



THE MADURA COLLEGE

An Autonomous Institution affiliated to Madurai Kamaraj University
 Re-accredited (3rd cycle) with 'A' grade by NAAC
 Vidya Nagar, T.P.K. Road, Madurai – 625 011

INTERNAL QUALITY ASSURANCE CELL

Report of Deployment of Strategic Plan

PLAN OF ACTION	STATUS OF DEPLOYMENT
CURRICULAR ASPECTS	
Implementation of Outcome Based Education (OBE)	OBE was introduced for all UG programmes from the Academic Year 2020-21 and for all PG programmes from the Academic Year 2021-22. Outcome being tested are indicated in the question paper and assessment is carried out accordingly. Manual for calculation of Outcome Attainment is passed in the Academic Council held on 20-07-2022. Software implementation has been partially completed.
Skill Based Elective (SBE) courses may be designed in such a way that they focus on employability/entrepreneurship/Skill development. It is also encouraged that the syllabus of these SBE courses may include some hands-on training sessions (at least 4 hours per course may be allotted).	Many courses focusing on employability, Entrepreneurship, Skill development has been introduced. Number of practical courses have been increased by introducing practical courses semester wise for all science programmes.



<p>Courses which address Gender, Environment, Human Values and Professional Ethics have to be introduced in the curriculum of all the programmes.</p>	<p>1. Two courses “Value education” and “Environment Studies” which are already in vogue have been modified as “Value Education and Professional Ethics” & “Environmental Science and Gender Studies” to include Gender Studies and Professional Ethics into the curriculum from the AY 2020-21 (Passed in the Academic Council held on 26-08-2020)</p> <p>2. “Research Ethics” has been introduced as part of the course “Research Methodology” paper offered to all PG programmes. Departments also have introduced cross-cutting issues into their curriculum whenever necessary.</p>
<p>It is essential to collect Feedback from different stakeholders (students, teachers, employers, alumni and parents) for the design and review of syllabus year wise/semester wise. Then the Feedback Report (FR) shall be prepared. Based on the Report, the department shall place the syllabus revision/introduction of new courses in the BOS. The FR and ATR are to be made available in the college website.</p>	<p>Structured feedback from all stakeholders viz students, teachers, employers and alumni are collected, analysed, discussed in a meeting with students and necessary changes to curriculum done through BoS and Action Taken Report submitted to IQAC. Feedback Report and Action Taken Report are available in the college website.</p> <p>www.maduracollege.edu.in/curriculum-feed-igac.php</p>
<p>Introduction of new courses in the curriculum of each programme is encouraged. Identification of new courses can be done based on the Feedback Report collected from Stakeholders.</p>	<p>A total of 508 new courses have been introduced during the last five years.</p>
<p>A minimum of 2 certificate/diploma courses may be introduced every year.</p>	<p>A total of 68 certificate / diploma courses were conducted during the period 2017-22. In addition, 26 add-on courses were offered during 2021-22.</p>



<p>Steps have to be initiated towards students’ participation in Internships and Field Projects wherever applicable.</p>	<p>Projects have been introduced mandatorily for all PG students. Internship has been made mandatory for all students of B.Com. from regulation 2020. A total of 228 students underwent internship training during the last five years.</p>
<p>TEACHING-LEARNING AND EVALUATION</p>	
<p>Advanced learners and slow learners may be identified at the entry level and special programs can be organized separately for them.</p>	<ol style="list-style-type: none"> 1. Entry level test is being organized immediately after / as a part of Student Induction Programme and bridge course is organized by respective departments to the slow learners. 2. Remedial classes are organized for slow learners. 3. Self-Study courses / Add-on courses / Certificate /Diploma courses are organized for the benefit of advanced learners. 4. Provision for credit transfer from SWAYAM/NPTEL against NME/Elective Courses is given.
<p>Course plan may be prepared for each course. Further, Lecture hours may include Tutorials in order to encourage participative learning and problem-solving methodologies (the minimum number of Tutorial Hours can be fixed).</p>	<p>Course plan has been designed by the respective course designers with due allotment to student centric learning pedagogies like in-class quiz, group discussion, tutorials, seminars, assignment etc.,</p>
<p>Programme outcomes, Programme specific outcomes and course outcomes should be made available in the college website. Further, a methodology of measuring these attainments is to be developed and applied.</p>	<p>Outcome Based Education was introduced to all UG programmes from the Academic Year 2020-21 and for all PG programmes from the Academic Year 2021-22. Manual for Outcome attainment calculation was designed and passed</p>



