INSTITUTIONAL DEVELOPMENT PLAN

GOVERNMENT COLLEGE FOR WOMEN,
THIRUVANANTHAPURAM, KERALA, INDIA

2024

Executive summary of the institutional development plan

The College is already a major Centre of Excellence in higher education in the country. Given that it has reached more 125 years of excellence, it aims for a major take off by strengthening its foundations and scaling up academic distinction. The institution envisages a capacity doubling of its existing strength over the next decade. This expansion plan can be achieved by means of a two pronged strategy namely by strengthening the existing programmes and by offering New Generation programmes which are in great demand. To support this cause, large scale expansion and up gradation of academic blocks and laboratories is a prerequisite.The institution needs to be transformed into a Center of Excellence possessing ICT enabled classrooms, sophisticated and modernized laboratories, digitalized and updated library facilities and other amenities. Drastic changes have to be incorporated into the present curriculum in tune with the expectations of the industry and other stake holders. The institution recognizes the relevance of enriching its teaching and technical human resource with emerging perspectives and latest developments in their respective disciplines. In addition to this, emphasis needs to be given for establishing finishing schools for grooming the students.

Government College for Women, Thiruvananthapuram is committed to creating an educational ecosystem that empowers women to excel in academia, leadership, and innovation. By embracing these strategic directions, the college will become a beacon of inspiration, driving positive change for women, society, and the nation as a whole.

Introduction

"If you educate a woman, you educate a family, if you educate a girl, you educate the future." goes the saying. This has been the role of Government College for Women, Thiruvananthapuram, Kerala, a higher education institution of glorious past and rich legacy of 125 years. The College is now observing its quasquicentennial and has planned a renewed vision and commitment to its stakeholders and society at large. The Government College for Women is one of the oldest colleges for women in India. It was originally started as a school for Christian girls and was then taken over by the Travancore Government in 1864 when it was opened to girls from all sections of the society. It was then known as the Sircar Girls School and was accorded recognition as a high school by the Madras University in 1890. In 1895, during the reign of His Highness Sri Moolam Thirunal, the high School was renamed as the Maharaja's High School for Girls. In 1897 it was converted into a College for Girls and was renamed the Maharaja's College for Girls. In the beginning, the College was affiliated to the Madras University. In 1923 the College was shifted to its present location. Later on, the institution was affiliated to the University of Kerala. From its time of inception, the students in this institution have come out in flying colors both at UG and PG levels. The number of University ranks produced by the institution is a testimony towards this. Our proud and acclaimed alumni have been holding eminent positions in the Government and private sector and are rendering valuable service to the society.

The College currently has strength of about 2800 students and 174 faculty members. It has 15 Postgraduate Departments offering 17 Postgraduate courses and 18 Undergraduate courses. The College has played a significant role in the empowerment of women, through imparting quality education in Kerala. It would not be an exaggeration to say that the high status of women especially in South Kerala owes itself to the pioneering work done by this Institution for the past 125 years.

Vision Statement: Empowering Women through Education and Innovation

The Government College for Women, Thiruvananthapuram envisions itself as a premier institution dedicated to providing holistic and transformative education to women. Rooted in the principles of equality, empowerment, and academic excellence, the college aims to foster an environment

that nurtures innovation, leadership, and social responsibility. This vision document outlines the strategic directions that will guide the college's growth and development over the next decade.

Mission: To empower women through quality education, research, and skill development, enabling them to become confident, responsible, and capable contributors to society.

Core Values:

a. **Equality:** Promoting gender equality and inclusivity in education and beyond.

b. **Excellence:** Pursuing academic and operational excellence to achieve the highest standards of education.

c. **Empowerment:** Equipping women with knowledge, skills, and opportunities to realize their full potential.

d. **Innovation:** Fostering a culture of creativity and innovation that addresses societal challenges.

e. **Ethics:** Upholding ethical conduct, social responsibility, and sustainable practices.

I. Strategic Directions

1. Academic Excellence:

- Enhance the curriculum to incorporate modern pedagogical approaches and emerging disciplines.

- Strengthen faculty development programs to promote research, teaching, and mentoring excellence.

- Foster interdisciplinary collaboration to provide students with holistic learning experiences.

- Establish Centers of Excellence in priority areas to drive advanced research and innovation.

2. Holistic Development:

- Implement a comprehensive student support system focusing on academic, emotional, and career guidance.

- Provide opportunities for extracurricular activities, sports, arts, and cultural engagement.

- Offer skill development programs to enhance employability and entrepreneurship among students.

3. Research and Innovation:

- Establish research centers and partnerships to encourage cutting-edge research and innovation.

- Promote research projects that address local, national, and global challenges, with a special emphasis on women's issues.

- Create avenues for students and faculty to collaborate on innovative projects and startup ventures.

4. Gender Equality and Social Inclusion:

- Develop gender-sensitive curriculum and policies that challenge stereotypes and promote equality.

- Organize workshops, seminars, and campaigns to raise awareness about gender-related issues.

- Collaborate with NGOs, government bodies, and community organizations to drive social impact projects.

5. Infrastructure and Technology:

- Upgrade and modernize classrooms, laboratories, and research facilities to provide state-of-the-art learning environments.

- Implement technology-enabled learning platforms and resources for enhanced accessibility and engagement.

- Establish a robust digital infrastructure to support online learning, research, and administrative processes.

6. Community Engagement and Outreach:

- Strengthen ties with the local community by initiating outreach programs, community service, and partnerships.

- Organize seminars, conferences, and public lectures to facilitate knowledge sharing and engagement.

- Establish a Women's Empowerment Resource Center to provide resources and support for women in the community.

7. Sustainability and Green Initiatives:

- Implement sustainable practices within the campus, including waste reduction, energy efficiency, and green spaces.

- Integrate environmental education into the curriculum to foster a sense of environmental responsibility among students.

- Collaborate with environmental organizations and agencies to promote sustainable development.

8. Industry Collaboration:

- Establish partnerships with industries and organizations to facilitate internships, workshops, and hands-on experiences.

- Create a seamless transition from education to employment by equipping students with practical skills and industry insights.

