SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

NILGIRI COLLEGE OF ARTS AND SCIENCE

NILGIRI COLLEGE OF ARTS AND SCIENCE, THALOOR, KONNACHAL PO, THE NILGIRIS, TAMILNADU - 643239
643239
https://nilgiricollege.ac.in

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

January 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Nilgiri, a place far from the madding crowd, is the land of virgin forests, perennial streams, placid lakes, exotic flora, tucked away in the green hillocks in the serenity poured in abundance by mother nature. The population of the area is mainly comprised of settlers, migrant labourers, and marginal farmers.

Even after decades of their settlement in this agricultural land, where they toiled hard to make a living, the children of the majority of fortune seekers were denied the opportunity of school education, and facilities of higher education was beyond their imagination. Only the children of fortunate plantation owners and the first-grade government officials alone were able to afford higher education outside the Nilgiri district such as in Coimbatore or in other far-off places. So, thousands of children remained uneducated for several years in the Nilgiri region.

This was the challenge addressed by the founding fathers of Nilgiri College who decided to open the windows of Higher Education to the children of the poor downtrodden, rural masses majority of whom belonged to the Minority community, SC/ST, and other Backward classes. The result was the formation of Career Development Foundation Trust (CDFT) which established the Nilgiri College of Arts and Science in 2012 affiliated with Bharathiar University.

The geographical situation of the college was favorable for students from two states namely Tamilnadu and Kerala, since it is functioning just 200 meters from the borders of Kerala, the neighboring state. We do share the rich Tamil culture and heritage and mix it with the vivid nature of Kerala culture. Accordingly, it became a college with bilingual cultural ethics of both Tamilnadu and Kerala, thereby contributing much to the sense of national integration and fraternity of linguistic and racial minorities.

The college started with three UG program with 65 students and now it is offering nine UG and 3 PG programs with a student strength of 1335 and with a faculty strength of 69. The college is enlisted in the UGC 2(f) & 12(B) status and is an ISO 9001-2015 certified institution. It has signed 11 international and 60 national MoUs for academics, research, and placement.

Vision

To develop a community of learners who aspire to make the world a better place to live in.

The institution believes in education as a man-making process and thus a variety of programs are launched to mould the character of the students and to make them better human beings. who are going out with a lot of socially relevant and educationally enriched ideas and ideologies with a strong concern and care for the society. The college is reaffirming its belief that education is an enculturisation process.

Mission

To prepare our learners for bringing positive social transformation by providing a conducive learning environment through innovative teaching practices, effective use of technology, promotion of research, entrepreneurship, and community engagement.

CORE VALUES

The core values of the college are:

- **Inclusivity**
- **Positivity**
- **Respect**
- **Commitment**
- **Quality**

The college commenced with the principle of inclusivity to accommodate all segments of society ensuring no one is left behind. It is governed by the Board of Trustees of CDFT with very effective teamwork to accomplish the Vision and Mission of the institution.

GRADUATE ATTRIBUTES

- Domain Expertise
- Social Committment
- Adaptability
- Leadership Skills
- Digital Competence
- Effective Communication
- Team Work

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Situated in a strategic **tri-junction-hilly village** bordering three southern states
- Nestled in an attractive location capturing the **beauty of UNESCO World Heritage sites**, Nilgiri Biosphere and Western Ghats
- An institute envisaging the philosophy of **L**earn, **G**row, **M**ature and **C**ontribute (**LGMC**)
- Transformative and proactive leadership with an idea of **'Locally Rooted; Globally Connected'**
- UGC 2(f) and 12(B) Recognition
- Elegantly designed and developed **Infrastructure** with unique facilities and amenities spreading **happiness** among learners
- India's First **Artificial Intelligence and Robotics** enabled Arts and Science College
- Ranked in **Top Ten Innovative** Arts and Commerce Colleges by "Higher Education Review"
- Model Institute promulgating **Prime Minister's vision** of **'Digital India' - Digital Campus, 'Skill India' -Skill Campus and 'Fit India' - Fit Campus**
- **Happiness Centre** to ensure the conducive environment for Teaching-Learning
- Industry-Academia collaboration with **50 National and 11 International** Organizations
- Well-structured **tutorial and effective curricular** and co-curricular initiatives aiming to attain

graduate attributes

- Vibrant and Passion Driven **Faculty Fraternity** blended with expertise and experience
- Rich academic records of **97%** success with **20 University ranks**
- Strong **Neighbourhood** community of **45 households** with creative involvement
- **Farming and Green** initiatives with a mission of **Post Covid sustainable Village**
- Active **PTA** and **Alumni** Network with constructive support
- **100% ICT** enabled Classrooms, sophisticated laboratories, bandwidth of **400 Mbps**, **Robots**, 3D, and innovation labs
- **Dr. APJ Kalam automated Library** with 10000+ books, 66 periodicals, N-Listed Journals
- Excellent **Sports and Physical Fitness** enhancement amenities
- **Hostel Facility** for 340 students and **13 Buses** transporting 650 day scholars
- **20KW Solar** energy plant, Rain water harvesting
- **Career and placement Cell** with result oriented trainings and employability enhancement programmes matching industry requirements
- **N**ilgiri **I**nstitute of **A**dministrative **S**tudies (**NIAS**) for civil service coaching
- *'Thirukkural'* based value education
- **Innovation eco system** promoting start-ups, ideations, and entrepreneurships
- Cells, Forums, Clubs, NCC, NSS, YRC etc.

Institutional Weakness

- **Lack of Air and Rail connectivity**, so it creates limitation in accessing experts and resources for teaching- learning, placement and industry exposure
- Existing **regional Land rules and legal restrictions** as an eco-sensitive area create concerns in infrastructural developments. Thus any futuristic developmental plans get stuck and delayed
- As an affiliated college the institution has **less flexibility** in designing and framing curriculum
- **Lack of research department** in the institution affects the growth of research and innovations
- The **non-availability of industries** in the nearby area compelling us to take the students to distant towns for their industrial visits and apprenticeship
- **Inaccessibility to Government grants** and funds to the self-financing institutions

Institutional Opportunity

- **Diverse Demography** which reflects multi lingual, migrant, Tribal and downtrodden communities
- **Rural learners** are able to explore **international exposure** and career opportunities
- **The only Higher Educational Institute** in 45Km radius in the district with 19 Higher Secondary schools
- **Heavenly climate and learner friendly atmosphere**
- **Multi- lingual and heterogonous population inside the campus** facilitates learning and experiencing of different languages and cultures
- **Multi-disciplinary approach in curriculum delivery, Distance learning, Certificate and Add on courses**, Participative and experiential learning and skilling initiatives in lieu of NEP 2020
- **Vast areas of agriculture land and institution's continued effort on farming** – a way to **Earn while Learn**
- **Establishing a Community Library** for the rural folks to create reading habit and empower them
- **Upgradation of the institute to autonomous status** and bring innovation in the academics

Institutional Challenge

- **Digital Divide** is a key concern in the rural and hilly regions
- Staff attrition rate
- **Lack of orientation** among rural parents about the relevance of higher education and career opportunities
- **Peer influence** on students to undergo short term courses and ended up with lesser career prospects
- **Hesitation** of students particularly girls to accept job offers and campus recruitments due to distance and lack of readiness to take risks
- **The remote rural nature** of the locality is causing difficulties for the students regarding the accessibility to the institution, even though the college is operating 13 buses to the rural areas
- **Continuous natural calamities and un-expected situations** badly affect the working days and smooth functioning of the institution

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College follows the curriculum prescribed by affiliating University and has developed its own methodologies for the effective implementation and delivery of curriculum.

- The College offers **9 UG** and **3 PG** programs in Arts, Science, Commerce and Management studies.
- Both the UG and PG programmes follow **CBCS system** with elective course, field work, internships and projects, thus ensures academic flexibility.
- **108 Add on / Certificate / Value added programs** are designed and offered by the departments to meet the graduate attributes.
- **Academic Council** prepares **annual plan** and **academic calendar** in tune with the University calendar.
- **IQAC e**nsures the planned and structured implementation of the curriculum.
- **Semester configuration** and format of lesson plan prepared by IQAC distribute to departments.
- **University rank** expected students are added to **Rank Club.**
- Department recommends students with outstanding performance to **MD's Leaders Club.**
- Department keeps **student profile, academic record, and discipline records**.
- Departments has formed special forums such **asEnLiteN, Executrix, TECS, Cognizare, FOCA, Cybernauts for bridging curricular skills.**
- IQAC takes **360 degree feedback on curriculum** to ensure the quality of pedagogy and an efficient content delivery.
- The **Academic Council and Exam Cell** of the institution prepare the components for CIA based on the university norms. It conducts two internal exams and a model exam prior to the university semester examination.
- In a bid to vitalize the art of learning, the institution integrates cross-cutting issues relevant to **Professional Ethics, Gender, Human-Values, Environment, and Sustainability** into the curriculum.
- The university itself integrate cross-cutting issues into the curriculum. The college regularly organise skill based learning practices and value based enrichment programs.
- The institution initiated Skill bank, *Snehaswaram,* Happiness Centre, and Organic farming for supplement curriculum.
- **40% of students** undertaking **project work/field work/ internships** in a year.

- Comprehensive **feedbacks** collected from all stakeholders at the end of each semester are analysed and necessary actions taken to improve the academic ambiance of the institutions.
- **Embase Learning Management System** for effective curriculum implementation.

Teaching-learning and Evaluation

- The institution has a **student enrolment percentage of 73**, with adequate representation of socially and economically deprived communities.
- Enrolment of students is followed strictly adhering to the reservation policy of the government.
- **All the sanctioned posts are filled with full-time teachers.**
- **10 faculties having Ph D degree and 20 faculties are pursuing research degree**.
- The institution has **19:1** Student-Full time Teacher Ratio.
- The **mentor-mentee system**, catering to the emotional, intellectual and academic developments of the students, is effectively implemented.
- **Experiential, participative and problem solving methods** like *survey based projects, lab sessions, model making, internships, industrial visits, field work, residential camp, peer assisted collaborative learning, Snehaswaram, group discussions, projects, 'Zero to Maker' intensive workshop, hands on session on 'Design and Logical Thinking' h*ave implemented.
- **Organic farming culture** has been promoted in the campus for experiential learning and the institution has introduced a **certificate course on paddy cultivation.**
- Faculties extensively using **ICT methods** such as **LMS, AI-Robotics, YouTube channels, Smart TVs, Interactive Intelligent Panels, Google Class rooms, subject specific softwares** etc.
- The **internal and external assessment** is carried out systematicallyand the grievances are redressed.
- A **three tier grievance redressal system** ensures transparency and timely publication of results.
- All teaching and learning activities are outcome based. **POs, COs and PSOs** are Communicated to students through college website and department notice board
- Attainment of outcomes is evaluated through **Bloom's Taxonomy.**
- **Excellent pass percentage (97%), good academic progress and achievements (20 ranks) of students** are testimony to the concentrated and committed efforts in the teaching, learning process.

Research, Innovations and Extension

The institution has impressive credentials in blending research, innovation and extension activities. The institution has a well-defined research policy that promotes research and innovation ecosystem in the campus.

- **Research and Development Cell** accelerates research culture among staff and students.
- **Four faculty members are Research Supervisors**. **Ten faculty members are Ph.D holders.**
- **Nilgiri Research Fellowship** scheme provides financial assistance for the faculties who enrolled in research programmes. 20 teachers are pursuing their Ph.D under this scheme.
- **Rupees 9 lakhs** spent as research seed money.
- There are ten research projects/ endowments sanctioned in the assessment period which mobilized a **grant of 16.7 lakhs**. 9 teachers awarded fellowships in this period.
- The faculty members published 43 research publications and 33 books/book chapters.
- The **Innovation Cell** systematically encourages a culture of creativity in the campus.

- Prominent knowledge providers namely **ENcube Labs USA, Innovation Floor Dubai,** and **ICT Academy Kerala** are actively associated with the institution for creating an innovation ecosystem.
- **Robots** namely, **Alice and I-pal** (2 numbers) are well designed AI platforms.
- **TATA ION** provides virtual internship for the students. **Infosys** and **ICT Academy** conduct workshops on **AI and Robotics, IOT, Design Thinking and Gaming and Animation.**
- Students developed **Smart dustbins, wireless notice boards, auto hand wash, pedal-operated hand wash, mobile-controlled toy cars, Egg Incubator, Automated PA system and Sanitary Napkin Disposal Cover.**
- **Entrepreneurship Cell** initiated start-ups such as **E-commerce, catering, event management, digital marketing, food production, farming, fashion designing, craft, bottle art, tourism etc.**
- **100 workshops / Seminars** conducted on research methodology, IPR and Entrepreneurship.
- One **innovation patent** is awarded during the assessment period.
- Extension activities are carried out in order to sensitise students to social issues, spirit of volunteering and humanism.
- Initiatives such as *'Gramadeepam'*: **Neighbourhood Community Empowerment Project, NCAS TASK FORCE for Crisis and Disaster Management, HAPPINESS CENTRE,** Computer Literacy for Tribal Peoples, **SNEHASWARAM** – Old age home inmates get-together, **Happiness Lunch**, **PRP Mentoring** Sessions etc. are the major extension activities.
- The institution collaborated on research, innovation and extension activities with more than 100 partners.

Infrastructure and Learning Resources

Elegantly designed and developed **Infrastructure** with unique facilities and amenities spreading across 30 acres of land.

- Total built up area is 150000 Sq.Ft. including *'Mahathma Gandhi'* and *'Bharathiar'* Blocks and '*Valluvar Arangam'*.
- Expenditure incurred on maintenance of physical and academic facilities comprises **35.24%** of the total budget.
- **35 modern ICT** and **Wi-Fi enabled class rooms** equipped with green board, lectern and notice board.
- Four interactive intelligent **LED panel, four LCD projectors** and **35 Android smart TVs.**
- **Three seminar halls** namely Nalanda , Athens and Alexandria.
- One Alice and two I-pal **Robots.**
- **Innovation lab and Psychology lab.**
- The number of computers in each lab is as follows: Computer Science lab – 60, Commerce and Management - 60, Multimedia lab - 60 computers, Language lab – 30, Informatics Centre - 25, and PG Lab -30.
- Campus Wi-Fi with **400 mbps bandwidth.**
- The institution upgrades IT facilities frequently. 75 percent of computers were upgraded from Core i3 to **Core i7 processors**.
- The library is equipped with integrated library management system (**ILMS**). There more than 10000 books and Lakhs of E-Resources. N-List subscription provides access to E-Resources.
- Independent faculty room for each department with an exclusive cabin for HoD
- The support staffs under the Campus Manager maintain the infrastructure properly.
- Counselling and Supporting Centre.
- 'Read and Reflect' corners.

- *'Alai'* Campus Radio.
- *Cordova* open auditorium.
- Indoor games, badminton courts, 5s floodlight football turf, 11s football ground, cricket net, volley ball and basket ball courts.
- Gymnasium, Yoga and Meditation hall.
- Healing, Happiness and Herbal Garden.
- Debate Corner, Listening Square.
- Multi Faith Centre.
- Natural pond with 12 fish varieties.
- Day care centre.
- Hapital – Happiness Clinic.
- Kitchen and NCafe with 400 seating capacity.
- 13 Buses and 3 official vehicles.
- Separate hostels for girls and boys.
- Guest House, Principal and Staff Quarters.
- 25 Hybrid Bicycles.
- Nursing Room.
- Facilities for *Divyangjan.*

Student Support and Progression

The institution is determined to provide the necessary support to students helping them grow and development in line with the **'LGMC' philosophy.**

- On an average, **75% of the students** are the beneficiaries of **Scholarships and Freeships**. Government / Institutional scholarships are availed by 3494 students in the assessment period. A total grant of **Rs. 13306920/-** is distributed to the students.
- **Capacity building and skill enhancement initiatives** are regularly organized by the institution. The college instituted **'Skill Bank'** and '**Happiness Centre'**.
- **325 Capacity Development and Skill Enhancement programmes** were conducted on **soft skills, language and communication skills, life skills and ICT and Computational skills**.
- **4318 students** benefitted by the coaching for **career guidance and competitive examination** programmes.
- **Nilgiri Institute of Administrative Studies (NIAS)** for civil services coaching.
- The institution has **effective redressel mechanism** is in place. All the statutory cells operate in the institution in a transparent manner.
- **Pre-marital counselling** centre is functioning for students.
- **830 outgoing students** progressed to higher studies. Many students qualified in **central and state university entrance exams**.
- The average placement percentage is **20.1** during the assessment period. The major companies where the students placed are **Infosys, TCS, Wipro, Happy Seven Days, Malabar Group of Companies, LULU, GEEPASS, NESTO, Western International, Abeer Medical Group, Click On, SIGN, KISE, Inspora International Institute** etc.
- The institution hosted **226 Sports** and **Cultural activities** during the assessment years.
- The institution has won **37 awards** and **recognition in various cultural** and **sports competitions** at

university, state and **national levels** during the period of assessment.

- **Nilgiri College Sports Academy** signed MoUs with prestigious **national** and **international** sports clubs.
- The institution has a registered **Alumni Association** which has contributed significantly in the form of academic and non academic support funds. It has contributed a sum of **Rs. 507700** during last five years.

Governance, Leadership and Management

The institution strives to pursue its vision *to develop a community of learners who aspire to make the world a better place to live in through its mission by preparing the learners for bringing positive social transformation and community engagement.*

- Leadership vision of the institution is ensured through distinctive practices aligning the core principle of '**Globally Connected - Locally Rooted''**.
- **Board of Trustees** acts as the apex body which envisages annual plan and reviews the functioning of the institution. **The Managing Director** plans operational strategies in consultation with **College Committee** and **Board of advisors**. **Academic Council** headed by the **Principal.**
- A **Strategic Plan** for five years is prepared and all activities are planned in tune with it.
- **e-Governance** is effectively implemented in the areas **of Administration, finance and accounts, student admission and support, and examination**.
- Staff fraternity constitutes the pivotal stakeholders of the institution. The college has various employee benefit schemes that promote and support the **physical and psychological well-being of its workforce.**
- **Welfare Measures such as Privilege Card, Festival Allowance and Gifts, Nilgiri Research Fellowship etc. are provided.**
- Management has instituted various awards like **Best Faculty of the Year**, **Best HoD**, **Best Leader of the Year**, **Best Coordinator** etc which will be selected on the basis of **Systematic Performance Index Method**. They are offered different benefits like a **family day at 5 star resort** besides cash awards and citations.
- IQAC in the college is instrumental in **internal appraisal system** for promoting good practices.
- The college introduced an **Academic Performance Index (API)** system to assess performance.
- The college follows an **appreciation card system** to acknowledge their performance.
- **64.91% of faculties** availed travel assistance for attending conferences and **20 faculty development programmes** organised during the assessment year.
- Institution has a **well-designed plan to mobilize funds, internal and external statutory audits** every year for **the proper maintenance of accounts and utilization of funds.**
- The **IQAC** takes initiatives in enhancing quality through various activities connecting the stakeholders.