	in the Academic Council held on 20-07-2022. The Programme Outcomes and Programme Specific Outcomes are displayed in the college website.
ICT enabled classrooms, at least one per department, may be established.	Optional facilities for ICT in teaching learning has been provided with focus on centralized facilities wherever feasible.
Teachers may be encouraged to use ICT with Learning Management System (LMS) and E-learning resources.	Many teachers use Canvas / Google classroom for learning management. Necessary training has been provided to teachers by organizing workshops focusing on ICT tools.
Workshops on ICT can be organized for teachers to create awareness on recent technologies such as PLICKERS, POWERSCHOOL MOBILE and CANVAS TEACHER, MOODLE.	A total of 5 workshops exclusively on usage of ICT tools in classrooms have been organized during the year 2017-22 to empower teachers with usage of ICT tools in their day-to-day classroom.
The institution may aim at the 100% automation of Examination office and the implementation of EMS.	All processes of the examination section are automated. Newer features are added each year as and when the need arises.
It is essential to maintain the data base of all currently enrolled students including name, class, program, gender, AADHAR ID, mobile number. It should be noted that the database needs to be shared with NAAC for the purpose of Student Satisfaction Survey (SSS) which is to be done by the NAAC office online.	The college has student database in the 'Smart Soft', the MIS of the college office.



RESEARCH, INNOVATIONS AND EXTENSION	
A policy for promotion of research is to be defined and it has to be uploaded in the college website.	Policy drafted, approved in the Governing Body and uploaded in the College website. www.maduracollege.edu.in/rpr-page.php
Seed money to teachers may be granted for promotion of research. A mechanism is to be evolved for this process.	Seed Money Scheme was implemented and a total amount of Rs.67,000/- was sanctioned to 6 faculty members during the last 2 years (2020-22).
(i) Teachers may be encouraged to apply for research projects, to write chapters in Books / Monographs, to publish research articles in UGC recognised Journals and also to become recognised PhD guide of MKU.	A total number of 15 research projects amounting to Rs. 1,15,96,652 were sanctioned to the faculty members by various funding agencies during the period 2017-22. A total no. of 152 chapters / books / monographs were published by our faculty during the period 2017-22.
(ii) It is also encouraged to take initiatives to upgrade the departments as recognised Research Centres of MKU	The departments of Chemistry, Mathematics, English and Commerce were upgraded as Research Centres during the period 2017-23.
(iii) The Research database including Research projects undertaken, number of research centres, number of Ph. D's produced, and number of approved guides is to be maintained	A research page has been included in the institutional website and all relevant data is published. www.maduracollege.edu.in/rpr-page.php
Incubation centres may be created and its activities may be uploaded in the college website.	Deferred for implementation during the next 5 year plan.
Seminars on IPR/ IAIP may be organized.	A total of 139 seminars on IPR / IAIP were organized for faculty and students during the period 2017-22.



<p>Incentives to the teachers who have received awards may be provided.</p>	<p>During College Day function, book prizes are given to teachers successfully supervising research scholars for their Ph.D. degrees.</p>
<p>(i) The institution’s policy on Consultancy is to be defined. (ii) Revenue generation by consultancy/corporate training must be initiated.</p>	<ul style="list-style-type: none"> • Consultancy policy is drafted and approved by the Governing Body. • From a total of 3 consultancy projects, a total revenue of Rs. 3,06,800/- generated.
<p>Extension activities in the neighbourhood community may be conducted in more number involving students in order to sensitise them to social issues.</p>	<p>A large number of extension activities were performed by our NSS / NCC / YRC / Unnat Bharat Abhiyan Units.</p>
<p>To Promote Collaboration in Research / Internship / Project work</p>	<ul style="list-style-type: none"> • A total of 241 collaborative activities were performed during the period 2017-22 in areas like research, internship, on-the-job training and project work.
<p>At least 3 Outreach programmes may be conducted in collaboration with Industry/Community/ NGOs through NSS/NCC/YRC every year.</p>	<ul style="list-style-type: none"> • A total of 146 outreach programmes were organized by NSS / NCC / YRC during the period 2017-22. • Out of these, 16 programmes were conducted in collaboration with NGOs such as Kalpataru of Arogya Welfare Trust, Madurai, Vivekananda Kendra (Kanyakumari), Madurai Branch and Elaya Bharatham Seva Trust, Madurai • The institution has entered into 3 MoUs with NGOs for outreach activities.