9. Community Engagement:

- Initiate outreach programs that contribute to local community development, social awareness, and civic responsibility.

- Encourage students to actively participate in volunteering, social projects, and sustainable initiatives.

10. Campus Infrastructure and Technology:

- Continuously upgrade and maintain state-of-the-art facilities, laboratories, and libraries to enhance the learning experience.

- Integrate technology in education, research, and administrative processes to stay current with the digital age.

11. Sustainability and Environmental Awareness:

- Promote eco-friendly practices, resource conservation, and environmental stewardship among students and staff.

- Incorporate sustainability education across disciplines to create responsible global citizens.

12. Alumni Engagement:

- Foster a strong and vibrant alumni network that supports current students, contributes to institutional growth, and serves as role models.

13. Governance and Administration:

- Maintain transparent, accountable, and efficient administrative processes that prioritize student welfare and academic integrity.

14. Financial Sustainability:

- Strategically manage resources to ensure the long-term financial sustainability of the institution while prioritizing affordability and accessibility.

2. Strategic Plan of the Institution

The present intake of the institution is around 2800 under 18 UG and 17 PG programmers. The institution envisages a capacity doubling of its existing strength over the next decade. This expansion plan can be achieved by means of a two pronged strategy namely by strengthening the existing programmes and by offering New Generation programmes which are in great demand. To support this cause, large scale expansion and up gradation of academic blocks and laboratories is a prerequisite.

The institution needs to be transformed into a Center of Excellence possessing ICT enabled classrooms, sophisticated and modernized laboratories, digitalized and updated library facilities and other amenities. Drastic changes have to be incorporated into the present curriculum in tune with the expectations of the industry and other stake holders. The institution recognizes the relevance of enriching its teaching and technical human resource with emerging perspectives and latest developments in their respective disciplines. In addition to this, emphasis needs to be given for establishing finishing schools for grooming the students.

As there exists tremendous potential for undertaking collaborative research programmes with research centers and other scientific organizations, the institution plans to extend research forums which can result in IPR creations useful to the society.

The goal of this institution is to place it at the pinnacle of Arts & Science Colleges in the State, which offers quality, value based education by ensuring equal opportunities for the socially and educationally backward sections of the society.

2.1 Objectives and Expected Results

- To enhance the intake capacity to meet the additional demand created at the feeder levels.

- To benchmark the institution as the best in the State.

- To redesign the curriculum to suit industry requirement and thereby increase employability.

- To improve the infrastructure facility on par with international standards to keep in pace with the changing educational scenario.

- To facilitate the development of human resource for creating responsible and accountable citizens.

- To establish research collaborations for generating useful IPR's for the society.

- To create better environment for promoting consultancy exposure so as to bridge the gap between theory and application.

- To train academicians in the emerging and advanced knowledge domains so as to make them current and updated.

- To impart training to the technical staff on the usages of modern and sophisticated equipments for ensuring efficient utilization and upkeep of the same.

- To expose the faculty in advanced pedagogical innovations for enhancing the transactional skills.

- To bolster up the activities of the Career Guidance Cell in the institution to enhance the employability of the students.

- To support motherhood causes of female faculty and female students by ensuring proper Work-Life balance.

This IDP is prepared in line with the vision and mission of the Institution, to ensure greater access, equity, excellence, relevance and value based education in developing human resources.

Methodology of IDP

Since preparation of IDP requires collective wisdom, we have tried to incorporate views of all possible stakeholders. To assist the College planning board for preparing the proposal, a meeting of all the Heads of Departments and one representative from each department was formed. In the meeting, suggestions regarding College level (overhead) academic and associated plans were sought, department level academic and associated inputs were solicited. These proposals could be quantitative and qualitative in nature. At the departmental level, after taking inputs from the individual staff members, the Heads of the department shared the finalized plan with the board. The Planning Board reviewed the progress of the tasks through the departmental representatives

periodically. These proposals were finally consolidated by the core committee. The committee also held series of meetings with students, student representatives, parents, parent representatives, elected representatives etc. All the suggestions have been noted down and presented before the committee meeting and incorporated after discussions.

Relevance and coherence of Institutional Development Proposals with States/National Industrial/ Economic Development Plan

Government College for Women is an institution for higher learning designed to impart quality education to girls for transforming them into empowered and enlightened women citizens who will be the torch bearers of our great nation. As part of the State's Policy of expanding the existing capacity of higher learning space, this institution plans a capacity doubling of its existing strength over the next five years. This expansion will be affected by strengthening the existing programmes and by offering new generation programmes.

To attract the envisaged intake, the Institution needs to be transformed into a centre of excellence possessing all modern and sophisticated teaching-learning support systems along with quality faculty. By maintaining stringent and meticulous quality standards, the Institution endeavors to deliver its output in the form of trained and groomed graduates and who will cater to the ever growing requirements of the industry.

There exists tremendous potential for undertaking collaborative research programmes with research centers and other scientific organizations, the institution plans to extend research forums will result in IPR creations which will in turn boost the economy of the state.

Participation of the department/faculty in the IDP preparation

A two tier committee was constituted under the guidance of the Principal. A core committee consisting of sixteen members from various disciplines and a second committee comprising of all Heads of Departments and one representative from each department was constituted. With the active participation of both the committees, SWOT analysis was done and IDP prepared.

Institutional Project implementation arrangements with participation of faculty and staff

The project will be implemented under the supervision of the head of the institution with the co-operation of the council members, the RUSA committee members, the faculty and the administrative staff of the Institution. Necessary modifications in the curriculum, the evaluation process and other related aspects will be effected in consultation with the University of Kerala, Department of Higher education, Government of Kerala and the Director of Collegiate Education.

The strengthening and upgradation of infrastructure support required for the implementation of the project will be undertaken in a phased manner in accordance with the budget proposal furnished by the individual departments.

The faculty, technical staff and administrative staff will be given training in the areas as envisaged in the IDP proposal to equip them with the skills and knowledge required for the efficient implementation of the modified and restructured programmes. A monitoring cell will be constituted with specific qualitative and quantitative targets set for the effective and timely implementation of the project. Teething problems encountered in the course of implementing the project will be sorted out in consultation with the Higher Education Council, Directorate of Collegiate Education and University of Kerala.

