



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution

St. Thomas College (Autonomous),
Thrissur

- Name of the Head of the institution **Dr. Martin K A**
- Designation **Principal-in -Charge**
- Does the institution function from its own campus? **Yes**

- Phone No. of the Principal **04872420435**
- Alternate phone No. **04872420435**
- Mobile No. (Principal) **9495852640**
- Registered e-mail ID (Principal) **stcthrissur@gmail.com**
- Address **St. Thomas College (Autonomous),
Thrissur - 1**
- City/Town **Thrissur**
- State/UT **Kerala**
- Pin Code **680001**

2.Institutional status

- Autonomous Status (Provide the date of conferment of Autonomy) **19/06/2014**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Grants-in aid**
- Name of the IQAC Co-ordinator/Director **Dr. Divya George**
- Phone No. **8590190001**
- Mobile No: **8590190001**
- IQAC e-mail ID **divyageorge@stthomas.ac.in**

3. Website address (Web link of the AQAR (Previous Academic Year)) <https://stthomas.ac.in/aqar-reports/>

4. Was the Academic Calendar prepared for that year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://stthomas.ac.in/academic-calender/>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 4	A++	3.70	2022	26/10/2022	25/10/2027
Cycle 3	A	3.40	2016	16/12/2016	15/12/2021
Cycle 2	A	3.58	2011	08/01/2011	07/01/2016
Cycle 1	B++	Nil	2004	16/02/2004	15/02/2009

6. Date of Establishment of IQAC **08/06/2004**

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

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Institution	SESREC	MHRD	27/05/2016	0
Institution	PARAMARSH	UGC	28/11/2019	2632000
Institution	RUSA	UGC	27/05/2019	20000000
Institution	STAR Scheme	DBT	29/02/2020	5300000
Institution	Innovation Mentor College	MHRD	28/09/2021	0
Institution	CPE	UGC	27/05/2016	15000000
Institution	DST-FIST	DST	01/01/2017	8500000
Institution	UBA	UGC	29/10/2018	50000

8. Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

9. No. of IQAC meetings held during the year 6

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

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

10. Did IQAC receive funding from any funding agency to support its activities during the year? **No**

- If yes, mention the amount

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

Quality Audits Assessment of Attainment of Outcomes in Outcome Based Education paradigm Faculty Development Programmes Collection and

Analysis of Feedback on syllabus from Students, Faculty, Alumni and Industry Collection and Analysis of Feedback on Teachers and Teaching by Students Organizing Student Induction Programme College obtained 53rd Rank in NIRF India Ranking 2022.

12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
Preparation for NAAC IV cycle assessment	Accredited with A++ grade (3.7/4)
To evaluate and complete ISO Certification	ISO Certification received
Activities for enhancing research activities.	Number of publications and PhD awarded increased. One patent has been awarded.
Quality enhancement Initiatives	53rd Rank in NIRF India Ranking. College selected as the Mentor IIC Institution by Ministry of Education's Innovation Cell.
Activities for enhancing student progression.	Student progression has been improved.

13. Was the AQAR placed before the statutory body? Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
College Council	20/03/2024

14. Was the institutional data submitted to AISHE ? Yes

- Year

Part A

Data of the Institution

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6

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Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
College Council	20/03/2024

14. Was the institutional data submitted to AISHE ?

Yes

- Year

Year	Date of Submission
2022-2023	28/01/2024

15. Multidisciplinary / interdisciplinary

The NEP requirements are effectively included into the curriculum of St. Thomas College (Autonomous), Thrissur. This institution's teaching and learning pedagogy guarantees that students' intellectual, scientific, emotional, social, and cultural growth are integrated. All graduates take four audit courses—one each on gender studies, disaster management, intellectual property rights, and environmental studies—in addition to their usual credit-based coursework. In their final year, students have the option to choose elective papers from any discipline. Students can choose from a variety of value-added courses. Humanities and sciences are now being blended through the introduction of multidisciplinary programmes like the B.A. in Criminology and Police Science, B.Voc. Data Science, and B.Voc. Forensic Science, as well as seminars, workshops, and training programmes. Students gain exposure to environmental, social, and health issues through social service projects organised by the college's NSS, NCC, clubs, and committees. The institution is excited to provide a flexible multidisciplinary programme that allows for many access points and exits. To address the concerns and challenges facing society, collaborative research projects are being performed with faculty, students, government agencies, NGOs, and diverse departments. These programmes support the development of young people into law abiding citizens.

16. Academic bank of credits (ABC):

The institution has successfully registered under the ABC, enabling credit transfer and allowing its students to profit from many entry and exits within the chosen programme. Slow learners will greatly benefit from these programmes, which also give students the flexibility to learn at their own pace and convenience. The provision for the same would be implemented as per the directives of the state government and University of Calicut. The institution has agreements in place with a number of other universities for collaborative projects, and it anticipates the internationalisation of education and the awarding of joint degrees by Indian and foreign institutions. Through the Learning Management System, faculty members actively participate in developing their own curricula and pedagogical approaches within the framework that has been approved. To enrich their educational experience, students are encouraged to enroll in and successfully finish courses on online learning environments like Swayam and Coursera. Currently, students are able to obtain additional credits in NSS, NCC, athletics, and the fine arts.

17.Skill development:

Focus is placed on skill development at St. Thomas College, Thrissur so that students can achieve targeted competency levels. A curriculum and syllabus based on the concept of outcome-based education, which promotes skill development and learning outcomes, have been introduced by the college. The college features a special facility called the Additional Skill Acquisition Programme (ASAP) centre, which is funded by the Kerala government and provides skill training to the chosen students. Under the direction of the Placement and Career Counseling Cell, the institution also offers capacity development programmes and skill inculcation training programmes to all final year undergraduate and postgraduate students. Many value-added courses based on skills are available to all first year undergraduate students to help them strengthen their talents. Communication Skills, Foreign Languages (English, French, Spanish, German, Italian, Syriac, and Chinese), Bank Coaching, CMA, ACCA, Diploma in Computer Application, Accounting and Tax Practice, Fashion Designing, Graphic Designing, Jewellery Designing, Internet of Things and Robotics, App Development Course, Python and R Programming, Artificial Intelligence and Machine Learning, and are just a few of the value-added courses. Value-added courses that focus on skills are available both online and offline. The institution's community college offers a variety of diploma programmes for skill development at different levels. The college also provides two vocational programmes, a B.Voc in Forensic Science and a B.Voc in Data Science. The criminology and police science undergraduate programme offered by the college is a specialized programme for skill development.

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

The College was founded in the years before Indian independence and continues to value Indian culture and tradition. The institute honours Indian languages and cultures by celebrating Hindi Divas, Mother Tongue Day, Kerala Piravi, Tourism Day, and Yoga Day. Teachers are encouraged to conduct lessons in Malayalam and English in the classroom because research shows that pupils learn more well when instructed in their mother tongue. During the first two years of the bachelor's degree, graduate students are permitted to study either Hindi, Sanskrit, or Malayalam according to their preference. The promotion of Indian arts, traditions, and languages is also facilitated through competitions organized during the annual fine arts festival. Competitions such as essay writing, poetry, speech competition,

folk song, folk dance and skit encourage students to stay connected with their rich Indian culture and heritage.

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

Outcome-Based Education (OBE) is a pedagogical model that entails the restructuring of curriculum, pedagogy and assessment practices to reflect the achievement of high-order learning, as opposed to a mere accumulation of course credits. While the traditional education system focuses on what is taught, OBE places emphasis on what is learned, which is a student-centric model. IQAC organized multiple faculty development programmes on Outcome based Education (OBE) in collaboration with Kerala State Higher Education Council, Thiruvananthapuram. All the faculties of the college were trained in OBE. Based on the training, all courses were designed under OBE paradigm with Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO) specified. The integration of OBE in curriculum has been introduced in 2019. The student induction programme includes an orientation to the concept of outcome-based education as well as an explanation of the programme outcomes for the students. Program Outcomes (PO), Program Specific Outcomes (PSO), and Course Outcomes (CO) are clearly stated in the curriculum, and teaching-learning pedagogy adopted at the institute ensures OBE is implemented to help the youth become responsible citizens. The college website contains an explanation of the results. Before the start of each semester, each professor describes the course objectives. A notable initiative was the creation of a question bank based on Bloom's taxonomy, which was introduced together with the integration of OBE in Question Bank in 2020. It allows for the evaluation of students' memory, comprehension, application, analysis, evaluation, and creative abilities.

20.Distance education/online education:

Students have a lot of flexibility with online education to learn and explore at their own speed and according to their needs. A functioning LMS portal called STAMS and a Moodle learning platform called St. Thomas E-Learning Platform are both available at St. Thomas College (Autonomous), Thrissur (STEP). It demonstrated its versatility during the Covid epidemic, allowing for the delivery of online classes, attendance monitoring, assignment submission, webinars, training programmes, fine arts festivals, and even the commemoration of significant days and events. Most classes were held online throughout the epidemic, and instructors and students acquired experience using digital technologies including Moodle, OBS (Open Broadcaster Software),

Google Tools, online whiteboards, and YouTube to create and distribute e-content, brief movies, interactive PowerPoint presentations and other online content. The Department of Library and Information Studies has also made a PG Certificate Programme in Information Studies available online. The teachers and students at the institute are anticipating blended learning since it merges the learning experience with a humane aspect, in contrast to the offline classes that are now being pursued. The advantages of online learning can therefore be combined with in-person interaction with the instructor and other students to the benefit of the students. In order to broaden their knowledge base, deepen their understanding, and hone their skills, students are also urged to enrol in courses provided by online portals like Swayam, Coursera, and others. The local NPTEL chapter at the college is active.

Extended Profile

1. Programme

1.1	37
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Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1	3399
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Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2	1029
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Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3	3335
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Number of students who appeared for the examinations

conducted by the institution during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.Academic		
3.1	731	
Number of courses in all programmes during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.2	172	
Number of full-time teachers during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.3	172	
Number of sanctioned posts for the year:		
4.Institution		
4.1	370	
Number of seats earmarked for reserved categories as per GOI/State Government during the year:		
4.2	110	
Total number of Classrooms and Seminar halls		
4.3	435	
Total number of computers on campus for academic purposes		
4.4	881.67	
Total expenditure, excluding salary, during the year (INR in Lakhs):		

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

St. Thomas College consistently demonstrates a proactive approach in designing and executing its curricula to align with the local, national, regional, and global developmental requirements, reflecting the essence of its vision and mission. The curriculum includes various elements such as student projects, fieldwork, internships, and collaborative surveys. Additionally, degree students are obligated to engage in compulsory social service, contributing to community development.

A global perspective is fostered through the incorporation of Communicative English for all students to address international developmental needs. The encouragement of advanced learning is evident in opportunities such as internships, value-added courses, and online courses facilitated through platforms like Swayam and Coursera.

The designed curricula not only facilitate the acquisition of in-depth knowledge in specialized areas of interest but also aim to in still character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, and a spirit of service, as outlined in the National Education Policy (NEP) of 2020. The alignment of the Program Outcomes (PO), Program Specific Outcomes (PSO), and Course Outcomes (CO) framework serves as a visual representation of the level of knowledge acquisition and skill development achieved by students.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://stthomas.ac.in/program-outcomes/

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

2

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

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

731

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

1.2 - Academic Flexibility

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

7

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

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

38

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

1.3 - Curriculum Enrichment

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

St. Thomas College aspires to shape the younger generation into contributors to an enlightened society, achieved through deliberate efforts to incorporate key concerns such as Gender, Environment and Sustainability, Human Values, and Professional Ethics across its curriculum. Numerous courses within the curriculum are specifically dedicated to:

- Cultivating socially responsible and ethical conduct.
- Addressing professional ethics and ethical challenges within specific disciplines.
- Focusing on gender sensitization and related issues, including dedicated courses in Languages, Gender Studies, and Voices of Women.
- Covering topics in environmental studies, with mandatory audit courses on Environment Studies and Disaster Management.

In postgraduate programs, there is a compulsory audit course on Professional Competency, and PG Project Reports require a mandated Plagiarism Report. Undergraduate programs include mandatory elements such as a compulsory social service program, courses in Psychology and Languages, and audit courses on Gerontology, Disaster Management, and Intellectual Property Rights. The incorporation of a mandatory audit course on Gender studies with four credits is designed to instill Human Values across all undergraduate programs.

