PIONEER KUMARASWAMY COLLEGE

Reaccredited with B++ Grade by NAAC
(Govt. Aided College, Affiliated to the M. S. University, Tirunelveli)

Nagercoil– 629003, Kanyakumari District

E. Mail: pk_college@yahoo.co.in, pioneercollege67@gmail.com
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INTERNAL QUALITY ASSURANCE CELL (IQAC)

ANNUAL QUALITY ASSURANCE REPORT

Academic Year 2022-23

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

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INTERNAL QUALITY ASSURANCE CELL (IQAC)

INSTITUTIONAL DEVELOPMENT PLAN

Academic Year (2023-24 to 2033-34)

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INSTITUTIONAL DEVELOPMENT PLAN

Academic Year (2023-24 to 2033-34)

1. 1 INTRODUCTION

Pioneer Kumaraswamy College, affiliated to Manonmaniam Sundaranar Univerisity, Tirunelveli, is a state-aided College of Arts and Science. The College is co-educational, offering UG, PG academic and research programmes in aided and self-financed streams. The College was started by Pioneer Kumaraswamy Educational Agency, Nagercoil with a desire to offer higher education to the marginalized and the underprivileged sections of society in and around the region and has been functioning since 1967. The founders of the college Dr.K.Padmanabhan and his beloved wife Smt.N.Bhagavathy Ammal named the institution after the latter's illustrious father Thiru Pioneer S.Kumaraswamy, who hailed from a humble beginning but turned out to be a successful entrepreneur in the region. The commitment to serve the poor and the deprived has sustained the endeavours of Dr. K. Padmanabhan's family and today if the college is what it is, it is because of the untiring efforts of the incumbent President of the College Management, Er. P. Kumaraswamy, the only son of Dr. K. Padmanabhan.

The conducive academic climate, a dedicated team of teaching and non-teaching staff and consistent good academic performance of the institution have facilitated introduction of seven UG, four PG courses. Four of our departments namely Mathematics, Chemistry, English and Commerce have been recognised as reasearch centres by Manonmaniam Sundaranar University.

Vision

Educate, Empower, Enhance and Ensure with Values

Mission

Educating to transform one's life

Empowering with technology-based skills

Enhancing creative potential

Ensuring quality education with ethical values

OBJECTIVES AND GOALS:

Our objective is to reach the unreached.

INSTITUTION'S DISTINCTIVE CHARACTERISTICS:

- ➢ Acquiring Knowledge with concerted efforts
- ➢ Reaching the heights of human dignity
- ➢ Enhancing wisdom to attain enlightenment
- ➢ Making an individual as a contributor in the realm of the Infinite.

Development of infrastructure synchronizing with introduction of a new course every time is the policy of our Institution to ensure effective teaching and learning process. By procuring and maintaining the required equipment in the Science Laboratories and ICT Laboratory, 250 mbps Internet facility is available on campus providing access to Laboratories, Central Library and Administrative Wing. INFLIBNET facility, membership in N-LIST consortium and Wi-Fi facility enhance the usage of ICT resources. Library is enriched with recently published research-oriented books and professional academic journals. The faculty members are encouraged to update their subject knowledge by participating in Refresher Courses, Orientation programmes, Seminars, Conferences and Workshops. They are encouraged to avail Faculty Development Programme (FDP) and obtain Doctoral Degree. Teachers with Ph.D. degree are fifty four in number. Twenty teachers are recognised as supervisors for guiding Ph.D. candidates. Publication of books, articles in edited volumes and professional journals is the regular practice. The academic proficiency of teachers has been awarded /recognised by Government and reputed Literary Forums.

The Class-room teaching is supplemented by guest lectures, seminars, quiz, group discussions, assignments, field studies and industrial visits. Online / Offline teaching has been effectively done by our teachers on platforms like Google Meet, Zoom Meet, Google class room, etc., during the Covid-19 pandemic. Departments have organised State and National level Seminars. Group learning practices are encouraged. Value added courses and Computer Literacy Programme facilitate skill enhancement. Certificate courses offered at our college help students acquire necessary skills to enable them employable. Students develop their entrepreneurial skills through these courses. Academic mentoring is arranged to all categories of students.

