



Ready for  
Every Good Work

# SACRED HEART COLLEGE (AUTONOMOUS)

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A Don Bosco Institution of Higher Education, Founded in 1951 \* Affiliated to Thiruvalluvar University, Vellore \* Autonomous since 1987

Accredited by NAAC (4<sup>th</sup> Cycle – under RAF) with CGPA of 3.31 / 4 at 'A+' Grade

## 6.2.1 Institutional Perspective Plan Deployment

(2011-2017) (2018-2023)

### **1. Increasing programme option in higher education and restructuring the curriculum to enable the UG/PG programmes, train graduates to acquire and update knowledge with good communication, managerial skills and employability.**

The outcome of Sacred Heart College's Perspective Plan 2017 is marked by significant achievements in higher education. The institution successfully diversified its program offerings, restructuring curricula for both Undergraduate (UG) and Postgraduate (PG) levels, integrating Outcome-Based Education (OBE) and Blooms Taxonomy. Notably, two Ph.D. programs were introduced, and the Communicative Skill program was enhanced. Efforts to boost program visibility through IGNOU promotions yielded increased admissions and successful completions. The college actively engaged stakeholders, collecting feedback from students, alumni, industry experts, and parents for continuous improvement. The curriculum was meticulously developed to align with global standards and local needs. Every course includes Learning Objectives, emphasizing employability, entrepreneurship, and skill development. The establishment of the Don Bosco Skill Development Centre further enriched the educational landscape, offering transferrable skill courses. Practical exposure was heightened with the introduction of field projects and internship programs across departments, solidifying Sacred Heart College's commitment to holistic education.

## **2. Enhancing the quality of teaching – learning process at the UG/PG level and providing appropriate teaching – learning experience to the learners as well as ensuring the adequacy and competency of the faculty to handle various programmes of study**

The commitment to enhancing the quality of the teaching-learning process at the UG/PG level and ensuring the competency of faculty is a cornerstone of the College's strategy. This is exemplified through the implementation of a comprehensive Policy for Faculty Recruitment, Performance Appraisal, and Grievance Redressal. The recruitment policy prioritizes qualifications such as NET/SET or Ph.D., teaching competencies, and noteworthy credentials including publications, research, consultancy, citations, and e-content development. Staff recruitment is efficiently completed by March-April of the preceding academic year. To attract and retain high-caliber faculty, a more attractive and competitive pay package is offered, particularly for Ph.D. holders and those with UGC/CSIR/SLET qualifications in the management faculty. Faculty members are provided ample opportunities for continued academic progress and professional development through awards, incentives, and financial support to attend Faculty Development Programs (FDPs). Self-financed staff members are actively encouraged to participate in refresher courses. Incentives are extended to faculty members to promote their involvement in publishing papers in reputable journals, and awards are conferred in recognition of significant contributions to research, publication, and teaching.

## **3. Motivating teachers to contribute for improvement of educational standards and development of academic culture**

The College is dedicated to fostering a culture of continuous improvement in educational standards, placing a strong emphasis on motivating teachers to actively contribute to academic development. Each staff member is encouraged to prepare an annual academic plan, delineating their objectives in teaching, publication, research, and participation in conferences. This process is facilitated through the college login, creating a digital footprint that is evaluated at the year's end. The college ensures the dissemination of academic excellence by publicizing faculty achievements in college magazines and on the official website, providing due recognition. Awards and incentives are offered to faculty members who distinguish themselves through their outstanding contributions. The documentation of faculty involvement in various academic committees, as outlined in the college

calendar, becomes a criterion for evaluating teachers for the prestigious best teacher award by the college, thereby fostering a vibrant academic culture within the institution.

