Holy Cross College (Autonomous), Nagercoil.

Annual Quality Assurance Report (AQAR)

2017 – 2018

Submitted to

National Assessment and Accreditation Council, Bangalore.

Accredited by NAAC with A Grade – CGPA 3.34

Accreditation Date   : 05-01-2013

Valid upto   : 04-01-2018

HOLY CROSS COLLEGE (Autonomous), Nagercoil - 4

AQAR 2017 -2018

Vision

Inspired by God's love manifested in the Cross of Christ, the Crossian family envisions a just and harmonious society by empowering woman to be life sensitive through holistic education.

Mission & Goal

Holy Cross college aims at forming well integrated persons who will strive to transform the society, by meeting the challenges of life and taking a stand in the struggles of the poor and the marginalised.

Objectives

- To give all-round formation to the students in the light of Christian principles inculcating spiritual, cultural, social and ethical values.
- To strive for academic excellence across various disciplines.
- To promote quality and innovative research output.
- To develop social awareness and commitment among the staff and students for the benefit of the society.
- To expose the students to the realities of the society through the outreach programme RUN.
- To instil in the students, appreciation and respect for Mother Earth and our Motherland.
- To involve all the stakeholders in the collaborative consultation and decision making process.
- To equip women with dignity, self-respect and courage to face the challenges of life.
- To stimulate the students to become people centred agents of social change.
- To instil in the students the values of truth, love, justice and peace.

The Annual Quality Assurance Report (AQAR) of the IQAC

2017 - 2018

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. *(Note: The AQAR period would be the Academic Year. For example, July 1, 2017 to June 30, 2018)*

Part – A

1. Details of the Institution

1.1 Name of the Institution

> HOLY CROSS COLLEGE (AUTONOMOUS), NAGERCOIL

1.2 Address Line 1

> KURUSADY

Address Line 2

> ROCH NAGAR

City/Town

> NAGERCOIL

State

> TAMIL NADU

Pin Code

> 629 004

Institution e-mail address

> holycrossngc@yahoo.com

Contact Nos.

> 04652 - 261473

Name of the Head of the Institution:

> Dr. Sr. M.R. BASIL ROSE

Tel. No. with STD Code:

04652 - 261473

Mobile:

09487416509

Name of the IQAC Co-ordinator:

Dr. G. LEEMA ROSE

Mobile:

09791996553

IQAC e-mail address:

crossiqac@gmail.com

1.3 NAAC Track ID *(For ex. MHCOGN 18879)*

13451

1.4 NAAC Executive Committee No. & Date:
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

Ec/62/RAR/039 dated 5-1-2013

1.5 Website address:

www.holycrossngl.edu.in

Web-link of the AQAR:

http:// www.holycrossngl.in/AQAR 2013-14.doc

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	****		1-2-1999	5 years
2	2nd Cycle	B++		20-5-2005	5 years
3	3rd Cycle	A	3.34	5-1-2013	5 years

1.7 Date of Establishment of IQAC: DD/MM/YYYY

> 18-06-2001

1.8 AQAR for the year *(for example 2010-11)*

> 2017- 2018

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((*for example AQAR 2010-11submitted to NAAC on 12-10-2011)*

   i. AQAR ____24-07-2013_____ _____ (DD/MM/YYYY)
  ii. AQAR ____31-07-2014_____ _____ (DD/MM/YYYY)
 iii. AQAR ____27-07-2015_____ _____ (DD/MM/YYYY)
 iv. AQAR ____29-07-2016_____ _____ (DD/MM/YYYY)
  v. AQAR........31-07-2017_____ _____ (DD/MM/YYYY)

1.10 Institutional Status

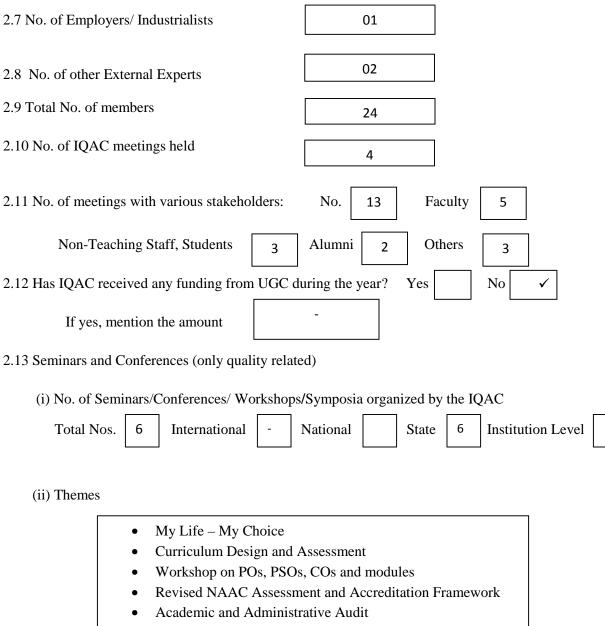University   State ✓ Central ☐ Deemed ☐ Private ☐

Affiliated College   Yes ✓   No ☐

Constituent College   Yes ☐   No ✓

Autonomous college of UGC   Yes ✓   No ☐

Regulatory Agency approved Institution   Yes ☐   No ✓

Type of Institution   Co-education ☐   Men ☐   Women ✓

                 Urban ✓   Rural ☐   Tribal ☐

Financial Status   Grant-in-aid ☐   UGC 2(f) ✓   UGC 12B ✓

               Grant-in-aid + Self Financing ✓   Totally Self-financing ☐

1.11 Type of Faculty/Programme

Arts ✓   Science ✓   Commerce ✓   Law ☐   PEI (Phys Edu) ☐

TEI (Edu) ☐   Engineering ☐   Health Science ☐   Management ☐

Others   (Specify) | .MSW

1.12 Name of the Affiliating University *(for the Colleges)* | Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu.

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University | UGC

University with Potential for Excellence | - | UGC-CPE | -

DST Star Scheme | - | UGC-CE | -

UGC-Special Assistance Programme | - | DST-FIST | ✓

UGC-Innovative PG programmes | - | Any other (*Specify*) | -

UGC-COP Programmes | ✓

2. IQAC Composition and Activities

2.1 No. of Teachers | 16

2.2 No. of Administrative/Technical staff | 0 1

2.3 No. of students | 0 2

2.4 No. of Management representatives | 03

2.5 No. of Alumni | 01

2. 6 No. of any other stakeholder and community representatives | 0 1

2.7 No. of Employers/ Industrialists | 01 |

2.8 No. of other External Experts | 02 |

2.9 Total No. of members | 24 |

2.10 No. of IQAC meetings held | 4 |

2.11 No. of meetings with various stakeholders: No. | 13 | Faculty | 5 |

       Non-Teaching Staff, Students | 3 | Alumni | 2 | Others | 3 |

2.12 Has IQAC received any funding from UGC during the year?   Yes [ ]   No [✓]

       If yes, mention the amount | - |

2.13 Seminars and Conferences (only quality related)

  (i) No. of Seminars/Conferences/ Workshops**/**Symposia organized by the IQAC

    Total Nos. | 6 | International | - | National | | State | 6 | Institution Level | |

