



MAR ATHANASIUS COLLEGE (AUTONOMOUS)
KOTHAMANGALAM, KERALA, INDIA
87th Position in NIRF College Ranking 2023



Institutional Development Plan

Institutional Development Plan

Based on the Dictum 'Knowledge is Power,' the College nurtures students with character, integrity, courage, tenacity, academic competence, social skills, and moral values. The institution formulates its Institutional Development Plan (IDP) after discussions with various bodies, such as the General Body, Governing Board, Executive Committee of the management, and Governing Body, Academic Council, College Council, and IQAC of the College.

To prepare the students as envisioned in the NEP 2020, the institution prepares its IDP, which enables the students to face the challenges of the time and overcome the obstacles. Along with the curricular activities, the students are given ample training in multi-disciplinary and multifaceted education. The College takes the initiative to revise the course syllabi to incorporate contemporary requirements such as employability, entrepreneurship, and skill development. Efforts are also made to integrate cross-cutting issues relevant to professional ethics, gender, human values, environment and sustainability, and other value frameworks enshrined in the Sustainable Development Goals.

The institution's genuine interest and commitment have resulted in creating a healthy youth for a healthy India for the last sixty-eight years. The institution has been rendering its meritorious service in the higher education sector.

The IDP of the College is designed to address the academic and non-academic programs. The academic activities focus on enhancing the learning environment and experience offered by the college. This includes initiatives to restructure the curriculum as per NEP, upgrade teaching-learning methodologies, and outcome-based evaluation. On the other hand, the non-academic activities concentrate to build up a student community with character and integrity, social skills, and moral values by enhancing the overall experience beyond the classroom.

Governance Plan

The college plans to develop a Management Information System (MIS) to integrate its operations, including admissions, teaching and learning, evaluations, feedback, financial management, and alumni engagement.

The college aims to introduce an international chair and expand its faculty.

Establish an external advisory board with members from international institutions, industries, and eminent academic bodies.

Institutionalize a feedback mechanism by a regular 360-degree for all faculty and staff.

Resource Management

A financial or investment committee for budgeting, planning of recurring and non-recurring expenditures, and preparing future financial plans.

Commercial utilization of existing facilities and consultancy by each Department to generate additional income

The college intends to offer scholarships/freeships to international and out-of-state students.

The college plans to expand the availability of financial assistance for students by increasing the number of scholarships and freeships offered.

Research Plan

Enhance the number of research centres and increase the intake of research scholars.

Creation and implementation of a faculty compensation scheme for the teachers involved in active research Initiatives to appoint research professors of International repute
Avail the maximum research grants from international and national funding agencies.

To build an environment that promotes multi-disciplinary and interdisciplinary research through collaborations and MoUs with reputed research organizations.

A centre for translation, bridging the gap between laboratory research and practical applications in the agricultural and industrial sectors, will be established.

Restructuring the pedagogy with a substantial amount of experimental learning
A centralized office to operationalize and monitor research activities

Academic Plans

The college intends to implement the Academic Bank of Credits (ABC) as envisioned in the National Education Policy (NEP 2020).

The college plans to implement a Teaching Learning Enhancement Cell (TLEC) to promote a well-rounded education in various fields such as sciences, social sciences, arts, humanities, and sports. Its goal is to integrate different disciplines and provide a comprehensive learning experience.

The college is considering implementing a new committee called the Output-Oriented Curriculum Development Committee (CDC). This committee aims to design curricula that prioritize deep understanding of concepts, foster creativity and critical thinking, instill ethical and constitutional values, and support the use of multiple languages.

An academic and professional support centre will be established to acknowledge, identify, and nurture the unique abilities of every student. This center will include a communication lab, dedicated workshop space, psychometric assessments, and an e-Connect platform.

Implementing remote access to the library's subscribed resources, allowing users to access them from the comfort of their homes through a remote access portal on the library website, is under consideration.

The college aims to introduce a varied choice of relevant programs (multidisciplinary and multifaceted) with embedded Internships/apprenticeships by implementing the NEP curriculum and syllabi. The College also tries to introduce modularisation of curricula to enable multiple entry/multiple exit options.