#### **4. Creating a suitable structure for academic audit.**

Establishing a robust structure for academic audit involves comprehensive processes aimed at quality enhancement. The institution has implemented a thorough appraisal system, particularly the 360 Degree Faculty Performance Appraisal, which encompasses self-appraisal, peer group appraisal, Head of Department's appraisal, and students' appraisal. The confidentiality of appraisal reports is maintained, and feedback is shared with respective staff members for their professional development. A holistic evaluation of students' performance, spanning admission to graduation, is conducted through internal and end-semester assessments. Remedial programs and counseling services are provided for students facing academic difficulties, while advanced learners benefit from participation in the Research Forum and Class Quality Circles. The Curriculum Development Cell guides departments to assess and enhance syllabi and program contents according to regional, national, and global standards. The institution has implemented an effective mechanism for obtaining multidimensional feedback from stakeholders, including frequent parents' meetings across all departments to encourage their active involvement in students' holistic development. Continuous curricula updates are informed by feedback from alumni. To bridge the academia-industry gap, human resource managers from companies and industries are invited regularly to share experiences and expectations from the student community. Industry experts are actively involved as members in the Board of Studies for most departments. The existing grievance cell functions effectively, with meticulous documentation of its activities. This comprehensive approach to academic audit ensures a continuous and responsive process for improving educational standards and fostering an environment conducive to the holistic development of students.

#### **5. Establishing a high level of transparency and efficiency in the examination system.**

To ensure a high level of transparency and efficiency in the examination system, the college has implemented a comprehensive feedback mechanism, notably the Students Satisfaction Survey, which captures diverse perspectives, including Continuous

Internal Assessment (CIA) and the overall examination system, from outgoing students. In a commitment to continual improvement, the Internal Quality Assurance Cell (IQAC) has directed the examination committee to conduct a periodic review, at least once every three years, assessing the effectiveness of the entire examination system. This review is informed by student feedback, providing valuable insights into areas for enhancement. Furthermore, in response to the challenges posed by the Covid-19 pandemic, the college embraced innovation by introducing online examinations. The evaluation of answer scripts was also conducted online, facilitated by a self-made software solution developed by the college. This multi-faceted approach underscores the institution's dedication to transparency, efficiency, and adaptability in its examination processes.

#### **6.Strengthening research infrastructure and promoting research culture in the institution**

To strengthen research infrastructure and foster a robust research culture, the institution has implemented various initiatives. Each department's Research Forum actively organizes regular talks aimed at motivating Ph.D. and M.Phil scholars, as well as Postgraduate (PG) and Undergraduate (UG) students. The Centre for Research plays a pivotal role in supporting faculty members in writing and applying for grants from prestigious agencies such as UGC, ICSSR, DST, and others. The institution recognizes and incentivizes academic excellence among faculty members, resulting in substantial awards under various schemes. Notably, the awards include funds from the Don Bosco Research Grant, Sacred Heart Fellowship, Carreno Grant, and Teaching and Learning Incentives. These initiatives underscore the institution's commitment to building a vibrant research environment and providing tangible support for faculty members' scholarly pursuits.

#### **7.Promoting faculty participating in consultancy works and responding to community needs and participating in community affairs**

The institution actively promotes faculty engagement in consultancy works, addressing community needs, and fostering participation in community affairs. Faculty members have successfully undertaken significant consultancy projects that directly respond to the requirements of the community. The Department of Extension Education and Services plays a pivotal role in identifying these community needs and coordinating related initiatives. In line with its commitment to community engagement,

Sacred Heart College organizes two annual mega events, the Sacred Heart Young Innovators Award (SHYIA) and the Sacred Heart Budding Innovator Award (SHBIA), through the Centre for Innovation and Business Incubation. These events provide a platform for both college and school students to showcase their innovative ideas and projects. The Research Forum students, as well as students from neighbouring schools around Tirupattur, benefit from exposure during these events. The college's laboratories are also opened to the neighbouring community and students, enriching their pursuit of knowledge. Furthermore, the institution has established the Department of Extension Education and Services with the motto "Lab-to-Land," serving as a unified platform for various community outreach projects, student sensitization programs, community development activities, and NGO participative programs. This department ensures that students, during their academic journey, have opportunities to actively engage with the community, fostering a culture of learning and sharing academic knowledge beyond the classroom. The holistic approach exemplified by these initiatives underscores the institution's dedication to addressing community needs and actively participating in community affairs.

