



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION  
(Effective from July 2017)**

**Accreditation - (Cycle - 4)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
NSS COLLEGE  
C-43669**

**Pandalam  
Kerala  
689501**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL  
An Autonomous Institution of the University Grants Commission  
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

**Section I:GENERAL INFORMATION**

1.Name & Address of the institution:	NSS COLLEGE Pandalam Kerala 689501	
2.Year of Establishment	1950	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	16	
Programmes/Course offered:	26	
Permanent Faculty Members:	85	
Permanent Support Staff:	17	
Students:	2188	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. The majority of students belong to SC/OBC categories mostly from underprivileged sections of society. 2. 74 years old college in the rural area recognized by UGC under 2(f) and 12(B) sections. 3. The college is working for women empowerment with more than 60 percent Girls student.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 06-02-2025 To : 07-02-2025	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. ARVIND KUMAR DIXIT	FormerVice Chancellor,DR B R AMBEDKAR UNIVERSITY AGRA
Member Co-ordinator:	DR. NANDINI NATARAJAN	FormerProfessor,BANGALORE UNIVERSITY
Member:	DR. FILIPE RODRIGUES E MELO	Former Principal,Sant Sohirbanath Ambiye Govt College
NAAC Co - ordinator:	Dr. Vinita Sahu	

## Section II: Metric and Criterion Analysis

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion 1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	<p><b>The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment</b></p> <p>The institution's entire curriculum framework is based on the Academic Calendar of the University of Kerala. It follows the CBCS System closely monitored by the IQAC, the Internal Examination Committee, the Department Level Monitoring Committee (DLMC), the College Level Monitoring Committee (CLMC), the College Council and the Heads of Departments. Entrance test, Induction program, Bridge Course Remedial coaching for students. The Centralised Internal Examination system ensures transparency and efficacy. The process of Continuous and Comprehensive Evaluation aims at holistic development and students learn to work independently through assignments and doing presentations in class. Regular audits ensure that portions are completed within the stipulated time and ample revision is made possible. Peer teaching is a regular practice in the college provides a platform for students to share knowledge and presents an excellent opportunity to explore their latent pedagogical skills and interests. The Open Course in Semester 5 where students enrol in courses away from the parent department, is allotted based according to their choice and the number of seats. A large number of teachers of the institution are members of various boards of study in the many universities of the state. The institution also has had faculty members in the Academic Council of the University of Kerala during the assessment period. The master timetable which gives a schedule outlining the academic activities of the college is updated regularly for optimal benefit.</p>
1.3	Curriculum Enrichment
1.3.1 QIM	<p><b><i>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum</i></b></p> <p>Professional ethics are embedded in UG and PG courses through debates, seminars, and extracurricular, supported by NCC, NSS, and an active Ethics Committee. The college offers 81 ethics-focused courses and organizes 36 talks on IPR and research methodology. Career guidance and professional ethics initiatives complement the curriculum. The college offers 45 gender-focused courses and conducts an annual gender audit. The Women's Study Unit addresses gender equality through classes on Yoga, sustainable menstruation, and lifestyle diseases, alongside programs like self-defence camps and Pride Day events featuring interactions with transgender individuals. With 113 environment-focused courses, the college emphasizes sustainability through green audits, campaigns, and initiatives like Save Achenkovil River and Punyam Poonkavanam. Local projects include kitchen gardens, LED bulb distribution, and paddy farming revival. 146 courses fostering human values through initiatives like street plays on anti-drug movements, meal redistribution, and organ donation campaigns.</p>

### Qualitative analysis of Criterion 1

NSS College, Pandalam, was established in 1950 by social reformer Bharata Kesari Sri Mannathu Padmanabhan and affiliated with the University of Kerala, it offers 16 UG and 7 PG programs and 3 Ph.D. programme. Following CBCS system, its curriculum is monitored by the IQAC, various committees, and the

