



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

Part A	
Data of the Institution	
1.Name of the Institution	Fatima College
• Name of the Head of the institution	Dr. Sr. G. Celine Sahaya Mary
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	04522668016
• Alternate phone No.	04522669015
• Mobile No. (Principal)	9791278009
• Registered e-mail ID (Principal)	principal@fatimacollegemdu.org
• Address	Mary Land, Vilangudi
• City/Town	Madurai
• State/UT	Tamil Nadu
• Pin Code	625018
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	03/02/1990
• Type of Institution	Women
• Location	Urban

• Financial Status	UGC 2f and 12(B)
• Name of the IQAC Co-ordinator/Director	Dr. S. Vidya
• Phone No.	04522669015
• Mobile No:	9442938792
• IQAC e-mail ID	iqac@fatimacollegemdu.org
3. Website address (Web link of the AQAR (Previous Academic Year))	https://www.fatimacollegemdu.org/ufiles/IQAC/AQAR/2019-2020.pdf
4. Was the Academic Calendar prepared for that year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://fatimacollegemdu.org/ufiles/CollegeCalendar&Handbook/2020-2021.pdf

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	Five Star	-	5 Years	07/02/2000	06/02/2005
Cycle 2	A	8.8	5 Years	17/10/2006	16/10/2011
Cycle 3	A	3.17	7 Years (2 Years extension given)	08/07/2013	07/07/2020
Cycle 4	A++	3.61	7 Years	03/11/2021	02/11/2028

6. Date of Establishment of IQAC

12/11/2004

7. Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Institution	Autonomy Grant	UGC	16/11/2018	200000

8. Provide details regarding the composition of the IQAC:	
<ul style="list-style-type: none"> Upload the latest notification regarding the composition of the IQAC by the HEI 	View File
9.No. of IQAC meetings held during the year	18
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded
10. Did IQAC receive funding from any funding agency to support its activities during the year?	No
<ul style="list-style-type: none"> If yes, mention the amount 	
11. Significant contributions made by IQAC during the current year (maximum five bullets)	
1. Need - Based Survey Survey of Parents opinion on sending their wards to college during the Lock Down period on Oct. 10, 2020. Student Satisfaction Survey on Mar. 23, 2021	
2. External Peer Team Review on the Performance of the College 2019 - 2020. External Peer Team Evaluation for Performance Review & Administrative Audit on Nov. 03, 2020.	
3. A seminar on National Education Policy (NEP) was conducted for the staff and students on Nov. 06, 2020.	
4. Capacity Building Programme for the Non-Teaching Staff and Sub Staff on Nov. 10 2020. Skill Training on Jam & Juice preparation and Sound Therapy for better mental health.	
5. Review of the NAAC - IV Cycle Self Study Report (SSR) on Dec. 01 & 02, 2020 and Feb. 23 & 24, 2021 by the External experts and a Mock visit by External Peer Team - NAAC - IV Cycle on Feb. 26 & 27, 2021.	
12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:	

Plan of Action	Achievements/Outcomes
1. To improve efficiency of the newly appointed faculty members, Faculty Induction Programme to be conducted.	1. Staff Induction Programmes conducted to orient newly appointed staff.
2. To enable updating of pedagogic skills of the faculty in order to keep them abreast of the changing academic scenario Faculty Development programme to be conducted for all the faculty members.	2. Faculty Development programme was conducted for all the staff.
3. To strengthen activities of Quality Circles.	3. Heavy traffic during the peak hours near the main gate and parking area was regulated and organized. Water wastage was reduced to a great extent. Plastic free and clean campus was maintained. Honesty Store - store selling stationery items, without a store keeper, run on trust placed on student and staff customers was maintained. The honesty level displayed by student-customers was excellent.
4. To increase the number of Placements.	4. 72 students got placed through campus interview during the Lock down.
5. To conduct International Conferences, Seminars / Webinars, Workshops.	5. A total of 21 seminars were conducted: International - 7, National - 8, State - 4 & Regional - 2.
6. To enhance the quality of Extension (Reach Out to the Society Through Action - ROSA) activities.	6. During the academic year 2020-2021, inspite of the Lock down, a few initiatives were taken to sensitise the local community.
7. To improve solid waste management in the college.	7. Solid Waste Management with the motto of Reduce, Reuse and Recycle in creating a green campus is in place. Students are

	involved in activities such as planting herbal plants and taking care of them, numbering the trees on campus and manufacturing fertilizers through vermi-compost.				
8. To strengthen Fatima Resource Team.	8. From 8 Staff the team now has 20 to qualify as Resource Persons.				
13. Was the AQAR placed before the statutory body?	Yes				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <thead> <tr> <th>Name of the statutory body</th> <th>Date of meeting(s)</th> </tr> </thead> <tbody> <tr> <td>Management Committee</td> <td>14/12/2020</td> </tr> </tbody> </table>		Name of the statutory body	Date of meeting(s)	Management Committee	14/12/2020
Name of the statutory body	Date of meeting(s)				
Management Committee	14/12/2020				
14. Was the institutional data submitted to AISHE ?	Yes				
<ul style="list-style-type: none"> Year 					
<table border="1"> <thead> <tr> <th>Year</th> <th>Date of Submission</th> </tr> </thead> <tbody> <tr> <td>12/03/2022</td> <td>12/03/2022</td> </tr> </tbody> </table>		Year	Date of Submission	12/03/2022	12/03/2022
Year	Date of Submission				
12/03/2022	12/03/2022				

Extended Profile

1. Programme

1.1 44

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1 4134

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 **1476**

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 **4001**

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 **923**

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 **194**

Number of full-time teachers during the year:

Extended Profile	
1.Programme	
1.1 Number of programmes offered during the year:	44
File Description	Documents
Institutional Data in Prescribed Format	View File
2.Student	
2.1 Total number of students during the year:	4134
File Description	Documents
Institutional data in Prescribed format	View File
2.2 Number of outgoing / final year students during the year:	1476
File Description	Documents
Institutional Data in Prescribed Format	View File
2.3 Number of students who appeared for the examinations conducted by the institution during the year:	4001
File Description	Documents
Institutional Data in Prescribed Format	View File
3.Academic	
3.1 Number of courses in all programmes during the year:	923
File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	194
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	194
Number of sanctioned posts for the year:	
4.Institution	
4.1	1634
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	77
Total number of Classrooms and Seminar halls	
4.3	633
Total number of computers on campus for academic purposes	
4.4	359.87
Total expenditure, excluding salary, during the year (INR in Lakhs):	

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The College adheres to the guidelines framed by the UGC and Tamil Nadu State Council for Higher Education in developing curricula.

Part I Language namely Tamil, Hindi and French bear relevance at the local, national and global levels.

Part II English fosters competency at the national and global

levels.

Part III namely Major Core, Allied Core and Major Electives suit all the four levels.

Courses under Part IV like Value Education, Non-Major Electives, Environmental Education, Skill-based courses transcend domain knowledge.

Part V activities like NSS, NCC, YRC, AICUF address the local, regional and national needs.

Off-class courses like Human Rights and Ethical Studies provide a global perspective.

Extension activities foster community development and social responsibility at the local level. Each third UG student is involved in community service in the villages adopted by the college. This 3 credit carrying programme has a comprehensive syllabus relevant to regional and national needs.

The Curriculum Development Cell has chalked out the Programme Outcomes (POs), while the Programme Specific Outcomes (PSOs) and Course Outcomes (COs) have been carefully outlined by the departments.