Academic progress is evinced from students passing out with University ranks and distinctions. Talent scanning method in extracurricular activities and sports enables students participate in the competitions held at different levels. Best performer in studies, co-curricular and extracurricular activities is identified and honoured with the title "**Best Outgoing Student**" of the batch. **Best Library User** and **Best Volunteer** in various Forums are also honoured with Prizes. Celebration of national festivals, birth anniversary of eminent leaders, observation of

Women's Day, World Environment Day help instil the spirit of nationalism and foster social harmony. Participation in community services creates social awareness and civic responsibility. The institution is committed to offering quality higher education that includes capacity building for the knowledge economy in order to advance the rural populace, particularly socioeconomically disadvantaged groups, with a special emphasis on rural women.Rural women are given educational opportunities to help them become economically and socially equal.

Pioneer Kumaraswamy College was founded in 1967 with the motto "Ulaippey Uyarvu" and the mission to educate, empower, enhance and ensure. The majority of the students come from the rural belts of Tirunelveli and Kanyakumari Districts, and they are socioeconomically disadvantaged in terms of education and women empowerment.

RURAL EDUCATION

The faculty uses numerous outreach programs to educate high school students about the value of higher education and the opportunities available at our institution. This resulted in 41% of students from rural backgrounds gaining admission during the accrediting period, with 17% receiving scholarships and fee concessions for economically disadvantaged students.

Rural students join a new unknown environment with limited awareness of the college eco-system. As a result, the Student Induction Programme (SIP) is implemented to welcome new students to Higher Education and expose them to the facilities and resources available within the school. This prepares them for a smooth transition. Students from vernacular mediums find it difficult to speak in English, so the Department of English organizes Bridge Courses to help them improve their language skills.

Students do poorly for a variety of reasons, including average cognitive capacity, language obstacles, and an inability to explain their comprehension of the material, and so on. To create relevant learning experiences for all levels of learners, several tactics such as personalized counselling, bilingual teaching, and peer teaching for curricular transaction are used. Students are encouraged to work part-time in sibling companies and other organizations. Advanced learners are given seed money to start prototype enterprises, as well as coaching for higher education and competitive examinations. Value Added Courses are designed to help students build soft/technical skills and prepare them for employment. Awards and recognition motivate talented students to excel in scholastic and co-curricular activities.

The Placement and Training Cell engages in intensive activities to help students acquire soft skills. Knowledge Circle and Entry into Service Forum for Competitive Examinations prepare students to sit state and central public service commission/bank examinations.

WOMEN EMPOWERMENT

The Institution thinks that education may help to improve rural development and empower women. When you educate a man, you educate an individual; when you educate a woman, you educate an entire family. There is no doubt that the school has achieved significant success in empowering rural women by opening up higher education, with 51% of female students from rural backgrounds contributing to the total strength. Management Scholarship for Women and several government schemes encourage women to pursue higher education. Rural villages now have access to commuting services. Mentoring and counselling encourage students in overcoming obstacles and staying motivated. Women are educated on their social, legal, and economic rights. The Anti-Sexual Harassment Cell promotes a safe atmosphere for students.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

➢ A non-profitable educational institution in Nagercoil offering higher education to the first generation learners of marginalized and underprivileged section of the society in and around the region.

➢ Recognized by UGC under 2f and 12B.

➢ Reputable institution with a 56-year of outstanding service with proper Mission, Vision and Quality Policy

➢ Pro-active and progressive Management.

➢ Committed, well qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.

➢ Has research centres in Mathematics, Chemistry, English and Commerce.

➢ Well-equipped laboratories with access to free internet and Wi-Fi facility.

➢ Job oriented Certificate courses on IT related and other subjects.

➢ Imparting training to aspiring students to crack competitive examinations

➢ Competent faculty members contributing to active academic life in the Campus.

➢ Faculty representing in the academic bodies of the affiliating University.

➢ Empowering the rural youth with reasonable fee structure/management scholarship for deserving

➢ Students.

➢ 100 mbps Internet facility on campus connecting Laboratories, Central Library and Administrative Wing of the College.

➢ The Central Library is fully computerized with automated issue of 31,185 books on Arts, Science and Humanities with bar code reader.

➢ College has a local chapter of NPTEL online programmes.

- Active CCTV surveillance leading to a secure environment.
- Development of overall personality of students through Knowledge Circle, other clubs and fora.
- MOUs with a reputed Institution of Higher Learning to have knowledge in topical issues.
- Imparting practical knowledge in civic responsibilities.
- Free mid-day meal for deserving students
- Enhancing team spirit through NCC and NSS.
- Inviting scholars of exceptional ability to the Campus for interaction with the faculty and students.
- Well-equipped Laboratories with proper upkeep and maintenance.
- Green - campus initiatives for a clean and green campus.
- Democratically elected Students' Council.
- Variety of Certificate and Add-on courses for the students indicating value addition along with the regular curricular exchanges.
- An active Parent Teacher Association and Alumni Association enabling a strong bond between the key stakeholders.

