonial Legacies In collaboration with Department of English	One Publication per faculty One Workshop on Statistical data analysis	One Publication per faculty One workshop on Phytochemical analysis
Research Empowerment of students	Internship for UG students	3 internships in the plan period	Dr. Sr. Shaina T. J.	1 student/year	1 student/year	1 student/year
Community Engagement	Environmental Awareness Program for school & college students Training for local women community for Self-Sustainability	One Webinar/Seminar Per year One Webinar/Seminar Per year	Dr. Sr. Shaina T. J. Dr. Nisha K. K.	1 Lecture on Biodiversity - Relevance and conservation Mushroom cultivation	1 Lecture on Water conservation in garden management Vegetable Garden development	1 lecture on Kitchen Compost Management Program to be continued

INFRASTRUCTURE & LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Enrichment of Plant Genetic Resource	Conservatory Development	One conservatory per year	Dr. Cinthya Christopher Dr. Sr. Shaina	RET plants	Aromatic and Spice plants	Orchidarium
Development of Supporting Study Resources	Creating Lecture/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 material development

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Academic Support	In association with Alumni	20books/year 3 scholarships per plan period	Dr. Sr. Shaina T. J. Dr. Sr. Shaina T. J.	'My Book for you' drive Introduce a scholarship programme for the three years of UG course (Rs. 1000/-)	Continue 'My Book for you' drive 2 Scholarships (Rs. 1000/- each for two students)	Continue 'My Book for you' drive 3 Scholarships for three students (Rs. 1000/-)
Academic	Training/lecture series	1 interdepa	Dr. Cinthya	10 hours	Practical Training	Generating 4

Writing		Departmental training course on Academic Writing	Christopher	training course designed by the department of English	exercises (5 sessions)	Publications
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GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Skill Enhancement of Support Staff	Hands on Training	One per year	Dr. Nisha K. K.	Training for our Support Staff on Herbarium Techniques and Specimen Preparation	Training for support staff of Other colleges	Continue the programme

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Biodiversity Register	Interactive QR code for campus flora through RFID technology	Cataloging of flora on campus	Dr. Cinthya Christopher	Trees	Medicinal plants	Ornamental plants
Biodiversity enrichment	Introduction and management of new species of plants	10/year	Dr. Sr. Shaina T. J.	Medicinal plants	Aquatic plants	Review

DEPARTMENT OF ZOOLOGY

VISION

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 Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Additional Skill Enhancement	Signing M.O.U with Aquatic Biology & Fisheries	One Add-on-Course for the first year students	Dr. Sherly. D	Ornamental Fish Culture & Aquarium Maintenance	Ornamental Fish Culture & Aquarium Maintenance	Ornamental Fish Culture & Aquarium Maintenance

TEACHING -LEARNING AND EVALUATION

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Effective Teaching & Learning Process - Students	Upgradation Zoology Museum	3 samples per year	Dr. Dhanalekshmy T.G.	3 marine fish samples	3 amphibian samples	3 reptilian samples
Technology assisted learning	Hosting knowledge testing systems on LMS	1 assignment 9 quizzes	Divya Grace Dilip	3 online quizzes	3 online quizzes	3 online quizzes 1 assignment

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Faculty Capacity Building	Organising National / International Workshops in collaboration with CMFRI, Kochi	3 workshops	Dr. D. Sherly	1 Workshop on Aquaculture	1 Workshop on Aquarium Management	1 Workshop on Aquaponics
Students' Skill Enhancement	Hands on training in collaboration with Bioroot Research Laboratory	1 Certificate course for first year students	Dr. Dhanalekshmy T.G.	1 Certificate Course in Cell Culture	1 Certificate Course in Microbiology	1 Certificate Course Instrumentation
Knowledge Generation	Publications / Presentations	6 publications	Dr. Siny G Benjamin.	1 Publication In Indexed Journal	2 Publications In Indexed Journal	3 Publications In Indexed Journal

LEARNING RESOURCES

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Access to new age knowledge systems	Digitize the Department Library	60 e-books	Dr. Dhanelekshmy T. G.	20	20	20

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Student competency augmentation	Hands on training breeding and larval rearing in collaboration in Department of AQB	1 training course for second year students breeding	Dr. Sherly D	1 Training - for students- Ornamental fish breeding	1 Training - for students- Ornamental fish breeding	1 Training - for students- Ornamental fish breeding
	Course in Disaster Management in collaboration with Disaster Management Wing, Govt. of Kerala	Construct and maintain 12 breeding tanks 1 training course per year	Ms. Divya Grace Dilip Dr. Siny. G. Benjamin	Construct and maintain 4 breeding tanks per year 1 awareness programme to be organised by the department in association with the Disaster Management Wing, Govt. of Kerala to select volunteers	Construct and maintain 4 breeding tanks per year Introduce new varieties 1 training programme for the selected volunteers	Construct and maintain 4 breeding tanks per year Creation of a Student Task Force