The courses and outcomes are in tune with Outcome Based Education - OBE implemented in the college from June 2019.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://fatimacollegemdu.org/academic/

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

37

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

923

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

111

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

41

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

- Courses are designed including all four cross cutting issues to promote knowledge enrichment, employability skills and responsible citizenry.
- Value added certificate/crash/add-on/off - class courses include cross cutting issues.

Curricula:

Part I Language, Part II English, Part III Major and Allied Core, Part IV Value Education and Environmental Education, and Part V - all cells and extension activities have incorporated courses/units/activities relevant to cross cutting issues.

Part I Languages have human values and gender issues incorporated as units.

Part II English has customised text books where Units promote all four issues, in particular human values and gender sensitisation.

A few examples of the curriculum integrating cross-cutting issues in Part III Major Core and Allied courses are listed below:

- Gender Studies, Gendered Representation in Media.
- Human Rights through Literature, Social Psychology.
- Ecological Concerns in Literature, Green Chemistry.
- Crèche and Pre-school Management, Hospital Administration,

Media Laws and Ethics.

Part IV devotes itself to students' formation through Value Education, Environmental Education, Human Rights, Non-Major Electives and Extra-Departmental Courses.

Part V and Extension Services:

Part V comprises Cells from which a student chooses one for four semesters. All Cells and their activities foster cross cutting issues.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	View File

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

25

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

1020

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

3792

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://fatimacollegemdu.org/curriculum-feedback/
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://fatimacollegemdu.org/curriculum-feedback/
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1664

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

1573

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

Mentors identify the differential academic needs and suggest relevant measures.

An English Attainment Test is conducted for the new UG entrants. Based on the scores, they are divided into three streams for Part - II English. Customized texts prepared by The Research Centre of English suit the learning ability of the students.

A ten-day Bridge Course is conducted for the new entrants.

Opportunities for Advanced Learners:

- Advanced Learners can participate in Short-Term Study Abroad Programmes at Binary University, Malaysia.
- They learn foreign languages run by the College.
- They display their research acumen under the Student Resource Forum (SRF).
- They contribute creative articles to the College Magazine and Department Blog.
- Advanced learners seek Summer Internships with Premier Institutions.
- Advanced learners register for self-learning, NPTEL/MOOC and other online courses.

Measures taken for Slow Learners:

Off-class Remedial classes under Strategies Adopted to Improve Learning Skills (SAILS) for Part II English and Part III Major are held

- Special attention is given to slow learners in the college as well as in the hostel.
- Simplified learning materials are prepared by the course teachers.
- Supervised group work and Peer coaching by advanced learners is organised.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/ict-enabled-teaching-learning/

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/12/2020	4134	194

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

Experiential Learning

Learner-centered teaching methods such as group discussions, role play, case study, and field visits supplement class room teaching.

- Hands-on-learning experience is assured through mandated internship for all programmes.
- Real-time project work is carried out.
- Lab-to-Land practices are implemented in the neighbourhood.
- On- site learning is through Industrial Visits, field trips,

visit to heritage sites and Media Houses.

- Documentary films are produced by PG students of English
- Alternate therapy is showcased by the departments of Tamil and Zoology.
- Extension activities help Students to get first-hand information of the socio-economic conditions of the adopted villages
- Earn While You Learn Schemes provide hands- on experience in the College Library and Industry.

Participative Learning

- Peer teaching -Learning promotes participative learning.
- Self-Study Courses, MOOCs and other Online Courses promote participative learning.
- Students participate in Seminars, make models and present posters.
- The Language Lab is used to enhance communication skills, a much-needed ability for placement.

Problem-Solving Methods

- Live Projects are undertaken.
- Sensor-based devices are created by the students of physics.
- Case studies through media literacy promotes problem-solving.
- Computer Programming and the use of Statistical tools for problem-solving.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-2/2.3.1/2.3.1-SD.pdf

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

All classrooms are ICT-enabled

The teachers use platforms like Zoom, Google Classroom, Microsoft Teams, Moodle and Edmodo for teaching. Periodic training helps them handle emerging technologies. PPTs, Video Clippings, Online Quizzes, Assignments and Tests are part of the digital culture of

Fatima College.

The college has bought Webinarjam which is used optimally.

Blended Learning

- Educational videos, documentaries, online lectures–NPTEL, SWAYAM and TED lectures are played.
- e-content videos produced by staff are uploaded in the official YouTube Channel of the college.
- Documentaries produced by students are uploaded in YouTube.

Fatima Online and Digital Education (FONDE): FONDE provides online FOUNDATION COURSES for I UG students with two courses, one in Arts and the other in Science during semesters I and II respectively with 3 credits each.

The course with syllabus, course content in the form of videos prepared by staff with the transcript and question bank is available online through the student's login in the college website. At the end of the semester, students take an online test.

- Students are encouraged to enroll for MOOCs and NPTEL courses.

Students and staff have access to nearly 6000 e-journals and 31,35,000 e-books in the Library.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://fatimacollegemdu.org/ict-enabled-teaching-learning/
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues**2.3.3.1 - Number of mentors**

194

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

Academic calendar is prepared for the year by the Calendar Committee. The committee decides on key dates for the 90 working days of the odd and even semesters. The dates/schedules are presented in the academic calendar issued to every staff and student. The same is displayed on the college website.

Some Important dates are as follows:

- Re-opening after summer vacation for senior classes.
- Commencement of classes for new entrants.
- Student Induction Programme.
- Faculty Induction Programme.
- Parents - Teachers meeting.
- Last date for paying the college fees.
- Centralized tests and practical examinations.
- Final Consolidation of internal marks.
- Registration for end semester examinations.
- Last working day for the semester.
- Study holidays and commencement of end semester examinations.
- Commencement of classes for the even semester.
- Significant National / International days and college events

Department events like club activities, guest lectures, workshops, inter-collegiate events are planned based on the Academic Calendar.

Teaching plan

The comprehensive format for the teaching plan is prepared by the IQAC. The format with date, day order, topic, options for teaching pedagogy and assessment methods helps teachers have teaching strategies for the entire semester.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

194

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	View File

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

121

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

2276

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

1

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

Fatima College has a highly reliable examination system with in-house developed software fatimaexpack for semester examinations and an externally procured Enterprise Resource Planning (ERP) for IT integration.

Till the introduction of fatimaexpack marks were entered manually.

The Institution handles Continuous Internal Assessment operations by means of ERP customized to suit its needs. The ERP has well equipped features for CIA marks entry, processing and report generation.

Positive impact of Examination Reforms

Teaching

The teacher ensures that the students have a thorough understanding of every course in order to answer questions of

different levels of difficulty. The question paper follows Bloom's Taxonomy.

Learning

Students are weaned from rote learning. They have understood that selective learning of "important/probable" questions will not help and that thinking skills need to be cultivated.

Evaluation

The answer scripts of I and II UG are corrected by the Course Teacher while double evaluation is followed for III UG and PG programmes. As all question papers are provided with the scheme of evaluation and key, the discrepancy between the two examiners in awarding marks is minimal.

Exhaustive Question Banks have been compiled through the collaboration of the course teacher with external subject experts.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/examination/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The Course Outcomes (COs) are based on the Programme Outcomes (POs) and Programme Specific Outcomes (PSOs).

The POs are prepared by the Deans of Academic Affairs in consultation with the College Curriculum Development Cell.