### **8.Strengthening academic and physical infrastructure and improving learning resources**

In its commitment to enhancing academic and physical infrastructure while improving learning resources, Sacred Heart College has strategically invested in an efficient Data Centre. This facility plays a crucial role in managing both institutional administrative and academic data effectively. The college has developed sophisticated software that streamlines various aspects of data management, including academic and personal information for both students and staff, timetables, teaching plans, academic and personal counselling records, course options, Continuous Assessment (CA) and semester results, scholarships, certificates, degrees, extra credits, and feedback. This integrated system ensures seamless data handling and contributes to the overall efficiency of the institution. Furthermore, the college library has been transformed to meet contemporary learning needs. It now features a dedicated book section for competitive exams, a digital library, and an effective Information Management System supported by nine servers. The library also provides access to e-databases, facilitating optimal use by students and staff. These investments underscore the institution's commitment to creating a conducive learning environment by strengthening both its academic and physical infrastructure and providing valuable resources for students and faculty alike.

### **9. Optimal and effective use of available facilities and thereby enriching the quality of campus life**

Sacred Heart College is dedicated to ensuring the optimal and effective use of available facilities, enriching the quality of campus life for its students. The institution has implemented a strategy linking assignment marks with library hours, encouraging students to make effective use of the library resources. The Library Committee plays an active role in overseeing and promoting the efficient utilization of the library by students.

Additionally, the Sports Committee ensures the quality of sports facilities and services, providing adequate grounds for intra and inter-department sports activities that engage all students. Hostel wardens actively encourage daily sports activities for hostel students, with special attention to creating opportunities for female students to participate in sports and games. Notably, college staff members participate alongside students in various games such as basketball, cricket, volleyball, and badminton, fostering a sense of camaraderie and healthy competition. To enhance the skills of the staff members, numerous workshops and faculty development programs are organized, focusing on basic computing, ICT skills, and e-tools for research and publication. The grievance cell conducts regular class representative meetings to gather student grievances related to learning facilities, library services, counselling services, placement support, and other welfare support. These initiatives collectively contribute to the optimal use of facilities and the overall enhancement of campus life, creating a vibrant and supportive learning environment.

### **10. Providing excellent students experiences in the campus and supporting their progression.**

Sacred Heart College is dedicated to providing excellent student experiences on campus and supporting their progression through various initiatives. The institution prioritizes the health of its students by establishing a Health Care Centre, offering services such as on-call doctors and a full-time nurse. The Career Guidance and Placement Cell play a crucial role in enhancing employability skills, providing interview training, and assisting with resume writing for all outgoing students. The Counselling Center addresses personal, academic, and career counselling needs. To broaden students' horizons, annual educational tours and industrial visits are organized by nearly all departments, with the college ensuring effective guidelines for safety and meaningful learning during these visits. Meritorious students and those excelling in sports are recognized and awarded during the college's annual day and sports day. Additionally, the college benefits from the support of its alumni, who contribute to

various awards aimed at acknowledging and supporting the achievements of outstanding students. These comprehensive efforts collectively contribute to creating a nurturing and supportive environment for students, enriching their overall experiences on campus and facilitating their successful progression.

#### **11. Improving organization and management for successful, imaginative and effective resource mobilization and strategies**

The institution is focused on enhancing organization and management for successful, imaginative, and effective resource mobilization and strategies. A key aspect of this effort involves training the teaching and administrative staff through workshops, equipping them with the skills needed for better system management. The development of a comprehensive policy for resource mobilization through research and consultancy services further underscores the commitment to strategic planning. Regular departmental meetings are organized to facilitate discussions on various issues and parameters related to quality enhancement. Departments are encouraged to hold staff meetings, ensuring effective communication and collaboration. Faculty members returning from orientation courses, refresher courses, or other meetings are required to report back to their departments, sharing the knowledge gained during these exercises. Recognizing the increasing student strength among female students, a separate Dean for Women Welfare has been appointed to address their specific welfare requirements. The staff welfare association plays a vital role in providing psychological support to fellow staff during challenging times. Additionally, necessary administrative support is extended, encompassing aspects like Employee Provident Fund, Gratuity, maternity leave, incentives for publication, and recognition of excellent teaching practices. During the challenging period of the Covid-19 pandemic, the institution provided relief for affected staff and student families, including support for staff quarters and educational aid. The staff welfare association, equipped with funds, facilitates loans to address emergency situations and developmental needs. Administrative support is also provided for staff members seeking various types of bank loans, demonstrating a holistic approach to staff welfare and resource management.