Financing the IDP

Public funding is the single and most dominant form of finance for the proposed enhancements in quality and quantity of changes. CSR funding also needs to be tapped.

INSTITUTIONAL BASIC INFORMATION

3.1 Institutional Profile

- Name of the Institution : Government College for Women, Vazhuthacaud, Thiruvananthapuram, Kerala
- Head of the Institution : Dr. Anuradha V K
- Vice Principal : Smt. Anila J S
- Planning Board : Prof. (Dr) Godwin S K
- Approved by regulatory body: Yes
- Approval No. : No.Ac.B/04/011539/14 (University affiliation No.)
- Type of Institution : Government funded
- Status of Institution : Non-Autonomous
- UGC Recognition : Recognised under 2(f) and 12(b)
- Type : Women only, Multidisciplinary
- Source of Funding : State government, RUSA, UGC
- Website : www.gcwtvm.ac.in
- Email : gcwtvpm@gmail.com
- Telephone : 04712323040
- Address : Government College for Women, CV Raman Pillai Road,   Vazhuthacaud, Thiruvananthapuram 695014
- First Accreditation : Grade A Score **3.06**
- Reaccreditation : Twice (A Grade)
- Last reaccreditation : 2021 **(A Grade 3.06)**
- Affiliating University : University of Kerala
- Student-Teacher Ratio : Total 14.60: 1 UG 13.42: 1 PG 4.54 : 1 22.
- No. of Non-Teaching Staff : 41
- Campus Area [in acres] : 10.65 acres
- No. of Buildings : 5
- No. of Play Grounds : 3
- No. of Auditorium : 3
- No. of Examination Halls : 1
- No. of Library Books : 1,00,000
- No. of Periodicals : 24
- No. of Newspapers : 13
- No. of Journals : 28
- Assembly constituency : Thiruvananthapuram
- Lok Sabha Constituency : Thiruvananthapuram

3.2 Academic Information

No of UG/PG /Ph. D programmes offered in the academic year 2022-23

- **U.G Programmes**

Sl.no	Title of the programme	UG			
		Duration	Year of starting	Sanctioned strength	Total student strength
1	BA English	3 years	1967	25	75
2	BA Economics	3 years	1954	60	175
3	BA Hindi	3 years	1936	25	75
4	BA History	3 years	1928	60	184
5	BA Malayalam	3 years	1927	25	108
6	BA Music	3 years	1950	14	28
7	BA Philosophy	3 years	1952	60	180
8	B.Sc Psychology	3 years	1976	20	98
9	B.Sc Botany	3 years	1952	30	82
10	B.Sc Chemistry	3 years	1928	40	113
11	B.Sc Home Science	3 years	1958	24	55
12	B.Sc Biochemistry& Industrial Micro Biology	3 years	2005	24	63
13	B.Sc Mathematics	3 years	1928	45	135
14	B.Sc Physics	3 years	1928	24	108
15	B.Sc Statistics	3 years	2013	32	30
16	B.Sc Zoology	3 years	1952	30	89
17	B.Com	3 years	2004	30	117
18	BA English Honours	3 years	2014	30	30

● **P.G Programmes**

Sl.no	Title of the programme	PG			
		Duration	Year of starting	Sanctioned strength	Total student strength
1	MA English Language & Literature	Two years	1972	12	40
2	MA Analytical Economics	Two years	1971	20	40
3	MA Business Economics	Two years	2001	16	28
4	MA Hindi Language & Literature	Two years	1982	15	48
5	MA History	Two years	1971	15	40

6	MA Malayalam Language & Literautre	Two years	1982	15	38
7	MA Music	Two years	1968	10	24
8	MA Philosophy	Two years	1972	20	28
9	MA Psychology	Two years	1993	10	20
10	M.Sc General Botany	Two years	1972	8	24
11	M.Sc Chemistry	Two years	1972	10	17
12	M.Sc Home Science (Extension Education)	Two years	1972	8	16
13	M.Sc Home Science (Food & Nutrition)	Two years	1998	8	15
14	M.Sc Mathematics	Two years	1974	15	38
15	M.Sc Physics (Electronics)	Two years	1974	6	24
16	M.Sc Zoology	Two years	1972	8	20
17	M.Com Finance	Two years	2012	15	32

- **Ph. D Programmes**

Sl.no	TITLE OF THE PROGRAMME	Year of starting
1	Philosophy	1987
2	Psychology	1987
3	Chemistry	1987
4	Malayalam	1987
5	Botany	2005
6	Hindi	1987
7	Economics	2013
8	Zoology	1987
9	Physics	1987
10	Music	1987

3.3 Faculty status (regular / contract as on March 31st 2023)

Faculty rank	No of sanctioned regular posts	Present status : Number in position by highest qualification				Total number of regular faculty in position	Total no of vacancies	Total number of contract faculty in position
		Doctoral Degrees		Masters Degrees				
		Regular	Contract	Regular	Contract			
Professor		10	NA	NA	NA			
Associate Professor		36	NA	7	NA		-	-
Assistant Professor		45	3	30	4			
Total		71	3	37	4		2	7

3.3 Baseline data (all data given for the following parameters to disciplines)

Sl. no.	Parameters	
1	Total strength of students in all programs and all years of study in the year 2021-22	2395
2	Total women students in all programs and all years of study in the year 2021-22	2395
3	Total SC students in all programs and all years of study in the year 2021-22	366
4.	Total ST students in all programs and all years of study in the year 2021-22	68
5.	Total OBC students in all programs and all years of study in the year 2021-22	927
6.	Total number of textbooks and reference books available in library for UG and PG students in the year 2021-22	100,000

Indicator	
GOVERNANCE QUALITY INDEX- 16%	
% of faculty positions vacant	1.1`
% of Non-permanent faculty	4.5
% of Non-teaching staff to teaching staff	33.3