The PSOs are prepared by the individual departments keeping in mind the vision of the college and the respective department, and the desired or projected goals of the programme.

The COs are prepared by the course designers in their respective departments.

Mechanism for preparing and communicating POs, PSOs and COs to the Stakeholders:

The POs, PSOs and COs are discussed and fine-tuned in the Pre-Board Meeting of each department.

Once the syllabus along with POs and COs is ratified by the Board of Studies ,it is displayed on the college website.

The GAs and POs are also displayed on the Digital Screen placed at the entrance of the college lobby.

Every staff member and student has a soft copy of the syllabus which contains the POs, PSOs and COs.

The alumni and the potential employers familiarize themselves with the OBE system at Fatima College by accessing the website.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://fatimacollegemdu.org/academic/

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The Learning Outcome Based Education framework was implemented in 2019 in Fatima College. Programme, Programme Specific and Course Outcomes are clearly stated for all programmes and courses offered.

A broad range of assessment types/testing tools are adopted by teachers.

Written Mode:

- Internal tests and Semester Examinations
- Quiz/ Objective type tests
- Assignments/Compositions
- Open book tests
- Case studies/Dissertations
- Comprehensive Viva

Oral Mode:

- Viva -Voce

- Dialogues/Reading Skills
- Seminars
- Role play/Group Discussion/Public Speaking/Interview Skills

Practical Mode:

- Laboratory Experiments/ Programming/Designing
- Teaching Practice
- Paper/Poster/Power point presentation/Model making
- Short Film Production
- Field Work/On-site learning
- Internship

Assessment is continuous and includes both Formative and Summative components. Clear timelines are provided for assessment of the attainment of the outcomes.

Attainment of Programme Outcomes

- Programme specific learning outcomes are framed by all departments.
- courses articulate the Course Outcomes.
- feedback on the courses is obtained from the course teachers, students, industrialists, parents and alumnae.

Attainment of COs

Course Attainments for all courses are calculated using Direct and Indirect Method.

The programme outcome attainment level is gauged by the Cumulative Grade Point Average (CGPA) awarded for the programme.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/academic/

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

1432

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-2/2.6.3/Highlight-PassPercentage.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

<https://fatimacollegemdu.org/ufiles/IOAC/SSS/StudentsSatisfactionSurvey2020-2021.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

- There is a comprehensive Research Policy in Fatima College <https://fatimacollegemdu.org/ufiles/Policies/Research.pdf>
- The Research Advisory Committee (RAC) and Student Resource Forum (SRF) play an active role in promoting research.
- Research ethics and professionalism is upheld by faculty and scholars.
- Infrastructure is conducive for collaborative research among faculty and students
- The Intellectual Property Rights Cell organizes programmes to encourage staff to patent their research findings.
- The SRF encourages students in society-oriented and solution-seeking research activities.

Research Facilities:

- Well equipped laboratories, with a full-fledged Instrumentation Centre
- Six Departments are Research Centres which promote contemporary and socially-oriented projects.

- There are 36 research guides
- Rosa Mystica Library procures necessary research material, both print and e-versions.
 - Research scholars are given individual cubicles in the library.

Implementation:

- The curriculum of the college promotes research culture by mandating projects and internships in UG and PG programmes.
- Hands-on-training add a social and pragmatic dimension to research endeavours.
- The campus is Wi-Fi enabled
- Award for the Best Research Scholar is given annually, in Arts and Science discipline
- Cash awards are given to staff who publish more than one article in UGC recognized journals.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://fatimacollegemdu.org/ufiles/Policies/Research.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0.72

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

00

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

1.0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

1

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-3/3.2.2/3.2.2.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

36

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://icssr.org/
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

Fatima Incubation Entrepreneurial Skill Training and Animation Centre (FIESTA) was created in 2018 by merging EDC and FIST.

- The centre provides space for start-ups by the alumnae.
- Paper Recycling Unit and Oil Extraction Centre sell the

products to staff and students on campus.

- Students are involved in vermicomposting and preparation of seed balls. The same is taught to the village community as well.

MCA students developed QR Code for IT Infrastructure Management and automation software.

- Sensor-based devices are developed /created by students.
- Women Empowerment Animation and Training (WEAT) is involved in community orientation by conducting various Skill-oriented courses such as Diploma in Medical Lab Technician Course, Apparel Designing & Garment Construction, Certificate Course in Computer Application, Tailoring and Hand Work, Machine Embroidery and Type Writing, for the underprivileged women.

"Reach Out to Society through Action" (ROSA), imparts training in the making of paper bags, preparation of phenoyl, washing powder and incense to the village people.

Research Advisory Committee of Fatima College and the Student Resource Forum are platforms for incubating research concepts.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-3/QLM-3.3.1/3.3.1-SD.pdf

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for

A. All of the above

Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

13

File Description	Documents
URL to the research page on HEI website	https://fatimacollegemdu.org/research-policies/
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

59

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during

the year	
6	
File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-3/3.4.4/3.4.4.pdf
3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed	
3.4.5.1 - Total number of Citations in Scopus during the year	
1	
File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File
3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University	
3.4.6.1 - h-index of Scopus during the year	
1	
File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File
3.5 - Consultancy	
3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)	
0.181	

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	View File

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

1.07

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	View File
List of facilities and staff available for undertaking consultancy	View File
Any additional information	View File

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The extension activities of Fatima College, under Reach Out to Society through Action (ROSA), are carried out in accordance with the vision and mission of the college.

- Of the 16 villages adopted by Fatima College, 5 villages were chosen under the Unnat Bharat Abiyan 2.0 scheme of the Ministry of Human Resource Development (Participating Institution Id: C-36529).
- Programmes are organized as per the directions of MHRD

Impact Created:

- Representing the villagers in Gram-Sabha Meetings and seeking solutions to issues related to the villages.
- Installation of RO water purifier and LED lamps in the village Achampatti.
- Organization of Medical Camps in the villages
- Tutoring the village school students.
- Awareness Programmes on a number of issues and explaining the availability of Government Schemes.
- Skill training programmes: Preparation of Candles, Phenoyl, Washing Powder, Cone Incense.
- Micro-entrepreneurship Programme: Making of cloth Bags, preparation of candles, detergent powder and phenoyl.
- The extension activities are meaningfully carried out through the successful collaboration of NCC, NSS, AICUF, YRC and Women Empowerment Cell. Involvement in extension activities has brought an attitudinal change in the students as they are now eager to reach out to society.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-3/QLM-3.6.1/3.6.1-SD.pdf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

00

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

23

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

4975

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

473

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

11

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The college is set on a 37-acre campus with imposing infrastructure with all amenities.

There are:

- 67 well-furnished class rooms of which
 - 26 have LCDs
 - 6 have Interactive boards
 - 2 have TVs

All are Wi-Fi enabled

- 10 Seminar Halls with ICT provisions.
- The Golden Jubilee Hall can seat 2000 participants.
- 25 Science and other laboratories.
- Language Laboratory.
- Two Browsing centres with 78 computer terminals.
- 769 systems with printers and scanners.
- 100 Mbps broadband connectivity.
- 3 Generators with a total capacity of 507.5 KVA.
- 8 KW and 10 KW On-grid Solar Power Panels provide power for the administrative block.
- Museum maintained by the Department of Zoology.
- Recording studio.
- E-content development centre.
- Herbal garden.