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Operational Stocktaking	Internal Audit	Quarterly reviews	Dr.Dhanalekshmy T.G	Internal audit Reviews and discussions Examine avenues for improvement	Assessment of work done so far Adjusting goals accordingly	Process to be repeated

VALUES AND BEST PRACTICES

Focus Area	Course Of Implementation	Targets	Person-in-Charge	2020-21	2021-22	2022-23
Encourage Environmental Sustainability	Multifaceted approach and collaborative initiatives with Dept. Of Aquatic Biology & Fisheries and Sanctuary/Museum/ Research Institutions	2 Training Courses in Aquaponics , Food Waste Management 5 Field visits 1 information board to be set up	Dr. Dhanalekshmy T.G Dr. Sherly D	1 Training Programme 2 field visits Collection of print matter for display on information board	1 Training Programme 2 field visits Collection of print matter for display on information board	1 field visit Collection of print matter for display on information board
Incentivised learning	An Ever Rolling Trophy and four Cash Prizes	Cash awards and prizes	Department sponsored	Annual College Day	Annual College Day	Annual College Day

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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Curriculum Enrichment	Add-on course in collaboration with Governmental and Non-governmental organizations	1 three month course per year	Dr. Ayona Jayadev	Course on Sustainable Development (with WWF)		
			Dr. Smitha Asok V		Course on Disaster Management (with State Disaster Management Authority)	
			Ms. Rajani V			Course on Environmental Impact Assessment (with University of Kerala)

TEACHING, LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Innovative Teaching Methods	Experiential learning through participatory programmes and internships	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 Hindustan Latex Ltd
	Case Studies based Pedagogy	One Case Study per semester	Dr. Ayona Jayadev	Kayamkulam Thermal Power Plant and Constructed 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 Management	GIS in Coastal Management	GIS in Forest Management
QIP for Faculty	Short term courses/ Workshops/ Hands-on Training- Pedagogy and Research Based Trainings	1 per Faculty 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 implementation	Targets	Persons in-charge	2020-21	2021-2022	2022-2023
Resource Mobilization for Research (Major and Minor Research Projects - MRP)	Seeking Financial Aid from Competent Authorities	4 MRP in three years	Dr. Reshma J K	Apply 2 MRP (Subject to approval)	Apply 1 MRP and Implementation of sanctioned project	Apply 1 MRP and Implementation of sanctioned project
		1 project	Dr. Smitha Asok V	Proposal submission to ISRO - RESPOND programme	Evaluation	Implementation

Research Enhancement		1 FIP	Ms. Rajani V.	Registration	Continue	Continue
Publication	Submitting Research Papers in Scopus indexed Journals / UGC CARE List	4 papers per year	Dr. Ayona Jayadev	4 Papers each	4 Papers each	4 Papers each
Collaborative Research Projects	Seek collaborating agencies	1 project	Dr. Smitha Asok V	Submitting proposals on waste management strategies with TTPL	Initiation and implementation	Continue the programme
				Student Mentoring in collaboration with University of Calgary, Canada	Continue the programme	Continue the programme
Food Self-sufficiency	Club Activities Bhoomithra Sena Club and Biodiversity Club Activities)	1 Organic Vegetable Garden	Dr. Reshma J K and Ms. Rajani V	Setting up one Organic Vegetable Garden each with Thanal (NGO) and Kerala Agricultural University respectively	Continue the programme	Continue the programme
Civic Responsibility	Club Activities- Bhoomithra Sena Club and Biodiversity Club	2 activities	Dr. Smitha Asok and Dr. Ayona Jayadev	Solid Waste Management activities in Karikkakom Village	Marine Debris Segregation and Brand Analysis at Shanghumugham	Continue the programmes

INFRASTRUCTURE AND LEARNING RESOURCES

Focus Area	Course of implementation	Targets	Person-in-charge	2020-2021	2021-2022	2022-2023
Online Resource Base	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
	Video Conferencing	6 invited lectures in three years	Dr. Smitha Asok V	1 lecture each for I and III Semester	1 lecture each for II and IV Semester	1 lecture each for I and II Semester students

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of implementation	Targets	Persons involved	2020-2021	2021-2022	2022-2023
Extending Skills and Career Portfolio to other Departments	Give students training on Portfolio	1 skill portfolio each semester and 1 career portfolio at the end of the programme	Dr. Reshma J. K.	For students of the Department	Extending to students of other PG Departments	Training UG students on portfolio preparation
Student Academic Capacity enhancement	Student Scholastic Support Hub	2 Internal and 2 External flipped lecture sessions per year	Dr. Ayona Jayadev	2 Internal and 2 External flipped lecture sessions	2 Internal and 2 External flipped lecture sessions	2 Internal and 2 External flipped lecture sessions
Enhance industry – academia interface	To sign MoUs with Industries/Governmental agencies	3 MoUs in three years	Dr. Smitha Asok V.	1 MoU with TTPL	1 MoU with IU-CGGT	1 MoU with IUCNRM

