YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution St. Xavier's College, Thumba

- Name of the Head of the institution: Dr. (Fr.) V. Y. Dasappan V. Y
- Designation: Principal
- Does the institution function from its own campus?: Yes
- Phone no./Alternate phone no.: 04712705254
- Mobile no: 8304053395
- Registered e-mail: principalthumba@yahoo.com
- Alternate e-mail: principalthumba1@gmail.com
- Address: St. Xavier's College P.O
- City/Town: Thiruvananthapuram
- State/UT: Kerala
- Pin Code: 695586

2.Institutional status

- Affiliated /Constituent: Affiliated
- Type of Institution: Co-education
- Location: Rural
- Financial Status: Grants-in aid

- Name of the Affiliating University — **University of Kerala**
- Name of the IQAC Coordinator — **Dr. Sunil C Vattappalam**
- Phone No. — **9446203714**
- Alternate phone No. — **8089401700**
- Mobile
- IQAC e-mail address — **sxctvmiqac@gmail.com**
- Alternate Email address — **rrk.sxc@gmail.com**

3.Website address (Web link of the AQAR (Previous Academic Year) — https://www.stxaviersthumba.ac.in/iqac/114/aqars

4.Whether Academic Calendar prepared during the year? — **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: — https://stxaviersthumba.ac.in/academic-calendar

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	80.70	2004	16/09/2004	15/09/2009
Cycle 2	B	2.70	2012	21/04/2012	20/04/2017
Cycle 3	A	3.22	2019	14/06/2019	13/06/2024

6.Date of Establishment of IQAC — **10/11/2004**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	Nil	Nil

8.Whether composition of IQAC as per latest NAAC guidelines — **Yes**

- Upload latest notification of formation of IQAC — View File

9.No. of IQAC meetings held during the year **3**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report — No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

1. Orientation and academic year planning for the staff 2. Staff training programme for the 4th cycle of accreditation 3. Training programme on 'Preparation for auditing and distribution of duties' for the non-teaching staff 4. Orientation on the implementation of Four Year Undergraduate Programme (FYUGP) for teaching and administrative staff 5. Career guidance programme for the final year UG students

12.Plan of action chalked out by the IQAC in 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
Organize training programmes	Conducted training programmes for teachers, NTS and students
Career guidance programmes	Conducted different career guidance programmes by professionals
Organize training programmes to staff on the implementation of Four Year Undergraduate Programme (FYUGP)	Organized training programmes to staff on the implementation of Four Year Undergraduate Programme (FYUGP)
Organize training programme for the staff on the 4th cycle of accreditation	Organized training programme for the staff on the 4th cycle of accreditation
To register the college in the Education and Research Network, Govt. of India	Registration completed successfully

13.Whether the AQAR was placed before statutory body? Yes

- Name of the statutory body

Name	Date of meeting(s)
College Council	21/01/2025

14.Whether institutional data submitted to AISHE

Part A	
Data of the Institution	
1.Name of the Institution	**St. Xavier's College, Thumba**
• Name of the Head of the institution	**Dr. (Fr.) V. Y. Dasappan V. Y**
• Designation	**Principal**
• Does the institution function from its own campus?	**Yes**
• Phone no./Alternate phone no.	**04712705254**
• Mobile no	**8304053395**
• Registered e-mail	**principalthumba@yahoo.com**
• Alternate e-mail	**principalthumba1@gmail.com**
• Address	**St. Xavier's College P.O**
• City/Town	**Thiruvananthapuram**
• State/UT	**Kerala**
• Pin Code	**695586**
2.Institutional status	
• Affiliated /Constituent	**Affiliated**
• Type of Institution	**Co-education**
• Location	**Rural**
• Financial Status	**Grants-in aid**
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• Phone No.	**9446203714**

• Alternate phone No.	8089401700
• Mobile	
• IQAC e-mail address	sxctvmiqac@gmail.com
• Alternate Email address	rrk.sxc@gmail.com
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Cycle 3	A	3.22	2019	14/06/2019	13/06/2024

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Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
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- Name of the statutory body

Name	Date of meeting(s)
College Council	21/01/2025

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2022-23	26/02/2024

15.Multidisciplinary / interdisciplinary

NA

16.Academic bank of credits (ABC):

NA

17.Skill development:

1. Orientation and academic year planning for the staff 2. Staff

training programme for the 4th cycle of accreditation 3. Training programme on 'Preparation for auditing and distribution of duties' for the non-teaching staff 4. Orientation on the implementation of Four Year Undergraduate Programme (FYUGP) for teaching and administrative staff 5. Career guidance programme for the final year UG students

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

NA

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

NA

20.Distance education/online education:

In the academic year 2023-24, Sree Narayana Guru Open University (SNGOU) in Kollam, Kerala officially recognized our college as one of their authorized Learner Support Centres (LSC). A total of 1,100 students enrolled in various programs. The following programs were offered: MA Malayalam MA English MA Sociology MA History BA Malayalam BA English BA Sociology BA History BA Hindi BA Sanskrit The programs are delivered in a blended format, with 50% of the content provided offline and 50% online.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	11

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	1210

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**222**

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**350**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**54**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**54**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**40**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**80.89**
4.3 Total number of computers on campus for academic purposes	**66**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

St. Xavier’s College, Thumba is affiliated with the University of Kerala and adheres to the curriculum developed by the University. The college has well-defined processes to ensure the effective implementation and delivery of this curriculum. All nine undergraduate programs and two postgraduate programs follow the Choice Based Credit Semester System (CBCSS). At the beginning of each academic year, the College Council meets to formulate a detailed academic plan and timeline to achieve the set academic objectives, aligned with the college's vision and mission. Faculty members receive an online orientation to familiarize them with their specific tasks and goals for the year, in addition to the regular academic program. The college prepares an academic calendar in coordination with the University’s calendar, which is included in the College Handbook and made available on the college website. Department-specific timetables are created for each course, and courses are assigned to faculty members based on their experience and expertise. This academic plan is regularly reviewed to ensure the effective delivery and timely completion of the syllabus.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://stxaviersthumba.ac.in:8931/content/images/Report/College%20Handbook%202023-24.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

