



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

NIRMALA COLLEGE OF PHARMACY

**NIRMALA COLLEGE OF PHARMACY, NIRMALA COLLEGE PO
MUVATTUPUZHA. ERNAKULAM DISTRICT, KERALA,INDIA**

686661

www.nirmalacp.org

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Nirmala College of Pharmacy (NCP) is yet another hallmark of the commitment and experience of the Catholic Diocese of Kothamangalam in the field of education. NCP is a Christian minority institution established in 2004 as a memorial of the diocesan golden jubilee. It is managed by the Catholic Diocese of Kothamangalam under Nirmala College Society. (Reg. No. ER.928/2001).

The college is affiliated with Kerala University of Health Sciences, Thrissur. This college is approved by the Govt. of Kerala and the Pharmacy Council of India (PCI), New Delhi.

The college aims at the formation of students with academic excellence coupled with integrity of character. It provides excellent infrastructural facilities with all modern amenities and a dedicated and experienced faculty with a vision to develop the institution into a full-fledged pharma research center. Mar George Madathikandathil, Bishop of Kothamangalam is the Patron and Rev. Dr. Msgr. Pius Malekandathil is the President. The foundation stone of the college was laid by Mar George Punnakottil, the Patron on 19th March 2004.

The College was inaugurated by Sri. Vayalar Ravi, Union Cabinet Minister for Overseas Affairs on 15th March 2009. The New block of the college was blessed by Mar. George Madathikandathil, Bishop of Kothamangalam diocese and inaugurated by Sri. P.J. Joseph Honourable Minister for Water Resources on 22nd May 2015. U.G Pharmacy course is accredited by NBA till 2025

The college offers various pharmacy programs at different levels. It began with the B Pharm program in 2004 and then added M Pharm Pharmaceutics in 2011. In 2015, it introduced the Pharm D program, followed by M Pharm Pharmacology and Pharmacy Practice in 2021.

OBJECTIVES

We are committed to accomplishing the following objectives to enable students to -

1. Pursue knowledge with an insatiable thirst:
2. Discipline them to harness their energy for creative purposes;
3. Make them physically and mentally fit and competent for careers and
4. Equip them to be self-supportive in life

Vision

A center of Excellence for Pharmacy education and research, molding students with value integration and social commitment.

Mission

- To develop students with intellectual and professional competence to meet the challenges of technology, industry, and services.
- To promote research and development in basics and frontier areas to solve the complexity of the health care system.
- To evolve and disseminate appropriate Pharmacy Practices.
- To develop socially committed and responsible Professionals by inculcating ethical values.
- To improve performance standards by benchmarking and internal drive

Core Values

- Faith in GOD
- Love of Fellow Beings
- Moral Uprightness
- Social Responsibility
- Pursuit of Excellence

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Curriculum delivery based on **Outcome-Based Education (OBE)**, employing student-centric teaching methods and assessments.
- **Robust system** for analyzing the **attainment of Program Outcomes (PO)**.
- **Committed faculty** members with strong academic profiles.
- **Emphasis on innovation**, focusing on the development of new products, processes, and technologies.
- Well-established research ecosystem with policies for student projects, research grants, seed grants, and reward systems.
- The **Institutional Academic and Research Advisory Board** is in existence, accompanied by diverse research facilities, including an animal house.
- The publication focuses on **Scopus/WOS-indexed publications**, with special rewards for faculty members.
- **Assistance** was provided for **patent filing** and related processes.
- Strong **collaborations with** hospitals and industries.
- **Dedicated faculty with Passion for** research in each department.
- **Well-maintained infrastructure** and an established system for its maintenance.
- **Diverse recruitment partners** contributing to a good number of opportunities for students.
- The institution has an **active Institution Innovation Council** and **Entrepreneurship Development Cell**, that provides support for student's innovative ideas.
- **Well-organized Placement Cell** ensures successful placements for students.
- The institution has **well-defined student support systems**.
- **Stable and visionary management** with over 50 years of experience in running educational institutions.
- Implementation of a **full-fledged e-governance system** for transparent and structured administration.
- Participatory involvement of **stakeholders in strategic planning**.

- Facilities designed to create a unique, innovative, and gratifying environment for academic and **research activities.**
- Effective implementation of **sustainable practices.**

Institutional Weakness

- Limited number of teachers with practical **industry experience.**
- Limited skilled experts for the **effective operation of sophisticated** instruments and technologies.
- **Lack of strategic focus** on expanding projects.
- **Time constraints** affect both academic activities and research outcomes.
- The curriculum is perceived as rigorous
- **Alumni financial contributions** are below the desired levels.
- **Delays in policy implementation** due to the adoption of Participatory Management.
- **Staff stability is compromised** as individuals seek higher opportunities abroad.

Institutional Opportunity

- **Potential** to evolve into a **pharmaceutical research organization** that can contribute significantly to the community
- **Engage industry professionals** and research-oriented faculty as adjunct faculty members.
- **Accure major research grants** from prestigious agencies such as DST, DBT, ICMR, CSIR, etc.
- Foster collaborations with research institutions and startups to enhance our academic network.
- **Establish alumni chapters** in various countries to strengthen global connections.
- **Expand alumni activities** to create a more robust and engaged community.
- **Implement the national education policy** to align our educational approach with current standards and priorities.
- **Establish partnerships with hospitals** and clinics for collaborative research and experiential learning opportunities.
- Introduce **diverse courses related to pharmaceutical sciences** to cater to a broader range of career paths
- **Stay updated on emerging areas** in the pharmaceutical industry and offer specialized courses accordingly
- **Invest in state-of-the-art laboratories** and technology to enhance research capabilities
- **Explore international collaborations** with reputed universities or research institutions for exchange programs and joint research projects
- **Explore partnerships with healthcare organizations** to address local health challenges

Institutional Challenge

- The academic **proficiency of +2 students is on the decline.**
- A growing trend among students to pursue **higher education abroad** is impacting M.Pharm admissions.
- **Delays in the admission process**, are attributed to both governmental and university procedures.

- The **absence of full-time PhD scholars** poses a challenge to the academic environment.
- Initiate faculty and student exchange programs with international universities.
- **Frequent policy changes by apex bodies** create challenges in the smooth governance of daily operations.
- Promoting proper waste management **habits among students**.
- The institution **heavily relies on student fees**, with limited financial support from the government for day-to-day operations.
- **Difficulty in attracting and retaining qualified faculty members**, particularly those with industry experience
- Struggles in keeping the **curriculum aligned with rapidly evolving industry** needs and advancements in pharmaceutical sciences
- **Limited availability of funds** for research projects, hindering the college's ability to contribute significantly to research
- **Challenges in adopting and integrating modern technologies** into the teaching and research infrastructure

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

- **Affiliation and Adherence to Curriculum:**
 - Nirmala College of Pharmacy is affiliated to KUHS, Thrissur.
 - Strict adherence to the prescribed curriculum.
- **Curriculum Planning and Implementation Strategy:**
 - A well-developed strategy for planning and implementing the curriculum.
 - Planning is conducted at various levels: IQAC, Department, Class Teacher, and Subject Incharge.
- **Faculty Orientation and Professional Development:**
 - Regular faculty orientation for effective teaching-learning.
 - Continuous professional development through Faculty Development Programs (FDP).
- **Curriculum Delivery Process:**
 - Curriculum implementation aligns with the Institute's academic calendar.
 - Academic sessions updated in e-governance, verified by ARC.
- **Student Engagement and Participation:**
 - Encouragement for students to participate in national and international events.
 - Participation in seminars, poster presentations, Day celebrations, and alumni interactions.
- **Assessment and Evaluation:**
 - Regular assessment and evaluation through Continuous assessment & Sessional Exams (Theory & Practical).
 - Customization, remedial classes, and peer learning methods for student support.
- **Facilities for Self-Learning:**
 - Promotion of self-learning through common computer lab, Wi-fi facilities, and access to e-journals (J Gate).
- **Timely Syllabus Completion and Examinations:**
 - Commitment to timely syllabus completion, semester examinations, and prompt result publication.
- **Integration of Cross-Cutting Issues:**

- Integration of cross-cutting issues like professional ethics, gender, human values, environment, and sustainability into the curriculum.
- **Experiential Learning Opportunities:**
 - Provision of experiential learning through fieldwork, internships, and projects.
- **Structured Feedback System:**
 - Structured feedback system involving alumni, employers, staff, and students.
 - Analysis of feedback by a committee, conveying suggestions to the authority, and implementation through enrichment programs.
 - Annual feedback collection from alumni, employers, and staff, and semesterly from students.

Teaching-learning and Evaluation

Innovative and student-centric teaching, learning, and assessment methods are integral components of our pedagogical approach across all programs. This is designed to stimulate students' creative abilities, foster problem-solving skills, and promote participative learning.

Key features of this criterion include:

- **Ensuring Outcome-Based Education (OBE)** through ICT-integrated, ingenious, and state-of-the-art pedagogy, along with additional courses.
- Achieving an average **enrollment percentage of 82.81%, with 86.45%** of seats filled in reserved categories.
- Maintaining **100% availability of full-time teachers** against sanctioned posts, with an average teaching experience of 7.56 years.
- Having **35.7% of teachers pursuing Ph.D.** and **35.25% holding Ph.D.** degrees.
- Maintaining a teacher-student ratio of **1:13.73**.
- Incorporating various **teaching methodologies** such as experiential learning, participative learning, flipped classrooms, problem-solving, brainstorming, experimentation, internships, field visits, service learning, inquiry-based learning, game-based learning, demonstrations, and projects.
- **Applying Bloom's Taxonomy** to enhance learning outcomes.
- Utilizing **integrated ICT tools** like Moodle, DOE, Micromedex, Lexicomp, CADD, Plagiarism checker, Delnet, Sigmaplot, Clinirex, Wordsworth, and Expharm.
- **Implementing continuous evaluation** and assessment through examinations, student-teacher interactions, assignments, seminars, group discussions, and vivas.
- Recognizing and **encouraging advanced learners** with awards, scholarships, involvement in research activities, presentations, support for publications, and additional courses.
- Providing **support for slow learners through peer learning**, remedial classes, close monitoring by teachers, and counseling by professional psychologists to improve learning aspirations and overcome hurdles.
- Establishing an **effective mentoring system** supported by ERP, with a mentor-mentee ratio of 1:20.
- **Adhering strictly to the academic calendar**, planning, and curriculum implementation.
- Maintaining an **efficient feedback mechanism** and conducting regular surveys on student satisfaction.
- Publishing internal examination results within 10 days.
- Implementing a fully automated and **systematic examination system** led by an expert team of the examination committee, minimizing the chances for exam-related grievances.
- Establishing an **active and vigilant Grievance Redressal Cell** with a specific mechanism for addressing exam-related grievances.

- Achieving an **impressive average pass percentage of 99.67** in university examinations.
- **Evaluating Course Outcomes** based on student performance in internal assessments and university examinations for each course.

Research, Innovations and Extension

- **Funding:**
 - Secured funding totaling 10.68 Lakhs from both government and non-government agencies for various research projects.
 - Facilitated 15 student projects funded by the Kerala State Council for Science, Technology, and Engineering.
- **Ecosystem:**
 - Established a robust ecosystem to foster and support research endeavors, featuring key elements such as an Institutional and Research Advisory Board, Research Policy, Seed Grant Policy, Reward Policy, and an Institutional Animal Ethics Committee.
- **Patents:**
 - Filed a total of 6 patents, with 2 patents already published.
- **Ph.D. Center:**
 - Acknowledged as a Ph.D. center for the Pharmaceutics department, actively encouraging faculty members to pursue and guide Ph.D. theses.
- **Quality Assurance:**
 - Published over 200 articles, with 57 indexed in Scopus/Web of Science.
 - Active participation of faculty and students in conferences, resulting in prize-winning presentations.
 - Two students received scholarships to attend international conferences.
 - Conducted more than 50 workshops/seminars focusing on research methodology, intellectual property rights, and entrepreneurship.
 - Published three book chapters and 25 conference proceedings.
- **Innovation:**
 - ***Innovation and Entrepreneurship Development Center (IEDC)***: Received a grant of Eight Lakhs from the Kerala Startup Mission for innovative ideas and projects.
 - ***Institution Innovation Council (IIC)***: Attained a 3-star rating from the Ministry of Human Resource Development (MHRD).
 - ***Young Innovators Programme (YIP)***: Earned district and state awards from K-DISC for outstanding contributions.
- **Extension:**
 - ***Activities***: Executed nearly 60 extension activities through NSS/ISPOR, focusing on community engagement, sensitization, social responsibility, environmental initiatives, and empowerment of future entrepreneurs.
 - ***Awards and Recognition***: Garnered 10 awards and recognitions for exceptional extension activities from government and government-recognized bodies.
 - ***Collaborations***: Established 20 Memorandums of Understanding (MOUs) and 17 collaborations with various research institutions, pharmaceutical industries, hospitals, etc., fostering opportunities for internships, industry visits, and research initiatives.