  (ii) Themes

- My Life – My Choice
- Curriculum Design and Assessment
- Workshop on POs, PSOs, COs and modules
- Revised NAAC Assessment and Accreditation Framework
- Academic and Administrative Audit
- Intellectual Property Rights

2.14 Significant Activities and contributions made by IQAC

- Preparation of SSR for the fourth cycle of Accreditation

- Restructured and revamped the syllabus

- Addition of Value Added Courses

- Four Departments have become Research Centres during this academic year

- POs , PSOs, COs and Modules have been prepared for all the Courses

- Organized six seminars on

  - My Life – My Choice   (3 days) (13.06.2017 -15.06.2017)
  - Curriculum Design and Assessment (3 days) (29.10.2017to 31.10.2017)
  - Workshop on POs, PSOs, COs and modules (16.12..2017)
  - Revised NAAC Assessment and Accreditation Framework (22.03.2018)
  - Academic and Administrative Audit (23.2.2018)
  - Intellectual Property Rights (16.04.2018)

- Released the biannual newsletter

- AQAR was sent to NAAC

- Formulated benchmarks on quality sustenance

- 17 faculty and two administrative staff became qualified counsellors

2.15 Plan of Action by IQAC/Outcome

Plan of Action	Outcome
Four departments to be upgraded as Research Centres.	History, Commerce, Economics and Chemistry departments have been approved as Research Centres.
Restructuring and revamping the curriculum	Complete revamping and restructuring of the syllabus has been done.
Spoken English classes for all stake-holders in the campus.	"Take Off With English" was conducted for the fresher's and Spoken English classes for all stake-holders.
Course content development by faculty for part IV and V courses	Content developed by faculty for part IV and V courses.
Streamlining General English programme	The students were streamlined according to their proficiency in English
Syllabus in book form after the BOS meeting.	Syllabus in book form after the BOS meeting is given to each department by the Deans.
Syllabus will be uploaded in the website.	Syllabus has been uploaded in the website.
To construct '*Thinnai Library*' (Patio Library).	'*Thinnai Library*' (Patio Library) constructed.
Computers to be provided to each research department with internet facility and suitable software.	Computers were provided to each research department with internet facility and suitable software.
CSIR, NET, SET coaching by respective departments.	CSIR, NET, SET coaching by respective departments is going on regularly
Bank coaching for aspiring students	Bank coaching for aspiring students was given
Composing biodegradable waste	Composing biodegradable waste is one of our ongoing Eco awareness programmes
Entrepreneurship awareness camp in collaboration with DST for 75 students.	Entrepreneurship awareness camp in collaboration with DST for 75 students was carried out
To give orientation to the faculty	Orientation Programme was organised for the staff on 13.06.2017 to 15.06.2017
To do the SWOC Analysis	SWOC Analysis was carried out and the consolidated report was prepared and necessary action was taken
AQAR report to NAAC	The AQAR report was sent on 31.7.2017
To organise Seminars	Organized six seminars on 1. My Life – My Choice (3 days) (13.06.2017 - 15.06.2017) 2. Curriculum Design and Assessment (3 days) (29.10.2017to 31.10.2017)

	3. Workshop on POs, PSOs, Cos and modules (16.12..2017) 4. Revised NAAC Assessment and Accreditation Framework (22.03.2018) 5. Academic and Administrative Audit (23.2.2018) 6. Intellectual Property Rights (16.04.2018)
Analysis of the even semester results	The result analysis was done with the HODs, Principal and the COE
Meeting the PTA and Alumnae	Meetings with the PTA and the Alumnae was organized
Release of biannual newsletter (odd semester) Release of biannual newsletter (even semester)	Released the odd semester IQAC Newsletter on 28-6-2017 Released the even semester IQAC Newsletter on 23-12-2017
Analysis of the odd semester results	The result analysis was done with the HOD's, Principal and the COE
Multipronged feedback from alumni, parents, students and staff	Consolidated the feedback from alumni, parents, students and staff
To carry out Eco and Waste audit	Eco and waste audit was carried out
To take Green Initiatives	Group Projects on Green Initiatives were done by all the I UG and III UG students Shuttle Free Day and Khadi day were observed
Internal audit as per the NAAC instruction	The audit was conducted from 26-3-2018 to 5-4-2018
Celebration of all religious festivals and days of national importance	Celebrated Deepavali, Onam, Christmas, Pongal, Independence day and Republic day
To receive the departmental activities and the activities of the various clubs and committees of the college	Received and verified the data of the activities

* Attach the Academic Calendar of the year as Annexure - attached

2.16 Whether the AQAR was placed in statutory body   Yes ☑   No ☐

Management ☐   Syndicate ☐ -   Any other body   Governing body
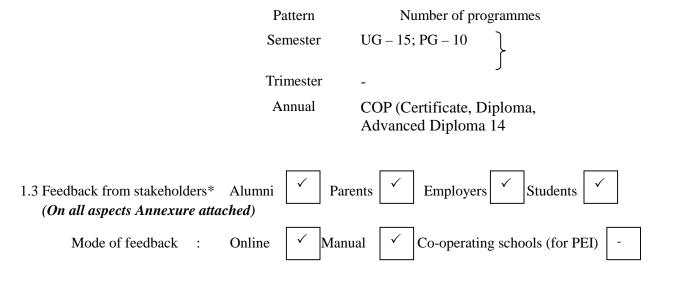
Provide the details of the action taken

- Preparation of SSR in progress
- Streamlining of Part – II English
- Student Health Care unit was introduced
- Women studies centre is established
- Student Information Cell is established.
- Curriculum revamping was done.
- Examination and evaluation reforms undertaken
- Steps taken to promote English as campus culture.
- Presentation of papers in International Seminars.
- E-content for teaching and learning.
- Special training programmes and motivational talks.
- Enhanced research activities.
- Remedial coaching for low achievers.
- SLOC analysis.
- Training for the staff on communicative English and value education.