College Council. The college ensures academic excellence through entrance tests, induction programs, remedial coaching, and a centralized internal examination system. Peer teaching, open courses, and professional ethics are integrated into learning. With faculty members in university boards, the institution updates its master timetable for efficiency. It promotes ethics, gender equality, and sustainability through 81 ethics-based, 45 gender-focused, and 113 environment-oriented courses. Initiatives include IPR talks, self-defence camps, Pride Day, green audits, and river conservation. The Women's Study Unit addresses health and lifestyle awareness. Human values are nurtured through street plays, anti-drug campaigns, and community projects like meal redistribution and organ donation drives.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.3	Teaching- Learning Process
2.3.1 QIM	<p><b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT-enabled tools including online resources for effective teaching and learning process</b></p> <p>College is committed to student-centric learning approaches that enhance the overall educational experience. The Physics Department integrates tools like 'expeyes', a low-cost open-source device designed to teach basic science experiments in electronics, physics, and computer science, making learning more hands-on and practical. Field trips are arranged by various departments. There is excellent Zoology Museum at the college. Through group discussions, peer interactions, seminars and collaborative projects, students actively participate in their learning process. The department of English has established 'Lumina Literati', a unique drama festival where students write, enact, and direct plays. ICT-enabled tools are extensively used to further enhance teaching and learning. Teachers use online resources, multimedia presentations, e-books, and virtual platforms to make lessons more engaging and accessible. These tools ensure that students have access to a wide range of educational resources beyond the classroom, supporting flexible and effective learning. At NSS College, Pandalam, teachers utilize various ICT-enabled tools to enhance the teaching and learning process.</p>
2.5	Evaluation Process and Reforms
2.5.1 QIM	<p><b>Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient</b></p> <p>The college has a structured framework for IA of students which align with the University regulations. College has a two-tier system, the College Level Monitoring Committee (CLMC) and the Department Level Monitoring Committee (DLMC), Formative assessments such as written tests are scheduled at mid-term and end-of-term to ensure ongoing evaluation of student performance. In consultation with DLMC and CLMC, the internal exam committee prepares the schedule of written exams in the beginning of every semester and communicate with all students. A transparent and robust internal assessment mechanism is followed by the college through regular frequency, diverse modes, clear marking criteria, and a commitment to continuous improvement. By maintaining these standards, the college ensures that the internal assessments are fair, comprehensive, and effective in evaluating student learning and performance. The institution is committed to fostering academic excellence, holistic development, and social responsibility.</p>
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<p><b>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website</b></p> <p>As a part of its mission, the college ensures that the Programme Outcomes (POs) and Course Outcomes (COs) for all its programmes are clearly defined, communicated, and displayed on its website. This transparency aids students, faculty, and stakeholders in understanding the academic</p>

	goals and competencies expected from each programme.
2.6.2 QIM	<p><b><i>Attainment of POs and COs are evaluated.</i></b></p> <p>Explain with evidence in a maximum of 500 words</p> <p>At NSS College, Pandalam, the attainment of Programme Outcomes (POs) and Course Outcomes (COs) is systematically evaluated through internal assessments, university exams, and CO-PO mapping. The outcome-based education system aligns teaching, learning, and evaluation with defined POs and COs, fostering student engagement through blended learning approaches. The evaluation process includes internal assessments such as exams, assignments, and seminars, mapped to specific COs. Performance is assessed against a threshold, with high correlation (rating 3) for scores above 70%, moderate correlation (rating 2) for 60-69%, and low correlation (rating 1) for 50-59%. University exams contribute 80% of undergraduate and 75% of postgraduate course evaluations.</p> <p>CO-PO mapping aligns each course's COs with broader POs and Programme Specific Outcomes (PSOs) using a matrix, ensuring comprehensive curriculum coverage. The Internal Quality Assurance Cell (IQAC) monitors the attainment process, identifying gaps and recommending improvements such as supplementary teaching or guest lectures. This approach ensures continuous improvement in curriculum delivery, academic excellence, and the development of skills required for future challenges, reinforcing the institution's commitment to high-quality education.</p>

#### Qualitative analysis of Criterion 2

NSS College, Pandalam, is committed to student-centric learning through blended education and ICT-enabled tools. The Physics Department integrates 'expeyes' for hands-on experiments, while departments organize field trips and interactive activities like the English Department's 'Lumina Literati' drama festival. Full-time teachers against sanctioned posts stand at 85.28%, with 98.01% holding advanced qualifications. The college follows a structured evaluation system through internal assessments and university examinations. CO-PO mapping ensures course alignment with Programme Outcomes (POs) and Programme Specific Outcomes (PSOs), with correlations measured on a scale of 1 to 3. Internal assessments include exams, assignments, and seminars, with university results contributing significantly to CO attainment. The Internal Quality Assurance Cell (IQAC) monitors academic standards, recommending supplementary teaching and training. A transparent evaluation framework ensures academic excellence, social responsibility, and ecological consciousness. The institution's structured approach fosters holistic student development and continuous improvement.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.2	Innovation Ecosystem
3.2.1 QIM	<p><b>Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident</b></p> <p>NSS College, Pandalam fosters an environment promoting the Indian Knowledge System (IKS) and innovation through interdisciplinary learning. The institution promotes IKS by conducting national-level Faculty Development Programs, establishing a Multilingual Discourse Forum (MDF), and organizing seminars on its relevance in contemporary academia. An IPR Cell ensures awareness of Intellectual Property Rights (IPR), organizing online programs in association with the Intellectual Property Office, Chennai, and NIPAM under "Azadi Ka Amrit Mahotsav." The Institution's Innovation Council (IIC) encourages entrepreneurial thinking through skill development workshops, including LED bulb making, paper bag making, and telescope making, in collaboration with the ED Club and other departments. Knowledge creation and transfer initiatives include Virtual Labs for remote learning, the Digital Garden promoting environmental awareness, Smart Scan for instant access to university exam papers, and technology-based add-on courses. The Research and Extension Forum supports faculty and student research, encouraging publications and global collaborations. The Human Resource Development (HRD) Cell enhances skills through training sessions, workshops, and faculty development programs. By integrating traditional knowledge with modern advancements, ensures continuous learning, innovation, and societal contribution.</p>
3.4	Extension Activities
3.4.1 QIM	<p><b>Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.</b></p> <p>The extension activities at NSS College, Pandalam, bridge the gap between academic learning and social responsibility, promoting community engagement, environmental sustainability, and holistic development. These initiatives, conducted through NSS, NCC, the Social Service Cell, District Administration, Municipality, and academic departments, encourage students and faculty to address societal challenges. Community engagement programs include visits to rehabilitation centers, schools, and old-age homes, such as BUD's School, Swami Vivekananda Balasramam, and Ashraya Charitable Society, where students provide support, companionship, and essential supplies. Health campaigns include Blood Donation Camps, AIDS Awareness Sessions, and Palliative Care Visits, where students distribute medicines, wheelchairs, and waterbeds to patients, alongside hosting awareness webinars on women's health. Environmental initiatives focus on cleaning drives, the Green India Clean India Campaign, and tree plantations along the Achankovil River to prevent erosion. Social awareness programs, such as the Anti-drug Awareness Rally, Voter Enrollment Program, and Paadheyam food donation drive, educate students on key societal issues. During the COVID-19 pandemic, the college actively supported public health efforts by distributing safety materials, coordinating health initiatives, and organizing NCC-led clean-up drives to prevent waterborne diseases. These efforts reinforce the institution's commitment to social responsibility, ensuring students contribute meaningfully to society while gaining valuable experiences in leadership, empathy, and community service.</p>
3.4.2 QIM	<p><b>Awards and recognitions received for extension activities from government / government recognised bodies</b></p> <p>The College has received numerous honours for its outreach and social extension activities. The</p>