Infrastructure and Learning Resources

- **Establishment:**
 - Founded in 2004
 - Occupies a serene 6-acre campus
- **Campus Features:**
 - Equipped with state-of-the-art infrastructure
 - Catering to 600 students and 45 teachers
 - 8254.03 m² campus area
- **Academic Facilities:**
 - 13 ICT-enabled classrooms
 - 20 laboratories
 - Two air-conditioned IT labs with 130 computers
 - 600 mbps Wi-Fi network connecting all facilities
- **Recreational Amenities:**
 - Gym, yoga center, and multiple courts
 - Fostering holistic development of students
- **Technological Infrastructure:**
 - Smart classrooms
 - High-speed internet
 - Advanced firewall protection
- **Financial Investment:**
 - Average annual investment of INR 228.234 lakhs over the last five years
 - Strategic focus on meeting academic and technological needs
- **Library:**
 - Established in 2004
 - Operates on Integrated Library Management System (ILMS)
 - Subscribes to e-resources such as DELNET and J-Gate
- **Global Educational Trends:**
 - Actively utilizes Open Educational Resource (OER) repositories
- **IT Facilities Updates:**
 - Regular updates including projectors and digital security systems
 - Student-to-computer ratio of 9:1
- **Infrastructure Maintenance:**
 - The average annual expenditure of INR 271.662 lakhs over the past five years
 - Constitutes 29.72% of the budget
- **Institution's Commitment:**
 - Unwavering commitment to quality infrastructure
 - Continuous improvement and effective maintenance
- **Summary:**
 - Creates an environment conducive to holistic education and technological advancement.

Student Support and Progression

- **Student Support System:**
 - **Well-defined student support system** at Nirmala College of Pharmacy.
 - Includes SC-ST cell, minority cell, student welfare committee, placement, and training cell.
 - Co-curricular and extracurricular cells and various clubs like literary, dance, media, and nature

clubs actively coordinate student activities.

- Designated "**Harmony Hours**" for students to engage in various activities.

- **Scholarships and Financial Assistance:**

- **Numerous scholarships** are available for academic and research enrichment.
- **Student welfare committee** assists in availing government scholarships, including minority and merit cum means scholarships.

- **Career Training Programs:**

- The **placement and training cell** conducts **diverse career training** programs.
- Encompasses **soft skills, life skills, language and communication skills**, and new techniques in information technology.
- A strategic approach to **ensure all students benefit** from these programs.

- **Placement Initiatives:**

- Placement cell **coordinates campus placement drives**.
- Recruits students for hospitals and industries within and outside India.

- **Student Redressal Mechanism:**

- **Robust student redressal mechanism in place**.
- Includes representatives from faculty, administration, and student council.
- Aims to address grievances **transparently and fairly**
- Regular meetings and feedback sessions to uphold quality.

- **Alumni Achievements:**

- Nirmala College of Pharmacy **boasts accomplished alumni**.
- Alumni excel in education, research, industry, hospital administration, community service, and regulatory affairs.
- The alumni association fosters a strong bond and provides opportunities for lifelong learning and professional growth.

Governance, Leadership and Management

- **Establishment and Affiliation:**

- Nirmala College of Pharmacy, Muvattupuzha, was established in 2004.
- A pioneer in pharmacy education in Kerala.
- Managed by the Nirmala College Society.
- Affiliated with the Kerala University of Health Sciences.
- Recognized by the Pharmacy Council of India.
- **Accredited by the National Board of Accreditation (NBA).**
- **Certified by ISO and IAO.**

- **Vision and Mission:**

- Vision to become a center of excellence for pharmacy education and research.
- Focus on molding students with professional competence, values, and social commitment.
- Strategic plans to meet technological, industrial, and service demands.
- Active promotion of research endeavors and nurturing social and ethical values.

- **Leadership Approach:**

- Participative management leadership approach.
- Engagement of all stakeholders in a structured organizational system.
- Efficient governance and decision-making.
- The Institutional Governing Body oversees governance, supported by various committees.

- **Quality Assurance:**

- Internal Quality Assurance Cell (IQAC) and Programme Assessment and Improvement Committee.
- Pivotal roles in developing and implementing strategic plans.
- Effective feedback mechanisms.
- **Technological Integration:**
 - Use of the automated Campus 7 system for transparency and accountability.
 - Covers administration, student support, examinations, and finance.
- **Staff Welfare and Development:**
 - Welfare measures contribute to staff dedication and institution growth.
 - Continuous professional development and competency enhancement for faculty.
 - Research support schemes, Faculty Development Programs (FDPs), and administrative training initiatives.
- **Financial Transparency:**
 - Well-defined mechanism for fund mobilization and audit system.
 - Ensures financial transparency and accountability.

Institutional Values and Best Practices

- **Gender Equity:**
 - Undertook a gender audit to promote gender equity within the campus.
 - Analysis revealed embedded gender equity goals in policies and programs.
 - No reported gender-related issues among staff and students, indicating a gender-sensitive and inclusive environment.
 - Active encouragement of gender equity and sensitivity programs by the management.
- **Renewable Energy and Sustainable Practices:**
 - Prioritization of renewable energy generation.
 - The campus features solar panels with a net capacity of 33 KW.
 - Energy conservation initiatives include LED lights, motion sensor lights and cameras, a biogas plant, energy saving reminders, and the purchase of energy-starred equipment.
 - Efficient waste management system based on reduce, reuse, and recycle principles.
- **Water Conservation:**
 - Implementation of water conservation measures, including a well recharging system, rainwater harvesting, and water conservation reminders.
- **Green Campus Initiatives:**
 - Policies prohibiting single-use plastic, paper-free office, carbon footprint reduction, indoor environmental quality maintenance, and promotion of vegetation and biodiversity enhancement.
- **Disabled Friendly Environment:**
 - Facilities like lift access, wheelchair ramps, barrier-free classrooms, offices, libraries, exam halls, and disabled-friendly washrooms.
- **Quality Audits on Environment and Energy:**
 - Conducts quality audits, including energy audits, green audits, and hygiene audits.
 - Extends environmental promotion activities beyond the campus, such as plantation drives, cleaning of public spaces, and construction of vegetable gardens.
- **Inclusivity for Diverse Student Population:**
 - Initiatives to maintain an inclusive environment for students of various religions.
 - Celebrations of nationally important days, involvement of students in social services, and encouragement of initiatives fulfilling pharmacists' responsibilities towards society.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NIRMALA COLLEGE OF PHARMACY
Address	Nirmala College of Pharmacy, Nirmala College PO Muvattupuzha. Ernakulam District, Kerala,India
City	Muvattupuzha
State	Kerala
Pin	686661
Website	www.nirmalacp.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Badmanaban.r	0485-2836888	9846984399	-	ncpnaac@gmail.com
IQAC / CIQA coordinator	Dhanish Joseph	0485-2830666	9751765966	-	iqac@nirmalacp.org

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	Yes Minority certificate.pdf
If Yes, Specify minority status	
Religious	YES
Linguistic	
Any Other	

Establishment Details				
State	University name	Document		
Kerala	Kerala University of Health Sciences	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC				
12B of UGC				
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
PCI	View Document	19-05-2023	12	The institution has approval up to twenty twenty four

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	National Board of accreditation Accredited till twenty twenty five
Date of recognition	20-08-2018

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Nirmala College of Pharmacy, Nirmala College PO Muvattupuzha. Ernakulam District, Kerala,India	Rural	6	8254.03

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Co course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BPharm,Pharmacy,	48	HSC	English	100	100
PG	MPharm,Pharmacy,Pharmaceutics	24	B Pharm	English	15	0
PG	MPharm,Pharmacy,Pharmacy Practice	24	B Pharm	English	15	0
PG	MPharm,Pharmacy,Pharmacology	24	B Pharm	English	15	0
PG	Pharm D,Pharmacy,	72	HSC	English	30	30

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	6				10				24			
Recruited	3	3	0	6	4	6	0	10	1	0	23	24
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				23
Recruited	11	12	0	23
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				5
Recruited	1	4	0	5
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	3	3	0	3	1	0	0	1	0	11
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	1	5	0	1	22	0	29
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	1	0	2
UG	0	0	0	0	0	0	0	0	0	0

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0	1	0	1	1

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	17	0	0	0	17
	Female	83	0	0	0	83
	Others	0	0	0	0	0
PG	Male	5	0	0	0	5
	Female	24	1	0	0	25
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	3	0	1
	Female	3	1	4	1
	Others	0	0	0	0
ST	Male	0	1	0	0
	Female	0	0	0	1
	Others	0	0	0	0
OBC	Male	10	1	2	3
	Female	61	50	44	29
	Others	0	0	0	0
General	Male	13	15	16	5
	Female	48	62	66	57
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		135	133	132	97

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The institution offers a dynamic and cutting-edge curriculum that encompasses credit-based courses and projects across all programs. The B pharm program offers a plethora of avenues for students to individualize their learning experience. With 11 elective subjects spanning various facets of pharmacy and research, students have ample opportunity to pursue their interests and passions. In addition, the program offers 5 distinct practice school domains, each with a robust 150-hour syllabus designed to immerse students in real-world scenarios and challenges. The overarching goal of the program is to equip students with the knowledge and skills they need to thrive in the field of pharmacy. Both B pharm</p>
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and Pharm D programs offer research and internship opportunities as integral components of their curriculum. Students choose their research topics by identifying the most critical social issues and challenges related to various drugs. They then utilize their theoretical knowledge and practical skills to confront real-world problems in the realm of pharmacy. Research findings and related activities are disseminated to the public via extension activities and patient counseling. Diverse communication methods are employed to communicate research outcomes and implications to the pertinent stakeholders in a lucid and succinct manner. The students are invited to participate in multidisciplinary innovation summits, where they can present their innovative ideas within and beyond the field of pharmacy education. They also participate in workshops on 3D printing and the Young Innovator program, which helps to enhance their research skills. The institution collaborates with various industries and dental hospitals to conduct interdisciplinary research, including the development of herbal drugs with pharmacological screening and dental implants. The institution has established a conducive research environment and aims to apply for more research grants in the future to address societal issues. The research ecosystem is well-structured and promotes collaboration across disciplines. The institution offers interdisciplinary training programs for students of MBBS, BDS, and VHSC to equip them with the skills and knowledge required for their respective fields of study. The training programs uphold high standards of academic excellence and professional ethics. The technology transfer incubation center facilitates the development and commercialization of innovative solutions, fostering a favorable environment for high-quality research. Idea summits and hackathons are organized to foster innovation, collaboration, and problem-solving among diverse groups of people. They provide an opportunity for participants to showcase their skills, learn new technologies, and network with peers and mentors. Idea summit and hackathons are also a platform for generating novel solutions to real-world challenges and creating social impact.