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

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

10

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

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

386

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

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

1998

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

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is

A. All 4 of the above

obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

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

1.4.2 - The feedback system of the Institution comprises the following

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

File Description	Documents
Provide URL for stakeholders' feedback report	https://stthomas.ac.in/feedback/
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

1147

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

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

194

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

2.2 - Catering to Student Diversity

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

The college has implemented an effective mechanism to assess the learning levels of the students and therefore to organize specific programmes for advanced learners and slow learners.

During Student Induction Programme, the freshers are oriented on the importance of assessment of learning levels, apart from orientation towards college curricula, various curricular, co-curricular and extra-curricular activities of the college. They are also introduced to learning opportunities, facilities and infrastructure available in the campus.

The marks scored in the entry level assessment test have been a significant data to classify the students at the initial level. Students are classified as slow, advance and medium learners. The college has also introduced a psycho-metric test as an additional tool to assess the multiple intelligence of the students.

Programmes for Advanced Learners:

NPTEL/SWAYAM Local Chapter

Google and Microsoft Certifications

Internships in industry and research labs

Research oriented Project works

Finishing School

National and International Various Online Certifications

Programmes for Slow Learners:

Remedial Coaching

Programmes for All Students including Medium Learners:

Induction Programmes

Career Guidance and Counselling

UGC NET /JAM Coaching Cell

Over 40 Value Added Courses

Mentoring Programme

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=229

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
03/01/2023	3399	172

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

With over 100 years in the field of education, St. Thomas College has been a constant presence in the midst of continuous change. It has been the institution's culture to evolve and adapt by responding to the needs and requirements of the changing times in order to achieve its ultimate goal of imparting effective education to its primary stakeholders- the students.

Learning at St. Thomas has been made more and more student centric by introducing innovative and interactive learning tools and

methods which constitute experiential learning, participative learning and problem-solving methodologies. They result in increased retention of essential concepts and encourage further pursuit of knowledge as per individual learning goals.

Internship opportunities, learning through engaging with the society and students platforms, innovations and experiments in well-equipped labs, use of extensive ICT infrastructure in the imparting of lessons, all help to pave way to student-centric learning. Different student centric methods commonly used are given below.

Experiential Learning:

- Educational field trips and industry visits.
- Student internships at institutions and industry.
- Student teaching and seminars
- Volunteering through palliative care
- Drama, Art, Theatre.
- Radio Mist, the student-run community radio of the college.
- Making of Documentaries and Short Films by students
- Publication of articles and books by students.
- Extension activities in the college aimed service learning.

Participative Learning:

- Interdisciplinary projects.
- Hands on Workshops and Laboratory experiments.
- Group discussions and Peer learning.
- Webinars
- Flipped Method of Teaching
- MOOC/ Coursera Courses

Problem Solving Methods:

- Project based learning
- Quiz
- Learning through games
- Assignments

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://agar.stthomas.ac.in/?page_id=238

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

In order to strengthen the modes of effective teaching, the College has well-equipped ICT infrastructure. This is to enable teachers to utilise the newest technological developments in the field of Information and Computer Technology to enhance the learning experience of the students.

ICT-enabled Infrastructure

- The campus premises are WiFi-enabled.
- Majority of the classrooms are ICT enabled.
- The college has a well-equipped media centre with shooting floors, audio recording studio.
- Interactive panels have been set up at multiple locations to support interactive ICT-enabled teaching.
- Moodle, an open source learning platform, is the official online learning platform of the college which is used for various academic purposes.

Other ICT-focused Initiatives

- The institution has its own St. Thomas Academic Management System (STAMS) utilized by the teaching faculty.
- Teachers also use ICT-based tools like Mentimeter, Google Classroom, Kahoot!, Google tools, OBS and H5P to create interactions during video lectures, etc.
- The College has its YouTube Channel to broadcast video lectures prepared by faculty members and conduct online webinars and workshops.
- Other than Moodle and STAMS, the college has purchased/subscribed online tools like Streamyard, Microsoft Teams for academic content delivery.

Digital Library

- The digital library of the college avails online content to the college community.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://agar.stthomas.ac.in/?page_id=241
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

172

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

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

The College has a calendar committee which prepares the annual Academic Calendar after taking into account the plans prepared by the departments, IQAC and the office of the Controller of Examinations.

Preparation of Academic Calendar

To ensure that all important events of the college are conducted in a planned manner in accordance with the academic calendar, the committee gathers details and schedules from different sections:

- Planned common programmes to be conducted, from the IQAC;
- Schedule of examinations from the office of the CoE;
- Department level activities from the respective HODs.
- Proposed activities from the various club coordinators, NCC, NSS etc.;
- Planned sports, arts, cultural and other student activities from the Students Union.

Once ratified by the College Council, the hard copies of the Academic Calendar are issued to the students and staff.

The College Council monitors the adherence to the Academic Calendar from time to time.

Teaching Plans:

Course and work allotment to members of the faculty is decided at department level meetings held before each semester begins. Based on this, the teaching plan for each course is prepared by the respective faculty in advance. This includes topics to be covered, mode of teaching, mode of internal assessment etc. HOD reviews the progress of the teaching plans from time to time.

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

2.4 - Teacher Profile and Quality

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

172

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

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

72

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

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

1226

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

2.5 - Evaluation Process and Reforms

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

6

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

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

28

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

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

St Thomas College has taken numerous steps to reform the examination procedures and processes and integrate Information Technology into the evaluation system. IT integration into question paper setting, Automation of examination registration, auto generation of Hall Tickets, IT integration of Internal Assessment Process, IT integration into valuation camp, Publication of Results and Mark list generation are some of the reforms that have improved the College's Examination Management efficacy through the Academic Management System of the college.

- St. Thomas Academic Management System (STAMS), the academic management system of the College, is the single-portal solution to the multiple examination related requirements in the college. Students can apply for examinations only through STAMS.
- 'QnSmarti', an exclusive software to create a question bank repository and to generate question papers automatically in a predefined pattern, has effectively been implemented.
- Incorporation of Outcome Based Education paradigm into the question papers has been automated using QnSmarti.
- Teachers can securely log in STAMS and enter marks of the various components of Continuous Internal Assessment namely CIA tests, class room participation, assignment, seminar, quiz, internship, case study, etc.
- The valuation camp is IT-integrated with STAMS and mark sheets are generated in the system which the respective chairman can validate online.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/?page_id=271

2.6 - Student Performance and Learning Outcomes

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

St. Thomas College, Thrissur, has recently implemented the Outcome-Based Education (OBE) paradigm within its curriculum and syllabi. This strategic shift prioritizes educational activities centered on tangible and measurable learning outcomes. Through extensive faculty training programs, workshops, and collaborative sessions involving stakeholders, the college has successfully formulated Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) tailored to its programs and courses.

The college has adopted a multifaceted approach to communicate its Vision, Mission, POs, PSOs, and COs. Faculty members are informed via printed syllabi, the college manual, the academic management system, and the college website. Likewise, students receive this information through the college academic calendar, the official website, and departmental notice boards. Additionally, digital copies of syllabi, complete with PSOs and COs, are disseminated through Moodle.

During the induction program for freshmen, the college extensively elucidates its vision, mission, and core values, ensuring new students grasp the institution's educational ethos from the outset. Furthermore, teachers explicitly link course outcomes to POs and PSOs when introducing courses at the semester's commencement. This practice enhances students' understanding of how each course contributes to fulfilling the broader educational objectives of the college.

St. Thomas College's proactive integration of OBE principles underscores its dedication to delivering quality education and ensuring alignment with evolving educational standards and stakeholder expectations.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://aqar.stthomas.ac.in/?page_id=596

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

Attainment of Programme Outcomes (PO) and Programme Specific Outcomes (PSO) are to be computed with methods and precision. Attainment of OBE is examined based on Direct and indirect methods. The Following steps are involved in the direct method:

Attainment of COs

COs are attained through (i) total marks for each CO's obtained in Continuous Internal Assessments and (ii) Marks obtained from Assignments namely, Mini project, Assignments, Case study, etc.

To meet the expected level of attainment a student must score more than 60% of the marks for each MQ prepared to assess the attainment of COs.

Attainment level 1: If at least 60% of the students met the expected level of attainment.

Attainment level 2: If at least 70% of the students met the expected level of attainment.

Attainment level 3: If at least 80% of the students met the expected level of attainment.

Attainment of PSOs and POs

Attainments of POs and PSOs are evaluated through direct and indirect methods. 75% of the weights is given to the direct method and 25% of the weights is given to the indirect method. In direct method

60% of the weights are given to the end semester results and 40% weights are given to course attainment scores.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=599

2.6.3 - Pass Percentage of students

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

1092

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://stthomas.ac.in/annual-reports/

2.7 - Student Satisfaction Survey

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

<https://stthomas.ac.in/students-satisfaction-survey/>

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

St. Thomas College has been a research centre affiliated to University of Calicut since 1974 and currently offers PhD degrees in ten different subject areas (<https://stthomas.ac.in/rdcell/>). Research Policies and Regulations Research Policy comprises of 5 different policies - Research Promotion Policy; Plagiarism Check Policy, Research Ethics Policy, Research Consultancy Policy and Santhome Research Grant Policy to promote research (<https://stthomas.ac.in/research-policy/>). The conduct of research processes as per University and UGC guidelines are also specified

(<https://stthomas.ac.in/research-regulations/>)
 (<https://stthomas.ac.in/phd-admission/>) . Specific Offices and Bodies established to coordinate research: 1. The Dean of Research (DOR) 2. Research and Development Cell and 3. Research Advisory Committees (<https://stthomas.ac.in/research-advisory-committees/>)
 Research Promotion through Recognitions Santhome Research Awards and Grants are given to faculty and research scholars who excelled in their fields. Research Facilities 1. An area for collaborative research with research scholars' own cubicles. 2. Digitized Library. 3. Central Instrumentation Facility. Major outcomes: 15 PhD degrees were Awarded from 10 Research Centres. 54 indexed Research articles in Scopus/Web of Science/UGC care list/other peer reviewed journals and 32 books/chapters in edited volumes/books published. 4 Patent Applications Filed Online Course on Research Publication and Ethics was conducted. (<https://stthomas.ac.in/about-research-council/research-highlights/>).

File Description	Documents
Upload the Minutes of the Governing Council/Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://stthomas.ac.in/wp-content/uploads/2022/06/All-policies-stc.pdf
Any additional information	View File

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

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

1.04

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

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

6

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	View File

3.2 - Resource Mobilization for Research

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

53.7

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

3.2.2 - Number of teachers having research projects during the year

3

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/02/2Staff-Projects-BTY-Anto_P_V-merged.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

43

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

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

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://nmpb.nic.in/ https://keralabiodiversity.org/ https://kscte.kerala.gov.in/dbt-skill-vigyan-kerala/ https://www.serbonline.in/SERB/Tare
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

St. Thomas College (Autonomous), Thrissur provides exciting ecosystem for innovations and creation of knowledge. Incubation Centre nurtures upcoming Start-up and engage students with agro-based economic ventures. Seventy one separate training programmes, workshops and festivals to promote entrepreneurship were conducted by ED Club and Startup and Innovation Cell, Research and Development Cell, Departments and Clubs. Many students participated in Hackathons, Agrihackathons and Ideathons The St.Thomas Incubation Centre (STIC) has four initiatives: PROGRESSIV-E RECYCLING &TRADING (for recycling E waste) Eminence (Start-up Cell of the Electronics Department), Santhome tailoring units; Fireflies-an innovation group formed by the students. Inter-collegiate Flagship programmes 'Sristhi', 'Empressa' promote student skills. The college student run Internet radio - "Radio Mist" Cookery Club and Fashion designing Club promote self-employment through innovation. Film Festivals are also conducted. Outcomes Four Patents Filed; Two new species and one genus of bagworm moths were discovered. Two Startups are working from the Incubation Centre. The college participated in ARIA ranking

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=306

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

71

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

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research

A. All of the above

Ethics in the research methodology course work Plagiarism check through authenticated software

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

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

3.4.2.1 - Number of PhD students registered during the year

140

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

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

54

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

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

32

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/02/3.4.4-stc.pdf

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

473

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

9

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

5.35

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

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

44.59

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

3.6 - Extension Activities

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

St Thomas College (Autonomous) organised 187 activities under various thrust areas (Swatch Baharat Abhiyan, Aids Awareness, Alcohol Abuse Mission, Gender Equality, Child and Women Welfare, Health and Environment Protection). to sensitise students to social issues and prepare them to respond adequately to realities outside the classroom where the facts and theories learned in the class are tested, applied and relearned in real life contexts.