Criterion – I
1. **Curricular Aspects**

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	4	4		-
PG	4	-	6	-
UG	9	1	6	9
PG Diploma	-	-	-	-
Advanced Diploma	-	-	-	-
Diploma	1	-	-	1
Certificate	13	-	-	
Others (Satellite)	-	-	-	-
Total	31	05	12	10

Interdisciplinary	-	-	-	
Innovative	-	-	-	-

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options
    (ii) Pattern of programmes:

Pattern	Number of programmes
Semester	UG – 15; PG – 10
Trimester	-
Annual	COP (Certificate, Diploma, Advanced Diploma 14

1.3 Feedback from stakeholders*   Alumni [✓] Parents [✓] Employers [✓] Students [✓]
   (On all aspects Annexure attached)

Mode of feedback   :   Online [✓] Manual [✓] Co-operating schools (for PEI) [-]

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

New syllabus and structure created for every Programme

Salient aspects are:

- Value Added Courses Added
- Courses addressing Gender Sensitization, Skill Development, Human Values, Environment Sustainability and Professional Ethics

1.5 Any new Department/Centre introduced during the year. If yes, give details.

- Research centres established
    - Economics
    - History
    - Chemistry
    - Commerce
- B.Com batch added to the self financed stream.

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of
permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
77	55	20	-	Librarian -1 Physical Director - 1

2.2 No. of permanent faculty with Ph.D.   56

2.3 No. of Faculty Positions
Recruited (R) and Vacant (V)
during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
16	6	0	0	0	0	0	2	16	8

2.4 No. of Guest and Visiting faculty and Temporary faculty   7   -   65

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	33	142	142
Presented papers	13	46	10
Resource Persons	-	-	-

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- Preparation of SLO's as teaching aids by faculty from every department.
- Pursuing high quality on line courses (MOOCs)
- Curriculum revamping.
- More Learner Centric methods
- Listing COs, PSOs and POs.
- Simulation and problem solving techniques
- NET/SET coaching for P.G students, Article reviews, E-Assignments, Power Point Presentations, Educational Films, Industrial Visits, Visits to Heritage Sites and Prominent Libraries, Educational Exhibitions, Poster making, Case Studies, Group Discussions, Experiential learning, Smart classes.
- Self learning courses and Journalism –preparation of documentary
- Internship and Summer training programmes
- Training in labs outside the institution
- Daily Newspaper provided to enhance reading skills
- Lab to land projects, Biodiversity studies, field trips, Practical both live and virtual mode, Skill based learning, Group and individual projects, Quiz, Assignments, Role play, Peer review and peer teaching, Guest lectures, Endowment lectures.

2.7 Total No. of actual teaching days during this academic year : 180

2.8 Examination/ Evaluation Reforms initiated by the institution

- Online mark entry of CIA by the faculty
- Online objective test for II UG students.
- New form of hall ticket with all examination details has been introduced
- Security features have been increased in the mark sheet
- Open book Examination

2.9 No. of faculty members involved in curriculum
Restructuring/revision/syllabus development
as member of Board of Study/Faculty/Curriculum Development workshop

142	142	142

2.10 Average percentage of attendance of students

87

2.11 Course/Programme wise distribution of pass percentage :

Under Graduate

Title of the Programme	Total No. of students appeared	Division				
		Distinction %	First class %	Second class %	Third class %	Pass %
Mathematics (Aided)	44	84.09	13.63	2.27	0.00	100.00
Mathematics (S.F.)	43	72.09	25.58	0.00	0.00	97.67
Physics	42	73.80	23.80	0.00	0.00	97.62
Chemistry	42	80.95	16.66	0.00	0.00	97.62
Botany	40	5.04	57.5	30	0.00	92.54
Zoology	36	16.66	47.22	22.22	0.00	86.11
Computer Science	45	22.22	77.77	0.00	0.00	100.00
History	41	0.00	19.51	48. 78	2.43	70.73
Economics	39	2.56	12.82	76.92	5.12	97.43
English (Aided)	49	4.08	81.63	10.20	4.08	100.00
English (S.F)	55	0.00	45.45	49.09	3.63	98.18
Tamil	39	12.82	58.97	7.69	0.00	79.49
Commerce (Aided)	58	8.62	51.72	32.75	0.00	93.10
Commerce(S.F.)	55	1.81	25.45	56.36	9.09	92.73
Commerce with C.A.	40	5.00	80	5.00	0.00	90.00
Total	668					

Post Graduate

Title of the Programme	Total No. of students appeared	Division				
		Distinction %	First class %	Second class %	Third class %	Pass %
Mathematics	25	76.00	24.00	0.00	0.00	100.00
Physics	20	15.00	75.00	0.00	0.00	90.00
Chemistry	19	31.58	57.89	0.00	0.00	89.47
Zoology	17	35.29	52.94	6.25	0.00	94.12
History	12	8.33	58.33	33.33	0.00	100.00
English (Aided)	26	3.85	96.15	0.00	0.00	100.00
English (S.F.)	27	0.00	96.30	3.70	0.00	100.00
Business Economics	7	14.29	71.43	14.29	0.00	100.00
M.Com.	29	6.90	93.10	0.00	0.00	100.00
M.S.W.	4	50.00	50.00	0.00	0.00	100.00
Total	186					

M.Phil.

Title of the Programme	Total No. of students appeared	Division				
		Distinction %	First class %	Second class %	Third class %	Pass %
Physics	7	57.14	42.85	0	0	100
Zoology	4	75.00	25.00	0	0	100
English	14	85.71	14.29	0	0	100
Commerce	11	27.27	72.73	0	0	100

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

- Ensure quality in all aspects in the institution
- Encourage the faculty and students to join MOOC/SWAYAM courses.
- Monitor the efficient performance of academic and administrative tasks by preparing POs, PSOs, COs and Modules
- Reviewing and redesigning curriculum with the latest trends in higher education.
- Orientation to faculty.
- Organising workshop/seminars to enhance E-content development and E-learning
- Self audit of faculty to enhance teaching and learning
- Faculty members motivated to design contemporary, skill-based and value-added courses.
- Multipronged feedback through structured questionnaires related to teaching –learning
- Teachers evaluated through feedback from students.
- Learning is monitored through continuous assessments and low achievers are given extra coaching through remedial classes after their working hours.
- Enhancing research activities by conducting /participating and presenting papers in International/ National/ State level seminars/conferences/workshops/symposia
- Activities which will enhance the quality of student life in the campus through skill development programmes