2. Academic bank of credits (ABC):

The institution is registered with the National Academic Depository and the Academic Bank of

	<p>Credits. It has collaborated with AIMST University Malaysia to offer foreign education opportunities for our students. As part of this collaboration, our Pharm D students have the chance to do a 3-month internship in a Malaysian hospital, which provides them with valuable experience. Moreover, the institution has national collaborations with various hospitals and industries that offer a wealth of knowledge to keep up with modern technology and meet the latest industrial needs. In this institution, faculty members are designing their teaching methods and delivery processes based on the provided syllabus. They plan to use various pedagogical approaches to actively engage students in the learning process. The curriculum planning document outlines the objectives, content, methods, and evaluation of a course, specifying the course, unit, and topic outcomes that students are expected to achieve, along with the cognitive skills they need to demonstrate according to Bloom's Taxonomy. Additionally, it provides information about the teaching strategies, assessment tools, learning resources, and teaching aids that will be utilized to facilitate and measure student learning. At our institution, we prioritize student-centered and experiential learning methods. Our teachers are proactive in identifying any gaps in the syllabus and adding additional topics to ensure that students achieve the desired outcomes. We use a sophisticated assessment system to analyze each student's performance. Our faculty employs a well-defined rubric system to assess outcomes. By designing, effectively implementing, and regularly evaluating our curricula, we ensure that our students acquire skills that match industrial demand.</p>
3. Skill development:	<p>The institution's skill development plan and syllabus are tailored to provide each program's students with the essential competencies required for academic and professional success. Experienced trainers deliver skill development programs, guiding the students through various modules and activities. These programs are integrated into the mainstream curriculum. The first-year students are offered programs, such as Life Skills (yoga, physical fitness, health, and hygiene), interpersonal skills, presentation skills, communication, receptive attitude, confidence, leadership, and public speaking.</p>

In the second year, the focus is on training students for goal setting, problem-solving, and ICT. The third-year students receive training for developing a positive attitude, adaptability, time management skills, and interaction and involvement in professional groups. In the final year, the students receive guidance on work ethics, personal interview skills, group discussions, grooming, email etiquette, and CV preparation. As part of their education, students have access to a range of vocational opportunities, including part-time pharmacy jobs, industrial and hospital internships, and training in the pharmacovigilance program of India. They are also introduced to the International Society for Pharmacoeconomics and Outcomes Research and the Drug Information Centre. Through participating in hospital ward rounds and interacting with doctors, nurses, other healthcare professionals, and patients, they gain a broad understanding of the field. Additionally, they develop soft skills that are essential for their career success. The institution's core values comprise faith in God, love for fellow beings, moral uprightness, social responsibility, and the pursuit of excellence. These values serve as guiding principles in all educational endeavors of the institution, and it holds steadfast to them in all its initiatives. The institution seamlessly integrates these values into its educational curricula, which are designed to address a wide range of cross-cutting issues while fostering ethical and human values among the students. Furthermore, the institution hosts a range of events such as commemorative day celebrations, national festivals, NSS activities, Narcotics awareness programs, etc., aimed at promoting scientific temper and civic values. The institution offers a comprehensive skills development syllabus, complemented by add-on courses, to augment the employability of its students. The academic faculty proactively identifies and addresses gaps in the syllabus by conducting supplementary training sessions and organizing industry visits. To foster an environment of continuous learning, the institution endeavors to collaborate with NSDC for future skill development and certification programs. Furthermore, the institution incentivizes and motivates students to pursue Massive Open Online Courses (MOOCs) by offering a range of scholarships.

<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The institution upholds and promotes the rich culture of the Indian knowledge system. As a part of its curriculum, the institution provides yoga courses to all its students every year. The course is designed to impart theoretical as well as practical knowledge of yoga. In addition, the institution also offers a comprehensive training program on the identification and usage of medicinal herbs to educate students on the ancient knowledge of Indian herbal medicine. The institution also conducts various research activities to explore and validate the medicinal properties of different herbs.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>For the past 5 years, our institution has adopted the outcome-based education approach. This approach aligns the teaching, learning, and assessment process with the desired outcomes. We have defined program outcomes, program-specific outcomes, course outcomes, and unit outcomes, and have mapped all outcomes with Bloom's Taxonomy. Our teachers are trained in designing the curriculum based on OBE, and new teachers are oriented to OBE practice. Adequate training and display of outcomes in various places, including the LMS, have been provided to ensure our students are informed about this approach. At the beginning of each unit, the teachers communicate the learning outcomes and corresponding bloom levels to the students in all the classes. They adopt a student-centered and innovative teaching approach that aligns with the principles of OBE. They also use a specialized rubric analysis to measure the attainment of program outcomes. The institution has implemented a software tool that evaluates the program outcomes at the individual student level. The assessment report provides feedback to the student on their strengths and areas for improvement. The student can use this information to set new goals and work towards achieving them.</p>
<p>6. Distance education/online education:</p>	<p>Our institution encourages the use of technology in teaching. We use a variety of software tools in all departments to improve the student's learning outcomes. Micromedex Drug Information Software: for accessing evidence-based drug information, AutoDock Vina : an open-source program for doing molecular docking, Schrodinger Maestro: a versatile molecular modeling environment that can be used for drug design and materials science. It allows to build,</p>

edit, run, and analyze chemical model systems using various computational methods, such as quantum mechanics, molecular dynamics, and machine learning, ChemSketch: to draw and edit chemical structures, molecules, and reactions, SwissTargetPrediction: a web-based tool that allows to estimate the most probable macromolecular targets of a small molecule ProtParam: computes various physical and chemical parameters for a given protein sequence Ex-Pharm: simulates animal experiments in pharmacology, SigmaPlot : allows to create and customize scientific graphs and statistical reports, GraphPad Prism: helps to analyze, graph, and present scientific data. It is designed for scientists, and it can perform various types of statistical analyses Graphpad instat : helps to perform statistical analyses without requiring much statistical knowledge, Design expert: helps to perform design of experiments (DOE), which is a technique to plan and analyze experiments that involve multiple factors and responses, Swiss ADME: to compute various properties and parameters of small molecules that are relevant for drug discovery, PKMP: A software solutions for pharmacokinetic calculations. We also adopt different teaching methods to cater to the diverse needs of the students. For example, we use visual aids and demonstration classes to help them grasp the concepts better. The institution adopts a hybrid approach to teaching in both online and offline modes. Many lectures are videotaped and published on YouTube so that students can watch them whenever they want. We also provide students with access to a digital library and online journal subscriptions to help them learn more effectively. The LMS platform allows students to download study materials from any location at any time.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	No
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	No

<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	No
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	No
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	No

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
552	513	478	441	405

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 52

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
40	31	29	28	28

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
266.76542	257.20835	379.92358	638.83133	506.74876

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Nirmala College of Pharmacy, Muvattupuzha adheres to curriculum regulations and syllabus approved by Kerala University of Health Sciences (KUHS), Thrissur and it has a **Credit System**. NCP adopts **Outcome Based Education Framework** to align the curriculum with the **desired outcomes and competencies**.

1. Curriculum Planning

- Prior to the start of each academic year, we conduct a **SWOC** analysis and assess the **attainment of outcomes** (PO, PSO) as well as the alignment with the **institutional mission and vision** from the preceding year. From the insights gained we develop our strategic planning for the upcoming year.
- Commencement of the academic year is decided by the **Head of the Institution** as per the instruction from the affiliated university.
- An **Annual Handbook and calendar** showing curricular and extracurricular activities are prepared by TLEC every year based on the academic calendar of the university and academic planner provided by various subcommittees of IQAC. The teaching Learning Enhancement Committee (TLEC) plans various Add-on courses for the students.
- **Timetable, exam calendar, and class coordinators list** are prepared at the beginning of each semester under the guidance of ARC which monitors **e-governance, policy assessment, and modifications; and** schedules **practice school and training** for students.
- **R & D Cell & Placement and Training Cell** plan research activities and Skill development programs respectively.
- **Department-level Planning:** Departmental meetings are conducted for the preparation of the **Department Academic planner, allocation of subjects, and workload**.
- **The subject in charge prepares curriculum planning** that ensures the content and delivery methods that align with the domains, outcomes, and competencies. Based on this course objectives, course outcomes, CO PO Mapping, proposed plan along with topics beyond syllabus, etc. are entered in the ERP at the commencement of each semester. Subject-wise **Question Bank** is prepared by the faculty.
- **The program committee:** Class teacher-level discussion with the subject in charge and class representative to plan and monitor the activities of the class.

2. Curriculum Delivery Process

- **Academic Calendar and timetable table** are issued to the students at the commencement of the

academic year.

- **Updating the academic session in e-governance** by subject teachers.
- **Orientation at the commencement of each program** to motivate the students towards professional education.
- **Instructional methods and pedagogical initiatives** are done by faculty. (Evidence-based presentations, Interactive learning, flipped classrooms, Video presentations, Industrial visits, etc)
- **Encourages students' participation in various national and international seminars**, poster presentations, Day celebrations, alumni interaction, etc.
- **Programme Committee Meetings & verification by ARC:** Evaluation of **progress of syllabus on time.**
- **Regular assessment and evaluation of student's progress: Continuous assessment modes** (seminar /quiz/group discussions, assignments, and class tests) and sessional **Exams-Theory & Practical** are conducted during each term regularly.
- **Student customization and remedial class/ peer learning methods** are implemented to improve the performance of poor learners and bright students are provided with additional e-learning sites.
- Promote **self-learning** by providing facilities like a Common computer lab, Wi-fi facilities, access to e-journals (J Gate), etc.
- The college is very particular and committed to the completion of the syllabus, the conduct of semester examinations, and publication of results on time.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 32

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Other Upload Files

1

[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 55

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
238	383	119	299	275

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

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

Response:

Nirmala College of Pharmacy, Muvattupuzha, integrates various cross-cutting issues into the curriculum to sensitize students towards current pressing concerns of global importance by organizing various events and programs in coordination with different functional committees and clubs.

Three major goals

1. To make students aware of human rights, gender identity, age, and environment.
2. To impart proper attitude, human value, attributes, behavior, commitments, and goals.
3. To make society aware of the various cross-cutting issues and the methods to overcome

Strategy:

- The Teaching Learning Enhancement Committee identifies the cross-cutting issues.
- Plan & develop suitable measures to incorporate into the curriculum through various programs.

Gender

To make the student aware of the major issues like **dowry, antenatal care, menstrual hygiene, anemia in girls, sexual and physical assault, child marriage, and gender gap** the following measures are initiated.

- **Poster presentation**
- **Community outreach programs** to create awareness of antenatal care, menstrual hygiene, gynecological disorders, etc.
- **Short video presentation**
- **Seminars** on women & law etc. to 'throw light on the grim realities' faced by the women in society and how to overcome them.
- **Driving and self-defense classes** to assess risky situations navigate them effectively and boost confidence and self-esteem.
- **Equal opportunity** is given to both male and female students in programs, activities, college unions, clubs, etc. to improve their confidence and inner strength.

Human Values

As per newspaper reports there is an increase in the number of **Cancer, Heart diseases, Stroke, Diabetes, HIV, Mental disorders, and COVID cases** in Kerala, they are identified as major cross-cutting issues to be addressed. Various measures are initiated to inculcate the culture of safeguarding human values.

- **Observance of healthcare days** to give attention to vital health issues, promote healthy habits, and to honor those who work in the medical field with the aid of movie shows and mimes.
- **Blood donation campaigns**
- **Programs against drug abuse**
- **Free eye checkup**
- **Distribution of nutritious kits**
- **Covid vaccination drive**

- **Patient counselling**

Environment and Sustainability

To overcome various crosscutting issues like **tree felling, groundwater depletion, depletion of the ozone layer, and waste management**, various measures were proposed.

- Important **day celebrations**. (World environment day, World water day, World ozone day)
- **Quiz**
- **Poster making** competitions.
- **Outreach program** (Compost pipe fixing, planting trees, cleaning campaign, etc.)

Professional Ethics

Helps the students to understand the necessity of keeping ethics related to a job, trade, or the medical profession, to safeguard the quality of various medicine, and ethics among colleagues, while dispensing, manufacturing, etc.

- **Day celebrations**
- **Career counseling program**
- **Innovator talk**
- **Health checkups**

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 42.75

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 236

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 84.11

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
135	133	132	97	96

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
175	175	145	105	105

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 81.37

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
19	20	20	12	12

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

2022-23	2021-22	2020-21	2019-20	2018-19
26	26	22	14	14

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 13.8

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Student-centric learning methods are integrated as part of the pedagogy. These innovative programs we stimulate the creative ability of students nurture their problem-solving skills and ensure participative learning.

