VTM NSS College
Dhanuvachapuram, Neyyattinkara
Thiruvananthapuram, Pin – 695503
Affiliated to the University of Kerala
Accredited by NAAC at B+ Level
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INSTITUTIONAL DEVELOPMENT PLAN

2023-24 to 2028-29

CONTENTS

1. Introduction

VTM NSS College, affiliated to the University of Kerala, is one of the most prestigious institutions of Nair Service Society. Established in the year 1964, the college has an illustrious history of social service, imparting quality education. Located in a lush green environment, the campus covers an area of 19 acres on a hillock at Dhanuvachapuram, a place of historical significance, enroute Kanyakumari on the southernmost part of Kerala. The institution is one among the realized dreams of an eminent, compassionate and committed visionary, Bharatha Kesari Padmabhushan Mannathu Padmanabhan who pursued a noble endeavour to democratise the horizons of education during the turbulent times. The terra firma of the college is based on the legend's ideals of selfless service, philosophy of action, value of unity and above all the need to change.

The college is named after the great freedom fighter, Thalakulathu Velu Thampi Dalawa. The institution, established on his 200th birth anniversary, commemorates his principles of valour, conviction and patriotism. The institution also proudly acknowledges its great native, Swadeshabhimani Ramakrishna Pillai, who was a visionary, renaissance writer and journalist. Ayyankali, the renowned social reformer who strived to emancipate the downtrodden, was also a native. To add to the rich legacy, the great social revolutionary Sree Narayana Guru erected a Shiva temple at Aruvippuram, a neighbouring village, defying the tradition of casteism. Inspired with the ideals of these great visionaries, the Institution has always been committed to the development of young minds from the diversified and backward strata of the society.

2. Vision

The vision of the institution is "to interlace a culture of civility with equity and excellence, by believing in a democratic dissemination of knowledge that transcends all barriers of segregation". The college as a whole aim to set a suitable epistemological milieu for the learners to enhance their competence holistically. With the institution's vision to spread knowledge and to create professionally equipped and responsible citizens of the society, it recognizes the need to impart quality education and academic distinction to the students. It is a beacon of excellence in the realm of education and enables the learners to attain proficiency in strategic and life skills. It has always pursued the path laid down by Sri Mannathu Padmanabhan to nurture and elevate the hopes and aspirations of a community from decadence and disintegration. The dissemination of knowledge and the pursuit of

excellence resonate with the transcendent principles of the founding father. His vision still inspires the dedicated learning community, in furthering exploration, discovery and creativity. The sylvan surroundings in which the college is situated is conducive to a peaceful academic atmosphere. This deepens the perceptions of the institution to hold its rich tradition, yet oriented towards modernity. Presently, the college is passing through a transitional period of hectic development in academic and non-academic activities in order to impart innovative and best practices in education. The college keeps abreast its vision, mission and goals in its relationship, accomplishments and service to the learning community, the society and the nation at large.

Mission

The mission of the College is "to build up an epistemological platform for exploring new realms in science and technology, art and culture, to improve the socioeconomic status of the community and to instil values of life, diligence and skill in students". The institution, as a pedestal of learning endeavours to spread the light of knowledge and life skills among the students, ensures an all-inclusive and sustainable development. It is committed to address the needs of the society in general and the students in particular and fervently desires to protect the distinctive culture and tradition of the local milieu. It envisages in imparting knowledge to the heterogeneous student community with affability, justness and finesse, transcending all barriers of segregation. It strives to provide a scaffold where the learners are equipped with technological advancements also, along with the values of life, diligence and divergent skills. A holistic development is sought by imbibing the values ingrained in the motto:

"Let true knowledge and wisdom be kindled for those on the pedestal of learning with the sublime qualities of cosmic, spiritual and human values"

The learners are inspired to seek and entrench true knowledge and wisdom by inculcating in them, the exalted ideals of the universal, spiritual and human values. A fervent desire to break the fetters of ignorance, subjugation and isolation forms the kernel of learning. The institution, with its glorious past and opulent cultural heritage ennobles and enlivens the surrounding rural population.