Institutional Values and Best Practices

The institutional values and best practices of the college reflect the spirit of **'LGMC'**. The students would start the process of '**Learning**' which would result in their '**Growing'**, transforming them into a **'Mature'** citizen and finally, becoming a 'complete' personality, they would start '**Contributing'** back to the society.

- The institution has initiated programmes to promote **gender equity** through the sessions on '**SHE DRIVE', Counselling, Self defence** etc.
- The institution provides all means of safety and security measures through **24*7 security guard** and **84 CCTV cameras**.
- **Restricted entry for vehicles, ID card verified entry, batch specific uniforms** are enacted as safety measures.
- The institution celebrates and organizes national and international commemorative days and events to maintain harmony and to make the **students aware of Environment, Civic Responsibility, and Constitutional Obligations.**
- The institution is located in the **tri-junction** of Kerala, Karnataka, and Tamil Nadu, having their own **diversity in cultural, regional, and linguistic** aspects.
- Inclusion of *THIRUKKURAL* values.
- *Pongal and Onam* are soulful celebrations of Tamil Nadu and Kerala respectively, as a **bordering Campus** institute celebrate them as a grand festival.
- The Institution has its own initiatives for **energy conservation, waste management, water conservation, Green campus and Disabled-friendly environment**.
- College regularly conducts **audits on** its activity related to **environment, energy and green campus.**
- **Divyangjan-friendly facilities** adopted by the institution. Ramps & rails, wheel chairs, screen reading software and scribe for examination are available.
- *Happiness Campus* and *Happy Farms, Healthy Food, and Green Culture* are the best practices of the institution.
- *Happiness Campus:* In the quest for happiness, NCAS assists its students and staff through sessions of training and living, on how to achieve the happiness of 'being' during everyday life. Institution has a unique concept of 'Happiness Centre' which caters various schemes and programmes for the welfare of staff, students, parents and villagers in the neighbourhood.
- *Happy Farms, Healthy Food, and Green Culture*: To restore the pride of farming in the sons of the soil, NCAS in tie-up with the farming families of the village has launched an organic farming project.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NILGIRI COLLEGE OF ARTS AND SCIENCE
Address	Nilgiri College of Arts and Science, Thaloor, Konnachal PO, The Nilgiris, Tamilnadu - 643239
City	Thaloor
State	Tamil Nadu
Pin	643239
Website	https://nilgiricollege.ac.in

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal	G. Senthilkumar	04262-267931	9994941971	04262-267932	principal@nilgiricollege.ac.in
IQAC / CIQA coordinator	Muhammedali K A	04262-267933	9526744922	04262-267934	iqac@nilgiricollege.ac.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Tamil Nadu	Bharathiar University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	26-07-2019	View Document
12B of UGC	26-07-2019	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	Unnat Bharat Abhiyan
Date of recognition	07-06-2021

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Nilgiri College of Arts and Science, Thaloor, Konnachal PO, The Nilgiris, Tamilnadu - 643239	Hill	30	13475.83

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCA,Department Of Computer Application	36	Higher Secondary	English,Tamil,Malayalam	56	56
UG	BSc,Department Of Computer Science	36	Higher Secondary	English,Tamil,Malayalam	54	54
UG	BSc,Department Of Computer Science	36	Higher Secondary	English,Tamil,Malayalam	50	47
UG	BA,Department Of English	36	Higher Secondary	English,Tamil,Malayalam	54	54
UG	BSc,Department Of Psychology	36	Higher Secondary	English,Tamil,Malayalam	50	49
UG	BCom,Department Of Commerce With Professional Accounting	36	Higher Secondary	English,Tamil,Malayalam	55	55
UG	BCom,Department Of Commerce	36	Higher Secondary	English,Tamil,Malayalam	56	56
UG	BCom,Department Of Commerce With Computer Application	36	Higher Secondary	English,Tamil,Malayalam	55	55
UG	BBA,Department Of Management	36	Higher Secondary	English,Tamil,Malayalam	56	56

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PG	MSc,Department Of Computer Science	24	Graduate	English,Tamil,Malayalam	50	9
PG	MA,Department Of English	24	Graduate	English,Tamil,Malayalam	50	15
PG	MCom,Department Of Commerce	24	Graduate	English,Tamil,Malayalam	50	10

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				4				4				60
Recruited	4	0	0	4	3	1	0	4	24	36	0	60
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				56
Recruited	41	15	0	56
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				4
Recruited	4	0	0	4
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	3	0	0	3	1	0	1	1	0	9
M.Phil.	0	0	0	0	0	0	3	13	0	16
PG	1	0	0	0	0	0	14	20	0	35
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	0	0	0	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	5	2	0	7
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	92	202	9	0	303
	Female	106	67	6	0	179
	Others	0	0	0	0	0
PG	Male	5	5	0	0	10
	Female	14	10	0	0	24
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	18	15	19	13
	Female	19	17	16	19
	Others	0	0	0	0
ST	Male	4	2	1	0
	Female	2	0	2	0
	Others	0	0	0	0
OBC	Male	68	64	77	66
	Female	60	68	57	43
	Others	0	0	0	0
General	Male	151	111	119	79
	Female	86	70	75	79
	Others	0	0	0	0
Others	Male	38	49	47	42
	Female	40	39	37	35
	Others	0	0	0	0
Total		486	435	450	376

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Nilgiri College conducted three-day virtual conclave on National Education Policy on 18,19&20 October 2020 which was led by eminent academicians and educationists. It helped the institution design and develop its own perspective and strategies to be adopted for following a multidisciplinary approach. As an affiliated college, the college follows the curriculum prescribed by the University. it is mandatory for every UG student to study at least one interdisciplinary / Multidisciplinary course to complete their degree. The college promotes interdisciplinary among its students through various departments. For instance, English literature students are encouraged to pursue a course on MS Office

	computer science students are encouraged to do a course on Principles of Management. As a practice, the college has been offering a number of certificates/adds on/value-based courses of interdisciplinary nature, every year.
2. Academic bank of credits (ABC):	The institution already offers credit-based courses and projects as per the curriculum and organizes community engagement and social service activities for the fulfillment of the programs. The college has sufficient collaborations and MoUs with national and foreign institutions testifying to its satisfactory state of internationalization of education. The college has acquainted its faculty with the procedures to offer online MOOC courses through international platforms like COURSERA Experience of faculty in curriculum design and pedagogy is enhanced through formulating a curriculum for certificate courses.
3. Skill development:	The institution promotes vocational education and soft skill development of students through various establishments like the Institutional Innovation Council (IIC), and Research Innovation and Incubation Centre for Entrepreneurship. A concept of 'Skill Bank' has been formed in line with the Skill India Mission which helps in polishing, promoting, and fine-tuning the skills of students to cope with the needs of emerging social and industrial opportunities. During the admission time itself, students enlist their preferred Psychomotor and unique skills and enroll in various certification programs under the Skill Bank.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Located in a multilingual region, the institution promotes the exchange of linguistic and cultural traits of heterogeneous groups. Students get an opportunity to develop their multilingual capacity in Tamil, Malayalam, Hindi, and English alike. The introduction of THIRUKKURAL couplets as part of value education evidently shows the institution's integrity towards rich Indian culture and Dravidian tradition.
5. Focus on Outcome based education (OBE):	The Institution already follows outcome-based education with a customized lesson plan manual which clearly states, course outcome, program-specific outcome and program outcome. Students are made aware of the various course outcome, and program-specific outcome through the curriculum

	and orientation program. Attainment of outcome is analyzed and assessed at the end of the program
6. Distance education/online education:	The institution promotes teaching-learning through virtual platforms. Faculty members have sufficient experience in e-content development and the use of technological tools for the teaching-learning process. The institution has a learning management system (LMS) for academic practice and follows innovative teaching methods. Nilgiri college is an approved learning support center of Bharathiar University School of Distance Education.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1286	1183	995	711	464

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 100

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
67	59	53	43	43

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
876.00	393.25	639.06	260.31	327.41

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

EFFECTIVE CURRICULUM PLANNING AND DELIVERY THROUGH A METICULOUSLY DOCUMENTED PROCESS

The institution is affiliated to Bharathiar University and follows the university's prescribed curriculum.

- **Academic Council** of the institution prepares **annual plan** and **academic calendar** in tune with university calendar is to be implemented every year.
- **IQAC** ensures the planned and structured **implementation** of the curriculum.
- **Semester configuration** and format of **lesson plan** prepared by IQAC distribute to departments. The heads of the department will submit the plan for curricular and co-curricular activities.
- **Department Meetings** reviews previous results and finalize subject allocation, time table, forum coordinators, and department annual plan.
- Department categorises the students as **slow** and **advanced learners**. Slow learners are supported with remedial classes, bridge classes, bilingual explanations, individual counselling and mentoring.
- **Advanced learners** are made engaged in peer teaching, seminars, and presentations.
- Departments maintains **e-study materials** and **question bank**.
- University rank expected students are added to **Rank Club** and special coaching is provided.
- Department recommends students with outstanding performance to **MD's Leaders Club** for special mentoring.
- Students are rewarded with **Green/Blue card** on the basis of their curricular and co-curricular performance. The **best performing student** selected by academic council is rewarded with gold medal.
- Industry-relevant **add-on and certificate courses** are offered in association with government and corporate agencies.
- **Internship, industrial visit, student exchange, and project work** for effective curriculum dissemination.
- Department keeps **student profile, academic record, and discipline records**.
- Department forums like **EnLiteN, Executrix, TECS, Cognizare, FOCA, Cybernauts** for bridging curricular skills.
- **'Skill Bank'** has been formed which helps in polishing, promoting and fine-tuning the skills.
- Effective curriculum delivery is ensured by implementing a Lesson Plan Manual which is designed adhering to the bench marks of **Outcome Based Education** (OBE).
- IQAC takes **360 degree feedback on curriculum** to ensure the quality of pedagogy and an efficient content delivery.
- The attendance of the wards is intimated to the parents daily via **Embase Learning Management System** (LMS) which can be assessed by parents.
- During pandemic, pedagogy switched to **virtual platforms** through live and recorded mode as per

well planned schedule.

- Academic progress of the students is discussed in meetings conducted by **PTA.**
- Apart from the regular class hours **additional hour** is allocated for the Library, Physical Education Training, Communicative English, Quantitative aptitude and logical reasoning and Forum activities.
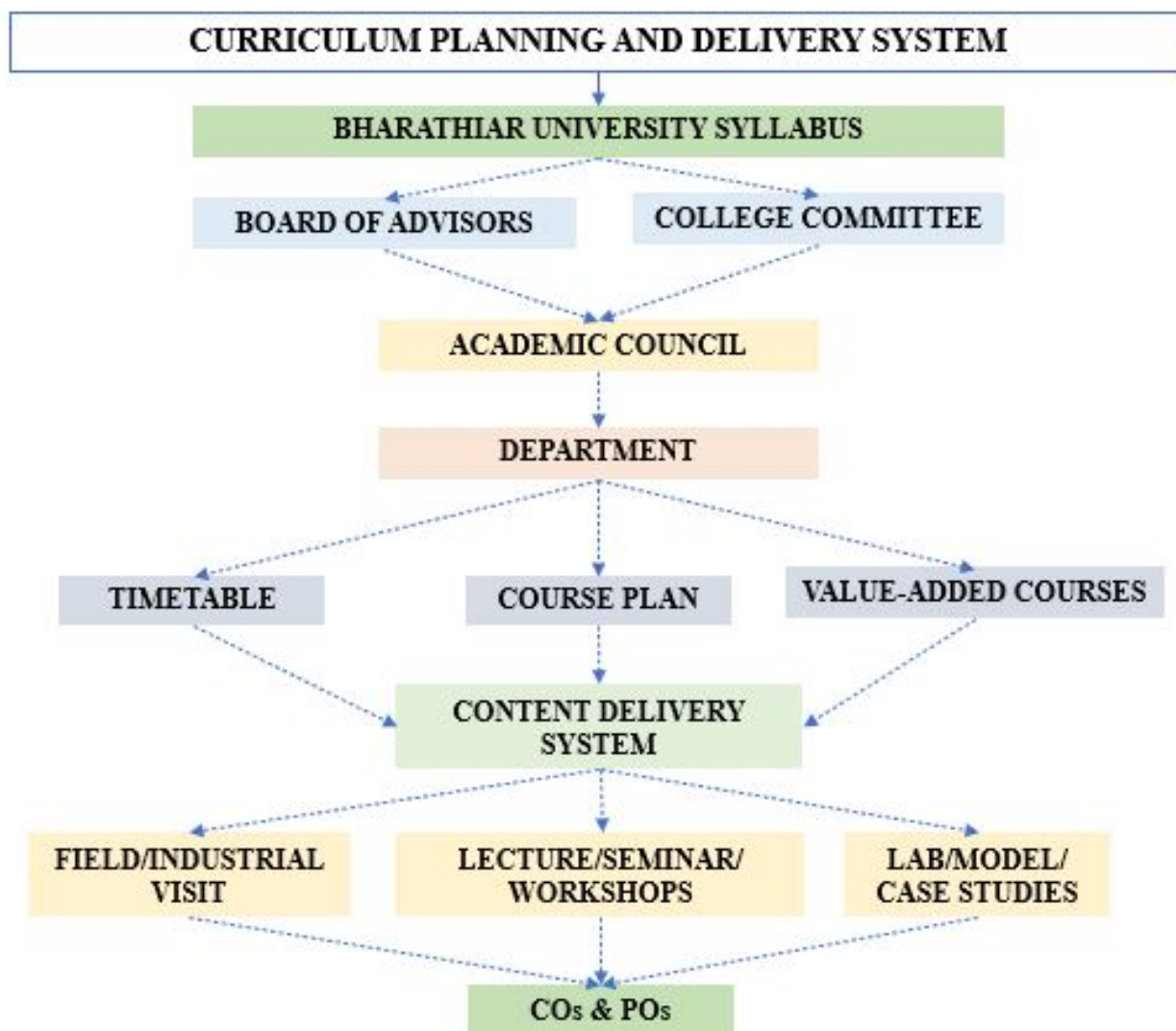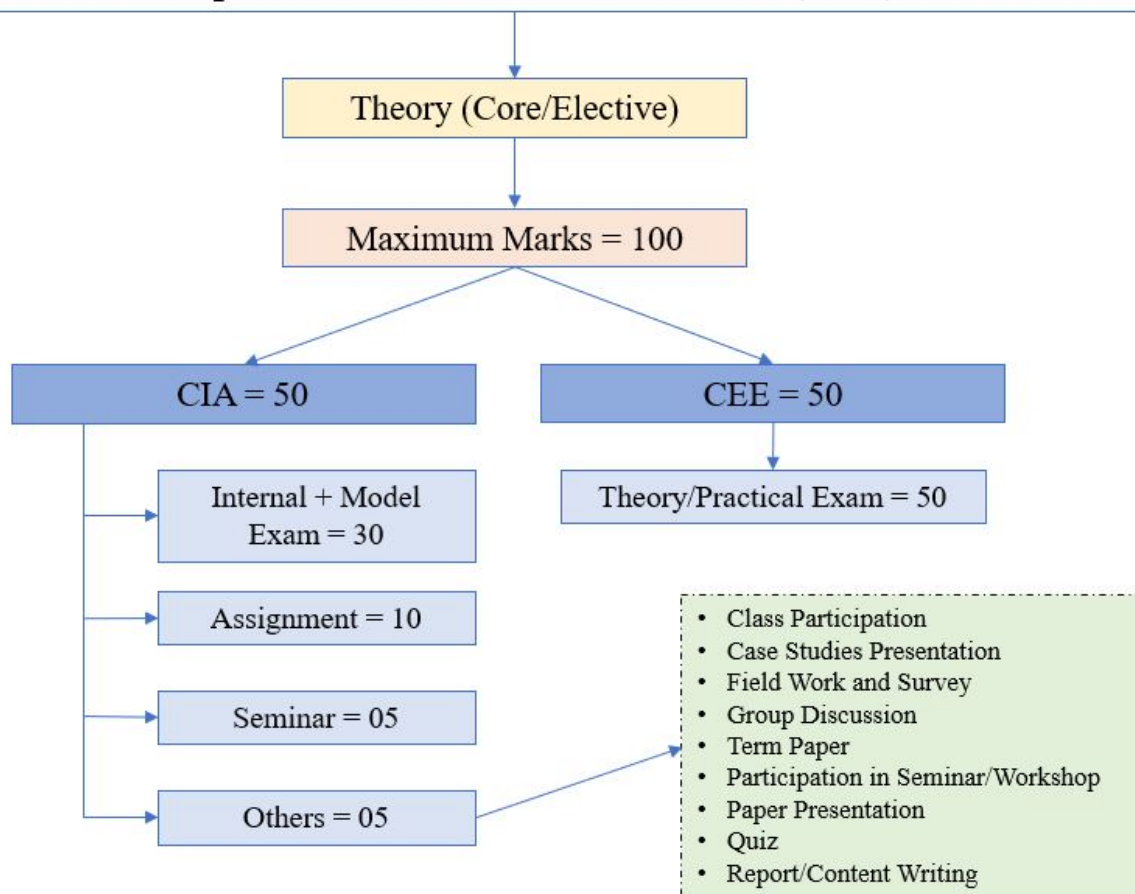

CONDUCT OF CONTINUOUS INTERNAL ASSESSMENT (CIA)

The Academic Council and Exam Cell of the institution prepare the components for CIA based on the university norms. It conducts two internal exams and a model exam prior to the university semester examination. The internal examinations are conducted by the department and the model and semester examinations are conducted by the Exam Cell. In addition, students are assessed based on their writing skills, presentation skills, attendance, etc.