2.13 Initiatives undertaken towards faculty development

Faculty / Staff Development Programmes	*Number of faculty benefitted*
Refresher and orientation courses by UGC	6
UGC – Faculty Improvement Programme	-
HRD programmes	-
Orientation programmes (institutional)	12
Faculty exchange programme	-
Staff training conducted by the university	-
Staff training conducted by other institutions	-
Summer / Winter schools, Workshops, etc.	-
Others- (Counselling)	19

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	32	12	-	11
Technical Staff	1	-	-	-

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- Seminars are organised on IPR, copyright and other research related topics.
- Fixing benchmarks for the faculty and students for publishing research articles and presenting papers in National and International conferences and seminars.
- Awards given to faculty for publications in highest impact factor journals and when their scholars are awarded Ph.D.
- International /National level seminars organized on research methodologies and recent trends in research.
- "Crossian Resonance", a biannual National research journal is published regularly.
- Access to online journals for the faculty and students.
- Extra credits given to students for publishing / presenting papers.

3.2   Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number			1	1
Outlay in Rs. Lakhs			29,62,220/	61,60,240/-

3.3   Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	2	3	1	-
Outlay in Rs. Lakhs	355000	575000	90000	-

3.4   Details on research publications

	International	National	Others
Peer Review Journals	76	54	-
Non-Peer Review Journals	-	-	-
e-Journals	-	-	-
Conference proceedings	34	83	-

3.5 Details on Impact factor of publications:

Range [0.5102 – 7.8902]   Average [3.29]   h-index [63]   Nos. in SCOPUS [3]

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	3	SERB-DST	29,62,220	13,46,000
Minor Projects	2	UGC	11,45,000	8,87,833
Interdisciplinary Projects	-	-	-	-
Industry sponsored	-	-	-	-
Projects sponsored by the University/ College	-		-	-
Students research projects *(other than compulsory by the University)*	1	Tamil Nadu State Council for Science and Technology	19,169	19,100
Any other(Specify)	-			
Total	6			

3.7 No. of books published   i) With ISBN No.   [3]   Chapters in Edited Books   [7]

ii) Without ISBN No.   [1]

3.8 No. of University Departments receiving funds from

UGC-SAP [ ]   CAS [ ]   DST-FIST [✓]

DPE [ ]   DBT Scheme/funds [ ]

3.9 For colleges   Autonomy [✓]   CPE [ ]   DBT Star Scheme [ ]

INSPIRE [ ]   CE [ ]   Any Other (specify) [ ]

3.10 Revenue generated through consultancy   2450

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number	1	10	5	-	-
Sponsoring agencies	-	-	-	-	-

3.12 No. of faculty served as experts, chairpersons or resource persons   87

3.13 No. of collaborations   International 1   National 3   Any other 23

3.14 No. of linkages created during this year   14

3.15 Total budget for research for current year in lakhs:

From Funding agency   UGC   From Management of University/College   -

Total   Rs. 4,00,000

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	-
	Granted	-
International	Applied	-
	Granted	-
Commercialised	Applied	-
	Granted	-

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
9	3	4	3			

3.18 No. of faculty from the Institution
who are Ph. D. Guides   32
and students registered under them   27

3.19 No. of Ph.D. awarded by faculty from the Institution   3

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF [1]   SRF [-]   Project Fellows [-]   Any other [-]

3.21 No. of students Participated in NSS events:

University level [200]   State level [-]

National level [-]   International level [-]

3.22 No. of students participated in NCC events:

University level [-]   State level [-]

National level [-]   International level [ ]

3.23 No. of Awards won in NSS:

University level [-]   State level [-]

National level [-]   International level [-]

3.24 No. of Awards won in NCC:

University level [-]   State level [-]

National level [-]   International level [-]

3.25 No. of Extension activities organized

University forum [-]   College forum [17]

NCC [ ]   NSS [27]   Any other [-]

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- A certificate course on Counselling is being attended by17 faculty members and 2 administrative staff.

- Awareness programme on Drug abuse and Anti –suicidal activities for faculty and students.

- Orientation to the faculty on Organ Donation.

- Christmas Visit to poor and destitute homes by each department.

- Childline programmes in different villages.

- Groceries and other materials were distributed to the Ockhi cyclone victims

- "Joy of giving week" was celebrated – Each Department visited different destitute homes and distributed edible items and extended monetary help.

- 'Clean Drive' in local schools / villages.

Criterion – IV
4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	20			20
Class rooms	78			78
Laboratories	25			25
Seminar Halls	3			3
No. of important equipments purchased (1-0 lakh) during the current year.	61	4		62
Value of the equipment purchased during the year (Rs. in Lakhs)	40	12,84,672		40.5
Others				

4.2 Computerization of administration and library

Computers with internet facility – 17
Printers – 3
Photocopying machines – 2
Barcoding machines – 2
Barcoding scanners – 2
CCTV with camera – 15
Type writing machines - 2

4.3   Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	44831	-	1131	381008	45962	-
Reference Books	1987	668313	-	-	1987	668313
e-Books	90000	5750	500	5900	95000	5900
Journals	6584	-	210	82200	7064	82200
e-Journals	6500	5750	200	5900	6700	5900
Digital Database	-	-	-	-	-	-
CD & Video	243	-	2	-	245	-
Others (specify)	-	-	-	-	-	-

4.4 Technology upgradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart -ments	Others
Existing	284	116	> 50 MBPS	42	-	20	40	66
Added	9	-	-	-	-	-	2	7
Total	293	116	-	42	-	20	42	73

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

- ICT enabled workshop and seminar for faculty
- SLO preparations by faculty
- Staff and students participate in various orientation and training programmes in other institutions.

4.6 Amount spent on maintenance in lakhs :

  i) ICT

      2,36,000/-

  ii) Campus Infrastructure and facilities

      74,04,890/-

  iii) Equipments

      22,20,462/-

  iv) Others

      24,44,080/-

Total :   1,23,05,432/-

Criterion – V
5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- The Deans of students manage all the activities of the students
  - Election of the office bearers of the student council
  - Activities of college union
  - All institutional programs with the students
- Orientation Programme to students
- Parent teacher meetings.
- Coaching for slow learners
- Motivating students to participate in Bank Test Coaching, Civil Service Coaching, NET /SET Coaching.
- Counselling through qualified Counsellors.
- Encouraging participation in various club activities and intercollegiate competitions.
- Scholarships through various schemes
- Financial assistance to the economically backward students.
- Membership of students in library, sports, cultural committees
- Individual attention given to students by faculty.
- Feedback from students on various support services available in the college.
- Weekly value education classes.
- Freeship for sports students.
- Remedial coaching and peer teaching.
- Student administration day.
- Home visits
- Assistance for producing documentaries.
- One to one supervision for projects and dissertations.
- Enhancing creative writing and translation skills through seminars / class room training / workshops.
- Recruitment drives in the campus.
- Soft skill development programmes.