Total no: of Under graduation programmes	18
Total No: of Post Graduate programmes	17
Total no: of Doctoral programmes	10
Faculty appointment- turn around/cycle time in months	2 months
Delay in payment of monthly salary payment of faculty	NIL
ACADEMIC EXCELLENCE INDEX-21.5%	
Delay in exam conduction and declaration of results	3 months
Plagiarism check	Not available
Accreditation	As per schedule
Teacher student ratio	1:14
% of visiting professors	50
% of graduates employed by convocation	1
% number of students receiving awards at national and international level	Sports-1
% of expenditure of library, cyber library and laboratories per year	0.52
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	6:1
% of faculty covered under pedagogical training	30
% faculty involved in "education"	100
Dropout rate	1.5%
No of foreign collaborations	2
Subscription of INFLIBNET	Yes
EQUITY INITIATIVE INDEX- 12.5%	
SC Student %	15
ST student %	5
Gender parity	NA
Urban to rural student population	1:4
Existence of CASH	Yes
Existence of social protection cell	Yes
Language assistance programmes for weak students	Yes
RESEARCH AND INNOVATION INDEX- 24%	
Per-faculty publication	1.5
Cumulative impact factor of publication	165.282
H index of scholars	21
% of staff involved as principal researcher	12
% of research projects fully or more than 50% funded by external agencies, industries etc	12
Total no of patents granted	1
% of faculty receiving national or international awards	Nil
% of research income	Nil

Doctoral degrees awarded per academic staff	0.39%
% doctoral degrees in total no: of degrees awarded	100
% expenditure on research and related facilities	3.8
Digitalization of Master's and Doctoral Theses	Nil
UPE/CPE	CPE-yes
% of income generated from non –grant sources	PTA, CDC
STUDENT FACILITIES- 15 %	
No: of new professional development programmes	2
Existence of placement cells and placement policy	Yes
% of expenditure on infrastructure maintenance and addition	6.6
Availability of hostel per out-station female student	Nil
Availability of hostel per outstation male student	NA
% of students on scholarship	70%
Average scholarship amount per student	Rs 1000/-
Student experience surveys	Yes
Graduate destination surveys	Yes
INFRASTRUCTURE AND OTHERS- 11%	
% income generated from training courses	NIL
% income generated from consultancy	Rs 25000/-
Infrastructural sufficiency	50%
Computer coverage	5%
Internet connectivity of campus	25-30%

4. PROPOSALS

4.1 Academic Programmes

4.2 Quality Improvement Initiatives

4.3 Physical Infrastructure

4.1 Academic Programmes

Summary of existing academic programmes and proposed programmes, courses and requirements in the future

Sl No	Name of the programme/Course	Nature of the Course	Duration	Department
	B.A Arabic literature	UG (Proposed)	4 years	Arabic
	Bsc. Biochemistry & Industrial Microbiology	UG (Existing)	3 years	Biochemistry
	MSc. Biochemistry	PG (Proposed)	2 years	Biochemistry
	Certificate Course in Food Technology	Diploma	1 year	Biochemistry
	BSc Botany	UG (Existing)	3 years	Botany
	MSc Botany	PG (Existing)	2 years	Botany
	Research Centre	PhD (Existing)	3-5 years	Botany
	MSc Botany with Ethnobotany	PG (Proposed)	2 years	Botany
	BSc. Botany and Ayurvedic pharmacy	UG (Proposed)	4 years	Botany
	B.Sc. Chemistry	UG (Existing)	2 years	Chemistry
	M.Sc. Chemistry	PG (Existing)	3 years	Chemistry
	Research Centre	PhD (Existing)	3-5 years	Chemistry
	Diploma in Analytical Chemistry	Diploma (Proposed)	1 year	Chemistry
	Instrumentation methods in Chemistry	Certificate Course (Proposed)	6 months (90 hours)	Chemistry
	B. Com Finance	UG (Existing)	3 years	Commerce
	M. Com Finance	PG (Existing)	2 years	Commerce
	Research Centre	PhD (Existing)	3-5 years	
	B. Com (Hon) Business Analytics	UG (Proposed)	4 years	Commerce
	B. Com (Professional Accounting and Taxation)	UG (Proposed)	4 years	Commerce

M. Com (International Business)	PG (Proposed)	2 years	Commerce
Certificate Course in Entrepreneurship Skill Development	Certificate Course (Proposed)	6 months (90 hours)	Commerce
Certificate Course in Financial Literacy Counsellor's Training	Certificate Course (Proposed)	6 months (90 hours)	Commerce
Certificate Course in Tour Operations	Certificate Course (Proposed)	6 months (90 hours)	Commerce
B A Economics	UG (Existing)	3 years	Economics
MA Economics	PG (Existing)	2 years	Economics
MA Business Economics	PG (Existing)	2 years	Economics
Research Centre	PhD (Existing)	3-5 years	Economics
Business and Economic journalism	Certificate Course (Proposed)	6 months (90 hours)	Economics
Data analytics	Certificate Course (Proposed)	6 months (90 hours)	Economics
BA English Language and Literature	UG (Existing)	3 years	English
BA English (Honours)	UG (Existing)	3 years	English
MA English Language and Literature	PG (Existing)	2 years	English
BA Communicative French	UG (Proposed)	4 years	French
DELF A1and A2: Beginners level.	Certificate Course (Proposed)	6 months (90 hours)	French
DELF B1 and B2: intermediate level	Certificate Course (Proposed)	6 months (90 hours)	French
DELF C1 and C2: Advanced level	Certificate Course (Proposed)	6 months (90 hours)	French
Training in FLE (Francais Langue Etrangere)	Certificate Course (Proposed)	6 months (90 hours)	French
BA Hindi	UG (Existing)	3 years	Hindi
MA Hindi	PG (Existing)	2 years	Hindi
Research Centre	PhD (Existing)	3-5 years	Hindi