At the start of each academic year, an academic calendar is meticulously prepared. Each department formulates its own calendar, outlining the departmental activities planned for the

year ahead. In a similar manner, clubs and committees also devise their respective schedules. The Internal Quality Assurance Cell (IQAC) consolidates these individual calendars and compiles the comprehensive academic calendar for the college. This calendar includes essential dates such as university examination schedules, internal exams, result declaration dates, and significant national or international observances. The finalized academic calendar is made publicly available on the college website. IQAC plays a key role in ensuring that all programs and activities are conducted according to this planned schedule, maintaining consistency and effective time management throughout the year.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://stxaviersthumba.ac.in:8931/content/images/Report/Academic%20Calendar%202023-24.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

11

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

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

2

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

44

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institution's policies on the code of conduct for various functionaries foster a work culture rooted in professional ethics, reflecting the core values of the college. The best practice, "Wings to Fly," alongside the college’s commitment to a

preferential option for the marginalized, infuses a humanitarian aspect into its academic programs.

To promote values of gender sensitivity and address key social issues, the college offers courses such as "Writings on Contemporary Issues" and "Dalit Writing, Women's Writing: Theory and Practice." Additionally, the Women’s Study Center organizes lectures, symposiums, debates, and discussions focused on gender-related topics.

In the realm of environmental awareness and sustainability, the University’s syllabus includes courses on ecosystem preservation, natural resources, biodiversity, the impact of pollution, and its management. The college’s Nature Club plays an active role in celebrating World Environment Day and leads initiatives such as "Plastic-Free Campus," "Green Campus Clean Campus," as well as organizing debates and quiz competitions.

To nurture human values, moral education classes are held every first Friday, aiming to instill ethical principles among students. The college’s motto and morning prayers further reinforce the message of human values, creating a foundation for character development throughout the academic year.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

45

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

336

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://stxaviersthumba.ac.in:8931/content/images/Report/Analysis%20on%20Curriculum%20Feedback.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

378

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

208

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

St. Xavier’s College offers a robust support system for both slow learners and advanced learners. Class tutors assess students'

learning abilities based on their performance in qualifying exams and classroom activities.

For Slow Learners: The college provides a Student Support Programme (SSP) along with both offline and online Additional Skill Acquisition Programme (ASAP) and Access courses to enhance skills and proficiency in English. Motivational sessions and learning skill training are offered both online and offline. Remedial coaching and mentoring sessions are available after regular hours, and question banks with answering schemes are discussed. Guided Study Groups (GSG) are formed to allow students to learn from their peers. ICT-enabled teaching methods are employed to make both theoretical and practical concepts more understandable. Additionally, recorded lesson videos are made available for later reference.

For Advanced Learners: Advanced learners are supported through schemes such as the Walk with a Scholar (WWS) programme, ASAP, and both offline and online Add-On courses. The "Students as Masters" (SAM) initiative, under Xavier Outreach Services (XOS), offers free tutoring to local school children. Advanced learners are also given opportunities to tackle challenging problems, participate in book reviews, and develop managerial skills. Financial support is provided for students to represent the college at national and international workshops and forums.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/student-support/112/tutorial-system-and-support-programmes
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
1210	**54**

File Description	Documents
Any additional information	No File Uploaded

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

The college employs a variety of practices to foster student-centric learning. Teaching, in our view, extends beyond traditional classroom lectures; it must encompass a broader worldview and a vision of the ideal educated person. A unique aspect of our approach is the continuous cycle of EXPERIENCE, REFLECTION, and ACTION in the teaching and learning process. Our practices include the following methods:

1. **Experiential Learning: Teachers create conditions that allow students to draw from and reflect on their own experiences. Common experiential learning activities include field visits, industrial tours, internships, exhibitions, video production, photography, lab journals, greenhouse and organic farming, tissue culture, documentaries, and skits.**

2. **Participative Learning: Teachers assign group activities such as group assignments, projects, seminar presentations, debates, and discussions on specific topics to encourage active participation and collaborative learning.**

3. **Problem-Solving Learning: Project work is the primary method of problem-solving in the college. Through these projects, students identify and tackle specific issues or challenges.**

4. **Blended Learning: A combination of face-to-face and online learning methods is utilized to enhance flexibility and accessibility.**

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

In addition to traditional chalk-and-talk methods, faculty members incorporate IT-enabled learning tools such as PowerPoint presentations, video clips, audio systems, and online resources to provide students with advanced knowledge and practical learning experiences. All classrooms and seminar halls are equipped with projectors, display screens, and Wi-Fi. Every year, teachers undergo special training to effectively utilize ICT tools. Learning management systems like Moodle and Google Classroom are used by all faculty members, and conferencing software such as Google Meet, Microsoft Teams, and Zoom is employed for online lectures. Students can take online exams through Moodle or Google Classroom and submit their answer sheets and assignments via these platforms. Video lectures and PowerPoint presentations are available on the college website under the Downloads section.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

54

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

54

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

33

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

281.6

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Continuous Evaluation System:

At the start of each academic year, the College Council determines the dates and deadlines for Internal Evaluation. The evaluation is based on three key criteria: Attendance, Assignments, and Class Tests. A senior teacher is appointed as the Chief Superintendent of Examinations (CSE) to ensure the smooth conduct of examinations, with an Examination Committee operating under their supervision.

Attendance and Assignments:

Class Tutors prepare monthly attendance reports for each class, which are displayed on the notice board. Since 2017, the college has implemented an online system for marking attendance. This transparent system allows students and their parents to log in to the college website to monitor attendance status in real-time.

Assignments are given to each student, with deadlines communicated through regular reminders. The teacher responsible for each subject evaluates the assignments based on set criteria.

Process and Preparation of CE Marks:

Class Tutors consolidate the marks for Continuous Evaluation (CE) and present the results in each class. A Parent-Teacher Association (PTA) meeting is held each semester to discuss academic progress. Once the marks are finalized, the mark sheet is sent to the University. Both the Class Tutor and the Department maintain comprehensive records of all evaluations.

