



INSTITUTIONAL PERSPECTIVE PLAN

VISION 2025

MES KALLADI COLLEGE MANNARKKAD

Forward

MES Kalladi College, is the proud symbol of the Muslim Educational Society to the cause of higher education in Kerala, especially to the educationally and socially backward sections. The college started functioning as a junior college in 1967 and was upgraded in 1971 with the introduction of degree courses and later the college was further upgraded as a Post Graduate college in 1978.

The college is government-aided institution run by the Muslim Educational Society affiliated to the University of Calicut and included under 2(f) and 12(b) of the UGC act. MES Kalladi College has a long history of contributing to the educational and cultural upliftment of the community. The college is accredited by NAAC with A+ Grade. It is continuously in pursuit of excellence by adapting with the new trends in higher education.

Strategic planning is a continuous process with a specific focus on accomplishing short, mid and long term goals in this highly competitive world. Institutional Perspective Plan analyses current environment expected future scenarios and envisages the direction towards which the institution should move to achieve its set goals and objectives. Based on institutional vision & mission, the goals are drawn by holding brainstorming sessions all the stakeholders.

We hope that the Perspective Plan will stream line the processes and progress of the institution, it will also ensure that MES Kalladi College becomes a torch bearer among higher education institutions at National level by 2025.

About the Institution

MES Kalladi College is the first college started by the MES and it is also the felicitous outcome of the noble endeavor of the late Kalladi Cheriya Kunhammed Sahib and the local public. College is located in a vast area, in the backdrops of Western Ghats. The college started functioning as a junior college in 1967 and was upgraded in 1971 with the introduction of degree courses and later the college was further upgraded as a Postgraduate college in 1978. Now the college is offering 17 Undergraduate programmes, 8 Post Graduate programmes and 2 Research Programmes.

The College is equipped with good infrastructural and technological facilities to enhance the academic environment. All the classrooms are fully ICT enabled with either interactive panel or LCD projector. The laboratories are well equipped to support the academic activities. The college has an automated library which serves as a platform for knowledge enriching and sharing. The research activities of the college are commendable. Along with the curricular and academic enrichment of the students, college focuses on the skill development of the students thereby mould them to achieve better career goals. College is offering foreign language training which helps the students in acquiring better opportunities in foreign countries.

The college has a keen interest in providing various services to the society along with the students' wholistic development. College organizes outreach and extension programmes to cater its services to the community. The extension programmes mainly focus on the local community. The medical centre established as a social welfare project of our college and an affiliate and peripheral centre of MES Medical College intends to give medical care and assistance to the students and local community.

College promotes the talents of students in sports and arts by providing them with the facilities to enhance their abilities. Our students achieved many national and international medals in various sports activities. The college has a legacy of great sports achievement in its history. Our students mark their merit in arts by achieving prizes in University Festivals. MES Kalladi College has a long history of contributing to the educational and cultural upliftment of the community. It is continuously in pursuit of excellence by adapting with the new trends in higher education.

Institutional Vision, Mission, Core Values and Quality Policy

Vision

Mould exemplary citizens with quality education that encompasses competent spirit, scientific temperament, civic consciousness, and social commitment.

Mission

- To provide new vistas of knowledge with innovative programmes and courses that adapt to the evolving demands of time thus enabling **the vertical and horizontal growth** of the recipients.
- To mentor and assist the underprivileged to guarantee their upbringing as self-reliant and confident individuals.
- To deliver a culturally rich, inclusive educational experience for learners that will eradicate the barriers of discrimination on any grounds and uphold the nation's integrity and universal brotherhood.

Core Values

- Secularism
- Equity
- Social Commitment
- Professional Ethics
- Environmental Consciousness
- Scientific Temper

Quality Policy

The leadership of the institution is committed to pursuit of excellence in the field of higher education in order to ensure holistic development of the students. We endeavor to achieve this objective by constantly improving our quality management through creative enrichment of learning experiences, adoption of Innovative teaching methods and continuous review of systems and processes.

Formulation of Institutional Perspective Plan

The governance of the college is anchored on certain core values guided by the principles of Muslim Educational Society, which is one of the largest minority educational trusts in Kerala. The college has a distinct Vision, mission and quality policy.