college's NSS units actively engage in social service through campaigns, flash plays and community clean-ups. Their efforts have earned government and university-level recognition with the Programme Officer receiving the Best NSS Programme Officer award (2019-2020) and two students honoured for outstanding performance in subsequent years. During COVID-19, NSS volunteers were recognized as 'Covid Warriors' for their commendable service. The NCC unit has made notable achievements, with students participating in out-of-state camps and representing Kerala in the Republic Day parade. The college has also marked achievements in academics, sports, and cultural activities. Two students entered the Guinness World Records, and the Political Science Department was lauded for its voter awareness campaign. Students excelled in sports, representing the university nationally. A student-made short film on National Voters' Day won third place in an Election Commission competition. Research achievements include national seminar prizes and symposium awards. Faculty members have earned positions in the University of Kerala Senate, film certification boards, and editorial committees, along with research fellowships and scholarly awards. These accomplishments highlight the college's commitment to civic engagement, academic excellence, and leadership. One of the faculty members, Dr. G. Anand Raj, has been recognised by Hon'ble Prime Minister Shri Narendra Modi Ji during Pravasi Divas for Rastriya Swagat Gan. Dr. S Sarvana Kumar filed for an International Patent. Dr M. G. Sanal Kumar is FRES, London. Dr. Rakhi R led a team to study the formation of Stares.

### Qualitative analysis of Criterion 3

NSS College, Pandalam fosters innovation and the Indian Knowledge System (IKS) through interdisciplinary learning. It conducts Faculty Development Programs, establishes a Multilingual Discourse Forum (MDF), and organizes IKS seminars. The IPR Cell promotes Intellectual Property Rights awareness, while the Institution's Innovation Council (IIC) encourages entrepreneurship through skill development workshops. Initiatives like Virtual Labs, the Digital Garden, Smart Scan, and technology-based add-on courses enhance learning. The Research and Extension Forum and HRD Cell support research and skill development.

