SELF STUDY REPORT

FOR

4th CYCLE OF ACCREDITATION

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS)

NO. 70, ETHIRAJ SALAI, EGMORE
600008
www.ethirajcollege.edu.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

August 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Ethiraj College for Women, Chennai, India was founded by the educational visionary, Shri.V.L.Ethiraj in 1948 with the singular motive of women's empowerment through education. The college has crossed several milestones and today stands as one of India's premier higher education institutions. Its commitment to achieving the national goals of economic and social equity rests on the values of innovation and inclusion.

The College is situated in the heart of Chennai city, well connected by roads, railways and metro, facilitating easy access from all parts of the city. The College has two Campuses spread over 8.93 acres.

A knowledgeable and passionate team of 332 full-time faculty lead 26 undergraduate programmes, 22 postgraduate programmes, 13 M.Phil. and 9 Ph.D. programmes. The college which began 74 years ago with 150 students has grown today into a magnificent citadel of learning with 7548 students on roll.

The college, affiliated with the University of Madras is in its fourth cycle of reaccreditation by the National Assessment and Accreditation Council (NAAC). The college was accorded Five Star Status in its first accreditation in 1999. In the second cycle, in 2006 the college was awarded an A grade. In 2013, during the third cycle, the college was reaccredited with an 'A' grade and a CGPA of 3.36.

In 2004, Ethiraj College was the first among the women's colleges in Tamil Nadu to be recognised as the **College with Potential for Excellence**. In the National Institutional Ranking Framework, the college has consistently been one of the top 100 colleges in the country.

Ethiraj College is distinctive in fostering a milieu of knowledge building, critical thinking, skillsets enhancement and a flair for self-learning. The extensive range of student-centric activities and approaches adopted at the college ensure holistic development. The alumna of the college has excelled in all walks of life from fine arts to politics and technology to business. Our prestigious alumnae are recipients of Padma Awards, one of the highest civilian honours of India.

Vision

- To holistically develop women, by imparting knowledge, value systems, technological competencies and global skill sets.
- To harness their full potential to prepare them to be responsible citizens, compassionate leaders, agents of social change and participants in the National Development.

Mission

- To achieve our vision by creating a student-centric learning environment that is driven by passion for excellence, research culture, and an eco-system for innovation and creativity.

- To encourage a participatory approach among staff, students, alumni and other stakeholders.
- To provide adequate opportunities to engage in a multitude of interests of our diverse student's community in academic, co-curricular and extra-curricular activities.
- To offer a campus of excellence with world-class infrastructure, technology and support services to our staff and students.
- To have a Management that would uphold the highest levels of transparency, accountability and governance in meeting the ideals of the Founder of the college.

QUALITY POLICY

"To strive, to seek, to find and not to yield"

Thiru V. L. Ethiraj's vision of women empowerment inspires us to provide a quality and need-based education. We disseminate knowledge without compromising on standards and values. Hallmarks of the education we impart to our students are development of self-confidence, inculcation of ethics, fostering independent thinking and pursuit of excellence, sensitization to social and environmental needs and a holistic and global outlook on life.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Participatory management involves delegation, decentralisation, and top-down planning.
- Academic practises are governed by clearly established policies.
- A code of conduct helps to define the culture of the organisation.
- Numerous programmes for academic enrichment are held each year.
- Championships in University level inter-collegiate literary & cultural competitions and accolades have been won.
- EthIgnite Outreach and Extension programmes creates socially responsible citizens.
- Women Empowerment is at the core of all activities of the college.
- A strong system of support is offered for entrepreneurship, career development, and improving employability.
- Zero Tolerance for discrimination. Inclusivity, Community harmony, and multicultural integration are fostered.
- The campus and educational resources are favourable to Divyangjan students.
- Experiential learning is facilitated through sustainable industry-institution interaction.
- Transparency and efficiency in academic and administrative processes are enabled through e-governance.
- Ranked among the top 100 colleges in NIRF and top 50 Arts and Science College among other Rankings.

Institutional Weakness

- Intellectual Property: At the institution, patenting and the development of intellectual property are still in their infancy.

- Consultancy: Revenue creation from corporate training and consulting is still being optimised.
- Industry-Sponsored research: There is still room to maximise the possibilities of this type of study.
- Infrastructure: Lack of space for international hostel and guest house to attract overseas students.

Institutional Opportunity

- The Central and State Government's and the Affiliated University's sustained encouragement and support can have a substantial impact on the Institution's long-term growth.
- As the college is located in a metropolitan hub, the opportunities for the development and mentoring of business owners and start-ups is ample.
- Chennai is a centre for institutions and industries, numerous nationally significant institutes are located here. Academic connections with these institutions and top Industries would promote more diversity and cutting edge to the programmes offered.
- The demand for programmes with remote learning has expanded as a result of recent trends in higher education, business, and technology. Online and mixed courses now provide more options for setting up sky campus
- The college has a lot of potential for utilising renewable energy sources from all kinds of natural resources and conducting research in the area.
- The expansion of local and international businesses in the area can help qualified graduates diversify their careers.
- Chennai is the capital of Tamil culture, history and tradition. Ample scope for specialisation in indigenous and classical research.

Institutional Challenge

- Student-exchange programmes with institutions within the nation and abroad.
- Opportunities for Faculty-exchange within the country and abroad.
- To keep pace with advancements in education on the global front.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The institution designs and delivers SMART (Specific, Measurable, Achievable, Relevant and Transferable) curriculum that meets the needs of the stakeholders. The curriculum of the institution is guided by the core values of higher education, guidelines of UGC, the vision and mission of the college, and professional and industrial needs.

The institution offers 70 programmes (26 undergraduate programmes, 22 postgraduate programmes, 13 M.Phil. and 9 Ph.D. programmes). From 2008-2009, the college has been following a Choice Based Credit System.

The curricular developments and innovations during the fourth cycle period are:

- The college introduced B.Com. Accounting & Finance in the year 2016-2017 and M.Sc.Applied Psychology and M.A. Human Resource Management in the year 2020-2021.

- In 2019, we moved to an Outcome Based Education to equip our students with 21st-century skills: critical thinking, problem-solving, analytical reasoning, cognitive skills, and self-directed learning. The Programme Educational Objectives, Programme Outcomes, Programme Specific Outcomes, and Course Outcomes are defined and based on the revised Bloom's Taxonomy.
- The curriculum of all the programmes has been revised three times during the last five academic years.
- 916 new courses were introduced during the review period.
- 52 Self-Study papers with extra credits have been introduced.
- MOOCs, SWAYAM and NPTEL courses are integrated into the curriculum.
- Flexibility in choosing Non-Major Elective courses promoting horizontal mobility across the departments.
- 89 value-added courses were offered during the last five years.
- Emphasis is laid on Skill Development, Employability and Entrepreneurship and they are integrated into the curriculum.
- Experiential Learning activities such as Internships, Projects, and Field and Industrial visits are integral to the curriculum.
- Concerns related to gender, human values, professional ethics, and environmental sustainability are woven into the curriculum.
- Structured curriculum feedback was gathered from students, alumni, teachers and employers was analysed by the IQAC for continuous improvement. The feedback analysis and action taken report are updated on the website.

Teaching-learning and Evaluation

The student-centric teaching-learning methodology adopted by the college are:

The institution adheres to the admission policy of the government ensuring transparency, inclusivity, and equity.

The average demand ratio of applications is 1:10.

Government norms are followed and seats are reserved for SC, ST, OBC, Divyangjan, and minorities.

The learning levels of the students are identified. Concepts both fundamental and advanced are incorporated in the syllabus to suffice multiple levels of intelligence among the diverse student body.

The teacher-student ratio is 1:22.

Participatory learning activities with impetus on student-centric pedagogy are employed.

Experiential learning is ensured through Projects, Internships, Industrial Visits, Field Trips, and educational tours.

Problem-solving teaching-learning methodology facilitates the application of domain knowledge to solve practical issues.

The pedagogy of the college has ICT at its core.

A Learning Management System based on Moodle has been customised for Ethiraj College.

Every student of the college has a teacher mentor during her years at the college.

Adherence to the annual academic, plan, academic calendar, work diary, and course plan.

All sanctioned posts are filled through a well-structured recruitment process.

The average teaching experience of faculty members in the institution is 10 years.

IT integrated Examination Management System (EMS) facilitates support with respect to Student Registration, Hall Tickets Generation, Attendance, Examination Results, and Fee Payment.

On average 24 days between the last date of examination and the date of result declaration.

The average percentage of exam-related grievances is 0.42%.

Outcome Based Education pattern is followed with a focus on the measurement of student performance through outcomes.

The pass percentage for the 2020-2021 graduating batch is 99.74%.

Research, Innovations and Extension

The advancement of the institution in the areas of research, innovation and extension are:

Research activities of the college are supervised by the Research Advisory Committee (RAC) with a well-defined Research Policy and Ethical Policy. The Ethiraj Centre for Research, Innovation and Creativity (ECRIC) executes the plans of the committee. The committee also ensures academic integrity as stated in the code of ethics for research. Plagiarism checking is done at the Library of the University of Madras.

Course on Research Methodology with units on Research Ethics is mandatory to the curriculum.

The college provides seed money to encourage research and innovation and an amount of Rs.8,49,593 was sanctioned during the review period.

7 faculty members have been sanctioned with national and international fellowships for advanced studies and research.

27 research projects with a total grant of Rs.54,34,918 was received from government/non-governmental agencies.

The Incubation Cell of the college coordinates and motivates the students for start-ups to develop sustainable businesses.

During the five years, 126 programmes were organised by the college with respect to Research Methodology, Intellectual Property Rights, Entrepreneurship and Skill Development.

475 articles were published in Scopus, WoS, UGC and Peer-Reviewed journals and 211 were published as books, chapters and conference proceedings.

Workshops on Consultancy and Corporate Training Policy were organised to train teachers and staff in consultancy.

EthIgnite is a collaboration of all extension activities and Institutional Social Responsibility Initiatives of the college. The initiatives are driven by the departments, Leagues, Clubs, NSS, NCC and so on. The institution ensures 100% participation of the students in these extension activities. Mandatory and additional credits are awarded to the students for their participation.

The college has adopted two villages. More than 700 extension and outreach programmes organised have impacted the community in and around Chennai. As a token of recognition for the extension services, 84 awards were received.

Ethiraj College has witnessed more than 2500 collaborative activities for research, internship, project work and training during the review period.

The college has 35 functional MoUs with reputed institutions, Universities, industry and corporate houses.

Infrastructure and Learning Resources

The green-certified Ethiraj College campuses of 8.93 acres with a built-up area of 5,50,751sq.ft. has well-planned facilities for academic and extra-curricular activities.

Infrastructure maintenance, safety and security, and IT policies govern development activities.

There are 160 ventilated and spacious ICT-enabled classrooms.

44 Domain-specific laboratories with state-of-the-art equipment enrich learning experiences.

Herbarium and Zoology Museum for research and education.

647 desktop computers and 200 laptops are available for use by faculty, students and the college office.

Canteen facilities on both campuses in addition to the student-run Aavin Parlour and snacks outlet.

Four hostels including one hostel exclusively for sports students.

There are 4 Auditoriums and 2 Open Auditoriums for interactive programmes and cultural activities.

The campus houses facility for Tennis, Ball Badminton, Basketball, Kabaddi and Kho-Kho, Tennikoit, Throw Ball Court, and Cricket Net Pitch.

Designated space for table tennis, carom, chess and other indoor games.

An indoor sports stadium funded by UGC.

Gymnasium, yoga, and meditation room rejuvenate the young students and faculty.

The libraries with Integrated Library Management System houses 1,22,817 books, 1609 theses, 631 back volumes, 81 DVD and CDs, 107 Print Journals, and 251 Braille books in addition to the numerous online journals and e-books.

The entire campus is wi-fi enabled with 43 access points on all floors of all the buildings with a bandwidth of 70 Mbps.

Ethiraj College e-Learning Portal enables blended learning.

Media centre with an exclusive sound recording unit, Audio Visual centre with video lecture capturing equipment and editing facilities are available.

Adequate budget has been allocated for infrastructure augmentation and maintenance.

The college has hardware resources, licensed and open software supplementing classroom learning. Licensed software (Microsoft Campus Agreement, Adobe Creative Cloud, Tally.ERP 9, Oracle and Matlab) and open-source software (Java, Python and MySQL) are available for academic and research purposes.

There is an organisational system for monitoring and maintenance of the infrastructure and IT facilities.

Student Support and Progression

The college offers a favourable environment for the holistic growth and development of the students. A concerted effort is taken to ensure an adequate support system for their well-being.

- During the five-year review period, 12590 students have benefited from the Tamil Nadu Government freeships.
- 926 students benefitted from the institutional scholarship amounting to Rs.53,78,325.
- 354 sports students benefitted from the fee waiver amounting to Rs.16,85,645.
- 417 students benefitted from Private, NGO, and Alumnae Scholarships amounting to Rs.15,40,231.
- All the students of the institution have undergone training in personality development, soft skills, language and communication skills, life skills and awareness of trends in technology.
- Impetus is given for yoga, meditation, physical fitness, health and hygiene.
- The college has a systematic approach in the areas of student counselling, mentoring, and student welfare.
- Career guidance is provided through a dedicated placement cell, Bhavishya.
- 665 students have opted for higher education in the year 2020-2021.
- Ethiraj Training Academy offers guidance and coaching to the students to undertake competitive examinations.
- 159 students have qualified in the various competitive examinations.
- An effective system supported by statutory bodies exists for student grievance redressal and prevention of sexual harassment. The institution has adopted a zero-tolerance policy for ragging.
- The students have emerged as winners in the cultural festivals organised at the district, state and national levels.
- 393 students have brought laurels to the college for outstanding performance in sports. 219 University

Blues are the pride of the college.

- NCC cadets of the college have represented in the Republic Day Parade.
- The college follows a participatory governance model to nurture future leaders with a global outlook. The Students Union and Clubs are proactive in organising and managing various activities and programmes.
- 591 sports and cultural events were organised by the institution in the last five years.
- A formally registered Ethiraj College Alumnae Association (ECAA) extends continuous support for the overall development of the college and students.

Governance, Leadership and Management

The transparent, inclusive, and participative governance at Ethiraj College for Women is structured and aligned with the vision and mission of the institution, to empower women towards excellence.

The college's vision and mission are realised through Ethiraj Excellence Journey, a 10-point charter that outlines the process for developing and deploying strategies.

The departments and faculty are directed by the principles of decentralisation and participative management to accomplish institutional goals.

The well-structured organogram demonstrates the reporting relationships and communication channels.

The recruitment processes at Ethiraj College follow the guidelines of the UGC, Tamilnadu Government, and the University of Madras.

The statutory and non-statutory committees foster academic and administrative excellence that meets higher education standards.

The perspective plans of the college are multi-pronged for sculpting organisational success. **Ethiraj 2020,** the strategic plan of the college for the decade 2010-2020, established the college's goals and development plans.

E-governance is implemented in administration, finance, accounts, student admission, student support and examinations, under the able guidance of experts in respective areas.

Faculty members are provided with insurance, medical assistance, seed money for research, funds for Major and Minor Research Projects, and financial support to attend, present and publish papers in conferences, workshops, and seminars.

The college has organised professional development and administrative training programmes.

All the faculty members of the college have undergone face-to-face or online faculty development programmes and refresher courses.

Internal and external audits are conducted periodically.

Adequate allocation of budget, mobilisation and management of resources are meticulously carried out.

The Internal Quality Assurance Cell is a nodal centre dedicated to improving educational quality by implementing a systematic improvement plan for all aspects of the institution's operation. It assures all stakeholders that the quality management system of the institution is accountable and transparent.

The IQAC reviews the teaching-learning processes and attainment of learning outcomes as stated in the OBE Manual.

The IQAC meets regularly, analyses feedback received from students, parents and other stakeholders on quality-related issues for the improvement of teaching, learning, and research in the college, collaborates with institutions of repute, timely submission of AQAR, participates in NIRF, and undertakes quality audits.

Institutional Values and Best Practices

The initiatives and events enumerating values, social responsibilities, best practices and

institutional distinctiveness:

The SMART curriculum of the college focuses on gender issues to create a workforce and thinking individuals to achieve gender equity.

The college has facilities for alternative sources of energy - solar and biogas, sensor-based

technology, and LED bulbs. Power-efficient equipment have been installed.

MoU has been signed with waste management agency to recycle an average of 3000 Kg of paper per year.

RO-Water is recycled and used.

An on-campus vermicomposting unit is part of the college's green environmental activities.

The institution's electronic trash, broken and non-usable hardware, is disposed of through e-waste vendors periodically.

The wastewater generated on campus is disposed of in the underground sewage system that uses drainage channels for the corporations' work. `

Biomedical and hazardous wastes are managed effectively.

Campus has Rainwater harvesting facility.

Water conservation facilities such as borewell recharge, water tanks, wastewater recycling and distribution system are maintained.

Pedestrian-friendly pathway and designated parking spaces restrict the entry of vehicles in the campus.

Staff and students use bicycles.

Single-use plastic is prohibited on campus.

The campus is Green with different species of trees and plants.

Miyawaki forest on the campus.

Quality audits such as Green audits, energy audits, environmental audits are undertaken.

The college is disabled-friendly, barrier-free environment with ramps, elevators, washrooms,

teaching aids, signages including tactile path, lights, display boards and signposts, and screen reading software.

The college does not tolerate discrimination on the basis of caste, colour, creed, and religion. It ensures inclusivity, communal harmony and respects multi-culturalism on the campus.

Specific programmes were organised to sensitise students and staff on constitutional

obligations, values, rights, and duties of citizens.

The staff and students adhere to the code of conduct, monitored by a Committee.

Programmes on professional ethics and orientation on the code of conduct have been organised.

National and International commemorative days, events and festivals were organised to instill national integration and harmony.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS)
Address	NO. 70, ETHIRAJ SALAI, EGMORE
City	Chennai
State	Tamil Nadu
Pin	600008
Website	www.ethirajcollege.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	D B Usharani	044-28273189	9790863576	044-2828201 4	principal@ethirajc ollege.edu.in
IQAC / CIQA coordinator	M. Latha Kumari	044-28279189	9884355429	044-	ethirajiqac@gmail. com

Status of the Institution	
Institution Status	Private , Grant-in-aid and Self Financing

Type of Institution	
By Gender	For Women
By Shift	Day Evening

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	
Date of Establishment, Prior to the Grant of 'Autonomy'	01-01-1948

Date of grant of 'Autonomy' to the College by UGC	22-08-1997

University to which the college is affiliated

State	University name	Document
Tamil Nadu	University of Madras	[View Document](#)

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	23-08-1988	[View Document](#)
12B of UGC	23-08-1988	[View Document](#)

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	[View Document](#)	24-06-2021	12	

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	Yes
If yes, date of recognition?	10-09-2004
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	NO. 70, ETHIRAJ SALAI, EGMORE	Urban	8.93	550751

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)

Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,English	36	Twelth	English	150	118
UG	BSc,Advance Zoology And Biotechnology	36	Twelth	English	100	86
UG	BSc,Chemistry	36	Twelth	English	50	44
UG	BA,Tourism And Travel Managment	36	Twelth	English	70	68
UG	BA,History	36	Twelth	English	70	65
UG	BCom,Commerce	36	Twelth	English	299	299
UG	BSc,Physics	36	Twelth	English	50	40
UG	BSc,Mathematics	36	Twelth	English	140	91
UG	BCom,Corporate Sectretaryship	36	Twelth	English	227	219
UG	BSc,Plant Biology And Plant Biotechnology	36	Twelth	English	50	44
UG	BA,Economics	36	Twelth	English	220	194
UG	BSc,Nutrition Fsm And Dietetics	36	Twelth	English	50	49
UG	BA,English And Communication	36	Twelth	English	70	51
UG	BA,Business Economics	36	Twelth	English	70	70

UG	BSc,Computer Science	36	Twelth	English	101	101
UG	BSc,Biochemistry	36	Twelth	English	50	47
UG	BSc,Microbiology	36	Twelth	English	50	49
UG	BSc,Psychology	36	Twelth	English	57	57
UG	BSc,Clinical Nutrition And Dietetics	36	Twelth	English	30	30
UG	BSc,Visual Communication	36	Twelth	English	50	50
UG	BSc,Mathematics With Computer Application	36	Twelth	English	60	22
UG	BCom,Bank Management	36	Twelth	English	147	147
UG	BCom,Commerce Honours	36	Twelth	English	41	41
UG	BCom,Accounting And Finance	36	Twelth	English	80	80
UG	BBA,Business Administration	36	Twelth	English	77	77
UG	BCA,Computer Application	36	Twelth	English	50	50
PG	MA,English	24	UG	English	41	41
PG	MSc,Chemistry	24	UG	English	12	12
PG	MA,History	24	UG	English	25	24
PG	MCom,Com	24	UG	English	65	64

	merce					
PG	MSc,Physics	24	UG	English	16	16
PG	MSc,Mathematics	24	UG	English	40	40
PG	MCom,Corporate Sectretaryship	24	UG	English	25	25
PG	MSc,Plant Biology And Plant Biotechnology	24	UG	English	20	19
PG	MA,Economics	24	UG	English	40	35
PG	MA,Business Economics	24	UG	English	40	26
PG	MSc,Biochemistry	24	UG	English	26	25
PG	MSc,Microbiology	24	UG	English	26	25
PG	MSc,Psychology	24	UG	English	26	20
PG	MBA,Business Administration	24	UG	English	60	60
PG	MCA,Computer Application	24	UG	English	45	45
PG	MA,Tamil	24	UG	Tamil	20	14
PG	MSc,Zoology	24	UG	English	18	18
PG	MA,Human Rights And Duties Education	24	UG	English	30	13
PG	MCom,Banking Insurance	24	UG	English	40	37