5.2 Efforts made by the institution for tracking the progression

- Academic and personal mentoring is made available to the students at multiple levels. Besides the course teachers, each class has a class teacher and each student has a mentor, whom the students can approach for academic and personal counselling.
- Each student enters information about her personal details, academic performance and curricular progress in a mentoring booklet. Mentors offer academic counselling to students, help them choose elective courses, recommend them for remedial coaching, if necessary, and also meet parents of their mentees to update them on their progress.
- Continuous Evaluation process
- Alumni meetings
- Periodical PTA meetings during the year to keep parents / guardians well informed about the progress of their wards (Both PG and UG students)
- Giving guidance to PG students in classrooms for NET/SET etc.
- Awareness given for choosing higher studies and career options are explained.
- Suggestion boxes
- Tutorial system, remedial coaching, guidance and continuous and comprehensive evaluation methods.
- Family counselling and financial assistance to needy students.
- Student grievance committee
- Proper attendance record to prevent drop outs and check unauthorised absence of students
- Regular monitoring of the college sports teams to ensure better performance and better results
- Service of various student support units monitored and regulated.
- Developing creativity and research aptitude in students kindled.
- Students are encouraged to attend seminars, workshops, quiz competition, etc
- Expert lectures and talks by eminent personalities. Outcome assessed through feedback.
- Bridge and remedial courses for students lacking basic mathematical knowledge
- 'Fine Arts Week' - a platform for the students to showcase their innate talents

5.3 (a) Total Number of students

(b) No. of students outside the state

8

(c) No. of International students

1

Men	No	%	Women		No	%
	-	-			2419	100

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General (OC)	SC	ST	OBC	Physically Challenged	Total
52	77	1	2304	5	2434	52	70	2	2295	6	2419

Demand ratio - 1:3.8   Drop out - 1.04%

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

- History for Competitive Examinations – I
- Economics for Competitive Examinations – I
- Preparation for Bank Examinations
- Coaching for NET /SET examinations
- Quantitative Aptitude Training

No. of students beneficiaries   1813

5.5 No. of students qualified in these examinations

NET -   SET/SLET -   GATE -   CAT -

IAS/IPS etc -   State PSC -   UPSC -   Others -

5.6 Details of student counselling and career guidance

- 17 faculty members and 2 administrative staff undergoing a certificate course on counselling
- Orientation to UG students on Career Guidance.
- Personal Counselling
- Awareness programme on "Suicide"
- Personal counselling on 'Time Management'
- Orientation on bank coaching and IAS exams
- Instruction sessions on safe driving
- Training given for two and four wheeler driving.
- Learning Licence
- Entrepreneurship and career guidance camp organized by DST
- Orientation for dual degree program by Annamalai university
- Awareness programme on TNPSC Group-IV exam
- Awareness programme on staff selection commission
- Government Scholarship Training Test
- Transorze Solutions

No. of students benefitted   2419

5.7 Details of campus placement

On campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
3	365	63	2

5.8 Details of gender sensitization programmes

Programmes by experts on the following topics

- Child safety
- Women in society
- Cancer Awareness
- Caring & Guiding the needy
- Women Empowerment
- "*Achcham Thavir*"-a motivating programme for women
- Competitions related to women issues
- "Preparing Students for competitions" conducted by the National Commission for Women, New Delhi
- Competition - Legal Awareness for women by National Commission for Women, New Delhi
- Women's Day celebration

5.9 Students Activities

   5.9.1   No. of students participated in Sports, Games and other events

State/ University level   71   National level   10   International level   1

No. of students participated in cultural events

State/ University level   33   National level   -   International level   -

5.9.2   No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level   23   National level   3   International level   5

Cultural: State/ University level   79   National level   -   International level   -

5.10 Scholarships and Financial Support

	Number of Students	Amount (Rs.)
Financial support from institution	24	1,18,000/-
Financial support from government	1030	20,80,862/-
Financial support from other sources	180	3,03,810/-
Number of students who received International/ National /State recognitions	25	45,050/-

5.11   Student organised / initiatives

Fairs   : State/ University level   -   National level   -   International level   -

Exhibition: State/ University level   -   National level   -   International level   -

5.12 No. of social initiatives undertaken by the students   -

5.13 Major grievances of students (if any) redressed :   Nil

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision

Inspired by God's love manifested in the Cross of Christ, the Crossian family envisions a just and harmonious society by empowering woman to be life sensitive through holistic education.

Mission

Holy Cross college aims at forming well integrated persons who will strive to transform the society, by meeting the challenges of life and taking a stand in the struggles of the poor and the marginalised.

6.2 Does the Institution have a Management Information System : No

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

- o Complete revamping of syllabus
- o POs , PSOs, COs and modules formulated
- o Value added courses for all programmes
- o Summer Internship programmes for all I PG students
- o MOU s, Tie-ups and linkages newly created
- o Academic audit
- o Feedback on curriculum and syllabus were obtained from all stakeholders

6.3.2   Teaching and Learning

Direct

- Lectures and guest lectures
- Endowment lectures
- Assignments and seminars
- Peer teaching
- Lecture cum demonstration
- SLOs

Indirect

- Case studies
- Problem solving
- Movies / Clippings
- Computer assisted teaching
- Home work
- Tours and travels

Experimental and Experiential

- Field trips
- Industrial Visits
- Exposure programmes
- Projects (Individuals / groups)

Interactive

- Brainstorming
- Role play
- Debate
- Open discussion
- Group discussion
- Mind map
- Dumb charades

6.3.3 Examination and Evaluation

- OTP facility for mark entry of internal exams
- CIA marks are sent to the parents through SMS
- External question paper setting and submission of internal question papers online.
- Central valuation for UG and PG
- Single valuation by external examiners for UG
- Double valuation by internal & external examiners for PG & M.Phil.
- Revaluation for UG
- Third valuation for PG and M.Phil. if the difference in I and II valuation is above 20 marks.
- Online publication of results in the college web site and through SMS within 20 days after the examination.
- Supplementary examination – maximum 2 in UG & PG
- Scrutiny of questions by examination committee
- Online testing of objective type questions for internal assessment.
- Continuous internal assessment (3 per semester) including written test, assignment, quiz and seminar for part I, II, III, IV & V
- Group discussions, skit, preparation of album, exhibition for Part IV and V

6.3.4 Research and Development

Research centre

- Chemistry, Commerce History and Economics Departments approved as research centres

Faculty to

- Author books
- Publish research articles in UGC listed and SCOPUS index journals
- Present Papers
- Get guideship
- Supervise and guide research scholars
- Chair sessions

Additional credits are given to students who

- Publish research articles
- Present papers

Faculty are honoured for

- Publishing research articles in Journals with impact factor
- When their scholars are awarded with Ph.D.