- Counselling Centre with trained full-time counsellors.
- All wings have ramps for differently-abled students, with a lift in the main block.
- The central library houses 135696 books, 165 reputed Journals and 61 Magazines. Its salient features are:
 - Subscription to 13000+ online full-text access journal titles
 - 2167 e-resources
 - cubicles for researchers
 - JAWS software, talking books and Braille material for the visually-impaired
- Well-established hostel on campus with 7 blocks, that provide accommodation to 1000 students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-4/4.1.1/4.1.1-LabAndOtherFacilities.pdf

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

SPORTS

The college has five acres for sports and games. The following courts are on campus.

Indoor:

- Badminton courts - 4 (2017) [13.4x6.1 Sq. Mts. each]
- Basketball - 1 (2017)[28x15 Sq. Mts]

Outdoor:

- 200 meters track with long jump, high jump and triple jump pit, shot-put, javelin, discus and hammer throw sector
- Badminton courts - 2 (1953) [13.4x6.1 Sq. Mts. each]
- Ball badminton - 1 (1953) [24x12 Sq. Mts]
- Basketball - 1 -(1953) [28x15 Sq. Mts]
- Football - 1 (1953) [120x90 Sq. Mts.]
- Hand ball - 1 (1953) [40x20 Sq. Mts.]
- Hockey - 1 (1953) [100x60 Sq. Mts.]
- Kabaddi - 1 (1953) [11x8 Sq. Mts.]
- Kho Kho - 2 (1953) [27x16 Sq. Mts. each]
- Volley ball - 2 (1953) [18x9 Sq. Mts each]

FATIMA COLLEGE INDOOR STADIUM: 12,733 sq.ft

GYMNASIUM AND YOGA

- Well-furnished gymnasium.
- Mindfulness Meditation and yoga are mandated activities.

COUNSELLING CENTRE

- A Counselling Centre with trained counselors.

AUDITORIUM

The Jubilee Hall, San Jose Seminar Hall, Maureen Block Hall and Maureen Hall have ICT facilities.

The auditoriums have green rooms and lounges attached.

PROMOTING FINE ARTS

The college has well-stocked backstage provisions with costume and jewellery. Fine Arts and inter collegiate events are organised.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/facilities/

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

77

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

359.87

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The Library used Network Information Resources Management of Academic Library System (NIRMALS) till August 2020 and from September 2020 onwards, uses Fatima ERP - ROVAN LMS.

Name of the ILMS Software : NirmalSuite (2014 - 2020)

Fatima ERP (September 2020 Onwards)

Nature of Automation : Fully Automated

Version : NirmalSuite: 10-(1:00)

<https://fatimacollegeerp.org.in/>

Year of Automation : 2005

Automated Services provided

- Reference Service
- Selective Dissemination of Information (SDI)
- Current awareness service (CAS)
- Documentation service
- Inter-Library loans and Document Delivery services through DELNET
- Online Public Access Catalogue (OPAC) service provided through Digital Library
- With the help of OPAC service, students can locate required books without any delay
- Reprography service
- Computerized Library transactions

The Library subscribes to J-GATE and EBSCOHOST

Walk-ins are monitored by Gate Entry system.

The library functions are automated. The software includes facilities for inter-library loans, selection, stock rotation, newspaper indexes, archives, self-service and data loading. In addition to managing bibliographic data, the software accommodates multimedia collections, community information, historical archives and artefacts, abstracts and full-text management. It is also

compatible with Radio Frequency Identifier (RFID) solutions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/library/

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

7.54

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

190

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The IT Policy is updated with requisite budget.

- Internet connectivity was increased from 32Mbps to 100 Mbps in September 2019
- Optic fiber cabled intra-net connectivity is provided to all blocks on campus with 10/1000 Mbps.
- ACT Fibre Net Service provided to IQAC office.
- 'SOPHOS' firewall is installed for the security of the campus network.
- The campus is equipped with six cisco manageable switches with wired and wireless network for structured networking through sixty VLAN connections, and is enabled with five L3 switches and twenty four L2 switches with uninterrupted power support.
- 45 Wi-Fi access points provide simultaneous access to 1000 users.
- The campus has 769 computers.
- Four Laboratories are equipped with LED TVs.
- The Browsing Centreshave78 systems.
- Language Lab is equipped with SUN software.
- Enhanced LED display in Jubilee Hall and Maureen Hall.
- 48 Cameras with recording facilities are connected to CCTV
- The computers are maintained by 2 System Engineers.

CYBER SECURITY:

- Fatima College was chosen as a National Resource Centre - Cyber Safety and Security Standards for Madurai District by the National Cyber Defence Research Centre.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/ufiles/Policies/IT-Infrastructure.jpg

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4134	633

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

A. All four of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-4/4.3.4/E-Content-Center-Video.mp4
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

359.87

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

The Management Committee foresees the requirements and needs of the college.

- The Vice-Principals take care of discipline, class room and campus maintenance.
- In order to use the Infrastructure optimally, the college functions in two shifts.
- The seminar halls, conference rooms, audio visual rooms, Indoor Stadium and Golden Jubilee Hall are optimally used.
- During weekends and holidays, the campus is utilized for campus drives, Central and State competitive examinations.

Maintenance:

- The Office Managers are in-charge of the maintenance of

infrastructure.

- The system engineers, electricians and plumbers ensure the smooth and efficient maintenance of the college.
- All laboratories are maintained by the technical staff and lab assistants.
- The Sports ground is maintained by the Marker and the Support Staff.
- The Librarian and her staff maintain the library.
- The Wellness Center has designated staff.
- A full-time Supervisor and a team of support staff maintain the campus spic and span.

The hostel comprises 7 buildings that can accommodate around 1000 students. Each hostel building and its inmates is supervised by a warden and other supporting staff.

An inventory audit is conducted annually.

An extension of Indian Bank, Koodalnagar Branch, functions on campus.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-4/4.4.2/4.4.2-SD1.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

826

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

593

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://fatimacollegemdu.org/capacity-and-skills-development/
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

3949

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

72

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

514

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

38

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

6

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

Fatima College has an active Students' Union, both in college and hostel. Elections are conducted democratically annually.

Academic responsibilities:

- The Presidents of Students' Union, both Shift I and Shift II, are members of the
- College Council and
- IQAC
- Student Resource Forum organises an Intercollegiate Research Fest Exploria annually and other programmes related to research.
- Student Representatives are in the Career Guidance Cell.

Administrative responsibilities:

- Conducting daily assembly and fitness routine and weekly General Assembly.
- Monitor the functioning of different student committees to maintain campus integrity.

Organize Springs, a State Level Intercollegiate Cultural Fest.

- Collect feedback on all issues from the student community for the Administration to look into.

Students' role in various committees of the college:

- Student's Union members are in the Cell for the Prevention of Sexual Harassment.
- Sports Representatives from Shift I and II are in the Planning and Evaluation Committee.
- Equal Opportunity Cell has a student representing the divyangjan.
- College Cells/Clubs/Part V activities/Extension activities function under the effective leadership of student representatives.

- Students are on the editorial board of the College Magazine.
- The Hostel inmates elect their Hostel Students' Union.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-5/5.3.2/5.3.2-SD1.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution

10

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	View File

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Fatima College Alumnae Association (FCAA), is a registered body (Reg. No. 92/2015) under The Tamil Nadu Societies Registration Act (1975). It has national and international chapters.