The CIA results will be discussed in the Academic Council meeting and the same is communicated to the students and parents. The diagrammatic representation of the conduct of Continuous Internal Assessment (CIA) system is explained in Figure 1.2.

Figure 1.2

Distribution of Marks for Continuous Internal Assessment (CIA) and Comprehensive External Examination (CEE)

Theory (Core/Elective)

Maximum Marks = 100

CIA = 50

CEE = 50

Internal + Model Exam = 30

Assignment = 10

Seminar = 05

Others = 05

Theory/Practical Exam = 50

- Class Participation
- Case Studies Presentation
- Field Work and Survey
- Group Discussion
- Term Paper
- Participation in Seminar/Workshop
- Paper Presentation
- Quiz
- Report/Content Writing

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 108

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the

total number of students during the last five years

Response: 99.07

1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1286	1183	988	701	438

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Response:

CURRICULUM INTEGRATED WITH THE CROSS-CUTTING ISSUES

In a bid to vitalize the art of learning, the institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human-Values, Environment, and Sustainability, into the curriculum.

GENDER SENSITIZATION:

- **Gender-Equity** related courses are included in the curriculum.
- The **Women Cell** attends to all needs of girl students, thus reducing gender disparities (if any) and ensuring the privileges of girl students.
- **Admission-Policy** of the college is **gender-neutral**.
- A happy and safe environment is ensured especially for girls to empower and mould them for the betterment of themselves and society.
- The institution **celebrates important days** related to **women and their achievements**.
- In order to empower women, the **'SHE-DRIVE'** initiative launched in campus helps women students and staff to learn to drive (two-wheeler and four-wheeler).
- The Women-Cell and Psychology department conducts seminars, workshops, counselling sessions, and expert sessions on women's issues.
- Special arrangements are in place for girls in the fitness centre, cycle club, and canteen.
- 24/7 attention of health nurses has been ensured at the girls' hostel.
- Orientation sessions for boys on gender-equity.

HUMAN VALUES

- 10 Courses on **Moral Values** are included in the curriculum.
- Activities such as cleaning drive in line with Swatch Bharath, blood-donation, computer-literacy, and organic farming are carried out through Nature-Club, NSS, and YRC, etc.
- Incorporation of Acclaimed Tamil-Classic **'THIRUKKURAL'** that upholds the core human values.
- **"Snehaswaram"** (Voices of Love), a key initiative of the **'Happiness Centre'** brings in inmates of old age homes from Nilgiri and Wayanad Districts to spend a day in the campus with students and staff.
- A**wareness campaigns** related to ethics, **social awareness**, and **drug abuse**, within and outside the campus.
- **NSS** volunteers engage in **palliative-care** and cleaning drives in the nearby government schools.
- **YRC** provides **medical and financial support** to the needy and also initiates fundraising.
- '**Happiness Lunch'**, a project to ensure food for the needy has been launched to ensure food to the deserving in the neighbourhood and also in the tribal villages, especially during the pandemic.
- Students serve as volunteers during the pandemic and natural calamities.

PROFESSIONAL ETHICS

- 15 Modules on **Professional Ethics** are included in the curriculum
- Introduced an online **certificate course on Personal-Relationship-Professional Mentoring (PRP)**, in which hundreds of youngsters from India and abroad joined (Completed 6 Batches).
- The **Innovation Cell** and **Research and Development Cell** conduct sessions on IPR and research-ethics.
- Certificate course on **Data Privacy and Cyber Security**
- Conducted sessions on **Income Tax & GST filing and 'Teaching Ethics'**.

ENVIRONMENT AND SUSTAINABILITY

- 5 Courses related to **'Environmental Studies'** are included in the curriculum.
- The 'Nature Club' conducts seminars, workshops, and awareness activities such as **'World Environment Day'** observations to spread awareness.
- Nature Club conducts **'Organic Farming'** initiatives and also introduced a **Certificate Course on 'Paddy Cultivation'** for preserving the endangered rice varieties.
- The NSS and 'Nature Club' ensure 'green campus' maintenance under **#Clean India 2.0.**
- **No to Plastic**: Plastic is strictly prohibited in campus.
- **Green and Energy Audit** is conducted on a regular basis.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest

completed academic year)

Response: 40.05

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 515

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 72.54

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
486	435	450	376	234

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
595	565	618	503	450

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 85.01

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
251	257	261	223	182

2.1.2.2 **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
286	286	312	263	234

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 19.19

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools

Response:

ENHANCED LEARNING EXPERIENCE USING STUDENT-CENTRIC ICT TOOLS

The institution has a mechanism to promote student-centric learning through experiential, participative, and problem-solving methodologies using ICT facilities. The teachers are well-trained in student-centric approaches and act as a facilitator who promotes self-learning, nurtures inborn skills to domain knowledge, and brings out latent skills through participatory learning. The use of ICT facilities and augmented realities ensures efficient content delivery and make a feel of experiential learning in classrooms.

STUDENT-CENTERED EXPERIENTIAL LEARNING METHODS

- Experiential learning methods such as **survey-based projects, lab sessions, model-making, project work, and certificate courses** are followed.
- Experiential learning in the institution covers a variety of activities including **internships, practical, industrial visits, and fieldwork**.
- **Organic farming** culture has been promoted in the campus to experience and learn agricultural activities.
- Introduced a **Certificate course on Paddy Cultivation**
- **'Meet the Entrepreneur'** programs - interaction with prominent entrepreneurs and industry experts
- Curriculum-prescribed **internships**, **projects**, **industrial visits and field work** to enhance experiential learning.

PARTICIPATIVE LEARNING

The institution ensures a participative learning environment. Assignments are given to students as part of their internal assessment, where students gain a participative learning experience.

- Every department has a forum that is constituted of the faculty and students for organizing student-led programs and activities.
- Peer-teaching and team-teaching practices.
- Residential camps by NSS
- 'SNEHASWARAM' is conducted to inculcate human values in the minds of students
- Certificate course on Paddy Cultivation
- Quizzing and Group Discussions
- Platforms such as SWAYAM and NPTEL
- Students' Exchange Programs in place in association with domestic as well as Foreign Universities.

Teachers' Day- students act as Leaders of Institution: **A unique practice of NCAS ensuring both experiential and participative learning outcome**. **The roles of Teachers, HoDs, Principal, Academic Dean, Manager and Secretary and Managing Director would be played by the students themselves.**

PROBLEM-SOLVING METHODOLOGIES

The institution has various methodologies for developing the problem-solving skill of the students.
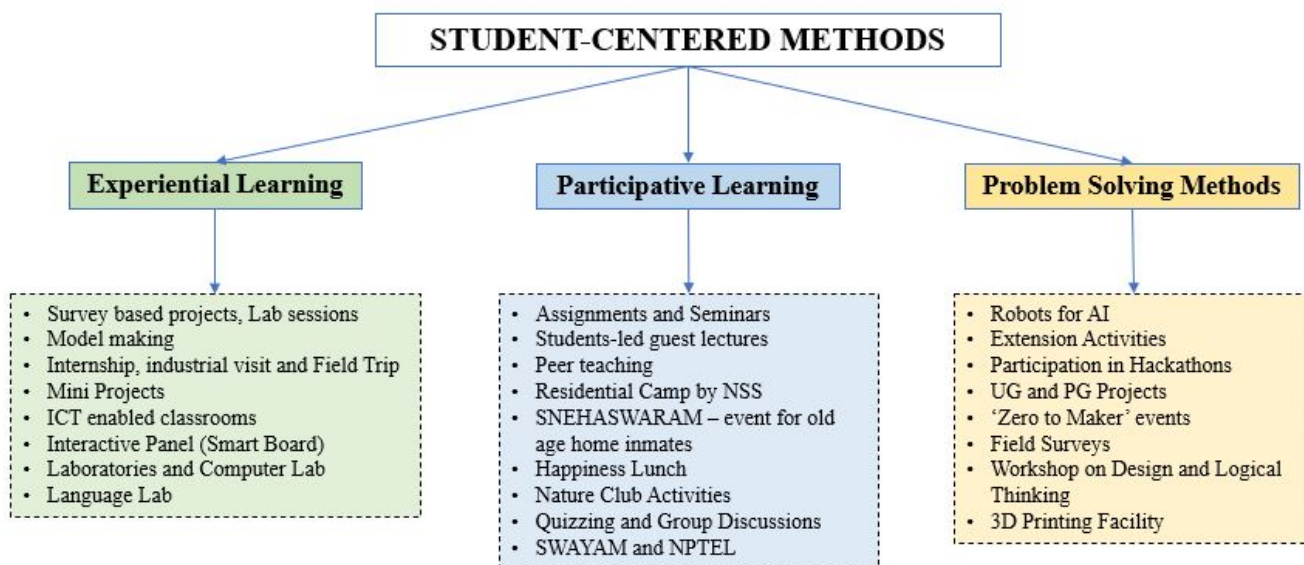
- Participation in the Hackathon
- Robots for developing and testing artificial intelligence
- A dynamic Innovation Cell organizes innovative activities (Auto Belling, Auto Hand Wash, Auto Waste Bin, Mobile Operated Car, etc.) should ensure the functioning of the same.
- UG and PG Projects
- 'Zero to Maker', an intensive workshop led by Massachusetts *Institute of Technology (*MIT) expert (Prof. Rajesh Nair).
- Field Surveys
- Recycling used papers
- Hands-on session on 'Design and Logical Thinking' led by ICT Academy Kerala
- Practical workshop on programing papers and intensive training on Data mining,Data analytics and business accounting.

Integration of ICT

Faculties ensure effective utilisation of ICT through various measures and tools for participative and experiential learning. The mission of 'Digital Campus' accelerates their potential in advancing the technology in teaching and learning practices.

- Self-paced and individualized learning through ICT enabled learning environment with smart classrooms and LMS
- Interactive teaching-learning systems, E-Learning resources, Google classrooms, and Wi-Fi-enabled networks with internet access.
- Well-established laboratories
- Language lab

- Well-equipped computer labs
- Mini Studio for creating video content
- Interactive Intelligent LED Panels
- MOOC, MOODLE, SWAYAM,NPTEL and Coursera platforms

STUDENT-CENTERED METHODS

Experiential Learning
- Survey based projects, Lab sessions
- Model making
- Internship, industrial visit and Field Trip
- Mini Projects
- ICT enabled classrooms
- Interactive Panel (Smart Board)
- Laboratories and Computer Lab
- Language Lab

Participative Learning
- Assignments and Seminars
- Students-led guest lectures
- Peer teaching
- Residential Camp by NSS
- SNEHASWARAM – event for old age home inmates
- Happiness Lunch
- Nature Club Activities
- Quizzing and Group Discussions
- SWAYAM and NPTEL

Problem Solving Methods
- Robots for AI
- Extension Activities
- Participation in Hackathons
- UG and PG Projects
- 'Zero to Maker' events
- Field Surveys
- Workshop on Design and Logical Thinking
- 3D Printing Facility

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
67	59	53	43	43

File Description	Document
Upload supporting document	[View Document](#)

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 20.75

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
23	19	7	4	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

INTERNAL/EXTERNAL ASSESSMENT MECHANISM AND GRIEVANCE REDRESSAL

The institution has an efficient mechanism of internal and external assessment which is **transparent i**n the conduct and also in the **rectification of grievances**. The grievances are solved with utmost priority in a **time-bound** manner. The institution strictly follows the guidelines of the affiliated university while conducting the internal assessment and end-semester examinations.

Broadly, there are two assessments: (1) **Comprehensive External Examination (CEE)** and **(2) Continuous Internal Assessment (CIA).** The CEE is controlled by the affiliated university. The role of the institution is to implement the directions from the University. The exam-related activities of CEE such as the preparation of question papers, exam supervision, answer-sheet evaluation, result declaration, etc. are carried out by the university. All information related to CEE is communicated in advance, and the same is communicated to the students accordingly.

During First four years of the assessment period the ratio of CEE and CIA was 75:25 respectively. Now it has been **revised as 50:50**. The CIA is controlled by the Exam Cell whereas the Controller of Examinations will control the entire process. The components are given by the affiliated University. The preparation of the question paper, smooth conduct of the Exam, and evaluation are carried out on directions of the Controller of Examinations. **The total mark for CIA is 50** The distribution of marks for CIA and CEE is explained in Figure 1.1

Figure 1.1
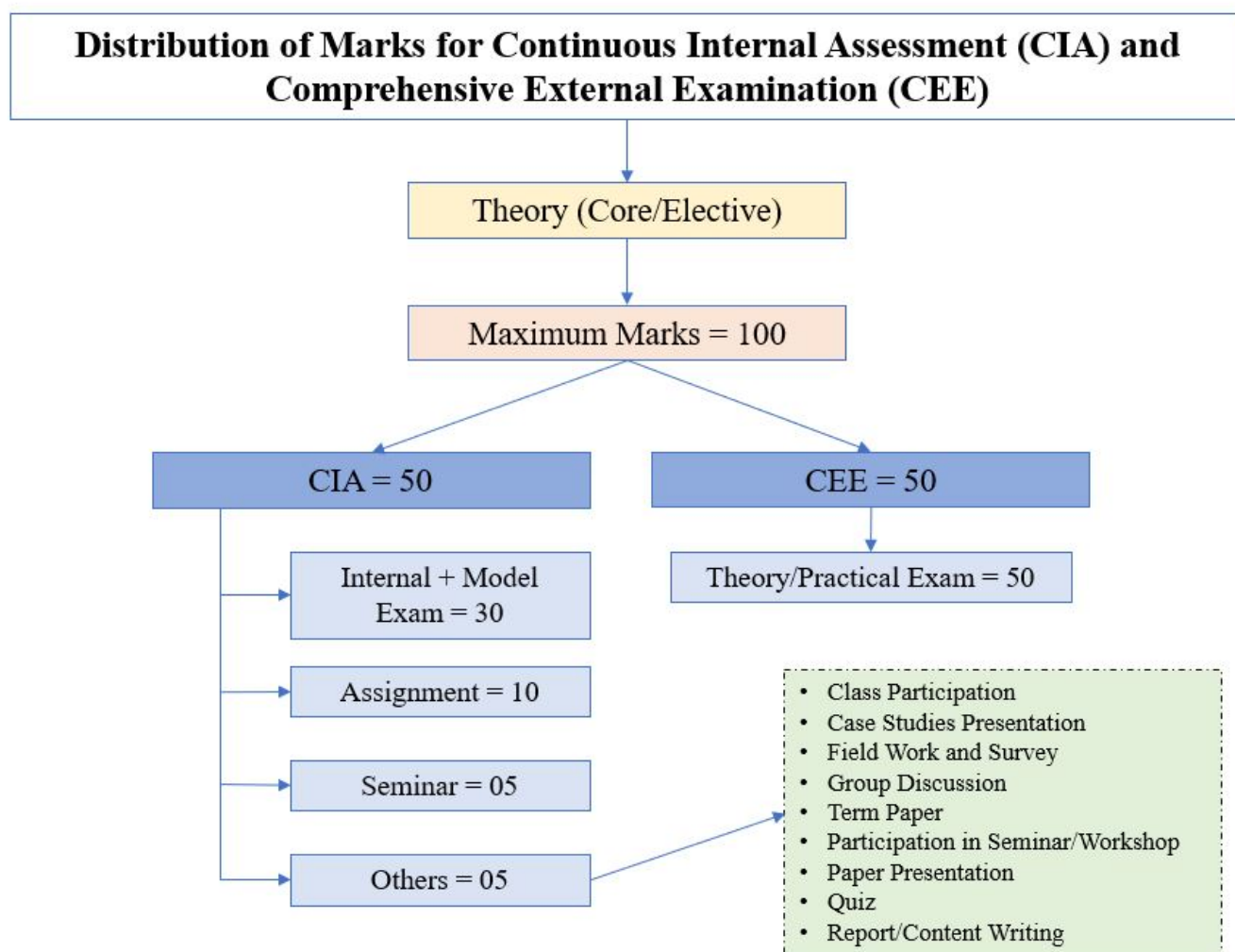
**MECHANISM FOR GRIEVANCE REDRESSAL**

The institution is keen to address grievances related to assessments (both CEE and CIA). Students have multiple channels to raise their grievances including the course facilitator, class tutor, head of the department, controller of examinations, principal, and the web portal. The grievances are classified into College and University levels to take appropriate action.

COLLEGE -LEVEL.

The faculties concerned distribute the answer sheets of internal examination with students and collect their grievances if any. If a student raises that the marks he/she scored for any paper is not up to his/her expectations, the student can opt for revaluation through a letter within seven days of declaring the results. The students can also make use of the web portal or suggestion box. The principal, IQAC, and Controller of Examinations continuously observe every process of internal assessments and make necessary rectifications. The action taken on the grievances will be communicated to students within a stipulated time period.

UNIVERSITY-LEVEL

The grievances related to end-semester University examinations such as revaluation, duration, and relevance of the question are collected by the principal through the HoDs and Controller of Examination, and the same is communicated to the exam section of the affiliated University. Students can obtain photocopies of their answer sheets from the University. The university section officer of the college will take necessary follow-ups and the same will be communicated to the students on time.