The college communicates its evaluation procedure through the

College Calendar and updates on its website, ensuring transparency and clarity in the process

File Description	Documents
Any additional information	View File
Link for additional information	https://www.stxaviersthumba.ac.in/academics/116/evaluation-grading

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Exams are conducted in accordance with University regulations, with a strict invigilation process in place. After the tests, the papers are sent to the respective teachers for evaluation. The Head of the Department serves as the Chief Valuation Officer. An objective and fair assessment method is employed, focusing on the student. Once the evaluation is complete, answer scripts are returned to students for review before being entered into the Continuous Evaluation (CE) sheet. Teachers also discuss the exam questions and their answers in class, providing students with an opportunity to revise the material and improve their exam-writing skills. A well-structured grievance redressal mechanism is in place to address any concerns.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.stxaviersthumba.ac.in/academics/116/evaluation-grading

2.6 - Student Performance and Learning Outcomes

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

At the start of the academic year, during both college-level and department-level orientation programs, stakeholders are informed about the vision, mission, objectives, learning outcomes, and evaluation processes of the college. In addition, various lectures and motivational sessions are organized throughout the year to keep students focused and motivated toward achieving their learning outcomes. The IQAC plays a key role in discussing learning outcomes with different departments and suggesting remedial measures to meet the desired goals. Within each

department, faculty members communicate course outcomes and program outcomes to students during their interactions. Semester-wise PTA meetings serve as effective platforms for sharing information. Each department regularly conducts staff meetings to review syllabus coverage and other academic matters. Based on students' performance in internal assessments, teachers periodically assess the effectiveness of their teaching methods and implement new strategies as needed. Furthermore, course and program outcomes for all courses across programs are also available on the college website.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.stxaviersthumba.ac.in/academics/116/evaluation-grading
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The attainment of course outcomes is primarily evaluated through student performance in class tests, assignments, and class seminars. Class tutors meticulously record each student's performance in these academic activities. Additionally, tutors maintain comprehensive files for each student under their care, which include personal details such as skills, talents, and performance in previous examinations. This data is carefully documented and retained for a period of three years to ensure consistent personal guidance and support.

To assess the level of course outcome attainment, teachers regularly initiate discussions on specific topics, encouraging active student participation. After being assigned a particular course, the teacher develops a tailored teaching methodology based on the university-prescribed syllabus, keeping the course outcomes at the forefront. A strategic teaching plan is crafted, incorporating diverse learning elements such as experiential learning, problem-solving methods, and activity-based learning to enhance student engagement and understanding.

Each department conducts semester-wise result analysis to evaluate the attainment levels of course outcomes. In addition, feedback surveys are carried out among students to gather insights on

lecture delivery and other pedagogical practices. This feedback helps identify areas for improvement in teaching methods and addresses any methodological shortcomings, ensuring continuous enhancement of the learning experience.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	ttps://www.stxaviersthumba.ac.in/academics/116/evaluation-grading

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

168

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

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://stxaviersthumba.ac.in:8931/content/images/Report/Student%20Satisfaction%20Survey%202023-24.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

18

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

7

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

The teaching learning process at St. Xavier’s rests on a strong platform of creation and transfer of knowledge. Teachers are given proper orientation in this direction by the IQAC and the Research Committee of the college. Accordingly, seminars, workshops, training programmes and symposia on areas and issues related to knowledge are conducted by various departments in the college in collaboration with industries and academic agencies. Both teachers and students acquire and disseminate knowledge not only within the prescribed syllabus but also go beyond the syllabus so as to foster competitive advantage and thereby optimizing organizational performance. The proceedings of these intellectual exercises are published in book format with ISBN. Publication of journals by almost all the departments in the college is yet another concrete mode of transferring knowledge. The institution recognizes and encourages those students and teachers who make specialcontributions in the creation and transfer of knowledge through research publications and Startups. Project Papers of the UG and PG students with innovative ideas are converted into oral and poster presentations in seminars conducted by other academic centres. Teachers are given incentives to participate in seminars and to publish papers in national /international journals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stxaviersthumba.ac.in/administration/7/committees

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

6

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

5

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

6

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

Extension activities were carried out during the year by different departments, clubs and committees under the leadership of Xavier Outreach Services (XOS)

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

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

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with

industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

33

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

2059

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

2

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

11

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	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 equipment etc.

The college features 35 ICT-enabled classrooms, all spacious, well-ventilated, and equipped with adequate lighting, fans, and seating. Of these, 27 classrooms have fixed projectors, while 6 others have portable projector facilities. The college also provides specialized labs, including 1 for UG Physics, 4 for PG Physics, 2 for Chemistry, 1 for Botany, 1 Biotech lab with tissue culture facilities, and 1 Microbiology lab.

There are two computer labs, one with 30 computers and the other with 23, both supported by UPS and internet connectivity. Additionally, the library has 4 dedicated computers for student access.

The college has 5 seminar halls, with the Mother Teresa Hall as the main venue. This air-conditioned hall, with 75 seats, features a smart board, LCD projection, screen-casting system, and public address system. The second seminar hall, XOS Hall, seats 100 and includes LCD projection and public addressing facilities. All other seminar halls are equipped with smart boards and LCD projection.

The M&MC department's Media Lab provides modern equipment, including a shooting floor, editing suite, and cameras, for practical learning in media production.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

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

The college takes pride in its exceptional sports and cultural facilities, with the highlight being its International Cricket Stadium, maintained by the Kerala Cricket Association (KCA). This world-class facility hosts prestigious events such as the Ranji Trophy, India's premier domestic first-class cricket competition. In addition, the college is equipped with a variety of well-maintained playfields, a gymnasium, a yoga center, a sports pavilion, and sufficient sports equipment.

Separate grounds are available for cricket, football, basketball, volleyball, handball, shuttle badminton, kabaddi, and kho-kho. The indoor stadium features courts for handball, basketball, shuttle badminton, kabaddi, and a wrestling arena, ensuring comprehensive facilities for a range of sports activities.