Students are sensitized through

- Seminars, Webinars, Onsite Visits and Day observances

- Compulsory Social Service which is part of the curriculum
- Extension activities through NSS (Units 42 and 144) and NCC (23(K) BN NCC Thrissur), Clubs etc.
- Opportunities for Voluntary Contributions (monetary and participatory) under Schemes like Sahapadikku Oru Veedu, Blood donation drives, Village adoption scheme, etc. The deep commitment of the college to social causes is reflected in one of its Best Practices "Santhome We-Care Initiative. Organisational skills, patience, leadership and empathy, social interactions help to transform a student into a proactive and participative citizen. Thus, St. Thomas College stands true to its Vision: Transforming the Youth through Holistic Education towards an Enlightened Society".

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/wp-content/uploads/2024/02/3.6.1.pdf

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

8

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	View File

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

187

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

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

13037

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

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

520

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

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

27

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

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

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

St. Thomas College, Thrissur has an eco-friendly, learning friendly and inclusive Campus that spreads over 25.48 sections of

land having three Academic Blocks, and a Sports Complex with a total built up area of 31113.57 SQ. M (334782.01 SQ. FT) with a proportion of 1: 102.82 SQ. FT (average 102.82 SQ per students).

Classrooms:

- 104 lesson rooms and 10 Investigate Rooms with ICT facilities (114 LCD projectors, 10 LED TVs and 6 interactive boards)
- 3 auditoriums.
- 6 Seminar halls and 2 Conference Halls
- Fully WIFI-enabled campus with two leased lines [BSNL (20 MBPS) and TATA (100 MBPS)]

Laboratories:

- 12 Computer Labs
- One Language lab
- 20 Physical Labs Tissue Culture Lab
- Microbiology Lab
- Molecular Biology Lab
- Herbarium
- Media Lab

Computation and Lab Equipments :

- Student-computer ratio 1: 8
- XRD diffractometer
- Cooling Centrifuge, PCR
- Gel Documentation system
- Double Beam UV Spectrometer
- Stereo Zoom Dissection Microscope with Software and Camera
- Licensed Software packages: Tally, Microsoft, Stream Yard, SPSS, Orell, MATLAB, PROTOOLS 8.0, Final cut pro 10.4.6 and Mixxx 2.2.2.
- LMS (MOODLE)

Library

- Floor Zone: 41,708.55 Sq. Ft •
- Total seating capacity: 408 people simultaneously
- RFID security entry ways and auto footfall counter.
- 80 investigate cabins/cubicles for researchers and PG students.
- 104 ponder carrels for personal reading.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=640

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

Facilities for Cultural Activities

- 2 Auditoriums: Palocaren Square (2000 seating capacity) and Medlycott Hall (200 seating capacity. Open auditorium cum Gallery with 150 seating capacity.
- 6 spacious Seminar Halls
- 2 Conference Halls
- Music Room
- Music Instruments
- Recording Facilities and studio floors

Facilities for Yoga:

- Gandhi Smrthi Open Auditorium for daily yoga sessions for the girls.
- Yoga space at Indoor Stadium for yoga session for boys.
- Mass Yoga performance in connection with International Yoga Day and other occasions is conducted at Palocaren Square.
- Nationally acclaimed yoga gurus and trainers are availed to train the students.

Facilities for Sports and Games

- A 400 Meters Eight lanes track to promote track and field events.
- The football court with a measurement of 95m x 57m.
- A multi-purpose indoor stadium equipped with facilities.
- Two jumping pits along international standards
- Two net practicing facilities for cricketers.
- A Basket Ball court.
- A Tennis Court with international standards.
- A well-developed Fitness Centre.
- Shuttle Badminton Courts and Fencing facilities.
- Gymnasium/ Fitness Centre
- Two full-time faculties and 16 Trainers/coaches for various items and events available.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=369

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

110

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

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

159.71342

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

4.2 - Library as a Learning Resource

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

St Thomas College Library (Santhome Athenaeum) houses a collection of 98545 volumes in print.

- Library floor area: 41,708.55 Sq. Ft.
- 80 research cabins/cubicles for research scholars and PG students
- 104 study carrels for individual reading

- Total seating capacity for 408 persons simultaneously

Automated library and online services

- The library is fully automated using Koha 20.11, a free and open-source integrated library management system (ILMS).
- The documents in library can be searched online remotely through the Online Public Access Catalogue (OPAC).
- Users can renew a document remotely through OPAC, without coming to the library physically
- Subscription to National Library and Information Services Infrastructure for Scholarly Content (N- LIST) of UGC-NFLIBNET which provides remote online access to over 6000

e-journals and 799500+ e-books.

- Faculty publications archived on institutional repository known as STArc.
- Online access to previous year question papers
- Article delivery on request
- Library portal (livestom.in)
- The Library is WiFi-enabled and provided with computer

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=381

4.2.2 - Institution has access to the following: A. Any 4 or more of the above e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

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

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

9.91518

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

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)**4.2.4.1 - Number of teachers and students using the library per day during the year**

671

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

4.3 - IT Infrastructure

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

St. Thomas College is committed to provide secure and sophisticated Information Technology Infrastructure in the campus in terms of hardware, software and internet facilities.

IT policy

Ensures proper access to and usage of IT resources and prevent their misuse

Maintains, Secures and ensures legal and appropriate use of IT infrastructure in the campus

Sets up standards and procedures for procurement, upgradation, maintenance of IT-infrastructure.

1. Hardware and Software

College has 4 Servers and 435 Computers for Students, 34 for office purpose and 47 Computers for Faculties.

St. Thomas Academic Management System (STAMS) is the College ERP.

Moodle is used as Learning Management System.

Licensed Software packages.

2. Network

Internet Connection with 70 MBPS Bandwidth of dedicated Leased Line

Global Naming & IP Addressing conventions are used

College has its own domain address 'stthomas'.

3. Surveillance and Security Devices

48 CCTV cameras are installed

4. Database

Data are protected with firewall security.

Daily backing up of data.

5. E-Waste

Electronic goods are put to optimum use

E-waste and hazardous waste management is done in a safe and secure manner.

6. Budget Allocation

The institutional strategy is to allocate 8% of total Annual Expenditure (excluding salary) for updating IT infrastructure.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=396

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3399	435

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus **A. 750 Mbps**

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

4.3.4 - Institution has facilities for e-content development: **A. All four of the above**
Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=405
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)****603.582403**

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

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

St. Thomas College has well-defined Policy and Procedure for maintenance of infrastructure and facilities and its utilization.

General Infrastructure

- Every department maintains stock register and an annual stock verification is carried out.
- The college office maintains a maintenance report register.
- Logbooks are maintained.
- Security and safety equipment are maintained with support of experts.

Class Rooms, Seminar/conference Hall and Auditorium

- To utilize common amenities, bookings are done with the approval of the principal.
- The routine maintenance and cleaning of the campus.

IT Infrastructure

- The technical staff is in charge of Preventive and Corrective maintenances.
- A technical committee comprising 3 faculties is responsible for college LMS.
- E-Waste strategies are followed for obsolete IT equipment

Laboratories

- The laboratory assistants take care of the laboratories.
- Logbooks are maintained in laboratories
- Fire Extinguishers are installed.

Sports Infrastructure

- The proper utilization and maintenance of the sports Infrastructure is the responsibility of Physical Education Department.

Library

- Maintenance and augmentation of the library facilities are regularly done Pest management is executed as a Preventive Maintenance
- Smoke/Fire Detectors are annually checked.
- A dedicated housekeeping staff is availed

Water and Waste Management

- Waste management systems are in place in the campus including 2 waste treatment plans and biogas plant.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=414

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

1271

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

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

213

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

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

File Description	Documents
Link to Institutional website	https://stthomas.ac.in/capacity-development-and-skill-enhancement-activities/
Details of capability development and schemes	View File
Any additional information	View File

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

2586

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

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

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

5.2 - Student Progression

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

282

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

5.2.2 - Number of outgoing students progressing to higher education

573

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

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

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

54

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

5.3 - Student Participation and Activities

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

77

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

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

The Students Union/Council is an elected body to promote and facilitate co-curricular and extra- curricular activities of the college.

Election of College Students Union is held democratically in conformity with the guidelines in accordance with the recommendations of Lyngdoh Committee and Calicut University. Parliamentary system of Election is followed. College Students Union comprise of Chairperson, Vice Chairperson, General Secretary, Joint Secretary, Magazine Editor, Two University Union Councillors, Fine Arts Secretary and Sports Secretary. 30% of union members are female.

Activities of Students Union

The elected Union is mentored by Dean of Student Affairs and two staff advisors.

The College Union meets regularly.

The important events planned and organized by the College Union are: College Fine Arts Festival-Mizhivu, Sports Fest, College Day

The College Union ensures student participation in observing important national/international days.

Every department has a Department Students Council which closely involves with all activities of the department such as organizing inter-collegiate fests and events

Student Representations in Academic & Administrative bodies/Committees of the institution is ensured. Important Committees are:

1. IQAC
2. Internal Complaints Committee
3. Grievance Redressal Committee
4. Equal Opportunity Cell
5. Gender Champion Programme Committee
6. Women's Cell
7. Syllabus Monitoring Committee
8. Fine Arts Committee
9. Career Guidance and Placement Cell
10. Anti-Narcotic Cell
11. Anti-Ragging Cel

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/05/College-Calender-Student-Representation.pdf

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

42

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

5.4 - Alumni Engagement

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

The Old Students Association (OSA), the Alumnae Association of St. Thomas College, is a legally registered alumni association. OSA aspires to build a global community of Alumnae by launching new chapters in different countries.

Alumni Contributions

Financial

The OSA has contributed more than 20 lakhs towards the welfare of students and alumni of the college.

OSA avails 33 merit scholarships to deserving meritorious students of the college.

OSA have volunteered to provide funds to organise research oriented workshops and seminars for students.

Alumni of Mathematics Department sponsored a One Week Summer Training Programme on Algebra and Analysis organized by the Department of Mathematics from 15th May 2023 to 19th May 2023.

Non-Financial Contributions

Alumni has organized Webinars and Invited lectures for the benefit of the students of the college.

OSA, Department of English, St. Thomas College (Autonomous), Thrissur and Department of English, Sree Kerala Varma College, Thrissur jointly organised an Invited Lecture on the topic "Rethinking Orientalism" in Menachery Hall of the College on 16th February 2023.

Alumni actively support placement training and placements of students of college.

OSA has honoured distinguished alumni of the college who have significantly contributed to the society.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stthomas.ac.in/alumni/

5.4.2 - Alumni's financial contribution during the year

A. ? 15 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The college's mission statement emphasizes on how it may advance both individual and societal well-being and aid in the process of developing a country.

Vision: Transforming the Youth through Holistic Education towards an Enlightened Society

Nature of Governance

St. Thomas College's accepted governance model ensures that all parties are included in the management, administrative, academic, and structural governance decision-making processes.

1. Management Board

St. Thomas College Trust with its Trustees, the Advisory Committee, Manager and Principal

Constitute the Apex body in Policy.

2. Administrative Governance

Principal, Executive Manager, Vice Principals, Administrative Deans, Bursar, Heads of Departments and IQAC work in tandem to ensure smooth administration under the auspices of Governing Council.

Feedbacks from Students council, Faculty Council, Department Council and College Council are employed and addressed.

3. Academic governance

The Academic Council with the support of CoE, Academic Deans and BoS govern the academic functioning of the College.

4. Structural Governance (System and Office)

The college office shares administration through accounting Style

of Governance: College follows both Top to bottom approach and Bottom-up approach in governance.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/?page_id=466

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

Major financial and developmental decisions are made by the Board of Trustees and Advisory Committee, who also develop governance and general policies.