Augmenting Infrastructure on Camps

- Installation of 26 solar lamps and 4 focus lights.
- Installation of Water Cooler.
- Establishment of Waste Paper Recycling and Oil Extraction Units.

Financial Support

- Endowments have been created for academic excellence.
- Financial support to the meritorious yet economically deprived students.
- Dr. Amirthavalli Memorial Award to two to four students majoring in Chemistry annually.

Promoting Entrepreneurship

- Paper Recycling and Oil Extraction Units function effectively teaching entrepreneurial skills to the students of Entrepreneurial Development Cell.
- Fatima Incubation Centre houses the business start-ups of the alumnae.
- Academic Services
- Each department has an alumna in the Board of Studies.
- Subject experts from among the Alumnae deliver Endowment Lectures.
- Feedback is received from the Alumnae for the revision of curriculum.

Promoting Sports

- A soup kitchen has been established for the sports students.
- Annual Inter-collegiate Tournament for Women is conducted from 2019. The first online National Ludo King competition for college boys and girls was organized on August 20, 2020.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/ufiles/Alumnae/

5.4.2 - Alumni's financial contribution during the year

B. 10 Lakhs - 15 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Nature of Governance

- The College Management displays ethical, consensus-oriented, transparent and participatory style of governance.
- The Provincial is the Chairperson of the Governing Body. She ensures that the vision and mission of the college is at the core of all decisions made.
- The Secretary takes care of recruitments and employee engagement. The Principal directs all academic, research and student-related activities.
- Stakeholders are consulted on major developmental issues.

Perspective Plans

- Long-term and Short-term plans are drawn up by the Management Committee.
- The IQAC ensures that quality is maintained on campus. Signing of MoUs, orienting the young staff, organizing capacity building programmes, and ensuring the

implementation of MHRD and UGC schemes are carried out.

Participation of Teachers

- Teachers are represented in all bodies to work in close collaboration with the Management.
- Unilateral decisions are not taken.
- General staff meetings are regularly scheduled. The Management seeks feedback from the staff which is collated, analysed and action is taken.
- The Grievance Committee redresses issues.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/ufiles/Policies/ParticipativeGovernance.jpg

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Fatima College Hostel is a good example of decentralization and participative management.

The Hostel has 7 blocks with 185 rooms accommodating nearly 1000 students. It is managed by the Fatima College Hostel Committee which comprises the College Principal, Secretary, Chief Warden, Deputy Wardens and staff. To assist the Management there are student office bearers who constitute the Fatima College Hostel Union.

The Hostel Union has a President, Vice-President, Secretary and Joint Secretary from III year, II year, PG and I year respectively. The Office Bearers are democratically elected by the inmates. Leadership Training is given to the Office Bearers and Committee Members.

The Hostel Union replicates the duties of the College Students'

Union. As in the college, the Hostel Union is assisted by various committees each with 8 - 10 students to represent Shift I and Shift II.

Committees are formed for Discipline, Cultural activities, Cleanliness, Sports, Decoration, Food, Magazine, Liturgy and Choir. The committee members ensure zero wastage of food .

There are Floor Representatives in each block.

Each committee member is a partner in running the hostel by meticulously planning and executing all activities.

Thus decentralized governance maintains the ethical and disciplinary fiber of hostel life.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/ufiles/Hostel/StrategicPlans2020-2021.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

Curriculum Development: Introduction of new courses

Fatima College has used its autonomous status to design a range of well-crafted and comprehensive curriculum with clearly defined learning objectives and outcomes.

The curriculum is ICT based, a rich blend of the traditional and contemporary, meeting global, national and regional needs promoting an experiential learning environment.

The guidelines for introduction of new courses and restructuring the existing ones are in tune with the UGC and Tamil Nadu State Council for Higher Education (TANSCH) guidelines.

The comprehensive curriculum under Outcome Based Education fosters

students' analytic, creative and personal skills suitable for the emerging job markets.

There has been an incremental growth in the number of new courses introduced. This is the result of the successful implementation of the plans discussed in the Academic Council.

The Deans of Academic Affairs in consultation with the Heads of departments set the process of restructuring the curriculum to provide academic flexibility and mobility to the learners.

- Consultations with external members, expert committee members, Board of Studies members, industrialists, students, parents and alumnae is the primary strategy adopted to enrich curriculum.
- Feedback is obtained from various stakeholders and suggestions are noted for appropriate action.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://fatimacollegemdu.org/ufiles/IQAC/MasterPlan2017-2022.pdf
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

- The Board of Management of which the Secretary is the Chairperson ensures adherence to all policies, appointment and service guidelines and augmentation of infrastructure.
- The Governing Body reviews the overall functioning of the college and suggests various campus developmental activities.
- The Principal the Chairperson of the Academic Council appraises herself of all the activities of the college

through regular, scheduled meetings.

- The IQAC spearheads all quality improvement activities.
- Statutory Bodies and the non-statutory Bodies collaborate with the stakeholders to evaluate and implement activities.
- The Controllers of Examinations meticulously conduct all Examinations and declare results.
- The Academic Deans along with the Curriculum Development Cell ensure that the curriculum is well designed.
- The Heads of Departments coordinate the activities of the respective departments.
- The Research Deans promote a robust research culture.
- The Deans of extra-curricular affairs ensure the maximum participation of students in intercollegiate events.
- The Coordinators of all Committees and Clubs plan the annual activities.
- The Students' Union works for a vibrant campus life. The Union monitors the functioning of the various student committees.
- The Office Managers deal with the administrative, finance and office matters.

File Description	Documents
Paste link to Organogram on the institution webpage	https://fatimacollegemdu.org/ufiles/FC-Organogram.jpg
Upload any additional information	View File
Paste link for additional Information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-6/6.2.2/6.2.2-SD.pdf

6.2.3 - Implementation of e-governance in

A. All of the above

**areas of operation: Administration Finance
and Accounts Student Admission and
Support Examination**

File Description	Documents
ERP (Enterprise Resource Planning) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The following measures promote the welfare of ALL STAFF:

- The wards of the Staff are given admission to programmes of their choice.
- Financial assistance is provided through the Staff Club.
- Medical check-up conducted periodically.
- Cash prizes are given for research publications .
- Foreign language courses organized for the teaching staff.
- Free internet facility
- Mandatory welfare schemes like gratuity and contributions to EPF (Employees Provident Fund) are in place. Staff who are in the unaided section are members of ESI (Employees' State Insurance Corporations).
- Pongal Bonus is given to all teaching and non-teaching staff.
- Salary is revised periodically for the staff of the self-financing section.
- All Jubilarians and retiring staff are felicitated with mementos in silver and gold.

- Retreats organized for the Catholic staff.
- A family tour is arranged for the non-teaching and support-staff annually. The Management bears half the expenses.
- Academic and professional competency is recognized by way of Best Performance Awards in 4 categories - Arts, Science, Self-financing and Professional.
- Financial assistance for staff to participate in seminars hosted by other institutions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/ufiles/Policies/Welf.Meas.Teac.&Non.jpg

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

11

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

13

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

119

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Fatima College (Autonomous) Madurai is aided by the Government of Tamil Nadu and the University Grants Commission. All income and expenditure is audited both internally and externally. All financial transactions with the Government and its agencies are through Public Fund Management System (PFMS).

Internal Audit

The Office Manager and Principal scrutinize all matters related to receipts and disbursement of funds under various heads of income and expenditure.

All receipts, vouchers, utilization certificates are scrutinized by the Office Managers

- The income and expenditure statement of departments is scrutinized by the Office Managers.