EXAM GRIEVANCES REDRESSAL SYSTEM
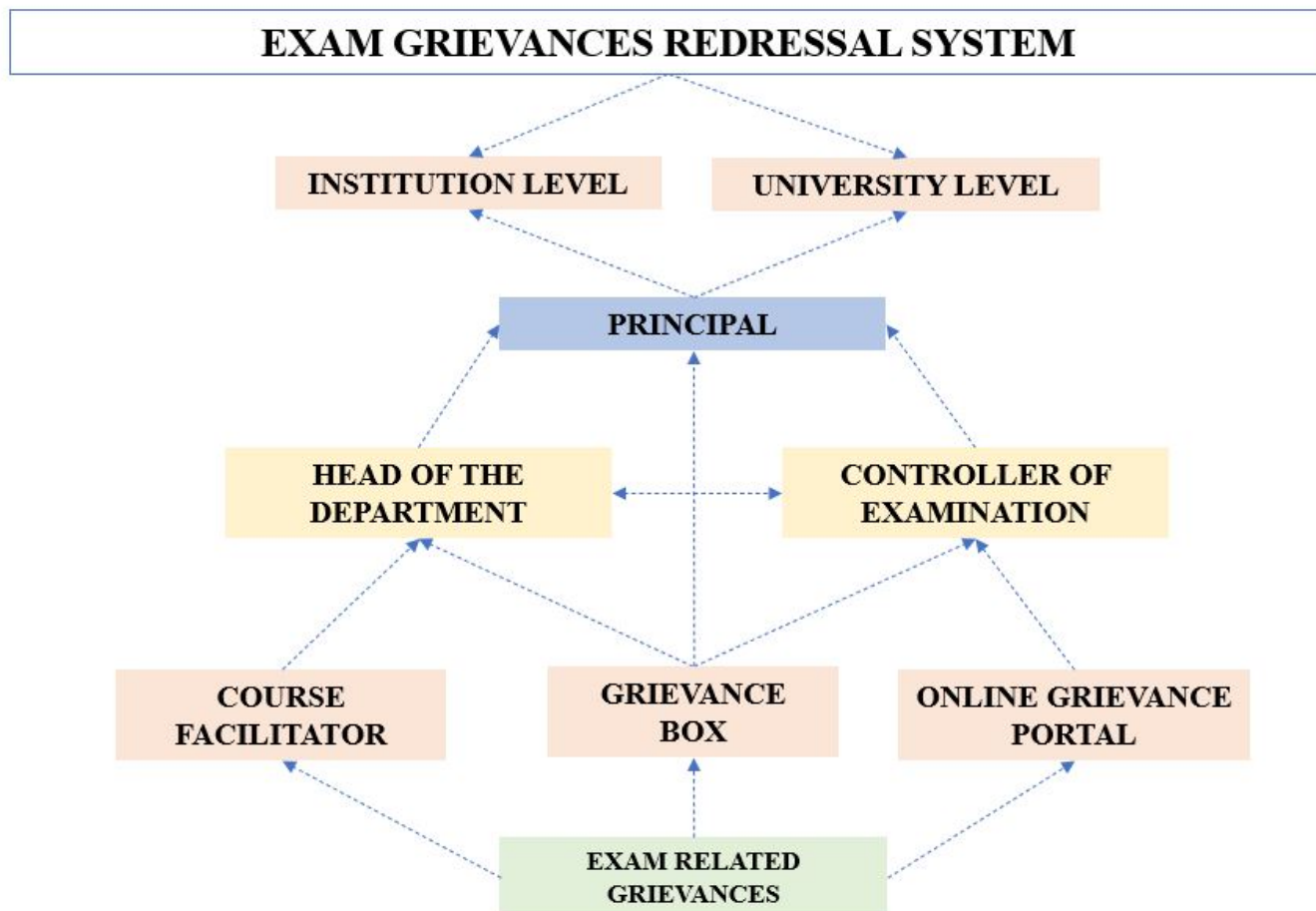
The institution has taken the following measures to achieve transparency in the internal assessment process.

- A planned exam schedule in the College Calendar
- Consolidation and calculation of CIA explained to students.
- The CIA schedule and question paper patterns are circulated to the students
- The evaluated answer scripts are distributed
- The final 'internal mark' is verified and signed by the students. A copy is displayed on the notice board.

MECHANISM OF INTERNAL/EXTERNAL ASSESSMENT

CEE
University Level

CIA
Institution Level

Transparency

- Students are well informed about the practice of CEE and its schedule at the beginning of the program
- Students can request for revaluation and answer sheet after the result declaration

- Exam Cell and Controller of Examination at the institutional level
- On-time assessment schedule
- Execution as per the norms of the affiliating university
- Publishing of marks on the notice board

Time Bound

- Assessment within the timeframe
- Assessment results are published online and notice board of the institution
- Grievances redressals are time bound

- Draft schedule at the beginning of the semester
- Grievances redressal within stipulated time frame

Efficient

- Structured and well-executed
- Efficient and single window redressal system
- Multiple opportunities for redressal

- Web-based exam management
- Web-based online internal exams
- Web-based grievance submission system

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

EVALUATION OF PROGRAM OUTCOMES (POs) AND COURSE OUTCOMES (COs)

Program Outcomes (POs) and Course Outcomes (COs) for all Programs offered by the institution are stated and displayed on the website and attainment of POs and COs are evaluated.

In strict compliance with the objectives of Outcome Based Education (OBE), one of the key performance indicators of the institution is the outcome of the programs offered and courses taught. As the college is affiliated to the Bharathiar University, it takes meticulous initiatives to follow the POs and COs framed by the University. **The POs and COs are displayed on the website** and also in the brochure of the department.

Apart from POs and COs mentioned by the university, the institution also has framed POs and COs by introducing certificate courses designed in tune with industry requirements. A panel of industry experts has been assisting the institution in fixing the timely requirements in the industry.

METHODS OF IMPLEMENTATION

The initial level discussion takes place with the academic advisory board on the outcomes framed by the university. In addition to that, the academic advisory body will recommend institutional-level POs and COs. The body of department heads, teachers, and invited domain experts will frame the department-level POs and COs. The same will be shared with teachers at the beginning of the academic year as part of the FDP.

The admission officer of the institution and teaching staff counselors who are engaged in the admission process explain the POs to the students. The same will be well-explained to parents and students together in the inaugural ceremony of the first-year classes. In addition to that, the COs will be explained to the students during their induction program.

ASSESSMENT OF ATTAINMENT OF POs AND COs

There are multipronged mechanisms to assess the attainment of POs and COs.

1. COMPREHENSIVE EXTERNAL EXAMINATION

Comprehensive external examinations are conducted at the end of each semester by the affiliating university to assess the attainment of credits for each course. The maximum score is 50 in which domain-based theoretical and logical questions are asked in the assessment. The answer scripts are evaluated by external subject experts from different institutions decided by the university.

2. CONTINUOUS INTERNAL ASSESSMENT

Continuous Internal Assessments are carried out by the institution to assess the performance in class participation, preparations of case studies, fieldwork, participation in group discussions, term papers, performances in seminars/workshops, paper presentations, and report/content writing, etc. The attainment is assessed out of 50 marks for each course. Questions of internal exams were mapped with Course Outcomes using Bloomstaxonamy methods.

3. GRADUATE ATTRIBUTES FEEDBACK

The IQAC conducts feedback surveys among the pass-out students about the graduate attributes that include major components of POs and COs. The students can rate their attainment on a 10-point scale.

4. JOB FAIR HR REPORT

In order to help students in bagging the best jobs, the institution conducts regular job fairs for alumni and final-year students. The HR executives of different companies will submit interview reports mentioning the skill sets of candidates that are considered as the attainment of POs and COs.

Feedback on CO attainment is collected from the students after each internal test. Gap analysis and gap bridging methodologies are devised and executed at the end of each semester by the faculty members engaging the concerned courses.
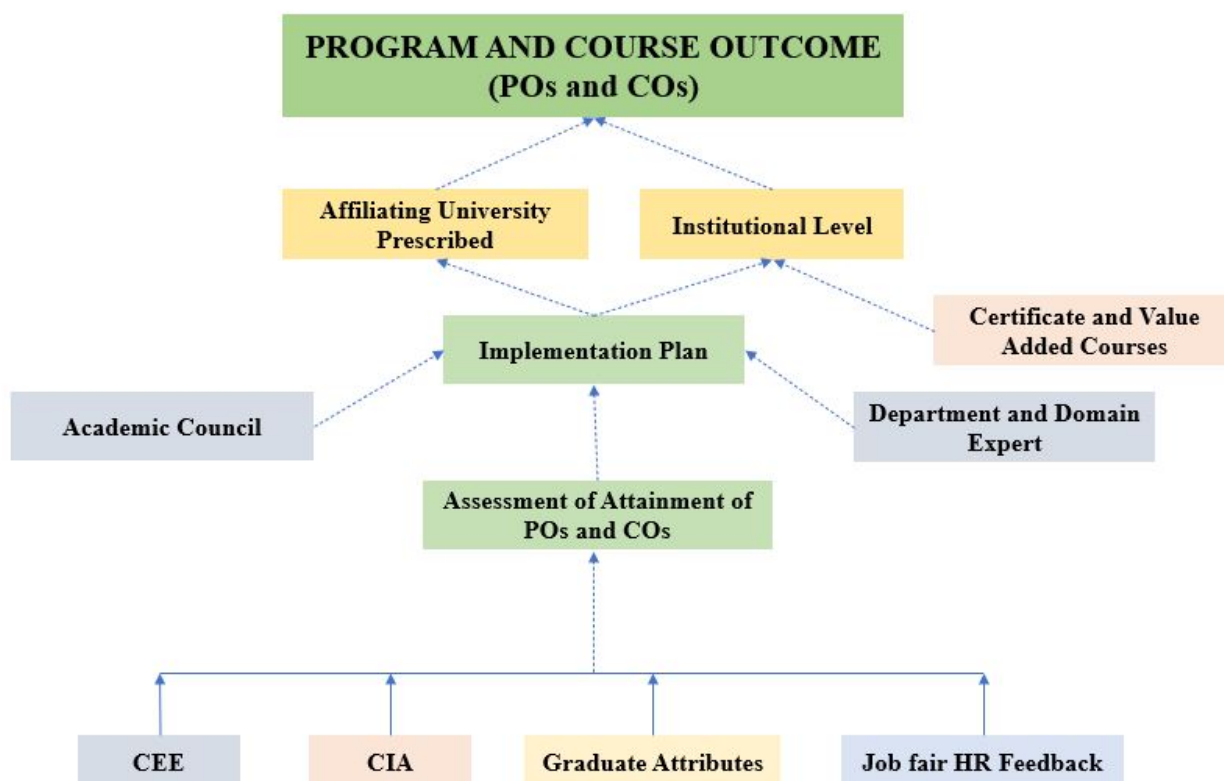
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Provide Link for Additional information	View Document

2.6.2 Pass percentage of Students during last five years

Response: 96.63

2.6.2.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
398	369	204	148	114

2.6.2.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
431	373	208	149	115

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 *Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)*

Response: 16.7

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
2.75	1.04	6.85	5.05	1.01

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

INNOVATION ECOSYSTEM

The institution has created an ecosystem for innovations, entrepreneurship, and knowledge creation through various research and innovative practices. It has constantly strived to create pedagogy using new technologies and designs.

INNOVATION CELL

The **'Innovation Cell'** an extension of the IEDC (Innovation Entrepreneurship and Development Council), is active on campus and systematically encourages a culture of creativity among the students. It is registered under Institution Innovation Council (IIC) as per the norms of MoE, Government of India.

The cell is working in collaboration with three prominent knowledge providers namely **ENcube Labs USA** for creating an innovation eco system in the campus, **ICT Academy** for providing advanced technology skill enhancement courses and **Innovation Floor Dubai** for Artificial Intelligence and Robotics.

Initiatives under the Innovation Cell :

- **Zero to Makers:** An intensive training and mentoring initiative by Prof. Rajesh Nair, an expert from Massachusetts Institute of Technology, under ENcube Labs USA on developing and nurturing innovative ideas. Students get hands on experience in technology, design processes, self-learning skills, research design of physical products using **3D CAD, 3D printing and prototyping, software programming using Arduino Microcontroller; and product fabricating and pitching** etc.

- **AI and Robotics enabled campus:** Innovation Floor, Dubai partnered in developing AI platform and Robots. Well-designed **AI platform, Alice and 2 I-pal robots** are the attraction of the institution.

- **Industry Add-on**: The students of the cell gets a unique opportunity of undergoing Industry Add on programmes on **AI and Robotics**, **IOT, Gaming and Animation** etc under the leadership of **ICT Academy. TATA ION** provides virtual internship for students to gain practical exposures. **Infosys** conducts regular workshops for aspiring students of the cell.

- **Design Thinking Workshops**

- Through the experimentation process students developed **Smart dustbins, wireless notice boards, auto hand wash, pedal-operated hand wash, mobile-controlled toy cars, Egg Incubator, Automated PA system, Sanitary Napkin Disposal Cover.**

ENTREPRENEURSHIP CELL

Entrepreneurship initiatives are part of the Innovation Cell to embolden students to start their own enterprises. As an outcome of the initiatives, students have come up with various projects.

- **Mushroom Cultivation**: In order to inculcate the spirit of entrepreneurship, the Innovation Cell came up with a proposal for mushroom cultivation. A total of 15 Kg of mushrooms were produced. Being trained at the institution, later the students produced mushrooms at their homes and then in the neighbourhood, thus spreading the spirit of entrepreneurship.
- **Leadership Club** – to nurture and motivate the talented students in entrepreneurship.
- **Meet the Entrepreneur Programs**: to motivate the students
- Students initiated start-ups like **e-commerce, catering, event management, digital marketing, food production, farming, fashion designing, craft, bottle art, tourism etc.**

RESEARCH AND DEVELOPMENT CELL

'Research and Development Cell' on the campus encourages staff and students to publish original research works in reputed research journals and present at national and international conferences. The institution provides seed funding for research projects and fellowships in research activities. The institution has its own ISBN number for publishing domain-based academic content.

Various initiatives conducted on **IPR** and few **patents** also registered.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2 *Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

Response: 98

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
23	20	20	19	16

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1 *Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*

Response: 0.41

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
20	12	4	3	2

File Description	Document
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Institutional data in the prescribed format	[View Document](#)

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.31

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
18	12	0	1	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Response:

Extension activities are carried out in the neighbourhood community in order to sensitise students to social issues, spirit of volunteering and humanism.

*'Gramadeepam'***: Neighbourhood Community Empowerment Project**

The institute is surrounded with a neighbourhood community comprising 45 houses. To analyse the socio economic situation of the neighbourhood, College has conducted a detailed scientific survey involving the students and staff in 2019. The study enlightened the necessity of their empowerment by strengthening capacities and to provide an enabling environment to access various opportunities to grow together.

Key Initiatives:

- Formed a residence forum of residential students, faculties and neighbouring households.
- Organized different cultural gatherings and awareness sessions ensuring the happiness of the families and to strengthen their socio-economic status.
- Launched a joint movement of sustainable village project of organic farming and green initiatives.
- Supported the deserving families with various relief measures like distribution of food kits, medical aids etc.
- Honoured grandparents, senior citizens and farmers.
- Computer and language literacy programmes for house wives

- Prepared a databank to support the needy with employment opportunities
- Taken measures to resolve issues related to waste management, water, energy resources.

NSS, NCC and YRC

The Institution has two active units of NSS, NCC and YRC. Activities conducted so far:

- Adopted 5 Villages namely **Erumad**, **Kayyunni**, **Chermabad**i, **Ayyankolli** and **Ambalamoola** under UBA. Apart from this NSS has adopted **Kuthirambam Tribal Colony** adjacent to the campus. Cleaning and sanitation activities, vegetable gardening, medical aids, Anti-drug and literacy awareness programmes, distribution of sports kit, happiness lunch, and food kits are some of the key services extended.
- Under Swatch Bharath, lead various cleaning, health and hygiene related activities such as road cleaning, school compound cleaning, hospital cleaning, playground construction, waste collection and disposal etc.

- Conducted Voter, Traffic and Medical awareness campaigns and Flash mobs on helmet awareness in association with government departments.

- **NCAS TASK FORCE for Crisis and Disaster Management:** During **massive flood** that affected Nilgiri and neighbouring district of Wayanad, the institute rose up to the occasion with lot of relief measures including distribution of truckloads of cloths, blankets, food and food materials, medical aids worth lakhs of rupees. In the time of COVID out break the Task force engaged in crisis management support and vaccination drive.

- **YRC has initiated** Cancer and Aids Awareness Rally, Blood Donation Camp, and Financial Assistance for needy, Dress Bank, Medical Camp on a regular basis.
- **Women cell** has initiated extension programmes including Cleaning Drive, Anaemia detection camp, sanitary awareness programme, Pre-marital Counselling for neighbourhood.

HAPPINESS CENTRE

- Happiness Lunch – 15000 + lunches
- SNEHASWARAM – Old age home inmates get-together
- PRP Mentoring Sessions
- Counselling and healing
- Hosted a cultural festival with north eastern artists in collaboration with IGRMS, Govt of India.

DEPARTMENTS' INITIATIVES

- Computer Literacy for Tribal People and house wives
- Sports Training and different sports meets
- Selection Trials for National and International Football Clubs
- Wheel chair for differently abled and electronic gadgets for Tribal students
- Job Fair and Job Skill Training
- Cultural shows at villages and schools
- Elite World Record *BADAGA* Dance with 1570 performers in single venue from various schools and villages

- Faculty Development Programme for neighbouring School Teachers
- Edu Conclave for school students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The institution has received numerous awards and recognitions from the government and other recognised bodies in appreciation of extension activities

- **Elite World Record** for the ever-largest *BADAGA* Dance with 1570 participants.
- College secretary was invited for **International Visitor Leadership Program (IVLP)** organised by the Department of States, **USA in recognition of educational upliftment and social welfare initiatives** for the marginalised communities.
- Acknowledged by World Affairs Council Las Vegas for having participated in the US State Department program **COUNTERING VIOLENT EXTREMISM.**
- Ranked one among the top **10 innovative Arts and Commerce College** in the country by Higher Education Review.
- YRC unit of the college received the letter of appreciation from the **Government Taluk Hospital**, Sulthan Bathery.
- **Vice Chancellor of Bharathiar University** appreciated the institution on the introduction of Thirukkural couplets for value education and protecting the cultural heritage of the region
- Flood relief activities and volunteering support were recognized by the **Members of the Legislative Assembly of Gudalur and SulthanBathery constituencies**.
- Happiness Lunch Project, an initiative to feed the needy and homeless destitute in the old age homes, orphanages, and street was well recognised by the **Member of Legislative Assembly of Gudalur.**
- Nilgiri College Sports Academy received appreciation from **Kovalam Football Club, CFFA Dubai, Kerala Police, and Lakshadweep Football Association** for conducting an international football tournament.
- NCSA received recognition from the **All India Football Association** (AIFA), Tamil Nadu Football Association, and Nilgiri Football Association for conducting National Coaching (D Licence) Camp for future football coaches.
- Curricular and non-curricular practices including extension supports of the institution were appreciated by the team of professors from **North Carolina University USA.**
- Academic Dean of the institution received **PAZHASSI AWARD** for educational services rendered in rural tribal areas and **KAMAL PATRA NATIONAL AWARD** instituted by **IJC**.
- Received an appreciation from **Sulthan Bathery Municipality** and Government Sarvajana Higher Secondary School for the Happiness project guidance and mentoring at their institution.