	Certificate Course for spoken Hindi	Certificate Course	6 months (90 hours)	Hindi
	B.A. History	UG (Existing)	3 years	History
	MA History	PG (Existing)	2 years	History
	MA in History & Women Studies	PG (Proposed)	2 years	History
	MA in History of Design and Material culture	PG (Proposed)	2 years	History
	MA (Integrated Masters in History)	Integrated PG (Proposed)	4 years	History
	Tourism and Heritage studies	Certificate Course (Proposed)	6 months (90 hours)	History
	History & Archival studies	Certificate Course (Proposed)	6 months (90 hours)	History
	Heritage Industries and History	Certificate Course (Proposed)	6 months (90 hours)	History
	Blue economy and Kerala studies	Certificate Course (Proposed)	6 months (90 hours)	History
	History and film studies	Certificate Course (Proposed)	6 months (90 hours)	History
	Manuscriptology	Certificate Course (Proposed)	6 months (90 hours)	History
	History in the age of social media	Certificate Course (Proposed)	6 months (90 hours)	History
	Environmental Perspectives on History	Certificate Course (Proposed)	6 months (90 hours)	History
	Agricultural History – Contemporary Approaches	Certificate Course (Proposed)	6 months (90 hours)	History
	Local History and Micro Level Orientations	Certificate Course (Proposed)	6 months (90 hours)	History

	Visual Arts and Aesthetic Norms in History	Certificate Course (Proposed)	6 months (90 hours)	History
	Public Health and Personal Hygiene in Kerala - Historical Outline	Certificate Course (Proposed)	6 months (90 hours)	History
	Making History- Distorting and Destroying Practices	Certificate Course (Proposed)	6 months (90 hours)	History
	Empowering Women –Art and Politics	Certificate Course (Proposed)	6 months (90 hours)	History
	Historical tourism: Theory and Practice	Certificate Course (Proposed)	6 months (90 hours)	History
	An introduction to archaeology	Certificate Course (Proposed)	6 months (90 hours)	History
	An Introduction to Documentation and visual culture.	Certificate Course (Proposed)	6 months (90 hours)	History
	Museums and archives in India	Certificate Course (Proposed)	6 months (90 hours)	History
	Orality and Oral culture in India	Certificate Course (Proposed)	6 months (90 hours)	History
	BSc Home Science	UG (Existing)	3 years	Home Science
	MSc Home Science Extension Education	PG (Existing)	2 years	Home Science
	MSc Home Science Food & Nutrition	PG (Existing)	2 years	Home Science
	Research Centre	PhD (Existing)	3-5 years	
	Diploma in Special Education (One Year)	Diploma (Proposed)	2 years	Home Science
	Sports Nutrition	Certificate Course (Proposed)	6 months (90 hours)	Home Science

	Gender Studies	Certificate Course (Proposed)	6 months (90 hours)	Home Science
	B.Sc Microbiology	UG (Proposed)	4 years	Microbiology
	M.Sc Microbiology	PG (Proposed)	2 years	Microbiology
	BA Language, Culture and Literature	UG (Existing)	3 years	Malayalam
	MA Malayalam Language and Literature	PG (Existing)	2 years	Malayalam
	Research Centre	PhD (Existing)	3-5 years	Malayalam
	BA Malayalam and Cultural Studies	UG (Proposed)	4 years	Malayalam
	BA Malayalam and Comparative Studies	UG (Proposed)	4 years	Malayalam
	MA Malayalam and Mass Communication	PG (Proposed)	2 years	Malayalam
	MA Malayalam and Cultural Studies	PG (Proposed)	2 years	Malayalam
	B Sc Mathematics	UG (Existing)	3 years	Mathematics
	M Sc Mathematics	PG (Existing)	2 years	Mathematics
	Number theory	Certificate Course (Proposed)	6 months (90 hours)	Mathematics
	Cryptography	Certificate Course (Proposed)	6 months (90 hours)	Mathematics
	BA Music	UG (Existing)	3 years	Music
	MA Music	PG (Existing)	2 years	Music
	Research Centre	PhD (Existing)	3-5 years	
	Music Appreciation	Certificate Course (Proposed)	6 months (90 hours)	Music
	Voice Culture	Certificate Course (Proposed)	6 months (90 hours)	Music
	Manodharma Sangeetham	Certificate Course (Proposed)	6 months (90 hours)	Music
	Light Classical Music	Certificate Course (Proposed)	6 months (90 hours)	Music
	Foundation Course in Carnatic Music (Practical)	Certificate Course (Proposed)	6 months (90 hours)	Music

	Hindustani Music	Certificate Course (Proposed)	6 months (90 hours)	Music
	Music Journalism	Certificate Course (Proposed)	6 months (90 hours)	Music
	BA Philosophy	UG (Existing)	3 years	Philosophy
	BA Philosophy	PG (Existing)	2 years	Philosophy
	Research Centre	PhD (Existing)	3-5 years	Philosophy
	BA Honors in French Philosophy	UG (Proposed)	4 years	Philosophy
	BA Honors in Philosophy	UG (Proposed)	4 years	Philosophy
	M.A in Yoga & Consciousness Studies	PG (Proposed)	2 years	Philosophy
	M.A in Cognitive Science	PG (Proposed)	2 years	Philosophy
	M.A in Philosophy of Gender Studies	PG (Proposed)	2 years	Philosophy
	Critical Reasoning	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Science	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Upanisads	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Yoga	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Professional Ethics	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Environmental Ethics	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Self Management	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Law and Human Rights	Certificate Course (Proposed)	6 months (90 hours)	Philosophy
	Philosophy of Gender Studies	Certificate Course (Proposed)	6 months (90 hours)	Philosophy