External Audit

- The external audit is conducted by the RJDCE, Madurai Region for the funds received from the government sources. The financial statements are submitted to the RJDCE's office, Madurai region.
- All the UGC accounts are audited by an external Chartered Accountant and the statement of accounts and utilization certificate are submitted to the respective funding agencies. The accounts have been audited till 31.03.2021.
- Queries on audit are promptly attended to and settled.
- As all financial dealings are transparent with a high degree of integrity and accountability, the college has always been commended by the RJDCE.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-6/6.4.1/6.4.1-SD.pdf

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)**4.105**

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	View File

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources**Strategies to Mobilise Funds**

- The college has mobilized funds under the UGC schemes - XII Plan, CPE, Autonomy Fund, ICSSR, Indian Academy of Science, NAAC and the Tamil Nadu State Government.
- Proposals have been sent to the UGC.
- Funds have been tapped from the United Board of Christian Higher Education in Asia (UBCHEA)
- Well-wishers, Philanthropists, Alumnae, Corporates and retired staff are approached to mobilize funds.
- Endowments and academic prizes are created by staff, students, alumnae and well-wishers.
- Funds are also raised by organizing Sales Day by putting up stalls during cultural events and through sponsorship.
- The college mobilizes funds to carry out relief work in times of natural calamities. The staff and students contribute generously.

Utilization of Funds

The college utilizes funds for:

- Conducting seminars, workshops, endowment lectures and intercollegiate events.
- Carrying out research under the UGC Major and Minor project schemes.
- Providing Scholarships and freeships.
- Maintaining and augmenting infrastructure and equipment.
- Providing mid-day meals for the deserving under the Manna Scheme.
- Giving Fee concessions, meeting study tour expenses, and providing clothes for deserving students. Conducting Fine Arts and other student related activities.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-6/6.4.3/6.4.3-SD1.pdf

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

The IQAC has institutionalized the following practices for quality sustenance:

I. In-service Programmes

For Teaching Staff

- The IQAC conducts a week-long Induction Programme for the newly recruited staff at the commencement of the academic year. The staff are evaluated on their teaching skills.
- Programmes on life skills are arranged for all staff members. Sessions on time management, fitness, self-esteem, and personality development are conducted.

For Non-Teaching Staff

- The IQAC has ushered in e-governance. The non-teaching staff trained to carry out administrative reforms. Sessions on work-life balance, disaster management and life skills enhance their overall efficiency.

For the Support Staff

- Skill Training Programmes on mushroom cultivation, oil extraction, Phenoyl and incense making, vermicomposting, mat making etc. are conducted for the support staff.

- Games are also conducted to take a break from routine activities.

II. Student Centric Initiatives

- The IQAC coordinates the Student Induction Programmes (Deeksharambh) to help students smoothly transition from school to college life. The sessions include personality development, self-esteem, communication skills, team building and the college culture.
- The IQAC has initiated the Earn While You Learn Scheme in collaboration with an Indo- Japanese Industry Hi-Tech Arai Pvt. Ltd, Madurai.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-6/6.5.1/6.5.1%20SDF.pdf

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

1. Assessment of the teaching-learning process through Academic Audit

The process gauges teachers & students' performance and evaluates the learning outcomes.

The Internal Audit involves Micro Teaching by staff. The teaching methodology of the newly recruited staff is assessed by the IQAC Coordinators and the Heads of Departments. The parameters for analyzing teaching competency are framed by the IQAC. The parameters for assessment include domain knowledge, communication skills, teacher personality and the use of ICT.

The internal audit mechanism helps the institution in chalking out programmes for staff to raise the bar in adopting qualitative, and efficient teaching-learning practices.

Skill-training programmes for the students are the immediate outcome of the needs analysis. The IQAC regularly interacts with the Students' Union and gets their suggestions for the all-round improvements of campus life.

The External Audit is conducted on alternate years. Academicians from universities and reputed Institutions review the evaluative reports of all departments. The team highlights the strengths and limitations of the departments and offers suggestions for improvement.

2. Feedback Mechanism to assess the teaching learning process and learning outcomes.

The IQAC gets feedback from students, parents and the industry to assess the relevance of the courses offered by Fatima College in terms of knowledge and skill acquired, development of critical thinking, employability and career orientation.

The feedback form is designed to elicit responses on the curriculum, promotion of research culture, student-centric activities, and campus life in general.

Feedback is also got from the students on the staff. Her ability to impact heterogeneous learners is assessed.

Parents provide feedback on the curriculum and the learning outcomes. The feedback is collated and the Management takes the necessary steps to enrich the teaching-learning process.

Feedback is obtained from the industry to assess the relevance of the courses in terms of knowledge, skill acquired, employability and critical thinking. Based on the feedback from the prospective employers, the students are trained to face interviews, improve their communication and soft skills so that they are career-ready.

Feedback enables fine tuning the curricula, examination reforms and creating opportunities for internship.

The IQAC uses the feedback mechanism as an effective tool to review the teaching-learning process.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-6/6.5.2/6.5.2%20SDF.pdf

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://fatimacollegemdu.org/ufiles/AnnualReport/68thCollegeDayReport2020-2021.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

A. CURRICULAR ACTIVITIES

- Many departments have women-centric courses.
- Gender sensitization takes place in the classroom through debates, discussions, and awareness on Movements.
- Short films, produced by MA English students highlight gender issues.

- <https://youtu.be/TfoghMxQhgw>
- <https://youtu.be/fLldBOETSZg>

- Documentaries on gender issues are produced by the students of Journalism and Mass Communication
- A UGC MRP on A critique of Feminine stereotypes in western fairy tales: Towards Gender Sensitization has helped students understand multiple gender identities.

B. CO-CURRICULAR ACTIVITIES

Women Empowerment Cell, AICUF, NSS and Human Rights Cell organise seminars, workshops and group discussions on women and gender roles. Topics like Prevention of Gender-based Violence, Plight of Transgenders, Constitutional Guarantees for Women, Human Rights, Legal Rights, and Cyber Security help raise gender consciousness.

Leadership Programmes are organised for the students to recognise their potentials and cross gender barriers.

Extension activities which include street theatre and rallies sensitize the neighbourhood on gender equity.

The following facilities are provided:

Special Buses, Student's Lounge, Gymnasium, Nutrition Cafe, Canteens, Safety Locker, Day Care Centre, Wellness Center, Counselling Room. The campus is disabled friendly with special washrooms, ramps, wheelchairs and lift.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.fatimacollegemdu.org/ufiles/Part-V/2020-2021/ActionPlan.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/

A. Any 4 or All of the above

power-efficient equipment

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Fatima College has a healthy policy in following the principle of Reduce, Reuse and Recycle.

- An Energy Audit was conducted in January 2020 and a Green Audit in March 2020 by external agencies.
- The Green Club has initiated activities like solid waste management, preparation of liquid decomposer and segregation of waste.
- The campus has a strict "Say no to Plastic" policy.
- Staff and students use steel products, jute bags and files.
- The Paper Recycling Unit produces durable paper bags and files.
- Digital Boards have been installed.
- Waste collection bins with colour coding as degradable and non-degradable waste are kept at various points on campus.
- Sanitary pads are disposed in the incinerator.
- Organic waste from the hostel is converted into biogas through the bio-digester.
- Organic waste from the hostel kitchen converted into fertilizer is used for vermicomposting.
- Waste water from washrooms goes into concealed drains connected to the corporation drainage.
- Rain water is harvested in five tanks on the campus.

