



INSTITUTIONAL STRATEGIC PLAN & EFFECTIVE DEPLOYMENT

2019 - 2024

KAHM Unity Women's College, Manjeri aims to implement the strategic plan for five years, 2019-2024, focusing on short-term goals that aligned with the institution's long-term vision and mission. The prime focus is given to the recommendations and suggestions given by NAAC Peer Team during the third cycle of accreditation in 2019. The institution envisions nation building through women's higher education, employability, entrepreneurship, empowerment and emancipation. Thereby the institution believe that it can immensely add to the women's workforce of the nation, and financial security through familial and community empowerment.

**KORAMBAYIL AHAMED HAJI MEMORIAL
UNITY WOMEN'S COLLEGE, MANJERI**
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(Govt.-aided and Affiliated to University of Calicut)

[Nationally reaccredited by NAAC with 'B++' Grade CGPA 2.77

Recommendations of NAAC Peer Team in 2019 During the Third Cycle of Accreditation

1. Campus placement cell should be active
2. Need to enhance research activities.
3. Opening a day care Centre/ balwadi as there are young mothers enrolling for studies.
4. On campus health Centre is needed as the campus is located in a remote area.
5. Need to provide seed money for research activity.
6. Need to improve functional MOUS,
7. Need to strengthen laboratory infra-structure.
8. Need to bring in global competencies in Students.
9. The college should constitute prevention of sexual harassment at work - place committee.

Successful Implementation of Recommendation of NAAC Team 2019

- ▶ Instituted Training and Placement Cell and Conducted Three Placement Drives.
- ▶ Department of English and Chemistry got recognition as Research Centres in 2022 -23
- ▶ Started research clubs in all PG departments, Research forums in Research departments, seminar clubs in UG departments,
- ▶ Well functioning Research & Development Cell and Research Advisory Committee
- ▶ Established little hearts – Campus day care centre
- ▶ Campus health centre with nurse and doctor on call
- ▶ USEED- research grant for faculty and student researches as research seed money for faculty members was introduced in 2023 -24
- ▶ 90 + functional MOUs during the assessment year
- ▶ Improvised laboratories with instrumentation lab facility and sophisticated computers
- ▶ A Soft computing lab has been setup
- ▶ IoT lab is established in the campus
- ▶ International seminars, webinars, workshops, training sessions, expert talks, meet the leader sessions, MOU with different agencies, alumni interactions etc., could increase global competency like ICT skills, Language skills, Leadership skills, collaborative skills, critical learning capacities etc.
- ▶ Committee Against Sexual Harassment was constituted , ICC also function well.

CURRICULAR ASPECTS

Institutional Goals :-

- ▶ Promote faculty involvement in Boards of Studies and Academic Council of various universities and different autonomous colleges
- ▶ Ensure proper planning and execution of curricula, including the preparation of academic calendars in advance by IQAC
- ▶ Promote student and faculty enrollment in SWAYAM and other MOOC courses.
- ▶ Ensure each department offers at least three certificate/add-on program per academic year, with all students completing one certificate course before graduation.
- ▶ Maximize student involvement in project work, fieldwork, and internships.
- ▶ Organize events addressing cross-cutting issues like gender equity, environmental sustainability, human values, and professional ethics and introduce a students' platform for addressing cross cutting issues.
- ▶ Collect feedback from stakeholders, analyze, and strategize actions through IQAC and departments to meet the needs based on feedback analysis.
- ▶ Publish action-taken reports.

Successful Implementation

- ▶ 30 BoS members and 5 Academic council members during the assessment year
- ▶ 103 + certificate courses
- ▶ Annual academic calendar for IQAC and departments
- ▶ 40 + SWAYAM courses are completed by Students
- ▶ 60 + % of students complete projects and internships
- ▶ Feed back collection, Analysis, Actions were taken, and Implementation are done regularly
- ▶ Institutional level action taken reports and department level action taken reports are hosted at college website