The college engages in social responsibility through NSS, NCC, and community outreach programs, including visits to rehabilitation centers, health campaigns, environmental initiatives, and social awareness drives. During COVID-19, NSS volunteers were recognized as 'Covid Warriors.' The college has earned honours for outreach, academics, and sports, with students achieving national recognition, including Guinness World Records. These accomplishments reflect the institution's commitment to academic excellence, civic engagement, and holistic development.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	<p><b>The Institution has adequate infrastructure and other facilities for,</b></p> <ul style="list-style-type: none"> <li>• teaching – learning, viz., classrooms, laboratories, computing equipment etc</li> <li>• ICT – enabled facilities such as smart class, LMS etc.</li> </ul> <p><b>Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)</b></p> <p>NSS College, Pandalam, situated on MC Road across 27 acres, is surrounded by scenic landscapes and lush gardens, offering a serene environment for academic growth. The college is dedicated to providing quality education, offering 16 undergraduate courses, 7 postgraduate programs and 3 research centers. The campus is well-equipped with modern infrastructure, consisting of five blocks: Main Block, Economics Block, Chemistry Block, Commerce Block, and Geography Block. There are 65 Wi-Fi-enabled classrooms and 21 laboratories, including research labs, alongside numerous ICT facilities, such as a computer lab with 27 computers, mini labs for various departments, a language lab, and a library web browsing center. The college ensures advanced learning with 100% Wi-Fi coverage, a 65 Mbps broadband connection, and ICT-enabled classrooms, seminar halls and projectors across departments. Cultural and co-curricular activities are supported by an auditorium, seminar hall and a central library with a reading room. Health and sports facilities include football, cricket, basketball, volleyball, badminton, and a gymkhana, along with yoga, table tennis, and chess. The campus also provides essential amenities like a women hostel, canteen, ramps, wheelchair access, and sustainable initiatives such as a bio-gas plant, rainwater harvesting, and solar panels. The college's commitment to student welfare is further seen through counselling center, digital library, and e-learning access through platforms like N-LIST, NPTEL, and SWAYAM.</p>
4.2	Library as a Learning Resource
4.2.1 QIM	<p><b><i>Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students</i></b></p> <p>The College Library, established in 1950, is a key academic resource, occupying 1,040 square meters in the main building. It houses 63,189 books, periodicals, newspapers, and digital resources, catering to the scholarly needs of students and faculty. The reading room can accommodate 150 students, and the library offers various sections, including General Reference, Periodical, Stock Room, Postgraduate Section, Reprography Corner, and e-Resource Corner. Special collections include Career Guidance, Gandhian Studies, Heritage Section, Rare Books, and Kerala History. The library provides several facilities such as a Library Information Kiosk for book searches by title, author, or subject, and the Library e-Gate with barcode identity card access. Through INFLIBNET (N-LIST), users can access e-books and journals, while OPAC offers online remote access to library resources. The e-Resource Corner supports digital learning and browsing. In 2019, the library began partial automation with Grandhasoft and later transitioned to full automation using KOHA and ERP software. This system streamlines circulation, cataloging, OPAC, acquisitions, serial management, and gate registration. Barcoded ID cards allow easy access to both physical and digital resources. The library's resources include 63,189 printed books, 12 magazines, 8 newspapers, 130 rare books, and a question paper bank. Digitally, it offers 185,000 e-books, 6,150 e-journals through N-LIST, and 661 digital question papers, ensuring seamless access to a vast collection of materials for academic growth.</p>



4.3	IT Infrastructure
4.3.1 QIM	<p><b>Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection</b></p> <p><i>Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words</i></p>
<p>NSS College Pandalam focuses on creating an e-managed campus with smart classrooms and high-speed internet to support ICT-enabled teaching and learning. The Internal Quality Assurance Cell (IQAC) ensures continuous monitoring and improvement of ICT facilities, providing recommendations to the College Council for upgrades. Over the past five years, significant infrastructure expansion has been achieved. The college offers 110 computers for student use and 21 ICT-enabled classrooms. All departments are equipped with projectors, printers, scanners, and internet facilities, and each teacher is provided with a laptop for enhanced teaching. Additionally, a Virtual Lab, in collaboration with Amrita Vishwa Vidyapeetham, is available for science students. The examination cell is equipped with high-speed printers and copiers. The computer lab features 27 computers with power backups and advanced software like TexStudio, R-Programming, and Python. The high-speed internet facility (65 Mbps) is supported by Kerala Vision Broadband and BSNL, with Wi-Fi routers installed throughout the campus for restricted internet access. The college website is regularly updated, and the library is equipped with KOHA, E-Gate, Web OPAC, and digital resources accessible through INFLIBNET. The college uses various digital platforms, including G-Suite, IQAC YouTube channel for study materials, and an ERP system (EMBASE ProSuit, E-College Solution) for academic and administrative automation. Employee platforms such as SPARK, BiMS, and PRISM streamline administrative processes. A full CCTV surveillance system ensures campus security.</p>	

Qualitative analysis of Criterion 4	
<p>The campus comprises of 5 blocks (1) Main block (2) Economics block (3) Chemistry block (4) Commerce block (5) Geography block Classrooms &amp; Laboratories. 65 Classrooms with Wi-Fi accessibility, 21 Laboratories including Research Labs with ICT, facility for Health/Sports , cultural, co-curricular and extra-curricular activities. Expenditure for infrastructure development and augmentation, excluding salary is 89.05595 lakhs in the last five years . Library is automated with digital facilities using Integrated Library Management System (ILMS). N-LIST of INFLIBNET, OPAC Books: 63189, Magazines and Periodicals: 12, Newspapers: 8,Rare Books: 130,e-books (N-List): 185000 ,e-journals (N –List): 6150, Digital Question papers: 661 college website, LMS, ,ICT Facilities. ,Computer Lab with student computer ratio of 19.89, .Internet Facility. CCTV Surveillance system. 84.11 lakhs Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) during the last five years.</p>	