Experiential learning

- **90 %** of courses for each programme offer an average of **15 laboratory experiments**, where each student gets exposure to **Experiential learning**
- Practical sessions on **contents beyond the syllabus** are given to students to enhance their learning
- **Selected subjects offer field visits** that provide hands-on experience
- **Internships in hospitals, community pharmacies, and industries**
- **Field visits** to research labs, hospitals, and industries
- **Service learning** through NSS community extension programs
- **Teaching experience** is provided to students by allowing them to **deliver lectures**
- **Interactive classrooms, ICT-enabled classes, and Computer courses** are offered
- **Hands-on training** on various softwares are offered
- **Add on course on yoga with practical sessions** is provided
- **Flipped classroom** methods are practiced for higher-order thinking level

Participative Learning

- Adopted **Peer learning** as a remedial measure to support slow learners
- **Group discussion** is conducted as a part of the continuous assessment
- **Game/Role play-based** learning is practiced to make the topic interesting and for better understanding

Problem-solving methodology

- A minimum of one **project work is assigned to each student**
- **Project work** enables the students to develop **critical thinking and problem-solving skills**
- **The Pharmaceutics department** trains the students to develop a **new pharmaceutical formulation** and overcome issues such as stability, disintegration, dissolution, etc.
- **The pharmaceutical chemistry department** provides **worksheets** for spectral analysis to **interpret the data**, identify the **problem**, and suggest the **rectification**
- **Other innovative teaching pedagogies**
- **Inquiry-based learning** is adopted for integumentary as well as body fluids and blood, equipment used for evaporation, the acidity of phenols, sources and types of microbial contamination
- **Flipped classroom** methods are incorporated for conducting classes on the skeletal systems, methods for expressing the concentration of solutions, chemical degradation of pharmaceutical products, drug metabolism, etc
- **Game-based** learning for teaching biochemistry cycles, ocular anatomy, etc.
- **Role play** for learning jurisprudence, code of pharmaceutical ethics
- **Brainstorming** for learning primary and secondary standards, application of complexation and gastric pump inhibitors

- **Demonstration with models** for learning stereochemistry, human anatomy and physiology
- **Project-based learning** for understanding the preservation of pharmaceutical products using antimicrobial products
- **Personalised learning** as a remedial measure
- **Interdisciplinary classes**
- **Patient-centric and evidence-based learning**
- **Pharmacovigilance activity by participating in PvPI Programme**
- **Participation in professional bodies like ISPOR, IPASF, etc by organizing and delivering classes**
- **Classes by the intern and PG students to higher secondary students, junior students etc**
- **Involvement of students in setting question banks mapped with bloom taxonomy and answer key**
- **Self-directed lifelong learning**

ICT facilities provided

- **Projector and sound system** in classrooms
- **Interactive panel-enabled** classroom
- **Common hall** with mike system and projector for role play
- **GD hall** with ICT facilities
- **Two IT labs** with **60 computers** and headsets

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
40	31	29	28	28

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 35.26

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
12	13	11	10	09

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

An efficient **examination cell** is functioning in college for the conduct of both external and internal examinations.

Transparency in Internal exam

- The **examination cell** publishes the exam schedule along with the Academic Calendar
- The examination cell organizes **orientation programs** regarding the rules and regulations of the examinations
- **The topics** for each internal examination are informed to students at the beginning of each semester and academic year
- Prior information is given through **circular** for any deviation from the exam schedule
- **The time timetable** for the internal Examinations is notified by the Exam cell of the college at least two weeks in advance.
- **E-governance system (Campus7)** is established to notify the timetable
- The **seating arrangement in the** exam hall is provided in advance
- **Question paper** mapped with **bloom level** is issued to students
- To ensure transparency in evaluation the **answer key** is discussed in class after the exam
- The subject in charge **evaluates** the answer scripts within **ten days** and distributes the same to students individually by giving proper comments on each answer and any **grievance raised is redressed** immediately
- The individual **sessional marks** along with the split-up mark of **continuous assessment** are made available in **Campus 7**, for **students and parents** throughout the academic session

Student project assessment

- The internal project evaluation of all programs is done by the **Project monitoring Committee** along with the project guides.
- Minimum three presentations and assessments are done for each project

Transparency in University Exams:

- **The orientation program** is given to first years to make them understand how to fill out the front sheet of the answer book, exam timing, bell system, and other procedures of the University exam
- The university **exam manual** is made available for all students
- The **final internal mark** and **attendance** are submitted to the university once it is **verified and signed** by each student.
- The **exam timetable** published by the university is made available one month in advance
- The exam is conducted under **camera surveillance**
- Ensure separate seating arrangements between tables

Transparency in internal assessment

- Clarifications or **grievances** related to exams are addressed by the **subject teacher**.
- Discrepancy like **mistakes in question paper or mark allocation** noticed by the students, are resolved by the concerned teacher
- If a student is not satisfied with the marks awarded even after resolved by the teacher, then he/she may represent the same to the **HOD** concerned.

- The HOD discusses the same with the subject teacher and **reassessment** is done if required.

Grievances redressal system

- Any grievances related to the examination which is not resolved at the departmental level can be undertaken by the Grievance redressal cell. Grievances related to academic and non-academic matters are resolved by the Principal and Administrator respectively.

Redressal of Grievance related to University/ External examination

- The problems related to affiliating Universities are referred to Controller of Examination
- Students can apply for **recounting** and can **obtain photocopies** of the answer sheets from the university on request through the principal portal and **challenge** the evaluation in the University.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Practice of Outcome Based Education and communication with teachers

- Started to practice **Outcome-based Education** in 2016 under the initiative of the **Programme Assessment and Improvement Committee (PAIC)**
- Adopted the **Programme Outcomes (PO)** specified by the National Board of Accreditation
- **Head of the departments** in consultation with **IQAC and stakeholders** prepared **Programme Specific Outcomes (PSO)** in line with **the vision and mission** and **Programme Educational Objectives(PEOs)**
- **The subject in charge** of each course prepared **the course outcomes** based on **course objectives** prescribed by the affiliating University
- **POs, PSOs, and COs** are made as contents of the **course file**.
- Trained the teachers to prepare **curriculum planning** with the characteristics of **OBE** through **FDP**
- Oriented the faculty members to focus on the student's **attainment in higher order learning** based on **Bloom's taxonomy** to develop various skills, applying their **cognitive thinking**.
- **Equips** the teachers with knowledge and skill

- Empower the learners with attainable outcomes of the program.
- **Develops** an optimistic attitude in the learners toward their future endeavors.

Communication of POs, PSOs, and COs to students

- The **POs, PSOs, and COs** along with **curriculum planning** (detailed course contents including pedagogy, supporting reading material, videos, teaching aids, evaluation criteria, bloom level, etc.) for all the programs and courses are stated and uploaded in the **ERP software** and on the **website**.
- **POs and PSOs** are displayed in classrooms, **verandas, common areas, and laboratories** of the college
- **The head of the Department** and the **class in charge** explain various program outcomes to new students in an **orientation program**
- **The subject in charge** explains **COs to the students at the beginning of each unit**
- **Bloom taxonomy** levels are incorporated in question paper that is distributed to students
- **POs and PSOs** are printed in each practical record books
- **Handbook and Academic calendar** with **POs, and PSOs** are distributed to all students at the **beginning of each Academic year**
- **OBE enriches** the courses offered in each program

The program outcomes for B. Pharm and Pharm D are

- PO1: Pharmacy Knowledge
- PO2: Planning Abilities
- PO3: Problem Analysis
- PO4: Modern tool usage
- PO5: Leadership skills
- PO6: Professional Identity
- PO7: Pharmaceutical Ethics
- PO8: Communication
- PO9: The Pharmacist and society
- PO10: Environment and sustainability
- PO11: Life-long learning

The program-specific outcomes for B.Pharm are

- **PSO.1** Students will be able to become experts in drug and formulation development, manufacturing, and quality control since they acquire a strong foundation of the underlying principles.
- **PSO.2** Students will be able to ensure the safety and efficacy of pharmaceutical products as they familiarize themselves with pharmaceutical regulations, quality assurance, and compliance standards
- **PSO.3** Students will be able to emerge as competent and compassionate healthcare professionals who can contribute to the well-being of individuals and communities through the safe and effective use of pharmaceuticals.
- **PSO.4** Students will be able to identify business opportunities, initiate entrepreneurship, and contribute as a reliable resource for research, consultation, and training.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

- Defined the **correlation** between all the **Course outcomes** and the **Program Outcomes**
- Established **Correlation levels (CO- PO matrix)** as **1: Slight (Low) 2: Moderate (Medium) or 3: Substantial (High)**. If there is no correlation, '-' is put
- Set the CO target considering student performance in examinations
- Measured the attainment level in terms of student performance in internal assessments with respect to the course outcomes of a course and the performance in the University examination.
- Evaluated the Course Outcome based on the **performance of students** in internal assessments and in university examinations of a course.
- **Internal assessment** contributes **80%** and **university assessment** contributes **20%** to the total attainment of a CO.
- **Assessed the COs based on the following tools**

DIRECT ASSESSMENT TOOLS			
Course Type		Assessment	Minimum
		Tools	Frequency
Theory		Continuous assessment	Continuous
		Sessional exams	Thrice per course for the year system and twice per course for the semester system.
		University Exam	Once per course.
Practical		Daily Performance & Viva	Every lab session
		Sessional Lab exam	Twice per course for the semester system and thrice per course for the year system
		University Exam	Once per course
Project	Phase I	Review	Once per course
	Phase II	Presentation	Once per course

	Evaluation by Guide and external examiner	Continuous evaluation, interim evaluation, and final evaluation
--	---	---

INDIRECT ASSESSMENT TOOLS		
Method	Assessment Tools	Minimum Frequency
Surveys	Graduate Exit Survey	Once every year
	Alumni Survey	Once every year
	Employer Survey	Once every year

- An exit survey is conducted for students who have completed their course.
- A Relevant questionnaire is prepared to evaluate the attainment of Program Outcomes.
- Evaluated the knowledge, attitude, skills, professionalism, competency, abilities, and other attributes from the response of employers through an employer survey
- A relevant questionnaire in the form of an alumni survey form is given during the alumni meet to evaluate the attainment of POs and to assess whether the practiced curriculum has given orientation towards the emerging changes in the field
- Calculated the attainment of individual **POs** using the following equation
(Set PO level x CO level attained in the result) / Maximum score level
- Calculated the Attainment for a particular academic year through direct and indirect assessment tools and gaps are analyzed
- The **gaps** are **bridged** by compensating for the observations that may include updating of curriculum, arranging invited lectures, and workshops, and by providing the students with other suitable measures as required.
- The evaluation of **COs** is **analyzed** by the concerned faculty/**Head** of the **department** and corrective measures are taken accordingly. Similarly, the attainment level of POs and PSOs is analyzed.
- Students who pursue their **higher studies** in various universities in India and abroad also is an indication of attainment of program outcomes.
- Collecting student feedback is an annual exercise to assess the teaching-learning methods and outcomes across all programs.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 99.26

2.6.3.1 Number of final year students who passed the university examination year wise during the

last five years

2022-23	2021-22	2020-21	2019-20	2018-19
29	91	100	94	88

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
29	92	100	96	88

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey**2.7.1****Online student satisfaction survey regarding teaching learning process****Response:** 3.87

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 10.68

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

2022-23	2021-22	2020-21	2019-20	2018-19
6.26792	2.5	.595	.8995	.422

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

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

Response:

The institution has created a **research and innovation ecosystem** that not only encourages faculty and students to be involved in serious research activities but also supports and trains them to convert their research **outcomes** into a patent, publication, or business. Major features of the research ecosystem of the institution are as follows:

- An **Institute Research Policy** is implemented which includes the **manual for undergraduate research and preparation of thesis, timelines to complete research work, evaluation criteria, guidelines for research grant applications**, etc.
- An **Institutional and Research Advisory Board** is formed with experts from different domains to monitor and plan research activities.
- A **reward policy** is implemented for students and faculty to encourage their research contributions

- A **seed grant** of up to 2 lakhs is available for faculty.
- **Fleming research scholarship** of Rs 15000/- is provided for each student's projects
- Extensive research activities are being conducted to explore **Indian Knowledge System**
- An **Incubation Centre (Innovation and Entrepreneurship Development Centre)** by Kerala Startup Mission along with the **Institution Innovation Council** and **Entrepreneurship Development Centre** of District Industries Centre has also been established.
- IPR awareness programs, innovators talks, and workshops are being conducted regularly.
- CPCSEA-approved **Institutional Animals Ethics Committee** has been set up to review and guide animal studies.
- 5 faculty are registered for **PhD guideship** in various universities across India.

Research Centres

Exclusive research facilities have been established which include various research centres, and the Innovation and Entrepreneurship Development Centre.

- Drug Design and Development
- Drug Analysis
- Pharmaceutical Product Development
- Pharmacological Screening
- Drug Therapy Management

Research and Innovation Outcomes

- 322 research projects have been conducted
- 56 research articles have been published in various indexed journals
- Two patents granted and 4 patents have been published
- Students and faculty secured various Research and innovation grants of rupees 10.50lakhs
- Secured a Star rating in IIC
- Received Best Performer State award in Innovation Premier League 2022 conducted by Kerala Startup Mission

Social benefits

- Some research findings are being utilized to conduct **extension activities** such as community awareness programs, health articles in newspapers and magazines, and alarming local organizations.
- New drug molecules for life-threatening diseases have been designed as part of research projects.
- New target identification for life-threatening diseases.
- Incompatibility and purity-checking studies of the public samples have been done.
- Stability problems of the marketed product have been studied and reported.
- Training programs and educational support were provided for the public for the quality development of drug products.
- Consultancy works for drug product testing and product development were carried out.
- Quantitative estimation of marketed preparations.
- The pharmacological activities of various natural products have been studied.
- Scientific evidence for the pharmacological activity of marketed products was established.
- Analyze the Drug safety alerts from the pharmacovigilance database and publish the reports with

statistical analysis.