- Instead of frequently buying new computers, the software is upgraded.

The Chemistry department follows a 'green chemistry' policy. Use of chemicals is minimized through micro scale experiments.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy undertaken by the institution

<p>7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:</p> <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	<p>A. Any 4 or all of the above</p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

<p>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance,</p>	<p>A. Any 4 or all of the above</p>
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reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

To celebrate cultural and regional diversity the following steps are taken:

- Pongal: The cultural festival of Tamil Nadu is celebrated in a big way. The outgoing students make Pongal in the college and distribute it to inmates of the orphanage and home for the aged.
- Muthamizh Vizha organized annually by The Research Centre of Tamil gives a glimpse of Tamil art, literature and culture.
- Folk arts of India form an integral aspect of intercollegiate events.

Mother Language Day is celebrated with a host of competitions.

To promote linguistic diversity, the college offers Hindi, French, German and Japanese as well.

Deepavali, Christmas, Eid and Pongal are celebrated in a grand manner.

The Equal Opportunity Cell empowers students from the weaker sections and the divyangjan.

The campus is disabled-friendly.

Programmes are organized for children with cognitive disabilities. This inclusive practice is in collaboration with NGOs as part of Mental Health Day.

Communal Harmony Week is observed.

At all events readings are taken from The Bhagwad Gita, The Bible, and The Quran.

Discourses on all faiths are included in the Ethical Studies classes.

The hostel inmates enjoy an inclusive life transcending religion and region.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

The college sensitizes the students and staff to observe fidelity to the constitution through invited talks apart from observing the Constitution Day (26th November) where all the rights and duties of law-abiding citizens are highlighted and reinforced. All such programmes are attended by staff and students.

Courses like Ethical Studies and Human Rights reinforce the constitutional values of justice, equality, liberty, and fraternity.

Through Media Literacy the students are sensitised into imbibing and promoting responsible citizenry.

Part V activities promote fundamental rights and also cases where the rights are infringed.

Some of the activities which sensitize students towards constitutional responsibility are as follows:

- Participation in the local community: Students engaging in meaningful activities in their visits to the orphanages, old

age homes, hospitals, and school for the blind.

- **Participation in the democratic process:** Officials from the Collector's Office address the staff and students on voters responsibility. Election duties are performed by staff for all elections.
- **Respect the rights and beliefs of others:** The students and staff are sensitized on the need to follow secular ideals.
- **Preserve the composite culture of India:** Events are organized to help them appreciate the variety of cultures.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The college commemorates around twenty national/international days and celebrates four festivals.

National days like Republic Day, Martyr's Day, Independence Day and Gandhi Jayanthi are observed. A variety of competitions are organised.

Matribhasa Divas is celebrated through various competitions.

Constitutional Day is observed.

National Handloom Day is observed by supporting the weavers who put up stalls.

On Teachers' Day, the Management hosts a grand lunch for the staff.

Rallies are held on Human Rights Day. Human Chain is formed to instill the need to preserve the social fabric of the nation.

The Department of Mathematics celebrates Ramanujam Day by organizing a seminar.

The Department of Home Science with Food Biotechnology spreads awareness on breast feeding as part of World Breast Feeding Week.

International Women's Day is celebrated in a big way.

On Mental Health Day children with special needs from special schools are invited and programmes are held for them.

Communal Harmony Week is observed with peace gathering and formation of Human chain apart from weeklong activities.

National Science Day is celebrated by all science departments with special programmes for school and college students.

The college celebrates Pongal, Deepavali, Christmas and Eid in a meaningful way.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

BEST PRACTICE- I

TITLE OF THE PRACTICE

Customized Learning - Streaming of Part - II English Learners

WEB LINK: <https://fatimacollegemdu.org/best-practices/>

OBJECTIVES OF THE PRACTICE

Streaming of Part- II English students is one of the best and long standing academic practices of Fatima College. The main objectives of streaming of students for Part-II English are:

- To place the learner in a homogenous ambience where the teacher teaches based on the comfort level/pace of the learners.
- To enable the teachers to cater to the diverse learning abilities of the students.
- To produce customized materials according to the level of

the streams and to emphasize the joy of learning.

- To create scope for equal opportunities for placement by bringing the disadvantaged learners into the mainstream.
- To evolve best practices in teaching-learning that would bridge the gap between slow and advanced level learners.

THE CONTEXT

- Fatima College has a progressive policy of inclusivity and plurality. It is the vision and mission of the institution to empower women through holistic and innovative education. Hence, the college reaches out to the first generation learners who are mostly schooled in the Tamil medium. It is challenging for them to cope with academics when they enter an English-speaking environment. This is reflected in their low scores not only in Part- II English but the major subjects as well, as the medium of instruction is English.
- The Management, in consultation with The Research Centre of English, decided that the best way to integrate the slow and average learners would be to stream them in their Part-II English classes.
- From 1991 till 2001, students were streamed into three levels: Basic, Intermediate and Advanced. Texts available in the market were prescribed. The department, based on a workshop on 'Material Production,' prepared customized texts for the three levels. The pedagogic style also changed appropriately and so did the testing methodology.
- The result of this experiment was tangible and students overcame their fear of English, performed better in Part-II English and improved their comprehension of Major Subjects taught in English.

THE PRACTICE

- Making use of its autonomous status, Fatima College adopts numerous learner-centric teaching-learning strategies. The streaming of the students of Part-II English is a successful practice.

- An English Attainment Test (EAT) is administered on the first day of the new academic year for the first years. The students take the 100 marks test for one hour. The components include grammar, vocabulary, comprehension and continuous writing. Based on the scores, the students are divided into three streams.
- A ten-day Bridge Course follows the EAT. The course not only helps the learners with a fairly smooth transition from the secondary to the tertiary level, it also ensures a familiarity with and orientation to the English Language and the major subject. The schedule for the Bridge Course is three hours of English, one hour of the major subject where basic subject-specific concepts are reinforced in English and one hour of language (Tamil, Hindi & French). After the 10-day Bridge Course is completed, the students continue with Part-II English stream-wise and their Major subjects.
- The Research Centre of English has produced customized texts for all three levels, supplemented with work books and audio-visual aids. This has made language learning enjoyable and creative, and learners are instilled with confidence.
- The Language Laboratory is put to optimum use to develop their communication skills. Part-II English is taught for two years (4 semesters). Till 2017, streaming was followed for two years for Part - II English. Learners were encouraged to take the upward mobility test and move to the higher stream based on the assessment after their first year.
- Since 2018 the streaming practice, is being followed only for the first two semesters. Streaming has been done away with in Semesters III and IV as both Basic and Intermediate level learners show enhanced English Language learning capabilities. Thus the practice is dynamic and result oriented.
- Streaming entails not only the production of different levels of textbooks but also the setting of suitable question papers and continuous internal testing components. The Research Centre of English has done a commendable job in carefully designing textbooks based on the suggestions and reviews of ELT Experts.
- While keeping the learners motivated to take to the English

Language, the teachers constantly work on their teaching styles to suit the learners.

- It has to be underscored that the texts are revised periodically, question papers and testing components revamped as it is an unceasing call to the teachers to be innovative in English Language classes.