## **12. Strengthening unique and innovation practices and enhancing quality sustenance Measures**

To foster unique and innovative practices and enhance quality sustenance measures, Sacred Heart College has taken significant steps, particularly in promoting national and international collaborations. The institution has established an impressive network of 97 Memorandums of Understanding (MoUs) and numerous linkages with industries, government departments, research laboratories, and non-governmental organizations. These collaborations serve as platforms for knowledge exchange, research partnerships, and experiential learning opportunities for students. By actively engaging with diverse stakeholders, including industry and governmental bodies, the college creates an environment that encourages innovation and uniqueness. These collaborative efforts contribute to the development and implementation of cutting-edge practices, ensuring the institution remains at the forefront of quality education and sustains a culture of continuous improvement.



ASPECTS	2011 - 2017	2017 - 2023
<b>CURRICULUM DESIGN, TEACHING, LEARNING AND EVALUATION</b>		
Total Programmes	UG 13 PG 14 Ph.D: 10 PG Diploma 5 M.Phil: 12 Total: 54	UG: 15 PG: 15 Ph.D: 12 PG Diploma: 6 M.Phil: 12 Total: 60
No. of New Courses Introduced	546	678
No. of Value-Added Courses	116	279
Courses having content on Gender Equality	29	14
No. Students Undertaking Field Projects and Internship	547	3947
Significant innovation in curriculum, teaching, learning and Evaluation	Life Education Department Skill Development Centre Communicative English Skill Department	Internship in the second-year summer vocations of UG Field projects in the final year of UG and PG Multidisciplinary Skill courses for UG and PG OBE adopted using Blooms Taxonomy A-B-C streaming for communicative English introduced Teaching and Learning Evaluations (Mid-term and Annual) CIA marks has been streamlined (50:50) Result Analysis Programme Specific Course Catalogs
No. of Ph.D Scholars Registered	56	145
No. of Ph.D Awarded	24	67
<b>CAPACITY BUILDING OF TEACHERS</b>		
Full Time Teaching Staff	187	200
Seed money provided to teachers and	3.33 Lakhs	19.61 Lakhs

students for undertaking research		
Percentage of teachers provided with financial support to attend Faculty Development Programs (FDPs)	33.85%	60%
Total Amount Spent for Incentives	0	17.45L
Total Institutional Research Grants to Teachers and Students	0	Carreno Research Grant: 5.57 L Sacred Heart Fellowship for Ph. D Scholars: 5.71 L Don Bosco Research Grant: 26.7 L Total: 17.39 Lakhs
Teachers recognized as Research Guides	33	125
Full Time Non-Teaching Staff	86	122
Innovative Practices		Approval for attending FDP for management staff
<b>Audits</b>		
<b>CONSULTANCY, EXTENSION AND OUTREACH</b>		
Percentage of Students Participating in Extension activities	40.01 %	80%
Significant contribution through Extension and Outreach		Scholarship for orphans, semi orphans, transgender DUGKY – Skill Development 480 local rural youth were trained Consultancy Services Offered (Sanitation First India) Eco-green nursery close to one lakhs sapling supplied to the neighborhood ISR supported sustainable initiatives with Gypsy Community (education, business promotion and livelihood support)
<b>INFRASTRUCTRE DEVELOPMENT AND ESTABLISHMENT OF CENTERS</b>		

New Centers established	Abraham Panampara Research Centere Incubation and Innovation Center	Don Bosco Skill Development Centre Bosco Institute of Social Sciences (BISS) Block Renovated Carlos Media Centre
Student-Computer Ratio	9:1	9:1
Generators Capacity	325 KV	570KV
Labs Available	43	43
<b>ENHANCEMENT OF CAMPUS CLIMATE</b>		
New Policies created	Research, Consultancy and Extension Policy	5 Policies created (gender equality, policy for the students with special needs, e-waste management policy, waste management policy, environmentally friendly practices policy, Code for conduct Policy for Faculty, Staff and Students, Examination Policy introduced) Question Paper Audit Library Audit Sports Development Audit Energy Audit
Total Number of Class Rooms and seminar halls enabled with ICT facilities	74	97
Significant introduction in ICT upgradation	110 Mbps 165 CCTV Cameras 503 total Computers available Dual Core Processors and Pentium-V systems Oracle 8i,	255 Mbps Internet Speed 230 CCTV cameras 8 TV Displays 531 total computers available 31wi-fi access points in the campus 73 projectors enabled classrooms 5 servers purchased and 9 servers updated 24 seminar halls are enabled with LCD projectors Carlos Media Centre - Lecture Capturing