The NAAC peer team gave certain recommendations for the quality enhancement of the college during their visit for the third cycle of accreditation 14th September 2019. The Governing Body have felt the need of preparing a perspective development plan for the institution in a formal written document format. The mandate was given to the Principal to develop Vision 2025 for the institution. A workshop was organized by the Internal Quality Assurance Cell where the heads of various departments, members of the Campus development committee and the governing body sat together to formulate a perspective plan of the institution. The institution leadership team was facilitated with the workshop. The management & top leadership team met and brain stormed on SWOC and stakeholders expectations. The Leadership team met a number of times, deliberated in detail about the goals to be achieved by 2025.

Perspective goals of the institution formed the main theme for arriving at the strategic plan. The sustainable development goals of United Nations (UN-SDG) were also kept in mind while formulating the perspective plan. Especially the UN-SDG 4 (Quality Education), 5 (Gender Equality) and 8 (Decent work and economic growth) were given emphasis in the perspective plan of the institution. Each strategy was deliberated and implementation mode worked out. Perspective Development Plan emphasizes on evaluation measures, monitoring team along with deviation steps if any over a period of time. There is also provisions for amending the plan as and when the time demands for the same. There will be three levels of target achievement: short term, mid-term and vision accomplishment.

The final draft document was discussed in the governing body and after its detailed review, the suggestions were incorporated towards its effective implementation. This comprehensive plan forms the guiding plan for the years 2020-2025. The plan was signed on 31st December 2019.

Stakeholder Expectations

Management

- National Level branding
- Sustainability
- Good Governance
- Social Responsibility

IQAC

- Become a leading centre of excellence
- Competent Faculty
- Internal Revenue growth for sustainability
- Skill Development and employability of students
- Bench marking through Accreditation
- Research output
- Become a leading centre of excellence

Faculty & Staff

- Good working ambience
- Career growth , Research facilities & incentives
- Academic independence with accountability
- Transparency and uniform processes

Students

- Good academic & research ambience
- Support for co-curricular & Extracurricular activities
- State of the art infrastructure
- Experiential learning & Opportunity for talent exposure
- Placement, career guidance and entrepreneurial opportunities

Parents

- Quality teaching- learning
- Disciplined students
- Good placements

Industry

- Industry ready professionals with proper attitude
- Strong Industry-Institution interaction
- Brand and accreditations of the institute

Society & Others

- Graduates with Moral, Ethical and Responsible Citizenship
- Social service activities by the institution
- Resource centre for other institutions
- Consultancy

SWOC Analysis (As identified by the NAAC Peer Team)

Strength

- Sprawling, beautiful and vibrant campus
- College serves as education hub for Minorities, OBC and Tribal
- Very good infrastructure.
- Highly supportive management
- Good discipline amongst students
- Holistic integration of ICT in academics

Weakness

- Girl students discontinuing education
- Faculty capacity building in Ph.D. and communication skills
- Transport for students from nearby villages
- Research support for every department

Opportunities

- Can attract students from abroad
- Alumni support
- Scope for more courses, add-on courses
- Increasing research outcomes
- Funding from outside community

Challenges

- English communication for staff and students
- Placement activities
- Connecting with employers
- Lack of autonomy

Recommendations of NAAC Peer Team

- More efforts in increasing placement of the students should be put in place
- Add-on courses with value addition to the teaching learning process are suggested.
- Industry connectivity and need based and job oriented programmes be started.
- Research centre specialized in tribal studies be formulated and the grants in aid for the same may be explored by submitting a proposal to proper funding agency.
- Efforts to get Autonomous status be pursued.
- Invigorating innovation and incubation centres is also suggested to encourage students for entrepreneurship
- More student participation in extension activities
- Perspective planning and strategy development of the college be taken on priority
- Self-appraisal of the teachers need to be used for setting remedial measures
- More research publications in Scopus, web of science and UGC listed journals should be done by the faculty

Perspective Goals

MES Kalladi College leadership team after brain storming the vision, mission, quality policy, core values and SWOC analysis arrived at the step to establish high level goals which are also called Institution Perspective Goals.

- Infrastructure Development
- Human Resource Development
- Student Support
- Research and Consultancy
- Entrepreneurship Development
- Innovation and Start-Up
- Skill Education
- Community Outreach
- Green initiatives
- Top performing institution in the state

Perspective Goal 1

Infrastructure Development

In order to create a teaching learning friendly ambience in the campus optimal infrastructural facilities are required. Vision 2025 plan to augment quality infrastructure for quality education.