INFRASTRUCTURE AND LEARNING RESOURCES	
Indoor Stadium and a Gym can be constructed.	Deferred to the next plan period.
More Seminar Halls with ICT facilities may be erected.	Two state-of-the art smart classrooms (shared) are under construction and to become fully functional during 2023-24.
Library is encouraged to use ILMS software for its function.	Autolib is upgraded to cloud based ILMS for enabling remote access to students.
Library may be facilitated with e-resources such as e-journals /e-books	The college has subscribed for N-LIST and DELNET.
Remote access to e-resources of the library is encouraged.	Remote access to N-List is provided by giving individual user ID and password to faculty and students of the college.
Database of Daily usage of library by teachers and students shall be maintained.	Bar-code based gate entry system has been established and is integrated with Autolib software.
(i) Internet connection with at least 50 MBPS bandwidth can be made available in the institution	A total of 24 fiber optic connections have been provided for the benefit of faculty and students of the college with each connection having a min bandwidth of 75 Mbps.
(ii) IT infrastructure (including Wi-Fi) is to be upgraded frequently.	Wi-fi internet access with content filtering has been enabled in the campus (with a hardware firewall).
(iii) Facilities for e-content development such as Media Centre, Recording Facility, Lecture Capturing System may be erected.	<ul style="list-style-type: none"> Faculty Recharge Programme(s) were organized on e-content development. The faculty use software like Google meet, Zoom, OBS studio, Screen castify, open shot video editor among others for e-content development.



<p>Mechanism may be established for maintaining & utilizing physical, academic and support facilities such as Laboratory, Library, Sports, Computers and Class rooms.</p>	<p>SoPs for augmentation, utilization and maintenance of Physical facilities were drafted and approved by the Governing Body.</p>
<p>STUDENT SUPPORT AND PROGRESSION</p>	
<p>Institution may provide Scholarship/freeship to students other than the Govt Schemes.</p>	<ul style="list-style-type: none"> • New endowments have been solicited to provide scholarship prizes for students. A total amount of Rs. 6,51,240/- have been given as prizes / awards during the last five years (2017-22) • All differently-abled students have been exempted from paying any fee to the college.
<p>Capability enhancement schemes such as Guidance for competitive examinations, Career Counselling, Soft skill Development, Life Skills, Communication Skills and Personal Counselling may be conducted for the benefit of the students. These schemes may be planned and be communicated to the students well in advance (may be through the academic calendar). Further, the database of the students benefitted by the schemes namely Guidance for competitive Exams and Career Counselling needs to be maintained.</p>	<ul style="list-style-type: none"> • Each department organizes atleast one guest lecture programme aimed at career counselling. • A course on 'Soft Skills' has been introduced in semester IV, under part-II English for all UG programmes. • A two-week training programme for competitive exams was organized in association with Balsu's Success Academy during 2021-22. • Placement training Cell also organizes several programmes for the upskilling of students and to build capacity. • Student Induction Programme (SIP) is organized every year for inductees under the aegis of UGC quality mandate.