- **Pain and Palliative unit of Erumad** appreciated the NSS and YRC volunteers for their continuous services including home care support
- **Welfare Department of Wayanad district panchayat** appreciated the institution on SNEHASWARAM, an exclusive event for the inmates of old age homes.
- **Gudalur Badagar Nala Sangam** appreciated the college for the setting of Badaga dance world record.
- Four students set records and secured awards instituted by the **India Book of Records** for their extraordinary skills in different domains.
- Awarded as the Best Happiness Campus by **World Happiness Forum.**
- NCC unit received appreciation from **Sulthan Bathery Station House Officer** for helmet awareness campaign.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years

Response: 117

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
45	20	22	18	12

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 60

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

Elegantly designed and developed **Infrastructure** with unique facilities and amenities spreading **happiness** among learners.

Infrastructure and Physical facilities

- The campus spread across 30 acres of land
- Total built up area is 150000 SqFt including *'Mahathma Gandhi'* and *'Bharathiar'* Blocks and *' Valluvar Arangam'*.
- Refreshment Blocks with 105 WC

Learning Resources (Classrooms, Laboratories, ICT facilities**)**

- 35 modern ICT and Wi-Fi enabled class rooms equipped with green board, lectern and notice board
- Four interactive intelligent LED panel, four LCD projectors and 35 Android smart TVs
- Three seminar halls namely Nalanda , Athens, Alexandria with the capacity of 200 each
- One Alice and two iPal robots
- AI platform
- Innovation lab, 3D printer,
- Computer Science lab with 60 computers, Commerce and Management lab with 60 computers, Multimedia lab with 60 computers, Language lab with 30 computers and headphones, Informatics Centre with 25 computers, and PG Lab with 30 computers.
- Psychology lab
- Campus Wi-Fi with 400 mbps bandwidth
- APJ Abdul Kalam automated Library with 10000+ volume of books and lakhs of E-Resources and reading room
- Auto Identification system and barcode reader
- Independent faculty room for each department with an exclusive cabin for HoD
- Separate Chambers of Secretary and MD, Principal, Deans, Academic Coordinator, IQAC, Campus Manager etc
- Counselling and supporting centre
- 'Read and Reflect' corners
- Mini studio
- *'Alai'* Campus Radio

Support Facilities (cultural activities, gymnasium, yoga etc)

- *'Valluva Arangam'* Auditorium with 2000 seating capacity

- *Cordova* open auditorium with 500 seating capacity

- Executive Board Rooms
- Exam Cell Office
- Physical Education office
- Indoor games, badminton courts, 5s floodlight football turf, 11s football ground, cricket net, volley ball court, basket ball court.
- Gymnasium
- Yoga and Meditation hall
- Healing Garden
- Happiness garden
- Herbal Garden
- Debate corner
- Listening Square
- NCC, YRC, NSS rooms
- Multi Faith Centre
- Reprographic Facilities
- Design Room
- Administrative Office
- Admission Office
- Alumni Support Centre
- Welcome Office
- Automatic bell system
- 84 CCTV 8 megapixel cameras
- Transformer (250 KV) and two generator with 107.5 KV capacity
- 20 KW On-Grid Solar Power Plant
- Natural pond with 12 fish varieties
- Paddy fields
- Well grilled fencing covers entire campus borders.

Amenities

- Day care centre
- Hapital – Happiness Clinic
- Security Cabin
- Separate Parking Facility for students and staffs
- Power House
- Kitchen with catering capacity of 2000 pax
- NCafe with 400 seating capacity
- Happy Mart
- 13 Buses and 3 official vehicles
- Separate hostels for girls and boys which accommodate 350 inmates
- Guest House, Principal and Staff Quarters
- TT and caroms corner
- Bio Metric Device
- 25 Hybrid Bicycles
- Rainwater harvesting
- Bio Gas Plant
- Waste management and water treatment
- Girls Room

- Drinking water facilities
- Prayer room
- Nursing Room
- Facilities for *Divyangjan*

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 61.18

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
602.57	173.27	405.35	121.62	224.19

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

The Dr. APJ Abdul Kalam library is the central library of the college and a learning resource centre. The library is fully automated with all its functions and has well-connected broadband and Wi-Fi. The Carpet area of the library is 3800 Square feet and has adequate reading space for 70 students at a time. The total number of books in the library is 10100.

INTEGRATED LIBRARY MANAGEMENT SYSTEM (ILMS)

The library has Open-Source Library Automation Software **KOHA** (Version 21.11.05.000). The Online Public Access Catalogue **(OPAC)** facility enables users to search online and locate books and other materials available in the library. It facilitate users to **reserve, renew, and recommend books** in online mode. Online supervision is possible which reduces the line management responsibilities of librarians. The circulation management system of KOHA is based on standard-compliant Technologies – XHTML, CSS which makes KOHA a platform with an independent solution.

The library is automated with **barcoding technology,** and book issues are recorded using **scanners**. The issue and return process is carried out at the circulation desk using the barcoded identity card. A separate Touch screen system is provided to the library users for searching the books on **Online Public Access Catalogue** (OPAC).

In-house/remote access to the electronic database is proved to users creating a login ID and password. Registered users can access e-journals, e-books, and other electronic resources using N-List. Institutional resources like **study materials, references, previous years' question papers, students' project/dissertation** are made available to the users through **D-Space integrated with KOHA**. The library is equipped with plug-in facility for laptop.

Assistive technologies for Divyangjan users, ORCA screen reader facility, Express Pro lite, Librivox, and headphones are available in the library.

AUTOMATION	SERVICES	FACILITIES
• Open-Source Library Automation Software KOHA (Version 21.11.05.000) • Online Public Access Catalogue (OPAC) facility • MARC (z39.50) • standard-compliant World Wide Web Technologies – XHTML, CSS • Barcoded Books • Book Issue using Scanning • Gate entry E-gate register (Embase Pro Suite software) • INFLIBNET N-LIST	• Circulation section • Reference section • Digital Section • Periodical Section • Career Corner • APJ Kalam Corner & Reading Area • Digital Library • PG Reference Corner • Book Talk & Book Review • Reading and Writing Competitions • Library Internship • Open Discussions & Debates • Special Days Observation	• Book Lending • Reference • Referral Service • Career Guidance • Online Document Delivery • OPAC • Current Affairs Segment • Orientation Programs for New Users • Library Literacy Program • Reprographic Facility • Remote Access to the Digital Contents • CCTV Surveillance

SUBSCRIPTION TO E-RESOURCES

An e-content digital library is provided in the library with internet connectivity of 07 computers and a printer. The library has an active membership of **INFLIBNET N-LIST** consortia and provides more than 6000 E-journals and 1.9 lakh E-Books on various subjects. Students are provided with facilities of NDL (National Digital Library) through which they can access books and journals in a digitalized format.

LIBRARY EXPENDITURE ON PURCHASE OF BOOKS AND JOURNALS

Academic Year	Expenditure on Purchase of Books
2017-18	88036.00
2018-19	124315.00
2019-20	496864.00
2020-21	199231.00
2021-22	400079.00

PER DAY USAGE OF LIBRARY

The Embase Pro Suite software is used to record the **e-gate register**. Students and faculties are provided with a barcoded identity card for registering In/Out and lending documents. It also provides user login IDs and passwords to the students and staff for remote access and per day library usage is 180 students.

NAME	COUNT
BOOKS	10100
GIFT BOOK	351
NON- BOOK	148
MAGAZINES	39
NEWSPAPERS	18
SUBJECT JOURNALS	15
E-BOOKS	199500+
E-JOURNALS	6000+
CD/DVD	130

The other services such as in-house/remote access to e-publications facilitated by INFLIBNET, new arrival book display, full-time internet facility through Wi-Fi and LAN, career guidance books, reprographic

service at nominal rates, and CCTV surveillance to ensure security.

The library takes the initiative of the **Readers club** which conducts various events on reading, competitions, and orientations to encourage the students to inhibit reading practices. Readers club publishes **'Ncas Live'** monthly with campus updates. **Best Reader awards are also given for students and faculties.**

File Description	Document
Upload Additional information	[View Document](#)
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4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

IT INFRASTRUCTURE AND INTERNET BANDWIDTH

The institution is providing sophisticated IT infrastructure and has made a remarkable progression and upgrades it regularly. **All the classrooms** are well-equipped with **smart TVs** and a **Wi-Fi facility with 400 Mbps** speed that covers the campus premises. The improvement in the ICT facility has helped to transform teaching-learning from a traditional system to an innovative ICT- oriented approach,

AI and Robots:

Three Robots, **Alice, and two i-Pals,** assist the teaching-learning activities and serving the AI and robotic mission of the institute. Standing just about 5 feet tall, **Alice Plus (Pro) provides an intuitive user interface that is applicable across campus**. It is equipped with Greeting module, reception, office assistance, promotional support. The second robot is **iPal, an android-supported human machine with 1.8 Ghz Quad core, 3 infrared sensors, and touch sensors**. It is used for human interactive sessions, assisting the man works and giving opportunities for students to exploration.

College IT and E-Governance Policy

- The academic process shall be implemented through the updated and innovative IT infrastructure that is secure to manage cyber risks. Policy Document (Ref.No:17, Page No:27).
- Sufficient annual budget allocation is made for the creation and maintenance of IT infrastructure.

LAN and Wi-Fi

- Broadband internet speed increased from **20 Mbps to 400 Mbps**
- **Wi-Fi and broadband connection**

- Wi-Fi connectivity is ensured through access points from a centralized access controller
- 8 new routers were purchased, and currently the institution has **15 routers**

Hardware and Software

- **3 Interactive Intelligent panels** were used for better teaching learning aspects.
- 75 percent of computers were **upgraded from Core i3 to Core i7 processors.**
- **Licensed and Open Licensed software** for the different academic requirements.
- Software like **MBASE, Campus canvas, Testmoz, Zoom, CAMU, Tally, Express Pro, AWS Platform,KOHA**
- **Operating system Core i3 and i5.**

Name	Capacity/Version
Laptop Computers (Server Room)	6 Laptops, Genuine OS, Intel i7, 16 GB RAM, 1 TB Hard disk
Public Address Outdoor Amplifier and Speakers	1500 watts Amplifier and Speaker SYSTEM
Web Camera	7 MP Web Cams with support stands and peripherals
High Configured Gaming and Graphics Card installed systems	RTX 4090 16 GB RAM CUDA cores: 16,432Base clock: 2,235MHzBoost clock: 2,520MHzTFLOPs: 82.58Memory: 24GB GDDR6XMemory clock: 21GT/s Memory bandwidth: 1,008GB/s
Headphones	20 No, Dimensions 220.65*220.60*135.28 mm, Weight- 330.5, Cable-2.2 m (Rubber cable)
Projectors	4 No, EPSON- EBS 31.
Projector Screen	4 No, White Screen
Hard disk	1 TB
RAM	4 GB
Printers	19 No, EPSON M-100/ M-200/L- 565/L-3210/L-3200
Antivirus License	K7 Total Security.
Interactive Intelligence Panel	3 No, 47" x 26" Senses Interactive Intelligent Panel, Power Consumption: 50 W, Finger Touch.
Public Addressing System	40 no, Ahuja Speakers.
3D Printer	1 No, world ender 3 model 2022, original diy 3d
Mini Studio	Equiped with lightings, Camera, mic, editing
LED TV	32 No, 43 inch, ibell/TCL, Android OS,2 GB RAM

IT Facilities Updation

- **3 digital computer labs** and **1 language lab**
- **265 computers** for students added during the assessment period

- 1 new photocopier machine was added, and thus the college now has **3 photocopiers**.
- **High-speeded multi-option printer** in the front portion of the main block
- **88 CCTV** cameras installed.
- The undergraduates are skilled in operating systems and sophisticated practical software's like Windows 10, Linux, Ubuntu, SAP, MATLAB, R Tools.

Tele communication

- The Institution has well connected Landline availability in all departments and along with Security rooms for the campus in which enables PRI Line with Direct Inner Dialling Facility.

Power Supply

- UPS capacity has been **upgraded to 30 KVA**
- The capacity of the power generator increased **from 25kv to 82.5kv.**
- **Internalized UPS.**

Other Initiatives

- Institution provided financial support to faculties for buying laptop and the number of **faculties having laptops increased from 5 to 30**.
- Institution's central library has access to E-Journals and E-Books

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 4.85

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 265

File Description	Document
Upload supporting document	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 35.24

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
256.25	193.91	220.37	135.49	73.67

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 76.22

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
729	1276	643	551	337

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2 *Capacity building and skills enhancement initiatives taken by the institution include the following*

> 1. *Soft skills*
> 2. *Language and communication skills*
> 3. *Life skills (Yoga, physical fitness, health and hygiene)*
> 4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 93.94

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1005	1183	995	711	464

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 61.59

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
266	284	130	60	57

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
434	373	221	149	117

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 48.28

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
7	1	2	3	1

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
12	4	5	5	3

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 38

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at*

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
10	2	9	15	2

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 45.2

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
72	42	50	35	27

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

ALUMNI ASSOCIATION: AN EVERLASTING LINK BETWEEN STUDENTS AND INSTITUTION

The registered alumni association of the institution closely works with the college and provides dedicated support and has contributed significantly through academic, non-academic, financial, and non-financial means during the last five years. The alumni activities function through two modes; (1) as an independent

organization and (2) as an association endorsed by the college. Besides the alumni association of the college, all the departments have their own alumni set up to promote their department activities. The activities conducted by the alumni association are coordinated by the elected committee members.

ACADEMIC SUPPORT

The alumni association supports the academic activities of the institution at various levels.

- Participation as a resource person for invited lectures
- Participation in the 'Meet the Entrepreneur' event
- Participation in feedback on Graduate Attributes
- Participation in students' Experience Survey (Exit Feedback)
- Donation of Books to the college library
- Participation in extension activities
- Donation of ICT facilities to the college
- Participation in Certificate Courses (PRP Mentoring)

NON-ACADEMIC SUPPORT

Apart from academic support, the alumni association actively engages and supports non-academic activities.

- Participation in Green Positive Initiatives
- Participation in SNEHASWARAM events
- Participation in Happiness Lunch
- Participation in Sports Academy activities
- Donation of saplings and trees
- Donation for the Herbal Garden
- Provide counselling to students for career enhancement
- Act as judges and referee for cultural and sports activities
- Website and Social Media sites are designed, developed, and maintained by the Alumni of the institute

ALUMNI GET-TOGETHER

Batch reunions are organized to create and maintain an active network of alumni. The get-together motivates them to participate actively and contribute to the development of the institution

- Batch-wise get-together
- Alumni online get-together
- Alumni Cultural Programs

ALUMNI FINANCIAL CONTRIBUTIONS

- 2017-2018 – An amount of Rs. 20,200/- was donated by the alumni association for the purchase of books and magazines for the college library.
- 2018-2019 - An amount of Rs.59,500/- was contributed as scholarship for deserving students.
- 2019-2020 – An amount of Rs.1,18,000/- for the financially weak students to pay their academic

fees during COVID.

- 2020-2021 – An amount of Rs.1,05,000/- contributed to the library, herbal garden, and scholarships for deserving students.
- 2021-22 – An amount of Rs.2,05,000/- contributed to the library and scholarships for deserving students

INSTITUTION'S COMMITMENT TOWARDS ALUMNI

The institution takes care of the alumni in all possible ways to support their careers.

- Special consideration in Job fair
- Alumni pool for interested members to work abroad
- Special consideration to participate in Certificate Course (PRP)
- Use of academic facilities (such as the library, lab, robot, etc.)
- College sports facilities at concession rate (Ground, Turf, Fitness Centre, etc.)
- Special consideration in job openings in the college

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

GOVERNANCE AND LEADERSHIP

Nilgiri is a **hilly and remote area** in the state of Tamil Nadu where most of the **people are socially and economically backward.** The **literacy rate** of males in the region is 78.3 percent, and females is 38.5 percent, which is far **below the state and national averages.** The majority of the people are engaged in marginal farming. Against this backdrop, a group of philanthropists from the region established a trust named **Career Development Foundation Trust (CDFT)** in 2009. The objective was to empower people in all spheres through proper education and awareness. Thus, the Nilgiri College of Arts and Science was **established in 2012.**

Nilgiri College conceived with **transformative goal of establishing a higher education destination** with **quality and affordable education**. It is run by eminent icons on board of trustees led by **Mr. Rashid Gazzali, a well-known Educationist, Life Coach and Strategic Consultant.** His wisdom, acumen and futuristic perception serve as driving force of institutional growth and excellence.

VISION

To develop a community of learners who aspire to make the world a better place to live in.

MISSION

To prepare our learners for bringing positive social transformation by providing a conducive learning environment through innovative teaching practices, effective use of technology, promotion of research, entrepreneurship, and community engagement.

CORE VALUES

- *Inclusivity*
- *Positivity*
- *Respect*
- *Commitment*
- *Quality*

DECENTRALIZATION AND PARTICIPATION

The college commenced with the principle of inclusivity to accommodate all segments of society ensuring no one is left behind.