	Management					
PG	MA,Journalism And Communication	24	UG	English	20	17
PG	MA,Human Resource Management	24	UG	English	40	38
PG	MSc,Food And Nutrition	24	UG	English	15	15
Doctoral (Ph.D)	PhD or DPhil,English	36	PG	English	6	2
Doctoral (Ph.D)	PhD or DPhil,Chemistry	36	PG	English	6	0
Doctoral (Ph.D)	PhD or DPhil,History	36	PG	English	6	0
Doctoral (Ph.D)	PhD or DPhil,Commerce	36	PG	English	6	3
Doctoral (Ph.D)	PhD or DPhil,Physics	36	PG	English	6	0
Doctoral (Ph.D)	PhD or DPhil,Plant Biology And Plant Biotechnology	36	PG	English	6	0
Doctoral (Ph.D)	PhD or DPhil,Economics	36	PG	English	6	1
Doctoral (Ph.D)	PhD or DPhil,Tamil	36	PG	Tamil	6	1
Doctoral (Ph.D)	PhD or DPhil,Zoology	36	PG	English	6	0
Pre Doctoral (M.Phil)	MPhil,English	18	PG	English	12	4
Pre Doctoral (M.Phil)	MPhil,Chemistry	18	PG	English	6	0

Pre Doctoral (M.Phil)	MPhil,History	18	PG	English	8	1
Pre Doctoral (M.Phil)	MPhil,Commerce	18	PG	English	8	1
Pre Doctoral (M.Phil)	MPhil,Physics	18	PG	English	6	0
Pre Doctoral (M.Phil)	MPhil,Mathematics	18	PG	English	6	1
Pre Doctoral (M.Phil)	MPhil,Corporate Sectretaryship	18	PG	English	10	2
Pre Doctoral (M.Phil)	MPhil,Plant Biology And Plant Biotechnology	18	PG	English	8	0
Pre Doctoral (M.Phil)	MPhil,Economics	18	PG	English	8	6
Pre Doctoral (M.Phil)	MPhil,Computer Science	18	PG	English	12	2
Pre Doctoral (M.Phil)	MPhil,Tamil	18	PG	English	16	0
Pre Doctoral (M.Phil)	MPhil,Zoology	18	PG	English	6	0
Pre Doctoral (M.Phil)	MPhil,Food And Nutrition	18	PG	English	6	0

Position Details of Faculty & Staff in the College

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Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				22				118
Recruited	0	0	0	0	0	22	0	22	0	113	0	113
Yet to Recruit				0				0				5
Sanctioned by the Management/Society or Other Authorized Bodies				0				40				178
Recruited	0	0	0	0	0	40	0	40	178	0	0	178
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				39
Recruited	7	3	0	10
Yet to Recruit				29
Sanctioned by the Management/Society or Other Authorized Bodies				103
Recruited	52	47	0	99
Yet to Recruit				4

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Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				13
Recruited	7	0	0	7
Yet to Recruit				6
Sanctioned by the Management/Society or Other Authorized Bodies				39
Recruited	20	19	0	39
Yet to Recruit				0

Qualification Details of the Teaching Staff

	Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	50	0	0	150	0	200
M.Phil.	0	0	0	0	12	0	0	81	0	93
PG	0	0	0	0	1	0	0	24	0	25
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	4	0	4
M.Phil.	0	0	0	0	0	0	0	29	0	29
PG	0	0	0	0	0	0	0	6	0	6
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	0	0	0	0	0
	Female	6236	122	0	0	6358
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	1147	26	0	0	1173
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	19	0	0	0	19
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	0	0	0	0	0
	Female	17	0	0	0	17
	Others	0	0	0	0	0

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Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	0	0	0	0
	Female	444	431	417	430
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	14	12	18	15
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	1820	1796	1823	1859
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	534	434	550	493
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	12	4	3	5
	Others	0	0	0	0
Total		2824	2677	2811	2802

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Accounting And Finance	[View Document](#)
Advance Zoology And Biotechnology	[View Document](#)
Banking Insurance Management	[View Document](#)
Bank Management	[View Document](#)
Biochemistry	[View Document](#)
Business Administration	[View Document](#)
Business Economics	[View Document](#)

Chemistry	[View Document](#)
Clinical Nutrition And Dietetics	[View Document](#)
Commerce	[View Document](#)
Commerce Honours	[View Document](#)
Computer Application	[View Document](#)
Computer Science	[View Document](#)
Corporate Sectretaryship	[View Document](#)
Economics	[View Document](#)
English	[View Document](#)
English And Communication	[View Document](#)
Food And Nutrition	[View Document](#)
History	[View Document](#)
Human Resource Management	[View Document](#)
Human Rights And Duties Education	[View Document](#)
Journalism And Communication	[View Document](#)
Mathematics	[View Document](#)
Mathematics With Computer Application	[View Document](#)
Microbiology	[View Document](#)
Nutrition Fsm And Dietetics	[View Document](#)
Physics	[View Document](#)
Plant Biology And Plant Biotechnology	[View Document](#)
Psychology	[View Document](#)
Tamil	[View Document](#)
Tourism And Travel Managment	[View Document](#)
Visual Communication	[View Document](#)
Zoology	[View Document](#)

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Education improves and increases knowledge which

	results in skill development hence enhancing the quality of human capital. It should help the students to become better citizens, and develop good thoughts and deep knowledge. It helps to shape a better society to live in, by knowing and following the rights, rules and regulations. Quality education should provide the foundation for equity in society. Interdisciplinary study allows for the synthesis of ideas and the synthesis of characteristics from many disciplines. At the same time, it addresses students' individual differences and helps to develop important, transferable skills. Ethiraj college's curriculum comprises 50 Interdisciplinary Under Graduate courses and 19 Inter-Disciplinary Post Graduate courses. The College LMS is getting populated with courses to maximise the use of technology for access to all learning resources.
2. Academic bank of credits (ABC):	Initiated awaiting for the affiliating University's approval
3. Skill development:	The curriculum is SMART(Specific, Measurable, Appropriate, relevant and transferrable) with nearly 1400 courses which have a bearing on skill development, employability and entrepreneurial opportunities The college's capacity-building centre, training academy, Ethiraj Centre for Research, Innovation and creativity, enhance the competitiveness of students to meet global standards. The curriculum emphasizes on Government of India initiatives such as Aathmanirbhar Bharat, Pradhamantri Mudra Yojana, Digital India Mission, FIT India Movement, Udaan Scheme and so on.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	With Ethiraj LMS preparation for teaching Indian Languages online to non-Indian residents is ongoing. Preparation of OERs for Indian Languages, Hindi, Tamil and Sanskrit is initiated.
5. Focus on Outcome based education (OBE):	Outcome-Based Education (OBE) is an educational approach that focuses on the graduate attributes or outcomes after completing an academic programme. An educational philosophy is organized around several basic beliefs and principles. Organized from a focus on exit level outcomes and designed downwards to the unit levels. It focuses teaching & learning strategies on clearly defined learning outcomes getting high standards with high expectations for all students & includes expanded

	opportunities for enrichment and remediation. Therefore OBE curriculum comprising POs, PSOs, and COs was introduced in 2019 and available on the college website.
6. Distance education/online education:	With the LMS, a course on Human Rights and Legal Rights offered to the students of the college will be open to the public after clearance from the Affliatiing University. A step towards Sky Campus.

Extended Profile

1 Program

1.1

Number of programs offered year-wise for last five years

2020-21	2019-20	2018-19	2017-18	2016-17
55	53	53	53	53

File Description	Document
Institutional data in prescribed format	View Document

1.2

Number of departments offering academic programmes

Response: 27

2 Students

2.1

Number of students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
7520	7492	7467	7275	7131

File Description	Document
Institutional data in prescribed format	View Document

2.2

Number of outgoing / final year students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
2705	2640	2492	2400	2350

File Description	Document
Institutional data in prescribed format	View Document

2.3

Number of students appeared in the examination conducted by the Institution, year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
7375	7362	7353	7162	6945
File Description			Document	
Institutional data in prescribed format			[View Document](#)	

2.4

Number of revaluation applications year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	46	63	41

3 Teachers

3.1

Number of courses in all programs year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
1501	1443	1421	1368	1368
File Description			Document	
Institutional data in prescribed format			[View Document](#)	

3.2

Number of full time teachers year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
342	352	328	342	340
File Description			Document	
Institutional data in prescribed format			[View Document](#)	

3.3

Number of sanctioned posts year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
357	349	349	349	349

File Description	Document
Institutional data in prescribed format	[View Document](#)

4 Institution

4.1

Number of eligible applications received for admissions to all the programs year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
31234	32940	31414	27309	31686

File Description	Document
Institutional data in prescribed format	[View Document](#)

4.2

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
2551	2494	2428	2411	2411

File Description	Document
Institutional data in prescribed format	[View Document](#)

4.3

Total number of classrooms and seminar halls

Response: 164

4.4

Total number of computers in the campus for academic purpose

Response: 490

4.5

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
734.62	1066.10	1055.43	717.27	691.77

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

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

Response:

Ethiraj College for Women has a **SMART** (Specific, Measurable, Achievable, Relevant, and Transferable) curriculum that can endure the ebbs and flows of time and effectively address local, regional, national, and global requirements.

From 2008-2009, the college has been following a **Choice Based Credit System** for all Undergraduate and Postgraduate programmes. CBCS facilitates flexibility in the choice of courses and promotes horizontal mobility across the departments.

In 2019, the college adopted an **Outcome Based Education** to equip the students with 21st-century skills: critical thinking, problem-solving, analytical reasoning, cognitive skills, and self-directed learning. Adopting OBE led to a significant shift that entailed the restructuring of curriculum, pedagogy, and assessment practices. The **Program Educational Objectives**, **Programme Outcomes**, **Program Specific Outcomes**, and **Course Outcomes** are defined and based on the revised Bloom's Taxonomy. Based on the trend in the industry, the college introduced B.Com. Accounting & Finance in the year 2016-2017 and M.Sc.Applied Psychology and M.A. Human Resource Management in the year 2020-2021.

The college periodically reviews and updates the curriculum based on the latest trends in academia and industry following the guidelines laid by the **University of Madras**, **UGC**, **TANSCHE**, and the **AICTE**. Feedback from all stakeholders ensures projected academic growth and outcomes.

Principles of Curriculum Re-structuring

The overall guiding principles of curriculum revision to give an Ethiraj experience are widening the current knowledge base and upskilling, sustainability, multi-disciplinary approach, flexibility in learning, strategic thinking, and lifelong learning.

SMART Curriculum at Ethiraj College:

- Advanced knowledge in their domain through novel courses.
- Courses in tune with the national mission of '**Make-in-India**' paving the way for economic growth.
- **MOOC**s and **Self-study** papers with extra credits.
- Sensitisation and focus on cross-cutting issues through Value Education, Environmental Studies, and Gender Studies to produce morally upright, ethical, and environmentally conscious citizens.
- The mandatory course on EVS addresses global environmental issues: global warming and climate change; water pollution; and loss of biodiversity.

- Emphasis on soft skills and personality enrichment courses for self-awareness, and a renewed commitment to society.
- Projects to provide a comprehensive understanding of knowledge and its real-time application.
- Internships and Field visits enable hands-on training in the work environment, giving students the opportunity to imbibe workplace competencies and professional ethics.
- Focus on entrepreneurship to achieve the goals of **Atmanirbhar Bharat Abhiyaan** and the **Vision of Tamil Nadu 2023**.
- The courses offered by the Department of Nutrition and Food Service Management and Clinical Nutrition and Dietetics reflect the mission of the **FIT INDIA Movement**.
- Aligned with the **Digital India Mission**, the college offers advanced courses: Machine Learning, Artificial Intelligence, Python, Data Analytics in the Departments of MCA, BCA and Computer Science. Digital literacy is ensured across the curriculum.
- Units from **SWAYAM** and **NPTEL** courses are integrated into the curriculum**.**

The principles adopted at Ethiraj College for curriculum design reflect the nation's vision of equity and inclusion. The Program Educational Objectives, Programme Outcomes, Program Specific Outcomes, and Course Outcomes of the college ensure that the students develop comprehensive and transformative competencies for an eco-systemic approach to life and living.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.1.2 Percentage of Programmes where syllabus revision was carried out during the last five years.

Response: 100

1.1.2.1 **Number of all Programmes offered by the institution during the last five years.**

Response: 55

1.1.2.2 **How many Programmes were revised out of total number of Programmes offered during the last five years**

Response: 55

File Description	Document
Minutes of relevant Academic Council/BOS meeting	[View Document](#)
Details of program syllabus revision in last 5 years(Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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1.1.3 Average percentage of courses having focus on employability/ entrepreneurship/ skill development offered by the institution during the last five years

Response: 100

1.1.3.1 **Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years..**

2020-21	2019-20	2018-19	2017-18	2016-17
1501	1443	1421	1368	1368

File Description	Document
Programme / Curriculum/ Syllabus of the courses	[View Document](#)
MoU's with relevant organizations for these courses, if any	[View Document](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View Document](#)
Average percentage of courses having focus on employability/ entrepreneurship(Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.2 Academic Flexibility

1.2.1 Percentage of new courses introduced of the total number of courses across all programs offered during the last five years.

Response: 13.52

1.2.1.1 How many new courses are introduced within the last five years

Response: 960

1.2.1.2 **Number of courses offered by the institution across all programmes during the last five years.**

Response: 7101

File Description	Document
Minutes of relevant Academic Council/BOS meetings	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.2.2 Percentage of Programmes in which Choice Based Credit System (CBCS) / elective course system has been implemented (Data for the latest completed academic year).

Response: 100

1.2.2.1 **Number of Programmes in which CBCS / Elective course system implemented.**

Response: 55

File Description	Document
Minutes of relevant Academic Council/BOS meetings	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.3 Curriculum Enrichment

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

Response:

The college's SMART curriculum is largely relevant to the needs of a diverse society creating gender equality, and environmental awareness. Human, moral and ethical values and professional ethics especially Indian values form the substratum of the curricular design.

Gender

- The stamp of gender sensitivity is seen across all programs in word and spirit upholding the ultimate goal of the founder Shri.V.L.Ethiraj, who established this institution exclusively for women empowerment.
- **93 courses** in the curriculum directly engage with gender-specific content such as Gender & Media, Gender Studies, Women Writings, Feminist and Feminist Theories, Women Health Care, Basic Rights of Women, Women Entrepreneurship, Lifestyle Disease in Women etc.

- **Personality Enrichment for Women**, a special course to sensitise and educate young women about their rights and responsibility designed exclusively by the Centre for Women Studies is the distinctive factor of our Curriculum. A handbook to equip Faculty to teach the course has also been collated by the Centre.
- Other courses indirectly address gender concerns and encourage gender equanimity.

Environment and Sustainability

- At the institutional level, a common course in Environmental Studies provides a holistic understanding of environmental issues and the urgency for eco-friendly living. It instils a sense of appreciation and responsibility toward preserving and conserving nature and its resources.
- Courses such as **Literature and Environment**, Environmental Economics, Environmental Biotechnology, Environmental Microbiology and **Environmental Journalism** in the curriculum help the students understand complex environmental issues and realise the importance and need for becoming environmentally conscious.
- Outreach programmes encourage students to extend their understanding of environmental concerns within the community. Active participation in these helps the students envision plausible solutions for environmental issues.

Human Values

- Soft Skills courses for UG and PG, focussing on people's skills are embedded in the curriculum.
- Course on **Value Education** stimulates the inherent spirituality of students and anchors them to ethical values. The college has a workbook on Value Education structured by the faculty of the Department of Human Rights and Duties Education.
- The in-depth knowledge of the tenets of Human Rights through specialisation courses: Human Rights – Concepts and Principles, Studies in Human Rights, Tourism and Human Rights not only widen their understanding but also transforms them into agents of social change.
- Co-curricular activities and **Service Learning Programs** help students engage with the community and develop their civic consciousness, citizenship and social responsibility.

Professional Ethics

- Courses on Business Ethics and Values, Professional Ethics, Research Methodology, Business Ethics and Corporate Governance, **Media Laws and Ethics**, and **Bioethics** create sound and thinking minds required for the diverse workforce in contemporary times.
- The coursework of all programmes ensures a commitment to ethical behaviour in their personal and professional lives.
- Soft Skills courses for UG and Personality Enrichment course for PG integrate professional ethics, managerial effectiveness and leadership skills into the curriculum.

The cross-cutting issues of gender, values, ethics, and environment are intricately woven into the fabric of the SMART curriculum of Ethiraj college while it focuses on competitive, cutting-edge requirements of a business-driven global economy.

File Description	Document
Upload the list and description of the courses which address the Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.3.2 Number of value-added courses for imparting transferable and life skills offered during last five years.

Response: 89

1.3.2.1 **How many new value-added courses are added within the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
19	22	15	14	19

File Description	Document
List of value added courses (Data Template)	[View Document](#)
Brochure or any other document relating to value added courses	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.3.3 Average Percentage of students enrolled in the courses under 1.3.2 above.

Response: 11.02

1.3.3.1 **Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
979	943	611	640	891

File Description	Document
List of students enrolled	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.3.4 Percentage of students undertaking field projects/ internships / student projects (Data for the latest completed academic year)

Response: 50.86

1.3.4.1 **Number of students undertaking field projects / internships / student projects**

Response: 3825

File Description	Document
List of programs and number of students undertaking field projects / internships / student projects (Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

1.4 Feedback System

1.4.1 Structured feedback for design and review of syllabus – semester-wise / year-wise is received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni

Response: A. All 4 of the above

File Description	Document
Any additional information	[View Document](#)
Action taken report of the Institution on feedback report as minuted by the Governing Council, Syndicate, Board of Management	[View Document](#)
URL for stakeholder feedback report	[View Document](#)
Link for Additional Information	[View Document](#)

1.4.2 The feedback system of the Institution comprises of the following :

Response: A. Feedback collected, analysed and action taken and report made available on website

File Description	Document
Any additional information	[View Document](#)
URL for stakeholder feedback report	[View Document](#)
Link for Additional Information	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 89.88

2.1.1.1 **Number of students admitted year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
2824	2677	2811	2802	2766

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
3188	3126	3059	3038	3038

File Description	Document
Institutional data in prescribed format (Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Response: 89.59

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
2216	2176	2208	2241	2169

File Description	Document
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

2.2 Catering to Student Diversity

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

Response:

The College caters to a wide diversity of students coming from diverse learning systems and backgrounds. The institution tailors its programmes to suit the needs of this diverse population while aligning with the vision and the mission of the college.

Every year **Orientation Programme** is organized for a week for the first-year Undergraduate and Postgraduate students. Experts are invited to share their knowledge and experience. The syllabus addresses the needs of both the advanced and slow learners as it strikes the golden mean in the overall curricular design. Concepts both fundamental and advanced are incorporated in the syllabus to suffice multiple levels of intelligence among the diverse student body. The departments play a crucial role in identifying the learning levels on the basis of their performance in the **Entry Level Test, Continuous Assessments** and **Class Participation**.

Slow Learners

- Students are offered **Remedial Coaching** after college hours. During these sessions, teachers clarify doubts, provide tutorials, practise problems and help in writing essays. These sessions build confidence in students as they get individual attention.
- **Additional Mentoring** to support students who have studied in Tamil Medium at school to cope with language challenges that impede the achievement of learning outcomes.
- **Peer interaction** bridges learning gaps in slow learners.
- **Extra Coaching** in Mathematics and Practical-based papers.
- **Extra time and attention** in the computer labs for programming.
- Students with certified learning disabilities are given **Extra Time** during the tests and examinations
- Scribes are provided to students with learning disabilities and whenever required.
- Students with low performance are identified and are given **improvement tests**.

Advanced Learners

- Opportunities to earn additional credits through **Self-Study Courses. 5**2 Self-Study courses are offered in the Curriculum.
- Students are encouraged to enroll in courses offered through **Swayam, NPTEL, and Coursera.** More than 500 students enroll every year.
- **Student Transfer Programme** by **Concordia College, New York**. (MoU signed during

2017-2018)
- **Training** to prepare for competitive exams such as **UPSC, and TNPSC** through Ethiraj Training Academy (MoU 2019-2020)
- The institution has a robust presence of various clubs with an interest outside the curriculum. Leadership opportunities are provided to students as office bearers of the multi-pronged participation of students in governance.
- The college students register for courses offered by **MHRD,** Google Digital Garage, Indian Academic Research Association, **TCS Digital Learning Web, FINMARK, NCTE, and Cybersoft Solutions.**
- The institution's partnership with **Binghamton University** has created a platform for the exchange of knowledge and ideas creating international exposure among the student community (MoU 2019-2020)
- Students are encouraged to present papers and co-author research papers with faculty.
- Students are a part of the Editorial Board of College and department magazines and journals.