<p>Timely redressal of students’ grievances shall be ensured.</p>	<ul style="list-style-type: none"> • Committees like Students Grievance Redressal Cell, Anti-Ragging Cell and Internal Complaints Committee are functional. • Students can raise tickets / grievances using Vidyaan, the student portal of our college. • Student Council act as a liaison between the students and the college administration for the purpose of grievance redressal.
<p>The percentage of students progressing to higher studies must be analysed and necessary actions have to be taken to increase it.</p>	<p>Efforts have been taken to solicit progression data by mentors.</p>
<p>(i) Departments may arrange for Periodical Coaching Classes for selected students to enable them to qualify NET and SLET. (ii) Database of current students appeared/ appearing for NET/SLET/Civil Service examinations need to be maintained</p>	<p>Each department organizes a special lecture programme aimed at career guidance / competitive exams.</p>
<p>Students’ representation on academic and administrative bodies/committees of the institution is encouraged.</p>	<ul style="list-style-type: none"> • Student representative, nominated by the head of department, has been inducted into the respective Board of Studies. • Student Editorial Board (represented by Student’s Council) is entrusted with the job of bringing out the college magazine. • Students take active participation in the conduct cultural events by Madura College Cultural Academy and club activities of the respective departments.
<p>Revenue generation from Alumni is encouraged.</p>	<ul style="list-style-type: none"> • Frequent meetings of Alumni Association was organized.



	<ul style="list-style-type: none"> • The college was able to solicit a short throw projector for the Dept of commerce from our alumnus. • The college received a sum of Rs. 50,00,000 from Mr. N. Raman, an alumnus of our institution towards construction of an Auditorium.
<p>(1) The Alumni Association is encouraged to maintain the database of its member including name, programme completed, duration, current positions and address for communication. Besides, each member may be assigned a unique membership number. The database shall be available in the MCAA webpage. Web forms can be made available in the website to update their details.</p> <p>(2) MCAA is highly encouraged to bring its Newsletter year wise.</p>	<p>A clerk was appointed for the Alumni Association to regularize the activities of the Association.</p>
<p>GOVERNANCE, LEADERSHIP AND MANAGEMENT</p>	
<p>Organogram of the institution may be displayed in the college website.</p>	<p>Organogram of the institution is available in the website www.maduracollege.edu.in/organogram.php</p>
<p>e-governance in the operation of Administration, Students admission and support through MIS software is encouraged.</p>	<ul style="list-style-type: none"> • Smart Soft is used for office administration. • ROVAN IMS is used since 2021 for admission processing. • Vidyaan (Student portal) is used for feedback collection, fee collection, student grievance redressal, mentoring, student notification and office such tasks.



	<ul style="list-style-type: none"> • Vidyaan admin is used for recording students attendance for further processing. • ROVAN EMS is used for examination processing. • Tally is used for accounting and finance management.
Various cells/committees of the college are encouraged to have periodical meetings in order to discuss the assignments attached with them.	Committees are functional and meet periodically to carry out activities assigned to them.
Co-operative store may be started.	Deferred to the next plan period.
The Institution may consider the financial support for the teachers to attend/present papers in academic deliberations like Workshops/ Seminars/Conferences.	Financial support shall be provided to teachers to the extent of Registration fee for seminars / conferences where the teacher is selected for paper / poster presentation.
Professional Development Programme for teaching staff and Administrative Training for non-teaching staff may be conducted at least one for each per year.	<ul style="list-style-type: none"> • A total of 24 Professional Development Programmes were organized during the period 2017-22 for the benefit of teaching and non-teaching staff. • The college is an associate member of ICT academy. A total of 25 teachers benefitted out of Refresher Courses (of one-week duration) organized by ICT academy.
Periodical Reviews on teaching learning process, Methodologies and Learning outcomes may be conducted through IQAC.	Annual review is conducted to all departments to qualitatively assess the learning outcomes and suitable course corrections have been suggested.
Participation of the institution in NIRF/ISO is encouraged.	The college has been continually participating in the NIRF ranking since NIRF 2019.