3. Institutional Profile

1. Name of the College: VTM NSS College, Dhanuvachapuram

2. District: Thiruvananthapuram

3. Affiliating University: University of Kerala

4. Aided/State Government College: Government Aided

5. Rural/Urban: Rural

6. Details of Campus: Permanent Campus

7. Name of the Principal: Dr Anandakumar V M

8. AISHE Code: C – 43647

9. Year Of Establishment: 15 July, 1964

10. Accreditation Details: Accredited by NAAC at B+ Level with CGPA 2.71 – 3rd Cycle (valid till 29.11.2023)

11. Total No. of UG Programmes Offered: 11

12. Total No. of PG Programmes Offered: 4

13. Total No. of Teaching Faculty: 72

14. Total No. of Non-Teaching Faculty: 13

15. Total No. of Students: 1620

16. Total Campus Area: 19.465 Acres

17. Total No. of Labs: 1 Computer Lab and 4 Science Labs and 1 Language Lab

4.   SWOC Analysis

Institutional Strength

1. Permanent faculty members with extensive experience and outstanding qualifications

2. Faculty members are members of statutory bodies such as the Academic Council and Board of Studies of the affiliating University.

3. Admissions determined primarily by merit and rigorous adherence to the reservation requirements set forth in the constitution.

4. Strong stakeholder "feedback" on institutional, teaching-learning, and curriculum components.

5. Experiential learning through projects, practical's, internships and field trips.

6. A number of initiatives, including conferences, webinars, and invited expert speeches, are used to enhance curriculum delivery.

7. Several training and awareness programs, as well as value-added courses, to improve skill development.

8. Top scores attained by students in the Arts and Science courses, as well as an annual average pass percentage of over 76% in university exams.

9. Proficient and skilled administrative personnel

10. Ample opportunities for sports/games/fitness within the institution and students won many achievements in State and National level.

11. Financial aid for students in the form of endowments, e-grantz, KPCR, scholarships (national, and central sector scholarships), among other student support initiatives.

12. Numerous community service projects carried out by the departments, IQAC, NSS, and other organizations and cells.

13. Students are empowered to become self-sufficient and develop a feeling of social responsibility through NSS, NCC, club, and other activities.

14. Active involvement of the PTA in the general development of the college.

15. Safe Campus with CCTVs installed - 24/7 surveillance

16. Numerous ICT resources are made available through the campus's Wi-Fi connectivity, digitalized library, language lab, e-Government in the areas of administration, finance, and accounting, as well as admissions and examinations.

Institutional Weakness

1. Lack of Postgraduate programmes in science

2. The institution does not have a research department

3. Lack of room for curriculum improvements as it is an affiliated college

4. Minimal industry-institution contact/collaboration

5. Lack of national and international collaborations

6. Lack of career-oriented/skill based-courses

7. Female students drop out from their programmes owing to early marriage and poor socio-economics background

8. Dependency on public transport and non-availability of college bus

9. Lack of hostel facilities

Institutional Opportunities

1. The availability of highly qualified staff to launch further postgraduate and research programmes.

2. Faculty members with Ph.D degree and recognised as guides from the University of Kerala, who can mentor students can encourage research endeavours at the institution.

3. Faculty publications in UGC listed books and journals.

4. The proximity of research centres such as NIIST and SCIST, as well as information hubs like libraries, has the potential to improve research and other collaborative activities.

5. Opportunities are provided to the learners to assume important roles in scholastic, extra-curricular, and administrative organizations, which will foster their confidence and leadership abilities.

Institutional Challenges

1. Securing funds needed for research projects, seminars, and other initiatives as well as for the implementation of NEP.

2. Augmenting infrastructure facilities and adding new academic programmes to make room for these classes.
3. Too much of a dependency on the curricular framework of the affiliating university
4. Allocation of funds to run career-oriented courses besides arts and science course
5. Overburdened staffs due to unfilled teaching and non-teaching posts.

5. Strategic Objectives (2023-28)

1. Be acknowledged as one among the significant educational institutions from a rural base focused on Teaching, Learning, Research and Entrepreneurship by 2028.
2. Sustain and enhance excellence in Scholarship, Research, and Social Impact.
3. Expand the diversity and provide ample educational and professional training/opportunities for the majority of the first-generation learners from the community.
4. To create a sustainable, world-class, infrastructure that creates an effective learning environment with equal importance given to discovering, conserving and propagating indigenous knowledge systems, history and traditional practices, especially in the field of agriculture and small-scale industries.