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of implementation	Targets	Persons involved	2020-2021	2021-2022	2022-2023
Green Protocol	Green Audit of Institution by the Department and NSS	1 audit-related activity per year and Green audit at third year	Dr. Ayona Jayadev	Baseline study of green activities of the institution	Energy Budgeting by external experts	External auditing by an expert team

VALUES AND BEST PRACTICES

Focus Area	Course of implementation	Targets	Person-in-charge	2020-2021	2021-2022	2022-2023
Social Responsibility by Consultancy services	Quality analysis of environmental	2 activities per year	Ms. Rajani V.	Water Testing	Solid waste management	Continue the activities
Intelligent and adaptive technologies	Launching of 'Eco Thincubator -Incubating Ideas for a Greener Tomorrow'	Phased mode of establishing a demand and supply chain for responsibly sourced and produced products	Dr. Smitha Asok V	Raising seed money for green initiatives	Implementing ideas into actions and products	Distribution/marketing of products

THE ALL SAINTS' COLLEGE LIBRARY

MISSION

To provide access to quality resources in physical and digital formats in support of research, teaching and learning needs.

VISION

To be a learning centre by delivering innovative services, which echo the diverse and dynamic spirit of the users

OVERVIEW OF THE LIBRARY

All Saints Library has a good collection of books, periodicals, Journals, bound volumes, CDs, N-List membership that is updated from time to time. The library preserves the back numbers of all journals & periodicals. There is a spacious veranda to 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 endears the library to all students and teachers of the college. All sections in the library are computerised with library Software "LIBSOFT." Online Public Access Catalogue is available for the retrieval of documents.

CURRICULAR ASPECTS

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Improving User Experience	Introducing different Promotional Strategies	4 activities per plan period	Librarian Publishers	Class wise orientation on Library usage (first years) Developing the Library Website and Blog creatively	Conducting 1 Exhibition on Books in collaboration with DC Books	Introducing the library services through Social Networking Sites (YouTube)

TEACHING LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Academic Writing	Library Club Conducting seminar and workshop	4 competitions 1 workshop 1 seminar	Resource Person	Book Review Poster Making Essay Writing Letter Writing	Conducting one workshop on Academic Writing	Conducting one seminar on 'Effective use of e-resources'

LEARNING RESOURCES AND INFRASTRUCTURE

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Expansion of Digital Library	Adding e-resources	Question bank targeting 1000 previous years university questions 1 database (JSTOR) 100 e-books (Arts and Science)	Librarian	Question Bank	1 database	100 e-books
	Linking with department libraries with main library	10 Departments in the plan period	Librarian	4 Departments (English, Second Languages, History and Political Science and Economics)	4 Departments (Physics, Chemistry Botany, Zoology)	2 Departments (Environmental Sciences and Commerce)

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
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 Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Networking	Intercollege library linkage	3 in the plan period	Librarian	1 linkage	1 linkage	1 linkage
Institutional Repository	Intellectual content of teaching faculty and students	100% in the plan period	Librarian	20%	50%	30%

GOVERNANCE LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
	Quarterly Audit	9 reports in the plan period	Librarian	Uploading 3 audit reports in the institution website	Uploading 3 audit reports in the institution website	Uploading 3 audit reports in the institution website

VALUES AND BEST PRACTICES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Voice bank for visually challenged students both inside and outside the institution	Book Bank	12 books in the plan period	Librarian	30 books	35 books	50 books
	Students	60 modules	Librarian	20 modules	25 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 Teaching Faculty



ALL SAINTS' COLLEGE
THIRUVANANTHAPURAM

Strategic Plans-

Supporting Departments

DEPARTMENT OF LANGUAGES: MALAYALAM, HINDI, FRENCH

VISION

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

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 Implementation	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 Udayakala	Add-on course on script writing in collaboration with Chalac hithra academy	Certificate course on translation in collaboration with Bhasha Institute	Courses to be continued

Canonical writers and legacies	Arrange a manuscript library	50 manuscript impressions	Dr Vijayalatha	20 books	20 books	10 books
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TEACHING LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Communication skills	Club activities Interactive sessions with Literary Figures	Topical activities on a monthly basis and to mark special occasions. 3 experts in each language to be invited	Dr. Vijayalatha	Observing Reading Day Parliament of Languages	Observing Reading Day Parliament of Languages	Observing Reading Day Parliament of Languages
Promotion of Indigenous art	Screen clippings of performing arts and folklores	3 sessions	Dr C Udayakala	Chak yarko othu	Nangyark oothu	Thullal