Teaching, Learning, and Evaluation

▶ *Institutional Goals :-*

- ▶ To introduce the LMS -Moodle -and e-recourse facilities
- ▶ Use ICT-enabled tools and blended learning methods for more effective teaching.
- ▶ Implement outcome-based education for teaching and learning processes
- ▶ Aim to increase invited talks, seminars, symposium, workshops, etc.
- ▶ Faculty empowerment sessions on LMS usage, ICT enabled tools in teaching, learning and evaluation, and OBE.
- ▶ Annual three- day bridge course for entry batches, department level orientation programs/ bridge courses, Peer group mentoring for remedial teaching, and faculty mentoring.
- ▶ Conduct Meet the Industrial Expert (MIE) and Meet the Academic Expert sessions for giving exposure and in- depth knowledge in discipline for students
- ▶ To conduct skill-oriented training programmes, pre-marital counseling etc.
- ▶ Aim to increase overall student enrollment rates.
- ▶ Inculcate 21st C skills among students.
- ▶ Enhance International exposure to students through seminars and webinars
- ▶ Organize specialized programs for advanced and slow learners.
- ▶ ERP for academic solutions and internal evaluation.
- ▶ Introduce more student-centered teaching methods.

Successful Implementation

- ▶ College LMS – Moodle was introduced in 2021-22
- ▶ Annual three- day bridge course by IQAC for freshers
- ▶ 100 % ICT enabled SMART Campus
- ▶ OBE Workshops were conducted for faculty members
- ▶ Faculty workshops on NEP 2020 were organized by IQAC
- ▶ Expert interactions with students
- ▶ UNITY GATE (GIFTED AND TALENTED EDUCATIONS)- An initiative by IQAC for advanced learners was introduced in 2021-22
- ▶ ICT training for Teachers by IQAC and by KSHEC
- ▶ International exposure to students
- ▶ ERP for academic solutions function well in the institution.

Research, Innovations, and Extension

Institutional Goals :-

- Encourage teachers and students to apply for research grants from various agencies.
- Management sponsored research grant for faculty and PG students.
- Upgrade English and Chemistry departments into research departments
- Launch Unity Publication Division for enhanced academic publications by students and faculty members
- Introduce research forums in research departments and seminar clubs in other departments.
- Encourage teachers and students to present research papers in state, national and international seminars and conferences.
- Promote publication of books, chapters, and articles in Scopus-indexed and UGC-CARE listed journals.
- Organize webinars on research methodology.

Research, Innovations, and Extension

- ❖ Increase the number of extension activities organized by departments, NSS, NCC, and various clubs for community development.
- ❖ Increase the linkages with other institutions of national and international significance for faculty exchange and student exchange
- ❖ Ensure higher student participation in extension activities for holistic growth.
- ❖ Conduct more programs on Intellectual Property Rights (IPR).
- ❖ Foster an entrepreneurial culture through events and workshops by promoting activities under ED Club, YIP and IEDC.
- ❖ Establish an incubation center to support startups and idea generation.
- ❖ Expand collaborations and sign more MoUs.
- ❖ To establish linkages with several institutions, industries and firms for research, internship/ on the job training.



Successful Implementation

- ▶ 51+ Lakhs grant in the assessment year
- ▶ Introduced USEED- Management sponsored research grants for faculty and students in 2023-24
- ▶ English and Chemistry Departments got recognized as Research Centres
- ▶ Unity Publication Division was introduced in 2019 and published 45+ books.
- ▶ Innovation and Incubation Centres were established
- ▶ Promotion of student publications through Book Publication
- ▶ 8 IPR workshops
- ▶ 90+ MOUs, 11 International webinars, 130 national/ international seminars
- ▶ 12 Research methodology workshops
- ▶ ISRU –(Institutional Social Responsibility of Unity) a successful Campus Community Outreach project aligned with SDGs

Infrastructure and Learning Resources

Institutional Goals :-

- Empower as 100% ICT enabled smart campus.
- Increase the use of N-LIST-INFLIBNET resources, OPAC, fully automated library, reprographic facility and language lab
- Expand the collection of e-journals and e-books in the college library.
- Make the library more accessible to people with disabilities.
- Set up digital Resource Centres at all departments
- Construct more student friendly campus spaces as cultural and sports facilities
- Set up a renovated sophisticated computer lab
- Purchase more computers for students' use
- Research labs and instrumentation lab in research departments
- Make the QR code for the trees in the campus
- Provide a high-speed Wi-Fi network across the campus.