Objectives	Action Plan
Improvement of Physical infrastructure	<ul style="list-style-type: none"> • Construction of Science block • New Administrative block • Expansion of accommodation facility in Men’s hostel • Expansion of accommodation facility in Women’s hostel • Renovation of canteen • Built area expansion by constructing third floor in the silver jubilee block • Expansion of solar power system • Water cooler and purifier at all floors • More number of toilets • Tiling of Floors • Improvement of laboratory facilities • Renovation of examination control room • Renovation of Office of Principal • Construction of an air conditioned conference Hall • Construction of New Seminar Hall • Guest Lounge
Expansion of library facilities and transformation to digital library	<ul style="list-style-type: none"> • More number of books in library • New Journals • RFID facility • Digitization of library books • D-Space for access to e-resources
Facilities for differently abled	<ul style="list-style-type: none"> • Differently abled friendly toilet in all buildings • Ramp Facility

Improvement in IT Infrastructure and realizing digital campus	<ul style="list-style-type: none"> • Centralized UPS facility • Upgradation of LAN • Centralized internet connectivity • Smart Class rooms • Language Lab renovation • Videoconferencing Hall • E-Content Development Centre • Up gradation of ICT lab so as to make it centres of online examinations • Updating of LMS
Improvement of sports infrastructure	<ul style="list-style-type: none"> • Increased number of fitness equipment in multi gymnasium • Construction of archery cum shooting range
Facilities for differently abled	<ul style="list-style-type: none"> • Construction of ramps in all buildings • Construction of differently abled toilets in all buildings
Student support facilities	<ul style="list-style-type: none"> • College Bus • Renovation of student parking area

Plan Implementation and review

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Campus Development Committee, Governing Body	Income from tuition fee collection and special fee collection (PD Account), grants from MES, DST-FIST funding, funding by PTA	Campus Development committee, ICT Monitoring Cell PTA, Purchase Committee, Governing body	Number of buildings, class rooms added, equipment added, annual budget allocated & utilized.

Perspective Goal 2

Human Resource Development

Well-qualified and experienced faculty is the strength of every institution. Vision 2025 aims at empowering the faculty with new resources and skills through training and motivation so that they can contribute efficiently to the progress of the institution. Adequate training for administrative staff for eliciting best performance from them is also aimed at.

Objectives	Action Plan
Appointment of well qualified faculty	<ul style="list-style-type: none"> • Appointment of faculty with PhD/M Phil/NET • At least 50 percentage of faculty with PhD by 2025
Provision of adequate training to faculty	<ul style="list-style-type: none"> • Faculty Development programmes • Training programmes in collaboration with central universities
Equipping faculty in the e-content development	<ul style="list-style-type: none"> • Encourage faculty members to become resource persons in online courses • E-Content Development by all faculty
Exposure of faculty with academia outside the campus	<ul style="list-style-type: none"> • Encourage the participation of teachers in national/international conferences • Travel Grant for paper presentation in conferences
Provision for incentives and welfare measures	<ul style="list-style-type: none"> • Teacher awards • Incentives to best performing teachers
Competent manpower in administrative office	<ul style="list-style-type: none"> • Administrative training programmes

Plan Implementation and review

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress

Governing body Academic Monitoring Cell Internal Quality Assurance Cell	Income from tuition fee collection, grants from MES	Governing body Academic Monitoring Cell Internal Quality Assurance Cell	Number of teachers with M Phil/Ph D, Number of teacher attended conferences
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Perspective Goal 3

Student Support

The institution gives utmost importance to the wellbeing of its prime stakeholder. Vision 2025 plans to elicit the maximum performance from students through maximum support and encourage placements and progression.

Objectives	Action Plan
Strengthening of teaching-learning process	<ul style="list-style-type: none"> • Promotion of student centric methods like experiential learning, participatory learning, etc. by organizing workshops and industrial training • ICT enabled class rooms • More number of books in the library • Book bank scheme • Organising seminars related to various subjects
Increase in number of scholarships	<ul style="list-style-type: none"> • Strengthening of scholarship cell • Scholarships to meritorious students by management and PTA
Increase in the number of placements and progression	<ul style="list-style-type: none"> • Strengthening career guidance and placement cell • Career Guidance Programmes • Conducting placement drives • Linkage with industry for placement • Skill training to promote employability
Financial assistance to students and promotion of diverse talents	<ul style="list-style-type: none"> • Financial support for participation in co-curricular activities • Financial support to differently abled students • Financial support for paper presentation of students • Facilitation centre for differently abled • Civil service academy • Foreign Language Training Centre

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress

Governing body Internal Quality Assurance Cell, Career Guidance and Placement Cell	Income from tuition fee collection, grants from MES	Governing body Internal Quality Assurance Cell	Number of students receiving scholarships and financial assistance, number of students got placement, number of students progressed to higher education
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Perspective Goal 4

Research and Consultancy

Vision 2025 aims at promoting a research culture in the institution, which leads to the development of technologies and products, which are beneficial to the society.