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of implementation	Target	Person Responsible	2020-2021	2021-2022	2022-2023
Research And knowledge enhancement	Publications / Books	12 in plan period	Dr. C Udayakala	2 Publications and 2 books	2 Publications and 2 books	2 Publications and 2 books

	Organising Seminars and Submission of project proposals	1- International Seminar 2- National Seminars and 1 – Project proposal 1	Dr. C Udayakala	1- International on “Tharatha mya Padanam”	1- National Seminar on “Aadhunika Kavithayum Samakalika prasakthi” Submitting proposal to Kendra Sahithya Academy for Research funding	1-National Seminar on “Kadhaiyude Maarunna Mukham”
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LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Online Learning Resources	Uploading study materials 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 implementation	Target	Person Responsible	2020-2021	2021-2022	2023
Performance based Incentives	Instituting Scholarships for high performing and financially disadvantaged students	3 students	Dr. C Udayakala	1 student from 1 st year for two years	1 student from 1 st year	1 student from 1 st year
Academic support to deserving students	Enhancing Pragya Book Bank Scheme	50 books per year	Dr. Sheeba	25 Malayalam, 15 Hindi and 10 French books	25 Malayalam, 15 Hindi and 10 French books	25 Malayalam, 15 Hindi and 10 French books
Media presentation skills	Organising training workshops	3	Ms Synthia Stephen	Print and Online Media	Presentation for Audio	Presentation for Video

VALUES AND BEST PRACTICES OF THE DEPARTMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-21	2021-22	2022-23
Social Outreach	Voice based knowledge repository for visually challenged	3	Dr. C Udayakala	School level-high school	Higher secondary level	College level
Professional and Creative Engagement	<p>Training Programme for Malayalam and Hindi Typing Club Activities "Mazhithandu"</p> <p>1 literary fest "Sargotsavam" per year</p>	<p>3 1 Interdepartmental Competition per year</p> <p>1 Intercollegiate poetry fest per year</p> <p>1 Interdepartmental fest per year</p>	Dr. C Udayakala	<p>1 Programme - Malayalam Typing for Support Staff</p> <p>Competitions on Script Writing and Recitation</p> <p>Intercollegiate ONV Memorial Poetry fest</p> <p>Interdepartmental literary fest</p>	<p>1 Programme - Malayalam Typing for students</p> <p>Competitions on Script writing and Recitation</p> <p>Intercollegiate ONV Memorial Poetry Fest</p> <p>Interdepartmental literary fest</p>	<p>1 Programme - Hindi Typing for students</p> <p>Competitions on Script writing and Recitation</p> <p>Intercollegiate ONV Memorial Poetry Fest</p> <p>Interdepartmental literary fest</p>

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 Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Physical Education	Lecture Method	Theoretical concepts of Physical Education	Dr. Margrette Leena V	Talk on History of Physical Education	Theoretical Part of Different Games	Techniques and Tactics of Games
Health and Fitness	Health and Fitness Education	Knowledge of Health Aspects	Dr Divya S R	Nutrition	Lifestyle Diseases	Health-Related Fitness
Body Posture	Corrective Physical Education	Corrective Exercises	Dr. Margrette Leena V	Assessment	Awareness	Correction

TEACHING-LEARNING AND EVALUATION

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
Coaching Camps	Coaching Camps for 5 games	To enhance the students level of performance	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. Margrette 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	Cardiovascular Fitness

RESEARCH, INNOVATIONS AND EXTENSION

Focus Area	Course of Implementation	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 DCI students
Awareness on Nutrition and Eating Habits	Conducting Survey Method and Questionnaire Study	Knowledge of Health Aspects	Dr. Margrette Leena V	Data Collection	Analysis	Preparation of Diet Plan

LEARNING RESOURCES

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-23
Intercollegiate and inter-departmental competitions	Specific Sports Training for Individual Games	Achieve Overall Intercollegiate Championship	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 development among students	Dr. Margrette Leena V	One week Training Programme	5-day Workshop	Certificate Course

STUDENT SUPPORT AND PROGRESSION

Focus Area	Course of Implementation	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- Athletics	Summer Coaching Camp- Volleyball
Internship programme	To enhance career opportunities	Tie-ups with gym and fitness clubs	Dr. Divya S R	1 summer coaching camp for cricket	One Certificate course in Yoga and Aerobics	Add-On Course

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Focus Area	Course of Implementation	Targets	Person in-charge	2020-2021	2021-2022	2022-2023
First Aid Training	Training in association with Red Cross Society	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 opportunities	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 Implementation	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 Development