6. Strategic Goals

1. VTM NSS College aims to be in the top educational institutions with state-of the-art facilities (AI powered labs, herbarium, nanotechnology labs, ICT enabled teaching-learning facilities, etc).
2. The institution aims to display its path towards excellence by garnering a significant score (Grade A and above) in the NAAC accreditation framework by the year 2024.
3. Creating a strong academic culture with high student-faculty ratio (1:15), excellent learning resources, skill and attribute-based curriculum and high-quality faculty resources (PhD >80%).
4. Develop and nurture student diversity by attracting students from diverse strata of the society for more inclusivity.
5. Develop the institution as a centre of excellence in Skill development, research, knowledge creation and dissemination.
6. Establish innovation ecosystem and provide seed money for start-ups and entrepreneurships. Provide research consultancy and infrastructural facility within the campus – promoting industry-academic linkages and activities.

7. Establish Centre for propagation and research of indigenous, regional languages with special emphasis on classical languages like Sanskrit and Tamil, traditional knowledge systems and contribute for the betterment of community and society in general.

8. Create programmes that strive towards honing the research aptitude of learner and create holistic individuals – nurturing leadership qualities through various programmes/activities/finishing schools.

9. Augmenting the overall campus infrastructure and other facilities with state-of-the-art technology.

10. Strengthening Alumni engagements for guiding the students and participate in the upliftment if the institution.

11. Strengthening IQAC and its activities for leading the institution into the future.

7. Adoption of NEP in achieving Strategic Goals

The institution has a well-defined Institutional Development Plan (IDP) that caters to the augmentation and holistic development in all its parameters in view of the UGC guidelines for the preparation of the same.

1. The college aims to implement learner- oriented (OBE) four-year degree courses, skill-based programmes, entrepreneurial and innovation ecosystem.

2. Creation of industry fit and entrepreneurial human resource for improving quality of life, the standard of living, all round development, wellbeing and social good.

3. Providing opportunity to the disadvantageous rural community and paving the access to quality higher education for all with special consideration to people with disability (PWD).

4. Implementation and functionalising of committees that works towards ensuring equality, sensitising gender inequalities and enhancing gender parity, ensuring diversity and inclusivity and environmental awareness towards sustainable development.

5. Promoting multidisciplinary, cross-disciplinarity and interdisciplinarity learning modules with emphasis on research – promoting critical thinking, problem solving, innovative, analytical and adaptive thinking,

6. Integrate vocation education with general education in order to achieve goal of holistic education as set out by the National Education Policy 2020

7. National Credit Framework – implementation of ABC.

8. Providing easy and equitable access in terms of equality, affordability, transparency to the students for taking admissions and completing their course/programme enrolled successfully.

9. Promoting digital learning and acquainting the learners with the latest technological developments like Artificial Intelligence and its usage in learning and skill development.

8. Proposed Action Plan and Methodology

1. Implementation of National Higher Education Qualifications Framework (NHEQF)

a. Revising and aligning their curriculum to the defined levels and learning outcomes specified in the framework

b. Facilitating credit transfer and accumulation mechanisms, allowing students to seamlessly transfer credits between institutions and accumulate them towards obtaining higher qualifications.

2. Open and Distance Learning (ODL) and online programs:

a. Engage in the creation of digital course content

b. Leverage multimedia and interactive elements to facilitate effective online learning experiences for a diverse and geographically dispersed student population.

c. These programmes would involve activities to enhance student engagement, including discussion forums, virtual classrooms, and interactive assignments, ensuring active participation and collaborative learning experiences among students regardless of their physical location.

3. Facilitating the introduction and access to the Online ERP portal (Samarth Portal):

a. This would be done by conducting user training sessions for faculty members to familiarize them with the platform

b. The platform would facilitate the college administration with its features such as the online information dashboard, timetable management, examination allotment schedule, evaluation tools, and other academic activities.

4. Strengthening of the Internal Quality Assurance Cell (IQAC):

a. Development and implementation of robust evaluation methodology and processes

b. Ensuring that the IQAC plays a central role in designing and monitoring assessment methods that align with accreditation standards and contribute to continuous improvement in academic and administrative quality.

c. Activities include organizing workshops, training sessions, and capacity-building programs for members of the IQAC, equipping them with the necessary skills and knowledge to effectively evaluate and enhance the quality of academic and administrative processes within the institution in alignment with the National Assessment and Accreditation Council (NAAC).

5. **Infrastructure Development:**

a. Construct new academic blocks equipped with modern classrooms, lecture halls, and seminar rooms to accommodate the growing student population.

b. Build state-of-the-art laboratories and research facilities to support cutting-edge research and practical learning experiences.

c. Develop dedicated spaces for administrative offices to streamline institutional operations.

d. Renovate existing classrooms to incorporate modern teaching aids, ergonomic furniture, and advanced audio-visual equipment.

e. Upgrade the library infrastructure, including digitalization of resources, expansion of study spaces, and improvement of shelving and seating arrangements.

f. Designing and implementing an inclusive campus infrastructure plan that incorporates specially-abled (friendly) features, such as ramps, elevators, and accessible pathways, to facilitate seamless mobility for students with disabilities.

g. Green Building Practices: Implement sustainable construction practices, including the use of eco-friendly materials and energy-efficient systems.

h. Explore the integration of renewable energy sources such as solar panels to reduce the institute's carbon footprint.