The Mentor-Mentee system of the college is crucial to help both advanced as well as slow learners. Students discuss their problems and challenges with their mentor, who monitors their progress and guides them. Through the mentoring system, socio-psychological issues that require professional attention are referred to the college counsellors for guidance.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response: 21.99

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response:

The SMART curriculum adopts a number of learner-centric strategies for a holistic learning experience directed by the principles of Outcome-based learning. Students are trained to formulate questions, seek answers, solve problems, discuss, debate, and draw conclusions. The institution exercises its status of autonomy to a considerable degree and offers intra and inter-departmental electives and skill-based courses, practical papers, and soft skills in the CBCS.

Experiential Learning

- Practical and laboratory components are integral to 65% of courses offered by the college
- Mandatory Project Work for
    - All Postgraduate Students
    - Undergraduate students of all Business Studies
- Students take up more than 1500 projects and internships every year
- Industrial and Plant visits connect theories and knowledge gained in the classroom with real-world situations
- The photo and video coverage of events in the college is done by the students of the Department of Visual Communication under the mentorship of their faculty
- B-Plan, Idea Box, Innovative Idea Contest, Stock Market Challenge, Agar Art, Bio Cartooning to intensify the rigor of learning
- PR Campaign by the Department of Journalism and Communication
- Interviews with entrepreneurs
- Use of Mind Games and Management Games by the Departments of Business Studies and Psychology
- Review of books, movies, advertisements, and cultural performances by the Departments of English and Languages for reflection and creativity
- Training in photography, videography, and drawing engages students in hands-on experiences.
- Community Outreach Programmes

Participative Learning

Participative learning offers an inspired means to work creatively and fully engaged for an enriching and integrated learning experience through

- Internship Training (Minimum 4 weeks internship for all postgraduate students)
- Wealth from Waste Projects
- Brainstorming and Group Discussions
- Workshops, Webinars and Panel Discussions to complement classroom learning
- Street Play, Educational Games
- ED Bazaar, Eco Bazaar, Nutri Fest, Madras Day
- Hands-on experience in Marketing
- Creative learning through short films, drama, puppet shows, and Villupattu
- Wider participation in curricular and co-curricular competitions within and outside the campus

Problem Solving

Problem Solving is one of the 21st century skills that an employer seeks. The courses offered in the college have the scope to train the students to implement a plan, assess its effectiveness, analyze the outcome, generate a set of alternate interventions, and evaluate the best solution.

- Case studies
- Simulation Techniques
- Project-based learning
- Postgraduate students undertake minor research projects as a part of the curriculum
- Developing Models

The SMART curriculum creates a teaching-learning environment that imparts advanced knowledge, novel ideas, and a heightened experience of aesthetics. The teacher and the taught collaborate in translating bookish information into knowledge and wisdom.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response:

The pedagogy of the college has ICT at its core. Faculty members exploit e-learning resources, and platforms including social media to attract and increase the attention span of Gen Z.

- The college has subscribed to Google Suite for Education to streamline instruction and make collaborations easier.
- A Learning Management System based on Moodle has been customised for Ethiraj College.
- Ethiraj LMS and Google Classroom are used effectively for facilitating blended learning. These platforms are used to share resources, evaluate tests, and grade assignments.
- Synchronous Remote Learning is enabled through Ethiraj Learning Management System, Zoom, and Google Meet.
- Google Classroom, Class WhatsApp Groups, and LMS are used to engage learners in discussions.
- Google Drive and One Drive for storage and synchronization of resources.

Online Resources

- E-resources relevant to courses are made available to students in the syllabus for access to advanced knowledge, simulation, and practical experience.
- YouTube, SlideShare, and Vimeo for hosting the e-content developed by the faculty and sharing the resources available in the public domain.
- The college is a local chapter in SWAYAM – NPTEL. The students and faculty members are encouraged to register for the certificate courses offered by NPTEL and access the resources.
- Blogger and WordPress for writing assignments.
- Remote access to EBSCO and INFLIBNET resources.

- Institutional linkage with Coursera for online certifications.
- Animation and modeling software help the students of Visual Communication in designing and modeling.
- ICT tools like Canva, Mind Map, Kahoot, Mentimeter, Quizziz, Google Forms, Google Worksheets are used to conduct quizzes and assignments.
- OBS, Screencast-O-Matic, Screencastify for lecture capturing and editing.
- LaTex for research, technical and scientific documentation.
- Cloud-based animation software like Powtoon and Renderforest for creating animated presentations and animated explainer videos.
- Interactive tools Padlet, Whiteboards and Jam Boards are widely used for idea generation, explanation of concepts and solving problems.

Infrastructure

- All classrooms are ICT enabled with Wi-Fi and LMS.
- Classrooms are equipped with LCD projectors and Smart Boards.
- During the pandemic, end-semester examinations were conducted online. Separate Google Classrooms were created for each course and Google Meet was used for remote proctoring.

File Description	Document
Any additional information	[View Document](#)
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response: 22:1

2.3.3.1 **Number of mentors** ?????????????? ???????

Response: 346

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll	[View Document](#)
Circulars pertaining to assigning mentors to mentees	[View Document](#)
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

2.3.4 Preparation and adherence of Academic Calendar and Teaching plans by the institution

Response:

The institution has a systematic method of preparing and adhering to the Academic Calendar and lesson plan. In order to ensure adherence to the academic calendar and teaching plan, there are three layers of preparation and execution. Before the start of the academic year, the college holds a Fixtures Meeting inviting all Heads of Departments, Faculty Coordinators of Department Associations, Association Secretaries, Faculty, and Student Coordinators of Club and Extension Activities, where each department a ssesses its actions from the previous year and develops the academic calendar with activities that promote a cademic growth.

The Principal, Vice-principal, the Dean, Controller of Examinations and IQAC in consultation with the members of the college council, prepare the academic calendar of the college. A series of meetings are conducted for the preparation of a detailed checklist of activities for the year. The Academic calendar of Ethiraj College provides a source of information to the key dates and deadlines of important academic and administrative activities of the year to faculty and students.

The calendar encompasses primarily dates that include opening and closing of the college, along with breaks like Government holidays and also include the teaching-learning-evaluation schedules like Continuous Assesment and End Semester Examination dates, fee collection, dates of meetings, seminar, conferences and dates of events planned for the academic year. This will enable the students and the faculty to prepare and organize the academic activities well in advance. The hard copy of the calendar is issued to the students and the staff and the soft copy is updated on the college website. The ratifications in the college calendar are done at the college council meeting, after taking into consideration the circumstances warranting such changes. A well organized institutional calendar is aimed at enhancing the quality of academics and based on the guidelines the Vice-Principal, the Dean, the Controller of Examinations and the Heads of the Departments administer the activities to accomplish their objectives in keeping with the vision of our college.

File Description	Document
Upload Academic Calendar and Teaching plans for five years	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 97.21

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years(Data Template)	[View Document](#)
List of the faculty members authenticated by the Head of HEI	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 42.86

2.4.2.1 **Number of full time teachers with *Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.Sc./D'Lit.* year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
162	164	136	133	136

File Description	Document
Institutional data in prescribed format (Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response: 10.25

2.4.3.1 **Total experience of full-time teachers**

Response: 3506.08

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Link for Additional Information	View Document

2.5 Evaluation Process and Reforms

2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

Response: 20.2

2.5.1.1 **Number of days from the date of last semester-end/ year- end examination till the declaration of results year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
24	14	26	17	20

File Description	Document
Institutional data in prescribed format (Data Template)	View Document
Any additional information	View Document
Link for Additional Information	View Document

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Response: 0.42

2.5.2.1 **Number of complaints/grievances about evaluation year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	46	63	41

File Description	Document
Number of complaints and total number of students appeared year wise	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response:

Since the inception of Autonomy in 1999, the college has been in the forefront of innovations and reforms in the examination and evaluation patterns with a view to upholding the high standards established over the years, while maintaining academic rigor and being informed by the need to provide transparency to students in the assessment process.

All the reforms carried out so far have been undertaken with the approval of the statutory bodies like the Board of Studies, Academic Council, Finance Committee and Governing Body keeping in mind the framework provided by the regulatory bodies namely the UGC, the University and TANSCHE. The entire division of the Office of the Controller of Examinations (COE) is fully **automated**. Some of the processes which deserve mention which are put into operation through the **Examination Management System** are student registration, hall ticket issue, Result Processing

Each student has a profile on the EMS through which she can register for inter-departmental elective courses and soft-skill or non-major elective courses. Students register for end semester exams on dates specified in the college calendar and pay the prescribed examination fees online. They can also register for arrear papers through this mode. EMS ensures the timely publication of results.

The EMS is kept active throughout the semester until the commencement of the end semester exams which the enables teachers to post online student attendance and CA marks of all course and the end semester marks of the NME/Soft Skill courses of each candidate and submit to COE.

Continuous Assessment Pattern

The percentage of marks from CA constitute 40 per cent of the marks obtained in any paper.

Of this 50 per cent of the marks are allotted for two written tests, the dates of which are earmarked in the college calendar by which 35 and 75 per cent of the portions of each course can be expected to be

completed. This helps both the teacher as well as the student in planning their work schedule accordingly.

25 percent of CA marks are allotted for participatory learning and the remaining 25 per cent is allotted for assignments and seminars. These components are spread out evenly throughout the semester, thus ensuring continuous internal assessment for all core, allied and elective papers.

The framing of rubrics for CA assessment is done meticulously and are communicated to the teachers in printed form in the work diaries. This serves as a ready reckoner for teachers during the evaluation process. They are also incorporated into the OBE syllabus to provide different methods of teaching-learning evaluations to be adopted in each course. Teachers return the Answer papers to the students within 10 days of evaluation.

One of the recent upgradation in the process is the introduction of downloadable hall tickets by the students. This enables the students to obtain hall tickets on demand once they fulfil the necessary criteria of attendance without having to undergo the stress of losing/misplacing hall tickets for the end-semester examination.

Marking of condonation and withheld case are done through the software of the EMS which provides to reduce the workload of teachers as well as giving transparency in issue of hall tickets particularly with reference to students who lack minimum attendance.

Question paper Setting

The question papers for the End Semester exams are set from among a panel of Subject Experts recommended by the Board of Studies and approved by the Academic Council of the college. They set two sets of question papers for each course and one question paper is taken up for printing on the day before the exam thus ensuring confidentiality and prevention of leakage of question papers.

Valuation

Central valuation is adopted for core, allied and elective papers of all programmes of study which ensures transparency and eliminates bias in valuation of papers. Double valuation is done by the course teacher and an external subject expert, and the average of the marks given by the two is taken as the final marks. This is further computed to arrive at the aggregate of CA and SE marks giving the final score to the candidate. This system has resulted in almost nil complaints with regard to the examination process from the students.

Revaluation and Supplementary Exams

Students can apply for copies of the evaluated answer scripts on payment of a prescribed fee and they are also at liberty to apply for revaluation of answer scripts immediately after announcement of results on recommendation of the Department. Final year students can apply for Supplementary exams in case of failure in any single theory paper that may prevent them from qualifying the minimum for the award of a degree.

Result processing involves calculation of the aggregate of CA and SE marks. This process is completed within an average of 10 days since the last date of the exam and may extend only in case of any unforeseen circumstances. The difference in CA marks and SE marks is calculated using Pearson's coefficient which

gives a better idea as to the performance of the students. On declaration of results the Office of the CoE prepares the Permanent Pass Register to be forwarded to University for award of degree/diplomas to successful candidates.

The college has the unique position of being the leaders in adopting technologies that help in preventing fraud and duplication of mark sheets. This has been achieved by adopting the latest Colour Coding technology and the use of Bar Codes. The mark sheets are unique in that are embedded with multiple security features using the latest technology. These tamper-proof and secure mark sheets can be easily verified by any outside agency such as prospective employers or institutions by scanning the colour code and bar-code.

Reforms during Pandemic Period

In the wake of the pandemic, there was a shift from conventional to online mode examinations utilising G-Classroom. Time tables and examination related communication were published online. Examinations were conducted online and answer scripts were evaluated by the course teachers under the supervision of the Nodal officers. Differently abled students were given extra time.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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.

Response:

To keep pace with the changes suggested by the regulatory bodies in the teaching learning process and to equip the students with competencies and orientations required for success in the fast-changing educational scenario, the college decided to adopt the Outcome Based Education for all programmes. Workshops for faculty were organized by IQAC to train the teachers in restructuring the syllabus by shaping, modifying and improving the outcomes of programmes offered.

The Programme Education Objectives(PEOs) all the programmes were drawn up keeping in mind the vision and mission of the college and the need to implement programmes and conditions that maximize learning for all students and to focus on subject proficiency, professional growth, management skills and the need to contribute to national development.

The next step was the framing of Programme Outcomes and Programme Specific Outcomes. In a synergistic exercise,various departments came together to frame the Programme Outcomes for Humanities,

Sciences and Commerce respectively keeping in mind the need to adopt best practices and set national benchmarks.

With the adoption of Outcome Based Education (OBE) in 2019-20, the syllabi were modified through the Board of Studies and approval obtained from the Academic Council of the College,with the need to   develop critical thinking, effective communication, social interaction effective citizenship, ethics, sensitivity to the environment, sustainability and self-directed and lifelong learning

The PEOs, POs and PSOs are displayed on the college website and are communicated to the students by the course teacher at the beginning of the semester and also during orientation programmes. They have also been displayed on the department notice boards and in other prominent locations so that the students can familiarise themselves with the terms and concepts that are mentioned in the outcomes.

The **Programme Educational Objectives :**

Undergraduate Programme

On obtaining an undergraduate degree the students will be able to:

- **PEO1**: Apply and advance the knowledge and skills acquired, to become a creative professional in their chosen field.
- **PEO2**: Engage in self-directed continuous learning, aimed at global competency, which will promote professional and personal growth
- **PEO3**: Develop management skills and entrepreneurial skills, by harnessing core competencies tempered by values and ethics
- **PEO4:** Work towards achieving economic and social equity for women through application of relevant knowledge
- **PEO5**: Contribute to promoting environmental sustainability and social inclusivity

Postgraduate Programme

On obtaining a postgraduate degree the students will be able to:

- **PEO1** Display higher order thinking in the knowledge domain and demonstrate professional skills
- **PEO2** Contribute to the advancement and application of relevant knowledge by self-directed learning
- **PEO3** Extend and integrate knowledge and skills to design and develop novel products and explore innovative solutions to national and international goals of development.
- **PEO4** Exercise management skills and develop social interactions in a responsive, ethical and constructive way to meet global standards of excellence in all spheres of activity.
- **PEO5** Strive for social and economic equity based on the need for gender parity and ecological sustainability.

File Description	Document
Upload COs for all courses (exemplars from Glossary)	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

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

Response:

The College has adopted Choice Based Credit System since 2008. As per the UGC guidelines to adopt Learning Outcomes Framework, the Institution has adopted Outcome Based Education pattern from 2019 onwards to inculcate student centric learning and enable students to be proficient enough to compete with the global needs.

The Institution organised workshops to train and equip the teachers with the Outcome Based Education and its implementation.

The College has prepared the OBE manual for the assessment and course attainment which are mapped with Programme Outcomes and Programme Based Outcomes. To determine the Course Outcome Attainment, the college has utilised Direct and Indirect Methods.

Direct Method incorporates the calculation of Continuous Assessment Marks for 40 marks. Two Internal Examinations will be conducted for 50 marks and converted to 10 marks each, (Assignment/Seminar carries 10 marks, Class Participation carries 10 marks) and End Semester Examinations will be conducted for 100 marks and is converted to 60 marks.

Indirect Method shows the students' feedback on the course attainment by using Course Exit Survey and Programme Exit Survey.

Direct Method:

Based on Pearson Correlation Coefficient, Result analysis is done by the Controller of Examinations and presented to the board members of the Standing Committee. Through Standing Committee, the academic performance of the students is scrutinised by the respective heads of the department and the committee.

Indirect Method:

Indirect Method is conducted by Course Exit Survey and Programme Exit Survey.

Course Exit Survey:

At the end of every semester, Course Exit Survey is conducted to assess the percentage of attainment of each Course Outcome which is based on the feedbacks obtained from the students. After the completion of the assessment, the course teachers consolidate the attainment level and the course outcomes are obtained

based on the yardsticks set for all the programmes.

On following the myriad variables namely course content, practical and theoretical component of the course and assessment system, course outcomes are attained. These methods are adopted on using the OBE pattern for Course Outcome attainments.

Programme Exit Survey:

Programme Exit Survey is an online survey conducted to assess the level of students' understanding on the attainment of Programme Outcomes/ Programme Specific Outcomes after the completion of 3 years for Under Graduate and 2 years for Post Graduate programmes.

Overall Attainment:

The overall attainment of a programme is determined based on the students' performance in the examinations, Course Exit Survey and Programme Exit Survey. The above mentioned surveys faclitates to understand and evaluate the attainment of outcomes.More than 3000 students pursue higher studies and 2775 students have been placed in esteemed institutions around the globe.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

2.6.3 Pass Percentage of students(Data for the latest completed academic year)

Response: 99.74

2.6.3.1 **Total number of final year students who passed the examination conducted by Institution.**

Response: 2705

2.6.3.2 **Total number of final year students who appeared for the examination conducted by the Institution.**

Response: 2712

File Description	Document
Upload List of Programmes and number of students passed and appeared in the final year examination(Data Template)	[View Document](#)
Any additional information	[View Document](#)
Link for additional information	[View Document](#)
Link for the annual report	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.54

File Description	Document
Upload database of all currently enrolled students	[View Document](#)
Upload any additional information	[View Document](#)
Link for any additional information	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

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

Response:

The Ethiraj College for Women strives to promote teaching and research in emerging areas of Humanities, Social Sciences, Languages, Literature, Pure Sciences, Life Sciences, and Management Studies. The Management also supports both students and teachers to promote excellence in research. The institution has a well-defined policy for the promotion of Research and has implemented it.

- The college has established two exclusive blocks (Science Block I and Science Block II) with 36 science laboratories and the latest equipment for facilitating research. The science laboratories are equipped with advanced instruments such as UV-Visible Spectrophotometer, Thermocycler, Phase Contrast Microscope, and Cooling Centrifuge to carry out experiments in Microbiology, Molecular Biology, Biochemistry, Phytochemistry, and related disciplines.
- Six Business Labs and two Language Labs cater to the research needs of the students and faculty.
- **Central Instrumentation Research facility** established through funds from DST and CPE houses equipment like HPLC, FTIR, Vacuum Evaporator and so on for advanced research.
- **FIST-sponsored Instrumentation Lab** established at a cost of 95 lakhs satisfies the research needs of scholars undertaking research programs and has the latest scientific equipment such as Advance Trinocular Research Microscope, Ultrasonic Processor, Spectrophotometer 2 sets UV, Electrical High-Temperature Furnace, Digital Bomb Calorimeter, Gel Documentation System, Cyclic Voltmeter, Carbon-dioxide Incubator, Realtime PCR and HPTLC.
- **Media Centre** comprising Television Production Studio, Photo Studio, Editing Suite, Drawing and Computer Lab enable the students to pursue projects and research works in Mass Media and Visual Communication. It also facilitates advanced experiments in 2D and 3D animations.
- **General Library** has a remarkable collection of 1,10,854 books, 52 print journals, and 95,110 online journals. It enables access to library databases such as EBSCO and N-List for easy reference. The library also holds membership in Madras University and British Council libraries.
- Computer labs are enabled with **Software** such as MatLab, Oracle, Python, Java, J-Create, MySQL, NetBeans, and Dev C++ which cater to the needs of scholars and faculty.

ECRIC (Ethiraj Centre for Research, Innovation and Creativity)

- Creation of an exclusive research centre called **ECRIC (Ethiraj Centre for Research, Innovation and Creativity)** provides a forum, space, facility and funding (upto 20 lacs p.a) and other required resources for nurturing research.
- Publications in quality journals recognized by the UGC- CARE and indexed in Scopus / Web of Science and/or with a good Impact Factor are supported by ECRIC.

- Funds are allocated for the promotion of quality research in the institution through ECRIC for minor Research projects (1 lac – 2 lacs), major Research projects (2 lacs – 5 lacs) and mini-research projects (up to 25,000) every year.
- ECRIC sanctions fellowships to research scholars every month and financial assistance of nearly Rs. 10 lakhs has been sanctioned to favour research in college.

Research Policy and Ethical Policy

The college has in place a well-defined Research Policy and Ethical Policy to ensure quality research and provide guidelines for all research activities in the college.

- **Research Advisory Committee** of the college functions effectively and meets regularly to monitor the sanction of research projects and other research activities.