Introduce certificates or add-on courses to promote digital, legal, and financial literacy among the stakeholders.

Restructure the examination and evaluative system by introducing online/offline blended assessment methods.

Introduce the 'earn while learn' model to impart life skills and social skills to the students.

The college plans to strengthen the book bank facility, wherein meritorious and economically disadvantaged students are provided with textbooks from the library.

The college plans to create Peer learning spaces where students and staff can interact, eat together, engage in group activities, and learn from one another. The goal is to encourage collaboration and knowledge sharing among peers in a relaxed and informal setting.

Human Resource Management

Introduce inclusive induction protocols for the newly recruited faculty and staff members

Recognition and reward system for the performers

Pedagogical excellence initiatives to recognize the teachers involved in restructuring the curriculum and syllabi

Emotional intelligence and support network to alleviate the stress related issues of the staff

The college is planning to establish a Faculty Development Cell. This initiative aims to enhance the knowledge and skills of its teaching staff, improving the quality of education and creating a competitive environment comparable to top institutions.

Networking and Collaboration

The college is devising strategies to bolster its twinning programs with esteemed national and international universities.

The college is currently establishing a collaboration with the esteemed Association of Commonwealth Universities (ACU), which is dedicated to building a better world through higher education.

The college plans to strengthen cross-institutional synergy by establishing in-house internship and summer research project facility.

The college envisions creating an engaging and professional environment that fosters experiential/ hands-on learning, civic partnership and social integration through community outreach and village living.

The college plans to enhance the faculty and student exchange program to facilitate short-term exchanges. An innovative center (Innovation ecosystem) for concept design will be established, encompassing various specialized labs, such as the audio media lab, design lab, content preparation lab, printing lab, and publishing lab.

The college envisions the development of a campus industrial park.

Digital infrastructure

The college intends to enhance its e-learning facilities and provide online courses through renowned platforms like NPTEL/Swayam and other MOOC courses. This move aims to offer students a more flexible and accessible learning experience. Utilizing this, the college seeks to broaden its educational reach and cater to a wider audience.

Restructure the examination and evaluation by introducing digitalized online evaluation system by promoting paperless exam.

Implement paperless office

Online blog and sites for all programmes

Vertical and horizontal communications with all stake holders

The college intends to introduce a 'Digi world section' within the library to cater to laptop users.

Physical infrastructure

The college governance is determined to intensify its green initiatives. The primary objectives are to move towards sustainable processes and energy sources, implement a paperless administration system, and establish a waste paper recycling unit.

Constructing green buildings with optimum water and energy consumption

To establish departmental library with online digital information resources

Construct optimum number of student accommodation facilities.

The college plans to equip all classrooms with state-of-the-art information and communication technologies such as interactive panels and computers.

The college strives to construct staff quarters that offer appropriate accommodation for its faculty and other staff members.

The college envisions an Examination Block to ensure the smooth conduct of exams.

The college aims to have an Administrative block, which will be the heart and controlling centre of the institution. This Block is envisioned as a well-planned and spacious building that consists of vast offices for the entire Top Management team, Academic team, Account section, Establishment section, Examination Section, Store, and Conference Hall with a videoconferencing facility and a modern and elegant design.

The college plans to develop a centralized facility to maintain academic and physical infrastructure. This facility will ensure the proper upkeep of educational spaces and physical amenities. To achieve this, the college should invest in highly skilled personnel and advanced technology to enhance its maintenance operations and overall efficiency.

The college governance envisions constructing a state-of-the-art, air-conditioned auditorium for multiple purposes.

As a leading institution in sports education, our college strives to provide top-notch facilities for our students. Our governance is committed to establishing an internationally recognized synthetic athletic track on campus.

The college aims to establish a state-of-the-art health and fitness center that will meet the needs of both students and staff members. Our vision for this facility is to provide state-of-the-art amenities and be managed by exceptionally skilled and experienced trainers.