The Governing Council develops the Academic and Administrative Policies, appoints New Programs, and approves the Annual Budget.

The Academic Council has the authority to create the Curriculum and Syllabi and to establish Admission rules.

Along with the HoDs, the College Council of elected staff members has the authority to evaluate and report on cases of disciplinary action submitted to it by the Principal.

The department heads have the authority to oversee the college's regular operations while cooperating with the department's professors.

To ensure greater representation of teachers in strategic choices and to confirm PBAS for faculty promotion, the IQAC Coordinator is permitted to do so.

Teaching Faculty: Participation of teachers in academic decision making is ensured by their representation on boards of studies, research councils, pass boards, and examination committees.

Through the Students Union and the Students Council, students are involved in college governance.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://stthomas.ac.in/strategic-plan/

6.2 - Strategy Development and Deployment

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

Following the Institutional SWOC analysis, through the deliberations and consultations with all stakeholders, Strategic Plan 2017-2032 was evolved, encompasses five thrust areas or key pillars to realize the Vision of St. Thomas College. They are:

1. **Institutional Growth:** A school that was built in 1889 as St. Thomas College Boarding School, and that has since undergone a number of institutional expansions, including becoming a college for second graders, a college for first graders, a college for postgraduate students, an autonomous college, and a college with potential for excellence, is now aiming to become a university that awards degrees.
2. **Academic System:** By incorporating innovation and high standards, academic endeavours and curricula are envisioned as meeting both current and future national and societal demands.
3. **Human Resource:** In order to achieve success, our college must improve and equip its human resource, which includes its faculty, staff, and students.
4. **Research** will be hastened to create research findings that are beneficial to society as a whole with the goal of aiding in the nation-building process.
5. **Infrastructure:** Improving and developing the necessary, good infrastructure to support academic and research environments that allow the dissemination of knowledge.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=472
Upload any additional information	View File

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

The college has constituted statutory and non-statutory bodies that function in compliance with the vision, regulations, policies, and statutes stipulated by the government, UGC, affiliating university and the organisation. The Organization structure comprises of the board of trustees, Governing Body, Academic Council and Boards of Studies, College Council and Staff Council, The Manager, Principal, IQAC, Deans, Students Union, Council & Department Council, Bursar.

1. Rules for Appointments and Services: The College has clear standards and procedures in place for hiring and promoting employees. The service norms and regulations of the university/state government and UGC apply to the appointment of aided personnel. The college's HR policy is followed in the selection, recruiting, and advancement of the unaided staff.

Excellent and efficient teaching-learning processes have been produced as a result of prompt hiring and promotion of qualified faculty.

2. Policies: The college's well-written rules on quality, human resources, research, student support and welfare measures, IT, infrastructure, and other issues, as well as a clearly stated code of conduct, are all available on the college website

File Description	Documents
Paste link to Organogram on the institution webpage	https://stthomas.ac.in/organogram/
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=475

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

Along with the proficient skill development, St. Thomas College focuses on financial safety, well-being and security of its staff.

1. Statutory Welfare Measures

Provident Fund

Group Insurance Scheme

State Life Insurance Scheme

Maternity Leave

Paternity Leave

National Pension Scheme

2. Financial Assistance

Festival Bonus

Salary Advancement Scheme

Financial support for attending Conferences/Workshops

Faculty Researchers supported with Santhome Research Grants

Paid Vacation

3. Physical and Health Assistance

Free Medical Camps/Check-ups for all Staff

4. Awards and Acknowledgements

a. Staff members

Awards for new Ph.D. holders

Awards for outstanding Research Publications

Awards for Best Faculty Researcher and Best Research Supervisor

b. Staff-Family members

Endowments/Awards for children of Non-Teaching staff

5. Miscellaneous Welfare measures

Daycare Centre

ATM facility, Free Car Parking, Canteen facility, staff Recreation Room, Staff Discussion Rooms

Annual Staff Picnic, Ladies staff Tour, Non-Teaching Staff Tour

6. Avenues for Career Development, Career Advancement, Free Capacity building trainings and orientation programs for Staffs

**Regular workshop on ICT tools for effective teaching-learning,
Financial assistance to conduct FDP and Workshops for Research and
enhancement of staff Collaborative training**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=484

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

20

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

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

9

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

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

69

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

St. Thomas College routinely performs internal and external audits for monies from the public and private sectors.

1. The management-appointed internal auditing team conducts internal audits once a year. For the self-finance accounts, concurrent auditing is also performed on a regular basis.

2. External Audit:

i) The Chartered Accountants undertake statutory audits on an annual basis.

(ii). Government audits conducted by the Directorate of Collegiate Education, Kerala's government, and the Accountant General's Office in Trivandrum

(a) The Account General (AG) periodically conducts external audits. The UGC, RUSA, CPE, Autonomy Grant, and DST-FIST awards are only a few of the grants that the DCE, Government of Kerala, verifies.

(b) The Directorate of Collegiate Education (DCE), government of Kerala, performs an annual external audit. They examine the Cash Book, staff relationships, SC/ST/OEC relationships, E-grants Account, Caution Deposit receipts, and fee receipts.

(c) External Financial Audits for UGC Grants: The college performs external financial audits for all UGC grants.

Audit Objections and Rectifications:

The audit objections are rectified by the accounts department and an Action Taken Report with explanation is submitted to the

Finance Committee and also sent to the auditor for final approval.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=500

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

21.25

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

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

Mobilization of Funds:

1. Earned income: Fee collected from students

2. Central Government Funds: UGC, RUSA and ICSSR, DST-FIST, DBTSTAR fund, Scholarships etc.

3. State Government Funds: 1. Grant-in-aid for salary, 2. KSCSTE and KSHEC, 3. State government fund for NSS, ASAP, WWS, SSP.

4. Non-Government Funds: 1. Endowment awards, 2. Management's Contributions, 3. PTA funds, 4. staff Contributions, 5. Rents from external bodies.

5. Raised Funds: i). Funds received as sponsorship ii) consultancy services undertaken by the faculty, iii) Other funds include the corpus funds and loans from banks received for infrastructure development.

Optimal Utilization of Funds: The College utilizes funds for:

1.New Infrastructure Development and Infrastructure Maintenance 2. Salary 3. Procurement and maintenance of Equipments 4. Conducting Seminars/ Workshops 5.Student Support (Scholarships, Fee Concessions and Freeships) 6.Conducting Extension Activities 7.Sports Promotion Activities 8.Library Expenses 9.Examination Expenses 10.Seed money for Research.

Conclusion: The College availed funds from Local MP, for Solar Power Infrastructure. Funds for the construction of new Library Block was mobilized through contributions from Philanthropists, Alumni, and PTA.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=506

6.5 - Internal Quality Assurance System

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

SCION (Student Centric Initiatives for Opportunities to Nurture) programme was initiated to build entrepreneurship and soft skills of students. The programme involved invited talks by experts and alumni on industrial experience. Industrial visits were arranged and hands-on training was provided through short-term internships conducted between 2 months of summer vacation and mid semester breaks. Confidence building programmes were provided for holistic development of students and improve the placement and progression of the students. Students interested in sports and arts were provided training programme and opportunity to participate in events at national and international level.

St. Thomas- Centre of Advanced Research and Academic Excellence (CARE) was constituted in connection with implementation of NEP. Faculty members were provided various workshops to enable them to

switch on to new curriculum of the four-year UG programme in future. The objective was to enhance industry exposure and ensure that collaborations would be more effective. The involvement of alumni network for advanced research was instrumental in terms of collaborations, institutional development, and placement. It also initiated Industry Academia Partnership.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=512

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

IQAC reviews its teaching learning process and academic operations periodically through:

- **Administrative and Academic Audit (AAA)**

Internal Audit: IQAC collected the self-evaluative reports from the departments as well as the reports of the internal peer teams led by senior faculty members.

The external audit: Peers from different institutions assist in conducting the external audit. Each department's executive summary is created by the audit team, and the principal receives a report of the institution as a whole.

- **Feedback on the Teaching Learning & Evaluation Process**

Feedback on Teachers: Through the College ERP, students provide feedback on their teachers. During general and class PTA meetings, parents' opinions on instructors and the educational process are gathered.

Exit surveys are taken from graduating students in order to improve the standard of instruction, learning, and evaluation procedures.

Feedback on Curriculum: In order to adapt the curriculum to meet the demands of local, national, regional, and international development, feedback on curriculum is gathered from a variety of stakeholders.

Semester evaluation results are examined with the participation of all stakeholders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=515

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

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://stthomas.ac.in/annual-reports/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

In contemporary India, entrenched patriarchal norms hinder gender equity and social progress. Higher Educational Institutions (HEIs) show a shift towards diversity, promoting constitutional principles of equality. Establishing inclusive environments in HEIs is crucial for societal transformation. At St. Thomas College

(Autonomous), Thrissur, we prioritize gender sensitization through comprehensive measures. Our annual gender sensitization action plan aligns with UN Sustainable Development Goal 5. We offer 43 courses addressing gender issues and ensure representation across all levels with 51.68% female students and 55.76% female faculty. Our curriculum encourages gender-based research. Women hold administrative positions, emphasizing gender-inclusive leadership. We have programs like the Women's Cell and Equal Opportunity Cell, and facilities such as surveillance, female security personnel, and amenities in the girls' hostel. Initiatives include awareness sessions, gender-related events, and skill development programs for women. St. Thomas College remains committed to gender equity and social responsibility, fostering an inclusive ecosystem for all individuals to thrive, regardless of gender or background.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/02/7.1.1.1-Link-page.pdf

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

A. Any 4 or All of the above

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

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

St. Thomas College (Autonomous), Thrissur, is dedicated to environmental sustainability through a comprehensive waste management system. All members of the college community are urged to embrace environmental responsibility, following the Waste Management Policy. This policy includes waste generation reduction, segregation, safe handling, and disposal. Key initiatives under the 'Green Protocol' involve banning single-use plastics, using sustainable alternatives for displays,

implementing color-coded waste bins, and utilizing bio-gas plants and vermi composting. The college ensures proper collection, disposal, and recycling of solid waste, conducts regular cleaning drives, and maintains a structured drainage system for liquid waste. E-waste management focuses on minimizing generation through responsible procurement and maintenance practices. Hazardous chemical waste is treated following a Green Chemistry Policy, with strict measures to prevent bio-medical and radioactive waste. St. Thomas College, Thrissur, remains committed to sustainable waste management, striving to reduce its ecological footprint and promote a greener future.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **A. Any 4 or all of the above**

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

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

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

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

A. Any 4 or all of the above

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance,

A. Any 4 or all of the above

reader, scribe, soft copies of reading materials, screen reading, etc.

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

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

St. Thomas College prioritizes inclusivity, fostering harmony among individuals from diverse backgrounds. Its culture embraces cultural, regional, linguistic, communal, and socio-economic diversities, promoting universal brotherhood. Equal opportunities are provided to all students, encouraging participation regardless of background, fostering unity. Access to education is ensured following government policies, breaking barriers and empowering diverse socio-economic backgrounds. A student induction program integrates students from diverse backgrounds, fostering camaraderie from the start. Formal policies cover disability rights, gender equity, grievance redressal, and community activities, emphasizing respect and value for every individual. The Anti-Ragging Policy maintains a zero-tolerance stance on harassment or discrimination, ensuring student safety. Various committees uphold justice, equality, and inclusiveness, addressing grievances and promoting diversity. St. Thomas College's inclusive environment reflects a commitment to diversity, tolerance, and mutual respect, empowering students to contribute to the nation's pluralistic fabric. Through awareness initiatives and institutional mechanisms, the college cultivates responsible citizens who celebrate diversity and champion equality. Additionally, it organizes programs to promote constitutional awareness and civic engagement, fostering a sense of civic responsibility among students and employees.