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	[View Document](#)
Any additional information	[View Document](#)
URL of Policy document on promotion of research uploaded on website	[View Document](#)

3.1.2 The institution provides seed money to its teachers for research (average per year, INR in Lakhs)

Response: 1.94

3.1.2.1 **The amount of seed money provided by institution to its faculty year-wise during the last five years (INR in lakhs).**

2020-21	2019-20	2018-19	2017-18	2016-17
0.72	6.4	0.4	1.6	0.6

File Description	Document
Minutes of the relevant bodies of the Institution	[View Document](#)
List of teachers receiving grant and details of grant received	[View Document](#)
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	[View Document](#)
Any additional information	[View Document](#)

3.1.3 Percentage of teachers awarded national / international fellowship for advanced studies/research during the last five years

Response: 0.41

3.1.3.1 **The number of teachers awarded national / international fellowship for advanced studies / research year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	5	0	1

File Description	Document
List of teachers and their international fellowship details	[View Document](#)
e-copies of the award letters of the teachers	[View Document](#)

3.2 Resource Mobilization for Research

3.2.1 Grants received from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)

Response: 42.5

3.2.1.1 **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
25.4	3.6	2.4	8.9	2.2

File Description	Document
List of project and grant details	[View Document](#)
e-copies of the grant award letters for research projects sponsored by government and non-government	[View Document](#)

3.2.2 Percentage of teachers having research projects during the last five years

Response: 0.76

3.2.2.1 **Number of teachers having research projects during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
4	1	1	5	2

File Description	Document
Names of teachers having research projects	[View Document](#)

3.2.3 Percentage of teachers recognised as research guides

Response: 8.19

3.2.3.1 **Number of teachers recognized as research guides**

Response: 28

File Description	Document
Upload copies of the letter of the university recognizing faculty as research guides	[View Document](#)
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

3.2.4 Average percentage of departments having Research projects funded by government and non-government agencies during the last five years

Response: 14.07

3.2.4.1 **Number of departments having Research projects funded by government and non-government agencies during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
4	3	3	7	2

3.2.4.2 Number of departments offering academic programes

2020-21	2019-20	2018-19	2017-18	2016-17
27	27	27	27	27

File Description	Document
Supporting document from Funding Agency	[View Document](#)
List of research projects and funding details	[View Document](#)

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations, creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, Incubation etc.

Response:

The college serves as a focal point for collaboration amongst numerous specialised centres that promote innovation, entrepreneurship development, and ecosystem enhancement. These centres and cells function under the capable direction of an outstanding teaching team, robust research labs and programmes, industry partnerships, technology incubators, collaboration with outside technology innovators, seed and funding tie-ups, and IP advisors.

Dedicated Centre

- Ethiraj Centre for Research, Innovation and Creativity (ECRIC)
    - Institutional Academic Research Collaboration and Consultancy cell
    - Ethiraj Incubation cell
    - Institutional Social Responsibility Cell (ISR)
    - Corporate Training Cell
    - Ethiraj Intellectual Property Rights Cell (EIPR)

Ethiraj Centre for Research, Innovation and Creativity (ECRIC) acts as a central body for disseminating activities related to research and development under the guidance of the Dean of Research. ECRIC acts as a nodal centre for various other centres and interlink activities leading to quality research.

- **Institutional Academic Research Collaboration and Consultancy Cell**

This cell explores and monitors common avenues of academic research collaboration and consultancy with national and international institutions and industry.

- **Ethiraj Incubation Cell – E-Square**

Ethiraj College has an active entrepreneurship cell (E-square) that nurtures the students with an entrepreneurial spirit and moulds them into bright business minds. On-campus Incubation companies serve as a platform for budding entrepreneurs to successfully transform their innovative idea into reality and provide economic and social value addition to the student entrepreneurs.

- **Institutional Social Responsibility Cell**

This cell is committed to promoting community orientation, which is inspired by the college's intrinsic moral and ethical conscience. The Cell works to instil students with a feeling of social responsibility and to help shape them into responsible individuals who are empathetic to society's problems. Its focus is on the two villages that the college adopted, Karunakarachery and Nemmilichery.

- **Corporate Training Cell**

Training is a means of achieving learning, which is an ongoing process. The corporate Training Cell of Ethiraj College works to strengthen the development of young graduates' employability skills so they may absorb, adapt, and advance in their chosen careers.

- **Ethiraj Intellectual Property Rights Cell (EIPR)**

The Ethiraj IPR Cell is dedicated to promoting, protecting, managing, and commercialising intellectual property created by faculty and students at the College, including patents, copyrights, trademarks, and others. The cell fosters an academic setting that is favourable to the growth of the intellectual property.

On-Campus Ventures

- 5 Degrees
- Altitude

Campus ventures that thrive beyond the portals:

- Bud to Blossom
- Break-O-Bistro
- Desserts_Zone2
- Luscious Cream
- Madinga Empire
- Meraki
- Techture
- The Bake Zone
- Trio

Innovation and Knowledge Transfer

Successful knowledge transfer has been made possible by dedicated centres and successful partnerships with businesses and institutions:

- Conferences, Workshops and Lectures on IPR, Patents and Copyrights
- Community-service activities
- Collaboration with Ministry of Human Resource Development, Confederation of Indian Industry, Madras Chamber of Commerce and Industry and Bharatiya Yuva Shakti Trust (BYST)
- MHRD Certified Courses on Tally, Web Designing, Fashion Designing, Baking, Communication Skills and Beautician courses.
- Annual Idea Box and B-Plan Competitions
- Mentoring Programmes
- Annual entrepreneurial events like ED Bazaar and Eco Bazaar

File Description	Document
Upload any additional information	[View Document](#)
Paste link for additional information	[View Document](#)

3.3.2 Number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR),entrepreneurship, skill development during the last five years.

Response: 124

3.3.2.1 **Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR),entrepreneurship, skill development year-wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
45	31	19	14	15

File Description	Document
Report of the event	[View Document](#)
List of workshops/seminars during last 5 years	[View Document](#)

3.4 Research Publications and Awards

3.4.1 The Institution ensures implementation of its stated Code of Ethics for research through the following: 1. Inclusion of research ethics in the research methodology course work 2. Presence of Ethics committee 3. Plagiarism check through software 4. Research Advisory Committee

Response: A. All of the above

File Description	Document
Any additional information	[View Document](#)

3.4.2 Number of Ph.D's registered per teacher (as per the data given w.r.t recognized Ph.D guides/ supervisors provided at 3.2.3 metric) during the last five years

Response: 3

3.4.2.1 How many Ph.Ds are registered within last 5 years

Response: 84

3.4.2.2 Number of teachers recognized as guides during the last five years

Response: 28

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	[View Document](#)
URL to the research page on HEI web site	[View Document](#)

3.4.3 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Response: 1.39

3.4.3.1 Number of research papers in the Journals notified on UGC website during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
133	67	101	114	60

File Description	Document
List of research papers by title, author, department, name and year of publication	[View Document](#)

3.4.4 Number of books and chapters in edited volumes / books published per teacher during the last five years

Response: 0.8

3.4.4.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
105	31	45	50	41

File Description	Document
List books and chapters in edited volumes / books published	[View Document](#)
Any additional information	[View Document](#)

3.4.5 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed

Response: 2.11

File Description	Document
Bibliometrics of the publications during the last five years	[View Document](#)

3.4.6 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Response: 6.5

File Description	Document
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	[View Document](#)

3.5 Consultancy

3.5.1 Revenue generated from consultancy and corporate training during the last five years (INR in Lakhs).

Response: 0.04

3.5.1.1 **Total amount generated from consultancy and corporate training year-wise during the last five years (INR in lakhs).**

2020-21	2019-20	2018-19	2017-18	2016-17
0.036	0	0	0	0

File Description	Document
List of consultants and revenue generated by them	[View Document](#)
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	[View Document](#)

3.5.2 Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs).

Response: 0.2

3.5.2.1 **Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0.2	0

File Description	Document
List of training programmes, teachers and staff trained for undertaking consultancy	[View Document](#)
List of facilities and staff available for undertaking consultancy	[View Document](#)

3.6 Extension Activities

3.6.1 Extension activities are carried out in the neighbourhood community, sensitising students to social issues, for their holistic development, and impact thereof during the last five years

Response:

The mission statement and educational philosophy of the college place a strong focus on civic responsibility and social care. Student sensitization towards social issues and holistic development is given high priority. Extension activity in our college is a voluntary activity which aims to extend support towards the neighbouring community in order to uplift and enrich them socially. The College focuses on medical, educational, and skill development activities which enable individuals to achieve economic stability and improve their standard of living. With this motive, the college has several clubs and leagues, to name a few:

	Activity	Impact	
Red Ribbon Club	Understanding Body and Sexuality	Awareness on Health	
	Let's Zumba		
	Covid Do's and Don't's		
	Know Aids for No Aids		

	Balance Of Inner Chaos-Road to Success	Mental Wellbeing	
	Free Covid-19 Vaccination Camp – 1 & 2	Vaccination Drive	
	Visit to Orphanages	Care for the needy	
	World Aids Day- End Inequality End Aids		
	Camp Rainbow	Voluntary Service	
	Mind Matters	Mental Wellbeing	
Department Extension Activities	Sustainable Practices in Waste Management	Sensitisation towards Environmental Issues	
	Think Responsible Act Sustainable		
	Plastic-free July		
	Webinar on 'Sustainable Cities'		
	Worlds Mental Health Day - IKIGAI - The Value of Being Alive	Mental Wellbeing	
	Webinar on Gadget Addiction		
	Suicide Prevention - Human Figure Chain		
	Webinar on 'Tobacco-Free Environment'	Awareness on the ill effects of Tobacco	
	Teaching the underprivileged students	1. Voluntary Service	
	Sale of candles and perfumes made by the underprivileged and disabled	2. Care for the needy

3. Literacy | |

	Visit to Guild of Service - Bala Vihar		
	Visit to Social Charitable Trust		
	Teaching art, music and dance to the underprivileged children		
	Engaging the students in art, drawing, and craft activities		
	Teaching concentration and memory games to underprivileged children		
	Visit to Special School		
	Music therapy for cancer patients in Rajiv Gandhi Government General Hospital and Adyar Cancer Institute		
	Brain development and memory improvement activities		
NCC	Fit India Movement	Awareness on Health	
	Marina Coastal Clean up	Sensitisation towards Environmental Issues	
	Rally against Single Use Plastic		
	College Cleaning		
	Plant a tree with us		
	Aatmaraksha	Self Defence	
	Appreciating Martyrs, Commemorating days of	Civic Responsibilities	

	national importance		
	Puneet Sagar Abhiyan	Community Service	
	Workshop on Puneet Sagar Abhiyan	Maintaining Marine ecosystem	
Rotaract Club of Ethiraj	Beat The Heat, Glitzz'19, Trana Phase I	Community Service	
	Gramathil Oru Naal	Awareness on Health	
	Blend the Trend	Inclusivity	
	Project Cinderella,		
	Trana Phase II	Community Service	
	Magicus Extremos	Inclusivity	
	Glamorous Glee	Community Service	
	Raghabairavi v2.0	Care for the needy	
	Manidhaneyam	Community Service	
	Mic fest		
	The Dream Wheel		
	Aval phase 1	Awareness on Health	
	Tentukotta	Inclusivity	
	Kalvi	Improving the standards of living	
	Primeria	Awareness on Health	
	Madhumeh		
	Dear Babies		
	From Ethiraj,With Love	Mental Wellbeing	
	Vizhithiru	Safety and Security	
	winter warmth	Inclusivity	
	Love goes beyond time and quarantine	Support for LGBTQ Community	
	Happy Tails	Community Service	
	Nirangal		
	Bagzee		
	Karppi		
	Xmas Joy		

	Quarantine Galatas	Inclusivity	
	Raanchana		
	Sugadharam	Health and Hygiene	
	Aval Phase 2		
	Ectopia		
	Vaanmagal	Inclusivity	
	Embellish	Improving the standards of living	
	Manithi	Awareness on Law	
	Spoken and sealed, Swachhta	Social Sensitisation	
	Medicamp	Health and Hygiene	
	Aval 2.0	Voluntary Service	

File Description	Document
Upload Any additional information	[View Document](#)

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

Response: 51

3.6.2.1 **Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
16	09	11	11	4

File Description	Document
Number of awards for extension activities in last 5 year	[View Document](#)
e-copy of the award letters	[View Document](#)

3.6.3 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Response: 420

3.6.3.1 **Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
110	95	65	52	98

File Description	Document
Reports of the event organized	[View Document](#)
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	[View Document](#)

3.6.4 Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years

Response: 63.63

3.6.4.1 **Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
3512	4152	5212	5210	5321

File Description	Document
Reports of the event	[View Document](#)
Average percentage of students participating in extension activities with Govt or NGO etc	[View Document](#)

3.7 Collaboration

3.7.1 Number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work

Response: 517.2

3.7.1.1 **Total number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work**

2020-21	2019-20	2018-19	2017-18	2016-17
406	414	571	624	571

File Description	Document
Number of Collaborative activities for research, faculty etc	[View Document](#)

3.7.2 Number of functional MoUs with institutions of national, international importance, other institutions, industries, corporate houses etc. during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 77

3.7.2.1 **Number of functional MoUs with institutions of national, international importance, other Institutions, industries, corporate houses etc. year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
24	24	9	10	10

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	[View Document](#)
Details of functional MoUs with institutions of national, international importance, other Institutions etc during the last five years	[View Document](#)
Any additional information	[View Document](#)

Criterion 4 - 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.

Response:

The College is situated in the heart of Chennai city, well connected by roads, railways and metro, facilitating easy access from all parts of the city. The college takes utmost effort to identify and plan the infrastructural and physical requirements and provide adequate facilities. During the last five years, approximately **Rs.12,00,00,000** was invested to augment the two Campuses spread over 8.93 acres. A building with Administrative Block and additional classrooms are under construction.

Classrooms

- 160 classrooms including 18 smart rooms.

- Learning Management System facilitates blended learning in all classrooms.

- Research rooms and facilities are available in the departments for M.Phil and PhD scholars.

- In addition to regular classes, the rooms are used for

    - Examinations

    - Value-added courses

    - Remedial classes

    - Coaching for competitive examinations

Laboratories

Modern equipment and domain-specific laboratories enrich the learning experience.

- 36 Science Laboratories

- 6 Computer Laboratories

- 2 Language Labs

Computing Equipment

There are 647 computers administered through 14 high-end servers. Domain-specific licensed software

like Tally ERP 9, Matlab, Adobe Creative Cloud, Microsoft Campus Agreement, Mcafee Antivirus Campus Agreement, Adobe Premiere 2020, and Sophos Firewall are installed in the systems.

Media Centre

- Media Centre has Television Production Studio, Photography Studio, Editing Suite, Drawing Lab and Computer Lab. The centre is equipped with the latest mixing equipment and software.

Instrumentation Centre

- A Central Instrumentation Centre and a FIST-funded research facility with the latest instruments for advanced research create an opportunity for consultancy attracting researchers from other academic institutions as well.

Library

Our libraries and archives foster a love of books, education, information and research. By combining our digital products with our physical collections and programmes at the three libraries, we provide an individualised experience.

- The General Library in Campus I spreads over 2880 sq.mts on 4 floors.

- MBA-MCA in Campus II spreading over 193 sq.mts.

- 39 mini-libraries in the departments.

Herbarium

A collection of plant specimens (2118 Angiosperms and Cryptogams with duplicates) has been preserved for research and education.

Zoology Museum

- 157 invertebrates and 93 Chordata specimens are housed in the museum.

Academic and Administrative Infrastructure

- Astronomical telescope for observing celestial bodies in the night sky.

- One auditorium in Campus I and two mini-conference hall

- The office of the COE function in a fully air-conditioned space with adequate computers and photocopiers for the efficient conduct of examinations. It has separate halls and storage rooms.

- Well-equipped offices for the IQAC, UGC Cell, Placement Cell, Students Union, Student Counsellor and Systems Administrator.

- Centre for Women Studies

Other Facilities

- Elevators, wide staircases, and hallways

- The institution's footfall requirements are met by a number of exit points.

- Divyangjan Friendly Infrastructure

- Restrooms for students, faculty members, support staff, and visitors

- Disabled-friendly restrooms

- The entire campus is Wi-Fi enabled

- Three photocopying centres

- Two browsing centres

- Health Centre with the service of a doctor

- Four hostels including one hostel exclusively for sports students

- Two canteens

- Solar panels for meeting a part of the energy requirements

- RO water facility in three zones

- Three buses, one car, one auto

- Day-care Centre

- Medical Van Service

- Parking Facilities

- Bank on Campus

File Description	Document
Upload Any additional information	[View Document](#)
Paste link for additional information	[View Document](#)

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

Response:

The college recognizes the significance of indoor and outdoor activities for fostering growth, teamwork, tolerance and respect to empower young women with sound health and cognitive development. Adequate facilities for literary, and cultural events, sports and games are available.

Cultural Activities

The performing spaces in Ethiraj act as a creative catalyst for the latent potentials of budding performers. The spacious auditorium is a sought-after center by every Ethirajian. The Ethiraj stage has been the stepping stone in nurturing talent that has scaled to be worthy of the highest honors in the country – the Padma Awards.

The college infrastructure is modernised and well-equipped with the latest audio-visual equipment.

- Main Auditorium accommodating more than 900

- Mini Auditorium with a seating capacity of 180

- State-of-the-art Library Conference Hall with a capacity of 120

- MBA-MCA Seminar Hall accommodates 100

- Open Auditorium

- Quasquicentennial Colosseum to stage events for a large audience.

- Three gallery rooms with a seating capacity of 100 each.

Sports and Games

- An **indoor sports** stadium funded by UGC under the XII Plan with the following:

    - 440.34 sq.mt on the ground floor for Training Centre

    - 220 sq.mt on the mezzanine floor for Viewing Gallery

    - 433.28 sq.mt on the first floor for Sports Students' Hostel.

- **Courts**

    - Tennis

    - Ball Badminton

    - Basketball

    - Kabaddi and Kho-Kho

    - Throw ball Court

    - Cricket Net Pitch

    - Tennikoit

- Designated space for table tennis, carom, chess and other indoor games.

- A sports room with a computer facility.

- The college supports the athletes by hiring coaches.

- Regular practice sessions are arranged for the students in the nearby sports stadiums.

Yoga

- Yoga Centre to train and perform yoga.

- The students are given training on yoga every Saturday.

- Yoga sessions were organised online during the Covid-19 pandemic

Gymnasium

- Gymnasium funded by UGC is equipped with Rower, Upright Bike, Treadmill, Leg Curl, Leg Press, Recumbent Bike, Elliptical Trainer, Medicine Ball, Anti Burst Gym Ball, Dumbbells and Skipping Rope.

Sl.No.	Facility	Area/ Size (in Sq.Ft.)	Purpose	Year of Establishment	User Rate
CULTURAL ACTIVITIES					
1.	Main Auditorium	7140.72	Cultural activities and Conducting Conferences,	1966	100%

2.	Mini Auditorium	2530.00	Workshops, Seminars	2010	
3.	Library Conference Hall	3044.46		2003	
4.	MBA-MCA Hall	1194.00	Conducting Conferences, Workshops, Seminars	2004	
5.	Quasquicentennial Colosseum	2584.00	Cultural activities	2015	
6.	Open Auditorium	1950.00		2019	
SPORTS FACILITIES					
1.	TennisandBall Badminton	5000		Since 1948	100%
2.	Basketball	5500		Since 1948	100%
3.	Kabaddi	6000		2010	100%
4.	Kho-Kho	15000		2010	100%
5.	Throw ball and Volleyball	1000	Practising and playing	2010	100%
6.	Cricket nets pitch	3500	Practising cricket	2010	100%
7.	Indoor sports training centre	4739.78	Multipurpose indoor sports training	2018	100%
8.	Gymnasium	500	Training and exercises	2006	100%

File Description	Document
Upload any additional information	[View Document](#)
Geotagged pictures	[View Document](#)
Paste link for additional information	[View Document](#)

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. *(Data for the latest completed academic year)*

Response: 100

4.1.3.1 **Number of classrooms and seminar halls with ICT facilities**

Response: 164

File Description	Document
Upload any additional information	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Paste link for additional information	[View Document](#)

4.1.4 Average percentage of expenditure for infrastructure augmentation excluding salary during the last five years (INR in Lakhs)

Response: 24.33

4.1.4.1 **Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
95.41	286.17	648.95	114.88	29.70

File Description	Document
Upload Details of Expenditure , excluding salary during the last five years	[View Document](#)
Upload audited utilization statements	[View Document](#)
Link for any additional information	[View Document](#)

4.2 Library as a Learning Resource

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

Response:

Ethiraj College libraries are automated using the Integrated Library Management System. The college has one General Library in a 3-floor building and a professional library in the MBA-MCA Block.

Library Automation Software

General Library

- Fully automated
- Electronic Bosco Library Information System (eBLIS) - Since 2005
- The upgraded version 2.0 of the software with Radio Frequency Identification (RFID).

Professional Library - MBA-MCA

- Partially automated
- AutoLib Software - Since 2020
- Version 20.01

S.No	Particulars	General	MBA-MCA
1.	Total area of the library	**2,880 sq.mts.**	**193 sq.mts**
2.	Total seating capacity	**452**	**58**
3.	Library Timing	**7.30 am – 5.00 pm**	**8.00 am – 4.00**

Resources

The General Library houses books, print journals, magazines, newspapers, theses, and student projects. It has a repository of rare books. Our prized collection has titles from the year 1830 onwards. These archival editions speak volumes about the care and attention given to books at Ethiraj College.