- Periodic reporting of Adverse Drug Reactions to Pharmacovigilance Program of India through ADR monitoring center.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 45

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
16	11	8	1	9

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.08

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
5	7	25	14	5

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 1.92

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

2022-23	2021-22	2020-21	2019-20	2018-19
26	1	0	69	4

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4 Extension Activities

3.4.1

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.

Response:

EXTENSION ACTIVITIES

Over the past five years, extension activities have played a vital role in empowering students and fostering their holistic development while addressing social issues within the neighborhood community. Proper strategies were implemented to attain sustainable practices for extension activities through the KUHS -ISPOR (Professional Society for Health Economics and Outcome Research) student chapter, NSS, and Nature Club of Nirmala College of Pharmacy. This report explores the extension activities carried out and their profound outcomes on both the students and the community.

Community engagement and sensitization through KUHS-ISPOR activities

Various extension activities have been organized in collaboration with local community organizations and non-profits to sensitize students to prevent social issues. Some of the events conducted for the benefit of the community are,

- **Awareness campaigns** - Cancer awareness programs, Diabetes and medical nutritional therapy, Cardiac diseases, and their complications, rational use of medicine awareness programs, Immunizations at Nirmala Medical Center, mosquito-borne diseases at Avoly Grama Panchayath, Narcotic drug abuse and Illicit Trafficking
- **Free eye check-up**
- **Mass Covid vaccination drive**

Activities that strengthen social responsibility through NSS

These activities helped the students to become socially relevant people.

- Food Donation at Govt Hospital Muvattupuzha
- We-care program: Govt of Kerala initiative to help patients with kidney, heart, and another complicated diseases,
- Visit to Providence home for Mentally challenged women, Karakkunnam
- Kit distribution at the tribal colony- Urulanthanny, and second ward of Arakkuzha Panchayath
- Book donations at St. Sebastian's School, Anicadu,
- Awareness of various scholarships and deposit schemes for girls

Environmental initiatives through the Nature Club

Students have contributed to the well-being of the environment while imbibing a sense of responsibility towards nature. Initiatives include

- Tree-planting drives
- Pipe composting in houses of Avoly panchayath
- Cleaning of KSRTC buses and KSRTC bus stand

Empowering the next generation of entrepreneurs through IIC and IEDC

The emergence of newer concepts/technologies that address societal needs was communicated to the public through various activities.

- Ideathon competition
- Pradhan Mantri Bharatiya Janaushadhi Pariyojana (PMBJP) for entrepreneurship aspirants
- Business consultation program and networking opportunities for entrepreneurs with Junior Chamber International.

IMPACT OF THE EXTENSION ACTIVITIES

Skill Development and Leadership quality of students

Students are encouraged to take up leadership roles in organizing events, managing resources, and collaborating with community members through Programs like Career guidance programs, Civic awareness programs, Blood donation camps, Awareness programs on first aid and emergency care, Green campus initiative, etc they gained hands-on experience, problem-solving skills, teamwork, communication, project management skills, and leadership quality.

Benefits to the community

Extension activities served as a bridge between knowledge and its practical application, to address the real-world challenges. These activities helped them to gain information on disease management and preventive measures, acquire knowledge on waste reduction, resource management, and renewable energy utilization, and equip them with the information and skills to effectively respond to emergencies and health crises.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Extension activities are vital for fostering community development, and these initiatives include educational programs and support to underprivileged communities, contributing to the overall welfare of society. Recognition and awards from government or non-government organizations acknowledge the efforts and inspire us to participate actively in the development of society.

1. The Digital Change Makers 2023 certificate was awarded to Ms. Maria C George for securing second place in the context organized by Malayala Manorama in association with Jain online and ISDC, with Rs. 10000/- Their concept was about Med on Wheels, which is an innovative healthcare service that brings medical care directly to patients' doorsteps.

2. Recognition certificates from **Avoly Panjayat and Arakkuzha Panjayat** for outreach activities like tree planting, pipe composting, cleaning of public transport, awareness programs, book donations, medical camps, etc.

3. Recognition certificate to Dr. Suja Abraham as Program Manager for the **Train the Trainer program** organized by the Indian Pharmaceutical Association (Kerala State Branch), 2023. This is an educational program conducted for working Pharmacists across Kerala to equip them with knowledge while doing patient counseling.

4. Dr. Fels Saju was awarded for the exemplary service rendered in entrepreneurship and community outreach activities in association with Junior Chamber International (JCI)-2022.

5. IEDC grant - 2022 from Kerala Startup Mission: The Innovation and Entrepreneurship Development Centre (IEDC) Kerala Startup Mission is a dynamic initiative launched by the Government of Kerala to foster a culture of innovation and entrepreneurship in the state. The award highlighted our efforts in promoting entrepreneurship, conducting awareness campaigns, and educational programs. Nearly 2,00,000/- has been awarded for its extension activities.

6. Secured **Top Performer award in Innovators Premier League 2022**, a campaign to promote innovation and research among college and school students, and the local community by Kerala Startup Mission

7. Certificate of Appreciation – for the participation in the **National Intellectual Property Awareness Mission (NIPAM)** by Govt. of India in 2022.

8. Best ISPOR (Professional Society for Health Economics and Outcome Research) student chapter award – 2021 from LMIC (Low-Middle income countries) for its activities: ISPOR is a nonprofit global professional organization in health economics and outcomes research, having headquarters in the US. Nirmala College of Pharmacy is the approved student chapter of ISPOR under Kerala University of Health Sciences. This award, \$300, was received in 2021 for its outstanding contribution to community development, which includes,

- Awareness Classes about Diabetes in Public Places and Nearby Institutions
- National Program for Prevention & Control of Cancer, Diabetes, Cardiovascular Disease, and Stroke (NPCDCS). The initiative involves organizing health camps, awareness drives, and screening programs to identify individuals at risk and provide appropriate interventions to reduce the burden of non-communicable diseases.

9. Certificate of Appreciation – **Special Mention Award in the Innovator’s Premier League 2021**, hosted by Kerala Startup Mission.

10. Vimukthi Short Film Competition -2019 on Anti-Drug Awareness- SECOND prize, Rs. 50,000/- This competition has been conducted by the Excise department, Kerala Government.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 59

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
11	18	6	9	15

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 41

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

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.)

Response:

The college, established in 2004, is located on 6 acre calm and quiet campus. The infrastructure facilities (Building space: 8254.03 m²) are equipped to cater for the academic and professional needs of more than 600 students and 45 teachers.

Classrooms Facilities

- All 13 classrooms are ICT-enabled and are equipped with LCD projectors, audio systems, Wi-Fi connectivity etc.
- A smart classroom equipped with a BenQ interactive panel
- CCTV cameras are incorporated inside the classroom
- An air-conditioned conference room

Laboratory Facilities

- 20 laboratories for UG, PG and PhD with sophisticated equipment facilities
- An industrial unit which replicates the features of a pharmaceutical industry
- Highly sophisticated analytical instruments with required software including Computer Aided Drug Design & Development
- CCSEA-approved animal house facility to conduct different pharmacological experiments on small animals.

Computing Equipment Facilities

- Two air-conditioned IT labs consist of 60 computers
- The entire campus and hostel are Wi-Fi enabled with high-speed internet
- The campus provided a bandwidth of 100 Mbps
- The internet is protected with the advanced firewall system – sonic wall

Sports Facilities

The college provides adequate space and training support for sports, games and cultural activities. As a result teams from the college won various competitions at the university level.

- Good-conditioned **badminton court, football court, volleyball court, basketball court etc.**
- Indoor game facilities such as **table tennis, chess and carroms**

Facilities for cultural activities

Under the guidance and monitoring of an extracurricular committee various cultural activities are being conducted in the college. The required students are provided with professional trainers.

- **Auditorium** with a 300-seat capacity
- **The Yoga Centre** has a capacity of 100
- **12 cultural clubs** are established for students
- **Campus radio** to foster a cultural sensibility

Gymnasium

- Gymnasium with modern equipment and trainer
- Exclusive gymnasium for girls' hostel

ICT Facilities

- **Smart classroom** equipped with **BenQ interactive panel.**
- **Wi-fi enabled high-speed internet.**
- Language lab with **Wordsworth** software support.
- **LMS** under ERP for regular academic activities.
- **Ex-Pharm, a virtual lab** facility for pharmacological experiments
- **E-Pathshala, Shodhganga, shodhsindhu** platforms and **Ebooks** links are available under the digital library
- **J Gate** subscription with 900 e-journals
- **OER facilities are enabled with a digital library**
- **Plagiarism Checker X** is available in the library

LMS Facility

- LMS facility is integrated into **Campus 7**
- All teachers are provided with an institution email domain which enables them to use **Google Classroom** exclusively

Administrative and other facilities

- **Placement office, board room, manager room, administrative room, principal room and office**
- Established **Innovation & Entrepreneurship Development Centre** approved by **Kerala Startup Mission** for business incubation
- The campus is secured by a **CCTV system**
- **Examination centre** with CCTV surveillance, Internet connectivity, printers, fax and drinking water facility.
- **A herbal garden** with a wide variety of medicinal plants is maintained for experiential learning
- **Museum** to display the pharmaceuticals for students' exposure

- **Herbarium** for the demonstration of medicinal plants
- **Model Pharmacy** set-up developed to mimic the community pharmacy
- **Special rooms for first aid and recreation**
- **Separate common rooms for girls and boys**
- **Filters and coolers** for drinking water facilities on each floor
- **3 girls hostel and 1 boys hostel**
- **Canteen** facility for staff and students
- **Power generator** coupled with KSEB for uninterrupted power generation
- **On-grid solar energy system**
- **Placement office and board room**

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 57.4

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
42.56238	66.89178	230.09799	486.92306	349.98355

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

4.2.1

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

Response:

LIBRARY:

- Open on all college working days from 9 am to 6 pm.
- Resources include books (8942), print journals (12), e-journals (J-Gate), CDs (430), thesis (312), periodicals (2), newspapers (3), etc.
- Currently, 650 members access the library (staff and students).
- Library area 365 sq.m.

INTEGRATED LIBRARY MANAGEMENT SYSTEM (ILMS)

College practices ILMS software Campus7 from January 2022, previously used Libsoft from 2004

Campus7

- **Fully automated cloud-based ERP** system.
- **Features are Data entry, Filter search, and Digital circulation** (issue, return, renewal, and reservation).
- **Fine details** can be generated.
- **Barcode and spine labels** can be generated.
- **Different types of reports** like attendance reports student/batchwise can be generated.
- **Library statistics** overall can be generated.

SUBSCRIPTION TO E-RESOURCES

Electronic resources (or e-resources) are materials in digital format accessible electronically. The institution has subscription for the following e-resources:

1. DELNET

- Promotes resource sharing.
- Networking libraries, sharing, and spreading knowledge.

2. J-Gate

- E-journal has 900+ full-text journals.
- Provides remote access.

3. Plagiarism Checker X 2023

- Helps to ensure the uniqueness of the document.

4. Computer-Aided Drug Design (CADD)

- Use of computers to aid in the creation, modification, analysis and optimization of a drug design.
- Utilizes molecular modeling techniques to represent and analyze the three-dimensional structure of molecules.

5. Design of Experiments (DOE)

- Statistical tool to design, develop, and optimization of formulations
- Used to systematically explore the effects of multiple factors and their interactions on a process or product.

6. Sigmaplot

- Statistical tool to analyze the data
- Create fast and accurate technical 2D and 3D graphs

7. Words Worth

- Software to assist the students in enhancing their proficiency in the English language

8. Ex-Pharm

- Computer-assisted learning (CAL) software.
- Contains various programs that simulate animal experiments in Pharmacology.

9. Micromedex

- Evidence-based clinical resources to support informed diagnosis and treatment decisions.
- Unbiased, referenced Clinical Decision Support (CDS) for medication, toxicology, disease, and alternative medicine.
- Safely and reliably manage drug therapy for pediatric and neonatal patients

10. Lexicomp

- Lexicomp provides evidence and recommendations to help clinicians as they treat and advise patients with complex conditions and histories like renal impairment and obesity.
- Advanced machine learning powers Lexicomp search results, connecting clinicians and professionals to the drug and clinical content they need efficiently at the point of care

11. Clinirex

- CliniRex provides evidence-based Clinical information that is relevant to the activities documented and with reliable references.
- The platform that offers Clinical Activity documentation and Clinical Auditing

LIBRARY PER DAY USAGE

- Shows library usage.
- Around 65 users per day.