The college's Yoga Center offers daily yoga practice at an open-air stage and provides a value-added course in yoga. It also offers classes in meditation, relaxation techniques, and stress management, tailored to the needs of various clubs and committees.

Culturally, the college fosters creativity with a dedicated music

band that trains talented students. Additionally, various student clubs—such as the music club, literary club, media club, and cultural-quiz and elocution club—nurture students' talents. The college also boasts a fully equipped gymnasium and a health center to promote physical and mental well-being.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stxaviersthumba.ac.in/department/128/department-of-physical-education

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

40

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

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

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

49.99286

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

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

The college library is housed in a spacious building with a carpet area of 7,093 sq. ft., offering seating for 250 individuals. The library is thoughtfully divided into two sections: the Stack Area on the mezzanine floor and the Reading & Reference Area on the ground floor, creating an ideal environment for both individual study and group work.

The library offers a rich collection of resources, including 35,196 books, 47 journals and magazines, and over 161 educational CDs covering a wide range of subjects, available for students, faculty, and staff. Both print and electronic resources support the academic and research needs of the college community.

The library is fully automated with LIBSOFT software, providing an Online Public Access Catalogue (OPAC) to easily search for books and check their availability. The OPAC also allows users to view the status of books in real time. Library traffic is efficiently managed through automated gate register software, ensuring smooth operations.

Name of ILMS software - LIBSOFT Nature of automation and year- fully automated, 2012, VERSION-4.1

Current ILMS software - TESSWARE

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.stxaviersthumba.ac.in/student-support/111/the-library

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

1.03

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

121

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The college has a dedicated IT Cell responsible for managing and maintaining all IT infrastructure and services. The IT Cell ensures that the college’s IT facilities, including Wi-Fi, are regularly updated to meet evolving technological needs. It also handles the timely updating of software across the campus.

The college is equipped with three high-speed internet connections, sourced from two different service providers, each offering a speed of 100 Mbps. One of these connections, provided by BSNL, is specifically reserved for office use, ensuring smooth administrative operations. All academic departments are provided with both LAN and Wi-Fi facilities, enabling seamless connectivity for teaching and research activities.

Additionally, the library and each seminar hall are equipped with dedicated Wi-Fi connections to support academic and multimedia needs. Wi-Fi access is also available in the adjoining classrooms of each department, ensuring that students and faculty have uninterrupted internet access throughout their learning and teaching spaces. This robust IT infrastructure supports the college's commitment to providing a technologically advanced and connected environment for all stakeholders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

66

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	**A. ? 50MBPS**

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

14.28

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The college ensures regular maintenance of its physical facilities, including painting, cleaning, and upkeep of buildings. Teachers receive training to maximize the effective use of ICT resources, ensuring that technological facilities are fully utilized for teaching and learning.

The college’s IT Cell is responsible for the management and maintenance of all IT infrastructure. Computers are protected by antivirus software, UPS units, and sine wave inverters to ensure uninterrupted operations. The Parent-Teacher Association (PTA) oversees the maintenance of college buses, ensuring reliable transport for students and staff.

Decisions regarding the purchase of books, software, and other academic resources are made during Library Committee meetings. Regular feedback is collected from stakeholders to improve library services. Library traffic is efficiently managed through an e-Gate register, and the library is fully automated using library management software. Adequate staff is employed to ensure the smooth functioning and maintenance of the library.

Laboratories maintain stock, purchase, and breakage registers, which are reviewed annually. Maintenance and repairs of lab equipment are carried out by qualified professionals. The international cricket stadium is maintained under a Memorandum of

Understanding (MoU) with the Kerala Cricket Association (KCA). The Sports Committee oversees the maintenance of sports facilities, including grounds, the gymnasium, and the health club. Sports equipment is managed by the Head of the Department of Physical Education, with a dedicated annual budget allocated for proper upkeep.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stxaviersthumba.ac.in/student-support/119/other-facilities

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

635

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

41

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

4

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

11

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

65

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

1

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

30

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The Student Council/Union serves as a vital platform for students to assume responsibility and contribute to the decision-making process of academic and administrative bodies within the college. This representative body is a mandatory and productive element of our institution, fostering a democratic environment where students can actively participate in governance.

Formation and Constitution

The Student Council is formed in accordance with the guidelines set by the University of Kerala, ensuring a democratic and representative structure. The council's constitution is designed to promote student involvement and leadership development.

Elections and Representation

Annual elections are conducted through a parliamentary system, closely monitored by the staff to ensure fairness and transparency. All students are eligible to nominate themselves for various posts and engage in campaigning. The winners, determined by a majority vote, take a public oath and assume their responsibilities.

Inclusive Participation

The college encourages active participation from all students, regardless of their background or gender. Reserved posts for lady representatives ensure equal opportunities for female students to take on leadership roles.

Cocurricular and Cultural Activities

The Students' Union plays a pivotal role in organizing various cocurricular and cultural events throughout the college. These activities foster a sense of community, promote teamwork, and provide opportunities for students to showcase their talents.

Student Representation in College Committees

To ensure student voices are heard in decision-making processes, student representatives are part of each committee within the college. This inclusive approach enables students to contribute to policy-making and shape the college's future.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/administration/7/committees
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

15

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

The college's Alumni Association has grown exponentially, boasting an impressive 250 life members and 900 temporary members. The association's global presence is evident through its various chapters established in different parts of the world.

To ensure alumni remain an integral part of the college's functioning, a dedicated portal has been created on the college website. This platform facilitates seamless communication, enabling alumni to stay updated on college news, events, and initiatives.

The Alumni Association has made significant financial contributions to support student development and college infrastructure. Notable initiatives include:

- Scholarships: Sponsoring five scholarships worth ?5,000 each annually for deserving students.
- Garden Development: Raising funds to establish a beautiful garden in front of the college building.
- ICT-Enabled Classrooms: Donating 25 LCD projectors with accessories to support the college's digital transformation.
- Additional Support: Providing generous donations for schemes like the 'Noon Meals Scheme', 'Student Support Fund', and outreach activities.