Holdings

S.No	Particulars	General	MBA-MCA	
1.	Books	110854	11963	
2.	M.Phil Thesis	1330	55	
3.	Ph.D Thesis	224	-	
4.	Back Volumes	311	320	
5.	DVD and CD	81	-	
6.	Print Journals	52	55	
7.	Online Journals	95110		
8.	E-books	4 lakhs and above		
9.	Braille Books	251	-	
10.	Special Collections	Reference (Sitalakshmi, Prof.S.Sundaram) College Growth Collections Children's Collections and Archives	-	

Subscriptions

The information retrieval system facilitates the exchange of information for knowledge transfer, research, and recreation:

- Remote access to EBSCO and N-List e-resources
- E-books of Pearson Management collections - Subscribed during the Academic Year 2021-2022
- Membership in National Digital Library and British Council Library
- Subscription to e-ShodhSindhu, and Shodhganga

Accessibility

- Dewey Decimal Classification (DDC) of books.
- Ethiraj Library Spaces and its holdings:
    - **Growth of the College Cell** – Souvenirs published on the milestones of the College, Birth Centenary of Founder, Ethiraj College Archives, College Magazines and Department Publications.
    - **Exam Preparation Cell** – Question Banks and Resources for competitive examinations.
    - **Stack Area** – Books in circulation.
    - **Reprography** – Facility for referential reading.
    - **Journal Section** – Current and back volumes of print journals.
    - **Reference Hall with Individual Carrels**
    - **Personal Study Space** – Provided with desktops for easy access to e-resources.
    - **Reading Hall**
    - **Internet Services** – UGC-funded Network Resource Centre.
    - **EthiLib Pinboard -** Information on summer courses, short-term projects, competitive exams, clips of academic relevance published in newspapers and periodicals, and new arrivals.
    - **Library Conference Hall**

Inclusiveness at Ethiraj Library

- UGC-funded centre with desktops enabled with JAWS software to benefit the visually challenged students.
- Braille Collection with 251 books.
- The building is Divyangjan-friendly with a lift and ramp.

Cornucopia

- A three-day book exhibition organized annually
- Own a Book Every Year
- Events to nurture a culture of reading
- Induction of faculty and students to library
- Orientation on EBSCO and N-List Database

File Description	Document
Upload any additional information	[View Document](#)
Paste Link for additional information	[View Document](#)

4.2.2 Institution has access to the following: 1. e-journals 2. e-ShodhSindhu 3. Shodhganga Membership 4. e-books 5. Databases 6. Remote access to e-resources

Response: A. Any 4 or more of the above

File Description	Document
Upload any additional information	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Details of subscriptions like e-journals, e-books , e-ShodhSindhu, Shodhganga Membership etc	[View Document](#)

4.2.3 Average annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Response: 20.57

4.2.3.1 **Annual expenditure of purchase of books/e-books and subscription to journals/e- journals year wise during last five years (INR in Lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
18.70	21.90	20.92	22.21	19.13

File Description	Document
Details of annual expenditure for purchase of and subscription to journals/e-journals during the last five years	[View Document](#)
Audited statements of accounts	[View Document](#)
Any additional information	[View Document](#)

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

Response: 5.93

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

Response: 466

File Description	Document
Details of library usage by teachers and students	[View Document](#)
Any additional information	[View Document](#)

4.3 IT Infrastructure

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

Response:

Ethiraj College has an up-to-date IT infrastructure, which is dynamic and adaptive to recent advances, and efficient and secure to handle cyber risks for carrying out academic and administrative activities. IT Resources include computing, networking, communications, application, and telecommunications systems, infrastructure, hardware, software, data, databases, personnel, procedures, physical facilities, cloud-based vendors, and any related materials and services. A budget is allocated annually for the creation and maintenance of IT infrastructure to keep abreast of changing times.

IT Facilities

1. LAN and Wi-Fi

- The campus is completely covered by Structured Network Cabling.
- The college network has been upgraded from 1GB to 10 GB Fiber backbone connectivity on 10th June 2021.
- The institution has Layer-3 switches installed with 256 Gbps throughput. It supports 10G ports to segregate the networks for the provision of regularised distribution of resources.
- All the computer labs are connected with 1 Gbps network switches.
- Network Access list restricts to respective LANs only at the switching level.
- All Access Points support more than 100 concurrent users with 2.4/5.0 GHz bandwidth.
- Wi-Fi connectivity is ensured through 43 access points from a centralized access controller.
- Wi-Fi speed of 1 to 2.0 Gbps throughput is available at each access points.
- Computer networking is maintained using D-Switches.
- The campus has hi-speed internet connectivity, with the bandwidth upgraded to 70 Mbps Lease Line from Vodafone.
- An alternate Internet Service Provider (ISP) from Tata Teleservices has been subscribed to from 1st March 2021

2. Cyber Security

- Sophos firewall XG430 and McAfee Antivirus ensures firewall security and safety against cyber threats.
- Application-level bandwidth and quota management are scheduled.
- Authentication-based user access to connect internet
- Group-based security policy is assigned to different user groups to ensure that threats are not entertained.
- Continuous monitoring is ensured through reports generated.
- Synchronised Security feature is available for integration at the client level.

3. Hardware and Software

- Computing devices, peripherals, networking equipment, biometric devices, telecommunication

equipment, streaming devices, and other hardware are procured and installed.

- 16 Desktops, 7 Notebook computers, 5 Workstations, and 1 Tower Workstation were newly purchased in 2016
- Licensed version of Microsoft software is installed and renewed periodically.
- Licensed software (Microsoft Campus Agreement, Adobe Creative Cloud, Tally.ERP 9, Oracle and MATLAB) and open-source software (Java, Python and MySQL) are available for academic and research purposes.
- Amazon Cloud Storage for Hosting of website and maintaining Education Management System, Learning Management System through

4. IT Facilities Updation

- Upgraded to Aruba 3810 Layer - 3 switch in 2021
- HP 525 Wireless access points since 2015
- Firewall has been upgraded from Cyberoam 1000ia to Sophos firewall XG430.
- A licensed video conferencing system is available since 2017.
- Upgraded from 43 to 72 Wi-Fi access Points in 2021
- Number of LCD projectors have been enhanced to 178
- Library server has been upgraded to access online resources.
- 103 CCTV surveillance across the campus.

File Description	Document
Upload any additional information	[View Document](#)
Paste link for additional information	[View Document](#)

4.3.2 Student - Computer ratio (Data for the latest completed academic year)

Response: 15:1

File Description	Document
Upload any additional information	[View Document](#)
Student - computer ratio	[View Document](#)

4.3.3 Bandwidth of internet connection in the Institution.

Response: ?50 MBPS

File Description	Document
Details of available bandwidth of internet connection in the Institution	[View Document](#)

4.3.4 Institution has the following Facilities for e-content development

      1.**Media centre**
      2.**Audio visual centre**
      3.**Lecture Capturing System(LCS)**
      4.**Mixing equipments and softwares for editing**

Response: A. All of the above

File Description	Document
Upload Additional information	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Link for Additional information	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the last five years

Response: 43.2

4.4.1.1 **Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year wise during the last five years (INR in lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
474.07	523.42	229.36	232.63	333.48

File Description	Document
Upload any additional information	[View Document](#)
Details about assigned budget and expenditure on physical facilities and academic facilities	[View Document](#)
Audited statements of accounts	[View Document](#)

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.

Response:

The College has a well-defined maintenance and utilization policy to assure the optimum utilization and maintenance of the physical, academic, and support facilities. The Principal, the Vice Principals, and the Administrative Officer (AO) along with the Project Management Consultant team oversee the infrastructural augmentation and maintenance.

Periodic, preventive, and breakdown maintenance are carried out to:

1. Ensure optimum utilization of the facilities and services
2. Facilitate uninterrupted and smooth functioning of all support services
3. Upgrade, replenish, repair, and replace resources and services
4. Prevent misuse and wastage
5. Ensure safety on the college premises

Campus

The AO and Supervisor of the college ensure the overall maintenance of the campus - buildings and gardens. Periodical preventive measures for the maintenance of the buildings: whitewashing, plumbing works, repair leakages, service of generators and other electrical works, and replacement of fire extinguishers are undertaken during vacation and non-working days.

- Elevators, air conditioners, UPS, CCTV and generators are maintained under AMC.
- AO ensures the continuous supply of water and a clean environment with the help of the housekeeping staff and other employees appointed by the college.
- The college has surveillance cameras to monitor movement and utilisation of resources.
- The security at all exits collects gate passes for the removal of any material from the premises.
- Reverse Osmosis Unit is maintained by the support staff.
- The college adheres to the statutory fire safety regulations. The fire safety equipment are inspected and maintained by the AMC partners.
- There is a log to record the cleaning of all sanitation facility and it is authorized by the Supervisor daily.

Classrooms

The classrooms and lecture halls are utilized only for academic purposes. The Head of the Department ensures that the classrooms have adequate furniture, lights, fans, multiple electrical points, and other academic infrastructure.

The Head of the Department is laden with the complete responsibility of ensuring the maintenance and utilization of the classrooms, smart classrooms, seminar and lecture halls, equipment, furniture and fixtures, department labs, and libraries.

- Stock Register and Log Book are maintained and annual stock verification is done by the Departments.
- On report of damage or loss of equipment and facilities to the Administrative Officer, the service and replacement are performed by authorized personnel.

Laboratories

The laboratories are utilized for academic and research activities only. Lab Assistants help in the maintenance and utilisation of lab equipment and facilities. Faculty, students and lab technicians strictly follow the Standard Operating Procedures (SOP) for handling and disposal of chemicals, equipment, and instruments.

- Timetable is drawn to ensure optimum utilization of the laboratories.
- Prior permission is sought from the Principal to share laboratory resources for any kind of consultancy services with other institutions.
- Quotations are invited for the purchase of laboratory equipment for procuring them at a feasible rate.
- Any service and maintenance of the equipment is performed by authorized personnel only.
- Stock Register for lab equipment is maintained by the department and annual stock verification is carried out.

IT Infrastructure

IT infrastructure is maintained by an in-house System Administrator with the support of AMC service partners. The System Administrator along with the Maintenance Assistants are responsible for the maintenance of computers and networks. Computers, Laptops, Printers, Scanners, CCTV, Biometric Devices, and Public Address Systems, and Audio-Visual Aids are maintained by skilled technicians.

- There is a ticketing system to raise service requests for IT infrastructure.
- Stock Register is maintained and updated by the System Administrator.

Library

Librarian is responsible for the library, its holdings, and infrastructure. The books are organized and shelved with clear labeling and numbering systems. Every new procurement is added to the catalogs. The access, issue, and return of the books are carried out under the careful vigilance of the Librarians and they maintain the record of daily users - Accession Register, Circulation Register, Fine Register, Missing Books, and No Dues Reports.

- Registers are maintained and verified annually by the Library Committee.
- Annual stock-taking of the //library holdings is regularly carried out.
- Prior permission is sought from the Principal to share library resources with users from other institutions.
- Any damage or loss of library resources by individuals is compensated.

Sports Infrastructure

The Physical Education Directress ensures the utilization and maintenance of the playgrounds and sports

equipment. All sports equipment are maintained in good condition by the Department of Physical Education for regular use by the students. Gym and the indoor stadium are also maintained by the Physical Directress.

- A Stock Register is maintained for all sports and gym equipment, trophies, and shields.
- Annual Stock Verification is performed by the Sports Committee instituted by the College.
- Prior permission is sought from the Principal to share sports infrastructure with other institutions.

Media Centre

The media centre technician facilitates the maintenance of all high-end equipment in the mixing and editing studio. The assistant also offers technical support to the faculty in editing, mixing and recording e-content.

Conference Halls and Auditorium

The college has a well-structured booking process for the optimum utilisation of the two conference halls and auditorium.

- The utilisation – bookings are maintained through register.
- Departments and clubs desirous of using these spaces for conference, workshops and other co-curricular activities fill booking forms and get authorisation from the Vice-Principals. This mechanism ensures that these spaces are completely used only for academic purposes.

- Three full-time sound technicians operate and maintain the audio equipment and acoustics.

Transport Facilities

The College vehicles are utilized only for official purposes. The three buses ply between college and three destinations in two shifts on all working days. The college buses are also used for transporting students to venues of events organized by the college and other institutions.

- The college auto and a medical van are used in case of emergency to take students to the nearest hospital.
- All the vehicles are maintained in good condition by the drivers appointed by the college.

- A log book is maintained for fuel usage and other repair works of the vehicles.
- The Fitness Certificate for all the vehicles is periodically renewed with the RTO office.

File Description	Document
Upload any additional information	[View Document](#)
Paste link for additional information	[View Document](#)

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Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Response: 34.68

5.1.1.1 **Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)**

2020-21	2019-20	2018-19	2017-18	2016-17
2596	2582	2561	2569	2481

File Description	Document
upload self attested letter with the list of students sanctioned scholarships	[View Document](#)
Upload any additional information	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	[View Document](#)

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution and non-government agencies during the last five years

Response: 3.99

5.1.2.1 **Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)**

2020-21	2019-20	2018-19	2017-18	2016-17
331	390	303	264	189

File Description	Document
Upload any additional information	[View Document](#)
Number of students benefited by scholarships and freeships besides government schemes in last 5 years	[View Document](#)
Institutional data in prescribed format	[View Document](#)

5.1.3 Following Capacity development and skills enhancement activities are organised for improving students capability 1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. Awareness of trends in technology

Response: A. All of the above

File Description	Document
Details of capability enhancement and development schemes	[View Document](#)
Any additional information	[View Document](#)
Link to Institutional website	[View Document](#)

5.1.4 Average percentage of students benefited by career counseling and guidance for competitive examinations as offered by the Institution during the last five years.

Response: 100.04

5.1.4.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
7525	8819	6681	7048	6852

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	[View Document](#)
Any additional information	[View Document](#)

5.1.5 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases 1. Implementation of guidelines of statutory/regulatory bodies

2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: B. 3 of the above

File Description	Document
Upload any additional information	[View Document](#)
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	[View Document](#)
Details of student grievances including sexual harassment and ragging cases	[View Document](#)

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 21.87

5.2.1.1 **Number of outgoing students placed year - wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
426	449	592	572	682

File Description	Document
Upload any additional information	[View Document](#)
Self attested list of students placed	[View Document](#)
Details of student placement during the last five years	[View Document](#)

5.2.2 Percentage of student progression to higher education (previous graduating batch).

Response: 24.58

5.2.2.1 **Number of outgoing student progressing to higher education.**

Response: 665

File Description	Document
Upload supporting data for student/alumni	[View Document](#)
Details of student progression to higher education	[View Document](#)
Any additional information	[View Document](#)

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 94.46

5.2.3.1 **Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, *etc.*)) year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
23	72	30	35	20

5.2.3.2 **Number of students appearing in state/ national/ international level examinations (eg: IIT/JAM/ NET / SLET/ GATE/ GMAT/CAT,GRE/ TOEFL/ Civil Services/ State government examinations) year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
25	74	33	38	20

File Description	Document
Upload supporting data for student/alumni	[View Document](#)
Number of students qualifying in state/ national/ international level examinations during the last five years	[View Document](#)
Any additional information	[View Document](#)

5.3 Student Participation and Activities

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.

Response: 447

5.3.1.1 **Number of awards/medals won by students for outstanding performance in sports / cultural activities at inter-university / state / national / international events (award for a team event should be counted as one) year - wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
21	96	125	93	112

File Description	Document
Number of awards/medals for outstanding performance in sports/ cultural activities at inter-university / state / national / international level during the last five years	[View Document](#)
e-copies of award letters and certificates	[View Document](#)
Any additional information	[View Document](#)

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

Student Leadership of ECW

Ethiraj College has a proactive and vibrant student leadership. Key to the overall growth of the student community is the contribution of the Students Union and the Representatives. The college has created many leadership roles for students in its participatory governance model to nurture future leaders with a global outlook.

Functions of Student Leaders at ECW

- Plan, coordinate and execute academic, co-curricular and extension events.
- Organise the events under the guidance of the Dean of Students, Faculty Coordinators and Advisors of the various units of the college
- Represent students in the academic and administrative bodies of the institution.
- Foster a cohesive relationship among the faculty, students and other stakeholders.
- Suggest various student welfare initiatives and facilitate their effective implementation.
- Serve as the institution's ambassadors and advance its reputation.

The Students' Union

The Students' Union has eight elected representatives as office-bearers: President, Joint President, Vice

President, Joint Vice President, General Secretary, Joint General Secretary, Treasurer and the Joint Treasurer.

- They are de facto members of all committees and cells
- They plan, structure and organise various academic, co-curricular and extension activities of the college with other Student Leaders.
- They organise inter-departmental and inter-collegiate cultural festivals and conclaves.
- They coordinate the participation of the students at national and state-level events.

Student Leaders working in tandem with the Student's Union:

Clubs Heads

Secretaries of Arts Club, Debate Club, English and Tamil Teatro, Quiz, Film and Fine Arts assist the Union in arranging the club activities.

Ethisakthi

Student Leagues were started as a part of the participatory management initiative in 2016 to commemorate the 125th birth anniversary of our revered Founder, Shri V.L.Ethiraj. These students assist in the administrative tasks of the college through the Holistic Wellbeing, Alumnae Connect, Green Enviro, Socio Works, Campus Innovation, Disaster Mitigation, Website and Swachh Ethiraj Leagues.

Department Leadership

- Association Secretaries organise cocurricular and extracurricular activities of the departments.
- Two Representatives from each class liaise between faculty, the Union and students. They coordinate departmental events and student union activities.
- Representative of each department coordinates with the Director of Placements.

Ethiraj Extension Service Secretaries

Student office bearers of NCC, NSS, RRC, YRC, Community Service Scheme, Rotaract Club, Enactus, E-Cell, Enviro Club, Financial Literacy Club, Citizen Consumer Club and Astronomy Club lead and plan the extension activities of their units. They coordinate various outreach programmes, sensitization and awareness drives in the campus, community and the adopted villages.

Sports and Games Secretaries

- Secretaries coordinate student participation in sporting events of other institutions.
- They organise Yoga day, Ethiraj College Sports Day and ESPO – the Inter-collegiate Sports Festival

Student Editors

- Students are members of the Editorial Committee of the College Magazine.
- Student editorial boards publish department journals and magazines.

Students Representation in Academic and Administrative Committees:

The college understands the importance of student participation in the effective operation and quality of the institution. Students participate actively in the following:

- Board of Studies
- Academic Council
- IQAC
- Anti-Ragging Committee
- Centre for Women Studies
- Sports Committee Student
-

File Description	Document
Upload any additional information	[View Document](#)
Paste link for Additional Information	[View Document](#)

5.3.3 Average number of sports and cultural events / competitions organised by the institution per year

Response: 71.8

5.3.3.1 **Number of sports and cultural events / competitions organised by the institution year - wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
83	61	70	74	71

File Description	Document
Upload any additional information	[View Document](#)
Report of the event	[View Document](#)
Number of sports and cultural events / competitions organised per year	[View Document](#)

5.4 Alumni Engagement

5.4.1 The Alumni Association / Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services.

Response:

The Old Student's Association (OSA) of Ethiraj College does yeoman service to its alma mater and society.

Ethiraj College Alumnae Association (ECAA) was formally registered on 12th January, 2021 under the Tamil Nadu Societies Act, 1975. It aims to maintain and foster friendship; disseminate information; assist in the establishment and development of alumnae chapters and promote a bond between the former and present Ethirajians to support the mission and vision of the College.

The Alumnae extend their continuous support for the overall development of the college and students. As graduates of the institution, alumnae are connected with the college and are its most loyal cohorts. They offer support to our students, to the institution and to each other.

Alumnae meet of the college, earlier called OSA Day now renamed as Ethibandhan, is organised every year on January 26 on the college premises by ECAA. Ethibandhan instils a sense of belonging providing an opportunity for all to relive their college days. The Principal shares with alumnae the progress made by the college in the last year and the plans envisaged. Besides ECAA, the Alumna Connect League, a wing of EthiSakthi, is involved in organising events with alumnae as resource persons and participants. The league is also actively involved in updating the alumna directory.

The Alumnae of the college has created a corpus of Rs.10,00,000 for the award of scholarships of which Rs.2,29,753 has been disbursed in the last five years. Every graduate of the college contributes a minimum of Rs.500 to the ECAA. They are encouraged to enrol as a Life Member. Every month ECAA contributes approximately Rs.21000 for a free Breakfast Scheme for students. As a token of respect, ECAA inserts the obituary for the deceased faculty members in leading newspapers.

The alumnae are invited as members during the Board of Studies and Academic Audit. They offer suggestions to upgrade the curriculum. They don the role of Chief Guests during events organised by the college and departments where they share their transformational experiences gained from the college and how it has helped them make choices in a demanding world. The students who have benefitted from the entrepreneurial initiatives of the college like ED Bazaar, Eco Bazaar, and Idea Box feel proud to come back and be part of the events. They chair as Resource Persons for Seminars, Conferences and Webinars. Alumnae of the college are also engaged in offering Certificate Courses to the students. Ethiraj alumnae contribute their valuable time to offer career support to the students through mentoring programmes, work shadowing, internship and networking opportunities thus enhancing the prospect of giving students the competitive edge required in today's jobs market. We are proud to have our alumnae as faculty members of the college.

Our illustrious alumnae, our brand ambassadors, nurtured by the Ethiraj experience have excelled in all fields. From the Parliament of India to the humble schools of learning in the tiny villages they have been contributing to the welfare, development and happiness of all, especially women.

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)	

5.4.2 Alumni financial contribution during the last five years (in INR).

Response: A. ? 15 Lakhs

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)	

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

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

Response:

Ethiraj College is a team of about 350 academicians with a combined teaching, administrative and leadership experience of 3506 years. **The vision of holistic development of women by harnessing their full potential, together with the mission of a student-centric learning environment**, could be achieved only with a broad-based and extensive participation of the faculty, who possess such an extent of intellectual capital. The college recognises that the governance system should be transparent, inclusive, participative and equitable with a representation of all key stakeholders – the Ethiraj College Trust, Academia, Industry, Governmental Nodal Agencies, Faculty, Parents, Alumnae, and Students.