Institutional Weakness

- A considerable percentage of the student population belongs to the lower socio-economic strata and are the first-generation receivers of higher education.
- Little scope for curriculum innovation and change as the institution is an affiliated one.
- ICT utilization needs further thrust.
- Non-utilization of the expertise of the staff for consultancy services.
- Inadequate smart class rooms.
- Less number of other state/country faculty members and students.
- Lack of motivation amongst the students to partake in campus placement initiatives leading to a lower placement percentage.
- Limited funds for infrastructure development from the concerned agencies.
- Low enrolment of students from the neighbouring states despite the variety of programmes being offered.

Institutional Opportunity

- Exploration of funding agencies for the conduct of more number of Seminars, symposia and conferences
- All UG departments can be elevated into PG departments and all PG departments into Research Centres.

- Concerted efforts to avail financial assistance from state funding agencies to strengthen research activities.
- Offer more Value Added Courses to enhance self-employment potential as well as job opportunities.
- Motivating students to perform better in university examinations.
- Signing more MOUs for collaborative research activities.
- Strengthening alumni association for fetching additional financial resources for furthering the infrastructural developments.
- Various scholarships like SC/ST and BC Scholarship, Puthumaipen scholarship, Merit scholarship and Government of India Scholarship.
- Student support centres like Counseling Centres provide leadership and personality development programmes, Stress management programmes and disaster management programmes.Language Laboratory for improving communication skill in English
- Strengthening the Alumni and to utilise them as an asset for the development of the college.
- Generating more Funds from active alumni for developmental needs
- Conducting more extension activities through clubs and forum.
- Pioneer Kumaraswamy College and Pioneer Academy are jointly organize the competitive examinations may be strengthened to focus on UPSC, TNPSC, Bank & Competitive examinations

Institutional Challenge

- Students are drawn from rural and marginalized sections of the society
- Students are handicapped in writing in English language
- Social taboos that prevent girls from spending more time on campus
- Financial constraints in providing capital intensive academic courses
- Students dropping out due to domestic compulsions

Institutional Development Plan

- Institutional Development Plan mainly focuses on
- Improvement of academics
- Research, collaboration and consultancy
- Student progression
- Faculty and staff developments
- Societal connect
- Resource mobilization
- Development of infrastructure
- Institutional ranking and brand building.

Goals and Objectives

➢ To provide students with opportunities for multidisciplinary, inter-disciplinary, and vocational education in a variety of areas such as music, Indian languages, art, and culture.

➢ To form a cluster with other educational institutions.

➢ To create the holistic development of students.

➢ To offer students an opening for inclusive education.

➢ To work on attracting students from other states as well as internationally.

➢ To encourage students to be innovative and entrepreneurship.

➢ To conduct activities that focus on the students' skill development, thereby improving employability.

➢ To create and improve the academic infrastructure for effective teaching, learning, and outcome-based education.

➢ To provide infrastructure for e-content development.

➢ To provide physical infrastructure that is conducive to learning.

➢ To encourage a research culture among students and teachers.

➢ To improve the quality of teaching and non-teaching staff at the institution.

➢ To work towards creating an environmentally sustainable institution.

➢ To enhance students' awareness of their social responsibilities and contributions to nation building.

Institutional Development Plan (Academic Year 2023-24 to 2033-34)

1. Curricular Aspects

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Number of Add on /Certificate/Value added programs offered and online MOOC programs like SWAYAM, NPTEL etc	16	32	50
Percentage of students enrolled in Certificate/ Add-on/Value added programs and also completed online MOOC programs like SWAYAM, NPTEL etc.	25%	50%	100%
Percentage of students undertaking project work/field work/ internships	25%	50%	100%
Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders	Feedback collected, analysed, action taken and feedback hosted on the institutional website	Feedback collected, analysed, action taken and feedback hosted on the institutional website	Feedback collected, analysed, action taken and feedback hosted on the institutional website

2. Teaching- Learning and Evaluation

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Enrolment percentage	90%	100%	100%
Percentage of seats filled against seats reserved for various categories	90%	100%	100%
Student – Full time Teacher Ratio	<20:1	<20:1	<20:1
Percentage of full-time teachers against sanctioned posts	90%	100%	100%
Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.Sc. / D.Litt.	90%	100%	100%
Pass percentage of Students	90%	100%	100%
Teaching, Learning and Education Technology	Measuring attainment of CO, PO and PSO. Implementation of ERP in teaching, learning and evaluation. 10% E Content Development	Measuring attainment of CO, PO and PSO. Implementation of ERP in teaching, learning and evaluation. 25% E Content Development	Measuring attainment of CO, PO and PSO. Implementation of ERP in teaching, learning and evaluation. 50% E Content Development