- The **Board of Advisors**, which is nominated by the **Board of Trustees,** designs the short and long terms goals and advises the chief functionary **secretary** of the college to act accordingly
- A dedicated **academic team** under the leadership of the **principal lead the strategic and operational affairs o**f the institution
- The principal is supported by the **college committee, college council, and IQAC** to design strategic, academic and operational plans
- The institution ensures strategies for providing operational autonomy to all departments for the effective implementation of the curriculum through innovative teaching and learning practices. It ensures the **freedom to conduct extension and outreach programs** to fulfil the institutional vision through different Cells, Clubs, and Forums
- The **exam cell** schedules the internal assessments and makes arrangements for university exams independently
- All the **departments, clubs, and cells** have a financial budget prepared at the beginning of the academic year to have more financial freedom
- The **library committee** has the freedom to purchase books, journals, and e-contents based on the requirements
- The **IQAC** is the body to make decisions on the quality of the overall functioning of the institution

INSTITUTIONAL PRACTICES

- Leadership vision of the institution is ensured through distinctive practices aligning the core principle of **LGMC** and entire activities and initiatives are envisioned with the philosophy of **L**earn, **G**row, **M**ature and **C**ontribute
- Novel practices like **Happiness Campus, Skill Bank, Organic Farming, Digital campus** are few of the examples for the same

File Description	Document	
Upload Additional information	[View Document](#)	
Provide Link for Additional information	[View Document](#)	

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

INSTITUTIONAL BODIES

Systematic functioning of the institution ensured by the **statutory and non-statutory bodies**. **Board of Trustees** acts as the apex body which envisages annual plan and reviews the functioning of the institution. **The Managing Director** plans operational strategies in consultation with **College Committee** and **Board of advisors**. **Academic Council** headed by the **Principal** is responsible body for the execution

of academic plan.

IQAC, Exam Cell, Admission Cell, Grievance Redressal Cell, Women's Cell, Students Welfare committee, Anti-Narcotic Cell, Anti-Sexual Harassment Cell, Anti-Ragging Committee, Library advisory committee, Research Promotion Council, NSS, NCC, YRC, Alumni association, PTA, Career Guidance and Placement Cell and other committees are the major institutional bodies to materialise the action plan.

POLICIES AND PROCEDURES

Institutional governance is streamlined in accordance with vision, mission, graduate attributes and core values of the college. The academic and administrative policies are framed in compliance with the norms and regulations set by UGC and the University. The college has exclusive and customised policies for Admission, Recruitment, Human Resource, Scholarship, code of conduct etc. Mode of appointment is direct recruitment purely based on applicant's meritorious credentials.

PERSPECTIVE PLAN

The Board of Advisors and College Committee developed strategic goals during the 2017 -18 academic year. The perspective planning is aimed at transformational growth of the institution which ultimately results in the overall development of each student. The planning involves dialogues and discussions with stakeholders and well-wishers. It is planned in alignment with the vision and mission statements of the institution.

Education and Academic Excellence, Tie-ups and Collaborations, Human Resource Development, Campus life, Research and development, Community engagement, Student success and placements and Finance are the stated Strategic Pillars of Perspective Plan.

Strategic Goals

- Attract an excellent and diverse cohort of students
- Hire and retain talented and committed staff members
- Introduce and update governance and management systems and structures to support college operations
- Promote Innovations in Teaching and Learning
- Promote learning and professional development of both staff and students
- Enhance student employability and create placement opportunities
- Collaborate with educational institutions and industries on wide range of themes
- Conduct and engage in nationally and internationally relevant research activities
- Ensure operational sustainability
- Provide an attractive learning and infrastructural facilities in the campus

DEPLOYMENT

- The number of intake doubled into 200% from 2017 to 2022
- 90% staff retention throughout the assessment years
- 2(f) & 12(b) recognition and ISO certification completed. NAAC accreditation on process
- Add on and Certificate courses, Skill bank, Happiness, AI & Robots
- Introduction of new University programs based on the demand from the applicants. Courses like

B.Com PA and B.Sc Psychology commenced as a result.
- Streamlining teaching and learning process in tune with Outcome Based Education
- Renovation of library and learning resource centre with state-of-the-art facilities
- Setting up a multipurpose auditorium and indoor stadium
- 100% ICT enabled class rooms
- Organic Farming and Green Initiative
- MoU with Multimedia University Malaysia
- Collaboration with Policy Research Centre Dhaka, Bangladesh
- Google Certifications
- Infosys Training Programs
- Certifications by ICT Academy
- Authorized Training Centre of Tally Prime
- Skill Training in association with KISE Mysore.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2 Implementation of e-governance in areas of operation

1. **Administration**
2. **Finance and Accounts**
3. **Student Admission and Support**
4. **Examination**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Response:

Staff fraternity constitutes the pivotal stakeholders of the institution. The college has various employee benefit schemes that promote and support the physical and psychological well-being of its workforce. In addition, it nurtures a family ambience in the campus and enhance their personal and professional performance.

Nilgiri Research Fellowship

As a unique scheme, the college provides financial assistance for the faculties who enrolled in the Ph.D. program. 15 faculties are pursuing their Ph.D under this scheme worth rupees 9 lakhs.

Staff Club

College has an actively functioning staff club to co-ordinate numerous programs and schemes for the welfare of staff. It addresses the **grievances and requirements** of staff fraternity with the generous support of management. Its activities includes **recreational trips**, **family get together**, financial contribution during the **marriage and house warming**

Awards and Recognitions

Management has instituted various awards like **Best Faculty of the Year**, **Best HoD**, **Best Leader of the Year**, **Best Coordinator** etc which will be selected on the basis of **Systematic Performance Index Method**. They are offered different benefits like a **family day at 5 star resort** besides cash awards and citations.

Welfare Measures

- **Privilege Card** is issued for the staff **to avail cash back** and other privileges from important commercial outlets in the region.
- **Festival Allowance and Gifts** namely **Onakkodi, Diwali Sweets, New Year kit, Diary, Bag.**
- Canteen food is made available at a **subsidized rate** and **tea and refreshment** are provided **free of cost**
- **Free accommodation and food** for outstation staff
- The college reimburses **medical expenses**
- **Tuition fee** waiver for the wards of staff members who opt to join the college
- **Seed money** for the research works to support the publications in journals and books
- **Free Transportation** in the college bus.
- Distribution of **Agriculture Products** produced in the campus
- Uniform allowance
- Employee Provident Fund
- Happy Mart - subsidised rates at campus store.
- Staff recreation activities

PERFORMANCE APPRAISAL SYSTEM

- IQAC in the college is instrumental in **internal appraisal** for promoting good practices. It is to improve **organizational efficiency** by ensuring the best of their ability, developing their potential, and resulting in an appropriate reward. This in turn leads to the overall quality of the system.
- The college introduced an **Academic Performance Index (API)** system to assess performance at various levels. It includes skill addition and certificate courses, research projects and publications, and invited talks etc. It conducts a **360 degree feedback** system and shares the report with individual staff members followed by an FDP.
- The entire staff of the college is categorized into five groups; **Violet, Indigo, Blue, Green, and White** based on their work experience, qualifications, commitment, and API score. It is to reward them appropriately.
- In addition, the college follows an **appreciation card system** to acknowledge their performance.

The Gold card is issued by the staff council for the extraordinary achievement of the staff and students. **The Silver card** is issued by the Heads of Department/Club/Cell for any appreciable activity.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 64.91

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
45	39	38	28	22

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 99.5

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
109	93	79	63	58

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
42	34	26	20	17

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institution has strategies for mobilization and optimal utilization of resources and funds and conducts internal and external financial audits regularly.

RESOURCE MOBILIZATION POLICY

The institution shall mobilise funds and allocate budgetary provisions for the prospective growth of the institution, holistic development of students, and welfare of the staff.

MOBILIZATION OF FUNDS

Being a self-financing institution, NCAS has no financial aid from Union or State Governments. The major sources of funds are the financial support of the trust, tuition fees, agriculture and revenue from renting out facilities.

- The college premises and facilities are provided for the conduct of government and other competitive examinations.
- The college guest house rent out for interns and trainees.
- The college ground and Turf for training and competitions.
- The multipurpose hall for external agencies.
- Computer Lab for competitive examinations.
- Transportation fee, Hostel fee, Mess fee collected from the students

OPTIMAL UTILIZATION OF RESOURCES

The Board of Trustees has clear, well defined policies to guarantee the perfect utilisation of resources. All the strategies regarding resource allocation and its optimal utilisation and decision concerning the same are taken by the Secretary. Optimal utilisation of available resources is ensured to cater the needs of the

stakeholders.

FINANCIAL ADMINISTRATION OF THE INSTITUTION

The institution has a system for financial management. The Career Development Foundation Trust (CDFT) constituted a finance committee for

- Budget Evaluation and Approval
- Monitoring financial activities
- Internal Audits
- Resource mobilization

FINANCE COMMITTEE OF THE INSTITUTION

The college has a financial commitment to propose the annual budget, evaluate and implement the budget, and foresee expenses.

BUDGET PREPARATION

The finance committee prepares the annual budget and then presented it to the meeting for approval. The budget is finalized after the inclusion of the comments by the CDFT governing body.

ACCOUNTING PRACTICE

A centralized accounting system is followed in the college. The finance officer is the authorized signatory. Accounts are settled on a monthly basis, and it is mandatory to get the monthly budget approval from the management. The institution restricts cash transactions at all levels.

AUDIT PRACTICES

The institution has a well-structured financial audit policy and it conducts twice in the financial year:

INTERNAL AUDIT: The internal audit is carried out by a chartered accountant appointed by the CDFT, and carried out on a half-yearly basis. The audit focus on complying with statutory norms like deduction of TDS and payment of the sanctioned amount. It scrutinizes the asset registry and verifies if the amount has been credited rightly under the prescribed heads. The discrepancy or audit objections, if any, are ratified and submitted to CDFT.

EXTERNAL AUDIT: The external audit is carried out at the end of each academic year. It is carried out by a registered auditing company. The observations made by them are regularly complied with. All the audit reports are available for scrutiny on demand. Usually, there are no major issues found in the external audits as the institution is strictly following the best practices which ensure transparency in all transactions.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

THE INTERNAL QUALITY ASSURANCE CELL (IQAC)

The Internal Quality Assurance Cell (IQAC) in the college identifies, plans, executes, and monitors the overall quality and has contributed significantly to institutionalizing strategies and processes.

The IQAC takes initiatives in enhancing quality through various activities connecting the students, staff, alumni, employers, and community. It ensures the best learning system by integrating innovative technology-driven teaching methods that can prepare the students to be compact with global workplaces.
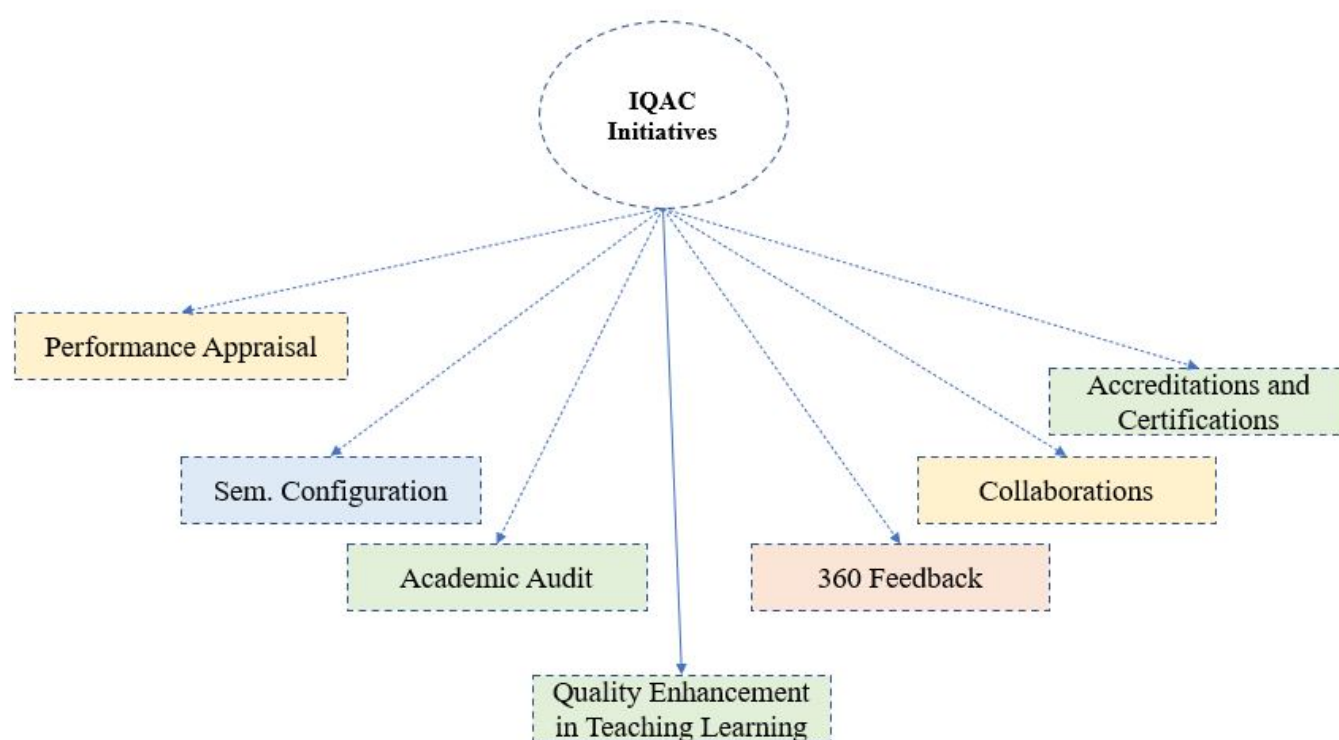
1. PERFORMANCE APPRAISAL SYSTEM

IQAC conducts internal appraisal for promoting good practices initiated by the students and staff. It is to

improve organizational efficiency by ensuring the best of their ability, developing their potential, and earning an appropriate reward. This, in turn, leads to the overall quality of the system.

The appraisal system is in two ways;

1. Academic Performance Index (API)
2. Card System.

API is based on the components mentioned in Figure 1.1. The card system has two types, Green and Blue. The green card is issued for extraordinary achievement. The blue card is issued for any appreciable activity. All staff is categorized into different segments based on their performance, such as Violet, Indigo, Blue, Green, and White.

Figure 1.1
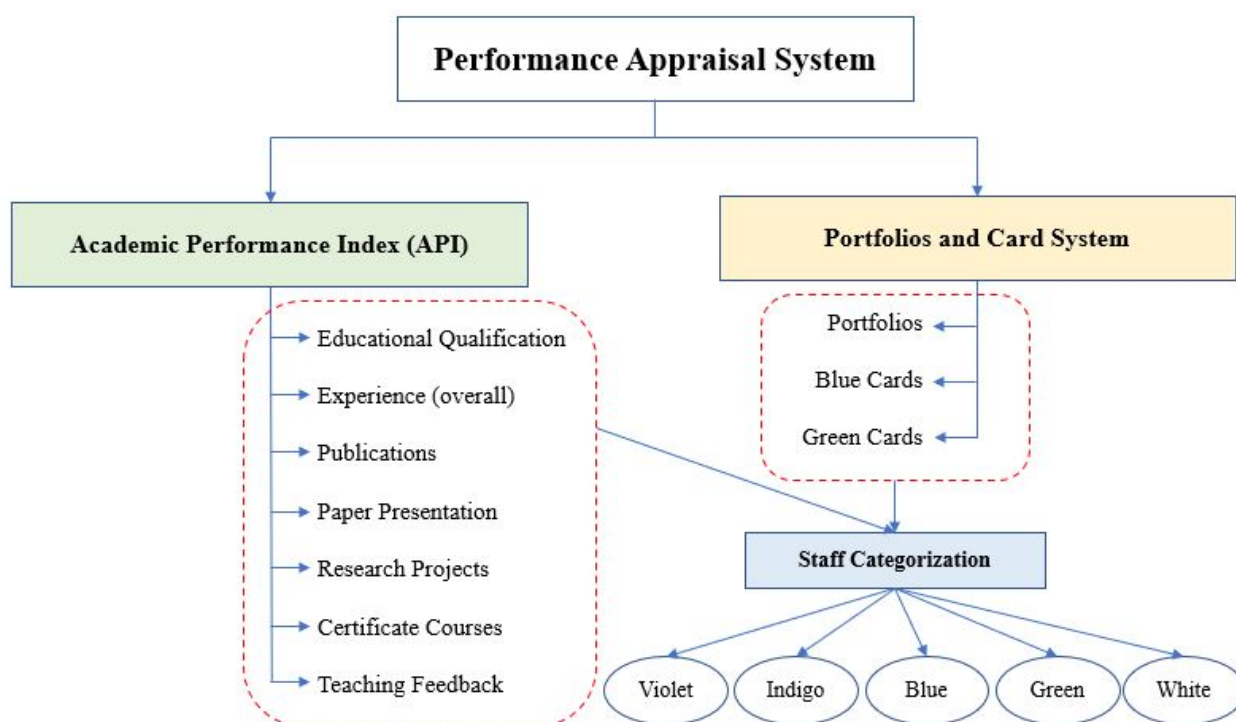
2. SEMESTER CONFIGURATION AND COURSE PLAN

IQAC conduct meeting to configure the semester and year in order to plan academic and non-academic activities. The heads of the department will submit the plan for academic and non-academic activities in a prescribed format.

The course plan is the road map to the content delivery system. It includes the schedule of the lesson plan, its duration, mode of delivery, activities, assignment, and assessment. The teachers will submit the course plan to the head of the department at the beginning of every semester, which is verified by the principal. The principal will assess the progress of the course plan during department meetings.

3. ACADEMIC AUDIT

The IQAC takes the initiative to perform different levels of academic audit to review the effectiveness of teaching-learning practices and its outcome.

The institution-level academic audit is performed by an external body, including administrative and academic experts. The department-level audit is led by the principal and IQAC at the end of each year. The other activities of different clubs and cells are audited by the IQAC using an activity performance sheet. The audit report is submitted to the college committee meeting for further proceedings and actions.