	Health and fitness education	Certificate Course (Proposed)	6 months (90 hours)	Physical Education
	Health evaluation programme	Certificate Course (Proposed)	6 months (90 hours)	Physical Education
	BA Political science	UG (Proposed)	4 years	Political science
	MA Political science	PG (Proposed)	2 years	Political science
	International relations	Certificate Course (Proposed)	6 months (90 hours)	Political science
	Public policy	Certificate Course (Proposed)	6 months (90 hours)	Political science
	Human rights	Certificate Course (Proposed)	6 months (90 hours)	Political science
	BSc Psychology	UG (Existing)	3 years	Psychology
	MSc Psychology	PG (Existing)	2 years	Psychology
	PG Diploma in Counselling	Diploma	1 year	Psychology
	PG Diploma in Psychological Training	Diploma	1 year	Psychology
	PG Diploma in Life Skills Training	Diploma	1 year	Psychology
	PG Diploma in Marriage Preparation	Diploma	1 year	Psychology
	PG Diploma in Employability Skills Training	Diploma	1 year	Psychology
	PG Diploma in Aptitude Testing and Career counselling	Diploma	1 year	Psychology
	B Sc Physics	UG (Existing)	3 years	Physics
	M Sc Physics	PG (Existing)	2 years	Physics
	Research Centre	PhD (Existing)	3 years	Physics
	Diploma in sound engineering (2 year duration)	Diploma	2 years	Physics
	Diploma in spectroscopic analysis for Forensic Science	Diploma	2 years	Physics
	Diploma in Bioinformatics	Diploma	2 years	Physics
	Equipment Maintenance	Diploma	2 years	Physics
	Energy Physics	Diploma	2 years	Physics
	Forensic science for PG students	Certificate Course (Proposed)	6 months (90 hours)	Botany, Chemistry, Physics and Zoology
	B Sc Statistics	UG (Existing)	3 years	Statistics

	B. Sc. Data Science	UG (Proposed)	4 years	Statistics
	M. Sc. Applied Statistics	PG (Proposed)	2 years	Statistics
	M.Sc. Computational Statistics with Machine Learning	PG (Proposed)	2 years	Statistics
	Bio-statistics foundations	Certificate Course (Proposed)	6 months (90 hours)	Statistics
	Financial Modeling	Certificate Course (Proposed)	6 months (90 hours)	Statistics
	Statistical Design of Experiments	Certificate Course (Proposed)	6 months (90 hours)	Statistics
	Statistical Distribution Theory	Certificate Course (Proposed)	6 months (90 hours)	Statistics
	Order Statistics	Certificate Course (Proposed)	6 months (90 hours)	Statistics
	B A Tamil Language & Literature	UG (Proposed)	4 years	Tamil
	Translation &Journalism	Certificate Course (Proposed)	6 months (90 hours)	Tamil
	Communicative Tamil	Certificate Course (Proposed)	6 months (90 hours)	Tamil
	B Sc Zoology	UG (Existing)	3 years	Zoology
	M Sc Zoology	PG (Existing)	2 years	Zoology
	Research Centre	PhD (Existing)	3 years	Zoology
	BSc Zoology (Vocational) with Aquaculture as specialization	UG (Proposed)	4 years	Zoology
	MSc Zoology with Fisheries Technology as specialization	PG (Proposed)	2 years	Zoology
	MSc Zoology with Animal Physiology as specialization	PG (Existing)	2 years	Zoology
	Ornamental Fish Management	Certificate Course (Proposed)	6 months (90 hours)	Zoology
	Vermiculture	Certificate Course (Proposed)	6 months (90 hours)	Zoology
	Fish processing Technology	Certificate Course (Proposed)	6 months (90 hours)	Zoology

	Aquaponics	Certificate Course (Proposed)	6 months (90 hours)	Zoology
	Animal Microbiology	Certificate Course (Proposed)	6 months (90 hours)	Zoology
	MKM- Master of Knowledge Management	PG (Proposed)	2 years	Central Library & Commerce Dept

4.2 Quality Improvement Initiatives

1. Improving Employability of Graduates

The duration of revising the curriculum will be reduced from the current levels of 5-6 years to 2-3 years for modifying the curriculum as per the latest requirements of the industry. To this end, Board of Studies of all the disciplines should be reconstituted by co-opting experts from the respective industries/potential employers.

Measures will be adopted to ensure that in each discipline, the admission will be given to students on the merit cum aptitude basis after obtaining concurrence from the University.

Once the students are admitted in the Institution, adequate exposure will be provided to create awareness about the scope and career prospects of the respective disciplines. From the entry level itself, special training in the necessary skills will be imparted to enhance their employability. Various training tools like personal counseling, group counseling, technical training, communication training, mock interviews, group discussion etc. will be conducted on a regular basis to equip the students to face the competition in the job market.

Necessary measures will be taken by the Career Guidance Cell functioning in the college to establish links with major placement agencies/employers to ensure maximum placement to our outgoing students. For this the existing infrastructure needs to be strengthened further by providing the required building space, library/reprographic facilities and computing and information technology facilities.

Increased Learning Outcomes of the students

Since majority of our students belong to the socio-economically backward strata, the college is the only source through which the students get access to ICT enabled resources, laboratory and library facilities.

The weak students in every class will be identified through the continuous Evaluation process and special coaching classes will be given to improve their performance. To increase the effectiveness of the teaching-learning process, steps will be initiated to strengthen and modernize laboratory facilities, classrooms, library and ICT support.

Enrichment of faculty will be ensured by conducting periodical training in current and advanced developments for the benefit of the student community.

Training will be given for the technical staff in handling the modern and sophisticated laboratory equipment.

Programme- wise targets as to pass percentage and individual performance will be fixed on an end-semester basis and it will be monitored regularly to take remedial actions.

Meritorious performance of students will be recognized and suitably rewarded so as to inspire and motivate other students.

Based on programme-wise, consolidated feedback obtained from the students, areas demanding refinement/improvement will be identified and the faculty members will be provided with necessary training at the institutional level.

Obtaining Academic Autonomy

With academic autonomy, the Institution will be in a position to restructure its curriculum within the reasonable time frame to satisfy the requirements of the industry. Similarly, the institution will be in a position to introduce proper screening measures while admitting the students as well as in evaluating their performance. With administrative autonomy, the institution will be able to take up consultancy engagements and enter into MOUs for enabling collaborative research projects without any administrative delay.

Achieving Accreditation Targets for New UG & PG programmes

The Institution will take necessary measures to get the new UG and PG courses accredited within the stipulated period of 2 years.

Implementation of Academic and Non- Academic Reforms

Academic Reforms

In order to make the curriculum in parity with the industry demands, timely revision of the respective curriculum will be undertaken. This will be ensured by reconstituting the UG and PG Board of Studies by co-opting experts from the respective industrial/ potential employers.