EVIDENCE OF SUCCESS

- The success of streaming with customized text books for the learners of Part - II English is evident in their improved communication abilities leading to a better performance in campus drives.
- Streaming of students for Part-II English has helped the learners overcome the psychological and communication barriers they faced initially.
- As the students learn at their own pace with the help of texts prepared for them, Language acquisition has become easier. The students at the Basic level have a text which incorporates interesting components like grammar games, vocabulary, dialogue, and description, to name a few. They not only improve their communication skills but also imbibe life skills.
- The students at the intermediate level have a higher graded text with additional continuous writing.
- The advanced learners learn language through literature with all genres finding a place in the text. The tasks are also challenging with creative writing forming an integral component. Students from the Advanced level regularly contribute articles for the College Magazine and Department Blogs.
- Institutions where the staff of the Research Centre of English are members of the Board of Studies have requested for workshops to introduce the concept of streaming.

PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

- Catering to diverse learners with different learning

abilities is a challenging task for any teacher.

- Bringing the disadvantaged learners into the mainstream requires special dedication, sustained efforts and innovative thinking on the part of the teachers. The Research Centre of English went ahead with producing graded, customized texts for all the three levels with regard to I year students and for the non-streamed II year students as well. This meant walking the extra mile as it did not stop with textbook preparation but entailed preparing workbooks, audio lessons and setting multiple question papers as well.
- With additional department and college responsibilities, producing texts in a creative, learner-centric manner was a time consuming task. Keeping the students' needs in mind, the faculty immersed themselves in this monumental task of producing customized textbooks.
- As of now, the texts are for private circulation only. With a little fine tuning and the backing of a good publisher we shall soon enter the text book market.

BESTPRACTICE- II

TITLE OF THEPRACTICE

Milagros: Touching Lives of the Marginalized

web link:<https://fatimacollegemdu.org/best-practices/>

OBJECTIVES OF THE PRACTICE

- It is a healthy, humane practice of Fatima College to assist the economically weak students focus on their academics by taking care of their material needs. "Milagros: Touching Lives of the Marginalized" inculcates the value of reaching out to the less fortunate. This is reinforced in the College Prayer which exhorts the students to "... grow as responsible women caring for every kind of neighbour, especially our less fortunate brothers and sisters."
- The practice takes care of the financial, material and academic needs of the students to a reasonable extent.

THE CONTEXT

- It is the firm commitment of the Congregation of the Sisters of St. Joseph of Lyons to strengthen students' ethical values through integral education and care for those at the periphery of the society.
- Fatima College believes that no student should be left uncared for. Hence, the Management, the staff and students contribute to the Mother Rose Care Fund which helps the disadvantaged girls avail fee concessions. The word Milagros means miracle and needless to say touching lives is nothing short of a miracle in the lives of both the giver and the receiver.

THE PRACTICE

- The practice of providing fee concession/breakfast and noon meals/clothes/tour expenses for the less privileged goes a long way in helping them successfully complete their undergraduate/ Master's degree. This makes the practice of touching the lives of students unique as many students face an uphill task in completing their education for lack of financial resources.
- This is a well-established practice of Fatima College which inculcates the value of sharing among our students.
- The fund is generated through the generous contribution of the Management, staff and students. Apart from concessions in the tuition fee, students are also given a meal token from the 'Manna Scheme' which is part of the Mother Rose Care Fund. The class teacher prepares the list of students who are in need of meal tokens. The Heads of departments submit the same to the Vice-principals. The Vice-principals issue the meal tokens to the students. The canteen provides wholesome meals after collecting the tokens from the students.
- Apart from the regular contributions to Mother Rose Care Fund, the Staff and Students also contribute to this scheme.
- The students are also given clothes during Christmas, Deepavali and College Birthday celebrations. The Management buys sarees/salwar-kameez sets which are distributed to the

students identified by the class teacher. Around 150 girls benefit under this practice on an average each year. The Management strives to reach out to more students.

- The study tour expenses of two deserving students in each department are taken care of and on an average 40 students are taken care of every year.
- Meritorious students from the economically weaker sections are encouraged through the numerous merit-cum-means prizes instituted in the college.

EVIDENCE OF SUCCESS

- The success of this practice is seen in the way the students reach out tangibly to the less fortunate as they have learnt to empathize with them.
- Apart from encouraging and enabling the girls to excel in academics, the students are sensitized to the needs of the underprivileged. This sensitivity is reflected in the moral fibre of the Fatimites who are among the first to respond during times of national calamities. Thus this practice helps in creating 'Whole Persons' and not just intellectual beings.
- Stakeholders have commended the college for instilling the value of compassion and transforming the lives of the students.

PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

- There is no insurmountable problem faced by the college in following this practice. It is true that the college needs greater financial support to reach out to more deserving students. To achieve this, the college explores various means/sources to augment the funds generated.
- Resources have to be tapped to create an exclusive fund for the sole purpose of reaching out to the needy.

File Description	Documents
Best practices in the Institutional website	https://fatimacollegemdu.org/best-practices/
Any other relevant information	https://fatimacollegemdu.org/AQAR/C-36529/2020-2021/C-7/7.2.1/7.2.1-SD.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Reach Out to Society through Action (ROSA) is the extension programme of Fatima College which enables students to reach out to the neighbourhood.

The vision of ROSA is to make the students socially responsible citizens who are sensitive to the needs of disadvantaged sections.

To bridge the urban-rural divide and sensitize the students to the needs of the neighbourhood communities, the college has adopted 16 villages around Madurai city. The final year UG students put in 120 hours of extension activity. Students are evaluated for 100 marks based on their performance in the Pilot Study, Village Activities, Report, Outcome and Attendance. This carries 3 credits and is part of the curriculum. Some of the thrust areas are literacy, health, environment, waste management and organic farming.

- Skill training like making jute and cloth bags, jewellery, garments, phenoyl and soap is imparted.
- Awareness of government welfare schemes
- Sports Clubs are formed.
- Organic farming and kitchen gardening are taught.
- Women-centric issues like rights, health and hygiene are taken up.

There is a tangible difference in the adopted villages and the villagers are grateful for the timely interventions of the

Fatimites.

File Description	Documents
Appropriate link in the institutional website	https://fatimacollegemdu.org/extension/
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Quality Initiatives

- Upgrade all PG Departments as research centres.
- Establish Women Studies Centre with financial assistance from UGC - Proposal sent.
- Establish a centre for ICT based teaching and e-learning resources.
- Enhance inclusive education to rope in National and International students.
- Admit and empower many differently-abled first generation women students.
- Increase the number of Business Startups to hone the entrepreneurial skills of the students.
- Encourage Departments and individuals to offer consultancy services to Industries like Food, Agriculture, Media and Corporate Industries.
- Effective management of solid waste.

Teaching Learning

- To encourage faculty to pursue additional courses and training programmes.

Research

- Encourage individuals or departments applying for patent rights.
- Ensure publication of at least one research paper in the UGC CARE list Journals by each staff annually.
- Guideship to be obtained by all the Ph.D. holders.
- To mobilize resources from the corporate sector for research projects.

Extension

- To establish a tie-up with Corporate Industries to increase

employability in the villages adopted.

- To set up core-stakeholders' committees in the target villages to ensure effective follow up of services extended to them.
- To initiate organic farming in selected villages using the manure produced in college.
- Develop a blood group log on campus & in the adopted villages for blood donation.

Green Practices

- Production of organic manure to be increased.
- Ground water recharge to be done on an extensive scale.
- To achieve an almost plastic free campus.