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.4	Alumni Engagement
5.4.1 QIM	<p><b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b></p> <p>The Alumni Association of NSS College, Pandalam, has played a crucial role in the college's success through organizing events, networking opportunities, and philanthropic efforts. Officially registered a decade ago, the association includes active alumni groups like Needam (Malayalam Department) and Casa Literati (English Department). Many prominent alumni contribute to the college's development by offering valuable suggestions, conducting lectures, and engaging in activities. During the COVID-19 pandemic, alumni bridged the digital divide by providing mobile phones to needy students. They also sponsor scholarships, contribute to infrastructure, and provide career guidance. The PG Department of English organizes a 'Second Homecoming' lecture series where alumni interact with students, offering coaching for NET and competitive exams. The 'Books for the Future' initiative sees alumni donate books to the department library. The Department of Botany holds book donations and training sessions, while other departments like Geography, Physics, and Political Science collaborate with alumni to offer career insights. In 2020–2021, alumni of the Biochemistry Department donated valuable equipment and books. The association's priorities include offering guidance, organizing programs, and supporting the college's initiatives. Alumni also engage in the feedback process, contributing to the institution's development. Their academic contributions total Rs. 64,550 in books, Rs. 15,000 for seminars, Rs. 5,000 for philanthropic initiatives, Rs. 10,000 in endowments, and Rs. 40,000 for infrastructure. The alumni's involvement is vital in shaping the college's heritage and fostering its continuous growth.</p>

Qualitative analysis of Criterion 5
<p>64.26 %(8,330) of the students are benefited by scholarships and free ships provided by the institution, government and non-government bodies, industries, individuals, philanthropists. 47.86% of the students benefitted by guidance for competitive examinations and career counselling offered by the institution. 40.61 % of the students get placed or go pursue higher education in the last 5 years. 7.59% (120) of the students have qualified in state/national/international level examinations. 11 awards/medals for outstanding performance in sports / cultural activities. The majority of students excelled in sports and cultural programs organised by the various institutions. Some of the initiatives undertaken by the Alumni Association for COVID Vaccination in and around the college campus, also providing mobile phones to needy, gifting equipments and infrastructure to the laboratory, students endowments, scholarships, and carrier guidance. Books for the Future' 'Hands-on Training on Plant Identification' and Herbarium creation with the support of the alumni.</p>

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<p><b><i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.</i></b></p> <p>NSS College Pandalam, managed by the Nair Service Society, reflects the educational philosophy of its founder, Bharatha Kesari Padma Bhushan Sri Mannathu Padmanabhan, who believed in education as a transformative force for social change. The college's vision, "<i>Sreyohi Jnanam Abhyasath</i>" from the Bhagavad Gita, emphasizes that knowledge is superior to constant practice, aiming to impart wisdom and liberate individuals to build a better world. The mission is to educate and illuminate young generations, upholding values and traditions to create a progressive nation. The institution's governance follows a decentralized and participatory approach. The College Council, comprising the Principal, Department Heads, faculty representatives, and the Office Superintendent, oversees decision-making. The Council Secretary is elected from the faculty members, ensuring democratic functioning. The IQAC coordinates quality enhancement strategies, while the College and Department Level Monitoring Committees address student grievances and ensure accountability. Following the NAAC visit in 2019, the IQAC designed the Institutional Strategic Plan (2019-2024), focusing on seven key areas for development. The college has also embraced the NEP 2020's Four-Year Undergraduate Program (FYUGP) under the University of Kerala from June 2024. This approach brings transformative changes, including a multidisciplinary curriculum, flexible exit options, research and innovation, skill development, and holistic evaluation, ensuring a more inclusive and flexible education system for students.</p>
6.2	Strategy Development and Deployment
6.2.1 QIM	<p><b><i>The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc</i></b></p> <p>NSS College, Pandalam, is committed to providing quality education with a strong emphasis on social responsibility and excellence. The General Secretary of the Nair Service Society is the highest authority, with a senior professor appointed as Secretary to the NSS College's Central Committee to offer strategic recommendations and assess progress regularly. The Principal, supported by the College Council, IQAC, Heads of Departments and administrative staff, is responsible for implementing policies set by statutory bodies like the University of Kerala, the Department of Collegiate Education, and the UGC. The IQAC has developed a strategic plan guided by NAAC criteria to ensure the institution meets its long-term goals. Annual plans are created to target specific yearly objectives, ensuring continuous monitoring and adaptation to challenges, fostering improvement in academic and administrative areas. As a government-aided institution, NSS College adheres to UGC regulations, University of Kerala statutes, and Kerala Service Rules (KSR). Recruitment for faculty and non-teaching staff follows these guidelines, with vacancies requiring concurrence from the Directorate of Collegiate Education. The college also ensures compliance with Kerala University regulations on examinations, curriculum revisions, and related matters, contributing to its continued growth and excellence.</p>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	<p><b><i>The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression</i></b></p> <p>NSS College, Pandalam, has a well-structured performance appraisal system, welfare measures and career development opportunities for teaching and non-teaching staff. Faculty members</p>