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

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

St. Thomas College annually honors Independence Day and Republic Day, fostering patriotism and pride, reminding of sacrifices and constitutional values. Faculty engagement in election duties promotes democratic participation and civic duty. Consciousness programs cover Consumer Rights, Human Rights, and Women's Rights, fostering respect and equality. The college's two NSS units engage 200 students in service initiatives, uplifting the underprivileged and promoting responsible citizenship and social responsibility. Constitutional values, fundamental rights, and duties are integrated into the curriculum, emphasizing civic awareness and moral reflection. Co-curricular activities like cleaning drives and gender initiatives reinforce civic engagement and social responsibility. Engaging with the local community addresses societal issues and promotes community development, empowering students as advocates for social justice. St. Thomas College's commitment to constitutional awareness and responsible citizenship is evident in its initiatives, fostering active citizenship and social responsibility. The enthusiastic participation of the college community underscores the effectiveness of these awareness programs in shaping socially conscious leaders dedicated to upholding the values of the Indian Constitution. Through its dedication, St. Thomas College continues to shape future leaders committed to social justice and responsible citizenship.

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

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

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

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

St. Thomas College (Autonomous), located in Thrissur, stands as a beacon of enlightenment, meticulously organizing an array of national and international commemorative days, events, and festivals. These initiatives serve as pivotal moments to honour and promote nationhood and national integration to delve into global issues, educate students, foster political will, nurture harmony, and celebrate the triumphs of humanity. Through a multifaceted approach encompassing seminars, enlightening talks, awareness classes, solemn pledge ceremonies, spirited competitions, captivating cultural programs, and engaging group

discussions, the college cultivates a profound understanding and appreciation for the significance of these occasions. Such endeavours, meticulously orchestrated, become integral components of the educational fabric at College, enriching the minds and hearts of its students. Furthermore, the ethos of unity finds expression in the observance of religious and regional festivals such as Onam and Christmas, where the entire college celebrate the essence of harmony and togetherness. Through the creative and innovative dynamics of various clubs, cells, committees, and departments, the college community breathes life into these commemorations, infusing them with authenticity and vibrancy. In essence, St. Thomas College emerges as a dynamic crucible where tradition meets innovation, global perspectives merge with local sensibilities, and celebration intertwines with enlightenment.

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

7.2 - Best Practices

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

Best Practice I: Santhome We-Care initiative

This initiative is aimed at sensitizing students to transform Society, to fight for Social Justice and to Restore Environment, and improve lives and communities.

OBJECTIVES

- To expose students to the real-life situations and train them to imbibe social values
- To develop humanitarian qualities and compassion towards environment and fellow beings
- To mould socially responsible citizens who work for the progress of the nation

- To launch need-based activities and projects to involve student participation in social issues
- To make students aware on organic farming techniques and organize cultivation programs
- To conscientize people about various health issues and lifestyle diseases
- To Impart Social and Environmental Sensitivity in Students through need-based activities.

Best Practice II: St Thomas Engage Empower and Lead (STEEL) Programme

- To train the students carefully define the problem.
- To build confidence to embrace uncertainty.
- To devote enough time to innovation.
- To provide training to work as a team.

- To bring out the creativity which is inborn in every one the students are given the opportunity and guidance to make them a better citizen and a better contributor to the society to create the problem solvers than problem creates.

- To motivate the students to become the incredible source of inspiration for others.
- To train the students to build a better world for themselves & others.

File Description	Documents
Best practices in the Institutional website	https://stthomas.ac.in/best-practices/
Any other relevant information	https://stthomas.ac.in/best-practices/

7.3 - Institutional Distinctiveness

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

St. Thomas College, Thrissur, is deeply committed to academic excellence and holistic development through meticulously designed strategic initiatives. Rigorous assessments ensure top-tier academic and administrative efficiency, promoting continuous improvement and accountability. Accredited agencies conduct thorough energy and environment audits, advocating sustainable practices campus-wide.

New student orientation programs facilitate a smooth transition, fostering a sense of belonging. Faculty members receive training to develop Massive Open Online Courses (MOOCs), broadening educational outreach. Continuous refinement and innovative practices enrich the educational experience, while tailored development programs enhance faculty skills.

Active participation in national ranking assessments drives the college towards excellence, while stakeholder feedback ensures curriculum alignment with industry needs, enhancing relevance. Syllabi restructuring, in line with the National Education Policy, encourages interdisciplinary learning. Integrity and respect are promoted alongside efficient e-Governance practices.

A supportive ecosystem fosters research and innovation, contributing to societal progress. Gender equity initiatives and diverse extracurricular activities complement academic learning, nurturing holistic development. Entrepreneurship and skill development programs empower students for global success. These initiatives symbolize St. Thomas College's dedication to nurturing talent, fostering innovation, and cultivating responsible global citizens.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

St. Thomas College consistently demonstrates a proactive approach in designing and executing its curricula to align with the local, national, regional, and global developmental requirements, reflecting the essence of its vision and mission. The curriculum includes various elements such as student projects, fieldwork, internships, and collaborative surveys. Additionally, degree students are obligated to engage in compulsory social service, contributing to community development.

A global perspective is fostered through the incorporation of Communicative English for all students to address international developmental needs. The encouragement of advanced learning is evident in opportunities such as internships, value-added courses, and online courses facilitated through platforms like Swayam and Coursera.

The designed curricula not only facilitate the acquisition of in-depth knowledge in specialized areas of interest but also aim to instill character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, and a spirit of service, as outlined in the National Education Policy (NEP) of 2020. The alignment of the Program Outcomes (PO), Program Specific Outcomes (PSO), and Course Outcomes (CO) framework serves as a visual representation of the level of knowledge acquisition and skill development achieved by students.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://stthomas.ac.in/program-outcomes/

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

2

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

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

731

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

1.2 - Academic Flexibility

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

7

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

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

38

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

1.3 - Curriculum Enrichment

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

St. Thomas College aspires to shape the younger generation into contributors to an enlightened society, achieved through deliberate efforts to incorporate key concerns such as Gender, Environment and Sustainability, Human Values, and Professional Ethics across its curriculum. Numerous courses within the curriculum are specifically dedicated to:

- Cultivating socially responsible and ethical conduct.
- Addressing professional ethics and ethical challenges within specific disciplines.
- Focusing on gender sensitization and related issues, including dedicated courses in Languages, Gender Studies, and Voices of Women.
- Covering topics in environmental studies, with mandatory audit courses on Environment Studies and Disaster Management.

In postgraduate programs, there is a compulsory audit course on Professional Competency, and PG Project Reports require a mandated Plagiarism Report. Undergraduate programs include mandatory elements such as a compulsory social service program, courses in Psychology and Languages, and audit courses on Gerontology, Disaster Management, and Intellectual Property Rights. The incorporation of a mandatory audit course on Gender studies with four credits is designed to in still Human Values across all undergraduate programs.

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

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

10

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

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

386

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

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

1998

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

1.4 - Feedback System

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

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

1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website
---	---

File Description	Documents
Provide URL for stakeholders' feedback report	https://stthomas.ac.in/feedback/
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

1147

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

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

194

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

2.2 - Catering to Student Diversity

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

The college has implemented an effective mechanism to assess the learning levels of the students and therefore to organize specific programmes for advanced learners and slow learners.

During Student Induction Programme, the freshers are oriented on the importance of assessment of learning levels, apart from orientation towards college curricula, various curricular, co-curricular and extra-curricular activities of the college. They are also introduced to learning opportunities, facilities and infrastructure available in the campus.

The marks scored in the entry level assessment test have been a significant data to classify the students at the initial level. Students are classified as slow, advance and medium learners. The college has also introduced a psycho-metric test as an additional tool to assess the multiple intelligence of the students.

Programmes for Advanced Learners:

NPTEL/SWAYAM Local Chapter

Google and Microsoft Certifications

Internships in industry and research labs

Research oriented Project works

Finishing School

National and International Various Online Certifications

Programmes for Slow Learners:

Remedial Coaching

Programmes for All Students including Medium Learners:

Induction Programmes

Career Guidance and Counselling

UGC NET /JAM Coaching Cell

Over 40 Value Added Courses

Mentoring Programme

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=229

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
03/01/2023	3399	172

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

With over 100 years in the field of education, St. Thomas College has been a constant presence in the midst of continuous change. It has been the institution's culture to evolve and adapt by responding to the needs and requirements of the changing times in order to achieve its ultimate goal of imparting effective education to its primary stakeholders- the students.

Learning at St. Thomas has been made more and more student

centric by introducing innovative and interactive learning tools and methods which constitute experiential learning, participative learning and problem-solving methodologies. They result in increased retention of essential concepts and encourage further pursuit of knowledge as per individual learning goals.

Internship opportunities, learning through engaging with the society and students platforms, innovations and experiments in well-equipped labs, use of extensive ICT infrastructure in the imparting of lessons, all help to pave way to student-centric learning. Different student centric methods commonly used are given below.

Experiential Learning:

- Educational field trips and industry visits.
- Student internships at institutions and industry.
- Student teaching and seminars
- Volunteering through palliative care
- Drama, Art, Theatre.
- Radio Mist, the student-run community radio of the college.
- Making of Documentaries and Short Films by students
- Publication of articles and books by students.
- Extension activities in the college aimed service learning.

Participative Learning:

- Interdisciplinary projects.
- Hands on Workshops and Laboratory experiments.
- Group discussions and Peer learning.
- Webinars
- Flipped Method of Teaching
- MOOC/ Coursera Courses

Problem Solving Methods:

- Project based learning
- Quiz
- Learning through games

- **Assignments**

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://agar.stthomas.ac.in/?page_id=238

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

In order to strengthen the modes of effective teaching, the College has well-equipped ICT infrastructure. This is to enable teachers to utilise the newest technological developments in the field of Information and Computer Technology to enhance the learning experience of the students.

ICT-enabled Infrastructure

- The campus premises are WiFi-enabled.
- Majority of the classrooms are ICT enabled.
- The college has a well-equipped media centre with shooting floors, audio recording studio.
- Interactive panels have been set up at multiple locations to support interactive ICT-enabled teaching.
- Moodle, an open source learning platform, is the official online learning platform of the college which is used for various academic purposes.

Other ICT-focused Initiatives

- The institution has its own St. Thomas Academic Management System (STAMS) utilized by the teaching faculty.
- Teachers also use ICT-based tools like Mentimeter, Google Classroom, Kahoot!, Google tools, OBS and H5P to create interactions during video lectures, etc.
- The College has its YouTube Channel to broadcast video lectures prepared by faculty members and conduct online webinars and workshops.
- Other than Moodle and STAMS, the college has purchased/subscribed online tools like Streamyard, Microsoft Teams for academic content delivery.

Digital Library

- The digital library of the college avails online content to the college community.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://agar.stthomas.ac.in/?page_id=241
Upload any additional information	View File

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

172

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

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

The College has a calendar committee which prepares the annual Academic Calendar after taking into account the plans prepared by the departments, IQAC and the office of the Controller of Examinations.

Preparation of Academic Calendar

To ensure that all important events of the college are conducted in a planned manner in accordance with the academic calendar, the committee gathers details and schedules from different sections:

- Planned common programmes to be conducted, from the IQAC;
- Schedule of examinations from the office of the CoE;

- Department level activities from the respective HODs.
- Proposed activities from the various club coordinators, NCC, NSS etc.;
- Planned sports, arts, cultural and other student activities from the Students Union.

Once ratified by the College Council, the hard copies of the Academic Calendar are issued to the students and staff.

The College Council monitors the adherence to the Academic Calendar from time to time.

Teaching Plans:

Course and work allotment to members of the faculty is decided at department level meetings held before each semester begins. Based on this, the teaching plan for each course is prepared by the respective faculty in advance. This includes topics to be covered, mode of teaching, mode of internal assessment etc. HOD reviews the progress of the teaching plans from time to time.

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

2.4 - Teacher Profile and Quality

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

172

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

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty /

DSc / DLitt during the year

72

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

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

1226

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

2.5 - Evaluation Process and Reforms**2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year**

6

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

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

28

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

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

St Thomas College has taken numerous steps to reform the examination procedures and processes and integrate Information Technology into the evaluation system. IT integration into question paper setting, Automation of examination registration, auto generation of Hall Tickets, IT integration of Internal Assessment Process, IT integration into valuation camp, Publication of Results and Mark list generation are some of the reforms that have improved the College's Examination Management efficacy through the Academic Management System of the college.