4. CLASS OBSERVATION AND 360-DEGREE FEEDBACK SYSTEM

IQAC takes the initiative to conduct 360-Degree feedback and class observation to ensure the quality of teaching pedagogy and an efficient content delivery system. The 360-Degree feedback includes (1) Feedback on Teaching, Teachers, and Tutors by students, (2) Peer Feedback by Teachers, (3) Feedback on HoD by Teachers, and (4) Feedback on Teachers by HoD.
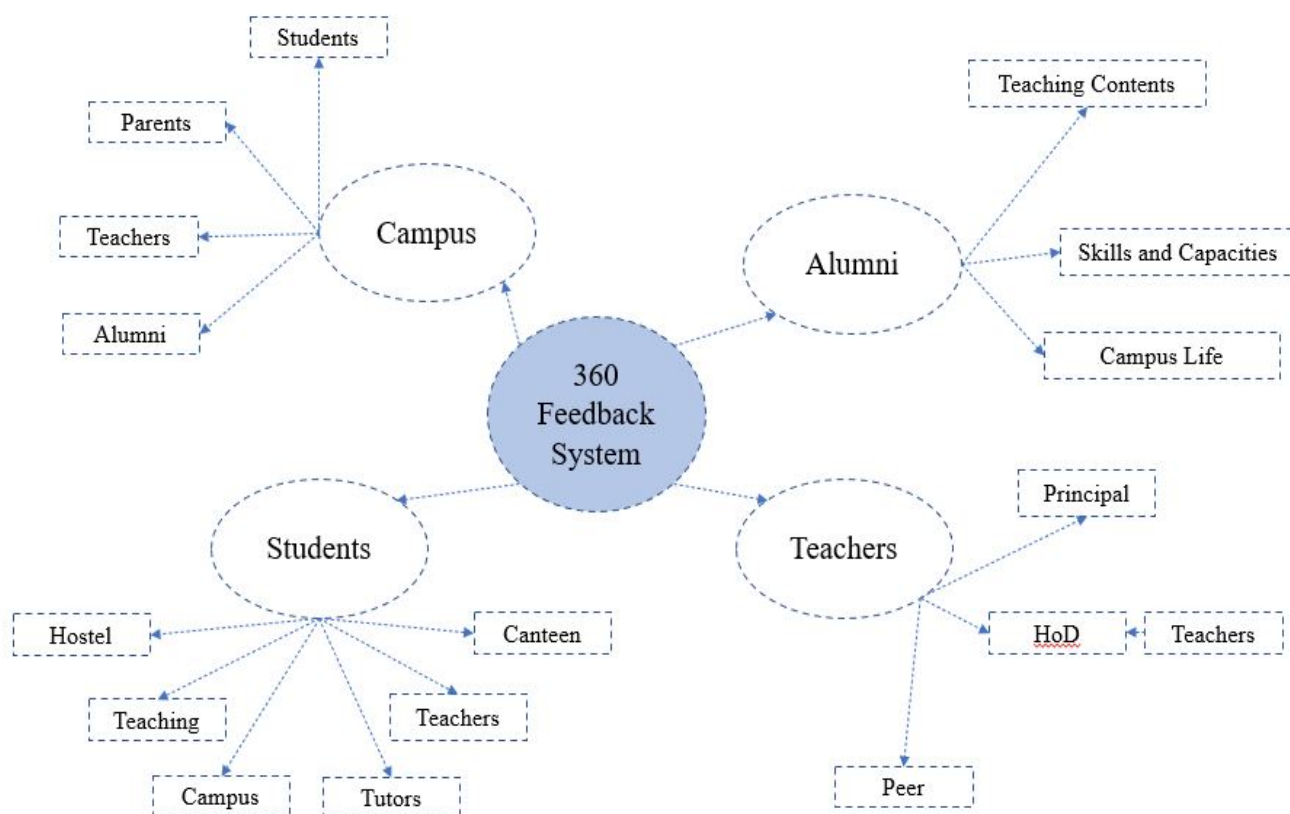
5. COLLABORATIONS AND CERTIFICATIONS

The IQAC has collaborated with various agencies to implement capacity and skill enhancement activities such as value-added/addon courses and certifications. It has collaborated with ICT Kerala for addon courses, Tally Prime for tally certification, KiSE for soft skills.
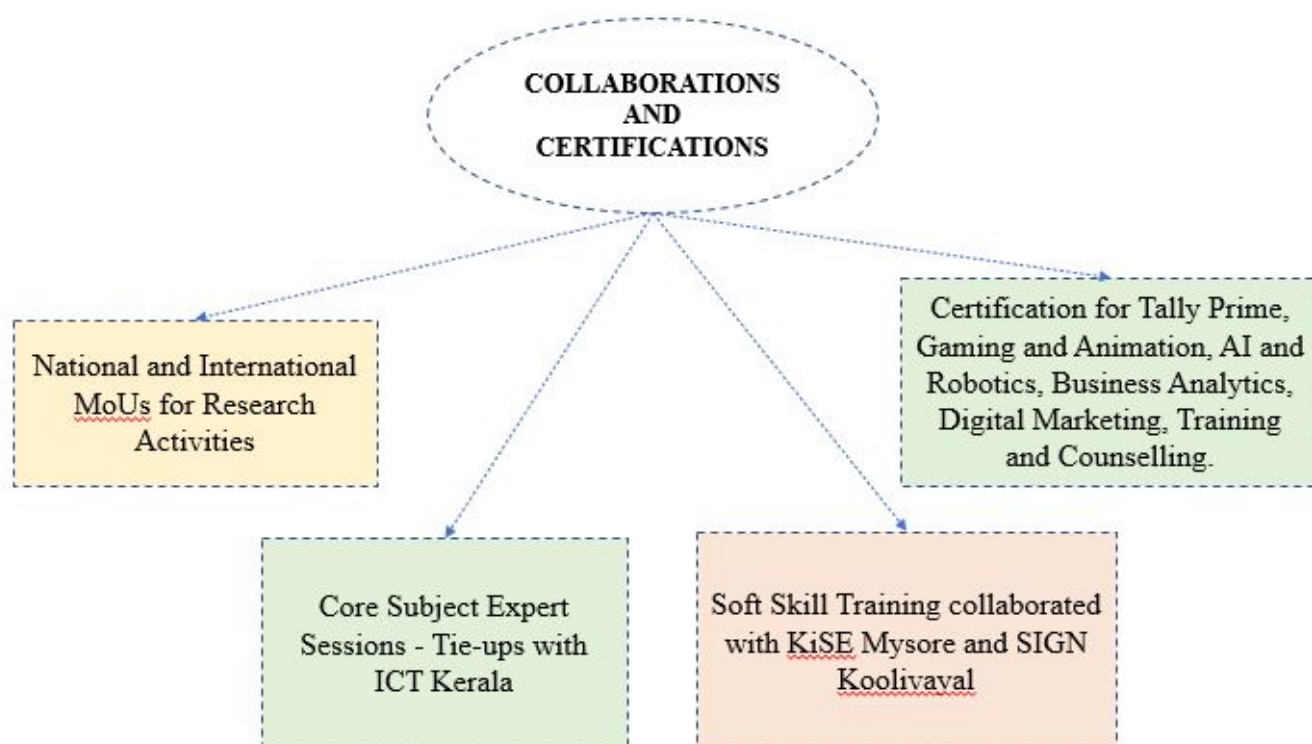
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Provide Link for Additional information	[View Document](#)

6.5.2 Quality assurance initiatives of the institution include:

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**

Response: B. Any 3 of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

INSTITUTIONAL INITIATIVES FOR THE PROMOTION OF GENDER EQUITY

The institution has initiated various approaches to promote and ensure gender equity in terms of rights, benefits, obligations, and opportunities. The college treat both women and men according to their respective needs in a fair manner by providing an environment where everyone, irrespective of gender, feels safe to engage in activities such as learning, teaching, and working.

- Included courses related to gender studies in the curriculum (Women's Rights-3FD).
- Faculty hold equal administrative and academic leadership
- Anti-Sexual Harassment and Anti-Ragging Cells ensure a secure environment.
- Women Cell takes care of all aspects of girl students, reduces gender disparities (if any), and never allows them to feel deprived of their privileges.
- Women's employability activities
- Health Check-up (Anaemia detection Camp)
- Residential Camp for Girl Students
- The initiative of 'SHE DRIVE'
- 24*7 security guard and the entire campus is under CCTV surveillance
- Restricted entry for vehicles, ID card verified entry, batch specific uniforms are enacted as safety measures.
- Students are accompanied by men and women faculty during educational tours, extension activities, and industrial visits
- Service of professional counsellor
- Battery test, physical fitness, and sports facilities
- Service of the nurse in the hostel 24*7

INSTITUTIONAL INITIATIVES TO CELEBRATE/ORGANIZE NATIONAL AND INTERNATIONAL COMMEMORATIVE DAYS, EVENTS, AND FESTIVALS

The institution celebrates and organize national and international commemorative days, events, and festivals to maintain harmony and to make the students aware of the pride and rich cultural heritage of the nation. It also aims to make students aware of the contributions by eminent personalities, motivating patriotism, civic responsibility, environmental concern, and appreciation for humanities, sciences, and arts.

- Details of important days, events, and festivals mentioned in the academic calendar.
- The IQAC prepares the important days of each month in advance to schedule the events
- Seminars and expert sessions on the contribution of Great Indian leaders and significant national events.
- Promotion of Tamil, Malayalam, Hindi, and Foreign Languages. The institution strives to foster an

inclusive environment by promoting national languages.

• Voter's Day - Voter's Awareness Campaigns have spread the electoral responsibility of the citizens.

• Courses related to the Indian Constitution, Human Rights, Values, and Responsibilities enable the sensitisation on constitutional obligations.

• The institution conducts events on the following important days:
    ○ Independence Day
    ○ Republic Day
    ○ Human Rights Day
    ○ Minority Rights Day
    ○ Kargil Vijay Divas
    ○ Happiness Day
    ○ World No Tobacco Day
    ○ World Music Day
    ○ Environmental Day
    ○ Organic Day
    ○ Pollution Control Day
    ○ Coconut Day
    ○ Women's Day
    ○ Daughters Day
    ○ Teacher's Day
    ○ Statistical Day
    ○ Innovation Day
    ○ World Heart Day
    ○ Yoga Day
    ○ World Youth Day
    ○ Global Hand Wash Day
    ○ Ethnic Day
    ○ Suicide Prevention Day
    ○ Day against drug abuse and illicit trafficking
    ○ Drug Abuse Day
    ○ National Library Day
    ○ National Reading Day
    ○ Malala Day
    ○ Girl Child Day
    ○ Literacy Day
    ○ Mother Language Day
    ○ Librarians Day
    ○ IPR Day
    ○ Gandhi Jayanthi

• *Pongal and Onam* **are soulful celebrations of Tamil Nadu and Kerala respectively. As a bordering Campus institute celebrate them as a grand festival with ethnic wear and cultural fiest of traditional importance.**

INSTITUTIONAL INITIATIVES TO CELEBRATE/ORGANIZE NATIONAL AND INTERNATIONAL COMMEMORATIVE DAYS, EVENTS, AND FESTIVALS

ENVIRONMENT & HEALTH CONCERN

World No Tobacco Day
Environmental Day
Organic Day
Pollution Control Day
Global Hand Wash Day
Coconut Day
OTHER DAYS
Women's Day
Daughters Day
Teacher's Day
World Music Day
Happiness Day

CIVIC RESPONSIBILITY

Statistical Day
Innovation Day
World Heart Day
Yoga Day
World Youth Day
Ethnic Day
Suicide Prevention Day
Malala Day
Librarians Day
IPR Day

CONSTITUTIONAL OBLIGATIONS

Independence Day
Republic Day
Human Rights Day
Minority Rights Day
Kargil Vijay Divas
Girl Child Day
Drug Abuse Day
National Library Day
National Reading Day
Mother Language Day
Day against drug abuse and illicit trafficking

File Description	Document
Upload Additional information	[View Document](#)
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7.1.2 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 nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	[View Document](#)

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

Response: A. All of the above

| File Description	Document
Upload supporting document	[View Document](#)

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The Nilgiri college is a centre of diversity, respecting and promoting tolerance and harmony towards the cultural, regional, linguistic, and socioeconomic backgrounds of all the stakeholders through academic and administrative activities. The clubs, cells, and forums conduct varieties of events to achieve this collective inclusiveness. It is to ignite the minds of youth with an inclusive environment to realize the prevailing pluralism and make positive contributions leading to the prosperity of society and the nation.

- The institution is located in the tri-junction of Wayanad district of Kerala, Mysore of Karnataka, and Nilgiri of Tamilnadu, where all three have their own diversity in cultural, regional, linguistic, and socioeconomic aspects. The institution is keen to respect and promote all diversities.
- A well-functioning Students Support Cell in the institution ensures equal opportunities in various activities irrespective of their caste, language, religion, region, culture, etc. It supports students in getting various government, NGOs, and management scholarships.
- Institution celebrates national festivals like Onam and Pongal assiduously to celebrate cultural diversity.
- Electoral Literacy Club of the college conducts various awareness campaigns to promote youngsters to add their names to the voters' list.
- Discipline Committee and Anti-ragging Cell maintain tolerance and harmony among students, and it ensures all the students in the campus are equally treated.
- The student and faculty representation with diverse cultural and linguistic backgrounds from Tamilnadu, Kerala, Karnataka, and Lakshadweep.
- Admission policy framed to create an inclusive student community through admission counselling at different locations within the country and abroad to have diversity in student intake. The institution has NRI students who have cross-national cultures and practices.
- The institution signed MoUs with international institutions to increase the number of NRI and foreign students.
- Inclusion of languages in the curriculum, such as English, Tamil, Malayalam, Hindi, and Arabic.
- Conducts residential camp by NSS that merge different cultures and practices

- Inclusion of THIRUKKURAL values
- World record BADAGA dance performance
- Language lab to practice different languages
- Hostel facilities that promote cultural diversities
- Sports academy to unite the students irrespective of all peculiarities
- Management scholarships for students who are socially and economically deprived.
- GEMS multi-cultural event
- TARANG – Inter-collegiate fest
- Skill Bank activities to promote different dances
- Extension activities such as SNEHASWARAM and Happiness Lunch
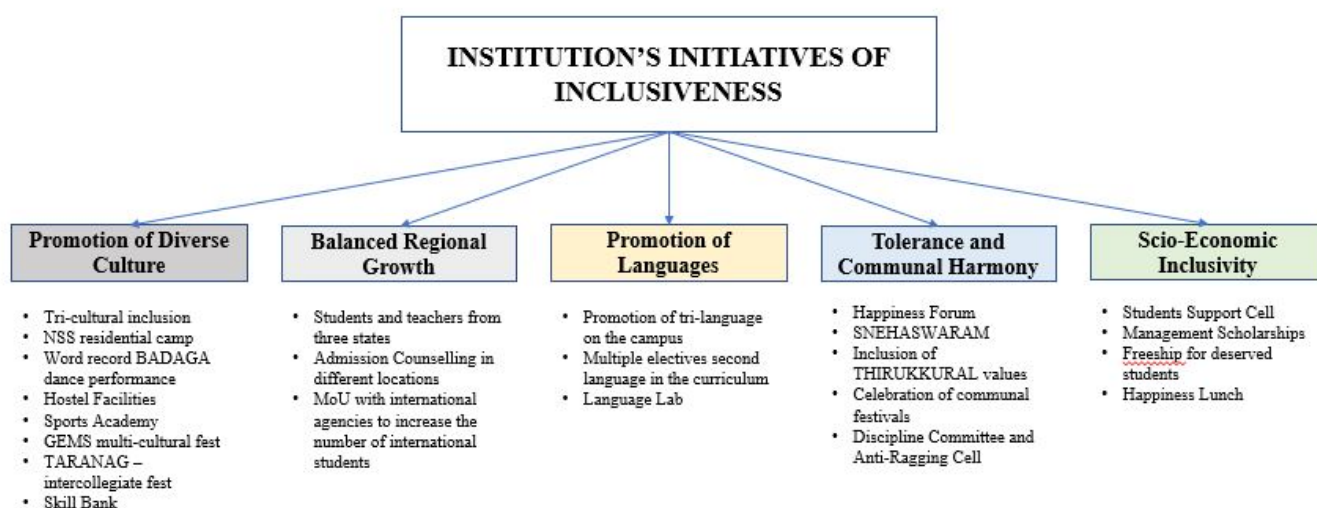
2. SENSITIZATION OF STUDENTS AND EMPLOYEES TO THE CONSTITUTIONAL OBLIGATIONS: VALUES, RIGHTS, DUTIES, AND RESPONSIBILITIES OF CITIZENS

The institution takes various initiatives in conducting programs for sensitizing students and employees to the constitutional obligations, values, rights, duties, and responsibilities of citizens.

- Inclusion of courses in the curriculum related to the Indian Constitution, Human Rights, and Values
- our staff fraternity comprises, a mix of differnt parts of the nation who uphold unity and value of cohesion beyond regional differnces.
- Voter's Day commemoration and Voter's Awareness Campaigns
- Independence Day
- Republic Day
- Human Rights Day
- Minority Rights Day
- Kargil Vijay Divas
- Participation in volunteering for floods relief activities NSS
- Women's cell activities
- Blood Donation camps under YRC
- Activities of NCC
- Financial contributions by YRC for deserving people.
- **'Azadi Ka Amrit Mahotsav' was celebrated by honoring 75 senior citizens**

INSTITUTIONAL INITIATIVES TO CELEBRATE/ORGANIZE NATIONAL AND INTERNATIONAL COMMEMORATIVE DAYS, EVENTS, AND FESTIVALS

ENVIRONMENT & HEALTH CONCERN

World No Tobacco Day
Environmental Day
Organic Day
Pollution Control Day
Global Hand Wash Day
Coconut Day
OTHER DAYS
Women's Day
Daughters Day
Teacher's Day
World Music Day
Happiness Day

CIVIC RESPONSIBILITY

Statistical Day
Innovation Day
World Heart Day
Yoga Day
World Youth Day
Ethnic Day
Suicide Prevention Day
Malala Day
Librarians Day
IPR Day

CONSTITUTIONAL OBLIGATIONS

Independence Day
Republic Day
Human Rights Day
Minority Rights Day
Kargil Vijay Divas
Girl Child Day
Drug Abuse Day
National Library Day
National Reading Day
Mother Language Day
Day against drug abuse and illicit trafficking

File Description	Document
Upload Additional information	[View Document](#)
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7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

BEST PRACTICE - 1

Title of the Practice: **HAPPINESS CAMPUS**

THE CONTEXT

Budha says "Happiness is a journey and not a destination". The quest of happiness and contentment in life has been there from time immemorial. Even if one learns everything in life there is no point if the person is

unhappy.