	<p>submit an annual performance-based self-appraisal, aligned with UGC regulations, reviewed by the IQAC for feedback and eligibility for Career Advancement Scheme (CAS) promotions. Non-teaching staff appraisals focus on administrative performance and development, following Kerala government rules. The NSS College Central Committee reviews academic performance, while the Academic &amp; Administrative Committee ensures syllabus completion. The institution offers comprehensive welfare benefits, including pension schemes, provident funds, insurance (Group Insurance, Personal Accident, and State Life Insurance), leave entitlements (casual, earned, maternity, and duty leave), and medical reimbursement. Staff also receive festival allowances and bonuses. Non-teaching staff also have access to training programs. The college's infrastructure, including free Wi-Fi, fosters innovation in teaching and research. Cultural programs, staff picnics, and tours, organized by the Teaching and Non-Teaching Staff Associations, help strengthen the sense of community. Salaries and benefits are disbursed by the state government, ensuring financial stability. The college's performance appraisal system, welfare measures, and career development initiatives create a supportive environment for the personal and professional growth of its staff.</p>
6.4	<b>Financial Management and Resource Mobilization</b>
6.4.1 QIM	<p><b>Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)</b></p> <p>NSS College, Pandalam follows a clear policy for resource mobilization that focuses on supporting its educational mission and operational needs with transparency and accountability. Managed by the Nair Service Society, the college ensures optimal utilization of funds for smooth functioning and educational objectives. The Internal Quality Assurance Cell (IQAC) develops annual fundraising plans aligned with the strategic goals of the college, with proposals submitted to diverse funding sources. The college has accessed Central Government Grants like the "Rashtriya Uchchatar Shiksha Abhiyan" and "Fund for Improvement of Science &amp; Technology" for infrastructure development. Funds are utilized for admissions, lab purchases, activities, sports, and academic needs. Research funding is pursued through agencies like the department of Space, UGC, and CSIR, with initiatives like the Women Scientist Scheme and fellowships for research scholars. The college also secures resources for state-sponsored programs like the Walk with a Scholar and Scholar Support Programmes. Funds from the Parent-Teacher Association are optimally used for student activities, training, seminars, and scholarships. The college follows a systematic internal audit process, with regular checks on financial practices to ensure compliance with policies and regulations. External audits are also conducted to maintain transparency and address any issues or recommendations. By diversifying funding sources, developing strategic fundraising plans, and conducting audits, the college ensures financial stability, supports quality education, and maintains accountability in resource management.</p>
6.5	<b>Internal Quality Assurance System</b>
6.5.1 QIM	<p><b>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures &amp; methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities</b></p> <p>Established in 2007, the IQAC at NSS College, Pandalam plays a pivotal role in maintaining and enhancing academic quality. It ensures the timely execution of the Annual Academic Calendar, with teachers maintaining a Teacher's Diary to track student progress. The IQAC has expanded the range of value-added and add-on courses, providing additional skill development opportunities. Feedback from teachers, students, alumni, and employers is collected regularly to improve the educational process. The IQAC supports exam preparation for competitive exams,</p>

organizes seminars, workshops, internships, and field trips. It oversees a robust internal evaluation system, ensuring fairness, and analyzes results to refine teaching strategies. The institution accommodates 'Divyangjan' with accessible infrastructure and tailored support. Promoting research and innovation, the IQAC organizes workshops on research methodology, ethics, and entrepreneurship. Collaborative research through MOUs and community engagement enhances the research culture. RUSA funds have been utilized to improve infrastructure, including upgraded labs and modernized library systems like Koha and Grandha Soft. The IQAC enhances student support through awareness of scholarships, employability programs, alumni lectures, and a safe campus environment with Anti-Ragging and Grievance Redressal Cells. It aligns the institution's strategic plan with its Vision and Mission, promoting transparency and efficiency through staff training and performance appraisals. Additionally, the IQAC conducts Green, Energy, and Environment audits, participates in national rankings, and implements initiatives like 'Hrudayapoorvam' and 'Vidyanidhi' to promote social responsibility and assist students financially.

#### Qualitative analysis of Criterion 6

NSS College, managed by the Nair Service Society, follows the educational vision of Bharatha Kesari Sri Mannathu Padmanabhan. The college's vision, "Sreyohi Jnanam Abhyasath," reflects the belief that knowledge leads to wisdom. The College Council, including the Principal, Heads of Departments, elected faculty members, and the Office Superintendent, oversees policy decisions. Established in 2007, the IQAC coordinates quality improvement strategies and effectively utilizes RUSA funds for infrastructure upgrades. The college promotes social responsibility through initiatives like 'Hrudayapoorvam' (Social Service Cell) and 'Vidyanidhi' (Student Support Program), supporting students in need.

The institution follows UGC guidelines for promotions, with staff adhering to Kerala University Statutes and KSR. Welfare measures include insurance, leave benefits, and medical reimbursement. Over 65% of teaching and 95% of non-teaching staff participate in professional development programs. The college successfully mobilizes resources through government grants and research projects, ensuring financial accountability with regular audits.



Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)

7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	<p><b>Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.</b></p> <p><i>Describe the gender equity &amp; sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words</i></p> <p>NSS College, Pandalam, is dedicated to promoting gender equity through various academic, social, and infrastructural initiatives. The college implements a comprehensive Gender Policy, conducting an annual Gender Audit to assess progress and plan future activities. This proactive approach integrates gender equity into the institutional framework, fostering a diverse and inclusive environment. The college provides several facilities for female students, including a Ladies Hostel, Ladies Rest Room, Sickroom, sanitary napkin incinerators, pad vending machines, CCTV, and a gymnasium. Special provisions for Divyangjan students and sports training are also available. The institution's commitment to gender equity is demonstrated through its Anti-Ragging Cell, Students' Grievance Redressal Cell, Internal Complaints Committee, and Women's Study Unit. The Gender Sensitization Cell organizes workshops on gender studies, women's rights, and pre-marital counselling, while the college offers scholarships and financial assistance. Collaborating with CBCSS clubs, the college conducts awareness programs on LGBTQ+ and gender equity to sensitize students and faculty. Faculty members contribute to gender research, publishing in national and international journals. Partnerships with government agencies like the Women and Child Development Department of Kerala help organize awareness campaigns on gender-based violence. Health camps focusing on women's health are conducted with NGOs and government support. The college also commemorates special days like International Women's Day with panel discussions and cultural performances. Through these efforts, NSS College fosters an inclusive culture and promotes gender equity within both the college and the broader community.</p>
7.1.4 QIM	<p><b>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</b></p> <p>NSS College, Pandalam, is dedicated to fostering an inclusive environment that celebrates cultural and regional diversity, promotes tolerance, and nurtures harmony among students. The college prioritizes cultural unity, socioeconomic inclusivity, and linguistic diversity. The Cultural Club plays a central role in promoting these values through activities that encourage unity, and the institution observes special days like Kerala Piravi Day, Hiroshima and Nagasaki Day, and festivals such as Onam, Holi, Raksha Bandhan, and Christmas, promoting religious tolerance and mutual respect. Clubs like Unnat Bharat Abhiyan, Gender Sensitization, Human Rights Cell, and Electoral Literacy Club engage students in activities that promote societal understanding and commitment. The Multilingual Discourse Forum offers a course on "Skills for Communication" in English, Malayalam, and Hindi, enhancing students' oratory skills. The "Vivarthan" Forum organized a workshop on "Translation and its Techniques" and a National Seminar on "Sree Sankaracharya and the Oneness of India." The college supports socioeconomic inclusivity through scholarships like Vidya Nidhi and outreach programs such as "Hridayapoorvam" and "CARE 2024." It also fosters a discrimination-free environment, providing support to differently-abled students through initiatives like the "Divyangjan" program and transgender rights awareness. The college engages students in art festivals and campus events organized by the Students Union. It</p>



	also commemorates Constitution Day, Human Rights Day, and Martyr's Day. NSS College's outreach initiatives earned it accolades like the Best NSS Unit and Best Volunteer Award for its service during the COVID-19 pandemic and the Wayanad landslide, demonstrating its commitment to inclusivity and community service.
7.2	<b>Best Practices</b>
7.2.1 QIM	<p><b>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</b></p> <p>Vidyanidhi: Students Support Scheme is designed to assist economically weak yet meritorious students by providing financial support for medical emergencies, scholarships, and uniforms. The scheme, funded by voluntary donations from students and faculty, aims to foster inclusivity and empathy by encouraging students to support one another. Eligible students receive assistance based on academic performance, good conduct, and participation in internal exams, with selections managed by the College-Level Monitoring Committee (CLMC).</p> <p>Hridayapoorvam: Embracing Social Service with an Open Heart focuses on providing physical, psychological, and financial assistance to marginalized communities, while promoting empathy and social responsibility in students. The program supports orphanages, old age homes, hospitals, and palliative care centers, with contributions from faculty and students. The involvement of all college departments in the program helps create a sense of community service. Over the last decade, Hridayapoorvam has made a significant impact on the lives of underprivileged individuals by providing material and financial aid, while encouraging students to engage in volunteer work. Challenges include financial constraints, time limitations due to the academic schedule, and resource requirements for outreach activities.</p>
7.3	<b>Institutional Distinctiveness</b>
7.3.1 QIM	<p><b>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</b></p> <p>N.S.S. College, Pandalam, located in Kerala's Pathanamthitta district, is committed to social service, ecological conservation, and preserving the region's natural and cultural heritage. The college plays an active role in environmental management, conducting ecological studies on topics such as river biodiversity, the effects of agrochemicals, and microbial contamination, contributing to state policies on eco-restoration and water management. Notable projects include a study on the Achankovil River's quality and research that shaped post-flood conservation policies. The college also engages in eco-restoration initiatives like planting bamboo to prevent soil erosion along riverbanks. The college's close connection to the Sabarimala pilgrimage site reflects its cultural significance, with students contributing to temple upkeep and providing meals for pilgrims. Emphasizes community engagement, where students participate in practical projects addressing local environmental and social issues. Activities like distributing LED bulbs to Mannar Panchayat, restoring paddy fields in Mezhuveli, and implementing community gardening initiatives highlight its active role in local development. The college's holistic approach to education, focusing on service, sustainability, and cultural preservation, makes it a vital institution in the region, deeply rooted in its commitment to both community service and the legacy of Lord Ayyappa.</p>