3. Research, Innovations and Extension

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Grants received from Government and non-governmental agencies for research projects / endowments in the institution	5 lakhs	20 lakhs	50 lakhs
Number of workshops/seminars/conferences	10	50	100
Number of research papers published	10	50	100
Number of books and chapters in edited volumes/books published	10	50	100
Number of extension and outreach programs	20	50	100
The number of MoUs, collaborations	10	30	50

4. Infrastructure and Learning Resources

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Percentage of expenditure, excluding salary for infrastructure augmentation	10 lakhs	30 lakhs	50 Lakhs
Student – Computer ratio	<=5:1	<=5:1	<=5:1
Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component	>=25%	>=25%	>=25%

5. Student Support and Progression

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Percentage of students benefited by scholarships	>=70%	>=70%	>=70%
Capacity building and skills enhancement initiatives	1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. ICT/computing skills	1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. ICT/computing skills	1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. ICT/computing skills
Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution	>=40%	>=40%	>=40%

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging case	1. Implementation of guidelines of statutory/regulatory bodies 2. Organisation wide awareness and undertakings on policies with zero tolerance 3. Mechanisms for submission of online/offline students' grievances 4. Timely redressal of the grievances through appropriate committees	1. Implementation of guidelines of statutory/regulatory bodies 2. Organisation wide awareness and undertakings on policies with zero tolerance 3. Mechanisms for submission of online/offline students' grievances 4. Timely redressal of the grievances through appropriate committees	1. Implementation of guidelines of statutory/regulatory bodies 2. Organisation wide awareness and undertakings on policies with zero tolerance 3. Mechanisms for submission of online/offline students' grievances 4. Timely redressal of the grievances through appropriate committees
Percentage of placement of outgoing students and students progressing to higher education	>=60%	>=60%	>=60%
Percentage of students qualifying in state/national/ international level examinations	>=10%	>=10%	>=10%
Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level	>=30	>=30	>=30
Average number of sports and cultural programs in which students of the Institution participated	>=30	>=30	>=30

6. Governance, Leadership and Management

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
Implementation of e-governance in areas of operation	1. Administration 2. Finance and Accounts 3. Student Admission and Support 4. Examination	1. Administration 2. Finance and Accounts 3. Student Admission and Support 4. Examination	1. Administration 2. Finance and Accounts 3. Student Admission and Support 4. Examination
Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies	>=50%	>=50%	>=50%
Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs	>=50%	>=50%	>=50%
Quality assurance initiatives of the institution include	1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements	1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements	1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements

	2. Collaborative quality initiatives with other institution(s)/ membership of international networks 3. Participation in NIRF 4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc	2. Collaborative quality initiatives with other institution(s)/ membership of international networks 3. Participation in NIRF 4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc	2. Collaborative quality initiatives with other institution(s)/ membership of international networks 3. Participation in NIRF 4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc

7 - Institutional Values and Best Practices

Institutional Development Plan	Time line		
	Short Term (2 Yrs) (2023-24 to 2024-25)	Mid Term (5 Yrs) (2026-27 to 2028-29)	Long Term (10 Yrs) (2028-24 to 2025-26)
The Institution has facilities and initiatives for	1. Alternate sources of energy and energy conservation measures 2. Management of the various types of degradable and non-degradable waste 3. Water conservation 4. Green campus initiatives 5. Disabled-friendly, barrier free environment	1. Alternate sources of energy and energy conservation measures 2. Management of the various types of degradable and non-degradable waste 3. Water conservation 4. Green campus initiatives 5. Disabled-friendly, barrier free environment	1. Alternate sources of energy and energy conservation measures 2. Management of the various types of degradable and non-degradable waste 3. Water conservation 4. Green campus initiatives 5. Disabled-friendly, barrier free environment
Quality audits on environment and energy regularly undertaken by the Institution	1. Green audit / Environment audit 2. Energy audit 3. Clean and green campus initiatives 4. Beyond the campus environmental promotion and sustainability activities	1. Green audit / Environment audit 2. Energy audit 3. Clean and green campus initiatives 4. Beyond the campus environmental promotion and sustainability activities	1. Green audit / Environment audit 2. Energy audit 3. Clean and green campus initiatives 4. Beyond the campus environmental promotion and sustainability activities