Alumni actively contribute to student development through:

- Sharing Success Stories: Inspiring students by sharing their accomplishments and success mantras.
- Orientation Classes: Conducting life skill trainings, career development programs, and other activities to equip students for future challenges.
- Blood Donation Campaigns: Organizing blood donation drives and other initiatives that foster social responsibility.

- **Parental Engagement: Involving parents in various activities, ensuring a collaborative approach to student development.**

The Alumni Association's tireless efforts have created a lasting impact on the college community, demonstrating the power of alumni engagement in shaping student futures.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/alumnimembers
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs)	D. 1 Lakhs - 3Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The vision and mission of the institution are clearly reflected in its leadership and decision-making processes. The college fosters a culture of administration, teamwork, and collaboration, where students actively participate in decision-making bodies. Additionally, women are well-represented in key administrative roles, such as Vice Principals, Heads of Departments (HoDs), and leaders of various administrative committees, helping unite the institution under a shared vision.

Collaboration with our distinguished alumni and renowned Jesuit institutions, both in India and abroad, further strengthens the college's development efforts. E-governance has been implemented across all areas to enhance transparency and efficiency in administration. The institution adheres to fair financial

practices, aligning with the values of its visionary leadership.

Teachers play a pivotal role in all major decision-making processes, ensuring their active involvement in shaping the institution's direction. The college benefits from a spirit of professional harmony and teamwork among the staff, which facilitates the smooth functioning of various committees and clubs, including the NSS and NCC. The Xavier Outreach Services (XOS), a registered body, efficiently coordinates the college's extension activities, with a governing body that includes several faculty members, ensuring a cohesive approach to community engagement.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/administration/7/committees
Upload any additional information	**No File Uploaded**

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The preparation of the college's Annual Plan begins towards the end of the previous year, through a collaborative process involving all stakeholders. Faculty members gather for a comprehensive evaluation and planning session, during which they identify their academic, material, and financial needs, as well as areas that require improvement. A detailed plan is then drafted, outlining these requirements, and submitted to the College Planning Board for a feasibility assessment.

The Planning Board reviews the proposed plan in alignment with the college's vision and mission, and shortlists the final version. Considering available financial resources, the Board categorizes the needs under various headings. This refined plan is then presented for discussion and scrutiny at a College Council meeting. As the document emerges from a thorough, participative process, it is subsequently approved by the Managing Committee after detailed deliberations.

Once the Heads of Departments (HoDs) submit their requests,

countersigned by the Principal, an advance amount is released by the Bursar. Departments are also encouraged to seek additional resources from sponsors, parents, and alumni to cover any expenses beyond the approved budget, thus fostering a culture of local fund mobilization and strengthening community involvement in the college’s development.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/administration/7/committees
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

A well-defined, transparent, and time-bound plan of action is developed for each academic year, ensuring its successful implementation. This is achieved through the guidance of strategic and perspective plans that outline the necessary steps for growth and development. The administration's first step in crafting any action plan is to conduct brainstorming sessions to gather ideas. These sessions involve all stakeholders, including the Parent-Teacher Association (PTA), whose inputs and suggestions play a key role in shaping the strategic direction.

As the annual plan is being prepared, the suggestions gathered are incorporated into the list of proposed activities for the upcoming academic year, prioritized based on their relevance and urgency. The PTA executive committee or the management then approves the budget to cover the associated costs. Subsequently, the Bursar and PTA office bearers are entrusted with the responsibility of executing the plan. They reach out to qualified and experienced firms to request quotations and prepare a detailed budget for the project, ensuring that the financial and operational aspects are effectively managed. This collaborative, inclusive approach ensures that the college’s development plans are both practical and aligned with the needs of the entire college community.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://www.stxaviersthumba.ac.in/content/images/common/masterplan.pdf
Upload any additional information	View File

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

The Manager is the overall in-charge of the college campus, acting on behalf of the Governing Body of the Kerala Jesuit Society, which owns and manages the institution. As the academic leader, the Principal oversees both academic and administrative committees, ensuring that the institution’s operations align with the rules and regulations set by the University. The Principal manages the institution's day-to-day functions, adhering to the prescribed guidelines.

The College Council, which includes the Heads of Departments (HoDs), two elected faculty representatives, the Librarian, the President of the PTA, the Office Superintendent, and the Chairperson of the Students’ Council, is responsible for discussing and making decisions on academic and discipline-related matters.

The college strictly adheres to the service rules set by the UGC, State Government, and the University. Both teaching and non-teaching staff are entitled to benefits such as GPF, GIS, SLI, Gratuity, and various types of leave, including Casual, Earned, Medical, Maternity, Paternity, and Compensatory Leave. Staff recruitment follows the guidelines outlined by the State Service Rules, University Statutes, and UGC regulations.

The Management is committed to ensuring fair and just treatment for all stakeholders. To address grievances, the college has established effective systems such as the Staff Grievance Redressal Committee and the Students Grievance Redressal Committee, where concerns of staff and students are promptly addressed.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/administration/7/committees
Link to Organogram of the institution webpage	https://www.stxaviersthumba.ac.in/content/images/common/organogram.pdf
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The Internal Quality Assurance Cell (IQAC) organizes regular orientation and training programs for both teaching and non-teaching staff. These programs focus on enhancing teaching methodologies for educators and improving skills in file management, advanced computer usage, and administrative software for non-teaching staff. Teachers are encouraged to engage in research activities, including participation in seminars, presenting research papers, contributing to academic journals, publishing books, and undertaking research projects.

Each department is equipped with dedicated staff rooms, complete with Wi-Fi and other essential IT facilities, fostering a conducive environment for teaching and collaboration. The institution also provides financial assistance to staff and their

families to cover emergency medical or other unforeseen expenses.