#### Qualitative analysis of Criterion 7

The College promotes social responsibility through 'Hrudayapoorvam' and 'Vidyanidhi', providing financial aid and fostering community engagement. The college emphasizes gender equity through facilities such as a Ladies Hostel, Women's Study Unit, Gender Sensitization Cell, and health camps, alongside workshops and

seminars on gender issues. Special training, scholarships, and free uniforms for female students further support inclusivity. Ecologically, the college conducts vital research on river biodiversity, including studies on the Achankovil and Pamba rivers, influencing state policies on eco-restoration. Students actively participate in programs like the Unnat Bharat Abhiyan, and the Gender Sensitization Club. The college also celebrates key cultural days, engages in outreach for marginalized communities, and promotes environmental sustainability with projects like planting bamboo to prevent soil erosion. These efforts highlight the college's commitment to academic excellence, social service, and environmental conservation. The college is using Bio-gas for canteen and hostel produced in campus from bio-waste. Solar panels are installed.

### **Section III: Overall Analysis based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC)**

#### **Overall Analysis**

##### **Strength:**

1. The institution benefits from a strong management with a clear vision and commitment.
2. Faculty members are highly qualified, more than 80% having Ph. D. degrees and are in various academic and administrative bodies of the affiliating university and Kerala State.
3. The college offers research facilities with many teachers being research-guides and with research projects, extension activities, linkages, collaborations, financial assistance is available through e-grants, KPCR, scholarships, endowments, PTA Merit awards and other student support programs.
4. The campus offers Wi-Fi-enabled spots, a partially digitalized library with INFLIBNET, and Seminar Halls. e-Governance is implemented in administration, finance, accounts, admissions, and examination systems.
5. Implementation of NEP as part of the curriculum at the College enables the students to experience holistic development, flexible learning pathways, inclusive education, skill development and overall teacher development and enhanced teaching practices.

##### **Weaknesses:**

- Most of the students come from socially and economically disadvantaged backgrounds.
- Financial constraints prevent the college from implementing programs such as global exposure initiatives, student exchange programs, and housing for international students.
- Delays in Government approval for permanent teaching positions at times disrupt the smooth execution of academic activities.
- The college lacks a multi-purpose indoor sports complex to meet students' needs.
- Only three research departments currently established.

##### **Opportunities:**

- Collaborative research and other activities with nearby institutions are feasible due to the college's central location in the district. Undergraduate students have the opportunity to access research lab facilities.
- Our vibrant alumni network plays a crucial role in our success and growth by spreading knowledge and goodwill.
- The college is well-equipped to introduce need-based courses that enhance employability.
- Potential for obtaining patents through research initiatives. All postgraduate departments have the potential to be transformed into research departments.

**Challenges:**

- Securing funding for supporting research projects, seminars, and other activities. Challenges in implementing FYUGP in its true essence.
- Need to introduce more academic programs and expand infrastructure to accommodate these courses.
- Delays in government approval for permanent teaching positions and faculty assignments in newly granted programs affect classroom management effectiveness.
- The college's infrastructure, including ICT facilities, requires enhancement.
- Need to elevate socially and economically disadvantaged students to a level of global competency.

**Section IV: Recommendations for Quality Enhancement of the Institution**

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- New generation programmes in emerging areas (such as Data Science and Artificial Intelligence) may be started to attract more students.
- The PG department in Sanskrit and UG programme in Microbiology to be opened.
- Development of communication skill programs for better exposure of students.
- The local area need based courses for skill development be started.
- Alumni to be registered and with separate bank account.
- The college should go for Autonomy.
- Increase the number of ICT enabled and smart classrooms.
- Creation of Incubation centre.
- Strengthening of interdisciplinary collaborative research and IPR cell.
- Establishing of IKS cell for preserving traditional knowledge and cultural heritage
- Units of Rovers-Rangers may be launched.
- The department of Home Science and food nutrition may be started.

**I have gone through the observations of the Peer Team as mentioned in this report**

**Signature of the Head of the Institution**

**Seal of the Institution**

Sl.No	Name		Signature with date
1	DR. ARVIND KUMAR DIXIT	Chairperson	
2	DR. NANDINI NATARAJAN	Member Co-ordinator	
3	DR. FILIPE RODRIGUES E MELO	Member	
4	Dr. Vinita Sahu	NAAC Co - ordinator	

**Place**

**Date**