Open Educational Resource

- Globally available OER repository links are integrated with the digital library and made available for students

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure**4.3.1**

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:**2018-19**

- Two projectors to the classrooms
- 2 Computers
- A portable projector
- A mobile phone jammer in the examination hall
- Three printers for administrative purposes.
- All classrooms and common rooms are equipped with a sound system that allows efficient and effective communication of information broadcasting of radio programs that are relevant and appropriate for the educational setting.

2019-20

- **A digital security system with 16 additional cameras** is mounted on a fixed position and captures a constant view of a specific area
- New IT facilities in the examination hall
- One computer in the library
- Two projectors to the classrooms

2020-21

- A new internet connection of **Asianet broadband** is subscribed
- **The firewall system** of SonicWall is integrated
- Centralized Wifi controller (Omada) is integrated
- One classroom is equipped with a **new sound system** that enhances the learning experience and communication facilities are developed
- A CADD unit with high configuration computer system is installed

2021-22

- Set up additional **access points** to ensure maximum wifi availability
- One classroom is equipped with a **new sound system**
- **2 multipurpose printers** for examination center and office
- **One PC** is installed for administration purposes
- **13 computers** were newly purchased.
- **Two projectors** to classrooms

2022-23

- A **Smart classroom** with a **Benq interactive panel** has been set up
- A conference hall with Android Smart TV has been installed
- New photocopier facility incorporated exclusively for students
- 4 HD IP cameras with printers are incorporated into the digital evaluation center
- 3 new computers added to the library

Bandwidth of internet connections available

Name of connection	Bandwidth
BSNL	60 Mbps
Asianet	500 Mbps

Overall facilities

- **A total of 75 computers** are connected with LAN/wifi
- **Three servers** for labs and library
- **Smart Classroom** with the **Benq interactive panel**
- The whole campus is under **24 x 7 CCTV surveillance**
- All classes contain Audiovisual through **speakers with amplifiers** and **LCD projectors**.
- The whole campus and hostel are provided with high-speed internet facility through a centralized internet controller (**Omada controller**)
- The internet system is protected with the advanced firewall system **SonicWall**
- The college library is automated with **libsoft** and **campus7** software with cloud connectivity
- The library provided a plagiarism checker via **Plagiarism Checker 2023 X** for researchers
- University and internal exam question papers and question banks are availed through cloud storage from the library
- A **cloud-based digital library** with journals, textbooks, and question bank access
- A digital valuation center as per norms of the university
- **Campus7 software and mobile application** with cloud server facility for college day-to-day

activities

Features of Campus 7

User Type	Features
Students	<ul style="list-style-type: none"> • Student profiles • Attendance • Mark reports • Time table • College Calendar • Fee details
Teachers	<ul style="list-style-type: none"> • Staff and student profiles • Online attendance and report • Exam management • Mark reports
Parents	<ul style="list-style-type: none"> • mark and attendance report • Reports of fee payments

- Unlimited digital storage capacity via Google Suite
- Learning Management system like Moodle, Google Classroom
- The college has a dynamic website and cloud Storage and active social media platforms like Twitter, Facebook, Instagram
- Biometric access control for staff and students for their attendance and log books

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2

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

Response: 8.49

4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 65

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 29.72

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

2022-23	2021-22	2020-21	2019-20	2018-19
192.8946503	119.3888718	86.7222191	85.3583220	124.6399933

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 77.61

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
532	337	399	305	281

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 76.77

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

2022-23	2021-22	2020-21	2019-20	2018-19
443	480	308	326	277

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 64.61

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
29	58	21	79	54

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
29	92	99	95	58

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 30.3

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

2022-23	2021-22	2020-21	2019-20	2018-19
11	12	1	10	6

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 32

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9	1	12	5	5

File Description**Document**

Upload supporting document

[View Document](#)

list and links to e-copies of award letters and certificates

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 36.8

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
46	35	21	52	30

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

5.4.1

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The Alumni Association of Nirmala College of Pharmacy, Muvattupuzha has been functioning for many years as a supportive organ of the college. The Alumni Association received official registration under the Travancore-Cochin Literary, Scientific, and Charitable Societies Registration Act 12 of 1955 (EKM/TC169/2023) on 8th March 2023.

- **Alumni Association**

The students who graduated from Nirmala College of Pharmacy, Muvattupuzha are the members of alumni association. All the members of the alumni constitute the General Body of Alumni Association. The executive committee members are The Patron, Alumni Co-ordinator, President, Vice-President, Secretary, Joint Secretary, and Treasurer.

The Alumni Association is a great community that endeavors to impart, collaborate, and share a collective experience. The college has eminent alumni who are spread over different parts of the world with great positions and designations. The Alumni Association has always been a source of services to the institution. The Association is playing a pivotal role in keeping them all connected. Alumni WhatsApp groups, LinkedIn pages, mail IDs, and mobile numbers are available to connect with the alumni. We have a long list of alumni in the fields of hospitals, industries, research & development, teaching, and even entrepreneurship.

Alumni Contributions

The Alumni Association organizes several programs for the benefit of students.

Alumni as resource person

- Alumni from various pharmaceutical fields interact with the students and guide them in their future career selection.
- More than 10 alumni interactive sessions were conducted through this program.

Career Guidance and Placement Services

- Alumni members who are in good positions conduct career guidance programs and offer

placement services for the students to achieve their career goals.

- Students got placed in companies like Sance Laboratories PVT LTD, IQVIA, Aster Medicity, LIFE pharmacy, WISSEN, Appolo Hospitals, Glenmark, GSK GlaxoSmithKline, Bioclinica, idegene, Mylan, TCS, Rajagiri Hospitals, Medical Trust Hospitals, Amritha Hospitals, lise hospital etc.

Curriculum feedback

- The Alumni members give their feedback on the curriculum.
- Alumni support in determining the gap in the syllabus
- Alumni feedback is taken from alumni to check whether they attain the program outcomes. Feedback taken from the alumni is also utilized to see to what extent they have achieved the program outcomes after the completion of their programs.

Alumni Meet

- The Alumni Association convenes its annual meeting every year to reconnect with the Alumni and celebrate their success and various achievements.
- 4 alumni meets were conducted from 2018 onwards.

Alumni social activities

- Nutrition kits were supplied to the needy during the Covid pandemic in association with the college NSS unit

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

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.

Response:

Nirmala College of Pharmacy (NCP) is managed by the Catholic Diocese of Kothamangalam under the Nirmala College Society (Reg No: ER 928/2001). NCP is a Christian minority institution established in 2004 and is affiliated to Kerala University of Health Sciences, Thrissur (KUHS) and Approved by the Pharmacy Council of India, New Delhi (PCI).

The leadership of the college is through participative management with the involvement of all the stakeholders, to ensure effective governance and management through efficient decision-making. Various institutional bodies have been constituted to formulate strategic plans and execute policies based on its Vision and Mission.

Vision: A centre of Excellence for Pharmacy education and research, moulding students with value integration and social commitment.

Mission:

- To develop students with intellectual and professional competence to meet the challenges of technology, industry and services.
- To promote research and development in basics and frontier areas to solve the complexity of the health care system.
- To evolve and disseminate appropriate Pharmacy Practices.
- To develop socially committed and responsible Professionals by inculcating ethical values.
- To improve performance standards by benchmarking and internal drive

Sustainable growth and NEP implementation:

- **Research activities:** The governance of the institution is enthusiastic in inculcating the research aptitude in all students and fraternities via various R&D promotion policies. The college is an approved research centre for various universities across India.
- **Social commitment:** The college is organizing various outreach programmes to ensure the emotional growth of students creating a sense of empathy in them. The college has set up a Drug Information Centre to disseminate information and counselling. The college is also an approved

Pharmacovigilance (PvPi) monitoring centre.

- **Professional competency:** The college has initiated steps by arranging various add-on courses/professional development programmes to increase the competency of students.
- **Quality assurance:** The programmes offered by the college is accredited and certified by various bodies such as NBA, IAO and ISO.
- **NEP implementation:** The college has initiated steps to educate, encourage and enlighten the staff for the implementation of NEP.

DECENTRALIZATION

The administrative setup and workflow of Nirmala College of Pharmacy is decentralized for the smooth functioning of the college via various committees to ensure the maximum output. The Internal Quality Assurance Cell (IQAC) along with the Programme Assessment and Improvement Committee (PAIC) serves the timely verification of all activities to ensure quality.

- **ADMINISTRATIVE DECENTRALIZATION.**

The administrative apex body of Nirmala College of Pharmacy is the Governing body. The governing body appoints the Administrator, Principal and HODs to review the various academic and non-academic activities of the institution. The head of the institution is the Principal.

- **ACADEMIC DECENTRALIZATION:**

Various institutional committees are constituted for the smooth and effective conduct of academic activities.

a. **Statutory committees:** - The various statutory committees are the Programme Committee, National Service Scheme, Parent Teacher Association, Women Empowerment Cell, Grievance Redressal Cell, Anti-Rragging Cell, and Anti-discrimination Cell.

b. **Non-statutory committees:** The non-statutory committees include the Institutional Innovation Cell (IIC), the Institutional Ethics Committee (IEC) Innovation and Entrepreneurship Development Cell (IEDC), the Alumni Association and PAIC committees.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

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

Response:

The leadership of the college is through participative management with a well-structured organizational system. The institutional bodies have been constituted to formulate and execute policies and strategic plans and to manage all activities of the institution. They are the governing body, Institutional Advisory Board(IAB), Research Advisory Board(RAB), Internal Quality Audit Cell (IQAC), Programme Assessment and Improvement Cell (PAIC), Programme committees, and other statutory committees recommended by the apex bodies. The institutional bodies deploy their duties through well-defined policies and procedures, approved by the Head of the Institution and administrator. The periodic audit conducted by the PAIC ensure the effectiveness and efficiency of each committee.

Administrative setup:

- **Governing Body:** The governing body is the apex body that recommends strategic plans for infrastructure development, enhancement in the quality of the teaching-learning process, and promotion of healthy practices on the campus. It sets the framework for policy making and implementation of the proposed plans. The patron of the governing body is the Bishop of Kothamangalam Diocese, it is presided by the Manager of Nirmala College Society and is assisted by the Higher Education Secretary and other esteemed personalities.
- **Administrator:** The administrator appointed by the Diocese of Kothamangalam is representing the Management in the campus. He takes care of the administrative decisions in financial and policy making. He represents the current status and plans of the college in governing body meetings.
- **Principal:** The college is headed by the Principal. He ensures the implementation and execution of various policies and strategic plans as set forward by the governing body.
- **Department:** Each department is headed by a HOD and coordinator for the effective and efficient work allotment. An optimum level of decentralization is in practice in the departments for the academic progression and participative decision-making process.
- **Advisory board:** The organizational structure lends itself to sustaining institutional capacity and educational effectiveness through the involvement of internal and external members in various Committees/ Boards.
- **PAIC committee:** Various PAIC committees with well-defined functions give academic and administrative leadership to the institution. A committee comprising faculty members of NCP is involved in the planning, implementation, academic audit, and evaluation.

Appointment and Service Rules/ Recruitment: Nirmala College of Pharmacy strictly follows the service rules as prescribed by the Government of Kerala and other apex bodies. The recruitment process is carried out according to the norms of the University and PCI. The vacancies are notified and applications are invited from eligible candidates. The recruitment body, comprising of management representatives, the Principal, the HOD, and subject experts, decides the worthiness of the candidates by his/her performance in the interview and by evaluating their academic credentials.

Strategic/ Development plans: The IQAC and PAIC formulate the strategic plans based on the feedback and recommendations from the stakeholders as well as advisory boards. The short-term and long-term goals are discussed with the Head of the Institution and the administrator to get final approval. It is then executed through various PAIC committees. The implementation of the same is ensured via a periodic

audit system. The feedback is also collected to ensure the effectiveness.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Staff appraisal

The college is following an effective performance appraisal system to evaluate and document the performance of employees and his / her contribution towards the growth of the institution.

The staff members submit a self-appraisal with relevant documents to the head of the department. The HOD verify the documents and forward them to the Principal. A confidential score is given by the Principal and Administrator for each employee based on overall performance towards the work assigned to them. The final score is considered for appraisal award.