To promote camaraderie and a positive work environment, the college has separate clubs for teaching and non-teaching staff. These clubs organize annual events such as picnics, farewell parties for retiring staff, and cultural celebrations like Onam and Christmas. The college also hosts an annual get-together for staff families, further strengthening bonds among staff members.

Additional amenities include well-maintained restrooms, a cafeteria, and parking facilities. Staff members have access to the college buses for transportation. Patron’s Day is celebrated with enthusiasm each year, providing an opportunity for current and former faculty to reconnect. Retiring faculty members are honored with respect and dignity during a formal meeting, where their exemplary contributions are formally acknowledged.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/student-support/119/other-facilities
Upload any additional information	View File

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

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

3

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

16

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Staff performance is evaluated based on their professional effectiveness, using a comprehensive five-tier system.

1. **Academic Administrative Audit (AAA): Initiated by the IQAC, an annual audit is conducted by external experts to assess the performance of both academic departments and administrative sections.**

2. **Self Appraisal/Internal Audit: At the end of each academic year, staff members submit a self-assessment form in the prescribed PBAS format, providing a detailed overview of their contributions.**

3. **Peer Review of Teacher Performance: The self-assessment forms and internal audit are reviewed by external experts to evaluate teacher performance.**

4. **Feedback from Stakeholders: Students assess teachers via a proforma distributed by the IQAC at the end of each academic year, offering insights into teaching effectiveness.**

5. **Feedback from the PTA: The Parent-Teacher Association provides feedback through periodic meetings, offering a broader perspective on staff performance.**

6. **Appraisal by the Employer: The IQAC compiles the self-assessment, feedback, and the Annual Quality Assurance Report (AQAR), which are submitted to the Management for final review.**

This multi-dimensional approach ensures a thorough, well-rounded assessment, promoting continuous improvement and professional development among staff.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The institution follows a structured system of internal and external financial auditing to ensure transparency and accountability.

Internal Audit System:

1. **The College Development Fund is managed by the Bursar, the Chief Financial Officer, who disburses funds in accordance with established procedures.**
2. **The PTA also adheres to a similar internal audit system.**
3. **The Principal allocates funds for various government schemes, which are disbursed and monitored with the assistance of the Office Head Accountant. A committee, appointed by the Principal, conducts regular internal audits.**

External Audit:

1. **Annually, a qualified Chartered Accountant firm is engaged to verify the college’s financial records and prepare an audit report.**
2. **Similarly, the PTA’s accounts are audited by the same firm, and the audit report is submitted to the office of the Registrar of Societies, Government of Kerala.**
3. **Additionally, the audit teams from the Deputy Directorate of Collegiate Education and the Auditor General’s office in Thiruvananthapuram periodically visit the college to inspect files related to rules, regulations, and financial matters of all the schemes implemented by the college.**

This robust auditing system ensures strict financial governance and transparency.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The college has a well-established policy and strategy for planning and allocating financial resources to support its development.

Government Aid: The government provides salaries and other monetary benefits for the staff. It also allocates funds for specific programs such as Walk with Scholar, Student Support Programme, ASAP, and other skill development initiatives. Additionally, many students benefit from grants such as SC/ST grants, Fisheries grants, and Minority scholarships.

Contributions from Alumni and PTA: The Alumni Association and PTA play a pivotal role in supporting the IQAC, particularly in meeting infrastructural needs through their development funds. Notably, the entire college campus has been made ICT-enabled thanks to generous contributions from alumni.

Management Funds: Each year, the Management contributes substantial funds raised from various sources to support the

college's development. The Management is consistently committed to the growth of the college and encourages initiatives that enhance both academic and overall student development.

Local Resource Mobilization: The PTA and Alumni also assist the college in securing funds from local authorities, including MLAs, MPs, and other representatives, to support the development of the institution and its surrounding community.

File Description	Documents
Paste link for additional information	https://ww.stxaviersthumba.ac.in/content/images/common/masterplan.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The Internal Quality Assurance Cell (IQAC) of the college has been established in accordance with the guidelines set by NAAC. The Principal serves as the chairman, with a senior faculty member acting as the convener, overseeing the quality of services provided by the institution to its stakeholders. IQAC serves as the central framework for enhancing the quality of both curricular and co-curricular activities within the college.

Two key initiatives led by IQAC to institutionalize quality assurance strategies are:

1. **Creation of a Learner-Centric Approach: IQAC has developed a strategic plan to shift from traditional teaching methods to a more learner-focused approach. This involves:**
    - **Learner-Centric Teaching: Reworking pedagogical methods to prioritize the student at the center of the learning process.**
    - **Integrated Course Plans: Crafting cohesive and well-rounded course plans that align with learner needs.**
    - **Faculty Conclave: Regular meetings to align teaching methodologies and academic goals.**

- **Feedback and Monitoring: Continuous feedback loops and monitoring systems to assess and improve the learning experience.**

2. **Faculty Development: The quality and competence of faculty members are ensured during recruitment, and the IQAC continues to focus on their ongoing development. This includes:**

    - **Orientations and Faculty Development Programs (FDPs): Regular programs to update and enhance faculty skills.**
    - **Scholars in the House: Encouraging faculty members to engage in research and scholarly activities.**
    - **Sharing the Competence: Creating a collaborative environment for faculty members to share best practices and knowledge.**

These initiatives reflect the college's commitment to academic excellence and holistic development.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/content/images/common/IQAC_report_2023_24.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC of the college is committed to continuous improvement, focusing on qualitative assessment, reviews, and feedback to ensure the achievement of the institution's goals and objectives. Regular review meetings are held where every aspect of the curricular and co-curricular activities is scrutinized, aiming to enhance and energize the teaching-learning process. To ensure quality assurance and a comprehensive review of the teaching-learning framework, IQAC has implemented the following strategies and processes:

- **ICT-Enabled Teaching: By consistently updating and maintaining ICT-based teaching and learning facilities, the IQAC fosters an effective and dynamic learning culture.**

- **E-Documentation: The implementation of electronic documentation submission streamlines administrative and academic processes.**
- **AQAR & Annual Report: IQAC ensures the timely preparation and submission of the Annual Quality Assurance Report (AQAR) and the College Annual Report, reinforcing transparency and accountability.**
- **Participatory Management: The adoption of decentralized administrative practices, including teamwork and delegation, ensures active participation in decision-making and operations.**
- **Regular Reviews and Audits: Periodic reviews and audits are conducted to assess the performance of various functions, ensuring optimal outcomes.**
- **Infrastructure Enhancement: Both physical and academic infrastructures are continually updated to meet the evolving needs of the curriculum.**
- **Stakeholder Involvement: Regular engagement with stakeholders through feedback mechanisms helps address concerns and enhances the effectiveness of the institution's services.**

These initiatives demonstrate IQAC's proactive role in sustaining high-quality academic standards and operational excellence.