Faculty & students are encouraged to

- Attend seminars / Conference / Symposia both within & outside the country.
- Obtain fellowship and research projects to carry out research activities.

Update knowledge of both staff & students by organizing

- Seminars
- Conferences
- Workshops
- Hands on training
- Regular book reviews and paper presentations to promote research culture
- Sabbatical leave to complete Ph.D.

6.3.5 Library, ICT and physical infrastructure / instrumentation

- SLOs prepared for many courses
- Intranet, internet and Online Public Access Catalogue (OPAC)
- Availability of Inflibnet facility
- Access to more than 60 lakhs books and journals through National Digital Library Membership.
- Open access system
- Book Bank facility
- Reprographic facility
- Printers to generate barcode labels.
- Scanner for issue and return of books.
- Regular book reviews
- Periodical book exhibition
- Readers forum
- Library week celebration
- Orientation to the freshers on library facilities

6.3.6   Human Resource Management

> ❖ Selection and election of
>   - Deans of Science
>   - Deans of Arts
>   - Deans of Commerce
>   - Deans of Students
>   - Staff club secretaries
>   - Co-ordinators of Clubs and committees
>   - Student union members
>   - Class representatives
>   - Student president & secretaries for association, clubs & committees
> ❖ Orientation to faculty at the beginning of each academic year and need based training according to the changing scenario
> ❖ Clear education policy followed regarding the appointment and roles of the Secretary, Principal, Vice Principal, H.O.D., Faculty, Superintendent, Wardens, Supportive staff and students.

6.3.7   Faculty and Staff recruitment

> Recruitment is carried out by a selection committee consisting of the members of the education commission of the sisters of the Cross of Chavanod of Madurai Province, the Secretary, Principal, Vice Principal, H.O.D of the respective department, a senior faculty from the department and an external subject expert.
>
> Applications are invited from the eligible candidates based on UGC norms through advertisements in news papers. On the day of interview, the members of the education commission scrutinize the certificates and the eligible candidates are allowed to write a written test and to teach a particular topic, where the qualification, teaching ability, intellectual capacity, writing skill and social commitment are analysed and the suitable candidates are selected without by passing the guidelines of the education policy.

6.3.8   Industry Interaction / Collaboration

- MOUs signed for all programmes.
- More linkages created

Collaboration

- Childline, Government of India, Mumbai
- Friends of Nature Society, Kanniyakumari
- VHAK
- ICT Academy of Tamil Nadu
- IWPG (International Womens Peace Group)
- Thiruvarul Peravai (*Ilayor Avai*)
- KAAS
- JAES (James Academy of English Studies)
- NESS (Nagercoil English Speakers Society)

6.3.9   Admission of Students

- Admission of students done strictly according to government norms in the UG, PG and M. Phil programmes.

6.4 Welfare schemes for

Teaching	- Provident fund, ESI for S.F. staff - Bank loan facility - Thrift loan
Non teaching	- Provident fund, ESI for S.F. staff - Bank loan facility - Thrift loan
Students	- Student welfare scheme to support fees and commutation - Government Scholarships - Freeships - Loan book - Endowment Scholarships and Prizes

6.5 Total corpus fund generated

| 1,62,000/- |

6.6 Whether annual financial audit has been done   Yes ✓ No ☐

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Autonomy Visit	Yes	IQAC
Administrative	-	Government	Yes	Provincial and her Team

6.8 Does the University/ Autonomous College declare results within 30 days?

For UG Programmes   Yes ✓ No ☐

For PG Programmes   Yes ✓ No ☐

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

- Grading system included in the statement of marks
- Re-valuation for UG students on request
- Online testing of objective type questions
- Results published within 20 days after the last exam
- External question paper setting and central valuation
- Supplementary Exams

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

University has nominated its representatives in the following

- Governing body
- Academic Council
- Board of studies and
- Awards Committee

6.11 Activities and support from the Alumni Association

- Monetary contribution for infrastructural facilities
- Four executive meetings
- Alumni day celebrated on 22nd August
- Financial assistance for the construction of the Golden Jubilee hall
- Role in autonomy extension

6.12 Activities and support from the Parent – Teacher Association

- Monetary contribution for infrastructural facilities
- Common orientation to the freshers with their parents and teachers
- Four PTA meetings
- PTA honours the rank holders with medals.
- Active participation of the executive members in all the functions of the college.

6.13 Development programmes for support staff

- Orientation programmes
- Communicative English class
- Annual Sports Day
- Mini Gym facility
- Scholarship and fee concession for the deserving children of the non teaching staff.
- Annual picnic and family tour

6.14 Initiatives taken by the institution to make the campus eco-friendly

- Shuttle free Day observed
- Eco Friendly Campus
- Synthetic banners are prohibited
- Rain water harvesting system
- Waste water treatment
- Larvivorous fish culture in treated waste water
- Treated waste water for Moriculture
- Vermi composting
- Greening the campus
- Steam boiler for cooking in the hostel
- Protecting and nurturing the biodiversity of the campus.
- Taxonomic classification of trees in the campus
- Awareness programmes
- Separate dust bins for non-degradable and degradable waste
- Zero plastic campus
- I UG and III UG students do environmental projects

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details

- Restructuring and revamping of the curriculum
- Streamlining General English Programme
- Skill Development programme for the out gone students in collaboration with ICT ACT and Tamil Nadu skill development corporation
- Entrepreneurship camp in collaboration with DST
- Certificate course on Counselling pursued by 17 faculty members and 2 administrative staff
- Four Departments raised to the status of Research Centres
- Construction of Patio library