- St. Thomas Academic Management System (STAMS), the academic management system of the College, is the single-portal solution to the multiple examination related requirements in the college. Students can apply for examinations only through STAMS.
- 'QnSmarti', an exclusive software to create a question bank repository and to generate question papers automatically in a predefined pattern, has effectively been implemented.
- Incorporation of Outcome Based Education paradigm into the question papers has been automated using QnSmarti.
- Teachers can securely log in STAMS and enter marks of the various components of Continuous Internal Assessment namely CIA tests, class room participation, assignment, seminar, quiz, internship, case study, etc.
- The valuation camp is IT-integrated with STAMS and mark sheets are generated in the system which the respective chairman can validate online.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/?page_id=271

2.6 - Student Performance and Learning Outcomes

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

St. Thomas College, Thrissur, has recently implemented the Outcome-Based Education (OBE) paradigm within its curriculum and syllabi. This strategic shift prioritizes educational activities centered on tangible and measurable learning outcomes. Through extensive faculty training programs, workshops, and collaborative sessions involving stakeholders, the college has successfully formulated Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) tailored to its programs and courses.

The college has adopted a multifaceted approach to communicate its Vision, Mission, POs, PSOs, and COs. Faculty members are informed via printed syllabi, the college manual, the academic management system, and the college website. Likewise, students receive this information through the college academic calendar, the official website, and departmental notice boards. Additionally, digital copies of syllabi, complete with PSOs and COs, are disseminated through Moodle.

During the induction program for freshmen, the college extensively elucidates its vision, mission, and core values, ensuring new students grasp the institution's educational ethos from the outset. Furthermore, teachers explicitly link course outcomes to POs and PSOs when introducing courses at the semester's commencement. This practice enhances students' understanding of how each course contributes to fulfilling the broader educational objectives of the college.

St. Thomas College's proactive integration of OBE principles underscores its dedication to delivering quality education and ensuring alignment with evolving educational standards and stakeholder expectations.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://aqar.stthomas.ac.in/?page_id=596

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

Attainment of Programme Outcomes (PO) and Programme Specific Outcomes (PSO) are to be computed with methods and precision. Attainment of OBE is examined based on Direct and indirect methods. The Following steps are involved in the direct method:

Attainment of COs

COs are attained through (i) total marks for each CO's obtained in Continuous Internal Assessments and (ii) Marks obtained from Assignments namely, Mini project, Assignments, Case study, etc.

To meet the expected level of attainment a student must score more than 60% of the marks for each MQ prepared to assess the attainment of COs.

Attainment level 1: If at least 60% of the students met the expected level of attainment.

Attainment level 2: If at least 70% of the students met the expected level of attainment.

Attainment level 3: If at least 80% of the students met the expected level of attainment.

Attainment of PSOs and POs

Attainments of POs and PSOs are evaluated through direct and indirect methods. 75% of the weights is given to the direct method and 25% of the weights is given to the indirect method. In direct method

60% of the weights are given to the end semester results and 40% weights are given to course attainment scores.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=599

2.6.3 - Pass Percentage of students

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

1092

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://stthomas.ac.in/annual-reports/

2.7 - Student Satisfaction Survey

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

<https://stthomas.ac.in/students-satisfaction-survey/>

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

St. Thomas College has been a research centre affiliated to University of Calicut since 1974 and currently offers PhD degrees in ten different subject areas (<https://stthomas.ac.in/rdcell/>). Research Policies and Regulations Research Policy comprises of 5 different policies - Research Promotion Policy; Plagiarism Check Policy, Research Ethics Policy, Research Consultancy Policy and Santhome Research Grant Policy to promote research

(<https://stthomas.ac.in/research-policy/>). The conduct of research processes as per University and UGC guidelines are also specified (<https://stthomas.ac.in/research-regulations/>) (<https://stthomas.ac.in/phd-admission/>) . Specific Offices and Bodies established to coordinate research: 1. The Dean of Research (DOR) 2. Research and Development Cell and 3. Research Advisory Committees (<https://stthomas.ac.in/research-advisory-committees/>) Research Promotion through Recognitions Santhome Research Awards and Grants are given to faculty and research scholars who excelled in their fields. Research Facilities 1. An area for collaborative research with research scholars' own cubicles. 2. Digitized Library. 3. Central Instrumentation Facility. Major outcomes: 15 PhD degrees were Awarded from 10 Research Centres. 54 indexed Research articles in Scopus/Web of Science/UGC care list/other peer reviewed journals and 32 books/chapters in edited volumes/books published. 4 Patent Applications Filed Online Course on Research Publication and Ethics was conducted. (<https://stthomas.ac.in/about-research-council/research-highlights/>).

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://stthomas.ac.in/wp-content/uploads/2022/06/All-policies-stc.pdf
Any additional information	View File

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

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

1.04

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

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

6

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	View File

3.2 - Resource Mobilization for Research

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

53.7

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

3.2.2 - Number of teachers having research projects during the year

3

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/02/2Staff-Projects-BTY-Anto P V-merged.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

43

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

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

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://nmpb.nic.in/ https://keralabiodiversity.org/ https://kscste.kerala.gov.in/dbt-skill-vigyan-kerala/ https://www.serbonline.in/SERB/Tare
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

St. Thomas College (Autonomous), Thrissur provides exciting ecosystem for innovations and creation of knowledge. Incubation Centre nurtures upcoming Start-up and engage students with agro-based economic ventures. Seventy one separate training programmes, workshops and festivals to promote entrepreneurship were conducted by ED Club and Startup and Innovation Cell, Research and Development Cell, Departments and Clubs. Many students participated in Hackathons, Agrihackathons and Ideathons The St.Thomas Incubation Centre (STIC) has four initiatives: PROGRESSIV-E RECYCLING &TRADING (for recycling E waste) Eminence (Start-up Cell of the Electronics Department), Santhome tailoring units; Fireflies-an innovation group formed by the students. Inter-collegiate Flagship programmes 'Srithi', 'Empressa' promote student skills. The college student run Internet radio - "Radio Mist" Cookery Club and Fashion designing Club promote self-employment through innovation. Film Festivals are also conducted. Outcomes Four Patents Filed; Two new species and one genus of bagworm moths were discovered. Two Startups are working from the Incubation Centre. The college participated in ARIA ranking

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=306

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

71

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

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software	A. All of the above
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File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

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

3.4.2.1 - Number of PhD students registered during the year

140

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

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

54

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

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

32

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/wp-content/uploads/2024/02/3.4.4-stc.pdf

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

473

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

9

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File

3.5 - Consultancy**3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)**

5.35

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

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

44.59

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

3.6 - Extension Activities

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

St Thomas College (Autonomous) organised 187 activities under various thrust areas (Swatch Baharat Abhiyan, Aids Awareness, Alcohol Abuse Mission, Gender Equality, Child and Women Welfare, Health and Environment Protection). to sensitise

students to social issues and prepare them to respond adequately to realities outside the classroom where the facts and theories learned in the class are tested, applied and relearned in real life contexts.

Students are sensitized through

- Seminars, Webinars, Onsite Visits and Day observances
- Compulsory Social Service which is part of the curriculum
- Extension activities through NSS (Units 42 and 144) and NCC (23(K) BN NCC Thrissur), Clubs etc.
- Opportunities for Voluntary Contributions (monetary and participatory) under Schemes like Sahapadikku Oru Veedu, Blood donation drives, Village adoption scheme, etc. The deep commitment of the college to social causes is reflected in one of its Best Practices "Santhome We-Care Initiative. Organisational skills, patience, leadership and empathy, social interactions help to transform a student into a proactive and participative citizen. Thus, St. Thomas College stands true to its Vision: Transforming the Youth through Holistic Education towards an Enlightened Society".

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/wp-content/uploads/2024/02/3.6.1.pdf

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

8

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	View File

3.6.3 - Number of extension and outreach programmes conducted by the institution

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

187

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

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

13037

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

3.7 - Collaboration

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

520

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

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

27

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

St. Thomas College, Thrissur has an eco-friendly, learning friendly and inclusive Campus that spreads over 25.48 sections of land having three Academic Blocks, and a Sports Complex with a total built up area of 31113.57 SQ. M (334782.01 SQ. FT) with a proportion of 1: 102.82 SQ. FT (average 102.82 SQ per students).

Classrooms:

- 104 lesson rooms and 10 Investigate Rooms with ICT facilities (114 LCD projectors, 10 LED TVs and 6 interactive boards)
- 3 auditoriums.
- 6 Seminar halls and 2 Conference Halls
- Fully WIFI-enabled campus with two leased lines [BSNL (20 MBPS) and TATA (100 MBPS)]

Laboratories:

- 12 Computer Labs
- One Language lab
- 20 Physical Labs Tissue Culture Lab
- Microbiology Lab
- Molecular Biology Lab
- Herbarium
- Media Lab

Computation and Lab Equipments :

- Student-computer ratio 1: 8
- XRD diffractometer
- Cooling Centrifuge, PCR
- Gel Documentation system
- Double Beam UV Spectrometer
- Stereo Zoom Dissection Microscope with Software and Camera
- Licensed Software packages: Tally, Microsoft, Stream Yard, SPSS, Orell, MATLAB, PROTOOLS 8.0, Final cut pro 10.4.6 and Mixxx 2.2.2.
- LMS (MOODLE)

Library

- Floor Zone: 41,708.55 Sq. Ft •
- Total seating capacity: 408 people simultaneously
- RFID security entry ways and auto footfall counter.
- 80 investigate cabins/cubicles for researchers and PG students.
- 104 ponder carrels for personal reading.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=640

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

Facilities for Cultural Activities

- 2 Auditoriums: Palocaren Square (2000 seating capacity) and Medlycott Hall (200 seating capacity. Open auditorium cum Gallery with 150 seating capacity.
- 6 spacious Seminar Halls
- 2 Conference Halls
- Music Room
- Music Instruments
- Recording Facilities and studio floors

Facilities for Yoga:

- Gandhi Smrthi Open Auditorium for daily yoga sessions for the girls.
- Yoga space at Indoor Stadium for yoga session for boys.
- Mass Yoga performance in connection with International Yoga Day and other occasions is conducted at Palocaren Square.
- Nationally acclaimed yoga gurus and trainers are availed to train the students.

Facilities for Sports and Games

- A 400 Meters Eight lanes track to promote track and field events.
- The football court with a measurement of 95m x 57m.
- A multi-purpose indoor stadium equipped with facilities.
- Two jumping pits along international standards
- Two net practicing facilities for cricketers.
- A Basket Ball court.
- A Tennis Court with international standards.
- A well-developed Fitness Centre.
- Shuttle Badminton Courts and Fencing facilities.
- Gymnasium/ Fitness Centre
- Two full-time faculties and 16 Trainers/coaches for various items and events available.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=369

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

110

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

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)**159.71342**

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

4.2 - Library as a Learning Resource**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

St Thomas College Library (Santhome Athenaeum) houses a collection of 98545volumes in print.

- Library floor area: 41,708.55 Sq. Ft.
- 80 research cabins/cubicles for research scholars and PG students
- 104 study carrels for individual reading
- Total seating capacity for 408 persons simultaneously

Automated library and online services

- The library is fully automated using Koha 20.11, a free and open-source integrated library management system (ILMS).
- The documents in library can be searched online remotely through the Online Public Access Catalogue (OPAC).
- Users can renew a document remotely through OPAC, without coming to the library physically
- Subscription to National Library and Information Services Infrastructure for Scholarly Content (N- LIST) of UGC-NFLIBNET which provides remote online access to over 6000

e-journals and 799500+ e-books.

- Faculty publications archived on institutional repository known as STArc.
- Online access to previous year question papers
- Article delivery on request

- **Library portal (livestom.in)**
- **The Library is WiFi-enabled and provided with computer**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=381

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

A. Any 4 or more of the above

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

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

9.91518

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

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

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

671

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

4.3 - IT Infrastructure

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

St. Thomas College is committed to provide secure and sophisticated Information Technology Infrastructure in the campus in terms of hardware, software and internet facilities.

IT policy

Ensures proper access to and usage of IT resources and prevent their misuse

Maintains, Secures and ensures legal and appropriate use of IT infrastructure in the campus

Sets up standards and procedures for procurement, upgradation, maintenance of IT-infrastructure.

1. Hardware and Software

College has 4 Servers and 435 Computers for Students, 34 for office purpose and 47 Computers for Faculties.

St. Thomas Academic Management System (STAMS) is the College ERP.