File Description	Documents
Paste link for additional information	https://www.stxaviersthumba.ac.in/content/images/common/capability_enhance.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	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

St. Xavier’s College, Thumba, is committed to gender equity across all academic, co-curricular, and extracurricular activities. Acknowledging the diverse socio-cultural backgrounds of students, the college actively promotes gender sensitivity and equality. This aligns with the United Nations’ Sustainable Development Goal 5, focused on gender equality and empowerment.

The college’s Gender Policy provides a framework for fostering an inclusive environment. Female students make up about 65% of the student body, demonstrating progressive trends in higher education. Of the 54 full-time faculty members, 33 are women, ensuring significant gender representation in leadership. Women also lead three out of nine departments and several key student clubs.

In terms of curricular inclusions, the college offers courses focused on gender issues, with many students and faculty members engaging in gender-based research. Women faculty members actively participate in administrative roles and committees.

Co-curricular activities include gender sensitization programs, managed by committees such as the Women’s Study Center, Human Rights Club, and the Internal Complaints Committee. Gender sensitization is integrated into student induction programs, reinforcing the college’s commitment to gender equity.

The campus provides robust security measures, including surveillance cameras and 24/7 security personnel. Female students

benefit from dedicated hostel facilities, sanitary products, counseling rooms, and women's amenity centers. Special initiatives, such as entrepreneurship programs and career placement support, further empower women.

File Description	Documents
Annual gender sensitization action plan	https://stxaviersthumba.ac.in:8931/content/images/Report/Gender%20equity%20initiatives%202023-24.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.stxaviersthumba.ac.in/student-support/119/other-facilities

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

At St. Xavier's College, Thumba, the institution is deeply committed to sustainable practices and maintains a stringent, eco-friendly waste management system. All stakeholders are encouraged to adopt ethical responsibilities to minimize waste generation. Key initiatives include:

Solid Waste Management:

- **Ban on single-use plastic across the campus.**
- **Replacement of flex banners with cloth banners and digital displays.**
- **Color-coded waste bins for segregating bio-waste, glass, paper, and metal/plastic waste.**
- **Promoting steel glasses and spoons**
- **Practice of giving tree saplings and plants as mementos/gifts to guests**
- **Efficient solid waste management through biogas plants and vermicomposting units.**

Liquid Waste Management:

- **Maintenance of scientifically designed liquid waste disposal systems.**
- **Use of micro-pipettes and micro-scale techniques in laboratories to minimize waste.**

E-Waste Management:

- **Disposal of e-waste through authorized agencies.**
- **Refilling laser printer cartridges to reduce waste.**
- **Upgrading computer monitors and promoting the use of LCD/LED technology.**
- **Adoption of rechargeable batteries to minimize environmental harm.**

Hazardous Chemical Waste Management:

- **Implementation of a green chemistry policy in laboratories.**
- **Proper treatment of hazardous effluents to ensure safe disposal.**
- **No biomedical or radioactive waste is generated on campus.**

Through these sustainable measures, St. Xavier’s College, Thumba, underscores its commitment to environmental responsibility.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	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
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

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
Geo tagged 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 are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

St. Xavier’s College, Thumba, creates an inclusive environment that celebrates India's cultural, regional, linguistic, communal, and socio-economic diversity. The college ensures that every student and staff member feels respected, valued, and empowered.

Key Initiatives:

- **Equal Opportunities: The college promotes equitable participation in academic and co-curricular activities, ensuring diversity in recruitment and admissions for a vibrant campus.**
- **Access and Support: Government policies provide opportunities for marginalized groups, while scholarships, fee waivers, and the Student Empowerment Fund support economically disadvantaged students.**
- **Inclusive Policies: The Divyangjan Policy, Gender Equity Policy, and institutions like the SC/ST Cell and Human Rights Club uphold justice and fairness.**
- **Cultural Harmony: The college celebrates India's heritage through festivals, cultural events, and competitions that foster unity.**
- **Empowerment Programs: Mentorship and induction programs build confidence and belonging, with special provisions for differently-abled students, including assistive devices and scribes.**

Sensitization to Constitutional Obligations:

St. Xavier’s College is committed to nurturing responsible citizens by embedding constitutional values like equality, justice, and unity in its practices.

- **Constitutional Values in Education: Induction programs emphasize fundamental rights and duties, while value education sessions foster civic responsibility.**
- **Community Engagement: The NSS organizes outreach activities, while annual camps immerse students in communities, promoting social justice.**
- **Leadership and Ethical Discourse: Mock parliaments, debates, and research on ethics empower students to advocate for democratic values, social justice, and inclusivity.**

These initiatives cultivate a culture of tolerance, respect, and civic engagement, preparing students to contribute meaningfully to India's diverse society.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	View File

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

St. Xavier’s College, Thumba, is dedicated to cultivating responsible and conscientious citizens by integrating constitutional values like equality, justice, tolerance, and unity into its academic and administrative practices. The college's focus on nation-building and civic responsibility is evident in its teaching, community engagement, and extension activities.