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

- ❖ Restructuring and revamping of the curriculum
- ❖ Streamlining General English Programme
- ❖ Four Departments raised to the status of Research Centres
- ❖ Value Added Courses for all programmes
- ❖ Spoken English classes for all stake holders in the campus
- ❖ Value education introduced in the PG classes with credits allotted for the same from the academic year 2017-2018 onwards.
- ❖ Content development by faculty for Part IV and V courses
- ❖ Syllabus in book form given to all departments and uploaded in the website
- ❖ External academic audit for all departments
- ❖ College journal " Crossian Resonance" published with high quality research articles
- ❖ Student projects received for two students from TNSCST, DST fellowship for a Research Scholar
- ❖ Shuttle Free Day observed
- ❖ Plastic Free Campus
- ❖ Synthetic banners are prohibited
- ❖ Workshop arranged for e-content development and the faculty have developed SLO's.
- ❖ Both staff and students clearing NET and SET.
- ❖ Golden Jubilee Block under construction.
- ❖ Archives in the library
- ❖ Bank coaching for aspiring students
- ❖ Intensive E-teaching and E-learning

7.3 Give two Best Practices of the institution *(please see the format in the NAAC Self-study Manuals)*

> ➢ Building a Skilled Nation
>
> ➢ H. Share

Provide the details in annexure (need to be numbered as i, ii iii...)

7.4 Contribution to environmental awareness / protection

- Shuttle Free Day observed
- Eco Friendly Campus
- Plastic Free Campus
- Synthetic flux and banners prohibited in the campus
- Lunch brought only in reusable containers by staff and students
- Annual environmental audit, sapling distribution, expanding the green cover in the campus are regular features.
- Our motto is "Less cementing, more greening".
- EVS project mandatory for UG students
- Eco-poetics and Bio-centric literature taught in humanities.
- Oxidation ponds, rain water harvesting tanks and litter free campus.
- Herbal garden to conserve endangered plant species.
- Safe disposal of non biodegradable waste.
- Planting small shrubs and grass.

7.5 Whether environmental audit was conducted?   Yes ✓   No ☐

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

- SWOT analysis done
- Certificate course on counselling attended by 17 faculty members and 2 administrative staff
- Inter faith dialogues. Tie up with IWPG (International Women's Peace Group) and *Thiruvarul Peravai* (A forum for peace harmony and tolerance).
- Synthesis of science and religion in research endeavours.
- Celebration of all National and religious festivals.
- *Mendezhum Kumari* - an awareness programme to address the local needs of the district
- Seminars on Organ Donation and Anti suicidal tendency was conducted.

8. **Plan of the institution for next year (2018- 2019)**

> ❖ College with potential for Excellence
>
> ❖ Startup and incubation centres
>
> ❖ Department of Mathematics to be upgraded as Research Centre.
>
> ❖ Promoting ICT enabled teaching, learning and evaluation.
>
> ❖ More enrolment of faculty and students in online courses (MOOC, SWAYAM).
>
> ❖ Creating more linkages and MoUs.
>
> ❖ Reaching out to 95 Village Panchayats of the district.
>
> ❖ Extending Wi-fi facility to all departments
>
> ❖ Intensify CSIR NET-SET coaching.
>
> ❖ Clean and green drives in the college.
>
> ❖ Extending automation to all sectors through MIS.

Name : Dr. G. Leema Rose   *Name :* Dr. Sr. M.R. Basil Rose

Signature of the Coordinator, IQAC   *Signature of the Chairperson, IQAC*

———***———

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential for Excellence
UPSC	-	Union Public Service Commission

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ANNEXURE – I

Academic Calendar of the College

Month	Activity
Month	**Activity**
June	- Recruitment of faculty - Admission Committee meet - Selection and admission process for the I UG and I PG - Renewal programme for the faculty and the supportive staff - Odd semester begins - Result analysis with the HOD's, Principal and COE - Orientation to the parents of freshers (I UG and I PG) - Take off with Spoken English - H.share scheme - Orientation to students on Anti –eve teasing and Anti ragging - Election of Student Council members - Inauguration of clubs and committees
July	- M.Phil Viva Voce - Classes begin for I PG and M.Phil - Release of Crossian Resonance (biannual research journal) - Release of IQAC Newsletter - SWOC Analysis - Continuous Internal Assessment – I - Submission of marks to Controller of Examination Office - Reaching the Unreached Neighbourhood (RUN) programme commences (II UG) - Certificate course for the I UG classes - Annual Quality Assurance Report to sent NAAC
August	- Library Day Celebration - Fine Arts Week Celebration - Celebration of Founders day - Independence day celebration
September	- Continuous Internal Assessment – II - Submission of marks to Controller of Examination Office - Celebration of teachers day - Meeting with the PTA and alumnae - Institutional celebration (Holy Cross Feast) - Educational Tours for III UG and II PG - Industrial visits

	• Departmental seminar/ workshop/symposia
October	• Continuous Internal Assessment – III
	• Submission of marks to Controller of Examination Office
	• Intercollegiate Quiz
	• Summative Examination begins
	• Departmental seminar/ workshop/symposia
November	• Valuation of answer scripts
	• Renewal programme for the faculty
	• Even semester begins
December	• Award Committee meet
	• Examination Committee meet
	• Publication of results
	• Visiting the less fortunate and marginalized people in view of Christmas
	• Release of Crossian Resonance
	• Release of IQAC Newsletter
	• NSS camp
January	• Result analysis done with the HOD's, Principal and COE
	• Board of studies meet
	• Republic day celebration
	• Pongal celebrations – Address by the spiritual masters of different denominations for peace
	• Continuous Internal Assessment – I
	• Submission of marks to Controller of Examination Office
	• Departmental seminar/ workshop/symposia
	• Academic council
February	• Continuous Internal Assessment – II
	• Submission of marks to Controller of Examination Office
	• Graduation day
	• Departmental seminar/ workshop/symposia
March	• Women's day celebration
	• Muthamizh vizha
	• Sports day
	• Internal Audit
	• Preparation for External Audit
	• Continuous Internal Assessment – III
	• Submission of marks to the Controller of Examination Office
	• Endowment lectures
	• Feedback from all the stakeholders

April	• Valedictory of clubs and committees
	• College day
	• Receiving data on the activities of the department and clubs and committees.
	• Summative Examination begins
	• Planning and Evaluation meeting
	• Finance Committee meet
	• Governing body meet
	• Preparation of annual plan for the year 2017-2018
May	• Valuation of answer scripts
	• Examination Committee meet
	• Award Committee meet
	• Publication of results
	• Preparation of AQAR