Moodle is used as Learning Management System.

Licensed Software packages.

2. Network

Internet Connection with 70 MBPS Bandwidth of dedicated Leased Line

Global Naming & IP Addressing conventions are used

College has its own domain address 'stthomas'.

3. Surveillance and Security Devices

48 CCTV cameras are installed

4. Database

Data are protected with firewall security.

Daily backing up of data.

5. E-Waste

Electronic goods are put to optimum use

E-waste and hazardous waste management is done in a safe and secure manner.

6. Budget Allocation

The institutional strategy is to allocate 8% of total Annual Expenditure (excluding salary) for updating IT infrastructure.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=396

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3399	435

File Description	Documents
Upload any additional information	View File

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

A. 750 Mbps

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

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

A. All four of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=405
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

603.582403

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

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

St. Thomas College has well-defined Policy and Procedure for maintenance of infrastructure and facilities and its utilization.

General Infrastructure

- **Every department maintains stock register and an annual**

stock verification is carried out.

- The college office maintains a maintenance report register.
- Logbooks are maintained.
- Security and safety equipment are maintained with support of experts.

Class Rooms, Seminar/conference Hall and Auditorium

- To utilize common amenities, bookings are done with the approval of the principal.
- The routine maintenance and cleaning of the campus.

IT Infrastructure

- The technical staff is in charge of Preventive and Corrective maintenances.
- A technical committee comprising 3 faculties is responsible for college LMS.
- E-Waste strategies are followed for obsolete IT equipment

Laboratories

- The laboratory assistants take care of the laboratories.
- Logbooks are maintained in laboratories
- Fire Extinguishers are installed.

Sports Infrastructure

- The proper utilization and maintenance of the sports Infrastructure is the responsibility of Physical Education Department.

Library

- Maintenance and augmentation of the library facilities are regularly done Pest management is executed as a Preventive Maintenance
- Smoke/Fire Detectors are annually checked.
- A dedicated housekeeping staff is availed

Water and Waste Management

- Waste management systems are in place in the campus including 2 waste treatment plans and biogas plant.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=414

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

1271

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

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

213

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://stthomas.ac.in/capacity-development-and-skill-enhancement-activities/
Details of capability development and schemes	View File
Any additional information	View File

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

2586

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

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

A. All of the above

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

5.2 - Student Progression	
5.2.1 - Number of outgoing students who got placement during the year	
282	
File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
5.2.2 - Number of outgoing students progressing to higher education	
573	
File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File
5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year	
5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year	
54	
File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File
5.3 - Student Participation and Activities	
5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year	
77	

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

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

The Students Union/Council is an elected body to promote and facilitate co-curricular and extra-curricular activities of the college.

Election of College Students Union is held democratically in conformity with the guidelines in accordance with the recommendations of Lyngdoh Committee and Calicut University. Parliamentary system of Election is followed. College Students Union comprise of Chairperson, Vice Chairperson, General Secretary, Joint Secretary, Magazine Editor, Two University Union Councillors, Fine Arts Secretary and Sports Secretary. 30% of union members are female.

Activities of Students Union

The elected Union is mentored by Dean of Student Affairs and two staff advisors.

The College Union meets regularly.

The important events planned and organized by the College Union are: College Fine Arts Festival-Mizhivu, Sports Fest, College Day

The College Union ensures student participation in observing important national/international days.

Every department has a Department Students Council which closely involves with all activities of the department such as

organizing inter-collegiate fests and events

Student Representations in Academic & Administrative bodies/Committees of the institution is ensured. Important Committees are:

1. IQAC
2. Internal Complaints Committee
3. Grievance Redressal Committee
4. Equal Opportunity Cell
5. Gender Champion Programme Committee
6. Women's Cell
7. Syllabus Monitoring Committee
8. Fine Arts Committee
9. Career Guidance and Placement Cell
10. Anti-Narcotic Cell
11. Anti-Ragging Cel

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/wp-content/uploads/2024/05/College-Calender-Student-Representation.pdf

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

42

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

5.4 - Alumni Engagement

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

The Old Students Association (OSA), the Alumnae Association of St. Thomas College, is a legally registered alumni association. OSA aspires to build a global community of Alumnae by launching new chapters in different countries.

Alumni Contributions

Financial

The OSA has contributed more than 20 lakhs towards the welfare of students and alumni of the college.

OSA avails 33 merit scholarships to deserving meritorious students of the college.

OSA have volunteered to provide funds to organise research oriented workshops and seminars for students.

Alumni of Mathematics Department sponsored a One Week Summer Training Programme on Algebra and Analysis organized by the Department of Mathematics from 15th May 2023 to 19th May 2023.

Non-Financial Contributions

Alumni has organized Webinars and Invited lectures for the benefit of the students of the college.

OSA, Department of English, St. Thomas College (Autonomous), Thrissur and Department of English, Sree Kerala Varma College, Thrissur jointly organised an Invited Lecture on the topic "Rethinking Orientalism" in Menachery Hall of the College on 16th February 2023.

Alumni actively support placement training and placements of students of college.

OSA has honoured distinguished alumni of the college who have significantly contributed to the society.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stthomas.ac.in/alumni/

5.4.2 - Alumni's financial contribution during the year

A. ? 15 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The college's mission statement emphasizes on how it may advance both individual and societal well-being and aid in the process of developing a country.

Vision: Transforming the Youth through Holistic Education

towards an Enlightened Society

Nature of Governance

St. Thomas College's accepted governance model ensures that all parties are included in the management, administrative, academic, and structural governance decision-making processes.

1. Management Board

St. Thomas College Trust with its Trustees, the Advisory Committee, Manager and Principal

Constitute the Apex body in Policy.

2. Administrative Governance

Principal, Executive Manager, Vice Principals, Administrative Deans, Bursar, Heads of Departments and IQAC work in tandem to ensure smooth administration under the auspices of Governing Council.

Feedbacks from Students council, Faculty Council, Department Council and College Council are employed and addressed.

3. Academic governance

The Academic Council with the support of CoE, Academic Deans and BoS govern the academic functioning of the College.

4. Structural Governance (System and Office)

The college office shares administration through accounting
Style of Governance: College follows both Top to bottom approach and Bottom-up approach in governance.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar.stthomas.ac.in/?page_id=466

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

Major financial and developmental decisions are made by the Board of Trustees and Advisory Committee, who also develop governance and general policies.

The Governing Council develops the Academic and Administrative Policies, appoints New Programs, and approves the Annual Budget.

The Academic Council has the authority to create the Curriculum and Syllabi and to establish Admission rules.

Along with the HoDs, the College Council of elected staff members has the authority to evaluate and report on cases of disciplinary action submitted to it by the Principal.

The department heads have the authority to oversee the college's regular operations while cooperating with the department's professors.

To ensure greater representation of teachers in strategic choices and to confirm PBAS for faculty promotion, the IQAC Coordinator is permitted to do so.

Teaching Faculty: Participation of teachers in academic decision making is ensured by their representation on boards of studies, research councils, pass boards, and examination committees.

Through the Students Union and the Students Council, students are involved in college governance.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://stthomas.ac.in/strategic-plan/

6.2 - Strategy Development and Deployment

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

Following the Institutional SWOC analysis, through the deliberations and consultations with all stakeholders, Strategic Plan 2017-2032 was evolved, encompasses five thrust areas or key pillars to realize the Vision of St. Thomas College. They are:

1. **Institutional Growth:** A school that was built in 1889 as St. Thomas College Boarding School, and that has since undergone a number of institutional expansions, including becoming a college for second graders, a college for first graders, a college for postgraduate students, an autonomous college, and a college with potential for excellence, is now aiming to become a university that awards degrees.
2. **Academic System:** By incorporating innovation and high standards, academic endeavours and curricula are envisioned as meeting both current and future national and societal demands.
3. **Human Resource:** In order to achieve success, our college must improve and equip its human resource, which includes its faculty, staff, and students.
4. **Research** will be hastened to create research findings that are beneficial to society as a whole with the goal of aiding in the nation-building process.
5. **Infrastructure:** Improving and developing the necessary, good infrastructure to support academic and research environments that allow the dissemination of knowledge.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=472
Upload any additional information	View File

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

The college has constituted statutory and non-statutory bodies that function in compliance with the vision, regulations, policies, and statutes stipulated by the government, UGC, affiliating university and the organisation. The Organization structure comprises of the board of trustees, Governing Body, Academic Council and Boards of Studies, College Council and Staff Council, The Manager, Principal, IQAC, Deans, Students Union, Council & Department Council, Bursar.

1. Rules for Appointments and Services: The College has clear standards and procedures in place for hiring and promoting employees. The service norms and regulations of the university/state government and UGC apply to the appointment of aided personnel. The college's HR policy is followed in the selection, recruiting, and advancement of the unaided staff.

Excellent and efficient teaching-learning processes have been produced as a result of prompt hiring and promotion of qualified faculty.

2. Policies: The college's well-written rules on quality, human resources, research, student support and welfare measures, IT, infrastructure, and other issues, as well as a clearly stated code of conduct, are all available on the college website

File Description	Documents
Paste link to Organogram on the institution webpage	https://stthomas.ac.in/organogram/
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=475

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

Along with the proficient skill development, St. Thomas College focuses on financial safety, well-being and security of its staff.

1. Statutory Welfare Measures

Provident Fund

Group Insurance Scheme

State Life Insurance Scheme

Maternity Leave

Paternity Leave

National Pension Scheme

2. Financial Assistance

Festival Bonus

Salary Advancement Scheme

Financial support for attending Conferences/Workshops

Faculty Researchers supported with Santhome Research Grants

Paid Vacation

3. Physical and Health Assistance

Free Medical Camps/Check-ups for all Staff

4. Awards and Acknowledgements

a. Staff members

Awards for new Ph.D. holders

Awards for outstanding Research Publications

Awards for Best Faculty Researcher and Best Research Supervisor

b. Staff-Family members

Endowments/Awards for children of Non-Teaching staff

5. Miscellaneous Welfare measures

Daycare Centre

ATM facility, Free Car Parking, Canteen facility, staff
Recreation Room, Staff Discussion Rooms

Annual Staff Picnic, Ladies staff Tour, Non-Teaching Staff Tour

6. Avenues for Career Development, Career Advancement, Free

Capacity building trainings and orientation programs for Staffs

Regular workshop on ICT tools for effective teaching-learning,
Financial assistance to conduct FDP and Workshops for Research
and enhancement of staff Collaborative training

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.stthomas.ac.in/?page_id=484

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

20

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

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

9

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

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

69

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

St. Thomas College routinely performs internal and external audits for monies from the public and private sectors.

1. The management-appointed internal auditing team conducts internal audits once a year. For the self-finance accounts, concurrent auditing is also performed on a regular basis.

2. External Audit:

i) The Chartered Accountants undertake statutory audits on an annual basis.

(ii). Government audits conducted by the Directorate of Collegiate Education, Kerala's government, and the Accountant General's Office in Trivandrum

(a) The Account General (AG) periodically conducts external audits. The UGC, RUSA, CPE, Autonomy Grant, and DST-FIST awards are only a few of the grants that the DCE, Government of Kerala, verifies.

(b) The Directorate of Collegiate Education (DCE), government of Kerala, performs an annual external audit. They examine the Cash Book, staff relationships, SC/ST/OEC relationships, E-grants Account, Caution Deposit receipts, and fee receipts.

(c) External Financial Audits for UGC Grants: The college performs external financial audits for all UGC grants.

Audit Objections and Rectifications:

The audit objections are rectified by the accounts department

and an Action Taken Report with explanation is submitted to the Finance Committee and also sent to the auditor for final approval.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=500

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

21.25

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

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

Mobilization of Funds:

1. Earned income: Fee collected from students

2. Central Government Funds: UGC, RUSA and ICSSR, DST-FIST, DBTSTAR fund, Scholarships etc.

3. State Government Funds: 1. Grant-in-aid for salary, 2. KSCSTE and KSHEC, 3. State government fund for NSS, ASAP, WWS, SSP.

4. Non-Government Funds: 1. Endowment awards, 2. Management's Contributions, 3. PTA funds, 4. staff Contributions, 5. Rents from external bodies.