The student performance evaluation process can be further improved by reducing the student- teacher ratio. By identifying more performance parameters and by imparting necessary training in modern and sophisticated technology, the evaluation process can be made more objective. Similarly the allocation of weightage for the Continuous Evaluation (process) and the Term End Evaluation (product) needs to be balanced. Formative evaluation will be conducted using mock-test, mock interviews, quizes, oral presentations and group discussions.

New goals will be set for a fair, consistent, transparent and accountable evaluation. To achieve this, adequate infrastructure facilities like Computers, Networking, Smart Classrooms etc need to be strengthened. The Institution will organize regular workshops and seminars to sensitize them towards total quality management.

The current procedure followed for appraising the performance of faculty by students needs to be strengthened further. In addition to the annual assessment schedule, self assessment by the faculty will be promoted. The assessment profile of each individual faculty will be chronologically maintained by the Quality Assurance Cell which will be set up in the institution to monitor the improvements in areas in which short comings are identified by the students. Measures will be taken by way of imparting necessary training.

Non-Academic Reforms

With the introduction of semesterisation, workload in the administrative division of the Institution has increased substantially. This has resulted in deterioration in quality of administrative support rendered by it to the students and faculty. In order to meet this challenge,

the administrative support can be improved by creating the required number of positions, under various categories. In addition to this the personnel working in the administrative division are to be given necessary training in IT and modern management practices.

Special programmes like yoga, meditation, fitness programmes etc. will be conducted for the holistic development of the students. For nurturing the hidden talents of students, appropriate forums will be established. A crèche will be established in the Institution to take care of the children of teachers and students.

For promoting athletics and games, necessary training and coaching will be given to the selected students. To achieve this, a comprehensive sports complex comprising of tracks, courts, gymnasium and other training equipments will be established. A centralized eco-friendly waste management system will be introduced in the institution as a waste management solution which in turn will help in inculcating the value of preserving the eco system and the environment.

Improving Interaction with Industry

A permanent forum for facilitating continuous interaction with various industries will be established by the Institution. Experts from various industries and organizations will be identified and invited to the forum to share the latest developments in their areas of interest. The inputs received from such interactions will be used as triggers for identifying the training requirements of the faculty and modernizing the teaching-learning facilities including the laboratories. In addition to this, cumulative suggestions, so obtained will be considered while revising the curriculum in future.

As part of fulfillment of perspective programmes, an internship requirement may be incorporated in the curriculum. As per the changing requirement of the industry, add-on programmes will be offered along with the regular programmes.

Enhancement of Research and Establishment of Consultancy Services

Annual targets for IPR creation will be set for various disciplines in the Institution in the beginning of each academic year. For this cause, the necessary infrastructure needs to be created. The prevailing regulatory framework has to be made simple and flexible for the smooth implementation of research as well as consultancy engagements.

Action Plan for Establishing Finishing School

On an average twenty percentage of the students of this institution belong to the SC/ST category and academically weaker strata.

In addition to the existing innovative programmes such as remedial coaching, scholar support programme and ASAP (Additional Skill Acquisition Programme) the institution is planning to set up an exclusive Finishing School targeting SC/ST and academically weak students.

Through the Finishing School all out efforts will be taken to improve transition rates and pass percentage at par with the other students. Special counseling will be given to the needy students after ascertaining their relative strengths and weaknesses. As per their performance in the respective programs, they will be pursuing, necessary measures will be taken for ensuring improvement in their academic performance. In the last year of their stint with the Institution, accelerated and advanced training will be arranged on different skill fronts to make them acceptable to the industrial requirements. Satisfaction index of the individual students will be recorded on an annual basis and it will be used for further improvement in the functioning of the finishing school.

Action Plan for strengthening of PG Programs

At present the college has 17 PG programs admitting a total of 490 students. However, considering the demand pull created by UG programs of the institution and other institutions in the locality, there exists tremendous scope for enhancing intake capacity at PG level. This additional traffic can be handled by way of expanding the capacity of existing PG programs and by offering programs in new generation streams. To meet this capacity enhancement and strengthening the ongoing PG programs, the following measures will be undertaken.

- Strengthening/modernization of existing laboratories and establishment of new laboratories.

- Up gradation of library facilities and provision of reprographic support.

- Setting up of ICT enabled class rooms.

- Collaboration with research organizations.

● Possibility of student exchange programmes will be explored.

Training need analysis

Training needs of the faculty was analysed using a proforma designed by the Core Committee. As per the feedback obtained from the faculty, it was observed that 80% of the faculty attended workshops, 60% participated in national/ international seminars and 40% have presented paper in their respective disciplines. From the analysis, the institution has identified the need for establishing a full-fledged training centre capable of imparting training at the entry level (first 18 months) and advanced career training (latest development in respective disciplines and in technology-enabled modern teaching-learning platforms).

● **Improvement in Basic and Advanced Pedagogy**

Improvement in choosing the best pedagogy is a must for every teacher. Newly appointed teachers should be given training to improve their method of teaching. This can be realised by conducting micro teaching sessions with the help of video-recording. This will help the teacher to understand his/her strength and weakness. Competence in using computer and other IT support can also be improved with the help of frequent IT training programmes. The institution plans to give pre-service coaching for those who await entry-in-service.

● **Subject/ Domain knowledge Enhancement**

Regular workshops related to the existing syllabi and revamping of the syllabi will be conducted within the college. Teachers should be given a maximum exposure to emerging topics and fields of research in their subject. This will help them to explore new avenues in their subject and add to their knowledge enhancement. Seminars shall also be organized periodically by every department so that the teachers will be open to new domains of knowledge.

● **Attendance in workshops and seminars**

The institution gives maximum support to the teachers and they will be encouraged to participate and present papers in workshops/seminars.

● **Improvement in Faculty Qualifications**

The faculty will be given maximum encouragement and support for engaging in research-oriented activities; explore more and more information through ICT support etc. The college proposes to encourage teachers with Ph. D degree to go for post-doctoral research programs.