	<ul style="list-style-type: none"> • NIRF 2019 - Band 101-150 • NIRF 2020 - Band 151-200 • NIRF 2021 – Band 101-150 • NIRF 2022 – Band 151-200 <p>The college has submitted itself for NIRF 2023.</p>
INSTITUTIONAL VALUES AND BEST PRACTICES	
<p>Promotion of Gender Equity Programmes may be organized.</p>	<p>A total of 16 programmes were conducted during 2017-22.</p>
<p>The institution may take initiatives to utilize alternative energy sources such as Solar energy, Bio-mass energy for its energy needs (at least for common lighting)</p>	<ul style="list-style-type: none"> • A 25 KW solar power plant was installed during 2021-22. • There is a proposal to increase capacity to 75 KW during 2023-24.
<p>(i) It is encouraged to provide facilities for segregation of waste into bio-degradable (Green bin) and recyclable (blue bin)</p> <p>(ii) Solid Wastes formed may be composted by Vermin – composting.</p> <p>(iii) E-waste Collection Centre may be established.</p> <p>(iv) Waste Water recycling may be practised.</p>	<ul style="list-style-type: none"> • Waste segregation bins have been provided at prominent places within the campus. • A vermi-composting pit has been installed in the campus. • Gardening using waste water from canteen is practised.
<p>(i) Green practices in the campus such as Plastic free Campus, Green Landscaping with trees and plants may be encouraged.</p>	<ul style="list-style-type: none"> • The college has announced the campus as plastic-free. • A Miyawaki Forest, a bio-diverse dense pocket forest, is created at a land of 1 acre in collaboration with Rotary Club, Madurai.



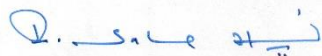
<p>(ii) An Environment & Sustainable Development Committee may be set up to take care of Green practices and Waste management of the institution.</p>	<ul style="list-style-type: none"> • College has open-well recharge and rain water harvesting facilities. • Spirulina harvesting and Glass house facilities are also in place as the green initiatives of the college during the plan period.
<p>To create disabled-friendly and barrier-free environment in the institution</p>	<ul style="list-style-type: none"> • Ramps have been installed in the campus wherever necessary covering most buildings. • A disabled friendly washroom was setup. • Computer with screen reading software is provided in the library for the usage of differently abled students. • Suitable alternative measures like scribe writing and extra time are given to differently abled students.
<p>Code of conduct for teachers/principal/non-teaching staff/students must be included in the Handbook and also it shall be available in the college website.</p>	<p>Code of conduct, approved by the Governing Body, is displayed in the institutional website. www.maduracollege.edu.in/coconduct.php</p>
<p>Core values of the institution are to be displayed on the college website.</p>	<p>Core values of the institution are displayed in the institutional website. www.maduracollege.edu.in/core-value.php</p>
<p>(1) It is encouraged to organize activities to increase consciousness about National identities and Symbol and constitutional obligations such as Fundamental duties and Rights of Indian citizens.</p>	<ul style="list-style-type: none"> • The college celebrates days of national importance like Independence Day, Republic Day every year. The college also organizes voter awareness campaign in the neighbourhood community. • An MoU with Institute of Gandhian Studies and Research (IGSR), Madurai was signed to promote Gandhian values among the students. A total of 10



<p>(2) It is also encouraged to conduct activities to promote universal values, national values, human values, national integration and communal harmony.</p>	<p>students have completed certificate/diploma course on “Gandhian Thought” during the AY 2021-22.</p>
<p>Departments are encouraged to celebrate birth/death anniversaries of great Indian personalities through department clubs.</p>	<p>Commemorative days like National Science Day, Ramanujam Day, Saha Day, Teacher’s Day.</p>
<p>At least one best practice must be identified and be implemented every year.</p>	<p>2018-19:</p> <ol style="list-style-type: none"> 1. Endowment prizes – primarily sourced form individual, stakeholder of the institution. 2. Wholly self-funded thrift credit Co-Operative Society. <p>2019-20:</p> <ol style="list-style-type: none"> 1. Student Induction Programme 2. Promotion of Values and Ethics <p>2020-21:</p> <ol style="list-style-type: none"> 1. Content and language integrated learning (CLIL) in Part – II English language learning 2. Introduction of Outcome Based Educational framework.

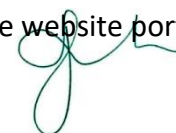
GENERAL SUGGESTIONS:

1. As an urgent and important task, the institution needs to upgrade its website.
2. Daily Attendance and Marks of both Internal& Semester Exams can be made available to the students in the college website portal.



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IQAC Co-ordinator

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Principal
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THE MADURA COLLEGE (Autonomous)
MADURAI - 625 011