First level

The involvement of diverse people with different skill sets at different levels of the organisation is the benchmark. At the grassroots level, 10 teams under **Ethiraj Excellence Journey** focus on the following key factors to achieve the vision and mission.

- Educational and Academic Excellence
- Staff Development, Participation and Welfare
- Culture of Research, Innovation, and Creativity
- Quality Enhancement and Excellence
- Student Development, Welfare and Empowerment
- Global Outlook with Indian Values and Ethics
- Parents, Alumni and Stakeholders Participation
- Infrastructure and Technology
- Institutional Social Responsibility (incorporating Extension Activities)

As many as 90 of the staff form these 10 core teams. Each team brainstorms and come up with ideas, under each key factor. These recommendations are carried to the next level.

Second level

At the second level of the participatory style of governance and management, the following advisory and review bodies, mostly comprising of the staff, play a vital role in evaluating and shaping up the recommendations to achieve the vision and mission.

·   Academic Council

·   Board of Studies

·   Staff Council

·   Controller and Additional Controller of Examinations

·   Ethiraj College Parent-Teacher Association

·   Deans –Deans of Academics, Research and Students

·   16 Committees – The faculty act as leaders and members in all the statutory and non-statutory committees

Third level

At the third level, the College Committee – Comprising the Principal and Two senior faculty and the Governing Body – Comprising the Principal and Two senior faculty, provide a final shape and approval to the plans to achieve the college's vision and mission.

Both bodies have representatives from the Trust Board and benefit extensively from the diversity and knowledge of the Trust Board.

Trust Board

The Trust Board is comprised of eminent personalities drawn from diverse professions. These include a Lawyer, a Chartered Accountant, 2 Medical Doctors (including a Padma Sri and B C Roy Awardee who is also a Professor), 2 highly experienced Professors, and the Principal. They bring different perspectives and connect to industry and the external society.

Execution level

To coordinate the day-to-day affairs and organise special events committees with faculty members are constituted at the college and department level.

The impact of the above governance structure on the College

The bottoms-up approach, with wider participation of stakeholders at different levels, at each stage, brings new perspectives to a transparent, participative, equitable, and inclusive culture and forms the bedrock of the governance structure at Ethiraj College.

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

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

Response:

The Institution with Participative Management plans and executes all academic and administrative activities with high levels of professionalism. With thrust on decentralization and participation, decisions are made based on inputs from all stakeholders. Periodic meetings are conducted by the Management, Governing Body, Academic Council, Finance Committee, IQAC, UGC Committee, Deans of Academics, Deans of Research, Dean of Students Committees, Administrative offices , students union, Cells, Leagues, Clubs Meetings and Non-teaching staff for the efficient functioning of the college.

Construction of the Sports Complex – as an example of Decentralization and participative management

Physical education is an integral part of the curriculum. The students of our college are given ample opportunities in sports. Some of the notable Alumni of the college who excelled in sports include Dipika Pallikal of the Indian squash team, Joshna Chinappa an Indian professional squash player who was also the first Indian to win the British Junior Squash Championship title in 2005 in the under-19 category and was also the youngest Indian women's national champion. Sports students of the college has represented the college at district, state, national and international level . To list a few ,students represented the college in Indian Universities Athletics Team in the world University games -2017, Common wealth Judo Championship, National Sports students of the college represented the college at district, state, national and international level Volley Ball championship and many more .

Some of the sports students are from rural back ground and are hostellers, though the college gives priority in hostel allocation to sports students , the demand could not be met with the available hostel facility. Hence there was a representation form sports candidates for the construction of an exclusive hostel complex. The request was submitted to the physical directress, who represented the need to the Principal. This was then discussed in the Trust board meeting and the management too approved the request. Subsequently a proposal was drafted and submitted to the UGC for the construction of the sports complex. The college received a grant of rupees one Crore (Rs.1,00,00,000) from the UGC for the construction of an indoor sports training cum sports hostel under the XII plan in the year 2017. The Foundation stone was laid by Thiru.M.Venkaiah Naidu, Honorable Vice –President of India on 11th October 2018. An area of 4440.34 sq. mt on the ground floor exclusively for Training, 220 sq.mt on the mezzanine floor for viewing gallery and 433.28 sq.mt on the first floor for Sports Student's Hostel has been constructed and inaugurated by Thiru . TamiGovernor of Telangana, the Lieutenant Governor of Pondicherry

File Description	Document
Any additional informatiom	[View Document](#)
Link for additional information	[View Document](#)
Link for strategic plan and deployment documents on the website	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

Ethiraj 2020, the strategic plan of the college for the decade 2010-2020, establishes the college's ambitious goals and development plans.

The six goals are

1. Teaching and Learning
2. Research and Development
3. Community Engagement
4. Human Resource Planning and Development
5. Industry Interaction
6. Internationalisation

Guided by the enduring values of innovation, integrity, and courage Ethiraj College has been contributing a premier educational experience to all its stakeholders.

Effective Deployment of Goal 2 – Our Milestones

Milestone 1

Formal research in the college began with the establishment of research programmes in 1979.

Milestone 2

In order to augment and centralize research activities, the institution created the Research Dean's office in 2014. The Deans mobilise new and interdisciplinary research initiatives and collaborations.

Milestone 3

DST awarded **Level 'O' FIST Grant** of **Rs 95 lakhs** in 2016, Rs.77.5 lakhs was allotted in 2017. These funds were utilized to establish the *FIST Funded Laboratory* for scientific research. It facilitates advanced research and scope for collaborations.

Milestone 4

EthiResearch Forum was formed on 11.12.2017 to enhance and strengthen multidisciplinary research. 4 UGC-funded projects were sanctioned.

Milestone 5

EthiResearch Forum was formalized into **Ethiraj Centre for Research, Innovation and Creativity (ECRIC)** on 16.04.2019. The College Trust earmarks Rs.20 lakhs annually to promote research.

Objectives of ECRIC:

- Amplify quality research with a focus on publications in high-impact journals

- Impetus on IPR and Patents
- Community-based research
- Foster innovative thinking and promote creative solutions for contemporary issues

Ethiraj 2020 Schemes for Research through ECRIC

- Institutional seed money is provided for faculty and students.
- Financial assistance for paper presentation.
- Travel grants for research.
- Incubation Centre to channel entrepreneurial ventures and innovation with internal and external mentors.
- Incentives to faculty pursuing research.

Progress

- First Arts and Science college in Chennai to get a patent.
- ECRIC has granted a sum of **Rs.11,80,924** towards **29** major and minor research projects.
- Research Publication Reimbursement Scheme - Up to **Rs.10,000** per faculty per annum. In 2020-2021, **35** research articles published in Scopus indexed, Web of Science and UGC Care List Journals were reimbursed.
- **99** Workshops, conferences, and seminars were organized on IPR, Research and Innovation, Consultancy and Entrepreneurship under the mentorship of ECRIC.
- The number of PhD holders increased from 136 to 162 in 2019-2020.
- A dedicated floor to ECRIC in the New Administrative Block under construction.

Ethiraj 2030 – I4 strategic plan imagines a University to transform for a new era, building an adaptive, responsive and financially sustainable foundation. The quintessence of Ethiraj 2030 is Innovate, Invest, Invigorate, and Implement.

On the component of Research, our **flight path**

- Innovate – Artificial intelligence and automation; Energy breakthroughs; Next-generation materials
- Invest **–** Research mentoring and professional development to increase research productivity; Increase incentives and training to increase faculty engagement in research and innovation
- Invigorate – Increase grant-writing activities and fellowships; Shark Tank programme to promote start-ups
- Implement – ECRIC ISSN Research Journal; Utilise technological solutions to increase research productivity

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)
Link for Strategic Plan and deployment documents on the website	[View Document](#)

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

Response:

Ethiraj College for Women has a well-defined organizational structure that reflects democratic governance. The organogram of the college spells out the reporting relationships and communication channels of the faculty in various leadership roles with other stakeholders.

Board of Trustees

The college is managed by Ethiraj College Trust led by the Chairperson. The Principal is the ex-officio Secretary of the trust. The Board constitutes Financial Trustee, Members, and a University Representative. It meets every month.

Governing Body

Governing Body is constituted according to the guidelines issued by UGC with Chairperson as the Head and Principal as ex-officio Secretary. It approves the proposed academic and administrative plans and it ratifies the recommendations of the Academic Council.

Academic Council

The Principal is the Chairperson of the Council. It is constituted as per UGC norms. The decisions of the Board of Studies regarding curriculum, evaluation and extra-curricular activities are approved by the Academic Council.

Office of the Vice Principal

The two Vice Principals support the Principal in managing the Aided and Self-Supporting Streams. They also oversee the administrative office and support staff.

Office of the Deans

Deans of Academics, Research, and Students coordinate the academic, research and student affairs respectively.

Staff Council

It is constituted by the Heads of all departments, one of the Heads acts as the Council Secretary and faculty representatives are Staff Secretaries. The council of heads with the Principal and the Vice Principals plays a significant role in all academic matters.

Finance Committee

The committee evaluates and approves budgetary projections, plans and approves the allocation of funds for academic and physical infrastructure, and compensation.

Board of Studies

The Board of Studies approves the course curricula and ascertains relevance to the institutional mission, the interests of stakeholders, and the local, national, regional, and global developmental needs. They discuss and make recommendations on pedagogy and evaluation.

Academic and Administrative Committees

The statutory and non-statutory committees foster academic and administrative excellence that meets higher education standards: IQAC, UGC Cell, Student Grievance Redressal, Anti-Ragging, Internal Compliance, Curriculum Planning and Evaluation, SC/ST Committee, Students Union Advisory, Admission, Finance, Library, Purchase, Hostel, Sports, Extension Activities, Examination, Student Welfare.

The recruitment processes at Ethiraj College follow the guidelines of the UGC, Tamilnadu Government, and the University of Madras. The appointment of faculty in the Self-Supporting Stream is also based on the guidelines issued from time to time. The Principal, Vice-Principal, Head of the Department, two senior faculty and one Subject Expert make up the faculty selection committee. Based on qualifications, experience, and performance in the interview, the selection committee evaluates and chooses the candidates. The service rules are adhered to for the smooth functioning of the institution. Faculty promotions are based on Career Advancement Scheme.

The roles and duties of all offices are well-defined giving scope for cross-consultation, and bi-directional communication to maintain standards, and add to excellence. Leadership roles ensure that the potential of human resources is optimally utilized by identifying the required competence from the pool of stakeholders available to accomplish the tasks.

File Description	Document	
Any additional information	[View Document](#)	
Link to Organogram of the Institution webpage	[View Document](#)	
Link for additional information	[View Document](#)	

6.2.3 Implementation of e-governance in areas of operation

    1.Administration

2.**Finance and Accounts**
3.**Student Admission and Support**
4.**Examination**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces	[View Document](#)
Institutional data in prescribed format	[View Document](#)
ERP (Enterprise Resource Planning) Document	[View Document](#)
Link for additional information	[View Document](#)

6.3 Faculty Empowerment Strategies

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

Response:

The institution has effective measures for the faculty and non-teaching staff. The employee experience at Ethiraj College is as important as the students'. The college prioritizes the physical and mental well-being of its employees. Various provisions have been made for the welfare and career development.

Welfare Schemes

- Provident Fund Scheme
- Gratuity benefits are applicable for all the staff members as per the Service Rules
- Paid Maternity Leave
- Day-Care Centre
- Priority to the children of employees at the time of admission

- Hostel Facility
- Medical assistance through the College Doctor is free of cost
- Annual increment for faculty and staff based on Career Advancement Scheme
- Awards to employees completing 25 years, and 15 years of service at Ethiraj College for Women

Special Provisions for Non-teaching Staff

- Employees' State Insurance
- 10% waiver on tuition fees for wards studying in Ethiraj College
- Noon Meal
- Three sets of uniforms
- Festive Gifts
- Medical Reimbursement up to Rs.10,000
- Educational Loans for the wards

- Personal Loans
- Medical Camps
- Annual Excursion

Career Development Schemes

- Seed Money is provided for faculty to encourage research publications and patents
- Funds for Major and Minor Research Projects
- Best Researcher Award to the faculty for significant contribution
- Research Supervisor Allowance of Rs.3000 per research student on successful completion of viva-voce
- 5 days of Duty Leave per year to participate in academic forums
- Duty Leave over and above 15 days for participation in Orientation, Refresher, and Short-Term Training Programmes
- Study Leave for a maximum period of two years to complete their research work
- Paid Leave for 30 days to facilitate the submission of Ph.D. thesis. 31 faculty have availed of the scheme in the last 5 years.

- Financial support for faculty and staff training, skill up-gradation, attending conferences, workshops, FDPs, refresher, and orientation courses
- Staff sports and games during Annual Sports Meet, and ESPO, Ethiraj Intercollegiate Sports Meet
- Gymnasium, and Yoga Centre for the well-being of faculty and staff.
- Bank on the premises
- Staff Lounge
- Professional Development Workshops on Office Management, Computer Skills, Income Tax, Accounting, and Interpersonal Relations.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years.

Response: 19.03

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
0	35	87	81	119

File Description	Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

6.3.3 Average number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the last five years.

Response: 0

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

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Response: 13.67

6.3.4.1 **Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
110	98	11	09	08

File Description	Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View Document
IQAC report summary	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

There is a system in place at the college for internal and external audits. The college has committees formed as directed by statutory requirements and meets regularly:

1. Finance Committee – Twice a year
2. External Firm Audit – Annually

The non-statutory internal committees that monitor and audit the finances and resources of the college regularly:

1. Trust Board – Finance Committee – Monthly
2. Trust Board – Building Committee – Quarterly and or whenever the need arises
3. Trust Board – Maintenance and Infrastructure Committee – Monthly
4. Library Committee – Annual Stock Verification
5. Laboratories – Inter-departmental Stock Verification Committee – Annually
6. IT – Internal Stock Verification Committee – Annually

Internal Audit Mechanism

An important component of an internal audit mechanism is to monitor the utilization of finance and resources.

- A periodic internal audit is conducted by the Finance Officer of the College as per the guidelines of the Tamil Nadu State Government.
- Periodic internal audit is conducted by *Anjelian & Associates*, Chennai, an independent firm of Chartered Accountants.
- The Finance Committee oversees internal audit in addition to the conduct of quarterly assessments of the budget and statement of expenses.
- Departments and Extension Clubs submit an annual budget for their activities for the upcoming year to the Principal at the close of the academic session. The Finance Committee reviews and approves the budget.
- The Stock Verification Committee audits physical and academic resources in the college.

- Library Committee carries out the asset verification.
- The lab equipment and stock are checked annually by the Inter-departmental Stock Verification Committee.
- The Finance Officer manages the funds received from various external agencies.
- Funds from Government and other funding agencies are received through the Performance Management and Recognition System (PMRS) and the Utilisation Certificate is sent along with the audited statement of accounts once the project is completed.

External Audit Mechanism

- An *external audit* is mandatorily done at the end of the financial year by *Gopal & Murthi Chartered Accountants*.
- The Aided and Self-Supporting Office, Controller of Examination's Office, Trust Office, and departments submit the Receipts and Payments account to the Finance Officer. The accounts are audited both by internal and external auditors.
- The office of the Regional Joint Director of Collegiate Education conducts an audit of the Aided College Accounts. The accounts are regularly audited and whenever there are audit objections, systematic follow-up actions are initiated.

File Description	Document
Link for additional information	[View Document](#)

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III and V) (INR in Lakhs)

Response: 222.53

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

2020-21	2019-20	2018-19	2017-18	2016-17
17.22	102.3	95.78	2.60	4.63

File Description	Document
Institutional data in prescribed format	[View Document](#)
Annual statements of accounts	[View Document](#)
Link for additional information	[View Document](#)

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

The institution will mobilise funds and allocate enough budgetary provisions for the institution's future growth, the holistic development of students, and the welfare of the staff. The institution maintains a Corpus Fund which is used for all developmental purposes.

Mobilisation of Resources

The avenues for funding tapped by the institution are

- Fees
- Grant-in-aid salary
- Government and Non-Government Scholarships
- Interest from Bank Deposits
- Funds from Government Agencies - UGC, DBT-STAR, DST-FIST, and TNSCST
- Parent-Teacher Association
- Alumnae Association
- Philanthropists
- Rent from on-campus spaces: food outlets, stationery, reprography, Bank
- Revenue from hostel and college bus
- Amount from organisations for the conduct of competitive examinations
- Fee collected for certificate verification by the office of CoE
- Consultancy Fee from external research scholars and institutions to utilize the laboratories, research facilities and equipment
- Auditorium Rent from external organisations

Utilisation of Resources

The financial resources are utilized for ensuring an encouraging and sustainable learning environment for academics, research, cultural, sports, games and extension activities of the college.

- Remuneration for faculty and staff
- Organise Seminars, Conferences, Workshops, FDPs, Training, Expert Lectures, and other curricular activities
- Research, Innovation, and Consultancy
- Student Affairs
- Extension Activities
- Sports, Games, and Cultural Activities
- Scholarships and Freeships
- Prizes and Awards
- Staff welfare measures
- Creation and maintenance of physical and academic infrastructure
- IT Infrastructure
- Green Campus

Optimisation of Resources

The institution has a structured mechanism to monitor the effective and efficient utilisation of financial

resources. Procurements are made adhering to the purchase policy.

The Finance Committee plays a vital role in the implementation of the strategic plan of the institution. It evaluates the requirements of the departments, infrastructure, and human resources and plans the budget to meet the short-term and long-term goals of the college.

All accounts are maintained by the Finance Officer. The Principal is accountable for all the financial transactions. All funds are spent vigilantly and audited regularly. The optimum utilization of funds is ensured through internal and external audits.

File Description	Document
Link for additional information	[View Document](#)

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 visible in terms of – Incremental improvements made for the preceding five years with regard to quality (in case of first cycle) Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)

Response:

Ethiraj IQAC is a nodal centre dedicated to enhancing educational quality by implementing a systematic improvement plan for all aspects of the institution's operation. It assures all stakeholders that the quality management system of the institution is accountable and transparent.

IQAC has been instrumental in effecting incremental improvements in curriculum development, teaching-learning and evaluation, research, extension, innovation, infrastructure, student support, inclusiveness, sustainable development, and governance as recommended during previous accreditation. Two initiatives of the IQAC that have been institutionalized are **Hyperconverged Infrastructure** and **External Academic Audit**.

1. **Hyperconverged Infrastructure**

There is no surprise anymore that the move to digital infrastructure is the future of an institution that wants to establish a 'Sky University' – a Virtual University. In 2014, the IQAC recommended making Ethiraj a Wi-Fi-enabled campus.

In order to have technologically-driven growth, the IQAC constantly emphasized the need for augmentation of IT infrastructure in the college and started focusing on the latest trending, scalable technologies. The IQAC suggested areas requiring immediate attention to spark the IT revolution in alignment with the goals of Digital India Mission, 2015. The areas were

- Wi-Fi-enabled campus for better connectivity in addition to LAN for accessibility to all students
- Enhance internet bandwidth
- More ICT-enabled classrooms
- Replace and upgrade hardware
- Shift to Cloud computing
- Set up IT Support Centre

The institution over the seven years has systematically added to the infrastructure by allocating sufficient funds every year. Thus, making IT a significant component of the college's budget.

Currently, the college has sufficient IT infrastructure:

- ICT-enabled classrooms with 128 high-end laptops for flipped and blended learning through Ethiraj LMS.
- 150 MBPS bandwidth of internet connection with backup broadband of 70 MBPS
- High-tension electricity connection for uninterrupted quality power to support IT facilities
- Improved e-governance through Tally, and modules of i-Boss Education Management System
- Specialized IT Consultant Team on campus with MIS

The institution has IT at its core for every move be it administrative or academic adopting a hyperconverged infrastructure that is secure, simple to manage, and future-ready.

2.External Academic audit

A periodic internal audit practice to maintain and enhance the quality of the academic and administrative activities of the departments was recommended by the IQAC with its other measures for maintaining standards. The SWOT analysis was carried out by the IQAC for the institution. It was inferred essential to have a deeper and wider analysis of all aspects of academics. Hence the IQAC organised academic audits in 2013, 2017, and 2021 following the framework laid by several accreditation bodies. A faculty-driven exercise based on peer review, collaboration, and teamwork, the academic audit projects improvement in curriculum, teaching, learning, research, student support, and community initiatives.

The auditing team for each department comprised a University Representative and two Subject Experts enabling microscopic scrutiny of existing practices. The observations of these teams were incisive and specific to the departments. This method adopted has opened up a forum for dialogue among external experts, faculty, students, alumnae, and administration.

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

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 (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives   )

Response:

Through its varied feedback mechanisms, the IQAC reviews the teaching-learning processes, structures, and methodologies of operations and presents reports to the administration. The institution takes timely measures to implement the recommendations made. In the last five years, two significant reforms facilitated by the IQAC are:

1. **OBE Curriculum**

The IQAC is instrumental in the implementation of Outcome-Based Education as mandated by the UGC. To facilitate the introduction of the OBE, the IQAC and the Dean of Academics had several rounds of discussion with experts and the Curriculum Development Committee. Workshops were organized for faculty to become familiar with the nuances of OBE. Programme Educational Objectives (PEO), Programme Outcomes (POs), Programme Specific Outcomes (PSO), and Course Outcomes (COs) were defined based on the graduate attributes, mission, and vision of the college.