Analysis of feedback from the stakeholders

Sl. No	Stake holder	Aspect	Excellent (%)	Good (%)	Average (%)	To be improved (%)
1	Alumni	Curriculum	20	73	7	-
		Library	25	65	5	5
		Research	14	65	8	13
		Discipline	35	60	5	-
		Laboratory	20	65	9	6
		Canteen	-	35	40	25
2	Parents	Curriculum	25	55	13	7
		Teaching and Learning Evaluation	37	45	6	12
		Infrastructure	25	44	18	13
		Transportation	15	50	20	15
		Discipline	45	40	10	5
		Celebrations	25	45	14	16
3	Employer	Curriculum	20	65	5	10
		Skill	25	45	17	13
4	Students	Curriculum	15	65	13	7
		Teachers and Teaching	65	35	-	-
		Library	5	55	20	20
		Discipline	15	75	10	-
		ICT enabled	8	52	20	20
		Laboratory	-	55	25	20

ANNEXURE - III

Best practice 1

Title of the practice: Building a Skilled Nation

Certificate courses by the Academy executive skill development committee total of the practice building a skilled Nation turning knowledge into performance & productivity.

The Context: Unemployment and skill crunch are on a gallop across India. In order to fathom and address these issues, the country demands higher education institutions to have access to skill based courses, and the current cry is "Skill India or Kill India". Therefore skill based education is synonymous with entrepreneurship. Our youth harness the skill technology within the campus to counter non-sustainable development and to look for employment or self employment or better employment locally even while pursuing their formal education.

Goal

Our education is to equip youth with skills that would create a space for them to swim against the tides of unemployment, tap into their own potentialities, seize opportunities and stay empowered and happy. Today, unemployment is a serious issue and more than that unemployable graduates form a sizable portion of the total population. Further, India is slowly losing all its traditional, artistic and aesthetic talents to a rigid education system that supports mainly memory skills and bookish knowledge. Walking to graduation with certain acquired skills can enhance their future and also promote national economy. Our goal is to generate self starters who would redeem, reclaim and restore the lost arts for global recognition and building the human resources that are needed for the nation's growth.

The Practice :

The college offers nearly 15 courses for skill development such as bouque making, computer hardware courses, DTP, glass painting, Hair do's and bridal make up, fashion designing, hand embroidery, Handicraft, Jewel making, Karate, poster painting and poster shading, saree painting, spoken hindi classes, tailoring and western music. Students who take up these courses can wager a war against unemployment, generate their own income, rise beyond traditional time tested jobs, generate job opportunities, contribute to the economy of India and be their own masters. These acquired skills also become an added advantage to humans. The courses run for 50 hours and they are expected to comply with national skills qualification framework. Through these courses we create a favourable relationship between the community, the learner and the job market.

Evidence of Success

These career oriented courses impart skills to students and help them to directly enter the workforce. It is also a matter of interest for personal development and a blessing to the underprivileged students with challenging learning skills and communication skills. Students are also exposed to a mix of knowledge and skill components. Credit is assigned for the same. Learners joining higher studies exit the college with some skill in hand to keep them out of poverty and become productive members of the family.

Rural students benefit a lot even if they are employed, as it gives them self – fulfillment, provides a means to pursue their passion and also earn extra money. During their stay in college they earn money outside college hours by working in local industries and community where there is horizontal mobility and flexibility for further skill development.

Best Practice II

Title of practice: H. Share or Crossian philanthropy

Goal:

The 'Crossian philanthropy' or 'H. Share' was spun off in the year by the dept. of commerce with philanthropic goals and charity drives that would restore lost smiles.

Main Objectives

- ❖ To provide a platform for the wired generation to express their innate goodness and generosity and make them experience the joy of giving.
- ❖ To encourage, support, facilitate and execute philanthropic ventures that would give incubation and support to the under privileged and the marginalized.
- ❖ To help people help themselves and ensure visibility.

The Context

In a data driven world punctuated by isolation, fragmentation and dependency, the intuitive rationale behind this move is to get our youth aligned to their true state of purity, peace and love and move from expectations to acceptance from receiving to giving and from demanding to donating. There are areas and people still not touched by the great strides made by technology and science. These suffering communities need to be identified helped and strengthened. If human compassion is the foundation of all growth and development the fundamental problems of humanity could be addressed imaginatively and constructively. Through this philanthropic drive, the Crossian family reaches out to special children, orphans, juvenile law breakers, the visually impaired, the mentally challenged septuagenarians at care homes and destitute. Our students give their time, talent and pocket money for the sake of another or for a common good with an understanding that wealth, health and talents are given to us with a greater responsibility. With a shift in focus they redefine their priorities and perspectives, think of getting out from their rooms and gadgets and get exposed to a world of pain, poverty, disease, disability, squalor and death. This practice helps them to realize that they have to be agents of social change and work for a just and harmonious society.

The Practice

Small drops make a mighty ocean. Every student contributes Rs. 1/- per week, which touches five digits by the end of the year. The amount thus got is siphoned for charitable purposes which include spot visit, meaningful interaction, physical and moral support, cultural entertainment, awareness programmes, medical aid, training to capitalize their talent, enjoying trips etc. Students feel very happy being in the midst of such destitutes helping them, listening to their woes, offering solace, helping them to shower, having repasts and meals and playing with them. Also, students realize their own blessed state, strongly decide never to abandon their parents learn to give back to the society in return for their own good fortune. These visits also

have ripple effects. Some students rope in their families and friends and continue these philanthropic drives even outside campus. The help goes both in cash and kind and also way of constructing rest rooms and contribution towards for infrastructural development.

Evidence of success

- Our students understand that happiness is not something that they can expect to get from others but it has to be created within and shared with others.
- They look forward for more such experiences which will help them stay connected, pursue a purposeful destiny and develop their soft power, thoughtfulness and reflective giving.
- This practice has been a solid platform for continued innovative in giving earning and sharing.
- During the outbreak of dengue 'Nilavembu' was distributed.

Problems encountered

- Due to conveyance constraints all the students may not be able to partake of the joy of the beneficiaries.
- Some places of visit are not very accommodative.
- Sometimes this amount is not sufficient enough to meet the demands of the institutions.
- Time constraints have to be tackled.

Resources Required

- From 2018 onwards the contribution is raised to Rs. 1/- per day.
- We are hoping to do more.
  "To give is to dive. To with hold is to perish."