Objectives	Action Plan
Improvement of Research infrastructure	<ul style="list-style-type: none"> • More equipment in research laboratories utilizing the funding from various agencies • Setting up of centralized instrumentation hall • Separate section in the library for research reference • Maximum mobilisation of funds for research projects and infrastructure.
Obtaining recognition for all PG departments as research centres	<ul style="list-style-type: none"> • Apply for recognition of research centre to Departments of Economics, Physics, Mathematics, Commerce and Islamic History
More number of research projects	<ul style="list-style-type: none"> • Encourage faculty members to apply for research projects funded by various agencies • Research Grant scheme by college management
Increase in the enrolment of students to Ph D programme	<ul style="list-style-type: none"> • Enrolment of more number of PhD students at the research centres • Faculty members having PhD to be encouraged to apply for research guideship and thus enroll more students •
Increase in the publication output of faculty members	<ul style="list-style-type: none"> • Incentives for faculty members for publications with high impact factor • Awards for student publications
Establishing linkage with academia and industry	<ul style="list-style-type: none"> • Setting up of Consultancy Division so as to make available the research facilities to the academic and research community • Collaboration with local industry for technology development and transfer

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress

Governing body Internal Quality Assurance Cell, Research Promotion council	Income from tuition fee collection, grants from MES, DST-FIST, KSCSTE, RUSA	Governing body, Internal Quality Assurance Cell, Research Promotion Council	Number of students enrolled for PhD, Number of research publications, Number of research projects, Research grant generated, New research instruments procured
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Perspective Goal 5

Entrepreneurship Development

There are students who have entrepreneurial skills which will be developed when suitable promotion is given. Vision 2025 aims at developing the entrepreneurial skills of students and thus starting new enterprises while they are doing their graduation or immediately graduated. As majority of students are girls, promotion of women entrepreneurship is particularly emphasized.

Objectives	Action Plan
Developing entrepreneurial skills	<ul style="list-style-type: none"> • Conduct entrepreneurship development programmes • Conduct meet up with successful entrepreneurs • Conduct visit to enterprises • Soft skill development programmes
Promotion of women entrepreneurs	<ul style="list-style-type: none"> • Giving training programmes to girl students on various skills like paper bag making, soap making, etc. • Launching of Udyami (Promotion of Women Entrepreneurship) programme • Provide opportunity to sell the products prepared by students through CampusMart

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Governing body Internal Quality Assurance Cell, Entrepreneurship Development Cell, Women Cell	Income from tuition fee collection, grants from MES, PTA	Governing body, Internal Quality Assurance Cell, Entrepreneurship development Cell	Number of entrepreneurship development sessions conducted, Number of enterprises started

Perspective Goal 6

Innovation and Start-Up

The innovations among students is being highly promoted by government and non governmental agencies. Vision 2025 aims at promotion of innovative ideas and thereby beginning of start up companies from students.

Objectives	Action Plan
Strengthening the activities of Institution Innovation Cell, Innovation and Entrepreneurship Development Centre (IEDC), Young Innovators programme (YIP) etc	<ul style="list-style-type: none"> • More activities under IIC, YIP and IEDC • More number of idea pitching competitions • Encourage participation of students in idea hackathons • Conduct of innovation expo at the college and department levels • Interaction with CEOs of successful start up companies
Setting up Technology Business Incubation Centre	<ul style="list-style-type: none"> • Collaboration with successful start ups to give mentoring to students • Setting up of TBI at the campus

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Governing body IIC, IEDC, YIP	Income from tuition fee collection, grants from MES, PTA	Governing body, Internal Quality Assurance Cell	Number of ideas pitching competitions conducted, Number of ideas generated, Number of start ups registered.

Perspective Goal 7

Skill Education

In the higher education sphere, knowledge and skills are required for diverse forms of employment in the sector of education, health care manufacturing and other services. Vision 2025 aims at skill development which leads to better employability

Objectives	Action Plan
Development of soft skill and communication skills	<ul style="list-style-type: none"> • Training sessions on soft skill and communication skill development • Activities in collaboration with ASAP
Starting of B Voc courses for vocational skill development	<ul style="list-style-type: none"> • Apply for B Voc programmes in Tourism & Hospitality, Data Science & Analytics and Dairy Science & Technology • Construction of Skill Development Centre to house the B Voc programmes • Setting up of skill development class rooms
Skill training to community	<ul style="list-style-type: none"> • Offering skill training through Skill Hub initiatives
Add on courses for skill development	<ul style="list-style-type: none"> • Collaborate with various government and private agencies to offer skill oriented add on certificate/diploma courses so as to promote employability of students • Launching of Skill Tune (Employability Enhancement Centre)