- **Improving Research Capabilities**

  Teachers should attend training programmes in research methodology. Research methodology courses will be conducted to update them in the latest methodologies in their discipline. They will also be given special training in research methodologies including statistical data analysis and the like. The institution will provide a conducive atmosphere to take up research projects funded by various agencies.

Training Technical Staff

The non-teaching staffs are being provided with basic training skills. But they require periodical training in computer and networking programs. Short term training programs for laboratory supporting staff will be arranged to make them efficient in handling lab equipments and other electronic instruments.

4.3 Physical Infrastructure

a. Administrative: The principal's room of the college is on the ground floor of the heritage building. The principal's room needs to be furnished well and modernised with advanced communication facilities including audio-visual equipment. Due to the increased demand for online meetings, these facilities are essential there. The office room, adjacent to the principal's room, is congested and it too lacks many facilities. This too needs to be upgraded with a sufficient number of computers, furniture, printers, and other accessories.

Sports Infrastructure

The College proposes to have a comprehensive sports infrastructure.

a) In order to expand the sports domain of the College, a comprehensive sports plan is proposed. Some aspects are independent and some other activities are planned in collaboration with existing agencies. For example, a swimming club in association with Police department & Kerala Water Authority (KWA) will be explored.

Sl No	Activities	Project Life Allocation	Financial Year				
			2024-25	2025-26	2026-07	2027-08	2028-29
I	**Infrastructure Modernisation**				**(In lakhs)**		
1	Modernization and strengthening of laboratories		10	20	40	40	60
2	Establishment of new laboratories for existing UG and PG programs and for new PG programs		20	20	30	40	80
3	Modernization of classrooms		20	20	30	40	80
4	Updation of Learning Resources		10	10	10	20	20
5	Procurement of furniture		20	20	40	40	20
6	Establishment/Upgradation of Central and Departmental Computer Centers		20	20	10	10	10
7	Modernization /improvements of supporting departments		20	20	20	20	20
8	Modernization and strengthening of libraries and increasing access to knowledge resources		30	30	20	20	20
9	Refurbishment (Minor Civil Works)		100	100	100	100	100
II	**Research and development support**						
1	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes		50	50	80	80	100

2	Provision of resources for research support			20	20	20	30	30
3	Enhancement of R & D and institutional consultancy activities			30	30	20	10	10
III	**Faculty Development Support**							
1	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organizing/participation of faculty in workshops, seminars and conferences)for improved competence based on TNA			30	30	30	40	40
IV	**Institutional reforms**							
1	Technical assistance for procurement and academic activities			10	10	10	20	20
2	Institutional management capacity enhancement			20	20	20	20	20
V	**Academic support**							
1	Creation of new departments/courses			50	100	100	50	50
2	Enhanced Interaction with Industry			20	20	30	30	30
3	Student support activities			50	50	60	60	70
4	Earn while learn support fund			20	50	100	100	100
5	Entrepreneurship incubation lab			50	100	200	200	200
6	Gender studies unit			20	30	20	5	5
7	Social science research institute			50	100	50	20	20
8	Continuous curriculum development plan			100	50	100	50	100
VI	**Additional infrastructure (quality improvement)**							

	In order to ensure barrier-free and disabled-friendly environment and facilities in all infrastructure (for students and special facilities for academic staff)		50	100	0	0	0
	Central library renovation and capacity addition		200	300	100	100	100
	Add on programmes on modular format for existing students		10	10	10	20	20
	Sophisticated instruments for different Departments		20	20	10	10	10
	Repair work of Department and the computer lab equipment for the Department of Mathematics		10	5	5	5	5
	Maintenance of equipments in General and Electronics lab		10	10	5	5	5
	Modernization and Technical upgradation of the staffroom with separate cabins for teaching faculty for the Department of Psychology		10	5	5	0	0
	Electronic renovation (for all lecture halls, public spaces)		50	100	50	50	50
	Electrical renovation		50	30	30	30	30
	Strengthening of Heritage buildings		50	50	50	50	50
	Renovation of seminar halls ● Flooring (wherever relevant), side paneling and furnishing, false ceiling, lighting, electrical wiring,		100	100	5	5	5

	Sound system, Podium, Interactive panel, Over head projector, UPS, wiring, AC, Repairing existing furniture & AMC						
	Major infrastructure						
	College entrance and exit		200	300	0	0	0
	Academic building (7 storied) Home Science, Music Departments, Studio, Concert Hall, Researchers' Block (amenities for 200 research scholars)		500	1000	500	300	200
	Special building (additional 2 floors) Examination hall & Class rooms		500	500	100	0	0
	Instrumentation Building (Chemistry dept & Classrooms)		200	500	50	0	0
	History Museum		100	300	200	50	50
	Sports plan Indoor stadium- multipurpose training hall including basket ball, handball, table tennis, yoga hall, health club etc.		1000	1000	500	100	100
	Amenities block		500	500	200	200	100
	Independent sewage line		50	100	0	0	0
	Staff quarters		500	500	500	500	500
	Student hostels		500	500	500	500	500
	Open Cafeteria (4)		20	20	2	2	2
	Students amenity room		30	20	5	5	5
	Visitor's lounge and Guest room		20	30	2	2	2

Continuing education block		200	300	50	10	10
College souvenir hall		100	200	50	10	10
Human Resources						
Systems Manager (1)		As per the relevant Pay Commission				
Technical Assistant (1)		As per the relevant Pay Commission				
Library Assistants (4)		As per the relevant Pay Commission				
Cleaning supervisor (1)		As per the relevant Pay Commission				
Cleaning staff (10)		As per the relevant Pay Commission				
Security staff (2)		As per the relevant Pay Commission				
Gardner (2)		As per the relevant Pay Commission				
Office clerks (3)		As per the relevant Pay Commission				
Office Assistant (4)		As per the relevant Pay Commission				
Estate manager (1)		As per the relevant Pay Commission				

Training co-ordinator (1)		As per the relevant Pay Commission				
TOTAL(in Lakhs)		-				
TOTAL(IN CRORES)						

GRAND TOTAL-