6. **Maintenance of infrastructure:**

a. Regular technical maintenance of smart classrooms, computer labs, and Wi-Fi facilities, ensuring that all equipment, software, and networking infrastructure are functioning optimally.

b. Providing timely technical support to address any issues or challenges faced by students and faculty members while using smart classroom technologies, computer lab resources, or Wi-Fi connectivity.

c. Implementing a routine maintenance schedule for washroom facilities to ensure cleanliness, hygiene, and functionality.

7. Faculty Training & Recognition:

a. Conduct a thorough need-based assessment to identify the specific areas of professional development required by the teaching faculty.

b. Provide hands-on training on creating digital content, conducting virtual classes, and utilizing educational apps.

c. Conducting training programs for educators to enhance their proficiency in utilizing smart classroom technologies, making the most of computer lab resources, and maximizing the benefits of Wi-Fi facilities.

d. Offering workshops or tutorials on effective use of educational software, interactive whiteboards, computer applications, and ensuring awareness of Wi-Fi security protocols and best practices.

e. Recognize and celebrate the achievements of teachers who have demonstrated commitment to professional development.

f. Encourage continuous professional development and the application of acquired skills in the classroom.

g. Organise Research Methodology Workshops on advanced research methodologies, data analysis, and interpretation to enhance the overall research skills of the academic community.

8. Curriculum Designing:

a. Even though the college follows the curriculum designed by University of Kerala, delivery of the curriculum should include modern teaching methods, technology integration, pedagogical approaches, assessment strategies, and student engagement techniques.

b. New courses (Add-On / Certificate courses) to be introduced to enhance the skill development of the students.

c. Identify experienced and qualified trainers with expertise in the selected training areas.

d. Consider a mix of internal faculty members and external experts to provide diverse perspectives and insights.

9. ICT – Outcome Based Education:

a. Select a user-friendly and interactive online learning platform that supports various multimedia formats, discussions, and assessments.

b. Provide access to resources, training modules, and a discussion forum for ongoing interaction and collaboration.

c. Develop customized training modules for different subject areas and academic levels, ensuring that the content is relevant to the diverse needs of the teaching faculty.

d. Include practical examples, case studies, and hands-on activities to facilitate effective learning.

e. Focus on innovative pedagogical techniques that promote student engagement, critical thinking, and collaborative learning.

f. Offer modules on effectively integrating technology into teaching practices, including the use of online tools, learning management systems, and multimedia resources.

g. Provide more significance to learning sustainable traditional knowledge systems employed in agriculture, society building, ancient art and craftsmanship, textile industry, tourism and conservation of ecosystem.

h. Emphasise on creating a platform exclusively for the study and evolution of regional and oriental languages and the propagation and study of classical languages like Sanskrit and Tamil.

i. Provide learners an opportunity to study and understand ancient history and the preservation of cultural practices thereby enriching the rich diversity of the locale.

10. **Development of STEM (Science, Technology, Engineering, and Mathematics) courses:**

a. Designing and developing a comprehensive curriculum for STEM courses that integrates hands-on experiments, real-world applications, and interdisciplinary approaches to foster a holistic understanding of STEM subjects.

b. Ensure alignment with industry needs and emerging technologies.

c. Keeping the curriculum dynamic and relevant to prepare students for the evolving landscape of STEM careers.

d. Establish a feedback mechanism for participants to share their thoughts on the training program and suggest areas for improvement.

e. Conduct evaluations to assess the overall effectiveness of the online training and identify areas for refinement.

f. Introducing programmes like *Unnati* and *Bodhi* for promoting leadership qualities and Research aptitude among the learners and the academic fraternity in general.

11. **Development of Incubation Centre:**

a. Facilitating collaboration between start-up incubation centres, technology development centres, and industries or MSMEs to provide mentorship and guidance to aspiring entrepreneurs in skill-based courses.

b. Establish industry partnerships to offer real-world insights, practical training, and mentorship programs, thereby enhancing the skill development initiatives and fostering a culture of innovation.

c. Collaborate with industries and MSMEs to design skill-based courses that align with the current needs and trends in the job market, ensuring that the curriculum is industry-relevant and meets the skill requirements identified by the collaborating entities.

d. Incorporating input from industry experts in the development of course content, practical projects, and case studies to bridge the gap between academic learning and industry expectations, enhancing the employability of students undergoing skill-based training.