Successful Implementation

- ▶ 100 % ICT infrastructure- SMART campus , a best practice of the institution
- ▶ Digital Resource Centre and language lab at library
- ▶ Fully automated library (ILMS)
- ▶ Discipline specific labs at every departments
- ▶ Fully functional LMS
- ▶ Extended facilities for arts and sports
- ▶ Azadi square in connection with Azadi ka Amruth Mahotsav
- ▶ More Social Cohesion Centres at the campus
- ▶ Encouraging students to join the cultural and sports clubs.

Student Support and Progression

Institutional Goals :-

- Introduce more scholarships and actively encourage students to apply for available funding.
- Continue the help desk related with the admission to provide various services such as admission form filling, scholarship form filling etc.
- Organize coaching for competitive exams, including civil services.
- Focus on enhancing student skill development and capacity development particularly focusing life skill education and soft skill development.
- Provide guidance on higher education opportunities and prepare students for entrance exams.
- Start a training and placement cell (T&P Cell) and conduct more placement drives.
- Increase avenues for alumni engagement in college activities.
- Encourage students to participate in state, national, and international sports and cultural competitions and assist the needy ones financially.
- Institute awards, honoring ceremonies, convocation ceremony etc., for promoting students to academia
- Introduce project awards and dissertation awards.
- Increase the global presence of alumni.

Successful Implementation

- ▶ Management sponsored free ships, government scholarships etc., were facilitated by the college through IQAC
- ▶ Admission help desk with support of Union Members
- ▶ Centre for Competitive exams is introduced, and various activities were conducted
- ▶ 45 student committees were formed as clubs, cells, forums and chairs to inculcate professionalism and values
- ▶ 93 Alumni Lecture Series were conducted .
- ▶ Hassan Mahmood Kurikkal Best project awards were introduced in 2021 by IQAC & Scholarship Cell.
- ▶ PTA scholarships, UCAA scholarships, UCAA sponsorships – quality oriented new initiatives

Governance, Leadership, and Management

Institutional Goals :-

- Strengthen the participatory governance system through collaboration with management bodies.
- Fully implement e-governance in administration, student services, admissions, and examinations through ERP.
- Conduct annual faculty development programs for both teaching and administrative staff.
- Encourage staff to attend refresher and orientation courses regularly.
- Provide welfare schemes for both teaching and non-teaching staff.
- Conduct yearly performance appraisals for all staff.
- Provide seed money for conference participation, workshops, and paper publications.
- Perform regular academic and administrative audits.
- Mobilize resources by applying for eligible government and non-government schemes.
- Participate in quality initiatives like NIRF and KIRF accreditation.
- Get ISO certified.

Successful Implementation

- ▶ ERP for e-governance in administration , student services, examinations etc.
- ▶ Prodigy Path : Platform devised by IQAC for Annual FDPs
- ▶ Annual Capacity Building programme for Administrative staff
- ▶ IQAC supports participation in HRDC Courses
- ▶ IQAC in association with College Governing Body facilitate financial contribution to staff to participate in FDPs, seminars, Workshops etc.
- ▶ Faculty Focus : Platform for An inter-collegial Inter-disciplinary discourse formed by IQAC
- ▶ Annual Performance Appraisal Report for Faculty and non -teaching staff
- ▶ Academic and Administrative Audits, (AAA) are regularly done as multiple phases,
- ▶ Institution participate in Quality initiatives like KIRF, NIRF etc.
- ▶ ISO certified Institution

Institutional Values and Best Practices

Institutional Goals :-

- Annual Gender Equity action plan
- Establish as a Divyangjan -friendly campus
- Conduct quality audits as green audit, energy audit, environment audit and green audit.
- Organize more outreach programs and activities for community
- Raise awareness through social intervention programs.
- Ensure an inclusive campus that can foster cultural, linguistic, and regional harmony
- Annual Residential workshop for faculty members aiming team building, ethics and professionalism.
- Strategize significant activities for women empowerment in a distinctive way so as to turn them as dignified women with education

Successful Implementation

- ▶ Green Audit , Energy Audit , environment audit, gender audit, carbon audit etc., are carried out with certified agencies
- ▶ Campus Community Outreach Projects are introduced to inculcate values and sensitize students on SDGs.
- ▶ Share and Care – Campus philanthropic project for extension services.
- ▶ Introduced more initiatives to sensitize environment issues and sustainability
- ▶ Divyangjan friendly campus-
- ▶ Reboot- Annual Residential workshops for team building and professionalism.
- ▶ A journey of women's self actualization is made through different platforms.