	SPSS 20, NVivo Ubuntu 14, Red-hat Linux	System
Innovations introduced in library services	Biometric tracking system INFLIBNET, IEEE and DELNET Electronic Bosco Library Information System (eBLIS) Online Public Access Catalogue (OPAC) Availability of remote access to e-resources of the library	A separate section on Competitive Exams Cybrary upgradation – 10 computers installed especially for this purpose Library software updated (EBLIS) Cybrary created in the library Membership in six online databases (Indiastat) DSpace (institutional repository) facility for the faculty and students to access e-books and e-journals Plagiarism checks of research documents using Turnitin software Orientation programmes for PG and Research scholars on e-Resources, Reference tools and Plagiarism checks.
No. of Books Available in the Library	82057	96635
Expenditure on Purchase of Books and e-books, Subscriptions	34 Lakhs	211.02 Lakhs
Significant upgradation in Physical Education Department		Two Female Faculty Appointed Indoor facility for Basketball and Volleyball games. Savio Sports Hostel with partial funding of UGC Para Athletic Introduced Inter-Departmental tournaments for boys and girls Women's Sports Meet A separate Gym for women
Significant contribution towards		Extension of Canteen Facilities

infrastructure development, campus climate including systems for energy generation.		Construction of Indoor Stadium Water Conservation Bund Bio-Medical waste management system introduced Increased solar panels and LED light facility Plantation of indigenous endanger plant species
<b>SUPPORT FOR STUDENTS' PROGRESSION</b>		
Students Strength	4449	4734
Significant students support		Management scholarship for orphan, semi-orphan, transgender students Health Insurance to faculty, staff and students Collaboration with Alumni Café Policy for the Students with Special Needs 7 inclusive washrooms supporting differently abled Expansion of restrooms to the students FOSS – Foreign and Other State Students Services enhanced
Average Pass Percentage of the Students	72.89%	90%
Inter-University, Inter-State and National level awards in sports and cultural activities	27	123
Students Placements or upgraded to higher education	34%	69.57% in 2022
No. of Scholarships available to the students	96	103
Percentage of Students Benefited from Scholarships	61.55 %	97.57%

<b>Outcome of Research Promotion Facilities</b>		
No. of books and chapters in the edited books published	314	296
No. of Publications	235	1490
Total Number of Citation in Scopus and Web of Science	1719	3952
Total Number of Publications in Scopus	140	508
Total Number of Publications in Web of Science	145	325
H-indexed Journals in Scopus and Web of Science	8.5	27.5
New UGC Care and Scopus indexed Journals subscribed	3	25
Journals listed in UGC	0	1
Patents Received	0	20
Innovation brought to promote research and innovation	5 research journals Abraham Parampara Research Centre	Increased research awards for faculty and research scholars Incentives for publications FDP for self-financed faculty Institutional fellowship CIBI, SHYIA and SHBIA Don Bosco Research Grant for Faculty Sacred Heart Fellowship for PG students Fr. Carreno Research Grant for Full-Time Ph.D Scholars Indian Knowledge System (Centre for Archeological Research) Separate Center for Ph.D Scholars Centre for Research Scholars Centre for Archeological Research Abdul Khalam Research Centre

<b>RESOURCES MOBILIZED THROUGH RESEARCH, CONSULTANCY AND ALUMNI PARTICIPATION</b>		
No. of Teachers having research projects	33	23
Amount of Grants received for research	159 Lakhs	42.08 Lakhs
Revenue Generated Through Consultancy	40.69 Lakhs	364.8 Lakhs
Alumni Financial Contributions	15 Lakhs	108.94 Lakhs
<b>INNOVATIVE PRACTICES ENHANCING QUALITY</b>		
NIRF Ranking	95	42
Significant facilities created for promoting institutional visibility	Prospectus	YouTube, Facebook, Instagram channels for the college, College Prospectus
No. of Functional MoUs	13	107
Seminars, workshops on Research Methodology, IPR, EDP and Skill Development	72	2067