12. Well-Equipped Research Laboratories:

a. Allocating resources for the construction and renovation of research laboratories including herbarium, ICT enabled labs, nanotechnology, etc.

b. Ensure the facilities meet international standards for safety, functionality, and state-of-the-art equipment.

c. Invest in advanced research instruments and equipment across various disciplines, including but not limited to biology, chemistry, physics, engineering, and computer science.

d. Establish specialized laboratories tailored to specific research needs, such as clean rooms, bioinformatics labs, and robotics labs.

e. Design collaborative workspaces within the laboratories to encourage interdisciplinary research and knowledge exchange.

13. Upgrade Library:

a. Upgrade the existing library infrastructure to accommodate digital resources.

b. Provide high-speed internet connectivity and necessary hardware for accessing digital content.

c. Develop a centralized digital repository to store and organize academic publications, research papers, and scholarly works produced by the institution's faculty and researchers.

d. Secure subscriptions to a wide array of reputed national and international journals across diverse disciplines.

e. Ensure timely access to the latest research findings and publications.

f. Obtain access to comprehensive academic databases and repositories, enhancing the depth and breadth of available research materials.

14. Promotion of research:

a. Organise Research Methodology Workshops on advanced research methodologies, data analysis, and interpretation to enhance the overall research skills of the academic community.

b. Implement a system for regular audits and evaluations of the research laboratories and digital libraries to ensure they meet evolving research needs.

c. Establish a feedback mechanism to gather input from researchers and users, enabling continuous improvement and adaptation to emerging trends in research.

d. Encourage faculty to engage in industry-linked research projects.

e. Facilitate technology transfer and knowledge exchange between academia and industry.

15. Opportunities for students to do internships:

a. Facilitate industry-relevant internships for students to gain practical experience.

b. Collaborate with companies to offer summer internships and semester-long industry placements.

c. Organize mock interview sessions to prepare students for real-world job interviews. Provide guidance on resume building and cover letter writing.

d. Conduct workshops on soft skills, technical skills, and domain-specific skills.

e. Offer industry-recognized certification courses in collaboration with leading organizations.

f. Integrate training programs on emerging technologies and tools used in the industry.

g. Develop opportunities for students to do internships in cyber security, cryptography research, and information security.

h. Invite professionals from various industries to deliver guest lectures and share insights. Organize panel discussions with industry experts to bridge the gap between academia and industry.

i. Provide opportunities with government agencies, tech companies, and cyber security firms, CA firms for internship opportunities and practical training.

j. Internship at ayurvedic and Microgreen cultivation industries, and Biotech companies.

k. Emphasize project-based learning to give students hands-on experience in solving real-world problems. Encourage collaborative projects with industry partners.

16.   Entrepreneurship programs and Placement:

a. Strengthen placement cells to streamline the process of connecting students with relevant industry opportunities.

b. Maintain a database of industry contacts for effective placement. Organize networking events, conferences, and industry conclaves to bring together academia and industry stakeholders.

c. Create platforms for students to interact with industry professionals through job fairs and networking sessions.

d. Introduce courses and support systems for fostering entrepreneurship and innovation. Provide resources for students to develop and launch their own startups.

e. Facilitate industry visits for students to understand real-world operations.

17. Institutional Security Facilities:

a. Install additional CCTVs or security cameras in key areas to enhance campus security.

b. Develop and communicate emergency evacuation plans for all buildings to ensure the safety of occupants during emergency situations.

18. Alumni Connect:

a. Upgrade Alumni Connect portal facilitates for the establishment and maintenance of an extensive network among former students, allowing them to connect with each other, share experiences, and build professional relationships.

10. Conclusion

The proposed institutional development plan (2023-24 to 2028-29) for the next five years aims to achieve an organic growth by focusing on social inclusivity, diversity, state-of the art pedagogical and technological facilities, thereby leading both the academic and local community towards the future. The goals mentioned will prove to be a stepping stone towards building a strong epistemic and sustainable foundation for the betterment of the community as a whole. The role of the institution will become all the more pertinent in ensuring the upliftment of the community and establishing a terra firma of progress and futuristic evolution.

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Principal
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