UN declaration of March 20 as **World Happiness Day** in 2012 coupled with publishing a happiness report in 2018 has brought the concept of happiness into a global focus. To measure the quantity of happiness in every country UN has also brought out 'Happiness Index'. In later years many countries introduced happiness ministries and churned out happiness projects.

All these developments were instrumental in practicing the happiness concept in the College as it represents the cross section of society and establishing a **Happiness Center** in the year 2019.

It aims at assisting all stakeholders and well-wishers of the institution enjoy true happiness. Now happiness is the motto, the theme, the focus, the life and the uniqueness of Nilgiri College campus. Just as salt is to food, there is no activity in the campus without a pinch of 'happiness' to taste.

OBJECTIVES OF THE PRACTICE

NCAS aims at bringing 'happiness' in every face in the campus. Happiness brings a positive attitude in all

OBJECTIVES
- To transform the campus into a unique model with joy on every face and a place where every person would be comfortable
- To make each person on the campus into happiness ambassador
- To bring harmony among students and staff hailing from multicultural linguistic and religious backgrounds
- To instill the spirit of empathy in each person in the campus, empowering them in finding happiness by serving others.
- To resolve complaints, grievances, and concerns among stakeholders through a happy outlook resulting in speedy and judicious solutions.
- To ensure a happy and healthy workplace and learning ambiance where each player would ensure mutual respect and consideration.

individuals which will result in transforming the campus into a **'Happiness Campus'**.

THE PRACTICES

Since establishing the happiness center, NCAS has been implementing various happiness projects and practices

- **Snehaswaram:** a unique programme has been organized every year dedicating one day for the abandoned elderly people of the society. The students used to bring the inmates of nearby old age homes in two districts to the campus on World Happiness Day and dedicate the day for them with various programmes. Two students will be assigned to take care of each of the 500+ inmates, assisting them in doing all daily needs, feeding them, presenting them gifts and accompanying them back.
- **Happiness lunch:** Launched in 2021, the project provides food for the most deprived section in the society. The fund for the scheme has been mobilized by the students once a year with the support of stakeholders. It is the responsibility of each department to identify the needy and fix a day to prepare and serve the Lunch at their door steps. The scheme also extends support to deserving students in the campus providing privilege coupon to avail happiness lunch with due respect. So far more than **15000** happiness lunch have been served with in last two years under the scheme.
- **Happiness Assembly :**Happiness Assembly is the students council of the campus to cater the needs as well as to address the grievances of students' community. They regularly organize cultural programmes, awareness sessions and celebrations to ensure the happiness.
- **Happiness and Healing Gardens:** it is a unique concept in which at the happiness garden anybody can sit, relax and chit-chat, on the aesthetically arranged seats enjoying the serenity of nature while at the healing garden, which dedicated to the great souls who had contributed in shaping the nation sacrificing their lives, one can experience the healing touch and enjoy the solace.
- **Hapital:** It is a happiness clinic in the campus to cater various emotional, mental and health issues faced by the stakeholders and neighborhood through counseling, listening , nursing , medical and palliative supports.
- The grievances of each would be sorted out within 48 hours and feedback would be informed.
- Recreational trips, Family get-together, Lunch with MD, Annual tour, Privilege cards for shopping and health facilities, appreciation awards, gifts, Comfortable workplace etc ensure the happiness of Staff community.

EVIDENCE OF SUCCESS

The Happiness Project of the campus was hailed by all across the spectrum as the message of happiness started flowing down to the masses from the campus. The 'joy filled' faces of students and staff in the campus are self explanatory of the success of the happiness project.

EVIDENCE OF SUCCESS

- Happiness level of stakeholders increased
- 500 abandoned inmates are now eagerly waiting for the annual gathering and also feel they are not alone in the world
- Inspired by the project, many neighboring institutes and local bodies started implementing the same including Sulthan Bathery Municipality.
- The institute has bagged 17 awards from the public domain for the project
- Could save our students who were in the grip of suicide tendencies through timely intervention

PROBLEMS ENCOUNTERED

- Lack of measuring system to gauge the happiness of an individual.

- Lack of orientation in exploring the true happiness instead of treating it as destination.

- The complex mindset of young generation with recurring mood swings and running behind momentary pleasures.

- Failure in imbibing the spirit of defeat and overcoming the adverse situations.

RESOURCES TO IMPLEMENT THE PRACTICE

- Prepared a PRP metrics to assess and evaluate the happiness level of the stakeholders.

- Introducing role models to realize the real cause of life and means of happiness.

- Conducting Listening and Counseling sessions.

- Periodically update the schemes and plans to strengthen the mission.

BEST PRACTICE - 2

Title of the Practice: **HAPPY FARMS, HEALTHY FOOD, AND GREEN CULTURE**

The Organic Farming Initiative was launched in 2019 by students and staff of the institution in a tie-up with farming families around.

CONTEXT

"It is better to teach a person fishing rather than giving him fish every day", goes the Chinese proverb.

The institute being located in an agrarian setting, it was essential to bridge the gap between the young generation and farming, and to launch a '**back to farm**' campaign. When the world came to a grinding halt due to corona outbreak in 2020, the available students, staff, and faculty in the campus with the support of NCAS management and neighborhood launched the **'GREEN +VE'** mission to create awareness about healthy food and healthy agricultural practices, aiming at establishing a **Post Covid Sustainable Village**. Through the **'GREEN POSITIVE'** initiative, the students were taught the art of farming with hands-on training. The 15-acre barren land had been left uncultivated for many years. Thus launched this novel agrarian initiative.

Moreover, the Nilgiri district has been picked up by the Tamilnadu state government to implement a bio-farming campaign as a pilot project.

OBJECTIVES OF THE PRACTICE

OBJECTIVES

- Helping sons of the soil to revisit own roots

- To create a sense of pride among students towards agriculture

- To teach the process of cultivation and provide 'hands on' experience

- To sweat out under the sun realizing the value of food

- To inculcate the values of social commitment

- Ensuring poison 'free and safe to eat' food

- To learn the art of 'repair, maintain and improve' the ecological balance

- To set up a model farm where people can experience good agricultural practices taste food sans toxic content and provide practical training for the students community.

THE PRACTICE

The NCAS community including students, teachers, and staff in association with members of the neighborhood farming families implemented the initiative. The expertise of the farming families has been used to educate the neo-farmers. Wide variety of indigenous paddy, vegetables, tapioca, banana and fruit plants were cultivated as part of the initiative.

The initiative was executed without the support of any external agencies. Since the launch of the farming project, the institution has made it mandatory for students to undergo 10 hours of farming activities every year in order to ensure the active involvement of students in the initiative. The media, both electronic and print, had hailed the collective farming initiative as a green farming model which was later mimicked by many institutions and local administrative bodies.

A harvest festival also was conducted in which local vegetable traders, villagers, parents of students, and members of various farming organizations participated along with an array of government officials. The experiment also attempted in the following years bringing all-around mechanization of the paddy farming process from sowing to harvest.

BY THE INITIATIVE

- We admit that humans are mere one of the stakeholders of the environment and there are many other stakeholders including birds, plants, trees, insects, butterflies, varieties of fish, reptiles and many more.
- Students initiated a herbal garden project
- We preserve whatever greenery existed in the campus and also would plant 10 times of trees that we had to cut.
- We generate oxygen into the air than we breath
- We cultivate a culture of farming
- Water table of the area recharged as paddy cultivation always ensured water in the field
- We inject more water into the soil than we use
- We are 20 percent self sufficient in food production
- 65 percent of the land has been used for cultivation
- We preserve and regenerate the traditional paddy seed varieties with high nutritional value.
- We conduct certificate course in paddy cultivation
- We promote home gardens by distributing saplings and seedlings of vegetables
- We use bio-fertilizers and also follow organic farming methods
- Shopping counters were opened at the campus and special outlets were opened in the nearby Erumad town for the sales

EVIDENCE OF SUCCESS

In the two years of farming the institution has proved the project a success by producing more than 25000 kilograms of rice. In the period 45 students completed the certificate course in organic farming.

EVIDENCE OF SUCCESS

- No chemical content in the soil

- The quality of water improved

- 20 percent of food items for canteen were produced in the campus

- The initiative produced as well as distributed 500 seedlings in the neighborhood

- Vegetables including broccoli, beans, chilly and rice cultivated were sold in local market on affordable price

- Rice was supplied free to nearby 'old age' homes and destitute houses across

- Rice was given as gift to dignitaries, members of NCAS community, officials and guests

- Students learned mushroom cultivation and also trained neighbors

- The NCAS fraternity starting from security staff to leading lights of management was part and parcel of the farming initiative

- The number of 'student volunteers' evincing interest in the project is increasing every year.

- 27 indigenous rice varieties were identified and preserved.

PROBLEMS ENCOUNTERED

- Lack of research works on successful organic farming methods and initiatives

- Shortage of organic manures and other combinations

- Cost factor inadequate as the cost of production was high

- Loss in production while switching to organic farming to be resolved.

- Lack of marketing network resulted in fetching low price for organic farming produces

- Covid restriction prevented marketing initiatives thus fetching low price to the produces

- Covid restriction of mass movement hit the prospects of sales

- Lack of motivation in the market

HOW THE SITUATION WAS TACKLED?

- The produces were consumed in hostels and canteen and also distributed as gift to visitors, old age homes and neighborhood.

- Cost of production had minimized by deputing less workforce.

- No labour was hired from outside the campus

- Utilized maximum technology in order to reduce cost of production

- Agriculture department's and experts' intervention was ensured in the form of guidance and support in preparing organic manures and early detection of diseases.

- Organized farm visits of students from neighboring educational institutions to inspire them in farming.

- Created awareness among students and motivated them into farming

File Description	Document
Best practices as hosted on the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

"Education should be so revolutionized as to answer the wants of the poorest villager, instead of answering those of an imperialist exploiter", said Mahatma Gandhi. Imbibing the spirit of taking knowledge to the poorest villager the CDF Trust started the Institution at a remote hamlet in Nilgiri District of Tamil Nadu, bordering Kerala.

Bridging the Rural-Urban Knowledge Divide: Nestled in an agrarian setting, NCAS since its inception has been empowering youngsters of this backward region which has a considerable number of tribal population, Tamil repatriates from Sri Lanka, settler farmers and women from conservative as well as indigenous communities, with education 'on a par' with international standards.

Mixed Linguistic Culture: With a mixed linguistic culture of Tamil, Malayalam and Kannada, the institution caters to students whose mother tongues are varied and who represent multicultural lineage. In the Gudalur region of Nilgiris Tamil and Malayalam are spoken with equal importance. The region also

has a considerable population of settlers from Karnataka who speak Kannada. Apart from these linguistic sections, the institution also serves students from indigenous tribal communities including Paniya, Kattunayikka and Badaka who speak dialects sans any well-structured letters, script and text.

Inaccessibility to Higher Education: The Gudalur and Pandalur taluks of Nilgiri district from where more than 4000 higher secondary students qualify for higher education, have only one Government College. The district headquarters Ooty which has another Government College is more than four hours away. Though the nearby Wayanad district of Kerala has few other institutions, they are also struggling to accommodate students. Only the affluent of the region were able to send their wards for higher education, that too in far-flung cities.

To address the aforesaid crucial issues faced by the region the visionary leadership of the Trust had decided to establish a World class institute at an affordable cost in tune with the concept of **'Globally Connected - Locally rooted'**

'LGMC', the leading spirit: 'Learn, Grow, Mature and Contribute' (LGMC) is the philosophy that shaped the educational process of NCAS. Entering the institution, the students would start the process of 'learning' which would result in their 'Growing' (Intellectual, Emotional and Social), transforming them into a 'Mature' citizen and finally, becoming a 'complete' personality, they would start 'Contributing' back to the society in many ways empowering the family, community and the nation.

A repertoire of wisdom, the text "Thirukkural" (Tamil classical text) has become the spirit of value education in the campus. It is a must for a student to learn and imbibe the spirit of 40 verses pertaining to education, family life, respect to elders, search of happiness, success in life etc. To induct the "Thirukkural" to education, visionary of the institution Mr Rashid Gazzali himself authored an appreciation of selected couplets in Malayalam, Tamil and English.

'Fit Campus': Acting in tune with the 'Fit India' vision of our Honorable Prime Minister aiming at bringing up a healthier population, the institute has introduced 'Fit Campus' mission with multiple initiatives to ensure mental and physical fitness through advanced sports facilities and conducting Yoga, Counseling and meditation sessions. The institute which earns its name for organic farming also ensures 'nutrient rich' quality food for students and staffs, produced in its own farm field. A Sports Academy also has been established.

'Digital Campus': Acting on the lines of 'Digital India" mission, the institute launched 'Digital Campus' initiative. To access unhindered digital connectivity the institute has provided '400 mbps bandwidth connectivity. Most of the operational procedures are **AI** enabled. With three robots, students will also get a 'hands on' feel of Robotics. All the classrooms are ICT and Wi-Fi enabled.

Skill Campus: A concept of **'Skill Bank'** has been formed in line to the Skill India Mission which helps in polishing, promoting and fine-tuning the skills of students to cope with the needs of emerging social and industrial opportunities. During the admission time itself, students enlist their preferred Psychomotor and unique skills and enroll for various certification programmes under the Skill Bank.

Teachers' Day- students act as Leaders of Institution: Come 5th September every year, the NCAS students would observe the Teachers' Day in a unique way. On the day the teachers would be free from all their routine works, as the students who would be stepping into the shoes of teachers, turn to be the 'Leaders' of the day. The roles of HoDs, Principal, Academic Dean, Manager and Secretary and

Managing Director also would be handled by the students themselves. On the day the students also enjoy the privilege of sanctioning various programmes and welfare projects. It serves as a unique platform to showcase their 'maturity' as well as their efficiency to 'contribute' which is the outcome of **LGMC** concept.

Thanks to the efforts of visionaries behind NCAS through right 'L**earning'** methods, the institution has proved a boon to the backward region ensuring both academic as well as employment opportunities in leaps and bounds for its progeny. '**Growing'** up scaling the skies, the alumni from the region who might have otherwise ended up as farm labourers, marginal farmers or those doing allied menial jobs, have now found a space in many reputed global business and industrial brands including Wipro, Infosys, TCS and HCL etc. The NCAS alumni are 'contributors' being a part of voluntary organizations, charity movements, neo-agrarian initiatives and social restructuring programmes proving their '**Maturity'** of becoming a better social being. Igniting the pride of serving the society during the college days, these youngsters are extending their support to explore better initiatives and models, thus '**Contributing'** their due back to the fellow beings.

 Wings of Progress: Though spaced recently among the galaxy of elite institutions, in the small span of time on academic front the students of the institution have bagged 97% result including 20 university ranks. Adding to its significance**, 80%** of the students are first generation graduates from their families as their parents and elder siblings failed to have the luxury of higher education due to varied social, geographic and financial reasons.

File Description	Document	
Appropriate web in the Institutional website	View Document	
Any other relevant information	View Document	

5. CONCLUSION

Additional Information :

The institution awards degrees to the graduates in an elegantly organised Convocation Ceremony in the presence of eminent academicians and renowned social figures. 1231 students have been awarded their certificates in 7 graduation ceremonies.

Mr Rashid Gazzali, MD and Secretary of the college is an acclaimed management coach, leadership trainer, popular motivational speaker and educational& social entrepreneur. He has conducted 6000+training sessions in 14 countries for 30 nationals with the record of more than 1 million participants.

In recognition of his services to society he was invited by US States Department to represent the country to International Visitor Leadership Program on Countering Violence Extremism- Community Strategies in 2019 in United States.

He is serving as the Syndicate Member of Bharathiar University as nominated by the Government of Tamil Nadu.

Board of Advisors is the guiding pillar of the institute who plays a vital role in shaping the futuristic perspectives of the same. Dr Vanitha, Dr Saji Gopinath, Dr KKN Kurupp, Dr M Dasan, Prof Rajesh Nair, Reena Ravi are the members of the Board.

Four faculties are recognized Research Guides of Bharathiar univeristy.

Principal Dr Senthil Kumar, and Dr Karthik senior faculty represent to the senate of Bharathiar University.

Nilgiri College Sports Academy is a unique intervention to identify sports talents, in the young generation and provide them the best training and coaching. Football team represents B division in Ooty League.

College conducted two days exclusive residential Camp for girls students namely *'Prayan' in association with PTA.*

Prominent personalities representing North Karolin University, US , Policy Research Centre Dhaka, Vice Chancellors of KSOU, Digital University etc have visited the campus and interacted with students.

Azim Velimanna a young disability rights activist finalist in international childern peace prize is the special trainee of English Department for Communication and Leadership training. He has been awarded Unisef Child Achiever Award, Ujjwala Balyam.

Concluding Remarks :

"If your plan is for one year, plant rice,

If your plan is for ten years, plant trees,

If your plan is for hundred years,

Educate Children"

Answering to the age old urge of Confucius, Nilgiri College emerged as a sphere of living and learning with all the three ideals harmoniously blended.

When the institution came into existence it was the realisation of the long-cherished dream and aspiration of the people dwelling in the rural hamlet of Nilgiri district. Being in a remote area college has fulfilled its historically relevant goal in reaching out to the community around. The attempt of the college was always to create the total quality people who can sail over the tides of their lives. The visionary management has envisaged many long-term plans to ensure the sustainability of the development. The college has crossed a long way in collaborating with many higher educational institutions across the globe. The unique and novel initiatives like the organic farming and happiness centre attracted wide national and international attention.

By providing education for hundreds of students from weaker sections, the college has been extending a helping hand for those whom education would have remained mere a dream. Within a short span of 10 years the institution has accomplished many laurels including 20 university ranks and the students have receiveds gold medals from the Governor of Tamil Nadu for their brilliant academic achievement. The proud alumni have been placed in prestigious leading positions of reputed multinational companies. The journey with eventful milestones inspires the institution to grow as a centre of excellence and into autonomous status.