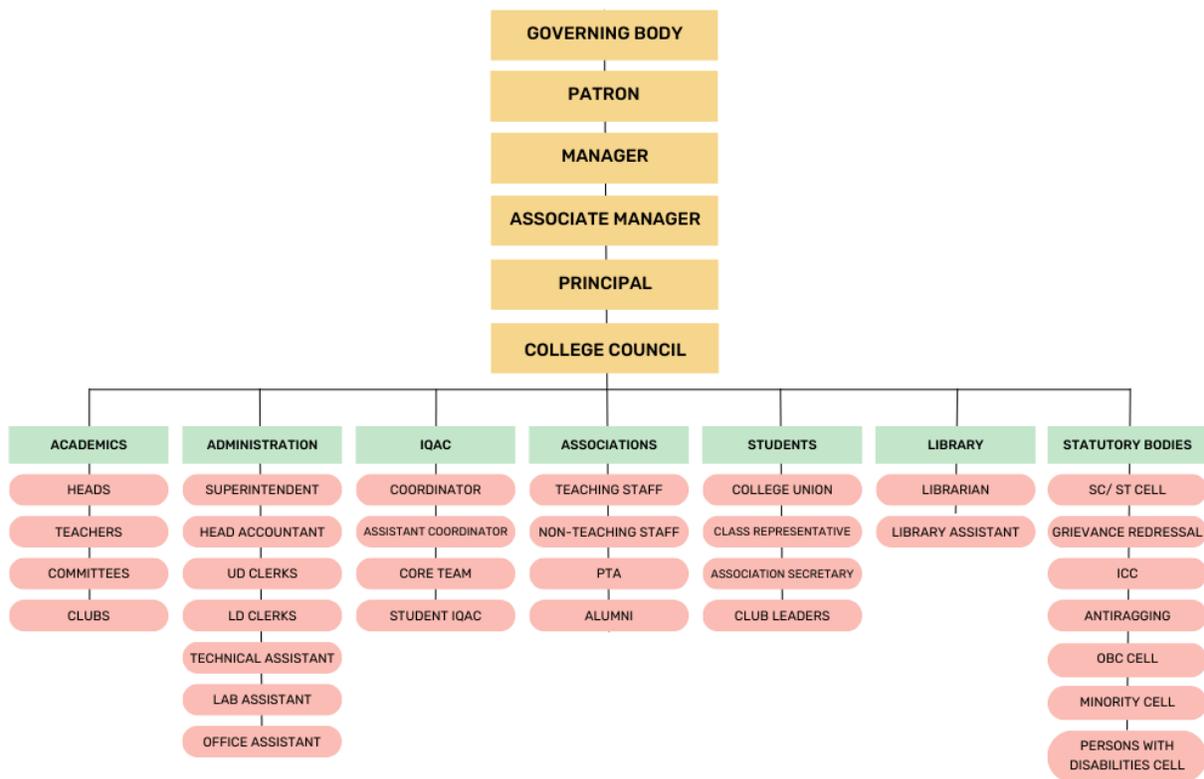




## Deployment of the Institutional Perspective Plan

Effective deployment of a plan requires strong leadership, clarity in communication, team work, systematic monitoring and evaluation. The Institutional Perspective Plan 2019- 2030 is implemented in the College through the policies of decentralization and participatory mode of operations. Decentralisation has allowed greater involvement and participation of the staff and students in decision making process and implementation. This has fostered a culture of continuous improvement within the institution and has helped us achieve the goals set in our Plan.

**MARY MATHA ARTS AND SCIENCE COLLEGE, MANANTHAVADY  
ORGANOGRAM**





The thrust areas of the Institutional Perspective Plan are given below and as evident from this document, the institution is in the process of executing the plan effectively:

**Curricular Aspects:** The College has strived for excellence in curricular aspects by regularly reviewing and evaluating the existing curriculum. The teachers are members of different statutory academic bodies of the University and have contributed to restructuring the curriculum. The institution also has the practice of conducting regular assessments and evaluations and collecting feedback from the students on curriculum. The College offers several certificate courses and value-added courses to cater to the diverse interests of the students. Students and teachers are also encouraged to enroll for SWAYAM courses and other certificate courses.

**Teaching, Learning and Evaluation:** Innovative and student centric teaching learning methods are adopted to improve teaching, learning and evaluation. Continuous assessments are included to assess the progress of the students, and slow learners and advanced learners are provided with adequate inputs for improvement. ICT enabled teaching- learning with introduction of LMS and blended learning has enhanced the academic performance of the institution. Implementation of Outcome Based Education also contributes to make teaching-learning effective.

**Research, Innovations and Extension:** By embracing the UNAI Principles, Sustainable Development Goals and initiatives under Pradhan Mantri Yojana, the college has orchestrated extension activities in neighbouring communities. Establishment of research centers and the incubation cell has contributed to the enhancement of a research culture in the College. Students are encouraged to undertake research-oriented project works. Many teachers are research guides, many have completed their doctoral work and a few have registered for PhD in various universities. Collaborations with industries, research organizations and other academic institutions have created an environment that fosters research and innovation.

**Infrastructure and Learning Resources:** The infrastructural facilities are well maintained and upgraded regularly. The construction of the new library block and auditorium, renovation of the already existing infrastructural facilities and the introduction of LMS and TCS have contributed positively to the academic ambience of the college. Access to e-journals and e-magazines is provided through *INFLIBNET*, N-LIST, and *Magzter*. Inclusive features for Divyangjan, such as ramps, lifts, wheelchairs, washrooms and NVDA software are provided in the campus.



**Student Support and Progression:** The focused interventions of the college by providing tutoring services, career guidance and counselling, mentorship and scholarships have improved the progression of the students to higher studies and employment. 67.31% of students benefited from scholarships, freships and endowments provided by government and non-government agencies, and the college during the assessment period. Several programmes were organized for capacity building and skill enhancement. Medals were won by students at University/State/National level competitions. The college has an active alumni community, comprising a registered association with 6147 members.

**Governance, Leadership and Management:** The Management has strived to provide the best facilities for the smooth functioning of the institution. Implementation of e- governance at various levels has become effective and has enhanced the teaching learning experiences of the college. Formulation of policies, regular academic and administrative audits, grievance redressal mechanisms, welfare schemes for employees, mobilization of resources, and planning and execution of resources are done effectively in the institution.

**Institutional Values and Best Practices:** Mary Matha Arts and Science College is deeply committed to promote gender equality and inclusivity, aligning its principles with the Constitution of India. The campus is disabled-friendly with facilities like lifts, washrooms for differently-abled, ramps, wheelchairs, and other security measures in providing accessibility for everyone. The College prioritizes environmental sustainability. The Best Practices of the College are executed and practiced in a decentralised manner. Several programmes are organised to instil institutional values among the students.

The Institutional Perspective Plan is very crucial for the College as it provides a direction for excellence, facilitates communication among all stakeholders, helps in resource allocation and enables performance measurement. The deployment of our Strategic Plan is done through meticulous planning that aligns our goals and objectives with the vision of our institution. It signifies the institution's commitment to create a positive change in the society and achieve sustainable progress. Through the deployment of the Short and Long Term Strategic Plans we aim to ensure that our College remains competitive and innovative in the field of higher education.