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Governing body Internal Quality Assurance Cell, Career Guidance Cell	Income from tuition fee collection, grants from MES, PTA	Governing body, Internal Quality Assurance Cell	Number of skill training programmes conducted, number of students enrolled in skill trainings

Perspective Goal 8

Community Outreach

In tune with one of the core values of the institution, vision 2025 promotes more involvement in community outreach programmes through which the students get an opportunity to volunteer their service to the society.

Objectives	Action Plan
Medical care to tribal community in the neighborhood of the campus	<ul style="list-style-type: none"> Setting up of medical centre especially for the tribal people Free medical check up
Strengthening of the Palliative care activities	<ul style="list-style-type: none"> Encourage more number of students in palliative care activities Purchase of an Ambulance for home visit as part of palliative care activities
Bringing extension activities under one umbrella SPARSHAM	<ul style="list-style-type: none"> All the extension activities focused on the neighboring communities shall come under SPARSHAM Each departments shall organize outreach activities related to the extension of their resource to the nearby villages More extension activities in the villages adopted under Unnat Bharat Abhiyan
Home for homeless programme	<ul style="list-style-type: none"> Construction of home for a needy homeless family

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Governing body Internal Quality Assurance Cell, National Service Scheme, NCC, Extension Cell	Income from tuition fee collection, grants from MES, PTA	Governing body, Internal Quality Assurance Cell, Extension Cell	Number of extension programmes conducted, Number of awards for extension activities, Number of students participated in extension activities

Perspective Goal 9

Green Initiatives

Perspective plan vision 2025 promotes activities in and outside the campus which are eco-friendly and environmentally sustainable.

Objectives	Action Plan
Environmental awareness activities	<ul style="list-style-type: none"> • Environmental awareness programmes to be conducted • Tree plantation in the campus • Formation of green army • Restricting entry of vehicles into the campus to reduce carbon emission • Proper maintenance of herbal garden
Adoption of proper waste management strategies	<ul style="list-style-type: none"> • Installation of bio gas plant • Reducing of Plastic waste in the campus • Solid waste management programmes • E-waste management
Energy and water conservation activities	<ul style="list-style-type: none"> • Replacement of incandescent bulbs with LED bulbs • Replacement of CRT monitor with LED monitor • Use of Solar energy • To set up Rainwater harvesting unit
Environmental auditing	<ul style="list-style-type: none"> • Conduct green and energy audit

Implementation team at the Institution Level	Resource Mobilization	Review and evaluation	Measurement of progress
Governing body Internal Quality Assurance Cell, Coordinator, Green Energy Initiatives, Conservation Forum	Income from tuition fee collection, grants from MES, PTA	Governing body, Internal Quality Assurance Cell, Coordinator, Green initiatives	Power generation through solar, Reduction in power consumption by using LED, Environment audits conducted

Perspective Goal 10

Top performing institution in the state

The ultimate aim of Vision 2025 is the place MES Kalladi College Mannarkkad among the top performing institutions in the state.

Objectives	Action Plan
Performance in National level rankings like NIRF, ARIAA	<ul style="list-style-type: none">• More focus on research and student placement• Promotion of innovation
International certifications like ISO	<ul style="list-style-type: none">• Provide best service to stakeholders• Comprehensive documentation and
DBT STAR status	<ul style="list-style-type: none">• Improvement in infrastructure facilities and research output in science departments
Quality auditing	<ul style="list-style-type: none">• Regular internal auditing by IQAC and external auditing by reputed agencies
Higher grade in NAAC accreditation	<ul style="list-style-type: none">• Incremental improvements in quality initiatives so as to elevate the NAAC grade
Autonomous status	<ul style="list-style-type: none">• Apply to UGC for autonomous status subject to the no objection certificate from affiliating university

CONCLUSION

The strategic plan, vision 2020 is an outcome of the commitment of college governing body and leadership team which lead to detailed deliberations with all the stakeholders. The major objectives to accomplish includes digital campus, e-content development studio, language lab, men's hotel, energy sustainability, collaborations for research, incubation centre, enrolment of foreign students and adoption of villages for outreach programmes. We hope that through regular review meetings and progress analysis we can achieve the goals and shall become a centre of excellence in higher education.