All programs follow OBE from the Academic year 2019-2020. The curriculum was framed by defining the learning outcomes for each course. In line with the principles of OBE, the SMART curriculum is performance-based and student-centric. Projects, internships, field visits, educational tours, industry visits, MOOCs, and self-study papers are integral to the curriculum.

OBE and the IT revolution at Ethiraj facilitate flipped classrooms, differentiated instruction, inquiry-based learning, and personalized learning to help students achieve their learning goals.

1. **Learning Management System**

Learning Management System (LMS) has changed the discourse on education. The pandemic situation accelerated the processes required to make the shift from onsite teaching to online pedagogy. The IQAC proposed having a customized LMS for the college with the objective and goal of having technologically sophisticated, continuous, and self-paced learning for the students and to accommodate slow learners.

As a proactive step, the IQAC organized FDPs and training sessions for the faculty. The IQAC organized a National-level Workshop on **Learning Management System and Open Educational Resources: A Student-Centric Approach** on 26th January 2020. From the faculty feedback, the need for intensive training on LMS and OER was evident.

- Workshop on **Online Teaching: An Introduction to LMS** on 30th June 2020
- Five-day FDP on **Recasting from Onsite to Online Pedagogy**
- Workshop on **ICT and Simulation tools for Effective Online Engagement**
- Two days hands-on training on **Moodle**
- **Training of Teachers** (ToT) on Learning Management System

The review evinced that the faculty were keen on a full-fledged LMS for the college. Series of meetings were organized with Heads, Deans of Academics, IQAC, Vice-Principals, Technology Committee, Management, and a Technology Consultant to streamline the structure and usage policies of the LMS. A dedicated LMS Advisor manages the system. 75 % of the faculty have been trained on LMS, OER, and H5P over the last year.

Successive to these initiatives the Ethiraj College Online Learning Portal was launched. Familiarity gained over the LMS encouraged the college to participate in the OE Week, an International Meet organised by Open Education Global. With this, the college marked a digital footprint. Ethiraj College was one of the only two institutions from India to participate in this event.

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

6.5.3 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**

2. **Collaborative quality initiatives with other institution(s)**
3. **Participation in NIRF**
4. **Any other quality audit recognized by state, national or international agencies (ISO Certification)**

Response: 3 of the above

File Description	Document
Upload e-copies of the accreditations and certifications	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for additional information	[View Document](#)
Paste web link of Annual reports of Institution	[View Document](#)

Criterion 7 - 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 last five years.

Response:

Achieving Sustainable Development Goal 5 (Gender Equality) is central to the vision and mission of the college. The curriculum specifically focuses on gender issues to create a workforce and thinking individuals to achieve gender equity.

Curricular Initiatives:

In order to realise the vision of the college "To holistically develop women, by imparting knowledge, value systems, technological competencies and global skill sets", topics on gender sensitisation and equity are made a part of the curriculum. About **262** Gender-based courses are offered by the departments. In addition, departments also organise special programmes on gender sensitisation.

Centre for Women's Studies:

The college features a dedicated Center for Women's Studies that was created in 2009–2010 as part of the UGC XII Plan. The Centre was established in order to achieve the UN Sustainable Development Goal of Promoting Equality and Empowerment of Women. The Centre pursues a comprehensive, critical and balanced understanding of India's socio-economic realities and governance through academics and research.

- The Centre offers a certificate course in Gender Studies for undergraduate students.
- It has designed a course on Personality Enrichment for Women which is offered as one of the soft skills courses for all postgraduate students.
- The centre has published booklets on gender issues as an outcome of fieldwork carried out by the students.
- It invites professionals and successful individuals who work for gender sensitisation and responsiveness.
- The centre organises orientation programs, special lectures, inter-departmental competitions and gender sensitisation and gender diversity workshops for students, faculty and non-teaching staff of the institution.

Co-Curricular Activities:

Various extension clubs of the college have organised about 93 programmes pertaining to gender sensitisation apart from the programmes organised by the Centre for Women's Studies during the last five years. Through these activities, the college provides ample exposure and sensitisation to the multiple facets of gender-related issues.

- The college organises Self Defence sessions for equipping students and building their self-confidence.

- As the need of the hour demands that women students be aware of the threats to security on the internet and other communication channels, Cyber security awareness programs were organised.
- The NSS of the college has insisted upon students to download the Kavalan, an SOS app which is a part of the Tamil Nadu State Police Master Control Room initiative to seek police assistance in emergency situations.
- A wide range of activities are organised to commemorate Women's Day on campus every year.
- A Guinness Record for the Longest Play on Advocacy of Human Rights with a special focus on Women Empowerment and Gender sensitisation was created by the Department of Human Rights and Duties Education on 8 and 9 March 2019. The duration of the play was 28 hours 34 minutes 43 seconds.

On-Campus Facilities:

- The college has 24/7 security services
- CCTV surveillance at the gates and at strategic locations
- Student lounge
- Staff lounge
- Green rooms
- Common Rooms
- Anti-ragging and anti-sexual harassment committees
- Day care centre

Provisions for first aid, sanitary pad vending machines, well-maintained restrooms

- Fitness centre
- In-house Doctor
- College Counselling Centre
- Hostel for students and faculty

File Description	Document
Specific facilities provided for women in terms of: a.Safety and security b.Counselling c.Common Rooms d. Day care center for young children e. Any other relevant information	[View Document](#)
Annual gender sensitization action plan	[View Document](#)

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid

4.Sensor-based energy conservation

5.Use of LED bulbs/ power efficient equipment

Response: A. 4 or All of the above

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

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- **Solid waste management**
- **Liquid waste management**
- **Biomedical waste management**
- **E-waste management**
- **Waste recycling system**
- **Hazardous chemicals and radioactive waste management**

Response:

A waste management system is at the heart of sustainable development. Due to trash generation and insufficient waste collection, India has significant environmental concerns. As a responsible institution contributing significantly to the nation's development, it has been proactive in adopting different procedures to handle solid and liquid waste. These procedures utilize proper disposal methods in order to maintain a clean and hygienic campus.

Solid Waste & Liquid Waste

The waste bins located around campus are coloured so that biodegradable and non-biodegradable waste can be placed in the appropriate bin.

Solid waste on campus is separated into biodegradable and non-biodegradable plastics and metals, which are then sorted and sent for recycling. The college has an outsourced agreement with Day & Day in order to keep the campus clean and tidy. Restrooms are cleaned periodically in order to ensure a clean ambiance for the staff and students. In the student restroom, a sanitary napkin vending machine and a napkin disposal incinerator have been placed for the hygienic disposal of sanitary pads. On a regular basis, the corporation collects solid waste that cannot be recycled.

An on-campus vermicomposting unit is part of the college's green environmental activities. Leaf litter collected is turned into compost in the vermicomposting unit which is then utilised as an organic manure for campus plants. The vermicompost unit receives waste from the canteen and mess. The wastewater generated on campus is disposed of in the underground sewage system that uses drainage channels for the corporations' work. `

In an effort to limit the use of chemicals in labs, the science department performs microscale experiments

whenever possible. The Biochemistry, Zoology, Microbiology, and Clinical Nutrition departments generate biomedical waste, which is processed locally and incinerated before disposal.

The institution has adopted E-Governance and most internal communication is circulated through emails The use of single-sided paper for writing and printing is standard in all offices in order to reduce paper waste. The Controller of Examination's office disposes of the answer scripts by pulping and recycling them at the end of their preservation period.

Single-use plastic is prohibited on campus, and only a small amount of plastic trash is generated. Steel utensils are used in the canteen and mess to reduce plastic and paper waste. Other non-biodegradable garbage is scrapped and delivered to agents for recycling.

E-waste

The institution's electronic trash, broken and non-usable hardware, is disposed of through e-waste vendors periodically.

No hazardous chemicals are utilised, except a few that are disposed of properly after adequate dilution, and no radioactive waste is generated on the college campus.

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

7.1.4 Water conservation facilities available in the Institution:

1. **Rain water harvesting**
2. **Borewell /Open well recharge**
3. **Construction of tanks and bunds**
4. **Waste water recycling**
5. **Maintenance of water bodies and distribution system in the campus**

Response: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	[View Document](#)
Any other relevant information	[View Document](#)
Link for any additional information	[View Document](#)

7.1.5 Green campus initiatives include:

1. **Restricted entry of automobiles**
2. **Use of Bicycles/ Battery powered vehicles**
3. **Pedestrian Friendly pathways**
4. **Ban on use of Plastic**
5. **landscaping with trees and plants**

Response: A. Any 4 or All of the above

File Description	Document
Various policy documents / decisions circulated for implementation	[View Document](#)
Geotagged photos / videos of the facilities	[View Document](#)
Any other relevant documents	[View Document](#)

7.1.6 Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

1. **Green audit**
2. **Energy audit**
3. **Environment audit**
4. **Clean and green campus recognitions / awards**
5. **Beyond the campus environmental promotion activities**

Response: A. Any 4 or all of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	[View Document](#)
Certification by the auditing agency	[View Document](#)
Any other relevant information	[View Document](#)

7.1.7 The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Divyangjan friendly washrooms
3. Signage including tactile path, lights, display boards and signposts
4. Assistive technology and facilities for 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

Response: A. Any 4 or all of the above

File Description	Document
Policy documents and information brochures on the support to be provided	View Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document

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 500 words).

Response:

The college instils in students the ideals of respect, tolerance and harmony to create youth with an intellectual and moral outlook that is essential for understanding the plurality of modern India. It envisions creating an inclusive community that transcends religious, cultural, regional, communal, linguistic and socio-economic boundaries through its governance, academic, extracurricular and administrative activities.

Initiatives of the college ensuring pluralism, respect for diversity and non-discrimination:

Linguistic Diversity

The college offers Tamil, Hindi, Sanskrit and French as Foundation courses catering to the multilingual student body. Hindi Diwas is observed every year. German, Japanese, Spanish and French are taught creating wider opportunities for employment and cultural exchange. The languages departments of the college jointly organise events for a healthy exchange of ideas across languages creating linguistic tolerance.

National Integrity and Patriotism

Promoting respect and integrity for the nation, the college observes National festivals with great fervour. Every year, Independence Day, Republic Day, Gandhi Jayanti, Martyrs Day, Constitution Day, and Flag Day are observed. Various units of the college organize activities befitting the occasion to instil the spirit of nationalism and unity: parade, flag hoisting, musical and floral tributes, oaths and pledges, special lectures, competitions, and cultural events.

Inclusivity and Diversity

The institution celebrates special days observed globally to promote equality, inclusivity and sustainability: Women's Day, Peace Day, Environment Day, Yoga Day and Human Rights Day

Campus Initiatives Celebrating Diversity

Heritage Walk - To enable students to gain knowledge and respect their heritage.

Ethnic Day -To promote tolerance and respect for heterogeneities, diversities and ethnicities

Workshop on Disability and Gender -To sensitise students towards inclusivity.

Youth Conclave -For a healthy exchange of ideas and views on various social concerns.

Marghazhi Uthsavam- To appreciate and respect aesthetic diversity.

Cultural Events and Festivals

The Students Union organises cultural programmes, a platform for students from diverse socioeconomic and cultural backgrounds, to interact and exchange their respective cultural perspectives. It organises Aarambh and Maithri, interdepartmental student festivals, and Shristi, an intercollegiate festival every year.

To promote secularism among students and faculty various festivals are celebrated— Onam, Dussehra, Diwali, Christmas, Pongal, Holi and Ramzan.

Culture of Sharing:

Students engage in charitable activities such as visiting homes for the aged, orphanages and hospitals to provide aid. World Elders day is celebrated on campus. Special music teams from the college visit cancer patients on a regular basis. The joy of Giving Week, acts of charity for victims of natural disasters, and festival gifts to non-teaching staff by faculty and students.

Noon Meal Scheme:

Faculty and Students contribute periodically to the noon meal scheme, a humane gesture, that started over 60 years back. Around 150 students and 150 non-teaching staff are ensured a sumptuous, nutritious meal on all working days. Over Rs, 46 lakhs were utilised during the last five years.

Scholarships and Prizes

The college encourages the award of Scholarships and Prizes to support students from lower socioeconomic strata of society. Over 55 prizes and scholarships have been instituted by parents, faculty and alumni over the years.

File Description	Document
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View Document](#)
Any other relevant information	[View Document](#)

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

The institution recognises the importance of shaping young women into responsible citizens. Driven by the vision to create leaders possessing the right values ??and aspirations for nation building the college has integrated the awareness of *the constitutional obligations: values, rights, duties and responsibilities of citizens* into the curriculum.

- The undergraduate and postgraduate programmes in History, and Human Rights and Duties Education offer specialisation courses in constitutional rights and obligations.
- The courses on the Indian Constitution, and Human Rights further the knowledge of students aspiring for careers in the specific domain.
- A complete unit dedicated to Citizen Values in the textbook on Value Education prepared exclusively for the students of the college ensures that all Undergraduate students are adequately sensitised to their *constitutional rights and responsibilities.*
- The mandatory course Personality Enrichment for Women for Postgraduate students focuses on provisions made in the Indian constitution for Women's Rights.
- Students undertake academic research in the domain of constitutional obligations.

The college observes special days upholding the *values and duties of a citizen* and organises events that are participatory and experiential:

- Samvidhan Diwas, Constitutional Day is celebrated annually.
- On All Martyrs Day, homage is paid to the indomitable spirit of the soldiers and officers who have sacrificed their lives defending our nation.
- A unique event, All-Faith Memorial Service was conducted to uphold the spirit of secularism respecting sacred books of the five major faiths of India.
- Flag Day is commemorated annually. Interdepartmental competitions were organised on the flag, and symbols of national unity.
- Voter's Day and Voter's Awareness Campaigns emphasise electoral responsibility.
- Oaths and pledges are taken to commemorate the spirit of inclusivity and secularism.
- Consofestum was organised to mark the National and International Consumer Rights Day celebrated in association with the Department of Civil Supplies and Consumer protection Government of Tamil Nadu.

Conferences, Workshops and seminars on the various dimensions of *constitutional rights, duties and civic responsibility* are given a thrust in the academic calendar of activities.

- Workshop on Gender Budgeting
- Sustainable Heritage Management and Issues of Accessible Tourism in India was organised on World Tourism Day
- Special Lecture on Legal Metrology Framework for Nano Technology
- Visit to the Tamil Nadu Legislative Assembly to experience the functioning of the Government.
- Field Visits to villages to observe the Panchayat Raj system.
- Visit to the Garrison of the Indian Army and Fort Museum.
- Heritage Clean-up of Fort St.George during the World Heritage Week organised by the Archeological Survey of India.
- Jagriti, a programme on Legal Remedies on Violence Against Women to educate the faculty and students on their legal rights.
- Interdepartmental Competitions on "Parliament for the People" as an effective way of sensitisation on constitutional obligations
- Street Play on Good Samaritan Law, Women Rights, Child Rights
- Special Lectures by Eminent Speakers to educate the students on various features of the Constitution
- Outreach programmes in the adopted villages help students to share their knowledge of constitutional rights and create awareness among the people.
- Organise Special Lectures on the Features of the Constitution by eminent speakers.

File Description	Document
• Details of activities that inculcate values; necessary to render students in to responsible citizens	View Document
Any other relevant information	View Document

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.

1. **The Code of Conduct is displayed on the website**
2. **There is a committee to monitor adherence to the Code of Conduct**
3. **Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
4. **Annual awareness programmes on Code of Conduct are organized**

Response: A. All of the above

File Description	Document
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	[View Document](#)
Code of ethics policy document	[View Document](#)
Any other relevant information	[View Document](#)

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

Upholding the vision of the college "to prepare students to be responsible citizens, compassionate leaders and agents of social change and participants in the national development", we unrelentingly inculcate pride for the nation, commitment towards the community, love for the family and esteem for the self. It is crucial that today's young comprehend and appreciate the contributions made to humanity by illustrious figures in Indian and global society. The commemoration of significant national and worldwide events fosters civic engagement, environmental awareness, patriotism, and celebration of human life in its varied dimensions.

Various units in the college opt by rotation to organise the days, events and festivals. These events are chalked out at the start of each academic year. Student leaders and members of clubs and associations of the college plan and conduct the celebrations under the mentorship of faculty coordinators.

Events were organised to preserve the tradition and carry forward the legacy of great thinkers and leaders. Promoting respect and integrity for the nation, the college observes National festivals with great fervour. Various units of the college organize activities befitting the occasion to instil the spirit of nationalism and unity: parade, flag hoisting, musical and floral tributes, oaths and pledges, special lectures, competitions, and cultural events.

- Every year, Independence Day, Republic Day, Gandhi Jayanti, Martyrs Day, Constitution Day, Flag Day, Ambedkar Day are observed.
- Special events are organised to remember the contributions of leaders and pioneers in several fields: Bharathiyar Day, Kamban Day, Sekkizhar Day, Thiruvalluvar Day, Abdul Kalam Birth Anniversary, Ramanujan Day, C.V.Raman Day.
- As a mark of respect and honour to the educational luminary Thiru.V.L.Ethiraj, The college's tradition is to begin the extra-curricular activities of the year on Founder's Day. On this day, we commemorate the vision of the founder for women's emancipation.
- Teacher's Day The students of the college organise special programmes as a tribute to the teachers.
- Days celebrating inclusivity and sustainability: World Rivers Day, International Yoga Day, World Diabetics Day, National Unity Day, International Women's Day, Universal Forgiveness Day, and International Human Rights Day.
- Domain-specific days such as Maths Day, Science Day, and World Ozone Day, World Food Day, Madras Day, World Tourism Day are observed by the departments.
- Children's Day celebrations are organised in neighbourhood schools and orphanages as an outreach

activity.
- C.V.Raman Lecture Series
- The college in its commitment to uphold secularism celebrates the following festivals: Onam, Dusshera, Saraswati Pooja, Diwali, Christmas and New Year, Pongal, Holi, Ramzan, Margazhi Utsavam – a celebration of classical arts.
- Skits, street plays, dance, music, drama, mime, slogan and poster making, rangoli, exhibitions are so on are organised by the student bodies adding to the fun and frolic of the festive occasions.

Every celebration on the campus creates an Ethiraj experience. This vibrant and meaningful experience fills all stakeholders with a sense of zeal and a sense of belonging to the institution, community and the nation at large.

File Description	Document
Geotagged photographs of some of the events	[View Document](#)
Annual report of the celebrations and commemorative events for the last five years	[View Document](#)

7.2 Best Practices

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

Response:

Best Practice I - Ethiraj Outreach Program

1. Title of the Practice

EthIgnite – Campus to Community

2. Objectives of the Practice

- TIP – Theory to Practice: To create ample opportunities for students to translate learning into service
- C2C - Campus to Community: To contribute to the nation's development through effective sharing of knowledge
- Promote harmony, develop tolerance, and inculcate values in young minds
- Aathmanirbharatha: To inculcate the spirit of self-reliance through service

3. The Context

Ethiraj College for Women follows a **Praxis-based Approach** to advocate the importance of community

engagement. The goal of the outreach programs of the college is to sensitise students to the needs of society and their role in nation-building. It provides students with a grassroots introduction to rural Indian communities while also teaching them about the difficulties that rural areas experience. In order to inspire, motivate, and educate them on self-reliance through service special emphasis was laid on outreach activities.

In the fast-pacing world, the underprivileged community and people in the rural areas are finding it difficult to cope with the digital changes and lifestyle stress. As an institution with social responsibility Ethiraj College gives back to the community through its student body and faculty.

4. The Practice

Community service is an integral component of the academic programmes offered by the college. One credit is awarded to the student for their contribution to the extension clubs.

In October 2017, the college **adopted two villages**, Nemilicherry and Karunakaracherry on the outskirts of Chennai to improve the living conditions of the people in the village. The Department of Economics organised a Socio-Economic Survey to ascertain the needs of the villagers and understand the demographics.

The college reaches out through activities organised by the departments and extension clubs. Every year theme-based projects are planned and executed by the units. The outreach programmes at Ethiraj are channelised through eight different verticals:

- Education - Students offer **literacy programmes** in schools and in the village. English, Mathematics and Science are taught through fun games. They organise events and competitions to **complement the students' classroom learning**.
- Health and Hygiene – the students of the college participate in rallies organised by NGOs and other institutions. They arrange awareness camps, sensitisation programmes through street plays, mimes, human chains, poster making on cancer, menstrual hygiene, tuberculosis, leprosy, general wellbeing, good eating habits, organ and blood donation and so on in the community and in the adopted village. **Nutrition-consciousness** promoting **FIT India Movement** has been organised in the adopted village. Yoga camps and sports activities have also been organised in the schools.
- Entrepreneurial Development – Students of the Business Studies stream offer **skill training** and teach **business strategies** to women in the community and in the village. The activities of Enactus and E-Cell directly promote entrepreneurial development. The women in the community have a regular source of income through the ventures started with the help of our students.
- Environmental Consciousness – Swacch Ethiraj in line with **Swacch Bharat Abhiyan** promotes eco-consciousness, cleanliness and sanitation in the community and in the adopted village. Tree plantation drives, sensitisation on rainwater harvesting and the ban of single-use plastic on the campus and in the community is encouraged by the student bodies.
- Gender – **Gender sensitisation** camps, awareness programmes on the constitutional rights of women, women's health, women entrepreneurs, women and family, and empowerment of women through literacy are organised by the clubs.
- Constitutional Rights – The college students organise several awareness programmes on **constitutional provisions** for women and the rural people. In the bargain, they also explore all the schemes available through the government and other agencies and educate the community.
- Digital Literacy – The students contribute towards the **Digital India Mission** by teaching their

peers, and the community computer literacy, use of mobile banking, IVRS Bookings, using government portals, e-payments and so on. They compose marketing messages for vendors to sell their daily wares.