Welfare measures for staff members

Welfare measures taken for the staff reflect the output and selfless contribution to the tremendous growth of the institution. In connection with this, existing welfare measures for teaching and non-teaching staff are listed below:

- **EPF and ESI** scheme for all eligible staff members.
- **Group insurance** for teaching and non-teaching staff.
- As the Institution has a **multicultural environment** on the campus, the management ensures the celebration of all the festivals.
- Festival allowances.
- **A Medical Leave** facility is available for unforeseen medical emergencies available for all staff members. The number of leave sanctioned is extended in special circumstances.
- **Maternity leave** is available for staff members.
- Motivation through **counseling is also available for staff members** to create a healthy working environment. This not only increases the work-life balance of the employee, it also helps us in increasing productivity and allows our staff to work effectively with complete satisfaction.
- **Internet and free Wi-Fi facilities** are also available on campus for staff.
- The canteen facility on the campus is accessible by staff during working Hours.
- **ATM and Banking facility** on the campus.
- Uniform for staff members.
- Community lunch was arranged for the staff and their family.
- **A retirement party** is arranged for the staff as a recognition of their committed service.
- Discussion room for a better ambiance in group discussion.
- The decentralized working procedures make the system tranquil.
- Women Empowerment Cell was established to create venues for women members to flourish and gain momentum.
- Faculty members are provided with individual cabins to facilitate a good ambiance.
- A loan facility against salary is provided on request.
- The staff welfare committee organizes tours, and sports activities for the staff.

Career development / Progression

- **Faculty development programs (FDP)** / seminars/Workshops/ expert interactions are conducted for faculty members regularly.
- **NILA series** – The college is arranging a series of seminars branding NILA (Nirmala ignites learning aspiration) for the update of the current scenario in the pharma industry and research.
- **Financial assistance and leave for attending FDP/ Workshops** for professional development.
- **Skill development courses** are organized for non-teaching staff to enhance their skills in the work environment.

- All the faculty members who upgrade their research work through **quality publications** during the academic year are **honored by management** and the institute through a research incentive scheme every year.
- **Sponsorships to attend and present papers at conferences** both in India as well as abroad.
- Appreciation awards to encourage the faculties, who perform extraordinarily.

File Description	Document
Upload Additional information	View Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2

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

Response: 54.49

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

2022-23	2021-22	2020-21	2019-20	2018-19
36	14	23	10	2

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 62.04

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
49	21	42	29	11

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
19	21	18	20	11

File Description**Document**

Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Copy of the certificates of the program attended by teachers.

[View Document](#)

Annual reports highlighting the programmes undertaken by the teachers

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

6.4 Financial Management and Resource Mobilization**6.4.1**

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)

Response:

Nirmala College of Pharmacy, Muvattupuzha, Kerala working under Nirmala Education Society is a self-financed institute, where the funds are generated through the following ways

- Fees paid by the students
- Support from the management.
- Consultancy
- For the new facility creation, the additional financial requirement is managed by taking advance from the bank as an overdraft.

The institution has a firm Finance Committee is done with the help of the following members

- Administrator – Chairperson
- Principal
- Vice Principal
- Faculty nominated by the management
- Finance officer.

Functions and responsibilities of the Finance Committee

- To prepare the budget based on the actual requirements submitted by the PAIC committee.
- To consider the annual accounts and financial estimates of the institution and submit them to the Board of Management for approval.
- To fix limits for the total recurring expenditure and the total non-recurring expenditure of the year based on the income and resources of the institution.
- To consider and recommend the annual budget and revised estimates to the Governing Body.

The Finance Committee meets at least twice a year to examine the accounts and to scrutinize proposals for expenditure. Five members constitute the quorum for the meeting. No expenditure other than that provided in the budget will be incurred by the institution without the approval of the Finance Committee.

Mechanism for effective utilization of funds:

- The institute has a well-defined mechanism to monitor the effective and efficient utilization of available financial resources for the development of academic processes and infrastructure development. Budget planning and budget reviews are continuous processes that are conducted in 3 steps.
- The finance committee call budget from Heads of departments/PAIC committees at the start of the financial year (i.e.) in April and the departments are informed to submit the budget by classifying the heads as Recurring, Non–Recurring, Seminars, R & D, and Maintenance separately. Consequently, the budget allocation will be done for every department.
- The budget review is held in April by the purchase and finance committee, after a detailed briefing by the head of the department. The final budget proposal of the institution prepared by the Principal will submitted to the administrator for approval.

- The administrator presents the proposed budget to the governing body and seeks permission.
- The optimal utilization of the funds from the budget is reviewed in December.
- The institute adheres to the Utilization of the budget approved for academic and administrative expenses by the management.
- The Institution is not currently getting any grants in aid provided by the Central Government / State Government. However, the Institute is getting Sponsored Funded Research Projects and Consultancy work

Financial Audit: The college has conducted internal and external audits for the income and expenditure in every financial year.

- **Internal audit:** An internal audit every six months is conducted to review the fund mobilization and its utilization. The finance committee is entrusted to do the duty and make proceedings to ensure optimum utilization.
- **External audit:** An audited statement, prepared by an external chartered accountant every year, is submitted to management to see the financial status of the college and displayed on the college website for public access.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Teaching Learning Process

Audit on the attainment of an outcome

- The IQAC monitors the **attainment of the course outcomes** by collecting **feedback from the students**. It evaluates the quality of teaching and learning based on the feedback and suggests improvements.

Audit on Teaching practices

- The IQAC conducts **regular audits to evaluate the teaching quality** based on the outcomes of

education.

The skills upgradation program among the students

- The IQAC aims to **enhance the skills** of the students and align them with the desired program outcome. To achieve this, a specific skill development activity is planned for each year of the program.

Introduction of rubrics for seminars and assignments

- The internal mark components, such as seminars and assignments, **are evaluated using well-defined rubrics**. This helps the student to understand the strengths and weaknesses of their performance and how to improve it.

Implement Goal setting needs and strategies in the lower class for the students

- Every student undergoes a **series of training to set the future goal and pick** the most suitable career opportunity based on the SWOC analysis.

Student customization

- To provide focused attention the **students are customized based on their learning levels**

Peer learning process

- Through the peer learning process, the **students give their hands to other students** to make them learn the concepts more easily.

Encouraging fast learners with additional activity

- The fast learners as well as interested candidates are **trained for research, publication, entrepreneurship, and other activities**.

Create a facility for the students to undergo internship and field visit

- The IQAC has **initiated new collaborations with industries and hospitals** for facilitating student's field visits and internships.

Assessment of learning outcomes and improvement process

- A new **software DeQ for calculating the attainment of course outcomes and program outcomes**. This software will help us to measure the learning progress of our students and to identify the areas that need improvement.

Virtual Classroom

- Incorporated various learning platforms in the website like a **virtual classroom, e-books, Practical and theory online study materials, and Open Educational Research**.

Staff Training and development

- **Training programs:** To enhance the skills and knowledge of the faculty members, various programs and seminars are organized by the institution.
- **Staff Induction:** Staff induction is organized for all newly joined staff members to pop up with the institutional policies and practices.
- **Skill up gradation of non-teaching staff:** Exclusive skill development programs are arranged for non-teaching staff

Quality Audits: The following audit practices were conducted in the institution

- Academic and administrative audits
- Gender Audit
- Energy Audit
- Hygiene Audit
- Green Audit

Research and Development

- *Constitution of the Institutional Research Advisory Board*
- **Seed Grant facility initiated** for faculty members to initiate research
- *Research Promotional Activities:* Financial support for student research, publication, travel grant etc.
- *R & D facility creation:* New R&D facilities are created every year

Student support system

- **Strengthening of Mentoring System:** To enhance the mentoring system, 3-4 Mentors are assigned for each class who meet with their students regularly. The mentors are given clear guidelines on how to advise the students on their **career choices and development**.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**

3. Collaborative quality initiatives with other institution(s)**4. Participation in NIRF and other recognized rankings****5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Gender equity and sensitization are at the core of our commitment to create an inclusive educational environment. In both curricular and co-curricular activities, Nirmala College of Pharmacy (NCP) endeavour to embed gender-neutral content, ensuring diverse representation and fostering equality in educational materials and discussions. Our approach extends beyond the classroom, with co-curricular activities, clubs, and workshops emphasizing inclusivity, encouraging active participation from all genders. Sensitization programs form a crucial component, emphasizing respect, empathy, and awareness of gender-related challenges. By integrating gender equity principles into the fabric of our educational offerings, NCP strives to cultivate an atmosphere where every individual, regardless of gender, feels valued and empowered, reflecting our dedication to a diverse and inclusive educational community

Institution shows gender sensitivity in providing facilities such as

1. Safety and security

- NCP, being a co-educational institution with a significant female presence among both staff and students, prioritizes creating a safe and secure academic environment. The college maintains a zero-tolerance policy on gender-related issues, ragging, and sexual harassment.
- **Fully protected campus:** The institution ensures a secure campus with compound walls, 24-hour security guard monitoring at two different gates, and mandatory ID card usage for all enrolled students.
- **CCTV surveillance:** With 79 CCTV cameras operational 24/7, the college enhances security and monitoring across the campus.
- **Anti-Ragging committee:** A comprehensive anti-ragging committee comprises members from the college, Kerala Police, local media, and civil administration, fostering a safe environment.
- **Internal Complaints Committee (ICC):** ICC addresses issues related to sexual harassment and misuse of social media, acting as a deterrent against such offenses

2. Counseling

- **Counseling center:** Professionally qualified counselors provide valuable services, helping students navigate personal stresses and strains.
- **Counseling workshops:** Regular workshops cover topics like cyber law, hereditary rights of women, transgender awareness, and self-defense, creating awareness and empowerment.
- **Staff involvement:** Both teaching and non-teaching staff contribute to counseling and support,

promoting a holistic approach to students' well-being.

3. Common room facilities:

- **Separate common rooms:** NCP provides separate common rooms for girls and boys, offering comfort and space for relaxation.
- **Restrooms and toilets:** Adequate facilities, including common restrooms for girls, are available. Incinerators in toilets ensure the hygienic disposal of used sanitary napkins.
- **Pad vending machine:** A pad vending machine near the common room provides easy access to sanitary napkins, contributing to menstrual hygiene.

4. Additional facilities

- **Driving classes:** As part of the women's cell initiative, female students have the opportunity to attend driving classes, promoting independence and skill development.
- **Fitness rooms:** Special timing is arranged for ladies in the physical fitness center, encouraging a healthy lifestyle.
- **Sick room:** Separate sick room for girls and boys equipped with bedding and a first aid box, the sick room addresses health needs effectively.

All these initiatives and facilities are thoughtfully designed and optimally utilized by both female teachers and female students, reflecting NCP's commitment to promoting gender equity, safety, and the overall well-being of its educational community

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

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

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.4

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)

Response:

Nirmala College of Pharmacy has a rich cultural mix of **students of various religions**. The institution has taken several initiatives to create and maintain an inclusive environment for students of all religions and cultures. These initiatives include

- Ensuring that all students have provisions to practice their religion **by providing different food options, facilities to pray, and allowing religious dress code to be maintained.**
- Providing opportunities for people of all faiths to share their unique art forms and cultures with others. As a part of it, we organize
 - Tiruvathirakali,
 - Oppana,
 - Margam Kali,
 - Mappilapat,
 - Duffmuttu in our celebrations.
- Staff and students of the institution jointly celebrate various occasions that not only create entertainment and enjoyment but also provide an occasion to bring students and staff together in a bond of love. These celebrations include
 - Onam,
 - Christmas,
 - National Pharmacy Week,
 - World Pharmacy Day,
 - Teachers' day
 - Freshers' Day,
 - Arts Fest,
 - Sports Fest, etc.
- The institution constituted an **anti-discrimination cell**. Any act, speech, or intention that perturbs harmony is seriously regarded and brought to the attention of the **anti-discrimination cell**. Such issues deal with on an immediate basis to restore the peace. In this way, the institution creates harmony among cultural, regional, linguistic, communal, socioeconomic, and other diversities.

The institution has also taken several initiatives to create a **friendly and inclusive environment** for everyone and to promote the **holistic development of our students** by means of

- Emphasizing **academic excellence as well as arts and sports development.**
- Conducting arts and sports festivals every year to keep our **students fresh-minded, positive, and energetic.**
- Providing harmony hours in the curriculum to refresh the minds of students and raise their *self-confidence*
- Providing infrastructure for various sports activities and a gym facility for women
- Providing an effective **mentoring and counseling system** to know each student personally, recognize their potential and guide them on the right path

National obligations

The institution has taken several initiatives to inculcate a **sense of citizenship among students**. For that,

- Institution celebrates days of national importance to cherish and follow the noble ideals who inspired our national struggle for freedom and also to remind the worth of freedom, democracy, and peace. These include,
- Independence Day,
- Republic Day,
- Gandhi Jayanthi,
- National Constitution Day
- Involving **students in social services to teach them the value of serving others** and thereby train them to **uphold the unity and integrity of India**.
- Focusing on fulfilling our **responsibilities towards society as pharmacists**. For that, the institution organizes
- Blood donation camps,
- Free health check-up
- Conduct various disease awareness programs for the benefit of society.