Short Term Goal

Curricular Aspects
- programs offered and online MOOC programs like SWAYAM
- undertaking project work/field work/ internships
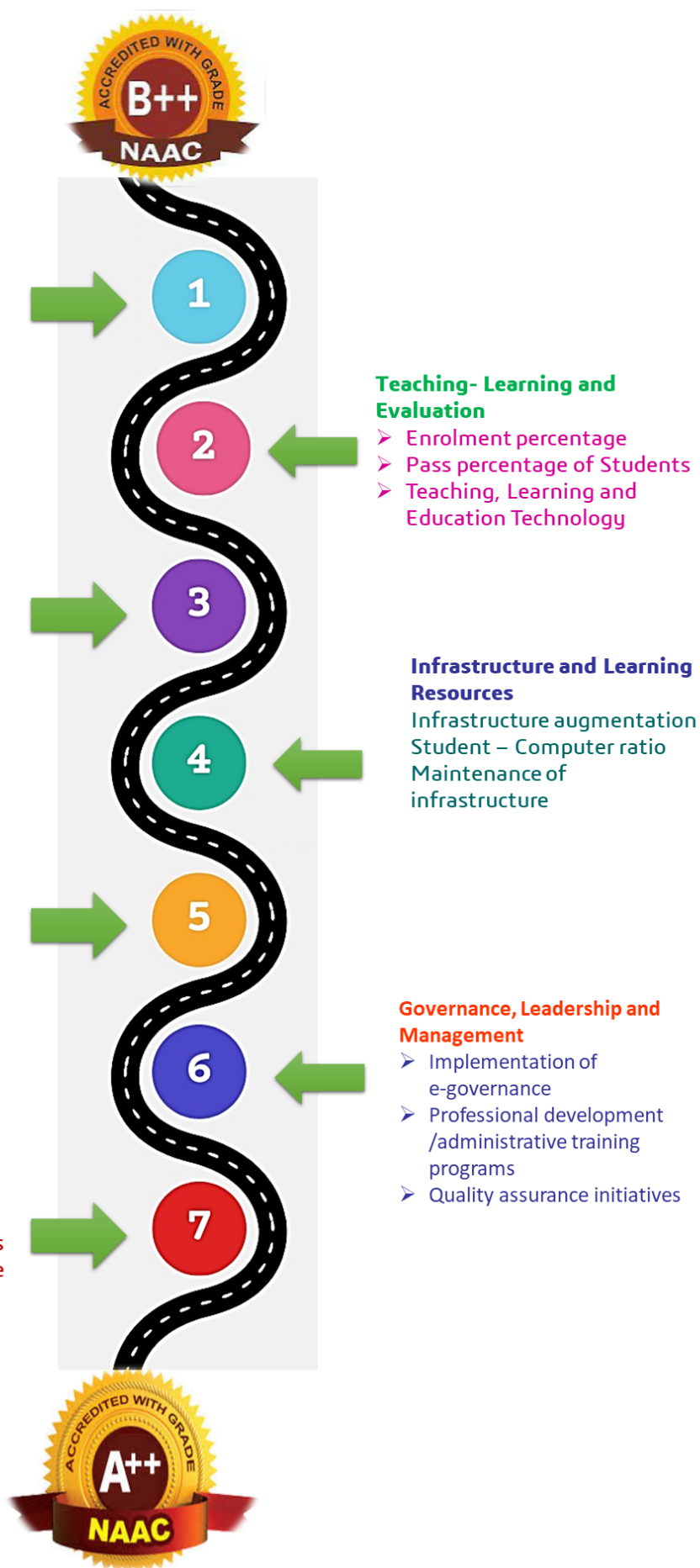
Research, Innovations and Extension
- Grants received from Government and non-governmental agencies
- Workshops/seminars/conferences
- Research papers published
- Books published
- Extension and outreach programs
- MoUs, collaborations

Student Support and Progression
- Students benefited by scholarships
- Capacity building and skills enhancement initiatives
- Guidance for competitive examinations and career counselling
- Transparent mechanism for timely redressal of student grievances
- Placement and Higher Education
- Sports and cultural programs

Institutional Values and Best Practices
- Alternate sources of energy and energy conservation measures
- Management of the various types of degradable and non-degradable waste
- Water conservation
- Green campus initiatives
- Disabled-friendly, barrier free environment

Teaching- Learning and Evaluation
- Enrolment percentage
- Pass percentage of Students
- Teaching, Learning and Education Technology

Infrastructure and Learning Resources
Infrastructure augmentation
Student – Computer ratio
Maintenance of infrastructure

Governance, Leadership and Management
- Implementation of e-governance
- Professional development /administrative training programs
- Quality assurance initiatives

Long Term Goal