Key Initiatives to Foster Constitutional Awareness:

1. **Incorporating Constitutional Values in Education: Student induction programs highlight the Preamble, fundamental rights, and duties, encouraging students to embrace democratic values. Value education sessions focus on ethics, accountability, and civic duty.**

2. **Promoting Patriotism and Civic Duty: National celebrations like Independence Day and Republic Day, along with debates, essay competitions, and quizzes, promote patriotism and a deeper understanding of India’s democratic principles.**

3. **Community Engagement and Nation-Building: The NSS unit organizes programs such as cleanliness drives, health campaigns, and gender sensitization workshops, reflecting constitutional values of dignity and equality. Live-in camps expose students to socially marginalized communities, fostering empathy and social justice awareness.**

4. **Ethical Research and Discourse: Research programs uphold ethics and social relevance, while student clubs engage in discussions on issues like environmental sustainability and gender equity.**

5. **Practical Exposure to Constitutional Principles: Students participate in local community development projects,**

leadership training, and initiatives that promote democratic values and inclusivity.

These efforts equip students with the knowledge and values needed to actively contribute to India’s democratic and multicultural fabric.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://stxaviersthumba.ac.in:8931/content/images/Report/Constitution%20related%20activity.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic 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 4. Annual awareness programmes on 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 programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

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

and festivals

At St. Xavier’s College, Thumba, the celebration of national and international commemorative days, events, and festivals is integral to the institution’s ethos. These observances aim to foster patriotism, raise cultural and social awareness, and inspire students and staff to engage with significant national and global issues.

Key Highlights:

National Integration and Patriotism: Independence Day, Republic Day, Gandhi Jayanti, and Constitution Day are celebrated with flag hoisting, cultural programs, and insightful talks to promote unity and national pride. NSS Day and Youth Day focus on ideals of peace and inclusivity.

Promotion of Rights and Human Dignity: Days like International Women’s Day, National Girl Child Day, and Human Rights Day are marked with seminars and workshops to raise awareness on equality and empowerment.

Health and Wellness: World Mental Health Day, International Yoga Day, and World AIDS Day promote physical and mental well-being among the college community.

Environmental Sustainability: World Environment Day, World Population Day, and World Water Day are observed with tree planting, clean-up drives, and expert sessions to emphasize ecological responsibility.

Cultural Harmony: Religious festivals such as Christmas, Eid, Holi, and Deepavali promote interfaith dialogue, while regional celebrations like Onam foster cultural pride.

These observances, driven by students, include interactive activities, cultural performances, and community outreach, enriching the college experience and shaping responsible citizens.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

Greening the Earth The Greening the Earth initiative at St. Xavier’s College transforms unused campus land into sustainable agricultural plots, promoting organic farming and environmental awareness. The project provides training and part-time employment for students while engaging the local community in eco-friendly practices. In collaboration with agricultural universities and private enterprises, 10 acres of unproductive land have been revitalized using sustainable farming methods. Key activities include training programs on organic farming, composting, and sustainable practices. The initiative fosters community involvement, strengthens environmental stewardship, and enhances student participation. Despite challenges such as stakeholder resistance, funding constraints, and weather disruptions, the project has succeeded through strategic partnerships. This initiative reflects the college’s commitment to sustainability and community empowerment.

Training the Masters The Training the Masters initiative empowers college students to tutor local schoolchildren in core subjects like English and Mathematics. This program improves the academic skills of both students and tutors, fostering a positive impact on the community’s educational standards. The initiative includes tutor training, workshops, and the provision of teaching resources. Evidence of success includes improved tutor performance, better learning outcomes for children, and increased local interest in education. Challenges such as motivating participation and socio-economic barriers were addressed through community collaboration. This initiative supports the college's mission of empowering first-generation learners and enhancing academic excellence in the region.

File Description	Documents
Best practices in the Institutional website	https://stxaviersthumba.ac.in:8931/content/images/Report/Best%20Practies.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Promoting Coastal Sustainability: A Distinctive Initiative at St. Xavier's College, Thumba

Located in a vibrant coastal community, St. Xavier's College, Thumba, integrates its mission with regional needs through its flagship Coastal Sustainability Program. This initiative addresses environmental and socio-economic challenges, empowering fishing communities while promoting ecological balance.

Key Initiatives:

1. Beach Cleaning Drives: Regular campaigns with students, faculty, and locals, in collaboration with NGOs, ensure cleaner beaches and raise awareness of marine pollution.

2. Marine Conservation Seminars: Workshops with experts educate stakeholders on marine biodiversity, sustainable fishing, and climate change impacts.

3. Community Empowerment: Skill development programs uplift fisher-folk, enhancing their socio-economic resilience.

4. Research and Advocacy: Student and faculty-led research on coastal ecology and climate resilience contributes to policy-making and sustainable solutions.

5. Plastic-Free Outreach: A ban on single-use plastics on campus extends to local communities through awareness drives and eco-clubs.

Impact and Recognition:

The program fosters environmental stewardship, strengthens ties with local fishing communities, and provides students with practical conservation experience. Recognized for its innovative approach, it exemplifies the college’s dedication to sustainability, social responsibility, and ecological consciousness.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. **Attain Autonomous Status: Achieve autonomy to introduce flexible, need-based courses and innovative practices, fostering academic excellence.**
2. **Strengthen Research: Establish research centers, secure funding, and encourage high-impact publications to drive societal and academic progress.**
3. **Innovative Pedagogy: Implement flipped classrooms, experiential learning, and technology-driven methods for engaging education.**
4. **Enhance Collaborations: Strengthen MoUs with reputed institutions for academic exchange, joint research, and internships.**
5. **Utilize RUSA Funds: Expedite efforts to secure RUSA funding for infrastructure development and institutional growth.**
6. **Upgrade Sports Facilities: Improve sports and fitness infrastructure to promote holistic student development.**
7. **Boost Academic Outcomes: Enhance teaching and evaluation methods to improve results, higher education prospects, and placements.**
8. **Organize Placement Drives: Conduct inclusive placement drives with top companies and organizations for diverse opportunities.**
9. **Encourage Entrepreneurship: Foster innovation and startups through incubation centers, mentoring, and funding support.**

These goals align with the college's mission to achieve excellence, nurture responsibility, and promote holistic growth.