5. Raised Funds: i). Funds received as sponsorship ii) consultancy services undertaken by the faculty, iii) Other funds include the corpus funds and loans from banks received for infrastructure development.

Optimal Utilization of Funds: The College utilizes funds for:

1. New Infrastructure Development and Infrastructure Maintenance
2. Salary
3. Procurement and maintenance of Equipments
4. Conducting Seminars/ Workshops
5. Student Support (Scholarships, Fee Concessions and Freeships)
6. Conducting Extension Activities
7. Sports Promotion Activities
8. Library Expenses
9. Examination Expenses
10. Seed money for Research.

Conclusion: The College availed funds from Local MP, for Solar Power Infrastructure. Funds for the construction of new Library Block was mobilized through contributions from Philanthropists, Alumni, and PTA.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/?page_id=506

6.5 - Internal Quality Assurance System

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

SCION (Student Centric Initiatives for Opportunities to Nurture) programme was initiated to build entrepreneurship and soft skills of students. The programme involved invited talks by experts and alumni on industrial experience. Industrial visits were arranged and hands-on training was provided through short-term internships conducted between 2 months of summer vacation and mid semester breaks. Confidence building programmes were provided for holistic development of students and improve the placement and progression of the students. Students interested in sports and arts were provided training programme and opportunity to participate in events at national and international level.

St. Thomas- Centre of Advanced Research and Academic Excellence (CARE) was constituted in connection with implementation of NEP. Faculty members were provided various workshops to enable them to switch on to new curriculum of the four-year UG programme in future. The objective was to enhance industry exposure and ensure that collaborations would be more effective. The involvement of alumni network for advanced research was instrumental in terms of collaborations, institutional development, and placement. It also initiated Industry Academia Partnership.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=512

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

IQAC reviews its teaching learning process and academic operations periodically through:

- **Administrative and Academic Audit (AAA)**

Internal Audit: IQAC collected the self-evaluative reports from the departments as well as the reports of the internal peer teams led by senior faculty members.

The external audit: Peers from different institutions assist in conducting the external audit. Each department's executive summary is created by the audit team, and the principal receives a report of the institution as a whole.

- **Feedback on the Teaching Learning & Evaluation Process**

Feedback on Teachers: Through the College ERP, students provide feedback on their teachers. During general and class PTA meetings, parents' opinions on instructors and the educational process are gathered.

Exit surveys are taken from graduating students in order to improve the standard of instruction, learning, and evaluation procedures.

Feedback on Curriculum: In order to adapt the curriculum to meet the demands of local, national, regional, and international development, feedback on curriculum is gathered from a variety of stakeholders.

Semester evaluation results are examined with the participation of all stakeholders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://agar.stthomas.ac.in/?page_id=515

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

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://stthomas.ac.in/annual-reports/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

In contemporary India, entrenched patriarchal norms hinder gender equity and social progress. Higher Educational Institutions (HEIs) show a shift towards diversity, promoting constitutional principles of equality. Establishing inclusive environments in HEIs is crucial for societal transformation. At St. Thomas College (Autonomous), Thrissur, we prioritize gender sensitization through comprehensive measures. Our annual gender sensitization action plan aligns with UN Sustainable Development Goal 5. We offer 43 courses addressing gender issues and ensure representation across all levels with 51.68% female students and 55.76% female faculty. Our curriculum encourages gender-based research. Women hold administrative positions, emphasizing gender-inclusive leadership. We have programs like the Women's Cell and Equal Opportunity Cell, and facilities such as surveillance, female security personnel, and amenities in the girls' hostel. Initiatives include awareness sessions, gender-related events, and skill development programs for women. St. Thomas College remains committed to gender equity and social responsibility, fostering an inclusive ecosystem for all individuals to thrive, regardless of gender or background.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar.stthomas.ac.in/wp-content/uploads/2024/02/7.1.1.1-Link-page.pdf

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

A. Any 4 or All of the above

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

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

St. Thomas College (Autonomous), Thrissur, is dedicated to

environmental sustainability through a comprehensive waste management system. All members of the college community are urged to embrace environmental responsibility, following the Waste Management Policy. This policy includes waste generation reduction, segregation, safe handling, and disposal. Key initiatives under the 'Green Protocol' involve banning single-use plastics, using sustainable alternatives for displays, implementing color-coded waste bins, and utilizing bio-gas plants and vermi composting. The college ensures proper collection, disposal, and recycling of solid waste, conducts regular cleaning drives, and maintains a structured drainage system for liquid waste. E-waste management focuses on minimizing generation through responsible procurement and maintenance practices. Hazardous chemical waste is treated following a Green Chemistry Policy, with strict measures to prevent bio-medical and radioactive waste. St. Thomas College, Thrissur, remains committed to sustainable waste management, striving to reduce its ecological footprint and promote a greener future.

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

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

<p>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</p> <ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping 	<p>A. Any 4 or All of the above</p>
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File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

<p>7.1.6 - Quality audits on environment and energy undertaken by the institution</p>	
<p>7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:</p> <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	<p>A. Any 4 or all of the above</p>

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

<p>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.</p>	<p>A. Any 4 or all of the above</p>
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File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	View File
Any other relevant information	View File

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

St. Thomas College prioritizes inclusivity, fostering harmony among individuals from diverse backgrounds. Its culture embraces cultural, regional, linguistic, communal, and socio-economic diversities, promoting universal brotherhood. Equal opportunities are provided to all students, encouraging participation regardless of background, fostering unity. Access to education is ensured following government policies, breaking barriers and empowering diverse socio-economic backgrounds. A student induction program integrates students from diverse backgrounds, fostering camaraderie from the start. Formal policies cover disability rights, gender equity, grievance redressal, and community activities, emphasizing respect and value for every individual. The Anti-Ragging Policy maintains a zero-tolerance stance on harassment or discrimination, ensuring student safety. Various committees uphold justice, equality,

and inclusiveness, addressing grievances and promoting diversity. St. Thomas College's inclusive environment reflects a commitment to diversity, tolerance, and mutual respect, empowering students to contribute to the nation's pluralistic fabric. Through awareness initiatives and institutional mechanisms, the college cultivates responsible citizens who celebrate diversity and champion equality. Additionally, it organizes programs to promote constitutional awareness and civic engagement, fostering a sense of civic responsibility among students and employees.

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

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

St. Thomas College annually honors Independence Day and Republic Day, fostering patriotism and pride, reminding of sacrifices and constitutional values. Faculty engagement in election duties promotes democratic participation and civic duty. Consciousness programs cover Consumer Rights, Human Rights, and Women's Rights, fostering respect and equality. The college's two NSS units engage 200 students in service initiatives, uplifting the underprivileged and promoting responsible citizenship and social responsibility. Constitutional values, fundamental rights, and duties are integrated into the curriculum, emphasizing civic awareness and moral reflection. Co-curricular activities like cleaning drives and gender initiatives reinforce civic engagement and social responsibility. Engaging with the local community addresses societal issues and promotes community development, empowering students as advocates for social justice. St. Thomas College's commitment to constitutional awareness and responsible

citizenship is evident in its initiatives, fostering active citizenship and social responsibility. The enthusiastic participation of the college community underscores the effectiveness of these awareness programs in shaping socially conscious leaders dedicated to upholding the values of the Indian Constitution. Through its dedication, St. Thomas College continues to shape future leaders committed to social justice and responsible citizenship.

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

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

A. All of the above

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

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

St. Thomas College (Autonomous), located in Thrissur, stands as a beacon of enlightenment, meticulously organizing an array of national and international commemorative days, events, and festivals. These initiatives serve as pivotal moments to honour and promote nationhood and national integration to delve into global issues, educate students, foster political will, nurture harmony, and celebrate the triumphs of humanity. Through a multifaceted approach encompassing seminars, enlightening talks, awareness classes, solemn pledge ceremonies, spirited competitions, captivating cultural programs, and engaging group discussions, the college cultivates a profound understanding and appreciation for the significance of these occasions. Such endeavours, meticulously orchestrated, become integral components of the educational fabric at College, enriching the minds and hearts of its students. Furthermore, the ethos of unity finds expression in the observance of religious and regional festivals such as Onam and Christmas, where the entire college celebrate the essence of harmony and togetherness. Through the creative and innovative dynamics of various clubs, cells, committees, and departments, the college community breathes life into these commemorations, infusing them with authenticity and vibrancy. In essence, St. Thomas College emerges as a dynamic crucible where tradition meets innovation, global perspectives merge with local sensibilities, and celebration intertwines with enlightenment.

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

7.2 - Best Practices

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

Best Practice I: Santhome We-Care initiative

This initiative is aimed at sensitizing students to transform Society, to fight for Social Justice and to Restore Environment, and improve lives and communities.

OBJECTIVES

- To expose students to the real-life situations and train them to imbibe social values
- To develop humanitarian qualities and compassion towards environment and fellow beings
- To mould socially responsible citizens who work for the progress of the nation
- To launch need-based activities and projects to involve student participation in social issues
- To make students aware on organic farming techniques and organize cultivation programs
- To conscientize people about various health issues and lifestyle diseases
- To Impart Social and Environmental Sensitivity in Students through need-based activities.

Best Practice II: St Thomas Engage Empower and Lead (STEEL) Programme

- To train the students carefully define the problem.
- To build confidence to embrace uncertainty.
- To devote enough time to innovation.
- To provide training to work as a team.

- To bring out the creativity which is inborn in every one the students are given the opportunity and guidance to make them a better citizen and a better contributor to the society to create the problem solvers than problem creates.
- To motivate the students to become the incredible source of inspiration for others.
- To train the students to build a better world for themselves & others.

File Description	Documents
Best practices in the Institutional website	https://stthomas.ac.in/best-practices/
Any other relevant information	https://stthomas.ac.in/best-practices/

7.3 - Institutional Distinctiveness

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

St. Thomas College, Thrissur, is deeply committed to academic excellence and holistic development through meticulously designed strategic initiatives. Rigorous assessments ensure top-tier academic and administrative efficiency, promoting continuous improvement and accountability. Accredited agencies conduct thorough energy and environment audits, advocating sustainable practices campus-wide.

New student orientation programs facilitate a smooth transition, fostering a sense of belonging. Faculty members receive training to develop Massive Open Online Courses (MOOCs), broadening educational outreach. Continuous refinement and innovative practices enrich the educational experience, while tailored development programs enhance faculty skills.

Active participation in national ranking assessments drives the college towards excellence, while stakeholder feedback ensures curriculum alignment with industry needs, enhancing relevance. Syllabi restructuring, in line with the National Education Policy, encourages interdisciplinary learning. Integrity and respect are promoted alongside efficient e-Governance practices.

A supportive ecosystem fosters research and innovation, contributing to societal progress. Gender equity initiatives and diverse extracurricular activities complement academic learning, nurturing holistic development. Entrepreneurship and skill development programs empower students for global success. These initiatives symbolize St. Thomas College's dedication to nurturing talent, fostering innovation, and cultivating responsible global citizens.

File Description	Documents
Appropriate link in the institutional website	https://stthomas.ac.in/institutional-distinctiveness/
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

St. Thomas College, Thrissur, demonstrates an unwavering commitment to academic excellence and holistic development through meticulously designed strategic initiatives. Rigorous academic and administrative audits ensure continuous improvement and accountability. Engaging accredited agencies for comprehensive energy and environment audits promotes sustainable practices across campus operations.

A comprehensive student induction programme fosters a smooth transition and sense of belonging. Equipping faculty members for MOOC course creation expands educational outreach, while continuous refinement of best practices enriches the educational experience. Tailored faculty development programmes enhance professional growth and skill enhancement.

Active participation in national ranking assessments benchmarks the college's performance and strives for excellence. Soliciting stakeholder feedback on syllabus ensures alignment with industry needs, promoting relevance. Syllabus restructuring in accordance with the National Education Policy fosters interdisciplinary learning.

Initiatives promoting integrity and respect, alongside enhanced e-Governance practices, contribute to a conducive learning environment. Promoting research and innovation empowers faculty and students to contribute to societal advancement. Events promoting gender equity and a diverse range of co-curricular activities nurture holistic development.

Entrepreneurship and skill development programmes prepare students for success in the global landscape. These initiatives epitomize St. Thomas College's dedication to nurturing talent, fostering innovation, and shaping responsible global citizens.