- As a result of the training given by our students, the vendors in the vicinity of the college have adopted e-payments and are marching toward **cashless India**.
- Promotion of Indian Values – Students of the college organise cultural events and competitions in the community schools on special days to promote **Indian values and social ethics**. The cultural bonanza engaging the community creates camaraderie and tolerance beyond caste, colour, and creed.

5. Evidence of Success

Development practices that are reflexive, and socially useful, were undertaken by the departments and extension clubs:

- **RO Water Plants** were installed in the adopted villages at the cost of Rs.1,65,000.
- Health Camps, **Dental Care Programmes** and Awareness Drives were organised.
- **Breast Cancer Screening** in association with Adyar Cancer Institute.
- In association with Bohra Eye Hospital
  - **Eye Screening** and **distribution of spectacles**
  - Arrangements for **Cataract Surgery**. An amount upto Rs.1,00,000 was subsidised by Bohra Eye Hospital for this.
- **Sports Day** in the community schools.
- Supply of **Stationery** in schools.
- **Activity-based Learning** session for the students of Government Higher Secondary School at Nemilichery on personal hygiene, safety rules and sensitized the kids to the difference between good and bad touch through charts, models and activities.
- **Saplings** of Almond, Peepal, Black Plum, Portia (Poovarasu) and few other tropical varieties were planted by the Green Activists of the League.
- **Iron tree guards** bearing the name of the college were fenced around the newly planted saplings to ensure proper nurturing and safety of the trees.
- Programme was held at Nemilichery village for primary school students to spread awareness on **common microbial infections and sanitation process**.
- **Skit** on disease and sanitation in Nemilichery village
- Student volunteers visited **Government Crèche Bhalvaadi** on the 12th of March, 2020 sang rhymes and interacted with the children.
- Students arranged a **Mock Panchayat** under the supervision of the Village Head and discussed pollution, plastic awareness, afforestation, the Corona disease, personal health and hygiene, etc.
- Distribution of **handmade cloth bags** to the people to encourage the usage of cloth bags instead of plastic bags.
- **Painted the compound wall** of the Government school with messages promoting values, ethics, environmental consciousness and communal tolerance.
- Visit to Karunakaracheri, the adopted village of the College and educated the villagers on **disasters and their mitigation**.
- A nutrition education programme on the topic "**Arokiyam and Nalvazhvu**" was conducted for primary government school children in Nemilicheri - a village adopted by Ethiraj College for Women on 4th March, 2019.
- Around 97 students from Class I to V were educated on **healthy eating habits**, sanitation, hygiene

and importance of exercise through Street play and skit.
- Educated the school children by the **play way method** through question-and-answer session, songs, rhymes and proverbs.
- Demonstration on the **Pros and Cons of Social Media** to the Villagers
- **Walk for Plastics** on 6th February 2020 for collecting littered recyclable plastics from the roads in and around the College campus. Over 200 student volunteers and faculty members actively participated in this activity and collected around 55 kgs of recyclable plastics and handed it over to the recyclers.
- Awareness programme on the hazards of using plastics and on ways to prevent littering of plastics on roads

- Session on **Baking and Confectionery, Interior Decoration and Housekeeping**
- **Mushroom Cultivation and Microgreens** on the college campus are maintained by women from the community.

- Skills that will translate into a **business model with low capital** like Cosmetology, Silk thread Jewellery, Fabric painting, Aari work, Canvas painting, Tie and dye, Pattern sewing, Glass Painting, Liquid Embroidery, Baking, Beautician and so on were taught through E-Square, Enactus, Rotaract as outreach programmes.

MoUs that equip students to serve the community

- Ministry of Human Resources and Development
- Bharatiya Yuva Shakthi Trust (BYST)
- Confederation of Indian Industry & Young Indians
- External linkage with Beta Monks Pvt. Ltd.

Entrepreneurial Outreach activities are showcased through stalls set up by differently-abled, NGOs and the women community in the student cultural festivals Ethi Bandhan Bazaar, Aarambh, Maithri, and Srishti.

The institution promotes inclusivity in all its ventures, at ED Bazaar and Eco Bazaar budding **differently-abled entrepreneurs from NGOs** are invited to display and sell their wares. They generate income ranging from Rs.50 to Rs.1,000 by the sale of trading, service, and self-made products.

6. Problems Encountered and Resources Required

- During the pandemic several contacts with the community and schools were disrupted interrupting the continuity of the programmes.
- Mobilising funds for investment in development projects in the village.
- Quantitative assessment of the efficacy of the outreach programs is difficult.
- Implementation of the practice requires active collaboration with external agencies, which face a few bottlenecks.

7. Notes

Students' engagement in outreach activities develops their personality and increases their participation in community development. EthIgnite creates self-reliant women ready to challenge customary roles and conditioning. We as an institution have turned every stone to make our women students self-sufficient and

proactive in creating a community where we live to help each other. Underlying the outreach programmes at Ethiraj is the principle of win-win where collaboration, consultation and contribution form the bedrock of self-sufficiency and community-living.

Best Practice II - Ethi Shakthi

1. Title of the Practice

Ethi Shakthi – Students League

2. Objectives of the Practice

- Presence – Alertness to the needs of the self and fellow students
- Ownership - Develop a sense of belongingness to the institution
- Wisdom – Capacity for critical thinking and decision-making
- Equanimity – Build emotional intelligence and people skills
- Responsibility - Shoulder responsibility for maintaining and enhancing the performance of the institution

3. The Context

The vision of the college is to develop young women into socially responsible citizens with well-developed personalities and global outlooks. Along with the academic and extracurricular activities that aim to fulfill the vision and mission, participatory management at the student level ensures the attainment of **SDG 5** of the UN. The college's students' Union, a democratically elected body, represents the students in various fora of campus life. The Union coordinates the participation of students in extracurricular activities. It organizes and conducts co-curricular and cultural events at the inter-departmental and national levels and coordinates the participation of the students in the competitions held by other institutions at the district, state, and national levels. To observe the **125th birth centenary celebrations** of the founder and to commemorate his vision of women's empowerment Ethi Shakthi, a new student initiative was launched on **18.03.2016**. Ethi Shakthi, a group of Eight student leagues was formed to include students in the day-to-day administration of the college thereby, providing an opportunity to develop their organisational and leadership skills. The motto of Ethi Shakthi is "**Impress, Influence, Inspire**".

4. The Practice

Unleashing the feminine principle "**Shakthi**", the students' league is a creative force that drives the internal mechanism of most student-related activities. The objective of Ethi Shakthi is to involve student leaders in the administration of the college. The involvement and commitment of the students, as significant stakeholders, of the institution, create a distinctive culture. The strength of the league lies in its potential to tap the innate capabilities of young women. They aim to create young, responsible, and efficient future leaders at regional, national and global levels.

Ethi Shakthi constitutes eight leagues:

- Swachh Ethiraj
- Alumnae Connect
- Campus Innovations

- Disaster Mitigation
- Green Enviro
- Holistic Well-Being
- Social Works
- Website league

The leagues comprise student leaders from various disciplines guided by a faculty coordinator. Each league takes on at least two projects each semester. These students' initiatives ensure 100 percent involvement of the students from planning to execution. This instills a sense of responsibility among students, develops values and ethics and promotes camaraderie and the joy of shared accomplishments.

5. Evidence of Success

- Regular checking of washrooms and inspection of campus cleanliness - Improved **cleanliness on campus**
- Classroom beautification and awareness posters
- Solid Waste Management, Vermi Compost, Biogas
- Ban on single-use plastic
- **Eco-Friendly alternatives**: Paper Bags, Sanitary Napkin Disposal Cover
- **Plant a Tree** Movement - Greener Campus
- Coordinate **Ethi Bandhan**, the Alumnae Meet
- Update the **Alumna Directory**
- Liaise with the alumna to invite them as resource persons and event guest
- **Stars of the Month** Initiative on the college website
- Timely update of the website with enhanced data collection of events
- A regular check of fire extinguishers and fire drills
- **Charity Thursday** – Generating funds through innovative means
- **Jogathon** to promote the idea of outdoor activities to help improve health and fitness
- **Yoga for All**, **Yogamana Vazhvuku Yoga**, **Yoga Mudras for Health**
- "**Wootasathu**" project for Ethiraj College canteens to promote wholesome and nutritious Food and restrict/limit the availability of foods rich in HFSS.
- The project on "**Kootan Choru**" was implemented through educative posters on healthy eating habits for hostel students.

6. Problems Encountered and Resources Required

- Training students every academic year to don new roles is difficult.
- Continuing a project begun by a set of students after they leave as new students want to innovate
- Requires constant monitoring from faculty to bridge the experience gap
- Time Management, tackling academic, extracurricular and leadership roles is at times stressful for the students

7. Notes

Institutions grow when their stakeholders contribute 100 percent. The student body which forms the core of an educational institution should be accountable and feel part and parcel of the institution's growth and

development. Initiatives like Ethi Shakthi help finding equilibrium and celebrate the infinite potential of women power.

File Description	Document
Best practices in the Institutional web site	[View Document](#)
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Ethiraj College, a global landscape for women empowerment strives to uphold the vision of its munificent founder Thiru.V.L.Ethiraj a legal luminary who established this college to emancipate women from the clutches of poverty, ignorance, and gullibility. At 74, Ethiraj College has become synonymous with a citadel of learning and refinement. True to its motto, *To strive, To seek, To find, and Not to yield,* it has carved a niche in the field of higher education in India.

Empowerment through Excellence

The citadel of learning is distinct for empowering women through excellence. A few notable feats of excellence in the last five years in Knowledge Transfer, Character Building, and Imbibing Indian Values:

- Striving for Excellence in knowledge through an up-to-date **SMART syllabus** that is Specific, Measurable, Achievable, Relevant, and Transferable.
- The **Ethiraj LMS** disseminates knowledge increasing accessibility to all the students to the best resources. By participating in the Open Education Week, resources produced by the faculty are available to students the world over.
- The **Financial Literacy Club** is a pioneer in spreading financial literacy amongst the members of society. It makes the knowledge of investing and stock markets more accessible to students and promotes the habit of good financing at a very young age. The Crystal Gazers conducts a Virtual Stock game – Stockathon using the Dalal Street Investment Journal application with Rs. 10 Lakhs virtual cash for 30 trading days.
- The **Astronomy Club** of the college with Bronze Status affiliated to Vigyan Prasar Network of Science Clubs (VIPNET), under DST caters to the astronomical interest of the students across various disciplines. Hi-tech telescope enables star gazing and exploration of the sky.
- **Start-Up Ethiraj** marks a paradigm shift in the entrepreneurial ecosystem of the college and envisages an inclusive and impact-driven approach. The college promotes entrepreneurship through the avenues of E-Square, the entrepreneurship cell of the college, Enactus, Consumer Club, Micro Greens Bazaar, Nutri Fest, Madras Day and so on.
- The pride of Tamil Nadu, **5 Degrees** is **the first Aavin Parlour in a college campus run by students**. Aavin is a state government cooperative under the ownership of Tamil Nadu Cooperative

Milk Producers Federation Limited, Government of Tamil Nadu. There are 156 Campus incubations that thrive beyond the portals, to name a few Bud to Blossom, Break-O-Bistro, Desserts_Zone2, Luscious Cream, Madinga Empire, Meraki, Techture, The Bake Zone, Trio, and Felicity.

- **EthiSakthi**, the students' league is a creative force that fuels the internal mechanism of student-related activities of the college by unleashing the feminine principle "Shakthi." It is a participatory governance model to create young, responsible, and efficient future leaders.

- Department **Student Magazines and Journals**, in print and online made by the students is a record of their managerial excellence. Despite the pandemic, e-magazines were produced by the students exploiting the opportunity of social media and e-tools.

- 27 departments, four languages and library **associations** have ensured a continuous engagement of students in exploring several dimensions of their subjects. These associations events of Ethiraj College are much sought-after in the city of Chennai, and hundreds of students throng to learn and share.

- The **eight Union Clubs** are a livewire, unleashing student exuberance on campus and beyond. The annual events of these clubs – Arts, English Teatro, Quiz, Debate, Literary, Film and Fine Arts reflect the excellence of talent.

- **Ethiraj College Hostel**, home away from home especially caters to the needs of students from remote regions. Priority in accommodation is given to first-generation learners, students with disability and from humble backgrounds.

- State of art **Indoor Stadium** built at the cost of 5 crores with an exclusive residential facility provides superior amenities for promoting sports among young women.

- The college serves as a hub for the achievement of SDG 4 by ensuring **inclusive and equitable quality education** and promoting opportunities for lifelong learning. Nearly 50% of the students are first-generation students, wards of parents with low incomes working in the unorganised sector, and students with disabilities.

- **Exclusive scholarships** are offered by the Ethiraj College Trust and the Alumna Association rendering additional support to the students.

- **Noon Meal Scheme**, a humane gesture, started over 60 years ensures a sumptuous, nutritious meal on all working days to 150 students and 150 non-teaching staff every year. Over Rs.46 lakhs was utilised during the last five years.

- **First college** to have **two patents** registered from Science Departments of an Arts and Science College for Eggless Cake and Polymer Applications.

- Empowering women through excellence, the college **crèche** enables faculty and student mothers to continue with their careers and studies respectively without hassles.

- Sparked by the fire, to leave an indelible mark for women's emancipation, empowerment, and achievement, the students of 2018-2019 embarked on a journey of excellence. A **Guinness Record for the Longest Play** on Advocacy of Human Rights was created by the Department of Human Rights and Duties Education on 8 and 9 March 2019. The duration of the play was 28 hours 34 minutes 43 seconds.

- Rotaract Club of Ethiraj College was recognised as the **World's Largest Women based club** four times.

- **Fraternity Club** of Ethiraj College is the golden feather in the cap for the past 30 years. They meet and greet and contribute to the college's well-being reinventing the flavours of yester years as faculty of the college.

- The **college band** is the Pride of Ethiraj as young women perform with precision holding heavy instruments and marching with zeal. The band has the singular honour of being the most-invited band in the city of Chennai. At the events of Tamil Nadu Government, the University of Madras

and Tamil Nadu Police the tunes of Ethiraj College band chime the beginning of ceremonies.

Over the years the college has strived towards excellence in the transfer of knowledge, character building, and imbibing Indian values. The distinctiveness of the institution lies in the unconventional and bold moves it has made along its journey of 74 years. The popularity of the college as a Model College rests on the accolades its faculty, students and alumna have gathered for it.

File Description	Document
Any other relevant information	[View Document](#)
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

Ethiraj College for Women believes in growth and development through self-reflection and constructive criticism.

Post-Accreditation initiatives of the college

- The entire campus has been Wi-Fi enabled.
- Ethiraj Centre for Research, Innovation, and Creativity has been established for nurturing research culture in the college. A substantial amount is allocated for research activities in the annual budget. The faculty members and students are provided with funds to undertake minor and major research projects.
- Faculty members are encouraged to submit research proposals to outside agencies for grants.
- Industry-Academia partnership has been strengthened. The college has entered into MoUs and MoAs with foreign universities and other reputed institutions.
- An indoor sports stadium and residential facility for the sports students has been constructed.
- The department infrastructure has been augmented.

Guinness World Record

The social responsibility initiatives of Ethiraj College are a reflection and an extension of our founder V.L.Ethiraj, a philanthropist-par-excellence. The history of the college has witnessed several pathbreaking and life-transforming gestures.

Sparked by the fire, to leave an indelible mark for women's emancipation, empowerment, and achievement, the students of 2018-2019 embarked on a journey of entering the **Guinness World Record**. On 9th March 2019, at 8:10pm, the previous world record for longest stage play (24hrs:20mins:02sec) was broken to make a new record time of 28hrs:34mins:43secs.

Concluding Remarks :

Ethiraj College for Women, Autonomous, Chennai envisions the philanthropy and educational charisma of Thiru.V.L.Ethiraj, barrister-at-law, our revered Founder. Driven by the quest for excellence through women empowerment well-articulated in the college's vision, mission, goals, and core values, the institution has dedicated 74 years of relentless service to the nation.

The college has a futuristic curriculum with scope for upskilling, upscaling, and upgrading. Employability and entrepreneurship are encouraged through industry-focused innovative programmes. Adoption of OBE promotes experiential, blended, and technology-enabled learning, one of the prerequisites of NEP.

Start-ups are supported by an innovative ecosystem. The multiple intelligences of students are catered to through extracurricular, co-curricular, and extension and outreach programmes. The college has taken concerted efforts for the career development of students and placement opportunities.

The college management has a comprehensive plan for human resource development, infrastructure

augmentation, technological upgradation, and a futuristic vision for academic excellence, thus ensuring the well-being and development of all stakeholders.

Inclusivity, equality and diversity are at the core, thus providing a conducive environment for the holistic development of all.

The college has implemented e-governance and is scaling towards a hyper-converged IT infrastructure, e-content development facilities, and e-learning platforms paving the way for a sky campus.

The IQAC of the college believes and reaffirms the quality policy of the college assimilating innovative practices that embellish the college's progress in the pursuit of excellence for women empowerment. The strategic plan, Ethiraj 2030 envisages renewed approaches to teaching, learning, research, faculty engagement and stakeholder participation.

True to its motto "**To Strive, To Seek, To Find and Not to Yield",** the college marches towards a horizon of equity and equanimity, accessibility and affordability, integrity and inclusivity creating Ethirajians with uncompromising values.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.1.2	**Percentage of Programmes where syllabus revision was carried out during the last five years.** 1.1.2.1. **Number of all Programmes offered by the institution during the last five years.** Answer before DVV Verification : 61 Answer after DVV Verification: 55 1.1.2.2. **How many Programmes were revised out of total number of Programmes offered during the last five years** Answer before DVV Verification : 61 Answer after DVV Verification: 55 Remark : DVV has made the changes as per 1.1
1.2.2	**Percentage of Programmes in which Choice Based Credit System (CBCS) / elective course system has been implemented (Data for the latest completed academic year).** 1.2.2.1. **Number of Programmes in which CBCS / Elective course system implemented.** Answer before DVV Verification : 61 Answer after DVV Verification: 55 Remark : DVV has made the changes as per 1.1
3.1.2	**The institution provides seed money to its teachers for research (average per year, INR in Lakhs)** 3.1.2.1. **The amount of seed money provided by institution to its faculty year-wise during the last five years (INR in lakhs).** Answer before DVV Verification: <table><tr><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr><tr><td>72617</td><td>643022</td><td>47554</td><td>16500</td><td>69900</td></tr></table> Answer After DVV Verification : <table><tr><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr><tr><td>0.72</td><td>6.4</td><td>0.4</td><td>1.6</td><td>0.6</td></tr></table> Remark : DVV has converted the value into lakhs.
3.2.1	**Grants received from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)** 3.2.1.1. **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
2549500	360000	241418	895000	225000

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
25.4	3.6	2.4	8.9	2.2

Remark : DVV has converted the value into lakhs.

3.6.2	**Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government recognised bodies during last five years**

3.6.2.1. **Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
26	14	19	16	9

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
16	09	11	11	4

Remark : DVV has excluded Local awards.

3.6.3	**Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years**

3.6.3.1. **Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
173	185	131	97	110

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
110	95	65	52	98

Remark : DVV has excluded days activities.

3.6.4	**Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years**
	3.6.4.1. **Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
6459	6359	6291	6405	6396

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
3512	4152	5212	5210	5321

Remark : DV has made the changes as per 3.6.3

5.1.5	**The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases** **1. Implementation of guidelines of statutory/regulatory bodies** **2. Organisation wide awareness and undertakings on policies with zero tolerance** **3. Mechanisms for submission of online/offline students' grievances** **4. Timely redressal of the grievances through appropriate committees**

Answer before DVV Verification : A. All of the above
Answer After DVV Verification: B. 3 of the above
Remark : DVV has select B. 3 of the above as per shared report by HEI.

6.3.3	**Average number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the last five years.** 6.3.3.1. **Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
10	2	1	2	2

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

Remark : DVV has given 0 as per HEI clarification.

6.3.4	**Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).**
	6.3.4.1. **Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
140	110	32	11	11

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
110	98	11	09	08

Remark : DVV has considered 5 days and above FDPs only from the data template.

7.1.4	**Water conservation facilities available in the Institution:** 1. **Rain water harvesting** 2. **Borewell /Open well recharge** 3. **Construction of tanks and bunds** 4. **Waste water recycling** 5. **Maintenance of water bodies and distribution system in the campus** Answer before DVV Verification : A. Any 4 or all of the above Answer After DVV Verification: B. 3 of the above Remark : DVV has select B. 3 of the above as per shared report by HEI.

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of programs offered year-wise for last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
61	59	59	59	59

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
55	53	53	53	53

2.2	**Number of full time teachers year-wise during the last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
346	352	328	342	340

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
342	352	328	342	340