In this way, institution try to fulfill our responsibilities towards society and to the nation as Indian citizens and pharmacists.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

Best practice I

Title: Campus Sync- Integrated Academic and Administrative Excellence Via Campus 7 software

Objectives of the Practice

Elevate academic and administrative efficiency with Campus 7 software, fostering seamless workflows, transparent information access, and personalized support for students and faculty. The key objectives include;

Administrative

- Optimize administrative workflows such as admissions, fee collection, and record management.
- Enhance the efficiency of work
- Digitize processes for a paper-free office
- Ensure transparent information access for stakeholders.

Student service and support

- Facilitate official communications through digital platforms
- Facilitate students to access their academic and other co-scholastic information at any time
- Facilitate online provision of study materials and free access to learning management systems (LMS).

Faculty management

- Facilitate online leave applications, leave status, and duty changes
- Provide an online platform for attendance entry, continuous assessment mark entry, and internal assessment

The Context

Establishing an online platform streamlines administrative processes, benefiting both students and staff by reducing time and effort for admissions and fee payment. This digital transformation promotes transparency, ensuring accessibility of academic and administrative information for stakeholders. A paper-free office not only contributes to environmental sustainability but also minimizes administrative overhead. The online platform mitigates the risk of data breaches, ensuring confidentiality and reducing errors associated with manual data entry. Additionally, the digital platform enhances student engagement, facilitating access to course materials and online discussions, while providing employers with easily verifiable digital credentials, thus reducing the risk of fraud.

The Practice

The college has seamlessly integrated the advanced "Campus 7" system for efficient student attendance and academic data management. The teachers timely update data covering attendance records, internal assessment marks, continuous evaluation parameters, timetables, and academic calendars, and the students can assess these data 24/7.

Other practices through "Campus 7" include

- Submission of assignment and test
- Distribution of study materials
- Avenues for mentor-mentee communication
- Grievance reporting
- Preparation of internal exam question paper
- Individual student-wise report cards.
- Creation of individual student profiles for showcasing awards, achievements, and extracurricular activities, contributing to their resumes.

- Fulfill the requirements of statutory bodies and HR services.

Evidence of Success

- The admission process and fee payment are done successfully through online portals; thereby reducing the paper use in office
- Attendance registers and mark entry books are completely replaced by Campus 7 software.
- Students have instant access to their attendance, internal marks, and continuous evaluation marks through the software.
- Students have instant access to study materials through Campus 7 and google classrooms.
- All official information, circulars, and notices are timely available for students and staff
- Faculties use Campus 7 software to apply for leave and exchange duties.

Problems Encountered and Resources Required

Problems Encountered	Resources Required
Few parents are lacking the necessary digital skills for effective usage	Training and support are required to bridge this gap
Newly appointed faculty face difficulties in using Campus 7 software properly	Induction programs are required to bridge this gap
Fresh batches of students faced the difficulties of campus -7 usage fully	Regular training and demonstrations need to be provided .

Best practice II

Title: ProficiencyPulse- Advancing Student Skills through Systematic Software Insights.

Objectives:

Establish a systematic strategy with digital tools to achieve the specific goals of Outcome-Based Education (OBE). The key objectives of this practice include;

- Streamline the mapping of program and course outcomes, ensuring alignment with educational objectives.
- Efficient design and review of curriculum components, empowering educators to structure courses effectively.
- Provide a centralized platform for managing assessments, including the creation, distribution, and grading of assessments tied to specific learning outcomes.
- Empowers administrators and educators to make informed decisions by analyzing generated data, and identifying strengths, and areas for improvement in the curriculum.
- Tracking individual student performance, facilitating targeted support, and cultivate a culture of

continuous improvement

Context:

The traditional spreadsheet-based method has several limitations such as

- Alignment may require manual updates and is more prone to errors during data entry and formula application.
- Multiple spreadsheets may lead to fragmented data, making it challenging to maintain consistency and accuracy across different documents.
- Curriculum design in spreadsheets may lack specialized features for educational planning and might require more manual effort.
- Assessments in spreadsheets may lack automated features for managing the entire assessment lifecycle, potentially increasing the workload for educators.
- Managing large datasets in Excel may become cumbersome and less efficient as the volume of data increases

While Excel is a versatile tool, digital tools designed to specifically address the unique needs of Outcome-Based Education is being practised in the institution as it provides a more efficient, streamlined, and comprehensive solution.

Practice:

The DeQ-OBE software provides a comprehensive solution for calculating and managing attainment levels, allowing educators to assess student performance systematically. The key steps involved are

- Educators define various direct and indirect assessment methods and the target level is updated every year.
- Evaluation parameters are systematically mapped with specific COs
- The DeQ-OBE software automates the matching of evaluation components with POs and PSOs.
- Faculty members enter student marks based on the defined evaluation parameters.
- The software automatically calculates the attainment level of each student based on the entered marks and the predefined target level.
- The software identifies students whose attainment levels fall below the set target. These students will be provided with remedial measures
- One of the criteria for a forthcoming academic year planning for a particular batch will be the attainment of unmet outcomes of the previous academic year

Evidence of success

The success of our OBE implementation is evident in the systematic calculation of attainment levels, identification of students below set benchmarks, and the implementation of targeted remedial measures. This approach ensures that every student attains the prescribed POs and PSOs. OBE provides a solid foundation for individuals to embrace lifelong learning by fostering a culture of continuous improvement, emphasizing practical skills, and instilling a mindset of adaptability and curiosity.

Problems encountered and resources required

The initial learning curve for users and potential integration challenges with existing platforms were the problems encountered. Regular training sessions for users and technical support can overcome the hurdles.

File Description	Document
Best practices as hosted on the Institutional website	View Document
Any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Incentive Reward Scheme for Research Upliftment

NCP has taken a pioneering approach to foster a research-centric culture by implementing an innovative and comprehensive Incentive Reward Scheme. This scheme stands out for its distinct features and strategic alignment with the institution's commitment to excellence in research.

Distinctive Features of the Incentive Reward Scheme:

Holistic Approach to Research:

- NCP recognizes the importance of involving students in the research process. The provision of a significant reward of Rs 15,000 for each student project demonstrates a commitment to nurturing a culture of inquiry and innovation from the grassroots level.

Focus on High-Impact Publications:

- The reward for research publications in SCI/Scopus-indexed journals emphasizes the institution's commitment to producing high-impact and globally recognized research. This criterion ensures that the faculty is motivated to contribute to scholarly conversations on an international scale.

Seed Grants for Innovation:

- The provision of seed grants for selected faculty projects, up to 2 lakhs, demonstrates NCP's commitment to fostering innovation. This distinctive feature provides crucial initial funding for projects with the potential for significant impact.

Global Exposure through Conference Attendance:

- Providing financial assistance for attending national or international conferences reflects NCP's commitment to global exposure. This unique feature encourages faculty members to engage with the international research community, fostering cross-cultural collaborations and knowledge exchange.

Flexible Funding for Research Tools:

- The provision of a minor equipment grant ensures that researchers have access to the necessary tools and equipment tailored to the requirements of their specific projects.

Promoting Collaboration with Other Universities:

- NCP stands out by encouraging collaboration through financial support for utilizing experimental facilities at other universities. This unique feature promotes networking and collaborative research initiatives, enriching the overall research landscape.

Strategic Investment in E-Resources:

- The additional grant for enhancing e-resources to stay at the forefront of technological advancements. This investment ensures that researchers have access to cutting-edge electronic resources, facilitating impactful and relevant research.

Comprehensive Support for Intellectual Property:

- NCP goes beyond mere encouragement by providing financial support for patent filing. This unique feature reflects a commitment to protecting and commercializing innovative ideas, contributing to the institution's intellectual property portfolio

Recognition for External Funding Success:

- The provision of an honorarium for successfully securing research projects from financing institutions acknowledges the effort invested in obtaining external funding. This unique feature encourages faculty members to actively seek and secure financial support for their research endeavors.

Rewarding Faculty Involvement in Consultancy Work:

- NCP recognizes the dual role of faculty members as both educators and consultants. The inclusion of a 20% share of consultancy work amount for corresponding staff uniquely acknowledges and rewards their contributions to external collaborative projects.

NCP's Incentive Reward Scheme for Research Upliftment stands out as a comprehensive, student-centric,

and globally oriented-initiative. By addressing various facets of research, from student involvement to faculty publications and external collaborations, the institution has created a distinctive framework that not only motivates but also strategically propels the research ecosystem toward excellence. This unique approach solidifies NCP's position as a trailblazer in promoting a culture of research and innovation within the academic community. Regular assessments and adjustments will ensure that the scheme remains dynamic and continues to set benchmarks for research incentive programs.

File Description	Document
Appropriate web in the Institutional website	View Document
Any other relevant information	View Document

5. CONCLUSION

Additional Information :

Nirmala College of Pharmacy, located in Muvattupuzha, Kerala, is a reputable institution dedicated to providing quality education in the field of pharmacy. Established in 2004, the college is affiliated with the Kerala University of Health Sciences, Thrissur, and approved by the Government of Kerala and the Pharmacy Council of India.

Academic Programs:

Nirmala College of Pharmacy offers a range of academic programs including a Bachelor of Pharmacy (B.Pharm), Doctor of Pharmacy (Pharm.D), and Master of Pharmacy (M.Pharm) with specializations in Pharmaceutics, Pharmacology, and Pharmacy Practice.

Accreditations and Affiliations:

The B.Pharm program at the college is accredited by the National Board of Accreditation (NBA), reflecting the institution's commitment to maintaining high academic standards. The college is affiliated with the Kerala University of Health Sciences, ensuring that the academic curriculum aligns with industry standards.

Faculty:

The college prides itself on a dedicated and qualified faculty, many of whom hold post-graduate and PhD degrees. The teaching staff is passionate about imparting knowledge and shaping the minds of the next generation of pharmacists.

Infrastructure:

The college boasts modern infrastructure with spacious classrooms, well-equipped laboratories, a comprehensive library, and facilities for extracurricular activities. The campus is designed to provide a conducive environment for both academic and research pursuits.

Community and Values:

With a vibrant community of 600 students and 65 staff, Nirmala College of Pharmacy upholds core values including Faith in God, Love of Fellow Beings, Moral Uprightness, Social Responsibility, and the Pursuit of Excellence.

Concluding Remarks :

Nirmala College of Pharmacy was established in 2004 by the Catholic Diocese of Kothamangalam. Affiliated with the Kerala University of Health Sciences and approved by the Government of Kerala and the Pharmacy Council of India, our B.Pharm program holds NBA accreditation, reflecting our commitment to academic excellence.

Our mission is to excel in education and research, nurturing highly skilled individuals. We offer Bachelor of Pharmacy, Doctor of Pharmacy, and Master of Pharmacy in various disciplines. Practical learning is prioritized through internships, fieldwork, and industrial visits.

Our core values are faith in God, Love of Fellow Beings, Moral Uprightness, Social Responsibility, and Pursuit of Excellence. Dedicated faculty members, with post-graduate and PhD degrees, passionately shape the minds of the next generation.

The institution fosters a robust research environment, resulting in 200+ research publications, 800+ citations, book publications, and 6 patents. We actively engage in national and international collaborations, offering scholarships, rewards, and seed grants to support our vibrant research ecosystem.

Our modern infrastructure includes spacious classrooms, administrative offices, conference halls, and 22 well-equipped laboratories. The library houses 9036 books, a digital section, and access to 900+ e-journals via j-gate. With high-speed Wi-Fi and facilities for people with disabilities, our campus is designed for holistic development.

We prioritize extracurricular activities, cultural events, and sports, encouraging the development of soft skills, communication skills, and life skills. The institution supports students through cells like placement, Women, SCST/Minority Students, and grievance retrieval. We serve as an evaluation center for exams by the Kerala University of Health Sciences, host pharmacovigilance programs, national-level conferences, and house the Kerala Startup Mission Nodal Centre.

Our separate hostels for boys and girls ensure comfortable living, complemented by a picturesque landscape featuring medicinal gardens, butterfly gardens, orchards, and fish ponds. Sustainability is prioritized through renewable energy use, waste management, and eco-friendly initiatives.

Celebrating 20 successful years, Nirmala College of Pharmacy looks forward to new heights. Join us on this exciting journey, become a part of our history, and contribute to our commitment to excellence. Blessed by the Almighty, we strive for holistic student development.